

### 1: Skill India: Well begun, but challenges ahead | analysis | Hindustan Times

*This article highlights the critical need for scaling up concerted efforts to enhance skill development in India, in the context of the country's transition to a knowledge based economy, through the creation of a professional skilled workforce.*

March 23, April 21, Shanker Chakravarty March 23, However, much work needs to be done on the ground for the government to prove that this step is a departure from rhetoric lip service. The magnitude of the problem has been analysed by numerous experts: Our workforce readiness is one of the lowest in the world and a large chunk of existing training infrastructure is irrelevant to industry needs. This is not as much due to lack of monetary investment as it is a predicament about grossly inefficient execution. The government already spends several thousand crores every year on skill development schemes through over 18 different Central government Ministries and State governments. The need of the hour is to improve resource utilisation and find solutions that can address the systemic and institutional bottlenecks constraining the sector. Keeping in mind the revised National Skill Development Policy due to be announced in a few months that will also outline the contours of the National Skills Mission, we present an analysis of three priority areas that the government needs to address. Coordination of skilling efforts Currently, there are at least 20 different government bodies in India running skill development programmes with no synergies and considerable duplication of work. A Labour Market Information System LMIS that should have been one centralised resource has been developed in different forms by at least five government agencies. The presence of multiple stakeholders coupled with a lack of coordinated policies has resulted in no standardisation of procedures or outcomes. The Ministry of Skill Development and Entrepreneurship MSDE was created as the aggregator in the sector, but the duplication of roles and policy confusion has persisted. To begin with, the delivery of at least 70 per cent of the total skill development targets should rest solely with the MSDE. In addition, overarching roles such as apprenticeship system, LMIS implementation, private sector coordination, etc. Scientific approach to policies Skill development is a tricky field for the government to channel resources into. To justify investments, policies must be grounded in hard data. Scheme design parameters, such as sector and beneficiary targeting, curriculum, delivery methods, etc. Existing skill gap studies fail to provide agile, actionable data and are rarely used in scheme designs. A good first step will be the development of a fully functional LMIS that can provide an accurate statistical base for formulating and monitoring vocational training policies and programmes. Technology can also play a great role in ensuring quality of delivery at scale. Business processes associated with planning and delivery can be managed better with the use of technology, as the experience of MIS portals developed by several ministries show. In addition, scientific monitoring and evaluation methods need to be incorporated in every programme to ensure just utilisation of resources. Engaging the private sector While the government itself is a large employer, the primary focus of skill development is essentially towards private sector employment and entrepreneurship. So far, private sector itself has not geared up for the challenge. The World Bank Enterprise Surveys reveal that the percentage of firms offering formal training programmes for its permanent, full-time employees in India is just It is necessary to catalyse investments from the industry and support candidates in raising resources for training. This would need a functioning credit market with collateral guarantees for students, as well as planned coordination with the private sector. For any skill development effort to succeed, markets and industry need to play a large role in determining courses, curriculum and relevance. For this, employers need to be put in the driving seat, with the government acting as a regulator and not the implementer. The government has its task cut out. The views expressed are personal.

### 2: Skill development important in economic growth, says C Rangarajan | Business Standard News

*Skill development at primary & secondary education level: The 'Skill India' mission encourages and promotes skill development at school level in order to further bridge the skills gap. Doing so can help create job-ready individuals in the near future - enabling them to embark on their professional journey without any hurdles on their way.*

The launch of the Skill India Mission, and the creation of the Ministry of Skill Development and Entrepreneurship has created an ideal political climate for companies to get involved and work towards scaling up their programs. Every year, India adds about 12 million people to its workforce, out of which a paltry 3. To close this gap in skills, the Indian government introduced the Skill India Mission which aims to train million people by Since its launch on 15th July this year, the Mission has directed significant attention towards the issue of livelihoods and skill development and has garnered considerable support from companies and other key players in the sector. Why scale up the skilling effort? Dealing with such a vast number of unskilled people means that programmes will have to be scaled across national and regional levels in order to have significant impact. Scaling skill development programmes will also directly benefit companies, especially those which operate in high-growth and resource intensive industries like manufacturing, retail, textiles, construction and others by providing these industries with the skilled labour they need in order to grow. The 5 lessons for scaling up programmes Scaling up is a long-term commitment. It takes time and effort from many players and can be challenging, especially when dealing with the shifting priorities of governments and donors. A conducive political environment, strong partnerships, adopting a lifecycle approach, systematic monitoring and gradual processes. Conducive political environment Political commitment is critical in order to scale up programmes. For skilling this is good news. The launch of the Skill India Mission, and the creation of the Ministry of Skill Development and Entrepreneurship has created an ideal political climate for companies to get involved and work towards scaling up their programmes. However, government priorities tend to change quickly – in the past few years alone, it has moved from sanitation to skilling to digital literacy – and scaling up needs a longer period of time to achieve results. It is critical that those involved in skilling use current avenues of opportunity to build lasting connections that can be sustained over the period of scaling up. Strong partnerships Partners are a key factor in helping to maintain the momentum and focus of skilling programmes. Having clearly delineated roles and responsibilities for each partner will also ensure that the scaling up process is focussed and will avoid overlapping functions. Companies can engage with models similar to the National Skill Development Corporation NSDC , a public-private partnership between the government and the private sector, which is jointly funded by the government and companies and provides accredited skill training programmes to communities across India. Developing strong partnerships with the government, NGOs and other relevant stakeholders is a key requirement for achieving any significant impact at scale. Lifecycle approach Adopting a lifecycle approach to skilling will make sure the kind of skills imparted to trainees are marketable and linked to available jobs. A lifecycle approach looks at all aspects of skilling, from the aspirations of people before training, to counselling and following up with beneficiaries during their employment. Skill development programmes conducted in this manner will ensure that the training received has an impact on livelihoods and contributes to the economic well-being of communities. If everyone in a particular district is trained in carpentry, there will be too many carpenters and not enough jobs. Conducting skilling programmes at scale without developing a diverse range of training programmed or understanding what skills are needed may have an adverse effect. Monitoring programmes Monitoring and evaluation needs to be sustained throughout the scaling up process in order to get a clear idea of what works and where things went wrong. Without robust monitoring procedures, learnings will not emerge and there will be no space for course correction. Documenting every success or failure is critical as it will help partners learn from mistakes and develop a set of best practices. In order to understand the effectiveness and ability to scale, monitoring needs to happen on two levels: At the original pilot phase and during the scaling up process. Gradual process Scaling up requires a long-term commitment and companies need to be aware of this. Partnerships formed to scale social sector

issues like skill development rely on political processes, public sector bureaucracies and community engagement – none of which move quickly. Finally, it is important to remember that no one model can work everywhere – adapting programmes to diverse cultural regions or the specific requirements of trainees is par for the course. The process of scaling up is fairly fluid and subject to various changes. While scaling up programmes is crucial to close the wide gap in skills that India is currently experiencing, there are certain compromises that companies and their partners should be prepared for. Scaling up tends to prioritise reach over impact, i. That said, getting close to skilling million people by needs a concerted effort from multiple stakeholders in the ecosystem and can only be achieved if programmes are replicated and scaled across the country.

### 3: The path to effectively scaling skill development programmes | Forbes India Blog

*The skill development of the working population is a priority for the government. This is evident by the exceptional progress India has witnessed under the National Policy on Skills () over the years.*

Jul 14, The mission aims to train as many as million people “ more than the entire population of the United States, and the scale itself is challenging by any standards. Yet, there is a case to say that well begun is half-done. Read Skill India needs a Tell India: We need to match skills with real jobs The Pradhan Mantri Kaushal Vikas Yojana PMKVY , the lynchpin of the skill strategy, was launched last year and got a fresh boost this week when the cabinet approved its 2. The key part is that direct benefit transfer DBT , a favourite tool of the government, will be used to support trainees who will get travel allowances, boarding and lodging, while trainers will get support as partners through an Aadhar-linked plan. The plan to use placement and mobilisation camps resembling village melas is an imaginative. But the clock is ticking fast, given the audacious target set for the mission. Let us look at the past year. While the aim was to train 1. This falls short of the target, especially in terms of RPL, but there is a welcome attempt to give it an overhaul by balancing the interests of the trainees with the trainers. For instance, common norms formulated to harmonise the payment rates and criteria across different participating ministries came to effect from April 1, and had to keep in mind incentives and additional payments for those involved in skill development schemes for difficult regions, women and differently abled persons. This has raised the per-candidate cost in some cases. This in turn can hurt budgets and growth. We have had a significant first step. Care should be taken not to crowd out private sector self-funding models. Administrative challenges also involve multi-agency collaboration which in traditional bureaucratic terms would take more time or resources or both. The Ministry of Skill Development and Entrepreneurship MSDE has managed to sign MoUs with 14 other ministries, and the activity that followed has covered a lot of ground “ from initially sharing infrastructure and using corporate social responsibility CSR funds to training retired defence personnel as trainers. The challenge is to scale up what was done on a pilot basis in the early stages. Hopefully that should happen this year, especially with increased budgetary resources. The key here would be execution on a large scale to enable candidates to obtain National Skill Qualification Framework NSQF certification, which is now enabled for 1, courses. Read The direction is right, now pick up speed The Sector Skill Councils SSCs promoted by the National Skills Development Corporation NSDC , a public-private partnership company, has set the ground by developing more than 1, qualification packs for different roles across 32 sectors,. It has also evolved model curriculums and created 58 handbooks, taking inspiration from practices in the UK and Australia. The SSCs, though in uneven stages of growth, are led by some of the best leaders in industry. There is a need to nurture them more actively and make them truly independent. The mission runs deeper into the level of schools and now covers 22 states. Courses like a B. Voc Bachelor of Vocation are a welcome idea but need to be scaled. Recognition and acceptance of vocational certificates after the 10th standard as equivalent to the 12th is still a work in progress. However, the transition of those from the vocational stream in schools to college or university is not yet as desired and this needs to be integrated going forward. All such skilling initiatives need to be tied up with entrepreneurship promotion programmes such as the Startup India and Stand up India schemes that are only just taking off. There are other programmes on the anvil such as the establishment of model skill centres in districts by March According to the government, more than That is an impressive But the path to million by would require increased speed as well as scale. Government funds alone would not suffice for this. The challenge lies in building private sector partnerships.

### 4: Youth development in India: does poverty matter?

*Congress youth manifesto released, promises skill development. The Congress today released its youth manifesto for MCD polls, promising to open skill development centres and livelihood security department in the civic bodies of the national capital.*

Skilling How skill India is set to revolutionize the future of India There are Corporates who have come forward to address the issue of Skills gap in the country, and are doing their bit to fill that void with a trained and certified labor force. However, there are various aspects to this mission that need proper consideration in order to maintain its successful implementation. Since its launch last July, this mission has garnered lots of support from various industries and initiators – Government or otherwise, who have come forward to address the issue of Skills gap in the country, and are doing their bit to fill that void with a trained and certified labor force. Upskilling more than 40 crore individuals in multifarious fields by the year can seem like an achievable task on paper, but it is actually far from it. Undertakings of such magnitude need constant deliberation and have to be improvised at each step to counter every challenge on its path to success. Furthermore, it is predicted that the government may have to devote more than INR 8 Lakh Crore to this mission gradually over the next 8 years in order to accomplish this task. However, things have begun to look promising on this front ever since the Budget for was announced, with the Ministry of Finance allocating over Crore for this mission. The main objective of this funding is to support development of infrastructure in this field which can help skill more than 1 Crore youth within the next 3 years. India currently holds the distinction for being one of the youngest nations in the world, i. However, this is projected to last only till the year Thus, it has now become a matter of extreme importance for India to utilize its demographic dividend and overcome the Skills gap within a limited timeline. Most people now have a general idea on the extent of this initiative and how it has helped thousands of individuals to become job-ready professionals with proper training. Now, we are going to explore how this comprehensive pan India movement can play an integral part in reforming the future of our country. Increase in Rate of Employment: So far, the Job market in India was mostly comprised of candidates who, despite being well educated, lost out on several opportunities because they may have lacked the skills required for a specific job profile. Through Skill development, individuals will be able to gradually improve their productivity with proper guidance, which can further maximize their efficiency. Enable the youth to get Blue-collar Jobs: This can validate their training and also help them get access to better job prospects. Doing so can help create job-ready individuals in the near future – enabling them to embark on their professional journey without any hurdles on their way. Improve employment scenario within rural demography: Since the problem of skills gap is mostly prevalent within the rural population of India, it has become extremely important to upskill this section and recognize their skills in order to improve their employability. If this trend continues, the rural demography will be able to significantly contribute its share in furthering the development of India to greater extent. Although it may seem like a difficult task to achieve, the aforementioned facts can surely restore the faith of people within the system as well as for this mission. Did you find this story helpful?

### 5: Automotive sector gets a major push on Skill Development - Times of India

*India lags far behind in imparting skill training as compared to other countries. Only 10% of the total workforce in the country receives skill training. Further, 80% of the entrants into the workforce do not have the opportunity for skill training.*

**Abstract** This paper explores the differentials in youth development patterns determined by the economic condition of the household in India. The wealth index is used to glean youth development differentials in the different economic categories of the household. The findings suggest that youth from the bottom 20 per cent poorest of households are deprived in education, employment, labour force and are not working currently compared to youth from the middle and rich households. The states differ in youth development patterns employment, appropriate education, skill development and awareness about health. There are more working youth among poor households than among rich households in India. Female youth are more disadvantaged compared to male youth and it is the same with the rural-urban distribution of youth. Youth development, Adolescence, Wealth index, Healthy lifestyle, Poverty Background India has one of the highest adolescent million and youth populations in the world. The Census of India has highlighted the profile and status of the adolescent and youth population, which constitutes a critical segment of the total population of India. Socio-political, economic and demographic developments depend on them. The transition from education and training to economic activity marks an important phase in the lives of youth, who are the productive workforce of the country. The huge unemployment among youth due to lack of skills and poverty is a long term challenge for India. In , it was estimated that the population of the world was 6. In India, the adolescent population is million and the youth population is Compared to the Census, the percentage of adolescents has declined, while that of youth has increased due to a decline in the level of fertility. There was an addition of nearly The youth population of India is so huge that it is equivalent to the total population of eighteen countries in western Asia according to United Nations estimates World Population Prospects: The Revision During this transitional phase, physical, educational, psychological, social and economic changes occur in their lives. Youth is a more fluid category than a fixed age-group. The study, Youth in India: Every year, the Government of India allotted Rs. State governments, institutions, other stakeholders and Non-Governmental Organizations NGOs also supported the development of youth, towards making them a productive workforce. Importance of youth for the demographic dividend in the Indian context In many countries, demographic transition is achieved after the large segment of adolescent and youth population joins the total population. This happens only when there is a transition of its population from a high to a low situation for both mortality and fertility over a particular period, which also known as the demographic window of opportunity. Demographic dividend can be achieved when economic growth accelerates. This occurs when the working age group population, having acquired technical and vocational skills, engage themselves in economic activities. The implementation of national policies over a period of time supports the process. This significant shifting of age structure in the Indian population, can increase economic participation and reduce dependency, which will support economic growth. Many demographers and economists have forecast that India will reap the demographic dividend through its working population, which has a huge latent potential and productivity. Literacy rate among youth increased from 36 per cent in to Review of literature Various research studies have shown how socioeconomic factors determine the youth development pattern in the Indian context. Low literacy rate and health problems among female youth are obstacles for the development of youth in India Dreze et al. Rationale for the study The youth population in any country is dynamic and important for its long run development. The latent power and demographic shift of the Indian youth population can improve our economy. NYP aims to empower Indian youth to utilize their full potential. This significant segment of population can increase its labour participation and productivity to better our economy. The Census of India has released a number of indicators on youth including other age groups, literacy, work status, total population and age wise population. Some important socioeconomic and demographic indicators are to be released by the Census, which will help researchers and academicians to investigate youth development in detail for

formulating national plans and policies. In this paper, wealth index and other related variables have been used as background variables to know the differentials of youth engagement and their developmental pattern in India. Research questions Does poverty determine the pattern of youth development employment, appropriate education, skill development and awareness about health in India? What are the social, cultural and other barriers to youth development in India? What kind of national policy framework will provide more support and empower youth in India? The specific objectives are To examine the pattern of youth development employment, appropriate education, skill development and awareness about health differentials linked with poverty in India. To know the extent of youth economic engagement in the development of India and its States. This study covers , households and 50, young people 15â€™24 age group. Information on youth development in socioeconomic and demographic areas in India is not sufficient and systematic. However, this study is unique in gathering information on youth development employment, appropriate education, skill development and awareness about health and exploring its sociodemographic determinants in these six States. This research paper adopted some statistical techniques such as bivariate and multivariate analysis, and logistic regression. Apart from this secondary data set, I have linked youth related issues with data from Census The term used in this paper as employment currently those who are working , un-employment those who are actively searching employment are not getting at existing wage rate and labor force currently working and same time unemployed. India can realize the demographic dividend by enabling and empowering more youth through targeted areas such as skill development, appropriate education, healthy lifestyle and non targeted areas such as food subsidies and employment opportunities.

### 6: The nuts and bolts of skill development - The Hindu

*MUMBAI: National Skill Development Corporation (NSDC) recently signed a Memorandum of Understanding (MoU) with India's largest automotive company Tata Motors Ltd, for collaboration on various.*

### 7: Ministry of Skill Development And Entrepreneurship

*For any skill development effort to succeed, markets and industry need to play a large role in determining courses, curriculum and relevance The Union Budget paved way for the launch of a.*

### 8: Article: How skill India is set to revolutionize the future of India â€™ People Matters

*Skill India is a campaign launched by Prime Minister Narendra Modi on 15 July which aim to train over 40 crore people in India in different skills by It includes various initiatives of the government like "National Skill Development Mission", "National Policy for Skill Development and Entrepreneurship, ", " Pradhan Mantri Kaushal Vikas Yojana (PMKVY)" and the "Skill Loan scheme".*

### 9: Skill India - Wikipedia

*Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE). The objective of this Skill Certification Scheme is to enable a large number of Indian youth to take up industry-relevant skill training that will help them in securing a better livelihood.*

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