

## Skill Development Training Fueling Employability in India

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**Abstract:** Globalization and technological disruption put challenges as well as offer opportunities for economic expansion and job creation. The Nation can transform into a productive, innovative and competitive economy with skilled human potential. Skill Development can expand one's horizon and chances of his employability by nurturing talents and honing skills and knowledge. It is instrument for improving effectiveness and enables a person to perform with greater efficiency. The researchers have tried to understand how Skill development trainings is impacting the employability in the country. The researchers concluded that focus on education alone, ignoring the skills and career counselling, or on jobs ignoring the skill education, would not suffice to yield desired results. Endeavour to develop technical skills and transferable skills is very much required. The skills training should be built on an indispensable level of basic education but cannot compensate it.

**Keywords:** Skill Development, Training, Employability, Demographic Dividend, Labour Market, Entrepreneurship

### Introduction:

Employment structure of an economy is the normal instrument that can either increase or a decrease the prevailing inequality. The redistribution through employment is sustainable. It is essential to understand employment situation of the country for ascertaining the directions for future improvisation.

As per a report of the Centre for Monitoring Indian Economy (CMIE), India's unemployment stands at around 53 million in 2021 of which women proportion was considerably high. The current unemployment rate of India is 6.7 % (Urban – 8.0 % and Rural 6.0 %). Out of this around 35 million (including 8 million women) are un-employed actively seeking work and 17 million (including 9 million women) are passively unemployed who are just willing but not actively seeking any work. Majority of the employed population are poor and engaged in subsistence employment. Around 8% are engaged in organized sector and more than 90% in informal sector. The World Bank had reported that the global employment rate was 58% in 2019 and 55% in 2020. But, India's employment rate is 38%. India's unemployment problem is due to low employment rate and the low participation of young female

in labour force. India can be back on track of prosperity by ensuring employment for majority of the population (i.e. 187.5 million people around 60%).

The work force of India has a very poor picture in terms of education and skill. The skill development expands one's horizons and chances of his employability by nurturing talents and honing skills and knowledge. Skill training focuses on providing the required training for supporting & leading people in their desired sector. Various methods of training like case studies, practical experiences, brainstorming sessions, group discussions, games etc. are used for developing the hard and soft skills. Possessing employability skills, personality traits, personality development skills, management skills, ability to think positively, conflict resolution and critical thinking abilities are technical skills, ability to communicate, organize time are some skills that organisations tend to focus on to enhance the resource quality of their company. Through Skill training, specific training is imparted to the workforce to equip him for a certain job requirement. It is intended for training newly hired personnel as well as for re-training and re-educating the existing workforce with new procedure or technology for preparing them for the future requirement.

Skill development helps in improving the effectiveness and empowering people for performing more efficiently. The Nation transforms into a productive, innovative and competitive economy with skilled human potential. Globalization and technological disruption put challenges as well as offer opportunities for economic expansion and job creation.

#### **Objective of the Study:**

The objective of the study is to find out how the Skill development trainings in India is impacting the employability and to ascertain the research gap for conducting further study on the effectiveness of the skill development trainings.

#### **Literature review:**

The researchers have made an extensive review of literature for appreciating the significance of skill development trainings in India and realize its correlation with employability.

**Dr. S.C. Patil & Prof. Amaresh B. Charantimath (2021)** conducted a study on "Employability through Skill Development Programmes - an overview of significance of Employability skills" with the objective to understand the importance of employability skills and ascertain the gap between Expected Skills and Skills inculcated. The study concluded that the rate of employability can be bettered with effective involvement of the stakeholders such as candidates, Governments, Education Institutes and Training Partners. Focus is required on improving the infrastructure facilities, curriculum upgradation with industry-institute interface. The public-private-partnership can ensure proper funding, controlling and reviewing of the skill development programs.

**Anita Swain & Sunita Swain (2020)**, conducted a research on "Skill Development in India: Challenges & Opportunities" with aim of highlighting various challenges encountered by Indian youth as well as various Government schemes like Pradhan Mantri Kaushal Vikas Yojna, Deen Dayal Upadhyaya Grameen Kaushalya Yojana etc and analysing the data sourced from National Skill Development Corporation. The study concluded that India is blessed with a 'demographic dividend' but it has to utilise it for reaping the benefits. It can add value to the economy and also support the 'Make in India' drive by ensuring more skilled workforce. The Skill India initiatives needs focus on developing more entrepreneurship skills amongst the workforce for greater job generation in the country. Awareness

of various government schemes like PMKVY, DDU-GKY, skill India is required to draw attention of the youth & the target audience for benefiting from such skill trainings and being more employable.

**Dr. Rajni Arora & Manoj Chhadwani (2019)** conducted a study on “Analysing the impact of skill India as a tool for reshaping Indian economy” for analysing the essence and impact of skill India mission in reshaping the economy of the country. The study concluded that to enhance the momentum proper implementation of the Skill India Mission is required. The government has set an ambitious target of skilling around 400 million people by 2022, but it has been seen that the pace is much slower and the training/skilling to job/placement transition rate is not meeting expectation. In its first phase, the target was to train 2.4 million but only 1.97 million people were trained. There is acute shortage of trained workers in India with just 2.3% of workforce having formal skill training compared to South Korea (96%), Japan (80%), Germany (75%), United Kingdom (68%), and United States of America (52%). This emphasises an immediate focus on skilling people and effective implementation of the entire process of skill India Mission.

**A. Krishnamoorthy & H. Srimathi (2019)** conducted a study on “Skill Development - The Future of India” with an aim of reviewing the prevailing practices in various available skill sets and suggesting way forward. The study concluded that India would possibly have the best young workforce in next two decades but this alone would not be sufficient. This feat cannot be achieved through arbitrary governance. It requires careful analysis of global requirements of workforce, and adequate steps needs to be undertaken for imparting vocational and related skills as per industry requirement. Indians can have a strong hold in the global workforce and also sustain growth & development with a mixed strategy of all the best practices in skill development on need-based analysis, introspections, periodic revisions and cohesive contribution of all stake holders.

**Dilip Chenoy, Shobha Mishra Ghosh & Shiv Kumar Shukla (2019)** conducted a study on “Skill development for accelerating the manufacturing sector: the role of ‘new-age’ skills for ‘Make in India’ ” and concluded that due to Industry 4.0 many benefits including reduced cost, enhanced efficiencies, safety, faster delivery etc. can be reaped which can boost the manufacturing sector and increase competitiveness in the global market. ‘Make in India’ Initiatives and ‘National Policy for Advanced Manufacturing’ is of great help in implementation of Industry 4.0. However, the success of ‘Make in India’ goes hand in hand with that of ‘Skill India Mission’. Convergence of all key ministries viz Ministry of Skill Development & Entrepreneurship, Ministry of Human Resource Development, Ministry of labour & Employment etc. can ensure better implementation of Programs like Apprenticeship and ‘Recognition of Prior Learning’. It is a huge challenge for develop a skill-based workforce and driving the Make in India initiative so collective action of government and industry partners is imperative.

**Hansel Furtado (2018)** conducted a study on “Impact of Skill Development at Entry Level Job Candidates in India” with the objective to understand the gap between the job applicants’ performance level & job expectation at multiple stage of one’s life and employability of candidates at entry level job. The study concluded that in spite of many services offered by the government, it also needs to be seen that the competitiveness is built along its actual reach to candidates at entry level jobs. But the same is missing and resulting to a loss on the youth’s potential.

**S. Srivathsani & S. Vasantha (2018)** conducted a study on “Review of the Skill Development Initiatives and its Effect on the Indian Economy” for discovering the need for skill gap analysis and understanding the role of NSDC, NSDA, SSC and DGT bodies. The study concluded that with effective implementation

of the “Skill India” mission by implementing agencies like Ministry of Skill Development & Entrepreneurship, National Skill Development Corporation and Sector Skill Councils etc., the gap between supply and demand of skilled workers can be easily met. It is important to understand that Skill Development and formal education has to go hand in hand and is instrumental in the progress of the nation’s economy.

**Dr. Yathish Kumar & K R Ramya (2017)** conducted a study on “Review of the Skill Development Initiatives and its Effect on the Indian Economy” for understanding the concept of skill development, challenges being encountered in self-employment and provide suggestions on basis of observations. It was arrived that the Skill India concept is a great move in transforming India into a developed country by motivating its talents and making a bright future for its youth. The youth needs to come up and accept responsibility, not remain idle in the society and focus on job creation & social security. With this new approach India can definitely march towards its goal.

**Ankul Pandey & Prof. D. K. Nema (2017)** conducted a study on “Skill development strategy and employability of workforce in India (Make-in-India movement)” to ascertain the employment potential of the ‘Make in India’ and ‘Skill India’ initiative, analysing the role of Skill Development programme in bridging the skill-gap and ascertain the impact on the Indian Economy. It was arrived that in any business both man and money are of paramount competitive advantage. It is imperative to upgrade quality and enhance the performance management of organization to monitor, guide and boost the skill capability of its workforce.

**Seema Pandey (2016)** conducted a study on “Improvising Skill Development & Employability Potential through Higher Education, Research & Innovations in India” with the aim of revisiting the current policies on skills development, identify the gaps that need to be filled and collect lessons learned from earlier policies and understand the role of higher education institutes in skill development. It was figured out that private sector companies play a major role is overcoming the gaps in Government policies in spite of their selfish motive of benefiting their own business. Employment opportunities are being created in industries but at the same time there is serious impact on climate and environment due to industrialisation. Skill development programs needs to be creatively designed with concurrent emphasis on environment protection, utilisation of bio-waste and producing livelihood etc.

**Sonali Kanchan & Sakshi Varshney (2015)** conducted a study on “Skill development initiatives and strategies” with the objective to understand the present status and challenges of skill development in India and the impact of Skill development initiatives and strategies in India. The study concluded that curriculum for professional courses such as Engineering and MBA needs to be innovatively designed incorporating on-the-job training so that students are industry ready while they pass out of the academia.

**Sunita Sanghi & A. Srija (2015)** presented a paper on “Skill Development and Productivity of the Workforce” at Confederation of Indian Industries and highlighted that Skill development needs to be inter-linked with the employment policies. The full value of a policy can be realised when it supports objectives of other policies. For investments in skill development in yielding utmost benefit to workforce, industry and economy, the country’s capacity for coordination is most important in areas like connecting basic education with that of technical training, technical training with labour market, and labour market with workplace & lifelong learning, ensuring continuous communication between employers and training providers to ensure that the training meets the needs and aspirations of

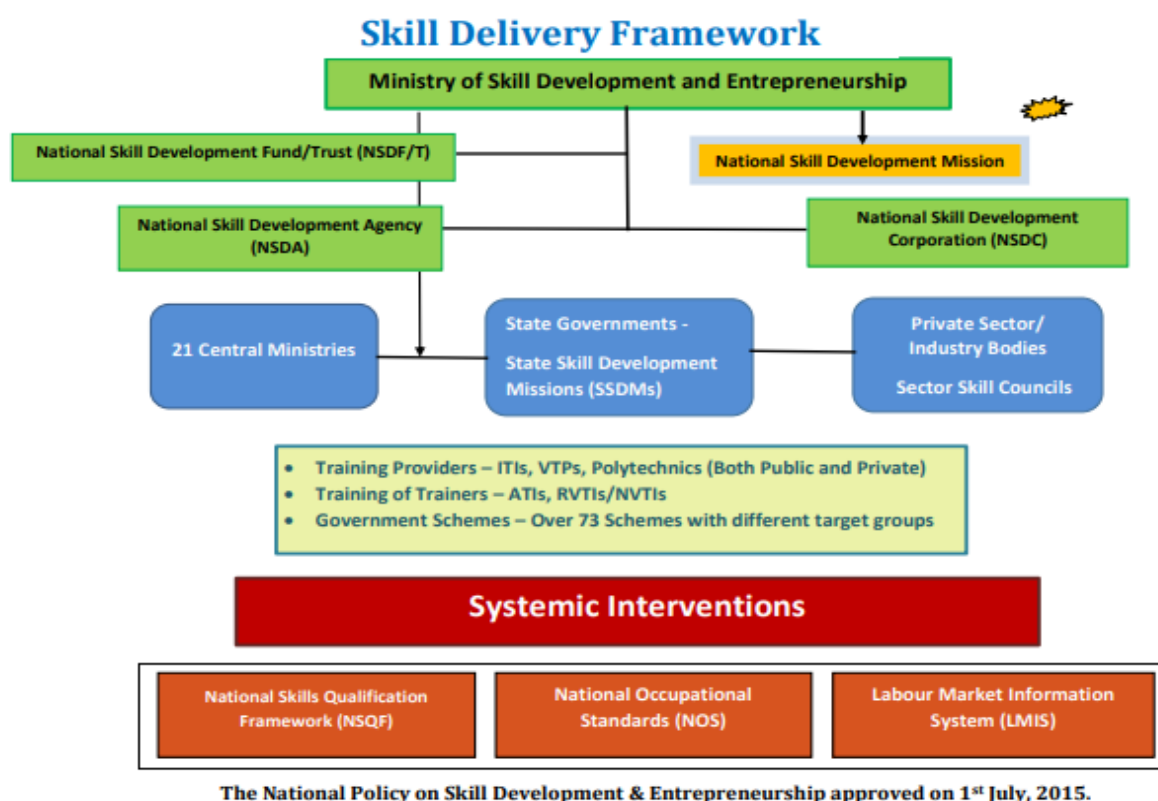
workers and industry; and integrating skill development policies with other policies such as social securities, investment policies, trade & technology policies, and regional development policies, labour market policies etc.

### **Skill Development in India**

India is one of the world's youngest country with around 60 % of the population under the age of 25 years. The workforce of India is world's second biggest just behind China but, while China's demographic dividend has begun to wane since 2015, India will continue to reap the benefits until 2040. Supply and demand concerns have an impact on livelihood prospects. On the supply side, India is unable to produce enough employment opportunities but, on the demand side, professionals entering the job market are weak in skill sets which results a growing unemployment rates and poor employability condition in the market. Three most important aspects due to which there is a shear need of Skill Development are Job Skilling, Youth skilling and demand for skilled Workforce.

In India, the ecosystem of skill development is very intricate, vast & diversified giving a wide range of talents to a population that is highly diverse. Education and Vocational Training are the two main categories of skill development in India. Both formal and informal routes are used to gain skills. The government organisations, private sector companies as well as NGOs provide formal vocational trainings for skill development. Industrial Training Institutes being run by government, Industrial Training Centres being managed privately, vocational schools and specialised institutes for technical training are some of the primary avenues for formal vocation training. The Director General of Employment and Training, Ministry of Labour & Employment, is the nodal organisation for vocational training at the national level. The Director General of Employment and Training is in charge of developing policies, setting standards, awarding affiliation, trade testing and certification, as well as issues relating to vocational training and employment services. Efforts to improve skills in India are now divided among various ministries, state governments & union territories and the industry partners. The Ministry of Skills Development and Entrepreneurship, established in 2014, coordinates with all stakeholders during the development of an appropriate skills delivery framework, the elimination of the gap between demand and supply of skilled manpower, skill up gradation, the development of new skills, innovative thinking, ensuring talent availability, guiding the Skill India initiative and evolving ecosystem of youth employability efforts in India. The National Skills Qualification Framework supports skills efforts by Ministry of Skills Development and Entrepreneurship and other ministries. The National Skill Development Corporation (NSDC) and Sector Skills Councils (SSCs), as coordinators of private sector, also plays an important role. The following Table -1 illustrates the National Skills Delivery Framework:

Table-1



*Source : Report published by Niti Aayog*

### Programs enhancing employability in India:

The main objective of various programs on skills development, employment and entrepreneurship development is to reduce unemployment & under-employment, by empowering youth in leveraging opportunities and engaging in work that is adequately productive and appropriately remunerated. The following programs enhance the employability situation in the country.

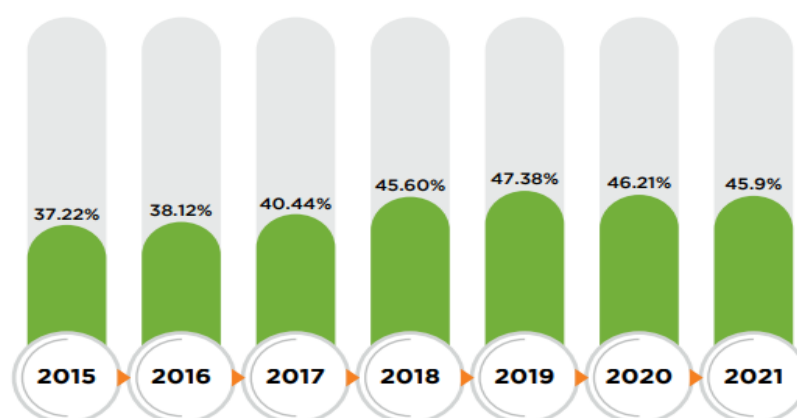
- a) **Skills development** – It helps in imparting job-specific skills, business skills and transferable skills / life skills /soft skills that arise on-the-job, basic cognitive skills, technology skills etc. Skills training are generally delivered through skills development courses and on-the-job trainings viz. apprenticeships and internships.
- b) **Recruitment services** – It help youth in finding jobs through improved job search efforts, job placement and employer-matching etc.
- c) **Career counselling** – It helps in assessing one’s interests, abilities and available tools for better career prospects, enrolling in skills development programs and includes one-on-one consultations, mentoring and coaching.
- d) **Entrepreneurship promotion** - It helps participants in starting or expanding a small business by providing technical support and facilitating access to financing.

### Labour Market Demand and Aspirations of Youth

The ‘National Skill Development Policy – 2015’ has identified various sectors (24 nos.) which requires more skilled workers. Construction, transportation/logistics beauty & wellness and retail sectors tops

the list and sectors like infrastructure, information technology, tourism & hospitality, and healthcare are growing rapidly in contributing to employment generation in India. There is a very high need of various skill. New skills would be required for jobs across various skill levels. Around 110 million skilled workers would be required additionally, and around 50 percent of workers would be employed in jobs that do not even exist today or will require entirely different skills. Skill gap is being witnessed in higher-level cognitive skills and soft skills. Apart from technical, sector-specific skills, employers generally look for communication skills, adaptability and reachability /learning agility. The aim of skill training efforts is to enhance access for employment, growth in productivity and better the wage potential of workforce. Due to market changes, disruption and technological advancements, youth have to be on a continuous learning curve and continual skill development for remaining employable. The following Table-2 shows how the employability in India has changed over the years, from 2015 to 2021:

**Table-2**



*\*Source: India Skills Report 2021*

Youth in India aspire for stable, secured & meaningful jobs, values skill trainings, seeks career guidance and ponders over entrepreneurship opportunities. But these aspirations are often challenged by reality. The top considerations of youth while selecting a job are better pay, scope for career advancement and job-security. These factors also impact increasing job turnover and higher demand for government services/ jobs. The following Table-3 shows the domains which have more employable talents:

Table-3

	2015	2016	2017	2018	2019	2020	2021
B.E./B.Tech	54.00%	52.58%	50.69%	51.52%	57.09%	49%	46.82%
MBA	43.99%	44.56%	42.28%	39.4%	36.44%	54%	46.59%
B.Arts	29.82%	27.11%	35.66%	37.39%	29.3%	48%	42.72%
B.Com	26.45%	20.58%	37.98%	33.93%	30.06%	47%	40.3%
B.Sc	38.41%	35.24%	31.76%	33.62%	47.37%	34%	30.34%
MCA	45.00%	39.81%	31.36%	43.85%	43.19%	25%	22.42%
ITI	44.00%	40.90%	42.22%	29.46%	NA	NA	NA
Polytechnic	10.14%	15.89%	25.77%	32.67%	18.05%	32%	25.02%
B.Pharma	56.00%	40.62%	42.30%	47.78%	36.29%	45%	37.24%

*\*Source: India Skills Report 2021*

### Government Programs to Improve Employability

There are diverse set of programs across various Ministries, including Ministry of Skill Development and Entrepreneurship, Ministry of Rural Development, Ministry of Minority Affairs, and Ministry of Human Resource Development (now Ministry of Education) etc. Most skill development programs, with a focus on employment of youth, focuses on employment in entry-level jobs.

The following Table -4 illustrates programs of Government of India primarily targeted to enhance employability:



**Table-4**

Sl. No.	Ministry	Government Programs	Accomplishments
1	Ministry of Skill Development & Entrepreneurship	Pradhan Mantri Kaushal Vikas Yojana	8.70 lakh trained and 3.80 lakh employed
2		National Apprenticeship Promotion Scheme	6.00 lakh Apprentices engaged
3		Jan Shikshan Sansthan	1.60 lakh trained and 20,000 oriented as entrepreneurs
4		Pradhan Mantri Yuva Yojana	11,154 trained and 6,000 oriented as entrepreneurs
5		Skill Saathi	counselling done to 10 lakh
6	Ministry of Rural Development	Deendayal Upadhyaya-Grameen Kaushalya Yojana	2.30 lakh trained and 1.30 lakh employed
7		Rural Self Employment Training Institutes	41,323 trained and 8,776 connected to credit, 2,238 employed and 20,714 settled in self-employment
8		Deendayal Antyodaya Yojana - National Rural Livelihoods Mission	42,572 trained and 40,000 employed
9	Ministry of Human Resource Development	Saakshar Bharat/Padhna Likhna Abhiyan	66.90 million benefited
10		National Apprenticeship Training Scheme	4.20 lakh trained
11	Ministry of Minority Affairs	Seekho aur Kamao	67,000 trained and employed
12		Nai Roshni	59,400 women benefited
13		Upgrading Skills & Training in Traditional Arts/ Crafts for Development	16,200 trained
14		Nai Manzil	20,100 trained
15		Gharib Nawaz Skill Development Training for Minorities	11,930 trained
16	Ministry of Housing & Urban Affairs	Deendayal Antyodaya Yojana	1.10 lakh employed
17	Ministry of Textiles	Integrated Skill Development Scheme	2.80 lakh trained and 1.70 lakh employed
18	Ministry of Electronics & Information Technology	Skill Development in Electronics System Design & Manufacturing	96,477 trained and 66,261 employed

*\*Source: JustJobs Network, Ministry websites, reports, and information released by Press Information Bureau.*

### Skill Development by Private Sector & Civil Society:

Some of the Skill Development Programmes being run by various reputed Private Sector that is directly impacting employability is tabulated in Table -5 as under:

**Table-5**

Sl. No.	Program /Organisation	Implementing Agency	Target Area / Group	Accomplishments
1	IL&FS Skills Development Corporation	IL&FS Skills	School drop-outs, 10 <sup>th</sup> /12 <sup>th</sup> / ITI / graduate students / pass outs	1.6 million skilled with 75 % placement. 48% are women and 3,000 differently abled
2	Project Disha	Jindal Stainless Steel Lifestyle Limited and UNDP	Underprivileged Girls / Women	3 batches out of 6 trained in JSL plant, Rohad. 75 girls trained and employed.
3	IBM Teachers Tryscience Program	IBM India Technology Pvt. Ltd	Students & Teachers	Impacted 30,000 schools, 20,000 government teachers Addressed the Science, Technology, Engineering and Mathematics Skill gap with teacher capacity building.
4	Earthy Goods Foundation	Earthy Goods Foundation	Artisans & rural micro-entrepreneurs	Impacted 24550 beneficiaries, 568 independent artisan members, 102 NGO affiliates.
5	Wadhvani Foundation	Wadhvani Foundation	Students & Teachers	Impacted 2.00 lakh Students in 3000 Secondary & Post-Secondary Institutes, 3200 Vocational Teachers trained. 40,000 Jobs and 2000 New start-up assisted
6	Yuva Parivartan Movement	Kherwadi Social Welfare Association	School dropouts and prisoners	Benefited 6.50 lakh youth in 3000 villages across 18 states. 2000 Prisoners trained in vocational training
7	Anudip Foundation	Anudip Foundation	disadvantaged groups	Impacted 150 skill development centres in 7 States, 60,000 trained, 80% Employed

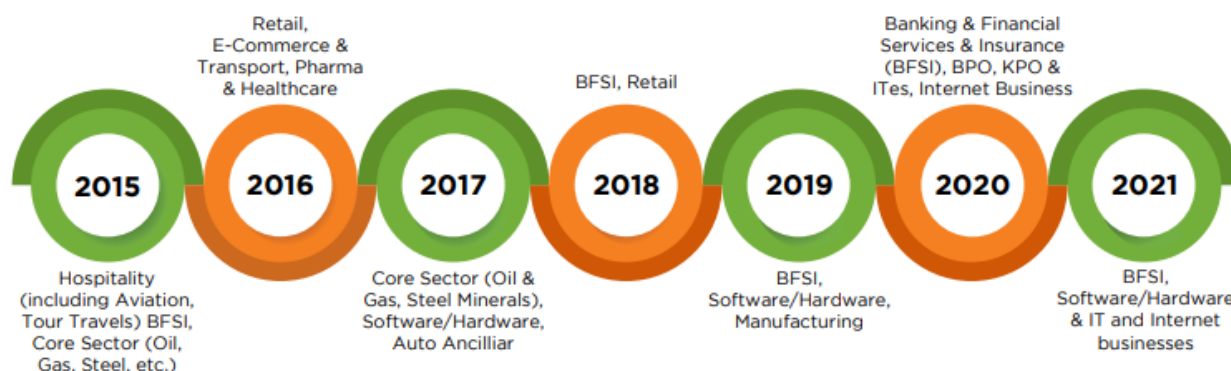
8	Tamana	Tamana	cognitively impaired, intellectually challenged and autistic children	The 3 centres accommodate more than 300 special students and 200 students from EWS for skill based training and assisted in employment.
9	Eye Mitra	2.5 NVG - Essilor Group's inclusive arm	12th Pass rural youth	2643 Eye Mitras across India. Screened more than 48 lakh people and more than 10 Lakh people provided spectacles.
10	Careerguide.Com	Catalog Educational Services Pvt. Ltd.	students	Impacted 5.31 lakh students and assisted with career planning / career-counselling
11	Butterflies India	Butterflies India	slum and destitute children	Impacted 1333 students. Annually around 400 slum and destitute children are benefited with education, knowledge and skills for self-reliance
12	Maruti Suzuki India Ltd.	Maruti Suzuki India Ltd.	instructors and trainees	Supported 141 ITIs in 27 states. Set up 52 Automobile Skill Enhancement centres at adopted ITIs. Over 3600 students from these ITIs employed in service workshops / dealers. placements around 80%, rest assisted for self-employment or higher studies.
13	ICICI Foundation	ICICI Foundation	Underprivileged youth	Set up 24 centres, tied up with over 800 and 100% placement. Impacted 10,000 youth in 119 villages with ICICI Academy - Digital Village Programme. 49000 youth (women-48%) trained under ICICI RSETI
14	Society For Rural Industrialisation, JHARKHAND	Society for Rural Industrialisation	Rural youth	Imparted training 18000 youths in various skills related to Engineering Technology. About 50-60% employed and 2000 established own service centres. Livelihood Promotional support to 720 families.

15	Mobile Vocational Education, AMMACHI Labs	Amrita Multi Modal Applications Using Computer Human Interaction Labs, of Amrita University	Tribal women	Mobile vocational training to around 500 women in the tribal belt of Kerala and the Tsunami affected areas in Nagapatinam, Tamil Nadu
16	Ador Welding Academy Pvt. Ltd	Ador Welding Academy Pvt. Ltd.	Youth	40000 trained and employed in careers in welding.
17	L&T Construction Skill Training Institute	L&T Construction	Youth & workmen	50,000 trained from Construction Skills Training Institutes, 1.25 lakh workmen through MoUs & tie-ups trained, 1.50 lakh workmen of sub-contractors trained and over 2.00 lakh workmen trained through e-learning modules
18	Centurion University & Gram Tarang, Odisha	Centurion University & Gram Tarang, Odisha	Youth	Trained 90,000 youth across various industry sectors with a placement assistance to 74%
19	Confederation Of Indian Industries (CII)	Confederation of Indian Industry (CII)	Marginalised and under-privileged Youth	22 Skill Gurukuls operational and train 6,600 students per annum. Operationalized 2 centres in Gurugram and conducts mega job fairs 20,000 marginalised youth trained in 16 trades under Project Swavalamban in 17 states through 36 centres. 2000 underprivileged Youth per annum trained in 10 trades under Project Kaushalya through 10 centres
20	Pratham Education Foundation	Pratham Education Foundation	youth from rural areas, urban slums, and minority communities	60,000 trained, Placement assistance to 75-85%, 1,000 Entrepreneurs supported in 16 States

\*Source: Report published by NITI Aayog.

The following Table-6 shows which sectors contributes the most to employability in India:

**Table-6**



*\*Source: India Skills Report 2021*

### Youth Employability Programs run by various non-governmental organizations (NGOs)

In addition to public participation in skilling, NGOs play a vital role in inculcating & employability among the nation's youth, often reaching vulnerable populations that may otherwise fall through the cracks. The following Table is an effort to highlight a sampling of NGO programs working toward this end in India. The programs as cited in Table – 7 below is not an exhaustive list, but it illustrates a range of youth employability programs and non-profit providers.

**Table-7**

Sl. No.	NGO	Target Group	Program Description
1	Aditya Birla Skills Foundation	Low income group, Not in Education, Employment or Training and PwD	vocational training, Soft skills training, Entrepreneurship training and Career counselling
2	Aga Khan Rural Support Program	Low income group and PwD	Soft skills and vocational training with placement assistance
3	Antarang	Low income group	Soft skills training, career counselling 8 <sup>th</sup> -10 <sup>th</sup> class student, with placement assistance and higher education and vocational training
4	Don Bosco Tech Society	Low income, Not in Education, Employment or Training and PwD	Soft skills training, career counselling with placement assistance and post placement support
5	Dr. Reddy's Foundation	Low income group and Persons with Disabilities	Soft skills training, career counselling with placement assistance in inclusive workspaces for PwD
6	Dream a Dream	Low income group	Career awareness workshops, short-term modules for soft skill training with access of internships, scholarships, vocational training and placement assistance

7	Etasha Society	Low income group, women and mothers	Career counselling and life skills, vocational and soft skills training for Middle & High School adolescents and youth with placement assistance, entrepreneurship training and enterprise management support
8	Lend-a-Hand India	Low income group	Career counselling, vocational training for secondary school students with capital & mentorship support for entrepreneurs
9	Magic Bus Foundation	Low income group teens	Life-skills training and vocational training with placement/post-placement assistance
10	Medha	Low income group college students	career counselling with placement assistance
11	Mentor Together	Urban youth and students	Connect with professional mentors and create awareness on job opportunities
12	Naandi Foundation	SC, ST & OBC	Life skills and soft skills training with placement assistance in IT enabled Services, Hospitality, Retail Sales and Auto sectors.
13	Salaam Bombay	Urban youth and adolescents	Career guidance, vocational training and high-quality training in the areas of sports, arts and media for adolescents from poor schools
14	Smile Foundation	Urban youth	Skill enhancement, career counselling, exposure visits and placement assistance
15	Swades Foundation	Rural youth	Skills training, placement assistance, exposure visits and best practices for enterprise development
16	Udyogini	Low-income and illiterate women	Skill Training, Entrepreneurship Training, Functional literacy, Grass-root Management Trainings that assesses attitude, aptitude, knowledge and skill needs of women producers, Business Development Service Provider and entrepreneurs
17	Vidya	Urban youth and dropped out of school	Life skills training & vocational trainings for school dropouts for passing 10th and 12th standard exams and further career guidance
18	Youth4Jobs Foundation	PwD	Life skills, sector specific training, skill assessment and placement assistance for engineers and graduates for jobs in MNCs & large IT companies
19	Yuva Parivartan by Kherwadi Social Welfare Organization	Youth, school dropped outs, girls and STs	Livelihood & Skill Training with placement assistance and financial literacy.

\* Source: Information from NGO websites

### Gaps in Skills, Employment and Entrepreneurship Programs

Over the years, challenge has been witnessed, especially for girls and vulnerable youth, in progressing to secondary school levels and beyond. In spite of high enrolment rates and gender parity in enrolment at the primary and upper primary school levels, the learning outcomes are far below expectations and there is increasing drop-out incidences especially at the secondary school level. The drop-out situation is more evident in case of vulnerable youth and girls of low income groups. Hence, poor school-to-work transitions and labour market outcomes. Girls' school enrolment rates and performance are undoubtedly better as compared to boys but still they lag behind when it comes to skills training as a result women labour market outcomes are too low. Interestingly, it has been seen that majority of girls & young women want to pursue skills training but very few of them take up the same.

Labour market performance cannot be comprehended only from the employment /unemployment situation, it is also important to consider the kind of jobs available in the market for assessing upward mobility in career advancement by vulnerable youth and girls. It is important to understand the skills an employer seeks while employing a person and how to improve the hiring practices and working conditions. An evidence-based, demand-driven approach is required for skills training and job placement. Job opportunities can be further enhanced by supporting entrepreneurs, business owner and their future employees by leveraging the resources and assets of the area.

### **Integrating Future Employment Needs in General Education**

A very vital outcome of schooling system in India is Employability of youth. Skills should be integrated into various curriculum of school education to develop home and should not be left on its own on a separate track. Opportunities for developing employability skills and crucial skills should be well integrated in the school's general curriculum.

### **Conclusion and Recommendations**

The vulnerabilities and restrictive social norms that vulnerable youth (SC, ST, OBC, PwD and girls), are born into needs to be addressed for ensuring a successful growth trajectories of vulnerable youth of the country. A systems approach rather than an ad-hoc approach would be required which addresses the root cause and not just symptoms. The employment situation can be improvised by a persistent and lasting commitment. Focus on education alone would not be sufficient it is also required to pay attention on skills and career counselling. Similarly, focus only on jobs and labour market outcomes would not suffice, it is required to monitor the education to skills continuum. Hence, skill training programs must develop not only technical skills, but also transferable skills. The skills training only builds on a requisite level of basic education and do not compensate it entirely.

The following recommendations are worth consideration for dealing with skill development related issues and improvising the employment situation:

- 1) The education level of the workforce and youth needs to be bettered through the secondary education system.
- 2) The skills training and job potential for women youth needs to be upgraded.
- 3) The access to quality training needs to be enhanced for better employment options
- 4) The Skill Delivery Framework needs to be strengthened
- 5) Focus on Outcome and determining key performance indicators
- 6) Private sector participation needs to be encouraged
- 7) More data needs to be gathered for finding appropriate indicators for progress monitoring

- 8) Coordination amongst various Stakeholders is required for matching the demand and supply of skills
- 9) Ensure availability of financial resources and systemic reforms

### Conflicts of Interest

There are no conflicts to declare.

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