

Boosting Employment and Skilling for Viksit Bharat@2047 (A Vision for Developed India)

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ABSTRACT:

Employment generation and skilling plays an important role for development of any economy. India, whose population is among the youngest, has the potential to capitalize on its demographic dividend by developing a workforce capable of meeting industrial demands and possessing employable skills. High levels and excellent standards of talent enable nations to successfully negotiate the opportunities and obstacles found in both local and foreign labor markets. The main purpose of this paper is to provide light on the relationship between skilling and employment generation. India is the fifth largest economy in the world, and part of its aim to create 'Viksit Bharat' by 2047 includes equipping its young people with the skills needed to adapt to a changing labor market. This goal was emphasized in the most recent Union Budget 2024–25, which included large funding allocations for programs related to employment, education, and skill development.

The importance of skill development to generate a workforce that is both competitive and flexible is the main topic of this paper. The significance of skilled workers for economic benefits and the requirement for targeted programs to close the employability gap and match skill sets with growing industries are also emphasized. It evaluates and suggests ways to improve government programs like the Skill India Mission and others that aim to create jobs and improve skills. This paper also looks at how skill development would support in generating employment which would ultimately help in fulfilling the goal of Viksit Bharat @2047 (A vision for a developed India).

Keyword: Skilling, Employment generation, Viksit Bharat, Workforce.

1. INTRODUCTION:

The acquisition of skills is an essential means of empowering people, securing their future, and promoting personal growth. In today's era of globalization, it is a crucial component that improves employment. Both talents and academic standing are important. It is now expected that education and skills go hand in hand. These serve as the foundation for a nation's economic expansion and social progress. Under these circumstances, skill development can contribute to national development as a whole, industrial advancement, economic diversity, and technological evolution (<https://blog.mygov.in>). Skilling refers to spending time on honing once craft and ability to get future ready. In India where literacy rate is around 70% but even though only 20% of Indians are employed, which is less than some of the least developed countries. Not only does literacy extend beyond education, but it also encompasses the idea of skills, including digital skills, transferrable skills, technical competence, vocational skills, and

other competencies needed for work and subsistence. Skills boost output and quality of work for more noteworthy outcomes. The World Trade Organization estimates that if India concentrates on skill development and training, the GDP level might rise by 3% to 5% by 2035. India's youth need to be trained and skilled greatly for the nation's overall growth (<https://blog.mygov.in>). In order to secure India's economic growth and development, Smt. Nirmala Sitharaman, Union Minister for Finance and Corporate Affairs, delivered the Economic Survey 2023–24, which emphasizes the urgent need for new skilling initiatives and the revamping of existing ones. The survey places a strong emphasis on how education policies should be in line with skill development in order to realize Viksit Bharat@2047, the goal of having a developed India by 2047.



Figure no. 1 (sources: <https://www.msde.gov.in>)

The latest budget is indicative of a forward-thinking strategy, giving key areas like job creation, skill development, MSMEs, and middle-class support top priority. Five major programs and initiatives, including the Hon'ble Finance Minister Smt. Nirmala Sitharaman's package, have been announced with the goal of generating significant job and skill-building opportunities. This ambitious scheme, with a federal budget of ₹2 lakh crore, is expected to help 4.1 crore youth over the next five years. Moreover, the government's commitment to these crucial areas is demonstrated by the budget's particular allocation of ₹1.48 lakh crore for employment, skill development, and education. The inclusion of three Employment Linked Incentive schemes is one of the budget's most notable aspects this year. These programs are a critical step in the direction of promoting wealth and progress for all since they are made to establish a direct connection between incentives and the creation of jobs, guaranteeing that the advantages of economic expansion are distributed fairly. By concentrating on these key areas, the government hopes to establish a strong ecosystem that not only tackles the problems facing employment

today but also gives young people the tools they need to succeed in a labor market that is changing quickly (<https://pib.gov.in>).

Government initiatives for skilling: The Government of India announced the "Skill India" initiative to equip the nation's youth with skill sets that will increase their employability and productivity in the workplace. The Honorable Prime Minister is the chair of the National Skill Development Mission's (NSDM) Governing Council. A Ministry for Skill Development & Entrepreneurship (MSDE) has been established for the first time since India's independence, with the goal of improving young people's employability via skill development (<https://www.msde.gov.in>). There are various initiatives introduced by Indian government for promoting skilling and employment generation in India, which are listed below-

2. REVIEW OF LITERATURE:

Ganeshan, M K & .C, Vethirajan. (2020). According to the study the two main forces promoting macroeconomic expansion and socioeconomic stability are knowledge and skills. The development of the economy greatly depends on the implementation of appropriate policies for skill development. India must ensure that its workforce has the necessary skills in light of the demographic dividend. A lot of actions have been taken and are being planned for the future in support of skill development, which has become a national priority. It has long been acknowledged that the "power of ideas" will be the decisive factor in conflicts this century. Knowledge-based industries will be encouraged by societies as they become more knowledge-based themselves. India has clear advantages over the next 20 to 30 years due to its population profile being concentrated in the younger age range, where many new opportunities can be fully realized. These demographic differentials are evident.

Yadav R. (2022). On the topic of "skill development initiatives in India: challenges and strategies with reference to vocational training initiatives in Maharashtra," India is expected to face a shortage of 5.25 million employable graduates and vocationally trained workers in the coming years due to a number of factors including population growth, unplanned rural-urban migration that contributes to urban poverty, and high rates of high school dropout. The primary aim of Yadav's study was to enhance the number of workers in both organized and unorganized sectors, with a particular focus on young, women, disabled individuals, and disadvantaged groups. There are a few states where there is evidence linking the growth of the Technical and Vocational Education System to the state's economic advancement.

Surendra Kumar Misra (2015). "Skill Development: A Way to Leverage the Demographic Dividend in India," set out to comprehend the current policy on skill development and determine how to generate highly trained labor through skill development schemes. The study concluded that the current skill development policy should be changed in accordance with industry and global market needs and should encourage private partnership to achieve the skill targets. The study examined the policies of the National Skill Development Council, National Skill Development Coordination Board, and National Skill Development Agency.

Okada, A. (2013). On the subject of "Skills Development for Youth in India: Challenges and Opportunities," provided information. The current endeavor to ease young people's transition to the workforce has been identified in the article. India is experiencing several difficult and

daunting obstacles in its efforts to promote youth skill development for a number of reasons. This essay has clarified the skills gap that now exists in India between the abilities that young people gain through vocational training and the skills that industries want based on the country's recent rapid economic growth. Additionally, it recommended that India increase its spending on youth education and training, as these support industrial development and sustainable growth.

3. OBJECTIVES OF THE STUDY:

- To analyze the impact of skilling on employment and entrepreneurship.
- To analyze the challenges encountered by youth in accessing and benefiting from skill India program.
- To recommend suggestive measures for enhancing the positive impact of the skill India initiative.

4. IMPACT OF SKILLING ON EMPLOYMENT GENERATION AND ENTREPRENEURSHIP IN INDIA:

Research and attention have focused on the effects of skill development on young people's chances for employment and entrepreneurship in India. The goal of skill development programs has been to provide rural youth with the necessary information and skills to increase their employability and capacity for entrepreneurship.

- **Enhanced Employability:**

It has been demonstrated that skill development programs greatly increase young people's employability in India. Gaining new abilities and competencies increases their chances of getting hired in a formal capacity, improving their standard of living and empowering them economically. According to a study done in Assam, skill development initiatives helped rural youth find better jobs and have greater employment rates (Singh & Kalita, 2019).

- **Promoting Entrepreneurship and Innovation:**

People with expertise are more likely to create and launch new firms. Competencies enhance entrepreneurial mindsets, enabling people to recognize opportunities, get beyond challenges, and add value. Job opportunities and economic diversity both rise as a result (Patel, A., & Fernandes, J. J. 2024).

- **Boosting Earning Capacity:**

Youth in India are now earning more money because to skill training. They can access greater career possibilities and even earn more money if they acquire marketable skills. Furthering their economic advancement, young people from rural areas who pursue entrepreneurship through skill development programs may be able to generate new revenue streams (Hussain & Sharma, 2020).

- **Encouragement of Local Businesses:**

Programs for skill development frequently concentrate on fields like agriculture, handicrafts, tourism, and hospitality that are pertinent to the region's native industries, which helps in encouragement of local businesses. Youth who receive focused instruction in these fields are better equipped to meet the demands of the local labor market. Furthermore, the growth and sustainability of the region's economy can result from the entrepreneurship that promotes these industries (Das & Kalita, 2021).

- **Encouraging Social Engagement:**

In addition to improving rural youth's chances of finding employment and starting their own business, skill development also helps them become more socially empowered. Youth from rural areas feel more competent and self-assured when they acquire new skills and knowledge, which boosts their self-worth and social acceptance. As young people discover greater opportunities within their own communities, skill training has also been shown to minimize migration from areas (Das & Das, 2019).

5. CHALLENGES ENCOUNTERED BY YOUTH IN ACCESSING AND BENEFITING FROM SKILL INDIA PROGRAM:

Many research and reports have demonstrated the difficulties youth in India encounter in enrolling in and gaining benefits from Skill India initiatives. The efficient implementation of skill development initiatives in the region is impeded by multiple impediments, despite the government's best efforts to support this endeavor.

- **Limited Access to Instructional Facilities:**

Youth from remote and rural areas of India find it difficult to participate in Skill India programs due to a lack of adequate skill development centers. Youth have challenges as a result of this restricted access to training facilities, since they would need to travel far to take advantage of possibilities for skill training.

- **Insufficient Knowledge and Awareness:**

Many young people in India are unaware of the different chances and programs for skill development that are accessible to them. It is difficult for them to benefit from Skill India efforts due to a lack of knowledge and awareness campaigns.

- **Barriers related to language and culture:**

The diverse languages and cultures found in India might make it difficult for participants in skill development programs and trainers to communicate successfully. The impact of skill development activities can be limited by language hurdles that impede the delivery of training information.

- **Training Program Relevance:**

For youths to gain from these initiatives, skill training programs must be relevant to Indian local industries and the labor market. The employability of the taught youth may suffer if the training programs are not in line with the unique needs and demands of the area.

- **Lack of employment opportunities and market connections:**

Youth may still have trouble starting their own firms or locating acceptable employment possibilities even after finishing skill training. Programs for skill development may have less of an impact if there are no connections to the market or encouragement for entrepreneurship.

- **Social and Economic Restraints:**

Youth in India may encounter socioeconomic barriers to skill development programs, including but not limited to financial restraints and family obligations. In order to guarantee young participation and success in Skill India projects, it is imperative that these socio-economic issues be addressed.

6. POLICY MEASURES FOR ENHANCING THE POSITIVE IMPACT OF THE SKILL INDIA INITIATIVE:

Targeted policy measures must be implemented in order to maximize the benefits of the Skill India initiative. The challenges and possibilities to guarantee the successful implementation of skill development programs should be addressed by these actions.

- **Enhancing Infrastructural Facilities:**

It is imperative to enhance the accessibility of skill development centers and rural communities within the region. The main goals of policy initiatives should be to improve infrastructure, establish mobile training centers, and use technology to provide youngsters in remote locations with skill-training programs.

- **Tailoring Programs for Skill Development:**

The goal of policy initiatives should be to tailor skill-training programs to the unique requirements and needs of the local community. Youth employability can be improved by matching training to the local industry in the area and placing an emphasis on traditional trades and skills.

- **Encouraging the spirit of entrepreneurship:**

Policies in the area should promote and assist young people who want to start their own businesses. This can be accomplished by offering financial rewards, helping with incubation, and providing guidance to aspiring business owners.

- **Developing Collaboration Between Industry and Academics:**

Policies should encourage cooperation between academic institutions and business sectors to create skill-training programs that satisfy business needs. This partnership has the potential to close the skills gap in the area between the supply and demand for workers.

- **Increasing Awareness and Outreach:**

The main goal of effective policy initiatives should be to educate rural youth in the Northeast about the advantages of Skill India programs. One way to reach the target population is through mass media campaigns, community outreach programs, and awareness initiatives.

- **Gender-sensitive and inclusive policies:**

Ensuring inclusion and addressing gender gaps in skill development are important policy objectives. Equal access to skill-training programs can be facilitated by making special accommodations for women and underrepresented groups.

- **Monitoring and Assessment:**

Robust monitoring and evaluation tools to gauge the effects of Skill India programs in India should be part of effective policy measures. Gaps and places for improvement can be found with the use of regular evaluation.

7. CONCLUSION:

The Skill India initiative has demonstrated encouraging outcomes in terms of youth empowerment and improved employability, which has helped the socioeconomic growth of the country. Policymakers should continue to invest in skill development infrastructure and address the difficulties in order to sustain the momentum of positive change among Indian youth and further maximize the impact. For rural youth in India, policy initiatives that prioritize enhancing accessibility, tailoring skill development programs, encouraging entrepreneurship, bolstering industry-academia collaboration, raising awareness, guaranteeing inclusivity, and putting in place reliable monitoring and evaluation systems can produce significant and long-lasting results in terms of skill development.

To assure India's economic growth and development, The Economic Survey 2023–24 concludes by highlighting the significance of both new and updated skilling efforts. India can generate a workforce that is competent and prepared to meet economic demands by coordinating education programs with skill development and promoting business participation.

India is in a good position to take advantage of its demographic dividend and realize the goal of Viksit Bharat@2047 because of its youthful and energetic workforce. Skill India is actively interacting with nations all over the world to increase cross-border exposure and opportunities in the global market. It is no longer solely focused on the home market. India is a young country, and its trained labor force will undoubtedly be able to meet both domestic and international market demands. A country's youth always determine its future prosperity, and Skill India will undoubtedly benefit and open up many chances for these young Indians. India will soon develop into a civilized nation with prosperity and dignity for all people (<https://www.msde.gov.in>).

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