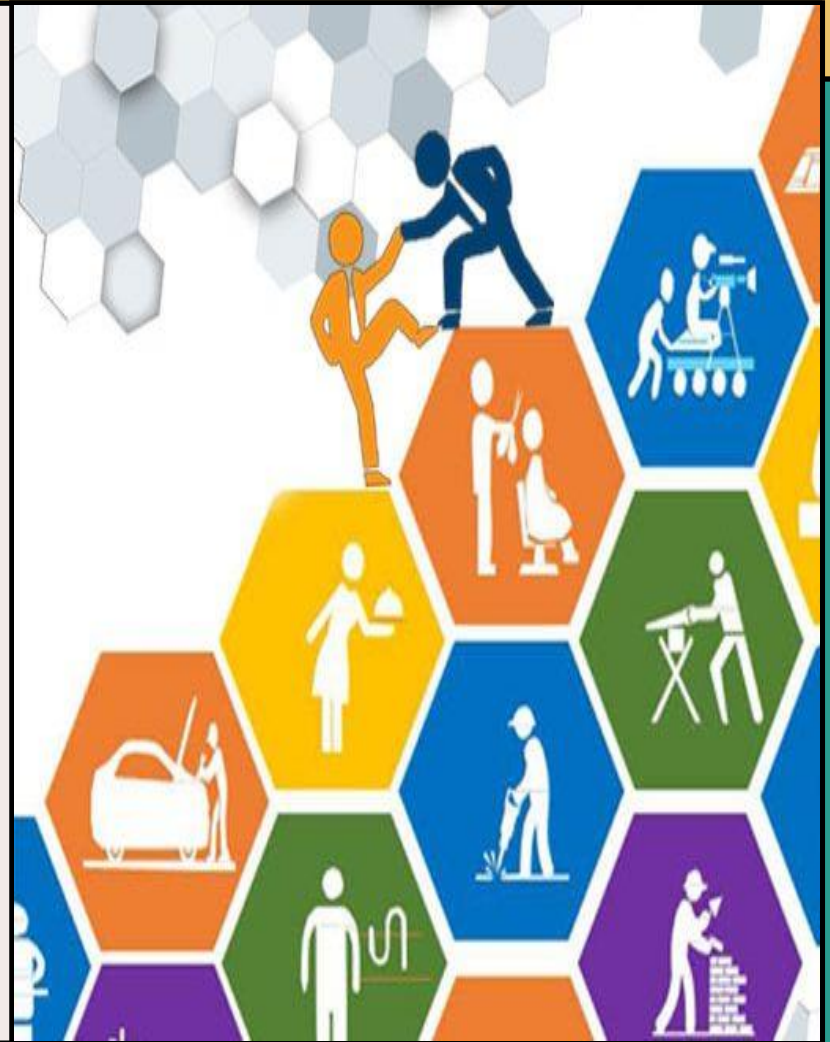


*Welcome*





**Skill India**  
कौशल भारत - कूशल भारत



# SEMINAR 1

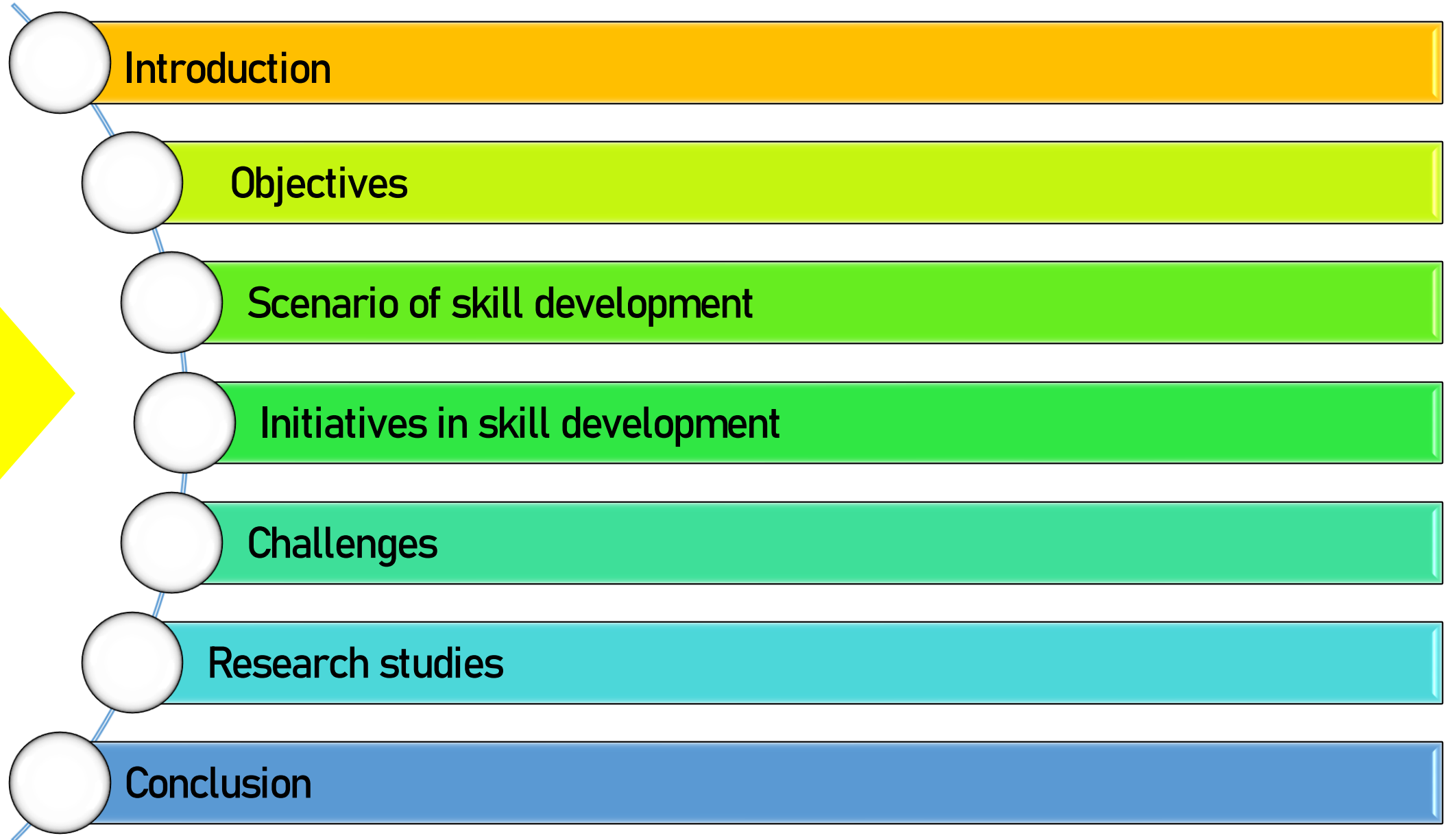
## SKILL DEVELOPMENT IN INDIA - A WAY FORWARD



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**Flow  
Of  
Seminar**



# INTRODUCTION

Skill development includes several attributes, including identifying one's skill gaps and enabling one to develop those skills to achieve their goal.

It enables individuals to become fully and productively engage in livelihoods and to have the opportunity to adapt these capabilities to meet the changing demands and opportunities of economy and labour market.



# Skills

According to Merriam Webster dictionary skill is the ability to use one's knowledge effectively and readily in execution or performance.

The ability to do something well or the technique of doing things.

To succeed in the 21st century labor market, one needs a comprehensive skill set composed of

**1.Cognitive skills**

**2.Socio-emotional skills,**

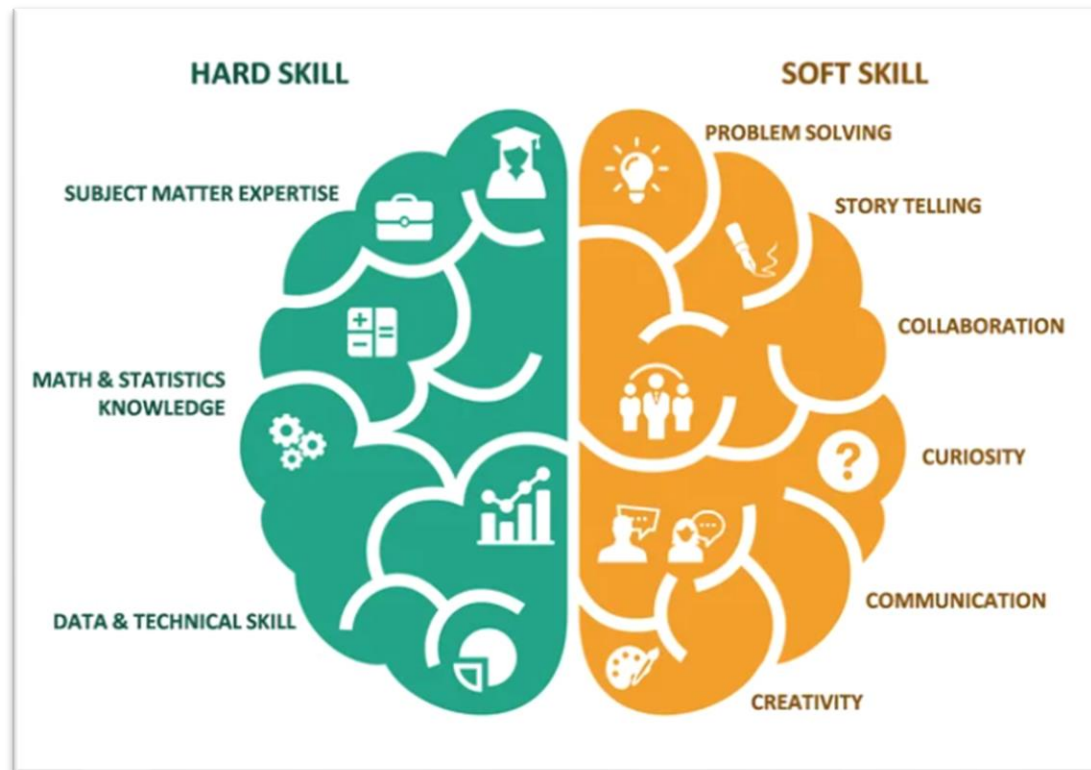
**3.Technical skills,**

**4.Digital skills**



On a broader scale, skills can be divided into two types, namely soft skills and hard skills.

Hard skills can involve specific knowledge acquired in a subject, certification, training, technical skills etc.



Soft skills refer to personality traits, including communication, leadership, problem solving, decision making, etc.,

Both skills support a person to perform successfully at work and advance in most jobs. Skill development programs reflect positively on both employers and employees.

## Skill development methods

1. Training –
  - This method includes developing employee skills through a combination of lectures, hands-on-exercises, videos, podcasts, simulations, and individual/group-based assignments.
  - It includes both formal (classroom-based, instructor-led, e-learning courses) and informal approach (watching YouTube videos, reviewing educational blogs and posts on peer-group forums like LinkedIn or chat rooms, self-study)
2. Task/job rotations
3. Coaching
4. Mentoring
5. Workshops/Committees/Working-Groups
6. Simulations
7. Conferences
8. On-the-job training
9. Self-study



# Importance of skill development

Individual can increase their employability, enhance career prospects,

The performance level improves and so does self-confidence and efficiency.

In agriculture cognitive skills are required to make better decisions, technical skills required for handling various implements and interpersonal skills required for exchange of farm related information



For India to become the skill capital of the world, skilling of rural India assumes great importance so as to enable the rural workforce in realizing their potential and become part of the country's progress

# Objectives of the Seminar

1

To know the scenario of skill development in India

2

To have brief insight of the initiatives in skill development

3

To discuss the issues and challenges in skill development

4

To review related research studies

## Early Approaches

In India, the concept of Skill Development was introduced post-independence in 1956 with the first Industrial Policy with focus on Technical and Vocational Education and Training (TVET) sector with dedicated institutions.

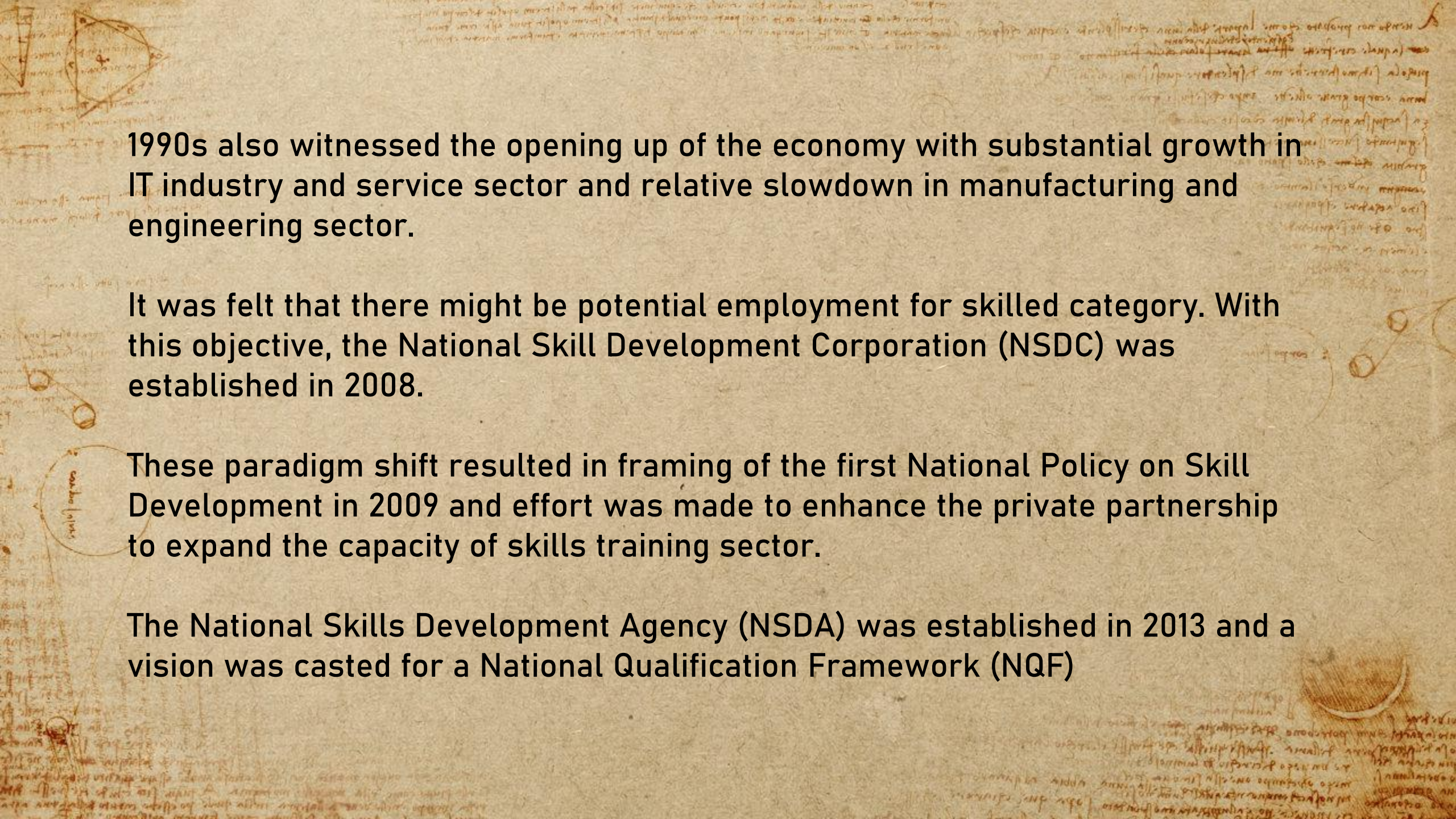
In 1961, the Apprenticeship Act was framed for providing practical training to technically qualified persons in various trades.

In 1968, the first National Policy on Education was framed. The first Industrial Training Institute (ITI) was set up in 1969 by the Ministry of Labour & Employment.

Post independence efforts like IRDP, HYVP, KVK and programs with development with social justice like DWRCA, TRYSEM, WYTEP focused on rural development by training the rural people in income generating activities

In the 1990s and after, SGSY and NATP also started focusing on capacity building of both change agents and rural stakeholders





1990s also witnessed the opening up of the economy with substantial growth in IT industry and service sector and relative slowdown in manufacturing and engineering sector.

It was felt that there might be potential employment for skilled category. With this objective, the National Skill Development Corporation (NSDC) was established in 2008.

These paradigm shift resulted in framing of the first National Policy on Skill Development in 2009 and effort was made to enhance the private partnership to expand the capacity of skills training sector.

The National Skills Development Agency (NSDA) was established in 2013 and a vision was casted for a National Qualification Framework (NQF)

## Recent Approaches In Skill Development

As the world steps into a new decade, India stands on the cusp of becoming a global power, with a favorable demographic and increased percentage of youth in the workforce

It is crucial for the country to take advantage of this opportunity and bring the nation on the path of rising socio economic progress

To achieve this aim, skill development is vital for enhancement of the workforce and to bring in the unused resources into the mainstream

Addressing this issue, hon'ble Prime Minister launched Skill India Mission on July 15, 2015 and formulated a Ministry Of Skill Development And Entrepreneurship to oversee, implement and coordinate various initiatives



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GOVERNMENT OF INDIA  
MINISTRY OF SKILL DEVELOPMENT  
& ENTREPRENEURSHIP

Contd..

Under the aegis of MSDE, flagship scheme like Pradhan Mantri Kaushal Vikas yojana(PMKVY), National Skill Development Fund (NSDF), Sector Skill Council (SSC) among others were launched for holistic skill enhancement.

The union cabinet also approved the National Policy for Skill Development & Entrepreneurship in 2015 to “ to create an ecosystem of empowerment by skilling on a large scale and to promote a culture of innovation based entrepreneurship which can generate wealth and employment”





# **Scenario of skill development in India**

## An overview

Skill development, especially in a country like India with large young population, which is estimated to be 27.33 per cent of total population in 2021, assumes greater importance.

With majority of population living in rural areas, the need for sustained skilling and reskilling assumes great importance

Skilling the growing workforce would improve their productivity and employability which, in turn, will improve income and the quality of life.





According to a 2015-16 report released by MSDE, less than 5 per cent of India's workforce is formally skilled.

Compare this to South Korea (96 per cent), Japan (80 per cent), Germany (75 per cent), the United Kingdom (68 per cent) and the United States (52 per cent), and we have a lot of ground to cover.

The total requirement of manpower for the Agriculture sector in 2022 is estimated to be around 2156 lakh. Of this, about 1733 lakhs are expected to be skilled

Significant demands on skill are expected in two categories

- Higher education (graduate and above) for specialist roles
- Diploma and short term vocational training for on ground support roles focusing on the direct farmer interface

-KPMG & NSDC



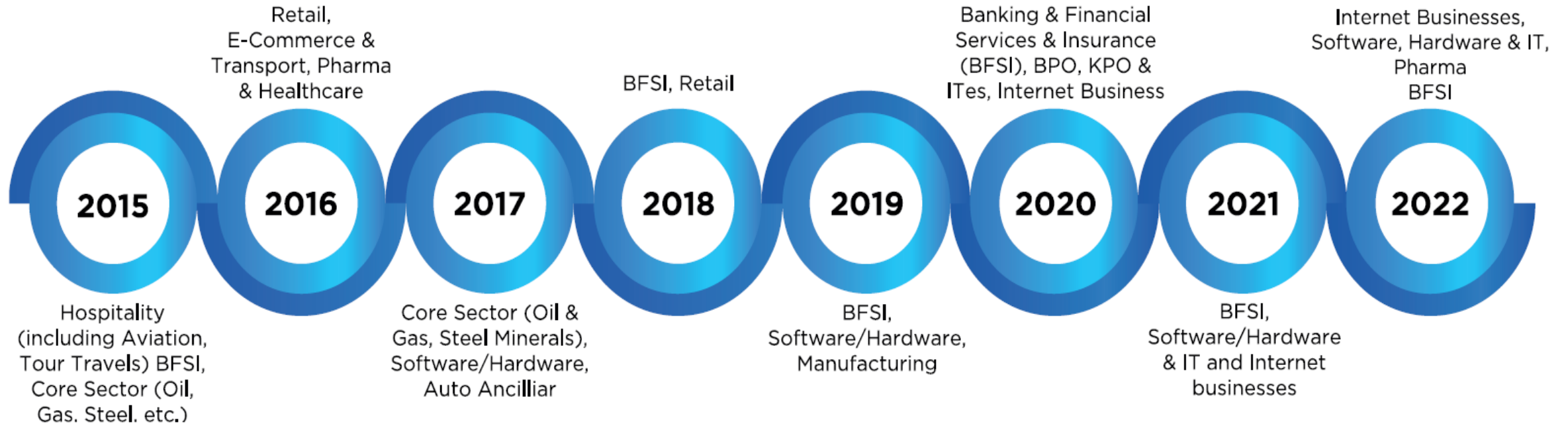
# Human Resource Requirements

Sl.no	Sector	Human resource requirements estimates(in millions)
1	Agriculture	215.5
2	Building Construction & Real Estate	91
3	Retail	56
4	Logistics, Transportation & warehousing	31.2
5	Textile & Clothing	25
6	Education & Skill Development	18.8
7	Handloom & Handicraft	18.1

**Source: Annual Report of MSDE 2022**

# Which Sectors Have Hired The Most? Top Sectors

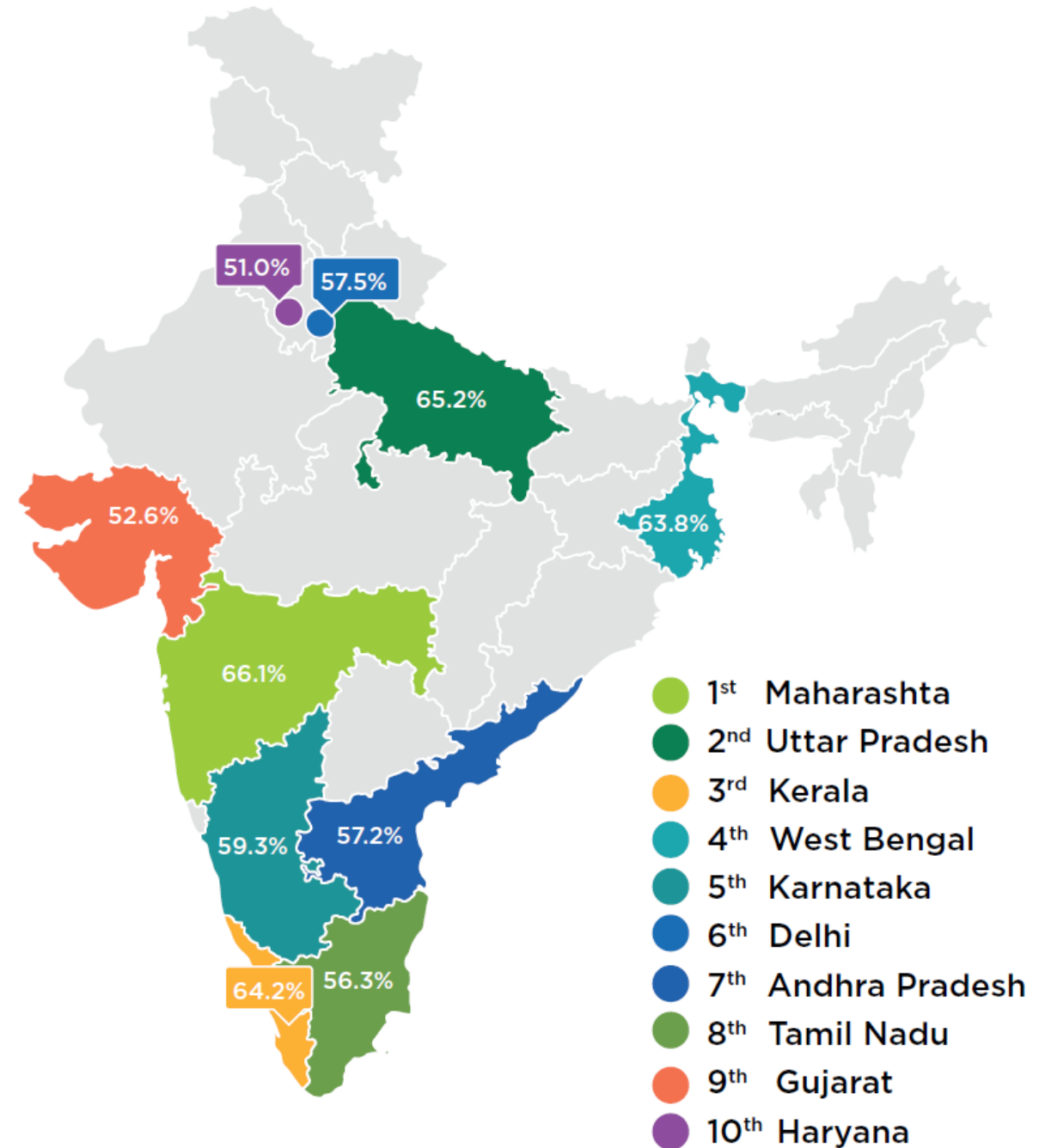
## 2016 - 2022



Source: India Skills Report 2022

Among the employable youth population, **51.44%** of females were found highly employable while **45.97%** of males were found highly employable

Among the surveyed students and aspiring professionals, **B.tech graduates** and **MBA graduates** were found to be the most employable talent from the various domains.



Source: India Skills Report 2022

# MINISTRY OF SKILL DEVELOPMENT & ENTREPRENEURSHIP

The Ministry is responsible for co-ordination of all Skill Development efforts across the country,

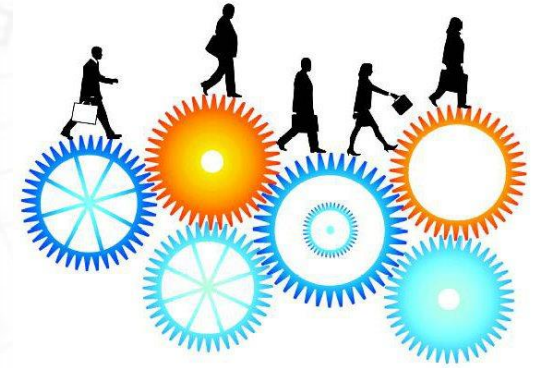
The Ministry aims to skill on a large scale with speed and high standards in order to achieve it's vision of a 'Skilled India'.



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GOVERNMENT OF INDIA  
MINISTRY OF SKILL DEVELOPMENT  
& ENTREPRENEURSHIP

It is aided in these initiatives by its functional arms – Directorate General of Training (DGT), National Council for Vocational Education and Training (NCVET), National Skill Development Corporation (NSDC), National Skill Development Fund (NSDF) and 37 Sector Skill Councils (SSCs) as well as 33 National Skill Training Institutes (NSTIs), About 15000 Industrial Training Institutes (ITIs) under DGT



The Ministry also works with network of Skill Development centres, universities. Further, collaborations with relevant Central Ministries, State governments, international organizations, industry and NGOs have been initiated.

## Skill Development Eco-system In India

Key Bodies	Enablers	Implementing agencies	beneficiaries
<ul style="list-style-type: none"> <li>Ministry of Skill Development &amp; Entrepreneurship</li> <li>Ministry of Human Resource Development</li> <li>Ministry of Rural Development</li> <li>Other Central Ministries</li> </ul>	<ul style="list-style-type: none"> <li>State Skill Development Mission (SSDM)</li> <li>NSDC</li> <li>SSC</li> <li>NSDA</li> <li>NCVT</li> <li>SCVT</li> <li>Labour Laws.</li> <li>Minimum Wages Act</li> </ul>	<ul style="list-style-type: none"> <li>I.T.I.s</li> <li>Training partners</li> <li>N.G.O.s</li> <li>Universities</li> <li>K.V.K.s</li> <li>Schools</li> </ul>	<ul style="list-style-type: none"> <li>Marginalized society</li> <li>Unemployed youth</li> <li>School and college students</li> <li>labours</li> </ul>

Source: FICCI-KPMG report "Skilling India"

## Scenario in Karnataka




To address the issue of skill development in the State, the Government of Karnataka has made education and skill up-gradation as the corner stones of its policy.

It has opened 289 polytechnic institutes throughout the State, in addition to setting up of 1,507 Industrial Training Institutes (ITIs).

Assistance is also provided to private players for setting up training institutes within the State.

In 2008, the State Government set up the State Skill Commission with a mission at empowering all individuals through improved skills and knowledge


Karnataka Vocational Training and Skills Development Corporation (KVTSDC) has also been set up for furthering the agenda of skill development in Karnataka.



Given the above background and the growing importance of skill development in Karnataka, the National Skill Development Corporation (NSDC) mandated ICRA Management Consulting Services (IMaCS) to conduct the district wise skill gap study for the State of Karnataka.

Based on its forecasts, it has been estimated that between 2012 and 2022, **an incremental demand for 8.47 million people will be generated in Karnataka.**

Maximum demand will be generated from sectors such as tourism, travel and hospitality; agriculture and allied (mainly allied such as horticulture, fishery, animal husbandry, poultry and sericulture); building, construction and real estate; IT & ITES, transportation, logistics, warehousing and packaging; healthcare and education services.



The supply side numbers have also been forecasted. It has been estimated that upto 2022, about **8.16 million persons will join the workforce in Karnataka.**

To meet the demand and supply gap in the State, IMaCS has made recommendations for four types of stakeholders: (1) Government, (2) Industry, (3) Private training institutes, and (4) NSDC



*INITIATIVES IN  
SKILL  
DEVELOPMENT*

# SKILL INDIA MISSION

Skill India Mission is a flagship initiative launched by the Government of India in 2015 to improve the skills of the country's workforce and make them employable.


The primary objective of the Skill India Mission is to provide training and certification to the youth of the country

The initiative seeks to train over 40 crore people in India in various skills by 2022

It focuses on creating opportunities for skill development, entrepreneurship, and job placement, particularly for youth, women, and disadvantaged sections of the society.



## Who can avail training courses under Skill India:-

- All Skill India training courses **are open to every citizen of this country**, regardless of age, gender and location.
  - The qualifications in some cases include **working knowledge of some industry** and literacy.
  - Skill India courses are **available in various Indian languages** to benefits to all ethnic groups of the country.
- 

# Aspirant candidates to register for skill training and employment opportunities through the online portal:-

<https://skillindia.gov.in/>

## Steps To Register

Provide personal, contact and communication details

Upload Identification Document and add education details

Add preferences across sectors and job roles

Confirmation mail / message is sent to candidate on the registered mobile number / email

Register Now

# PRADHAN MANTRI KAUSHAL VIKAS YOJANA (PMKVY)



PMKVY is a Skill Certification Scheme that aims to encourage the youth population of the country to take up training which is industry- relevant.

## Phases of PMKVY:


PMKVY 1.0 (2015-16)- providing free short duration skill training and giving them encouragement by providing monetary rewards for skill certification.

During its pilot phase in 2015-16, **19.85 lakh candidates were trained.**

PMKVY 2.0 (2016-20)- encourage youth for skill development in industrial and digital demand for employment.

Launched for scaling up sectors, geographies and by greater alignment with other missions such as MAKE IN INDIA, DIGITAL INDIA, and SWACCH BHARAT etc.

**The number of candidates trained is 1.09 crore**



PMKVY 3.0 (2020-21) - shifted from a supply-based approach to a demand-based approach.

PMKVY 3.0 will encourage skill development throughout the country to address industry needs, meet market demands and impart skills in services and in new-age job roles that have become crucial with the advent of the COVID-19 pandemic.

**Implemented in a more decentralized structure with greater responsibilities and support from States/UTs and Districts**

PMKVY 4.0 (2023)- inclusion of new age courses for industry 4.0, on the job training, skill hubs



## Components of PMKVY

Component	Description
Short Term Training	<ul style="list-style-type: none"><li>● The National Skills Qualifications Framework (NSQF) and different training centres will provide training.</li><li>● They'll also grant Soft Skill training, Digital &amp; Financial Literacy sessions, Entrepreneurship, etc. depending upon the requirements of the industry.</li></ul>
Recognition of Prior Learning (RPL)	<ul style="list-style-type: none"><li>● Individuals having prior learning experiences/skills are certified and assessed under the Recognition of Prior Learning (RPL).</li></ul>
Special Projects	<ul style="list-style-type: none"><li>● This component of PMKVY aims to encourage training in the groups of society that are marginalized and vulnerable.</li><li>● These Special projects can be defined as projects that have some deviation in the Terms and Conditions from the Short Term Training projects.</li></ul>

## Components of PMKVY

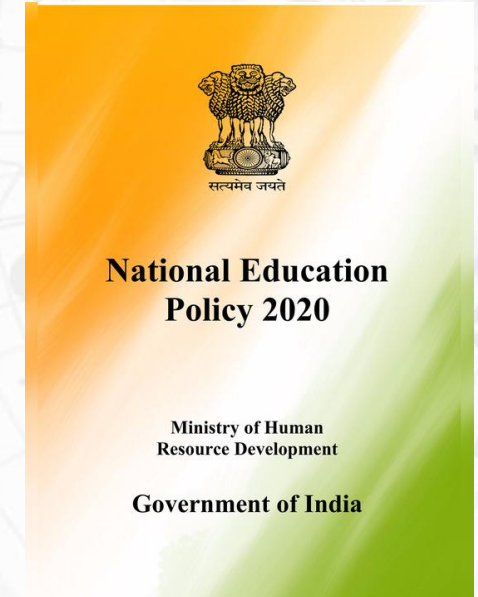
Component	Description
Kaushal and Rozgar Mela	<ul style="list-style-type: none"><li>● They are events organized every six months in order to provide assistance for individuals who have taken PMKVY training and have been certified.</li></ul>
Placement and Monitoring Guidelines	<ul style="list-style-type: none"><li>● Creating and Providing placement opportunities to trained and certified individuals.</li><li>● Maintaining high-quality training standards through the Skills Development Management System (<b>SDMS</b>).</li></ul>
Training Partners (TPs)	

# THE NEW EDUCATION POLICY (NEP)

It was announced by the Government of India in July 2020, with the aim of transforming the education system in India to meet the needs of the 21st century.

Some of the key features of the NEP include:

1. Early Childhood Care and Education (ECCE)
2. School Education
3. Higher Education
4. Vocational Education
5. Teacher Education



The New Education Policy (NEP) in India recognizes the importance of skill development and aims to promote it through various means.

**1. Integration of vocational education:** The NEP aims to integrate vocational education into mainstream education.

**2. Multiple entry and exit points:** The NEP allows students to enter and exit from educational programs as per their choice, creating more flexibility in the education system

**3. National Skills Qualification Framework (NSQF):** The NEP emphasizes the implementation of the NSQF, which is a competency-based framework that enables students to acquire skills and get certified for the same.

**4. Internship and apprenticeship:** The NEP proposes to promote internships and apprenticeships as a part of the curriculum.

**5. Industry-academia partnership:** The NEP emphasizes the need for closer collaboration between industries and academic institutions.

## Skill Development in Science And Technology

The technological Innovation has experienced exponential growth in last two decades.

New age skills like artificial intelligence, Internet of Things (IoT), 3D printing, Virtual Reality (VR), fraud detection, smart sensor, cloud computing and Robotics process automation.



These skills will equip youth to take up high-paying jobs in the domestic and international market.

All the major skills development programmes in India like PMKVY, SHREYAS (Scheme for Higher Education Youth in Apprenticeship and Skills) cover this aspect.

## **Skill Development Training Through Science & Technology (STST)**

Developing special curricula and creation of models for innovative skilling areas.

**Student Startup NIDHI** award takes forward the student innovation in IEDC to commercialization and accelerate the journey of idea to prototype by providing initial financial assistance.

## **AWSAR Augmenting writing Skills for Articulating Research (NCSTC)**

Disseminate Indian research stories among masses in an easy to understand and interesting format, it aims to empower and endow popular science writing skills among young PhD scholars.

## **Knowledge Involvement in Research Advancements through Nurturing (KIRAN)**

Exclusive scheme for women, providing opportunities to women scientists who had a break in their career primarily due to family issue  
One year internship in the domain of Intellectual Property Rights



## Skill Development in Women

According to National Sample Survey (68<sup>th</sup> round), women constitute almost half of the demographic dividend.

The key challenge here is to increase their participation in the country's work force,

Skill development initiatives under MSDE need to work in synergy with policies of Ministry of Women and Child Development (MWCD).



**Ujjwala scheme** for prevention of trafficking and rescue, rehabilitation.



This scheme intends to provide **rehabilitation services**, The rehabilitation initiatives of this scheme can be integrated with the skill development initiatives of MSDE so that the women **rescued from difficult conditions can be re-integrated into the society in respectable skill-based remunerative professions.**

Similarly other schemes of MWCD such as Support to Training and Employment Programme for Women (STEP), Swavalamban, Kishori Shakti Yojana, etc., focus on skilling of women by synergistically integrating with programmes of MSDE

## Potential Skilling areas for women entrepreneurship

**Handloom, handicraft and fashion industry** – ethnic wear, embroidery, pottery, bamboo worker



**Agriculture** – Agri-clinics, cold chain management, pickle making, spice processing, livestock feed production, rice mill, vermicomposting unit, honey processing

**Beauty and wellness industry** – beauty clinics, hair stylists, yoga and fitness professionals and spa therapists.



## Potential Skilling areas for women entrepreneurship

**Tourism:** event planning, taxi & bus business, blogging on travels



**The education sector** – pre nursery education, supplementary education, vocational training institute

**Logistics-** supply chain consultancy, packers, courier services



## Other initiatives by the MSDE are

### •Short Term Training Schemes/Initiatives

- Pradhan Mantri Kaushal Kendras (PMKK)
- School Initiatives and Higher Education
- Pre Departure Orientation Training (PDOT)

•**Apprenticeship Training:** National Apprenticeship Promotion Scheme (NAPS)

### •Other Schemes/Initiatives:

- Aspirational Skilling Abhiyan
- Rozgar Mela
- Indian Institute of Skills (IISs)
- Skill Loan Scheme

### •Long Term Training Schemes/Initiatives:

- Craftsmen Training Scheme (CTS)
- Crafts Instructor Training Scheme (CITS)
- Advanced Vocational Training Scheme (AVTS)
- Vocational Training Programme For Women
- Schemes for Upgradation of ITIs
- Flexi MoUs
- STRIVE
- Initiatives in the North East and LWE Regions
- Dual System of Training (DST)
- Polytechnics

# NATIONAL SKILL DEVELOPMENT CORPORATION (NSDC)

National Skill Development Corporation (NSDC) is a not-for-profit public limited company incorporated on July 31, 2008 under section 25 of the Companies Act, 1956



**Transforming the skill landscape**

NSDC strives to:

- Develop ultra low-cost, high-quality, innovative business models.
- Attract significant private investment.
- Ensure that its funds are largely “re-circulating” i.e. loan or equity rather than grant.

## NSDC plays three key roles

**Funding and incentivising** : This involves providing financing either as loans or equity, providing grants and supporting financial incentives to select private sector initiatives

• **Enabling support services** : A skills development institute requires a number of inputs or support services such as curriculum, faculty training standards, quality assurance, technology platforms, student placement mechanisms and so on.

• NSDC plays a significant enabling role in these support services,

**Shaping/creating** NSDC will identify critical skill groups, develop models for skill development and attract potential private players and provide support to these efforts.

# SECTOR SKILL COUNCILS



The SSCs operate as an autonomous body and registered as a Section 8 Company. NSDC is mandated to initiate and incubate SSCs with initial seed funding to facilitate their growth and enable them to achieve self-sustainability in a time bound manner.

It plays a vital role in bridging the gap between what the industry demands and what the skilling requirements ought to be.

# AGRICULTURE SKILL COUNCIL OF INDIA

Agriculture Skill Council of India (ASCI) is a Section 8 Not for profit concern working under the aegis of Ministry of Skill Development & Entrepreneurship (MSDE).

ASCI works towards capacity building by bridging gaps and upgrading skills of farmers, labors & extension workers engaged in Agriculture & Allied Sectors.



## What does ASCI do?

- Affiliation & Accreditation
- Certification
- Development of Qualification packs(QPs) / NOS
- Assessment Of Training Programs
- Training partners
- Placements



**With the development of 182 Qualification Packs, ASCI has covered segments:**

- |   |   |
|---|---|
| <ul style="list-style-type: none"><li>•Farm Mechanization and Precision Farming</li><li>•Agri-Information Management</li><li>•Dairy Farm Management</li><li>•Poultry Farm Management</li><li>•Fisheries</li><li>•Animal Husbandry</li><li>•Post-Harvest Supply Chain Management</li><li>•Forestry and Agro Forestry</li><li>•Watershed Management</li></ul> | <ul style="list-style-type: none"><li>•Amenity Horticulture and Landscaping</li><li>•Production Horticulture</li><li>•Seeds Industry</li><li>•Soil Health Management</li><li>•Commodity Management</li><li>•Agri Entrepreneurship &amp; Rural Enterprises</li><li>•Other Allied</li></ul> |
|---|---|

# KARNATAKA SKILL DEVELOPMENT CORPORATION (KSDC)

Set up in 2008, KSDC, under the aegis of the Skill Development, Entrepreneurship and Livelihood (SDEL) Department, Government of Karnataka,

KSDC provides skill training in multiple sectors, including automotive, IT & ITeS, logistics, apparel, and electronics, to name a few.

It provides **short-term vocational training to more than 60,000 candidates annually** under the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and the Chief Minister's Kaushalya Karnataka Yojane (CMKKY).

Through its network of **more than 800 accredited training centres** spread across the state,



# KARNATAKA SKILL CONNECT PORTAL



Karnataka Digital  
Economy Mission

<https://skillconnect.kaushalkar.com>

Karnataka Skill Connect is an initiative by the Government of Karnataka, to connect job seekers with potential employers through a centralized online platform.

The Karnataka Skill Connect platform also offers various features to job seekers, such as **skill assessments, training programs, and career counseling services.**

Additionally, the platform also provides **information on job fairs, job openings,** and other employment-related events.



### Assessment of psychometric skills

A comprehensive assessment of your personality traits, and recommendations to improve your non-technical skills.

[EXPLORE...](#)



### Access to trending courses

Quality courses in emerging technologies such as Artificial Intelligence, Data Science, and Cloud Computing.

[EXPLORE...](#)



### Internships, apprenticeship and projects

Get industry exposure and on-the-job training through internships, apprenticeships and live projects

[EXPLORE...](#)



### Access to 5000+ Jobs

Access to employment opportunities across multiple sectors at your fingertips.

[EXPLORE...](#)



### Personalized Resume builder

Personalize your resume in alignment with your career aspirations.

[EXPLORE...](#)

Activate Windows  
Go to Settings to activate Windows.



18 Hours



Employability

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DevOps Fundamentals

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# RURAL DEVELOPMENT AND SELF EMPLOYMENT TRAINING INSTITUTE (RUDSETI)

Rural Development and Self Employment Training Institute (RUDSETI) has its roots in Karnataka, India, and the first RUDSETI was established in 1982 in the town of Ujire in the Dakshina Kannada district of Karnataka.

In Karnataka alone, there are currently over 50 RUDSETI centers located in different districts across the state.

The RUDSETI centers in Karnataka offer various training programs and courses to rural youth and women in different areas such as **agriculture, animal husbandry, handicrafts, and other trades that are relevant to the local economy.**

The training programs also include soft skills development, financial literacy, and entrepreneurship development.

## KRISHI VIGYAN KENDRAS (KVKs)

KVKs also offer vocational training programs and courses in areas such as food processing, dairy farming, poultry farming, beekeeping, and other trades that are relevant to the needs of rural communities.

These vocational training programs are aimed at creating new job opportunities and promoting self-employment among rural youth.

In addition, KVKs collaborate with various institutions and organizations to provide certification courses and skill development programs in specialized areas such as organic farming, precision farming, and value chain development.

# UNIVERSITY of AGRICULTURAL SCIENCES BANGALORE

Some of the ways in which the university promotes skill development are:

- Hands-on training: UASB provides hands-on training to its students through various programs like experiential learning, internships, and industrial training. This helps students to acquire practical skills in their chosen field of study
- Entrepreneurship development: UASB has a Centre for Agri-entrepreneurship Development
- Industry collaborations: The university collaborates with various industries and organizations to provide real-world exposure to its students.
- Skill-based courses & Research opportunities
- Offers skill training through bakery training unit, farmes training institute, STU etc.,



## SKILL DEVELOPMENT CENTRE, UAS BANGALORE

The University has established Skill Development Center (SDC) under ICAR- SC-SP: 2019-20 at UAS, GKVK, Bengaluru.

An amount of Rs. 204 lakhs has been released by ICAR, New Delhi during the year 2019-20.

It covers the 10 districts in university jurisdiction, with focus on SC, ST beneficiaries both farmers, students and other stakeholders



The SDC trainings consist of the following components:

- EDP entrepreneurship Development Programme(26)
- Training and capacity building programme(5)
- Human Resource Development(13)
- Tutorials(1)
- Livestock Management(1)

The duration of training programs vary from 1 day to several weeks.

The training is purely based on proposal from Scientist, Subject matter specialists.



## SUCCESS STORY

<b>Name</b>	<b>Ankitbhai</b>
Age	25 years
Nodal training institute	KVK Kheda
Scheme	Rashtriya Krishi Vikas Yojane
Course duration	200 hours
Annual income before training	₹ 6.8 lakhs
Annual income after training	₹ 22 lakhs
Key Skills Gained:	Construction and maintenance of cattle shed, feed and live stock management, work place hygiene



- Mr. Ankitbhai is from a small village called Tranja in Kheda district of Gujarat.
- He was doing dairy farming on 3ha of land, following the traditional methods.
- He had 10 dairy animals and he provided 65 liters of milk approximately to the village milk cooperatives every day.
- After getting to know about the skill training programme in dairy management, he enquired and got selected for training in KVK



- At the end of the training, a project report was prepared by him for the purpose of obtaining a loan
- Mr. Ankitbhai got a loan of ₹ 4.5 lakhs from a bank and purchased more dairy animals. Mr. Ankitbhai now has 17 dairy animals and the milk yield has gone up from 65 litres to 150 litres per day.



***ISSUES &  
CHALLENGES IN  
SKILL  
DEVELOPMENT***

## ***Awareness, mindset and perception issues***

Skill development in India is way below the requirements due to a lack of awareness on the type of courses as well as information on the career aspects.

Skilling is often viewed **as the last resort meant for those who have not been able to progress in the formal academic system.**

Skill development is often associated with blue collar jobs, which is largely **perceived to be of low dignity and provides low wages.**

The perceived 'stigma' associated with skill development has resulted in low enrolments in vocational education courses.



## ***Cost concerns***

Skill development initiatives in India continue to be largely dependent upon the government funds or public-private ventures.

Owing to high capital requirements and low return on investments, skill development is often looked at as a non-scalable model and remains underinvested.

Additionally, a fee-based model also faces challenges as prospective students are often unwilling or unable to pay high fees for training.



## ***Quality concerns***

There is a serious mismatch between the industry's requirements and the skills imparted in educational and training institutes, especially for the mid-level skills requiring some expertise on handling of machinery.

In terms of infrastructure, the institutes often lack appropriate machinery to give students hands-on training.

Even the course curricula often are outdated, redundant and non-standardised

The availability of good quality trainers is also a key concern. The quality of trainers is affected due to limited efforts towards re-training and skill improvement of trainers.

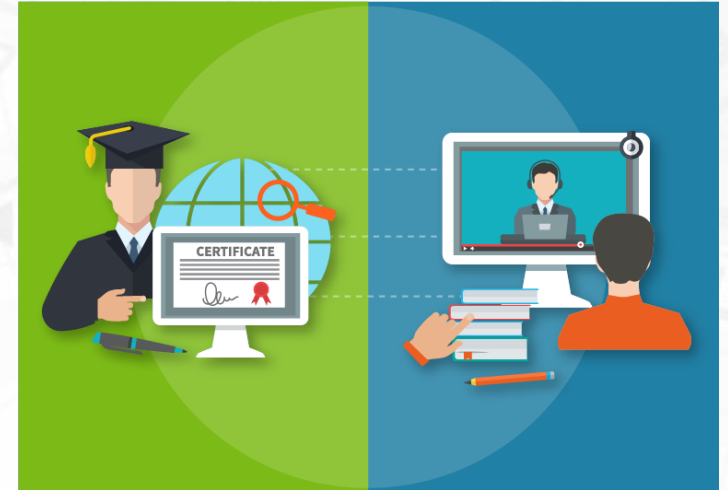


## ***Mobility concerns***

In India, educational qualification is generally preferred over vocational training as former is associated with better employment opportunities, in terms of pay as well as quality of work.

There is limited mobility between formal education and vocational training in India due to lack of equivalent recognition for the latter;

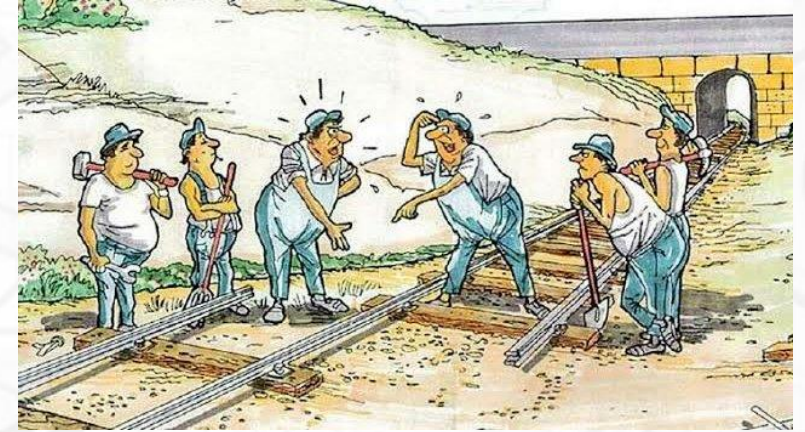
**A student enrolled in vocational training often cannot migrate to institutes of higher education due to eligibility restrictions.**





Other challenges include:

- Skill development programmes of the Central Government are spread **across more than 20 Ministries/Departments without any robust coordination** and monitoring mechanism to ensure convergence.
- **Multiplicity in assessment and certification systems** that leads to inconsistent outcomes and causes confusion among the employers.
- **Insufficiency of trainers**, inability to attract practitioners / experts from industry as faculty.
- Very low coverage of apprenticeship programme.



- Declining labour force participation rate of women.
- Pre-dominant non-farm, unorganized sector employment with low productivity but no premium for skilling.
- Non- inclusion of entrepreneurship in formal education system.
- Inadequate impetus to innovation driven entrepreneurship.
- Lack of mentorship in entrepreneurship



# RESEARCH STUDIES



Research  
Study  
1

**TRAINING EFFECTIVENESS OF SKILL DEVELOPMENT  
TRAINING PROGRAMMES AMONG THE  
ASPIRATIONAL DISTRICTS OF KARNATAKA**

G. S. Arun Kumar *et al.* 2021



Raichur,  
Yadgiri



Ex post facto  
research  
design



Size of the  
sample 120



## RESULTS

Distribution of respondents based on skill development training effectiveness

<b>Training effectiveness</b>	<b>Agricultural labourers (%)</b>	<b>Farmers (%)</b>	<b>Total (%)</b>
Low	28	13	21
Medium	50	52	51
High	22	35	28
total	100	100	100

## Effectiveness of different aspects of skill development trainings

Sl. No	Training Aspects	Low	Medium	High	WMS	Rank
1	Quality	21	82	17	1.966	VII
2	Utility	24	73	23	1.991	VI
3	Coverage	19	67	34	2.125	I
4	Physical facilities	20	77	23	2.025	III
5	Competency of trainers	14	90	16	2.016	IV
6	Skill development aspects	28	63	29	2.008	V
7	Appropriateness of trainee	12	82	26	2.116	II
8	Need assessment of trainees	27	75	18	1.925	VIII

## Benefits of training programmes as perceived by the respondents

Sl. no	Training benefits	Highly		Moderately		Low		WMS	Rank
		Freq	%	Freq	%	Freq	%		
1	Increase in knowledge	54	45.00	53	44.16	13	10.83	2.32	II
2	Gain in Skills	68	56.66	35	29.16	17	14.16	2.42	I
3	Increase in income	32	26.66	50	41.66	38	31.66	1.95	IV
4	Enhancement in entrepreneurial ability	44	36.66	56	46.66	20	16.66	2.30	III

Research  
Study  
2

**AN ANALYSIS OF SUCCESS RATE OF ENTREPRENEURSHIP  
DEVELOPMENT PROGRAMME OF ENTREPRENEURS OF  
RUDSETI OF NORTH KARNATAKA**

Geeta P. Channal and K.V. Natikar 2022



North  
Karnataka



Ex post facto  
research  
design



Size of the  
sample 300



## RESULTS

Comparison between trained and untrained respondents on types of enterprise adopted

Types of enterprise	Trained (n=150)		Untrained (n=150)	
	No.	%	No.	%
Agriculturally based enterprises	33	22.00	1	0.67
Product based enterprise	76	50.66	93	62.00
Process based enterprise	25	16.68	10	6.66
general	16	10.66	46	30.67

Financial assistance to entrepreneur

Types of assistance	Trained (n=150)		Untrained (n=150)	
	No.	%	No.	%
Own money	17	11.33	26	17.33
Borrowed from others	28	18.67	95	63.34
Bank loan	105	70.00	29	19.33

## Success rate of EDP trainings given by RUDSETI

Categories	Vijayapura	Bagalkot	Uttar Kannada
Total no. of trainees trained	3496	2663	2127
Total no. of trainees settled	2260	2036	1146
Success rate (%)	64.64	76.45	53.87

Time lag in establishing an enterprise by trained entrepreneurs (N=150)

Categories	No.	%
0-3 months	29	19.33
4-6 months	48	32.00
7-9 months	24	16.00
10-12 months	19	12.67
More than 12 months	30	20.00

“

▷ CONCLUSION



*Thank You*