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Seminar I

Skill Development In India – A Way Forward

Synopsis

As the world steps into a new decade, India stands on the cusp of becoming a global power the 21st century. With a favorable demographic dividend and increasing percentage of youth in the workforce, the potential for growth and development is at its highest. To achieve this, skill development is vital for enhancement of the workforce and to bring in the unused resources into the mainstream. Skill development includes several vital 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. According to Merriam Webster dictionary skill is the ability to use one's knowledge effectively and readily in execution or performance. 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

With this brief background the seminar has been conceptualized with the following objectives

- To know the scenario of skill development in India
- To have brief insight into the initiatives in skill development
- To discuss the issues and challenges in skill development
- To review related research studies

Concept of skill development

According to Merriam Webster dictionary skill is the ability to use one's knowledge effectively and readily in execution or performance. To succeed in the 21st century labor market, one needs a comprehensive skill set composed of Cognitive skills, socio-emotional skills, technical skills, 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., Skill development methods include training, mentoring, workshop, working groups

Scenario of Skill development in India

Skill development, especially in a country like India with its large young population, which is estimated to be 27.33 per cent of total population in 2021, assumes greater importance to effectively reap the demographic dividend. According to a 2015-16 report released by M.S.D.E., less than 5 per cent of India's workforce is formally skilled and according to N.S.D.C. report the total requirement of manpower for the agriculture sector in 2022 is estimated to be ~ 2156 lakh. Of this, ~ 1733 lakhs are expected to be skilled. The Ministry of skill development & entrepreneurship is responsible for co-ordination of all skill development efforts across the country.

Initiatives in skill development

There are various initiatives in skill development some of them are Skill India Mission, Pradhan Mantri Kaushal Vikas Yojana, Jan Shikshan Sansthan, Sankalp, Pradhan Mantri Kaushal Kendras (Pmkk), Rozgar Mela, Indian Institute of Skills, Skill Loan Scheme, National Skill Development Corporation, Sector Skill Councils, Karnataka Skill Development Corporation, Karnataka Skill Connect Portal, Skill Development Centre UAS Bengaluru

Challenges in Skill development

Awareness, mindset and perception issues, Cost concerns, Quality concerns, Mobility concerns, Multiplicity in assessment and certification systems, coordination and monitoring mechanism, insufficiency of trainers, non-inclusion of entrepreneurship in formal education system, pre-dominant non-farm, unorganized sector employment with low productivity

Research studies

G. S. Arun Kumar et al (2021) revealed that the overall effectiveness of training in aspirational districts was found to be 51 per cent which came under medium effectiveness category. Among the different aspects of training programme 'coverage' was found to be more effective. But trainings were least effective in 'need assessment' of trainees. A majority of trainees perceived that training improved their knowledge and skills.

Geeta and Natikar (2022) revealed in their study more than half of the trained (50.66%) and untrained (62.00%) entrepreneurs had taken up product-based enterprises. maximum number (70.00 %) of trained entrepreneurs availed loan from banks while, maximum number of untrained entrepreneurs (63.34 %) borrowed money from money lenders. the highest success rate was for Bagalkot (76.45 %) followed by Vijayapura (64.64 %) and Uttar Kannada (53.80 %). thirty-two per cent of trained entrepreneurs had started their enterprise between four to six months after taking the training from the institute.

Conclusion

A Skill Development culture needs to be built from bottom to top. It should be integrated within the education system wherein students at school and college levels master at least one job skill and gain a certification of proficiency. Exposure is necessary for women entrepreneurs to move from traditional fields of employment towards new-age business ideas and skills. It is important to note that Skill Development needs to be amalgamated with new innovations and technology. 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.

References

- GEETA, P. C. AND NATIKAR, K. V., 2022, An analysis of success rate of entrepreneurship development programme of entrepreneurs of RUDSETI of North Karnataka, *Ind. Res. J. Ext. Edu*, **22**(3): 30-37.
- KUMAR, G.A., NAIN, M.S., SINGH, R., KUMBHARE, N.V., PARSAD, R. AND KUMAR, S., 2021, Training effectiveness of skill development training programmes among the aspirational districts of Karnataka. *Ind. J. of Ext. Edu.*, **57**(4): 67-70.