

## Mission Skill India: A Precursor To 24X7

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*Abstract: Skill with knowledge is a significant driving force for the engine of economic growth. Where, knowledge endorses the analytical power and skills provide efficiency for performing any task which enlarges the productivity and create revenues for an economy. India has 129 crore workforce which is the second largest muscle power hub in the world after China. Out of the total population, 77 crore working population is unskilled and only 4 crore (4.7%) is skilled which is very little in comparison to the other developed countries like UK(68%) Germany (75%), USA (52%), Japan (80%) and Korea (96%) highest skilled workforce in the world. Therefore, various economists emphasized on the quality of labour inputs or human capital that is very important for economic development. Too little population cannot help in the development of a country but if training, education, skills etc. are provided to population then it can speed up the growth of economic development. Thus Skill India Mission is very important for the success of Make in India Mission, which is awaiting the skilled workforce in India.*

*Keywords: Skill, Development, unemployment, workforce, sustainable economic growth, developing economies, growth strategies*

### I. INTRODUCTION

*“Needs and desires are continuously increasing since the origin of human being and to fulfill them a set of skills is required which provide techniques to fulfill certain task objectively, effectively and efficiently. As “Need is the mother of discovery” therefore, skill has originated along with birth of the human being and it developed along with needs”.*

Most of the countries are facing the problem of unemployment which is immense hurdle in the way of economic growth. The key root of the unemployment is the lack of skills or efficiency. Today, it is noticed that youth's are engaged in race of acquiring the higher qualification instead of quality i.e 'Skill'.

Therefore, Skill development is high economic growth agenda in the most developing countries, as they are trying to upgrade the skill of their workforce for sustainable economic growth, as skill development is a way to move from middle-income to high income group countries. In recently, largest developing economies like China and India are rebalancing their growth strategies so that they can become “technically skilled and economically empowered”.

“Be skilled, be independent” is the main motive of the Skill India Mission which is depends on tendency of the prograssive nature of economy. As per the statement given by the Former Union Finance Minister P. Chidambaram, “our economy is becoming a service economy more than an industrial economy, because we have acquired a competitive edge in providing services which are equal to or better than the world's services”. It is important to understand the demand of today that we should have to move towards the industrial economy, which depends on the skilled workforce, can be trained through Skill India programmes. Therefore, the Make in India (i.e Industrialization) will be success only if Skill India Mission would success and Skill India will succeed only when our educational standards to meet the world class standards.

### II. MEENIGN AND SCOPE OF SKILL

Skill isn't some activity which is learnt and forgot over time while it is an experience, intellect and passion acting in unison. Skill is a learned ability to carry out a task with pre-

determined results often within a given amount of time, energy, or both. *In simple words, an ability that has been acquired by training is called Skill.*

Proctor and Dutta (1995) define skill as goal-directed, well-organized behaviour that is acquired through practice and performed with economy of effort. In this definition, each element of the definition is important: First, skill develops over time, with practice e.g. driving skill. Second, it is goal-directed in response to some demand in the external environment e.g. passing a driving test for getting license. Third, it is acquired when components of behaviour are structured into coherent patterns e.g. knowing as to how to use accelerator and clutch while driving. Finally, cognitive demands are reduced as skill develops. eg: experienced drivers driving the vehicle without any conscious effort of using accelerator and clutch.

### III. CATEGORIES OF SKILL

Internationally skills are broadly divided into two categories i.e Soft Skills and Hard Skills.

✓ **SOFT SKILLS:** It refers to a set of personal qualities, habits, attitudes and social graces that make someone a good employee and compatible to work with.

*Examples of Soft skills:* Understanding; Leadership; Communication; Teamwork; Good manners; Ability to teach; Works well with diversity; Self-confidence; Responsibility; Sense of humor; Integrity; Time management; Motivation; Common sense.

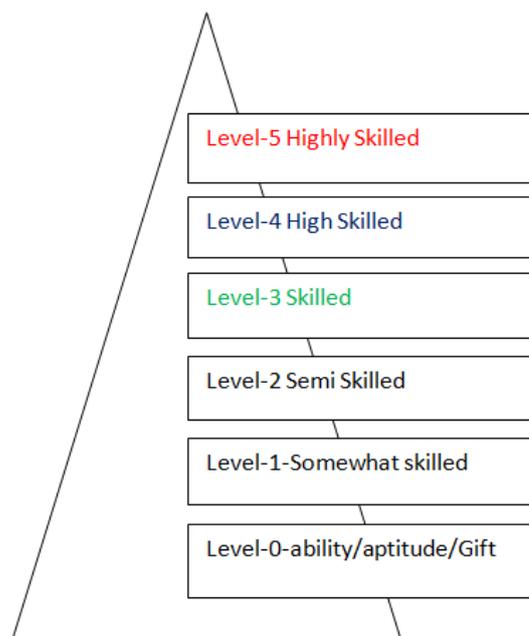
✓ **HARD SKILL:** are those skills which can be acquired by: Going to school; Reading technical books; Doing certificate/degree course.

*Examples of hard skills:* Statistical analysis and data mining; Operating machine; Management; Repair machine; Typing; Writing; Math learning; Reading and the ability to use software programs

### LEVELS OF SKILL

Every human being born with a specific ability/attribute (skill) in the nature and play the different rolls in society either he/she is literate or illiterate. So, the different roles played by them are demonstrating the presence of skill in human being.

In India, skills are divided into different categories based on the levels and duration of training required. We follow the classification adopted by the National Skill Development Corporation (NSDC), where skills are classified into four levels and but there is another two levels of the skill including zero level skill (L-0-ability) and somewhat skill (L1).



(Skill Pyramid)

Figure 1

**Level-0 (Zero level skill):**-refers to such type of ability/aptitude (ability/aptitude became skill by efforts without efforts ability can't become skill) which is inherent in human beings by birth in universe. It is like the clay which can modify according to the requirement of the time.

**LEVEL 1 (SOMEWHAT SKILLED):** refers to such type of skill which is acquired technical and non-technical from nearby sources or through own efforts. Many times, such people perform very efficiently but they don't have document as legal evidence in supports of their skills.

**LEVEL 2 (SEMI-SKILLED):** refers to skills that require minimal education and can be acquired through on-the-job training, short-term modular courses and focused interventions.

**LEVEL 3 (SKILLED):** refers to skills that can be acquired through technical/vocational training or skill certificates, and are specific to the occupation, such as knowledge of complex operations and machinery, skills of supervision, etc.

**LEVEL 4 (HIGH SKILLED):** refers to skills which require long drawn preparations through acquisitions of U.G and P.G Degrees. These skills are required for highly technical and commercial operations.

**LEVEL 5 (HIGHER SKILLED):** are highly specialized skills involving research and design which can be gained through Doctoral and Post Doctoral research work and extensive work experience.

**IN THE ABOVE DIAGRAM:** L-0 and L-1 are the prime stage of Skills Pyramid' where L-0 shows the zero level of skill (natural ability/Gift of Nature) lying in human beings naturally. It is unknown and unshaped which can be shaped according to the demand of time. Where, L-1 level is somewhat skill which have acquired from the nearby source but such type of unorganized trainers/local mechanics can't provide certificate or document to define their skill. Many times, such type of local mechanics can perform better then a degree holder in real life but due to lake of certificate they can't get any job.

Thus this type of workers including carpenters, cobblers, welders, blacksmiths, masons, nurses, tailors, weavers and mechanic came in the category. Thus, skill India mission will focus in the areas of skill development such type of workforce as well as school dropouts, college dropouts, graduates and post graduates, engineering, vocational skills, agriculture and allied activities, craft and self-help groups which is covering the skill levels from L-0 to L-3.

#### IV. SKILL DEVELOPMENT

Skill development is a process to sharpen the ability of workforce which improves the overall effectiveness and empowers of an individual to work more efficiently. According to DFID (2007) defines skills development as the acquisition of practical competencies, know-how and attitudes necessary to perform a trade or occupation in the labour market.

#### SCOPE OF SKILL INDIA MISSION

The scopes of the Mission Skill India are as follows:

- ✓ About 71% of the Indian population is living in rural area which is the main originator of cities. The Gram Panchayat of the Villages, education institutes (school, colleges, and universities) which is very helpful to implement the skill development programs launched by the Center as well as State government.
- ✓ Non- formal training including training by civil society organizations.
- ✓ Adult learning, retired or retiring employees, Male, Female citing idle or taking care of households.
- ✓ Institution based skill development including it is/ITCs/ Vocational school/polytechnics/professional college, etc
- ✓ Formal and informal apprenticeships and other type of training by enterprises.
- ✓ Training for self-employment/entrepreneur development.
- ✓ Learning initiatives of sectoral skill development organized by different ministries/departments.
- ✓ E-learning, training and distance learning.
- ✓ The pre-employed institutions where the study is leaving by the students.
- ✓ The prisoners who are locked in jails in the different parts of the country under the age group of 18-60 and above.
- ✓ Agriculture and allied areas including dairy farms, Poultry farms, aquaculture, horticulture, mushroom farms, fisheries, etc.
- ✓ Schedule Tribes/SC
- ✓ Baggers (Not professional)

#### V. CHALLENGE IN WAY OF SKILL INDIA MISSION

Skill India Mission is not an easy task, therefore, many challenges which are as follows:

- ✓ To increasing numbers of nuclear family in the society which have negative impact on child education to take care of small babies mainly in rural areas.
- ✓ Rigidity mindset of society towards traditional courses.

- ✓ Financial problems of trainers/trainee/employers.
- ✓ Lack of awareness of benefits of training towards training programme.
- ✓ Lack of infrastructure.
- ✓ Inadequate industry linkages.
- ✓ Shortage of quality trainers.
- ✓ Absence of a labour market information system(LMIS).
- ✓ No information on career progression.
- ✓ Low workforce mobilization.
- ✓ Lack of mobility between formal and vocational education systems.
- ✓ Absence of a labour market information system.
- ✓ Lack of clarity on industry's skill requirements.
- ✓ Low awareness of existing courses.

#### VI. SKILL INDIA MISSION (SIM)

Gone are the days when workforce acquired the job according to their qualification. As we heard from the our ancestors/grand-parents that in their time there were huge regards for even primary education holders, and in case they had passed class 10 or 12 there were a lot of chance to get a job easily in their days. During that period, students have acquired such efficiency or capability in education institutions which wrap the necessary condition for getting any work/job in employment market. On the contrary, today's Graduates, Post Graduates or even Ph.D holders don't get job of their choice so easily, because of lack of skills required by the industries, societies and domestics needs of the countries. To elaborate my statement above I would like to add further as under.

It is noticed that the level of education and grant of certificate/diplomas/degrees have gone beyond the controlled of legal authorities to such extant that In Bihar state, session 2015-16 that those student are in top list who did not know even the name of the subjects properly, could walk with the result topping in the board exam conducted by the state of Bihar.

Thus the education system has become either so week or no demanding in the employment market that is creating an unemployed army in the economy. Because after acquiring the higher education, they have no standard for applying in jobs, for example in September, 2016 Uttar Pradesh government advertised 368 jobs for peon of which the minimum qualification were secondary school education and ability to ride a bicycle. For these post the board have receives 2.3 million applications, among which there were 250 Ph.ds, 25,000 postgraduates and 1,50,000 graduates and remaining are the 8<sup>th</sup>, 10<sup>th</sup> and 12<sup>th</sup> pass(Source: Mint dt.13.5.2016). This shows that the unemployment is increasing day-by-day due to lack of skills but on the other hand industry sectors are facing the problems of skilled workforce. According a study of ASSOCHAM (Hindustan Time dt.29.4.2016) in India about 5500 institutions are running the management courses and 5, 20,000 sets are allocated to them. Of the total of the strength only 7% students are acquiring the jobs and are getting the wage of Rs. 8,000 to 10,000 but parents are investing on this course about Rs. 4 to 5 lacs on them. In India, the technical institutions are preparing about 15 lacs engineers every year in

which 15 to 20% of students cannot acquire jobs due to shortage of proper skill.

Shortage of skilled workforce is huge and widespread problems of developing as well as developed countries in the world. Therefore, "Skill India Mission" is greatly needed in recent time. After 'Make in India (Sept. 2014)', our Prime Minister Narander Modi "NaMo" launched (July, 2015) a new programme called Skill India Mission, which is a Multi-Skill Development Programme for workforce throughout India which will emphasize the overall efforts so that the economy can grow by the exponential growth rate and come out from the crisis of poverty and unemployment.

Along with the Skill India Mission, Prime Minister also launched the SKILL LOAN SCHEME and SKILL CARDS AND SKILL CERTIFICATES to the trainees. Such Skill Cards and Skill Certificates will allow trainees to share their skill identity with employers. Each Skill Card and Skill Certificate features a Quick Response Code (QR Code), which can be read through a QR reader on mobile devices. Trainees can use these to share their skill qualifications with employers in a quick and reliable way during the job search process.

The Skill India Mission will provide training, support and guidance for all occupations that were of traditional type like carpenters, cobblers, welders, blacksmiths, masons, nurses, tailors, weavers but more emphasis will be given on new areas like real estate, construction, transportation, textile, gem industry, jewellery designing, banking, tourism and various other sectors, where skill development is inadequate or nil. The training programmes would meet the international level so that the trainee can get employment in domestic as well as international labour market like US, Japan, China, Germany, Russia and West Asia etc. where the skilled workforce have skewed.

Another remarkable feature of the 'Skill India' programme that would be to create a hallmark called 'Rural Skill India', on certificate acquired by the skilled rural workforce as to standardise and certify the training programme through Skill India Mission programme.

65% of total population in India is under 35 years; this signifies the large potential that the country possesses in terms of labour power. Secondly, since most of the country's resources (manpower, land power, mineral deposits, raw material etc.) are concentrated in remote areas, by leveraging manufacturing and industry in rural landscapes, the nation can utilise them in an efficient manner. It will reduce the cost of manufacturing that will eventually help end customers. Productivity will increase impacting export and foreign exchange. Hence, these regions will be turned into prerogative engines to drive the nation towards progress.

Therefore, rural skill development is now a priority which emphasis on dedicated schemes for capacity building in rural India. Formation of a well-established infrastructure exclusively for skill development must be initiated. Professional skills and employment-oriented training must be provided to rural people for creation of skilled labour force and utilize all able hands lying idle. Since the Indian market is growing lucrative with a strengthening buying power of a section for its populace, and many foreign companies are keen to invest in Indian market. This will bring up many industries in various sectors in the nation, which would create huge demand for skilled workforce. Directing the Make in India initiative to rural India will bring about an impressive development of overall economy of the nation.

Rural India has huge potential to add an intriguing feature to manufacturing and export. India is famous for many unique items and products across the world. Numerous indigenous products of India have an extraordinary value in the domestic as well as international market. For instance, handicraft, handloom and textiles, orchids, herbs and similar products have huge commercial viability in the global market. Industries associated with these products should be developed on the bases of rural landscape throughout the nation. This will bring about a sharp breakthrough in indigenous industries and manufacturing sectors of the nation and enable rural communities to become self-dependent with economic empowerment through the Skill India Mission which will trained in the basic skills like language and communication skills, life and positive thinking skills, personality development skills, management skills, behavioral skills, including job and employability skills. Thus, without bringing rural India under the ambit of active programme 'Mission Skill India' holistic progress of the nation is impossible.

According to 'NaMo' Skill India Mission is not just a programme but a movement". Here, youth who are jobless, college and school dropouts, along with the educated ones, from all rural and urban areas like house wife, old persons and young unutilized work force will be given value addition. The new Ministry/Department will be certifying agencies which will provide training to workforce and issued certificates to those who complete a particular skill/programme. This certificate has to be recognized by all public and private agencies and entities, including overseas organisations.



Figure 2

The workforce of rural India in fact, can be the most efficient powerhouse for national building. A number of implications highlight its prospects as: First, the three fourth of Indian populace belongs to villages. Further, more than

**(KAUSHAL BHARAT, KUSHAL BHARAT)**

Suggests that skilling Indians ('Kaushal Bharat') will result in a happy, healthy, prosperous and strong nation ('Kushal Bharat').

**3MS-MODEL**

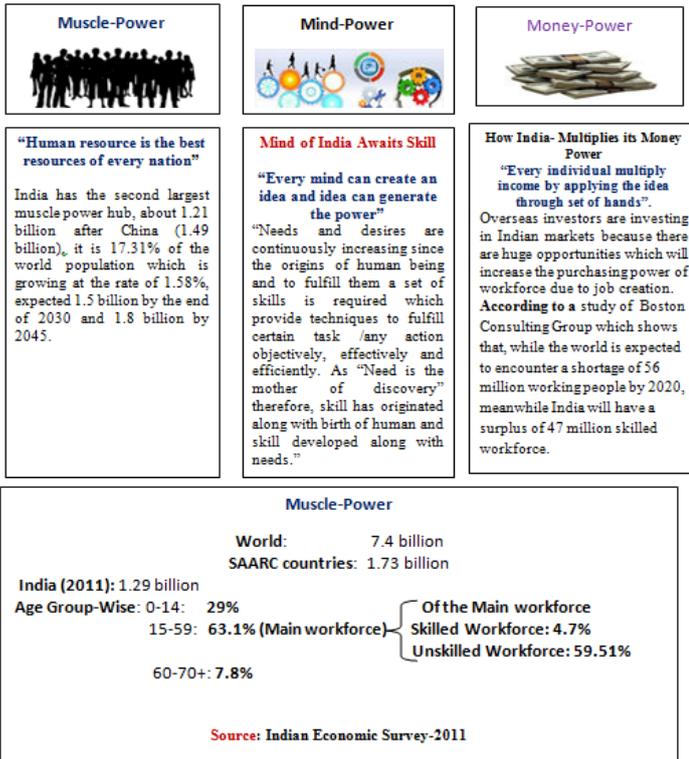


Figure 3

**VII. SKILL INDIA MISSION AND INDIAN ECONOMY**

It is really a matter of huge relief and pride for our planners that when many of the nations are struggling to manage up with the impact of economic slowdown or stagnation, Indian economy is on a consistent growth path. The inherent strength of our economy mainly driven by domestic demand and other strong fundamentals ensure consistency in our growth even surpassing China. However, one of the challenges is to ensure inclusive growth based on uplift meant of Indian population derived from their skill development. Even if many innovative schemes are in place to ensure equitable growth, Skill India Mission continues to be a concern of priority for our nation.

Indian economy grew at an average rate of 8.5 percent during the period 2004-05 to 2010-11. The onset of the financial crisis and deepening of cyclical deceleration in the economy have resulted in gross domestic product growth reducing to 6.7 percent in 2008-09, meanwhile in 2015-16 the GDP growth a stood at 7.4%. According to the estimation that due to a step taken by the government of demonetization has caused a slide to the growth rate by 0.3% i.e approx 7.1%. However, the economy is expected to return its high growth trajectory in the medium term. Most analysts expect that

Indian economy to grow at sustained high growth rates during the coming decades and emerge as one of the largest economies in the world. According to Goldman Sachs, India is projected to become the second largest economy in the world by the year 2050.

One of the main reasons behind the optimism regarding the Indian economy stems from its demographic profile. India has the second largest population about 1.29 billion after China (1.49 billion), it is 17.31% of the world population which is growing at the rate of 1.58% and expected to reach 1.5 billion by the end of 2030 and 1.8 billion by 2045. Of the total 72.2% population is living in the rural areas while the remaining 27.8% in urban areas. The significant aspect of this increase relates to the expansion in the size of its working age (15-64 years) population. The emerging demographic dynamics of the country ensures that it will have one of the youngest populations in the world, with the bulk of the population belonging to the working-age category. According to the World Bank, India is one of the few countries all across the world whose working age population will be very high i.e is 61% in 2015 and 64.8% by the year 2026.

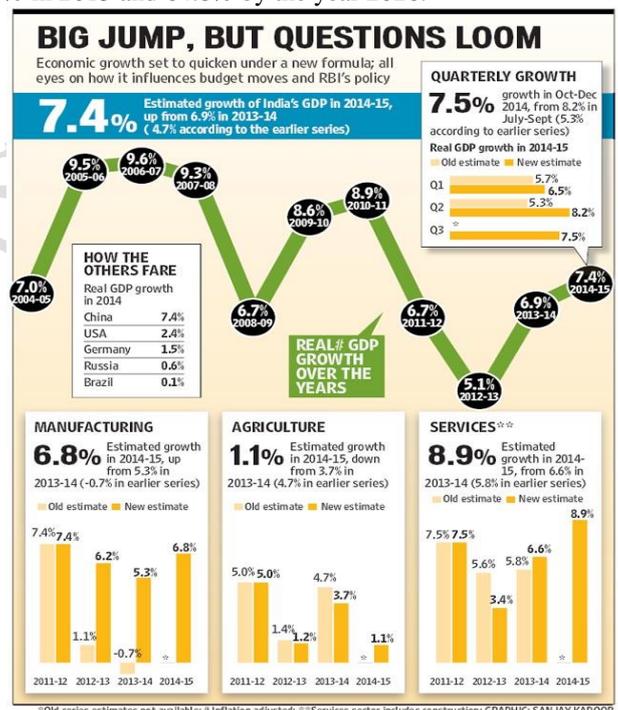
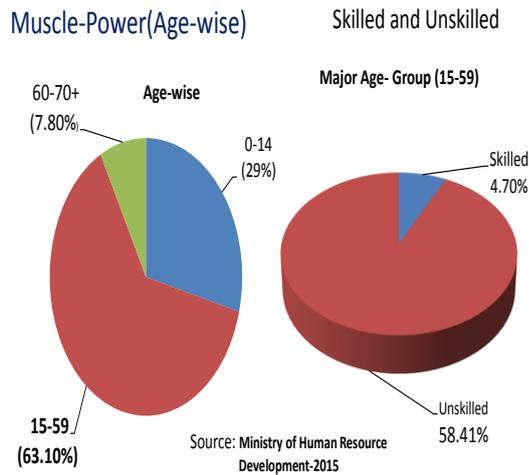


Figure 4: Indian Economy Growth

Part -1 of the Pie-Chart shows the age-wise bifurcation of the total population (1.29 billion), approx 29% population (37.4 crore) belonging to the age between 0-14 years, approx 7.8% population (10 crore) is under the age between 60-70+ year and 63.10% population (i.e 81.5 crore) belonging to the age-group between 14-59 year which is the main workforce of India.

### CURRENT SCENARIO



(Pie-Chart: Mussel Power)  
(Source: Data from the Ministry of Skill Development and Enterpenure-2015)

Figure 5

Part-2 of the Pie-Chart shows the skilled and unskilled population in India. Of the total population (i.e approx 129 cror), 77 crore is unskilled and 4 crore is skilled and rest of the 48 crore of Indian population are in age group below 15 years and above 60 and above.

In short, India has a huge task of identifying approx 81 crore population falling in the age group 15-59 years who are legally employable in some way or the other by become a productive part of Indian economy.

It is sad that as on date only approx 4 crore of Indian population is skilled and employable and the rest approx 77 cror of the population remains unutilized/underutilized/semi-utilized due to lack of skills imparted them.

Thus, we have to a long way without any pause. We have reasons to be happy that we have made a beginning by taking up a “SKILL INDIA MISSION” propounded by our Prime Minister Mr. NaMo.

#### VIII. SIGNIFICANCE OF SKILL INDIA MISSION (SIM)

SIM is important due to some reasons which are as under:

- ✓ Today, the requirements of the employer have been changed. Every interviewer asks the question to job seeker, don't show us paper qualification, justify your skill what you have. Therefore, skill has become the most important instrument for workforce to enter the employment market.
- ✓ Every year, millions of people are retiring between the age group of 35-60 years, in which 50,000-60,000 from defence armed forces which are creating disguised unemployment in the economy but they have further opportunity for contributing in national GDP which can be possible through Skill India Mission.

- ✓ To success the Make in India - programme which emphasized on 25 sectors which attract investment from overseas and generate huge employment opportunity for skilled workforce but in India there is only 4.7% of the total workforce are skilled. Therefore, it is essential to focus on Mission Skill India for the success of Make in India Programme.

- ✓ To provide the skill certificates who are the experts in their field but have no skill certificates.

(Sectors - Automobiles, automobile Components, Aviation, Biotechnology, Chemicals, Construction, Defence manufacturing, Electrical Machinery, Electronic systems, Food Processing, Information Technology and business process management, Leather, Media and Entertainment, Mining, Oil and Gas, Pharmaceuticals, Ports and Shipping, Railways Renewable Energy, Roads and Highways, Space, Textiles and Garments, Thermal Power, Tourism and Hospitality, Wellness.)

The fruitful idea of skill India will encourage the workforce, particularly from rural area to join the Skill India Programme. It will bring not only income but also confidence, self respect and a new energy in the peoples. It would help the workforce to get blue-collar jobs by improving their skills. The development of skills in youth at the school level is very essential to channelise them for proper job opportunities. There should be a balanced growth in all the sectors and all jobs should be given equal importance. Every job aspirant would be given training in soft skills to lead a proper and decent life. Corporate educational institutions, non-government organizations (NGOs), government, academic institutions and society would help in the development of skills of the workforce so that better results can be achieved in the shortest time.

Mission- Skill India is not only a war against poverty but a concerted an exponential growth in 10 years hence.

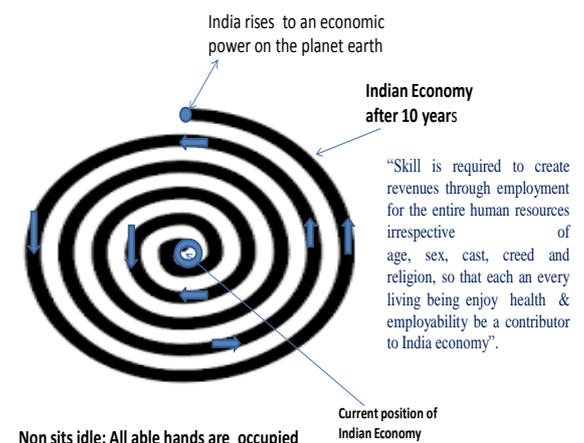


Fig.-Indian Economy grow by  
Exponential rate of Indian Economy=  $n \log e$

Figure 6

In brief ‘Skill India Mission’ aims to secure every human being with sound mind in a healthy body with cash in his hand to buy all his worldly needs and in turn multiply the economy manifold every passing day.

#### LIKELY RESULTS OF SKILL INDIA MISSION

- ✓ India would be the skilled man- power hub in near future.
- ✓ Non-sits idle, all abled hand are occupied by the concept of 24x7.
- ✓ India will rise to an economic power on the planet earth

#### IX. CONCLUSION

No doubt 'Skill India Mission' (SIM) seems to be a good initiative which would be helpful for skilling to people. Under the Skill India Mission, measures are taken to improve the physical and mental development of the workforce of the country so that none of them remains unemployed. It is time to open up avenues by which the workforce accepts responsibility and no one remains idle because an idle person is a burden on the economy. The economy should concentrate on job creation and social security schemes. With this new approach towards Skill India Mission, India can definitely move forward towards its targeted results.

Thus "Skill is required to create revenues through employment for the entire human resources irrespective of age, sex, cast, creed and religion, so that each and every living being enjoy health & employability be a contributor to India economy".

#### SUMMARY: BE SKILLED- BE INDEPENDENT

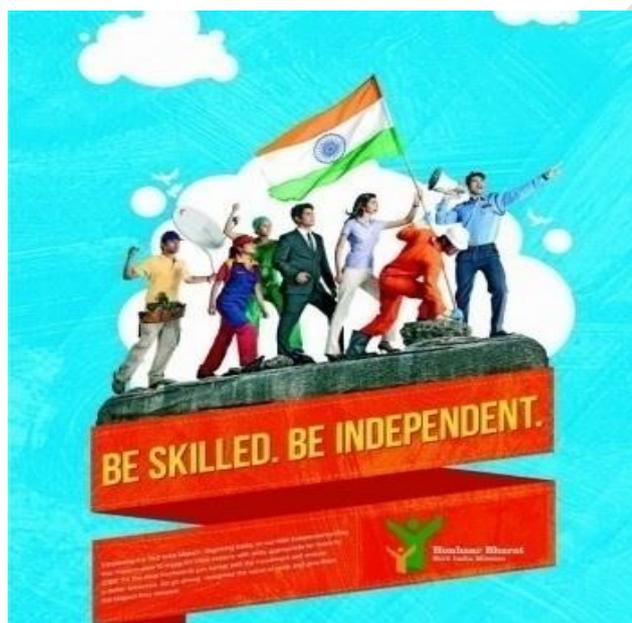


Figure 7

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