SKILLING AND RESKILLING YOUNG INDIA –INITIATIVES AND CHALLENGES

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India is gradually heading towards as a knowledge based economy. Abundance of capable, flexible and qualified human capital is proving itself a great strength. With strong influence of globalization, immense opportunities are available to establish its position in the world. But there is a need to further develop and empower the human capital in the right direction and with focused goals to cultivate nation's global competitiveness and this can only be achieved by putting skill based education into the system and by providing vocational training to the leanest. Despite the emphatic stress laid on education and training in the country, there is still shortage of skilled manpower to address the mounting needs and demands of the economy.

With its growing young force, it can look forward to decades of high productivity, economic growth and upward social mobility. What is often ignored is that this tally assumes two things firstly there will be skilled workers to take on the jobs being created. While the first in often talked about, the second skilling and reskilling young India to become 'job ready' is equally important and often treated as secondary. Survey after survey highlights the biggest constraints what Indian industry is facing. Now acquisition arises in our mind that where we are on the skills? India lags far behind in imparting skill training as compared to other countries. Only 10% of the total workforce in the country receives some kind of skill training. The question remains for education and training industry – can we keep pace with and meet business needs?Answer is we have to. As these business challenges arise, talent and talent development have become more essential to business than ever. From defining a clear vision to translating vision to strategy and then to executing the strategy and managing operations, every step requires a deep understanding and be able to respond to the challenges. There have to prepare leaders in skills and prepare a workforce with the right knowledge, skills, capabilities and mindset. Now it's our responsibility to bring and create culture for overall development of our young generation .

Our mindset – we don't give importance to any of the technician. We praise engineer but not technician why? Because it is not asper the status. Status symbol is important for our society. First we have to change the mindset. All the skills should be looked at with equal eyes. Jobs based on the skills should be paid good salary, so people will be encouraged to go for, it will equal sense of confidence and pride. This is not the new concept. In India goldsmith, blacksmith, plumber, jewellery making potters all were given due regards and were looked upon as the contribution in running society and its daily functioning they were given high importance. It is a real time challenge, it requires commitment. There may be more challenging times but we need to grit the teeth, keep abreast and fight out this tough times because after every long night, there is a beautiful sunrise. Our core competence lies in the fact that we have specialized skills.

Biggest challenge is that in India, we are not ready to accept the significance of these skill or vocational courses. Other is that the stereotyped conscienceness of the society.Globalization has made the world much more interconnected and interdependent Technology has accelerated the speed and frequency of change and disruptions, especially new business models have shaped and reshaped the business landscape in various industries Need of hour is to focus not only on education per se but for on quality of learning. Skilling India should be inherent part of quality education whether it is management education,technical or legal education.Time has come to restructure the syllabus in all these area to enhance toe practical field training, which may be fruitful and workable in real sense.India should be known for strong human resource capital. Indian youth has immense talent only they need right opportunities. Being educational institutions, we should take step forward.

Modi's Government Make in India initiative could not have come a moment too soon. India needs to make in right earnest and what it needs to make most urgently are jobs and skill based education system, if its much wanted 'demographic dividend' is not to turn from boon to bane. We in India, have people, but do we have the ability to take advantage of this? Do become workforce of the work engine for the world? See if get it right " the demographic dividend" we can educate and train them, we really transform not just our own economy and society but the world. But if we got it wrong, the demographic dividend becomes a "demographic disaster". What happened when unemployed, frustrated young men become prey to blandishments of the maoists and prey to gun? How desperate this fear gives birth to low motivation,

insecurity, inactiveness, low confidence, less cheerful and no happiness amongst the people. It creates the wedge between rule and ruled. In the age of globalization, there is a requirement of understanding and closeness, which is not possible through fear factor but through love, only love leading to more humanity and to more empathy. It is expected that India would be preparing workforce for global opportunities and this is feasible only when we follow a standardized skill development which is accepted globally. Looking at the shortage of working youth population and international labour requirements, the importance of youth has been recognized globally. UN Assembly formalized 15 July as the world youth skills day and was observed globally for the first time.

Comparing to developed countries, India's 2.3% of the workforce has formal skill training, while USA has 68% and UK also has 68%. Besides skilling, it is also to be understood that through efforts on war front for skilling youth, we have not been able to match up with the job opportunities. Just find allocation through the schemes and certifications in vocational education are not enough. Skill gap study indicates that there is an additional net requirement of 119.2 million skilled manpower in 24 key sectors by 2022. There is serious need to analyze and work on skilled workforce actually taking up employment and contributing to country's economy.

Indian economy is standing on the rising tide but we are yet to witness a splurge on so called talented workforce being readily made available to the corporate sector. The word talent itself in losing relevance and becoming a synonym to vacancies? Before us –

1. Are the corporate sector companies investing enough in building the skills and competencies of qualifying workforce.
2. Whether academic colleges being backed by suitable support policies and regulations.

We need to have unison of efforts of Academic Industry and Government to make this a reality. Actually India's skill mission is more like a multi pronged strategy to address the issue of skill deficit, employability gap, inclusive development and ensuring dignity of workforce. These are four dimensions which essentially would ensure that India is able to harness its demographic dividend in the near future.

Challenges - We can not always build the future for our youth but we can build the youth for the future.

1. Employability gap – Skill building to address the employability gap is both a demand and supply side.
2. Addressing of skill deficit issue – It is not just an infrastructure gap, but a huge service delivery gap exists in education which is more a systematic and governance problem.
3. Inclusive development and dignity of workforce – A large workforce in India is associated with unorganized sector.

We are living in a world where globalization and exponential changes in technology are disrupting our workplaces creating a huge challenges for organizations. I believe that one of the primary challenges with regard to solving the skilling puzzle is how we see it. When jobs of tomorrow are not going to be the jobs of today, how can we expect the youth of tomorrow to survive by learning the skills of today?

- Constraints to job creation
- Rigidity of labour laws
- Casualization of labour
- Declining participation of women
- Growth enterprises
- Trained in one and placed in another
- Trained in one role but do not land a job
- Training location Vs job location
- Lower payouts for training
- Focus on school dropouts
- Mobilization support from Government in detail

Presently India is striving hard to face variouschallenges.It is going tobe youngest nation by 2022.One of the major challenges is the unemployment.To combat this grave problem government of India has launched Skill India Initiatives.There are various programmes under this mission like, 'National Skill Development Mission','National Policy for Skill Development and Entrepreneurship 2015', 'Pradhan Mantri Kaushal Vikas Yojana' and 'Skill Loan Scheme'.Inspite of these initiatives ,the problem of unemployment still prevails.Major blockade and factor here is the lack of right people for right job,which is leading to increasing of unemployment vis a vis dissatisfaction. Skill development is actually the catalyst forall othe initiatives such as, 'Make in India', Smart Cities', Digital India', 'Start up India' etc. To achieve success in all these initiatives and programmes India has to take meaningful steps towards to fulfill the gaps and also take attention of all stakeholders towards this.

Economic growth, skill and knowledge are all linked.To promote the development of the country needs the skilled workforce.It is also highlighted here that ongoing demographic changes certainly will bring positive results.Census report shows the proportion of population in the working group 15-19 years is likely to increase from 58% in 2001 and will increase to 64%in 2021.In this current scenario skill India initiatives of PM of India have hit the right strings. Industries have realized the importance of skilled workforce and now the need to identify the

types of skills , collect the resources and to make conscious efforts.

Skill development in India is critical from both Socio-economic –cultural point of view. From demographic point of view and due to large population there is need to identify various skills and also trainers too. There is also need to restructure the education where skills should be the integral part of it. As of now the vocational training level of Indian workforce is extremely low and insufficient to match the emerging demands of various programs.
The major road block towards this mission is lack of skilled trained, trainers and training in proper formal way as compared to 68% in UK,. 52% in US, 75% in Germany. India has to have focus on skill training efforts to overcome the shortages. There is needed to look into at various indicators affecting the rate of capacities and capabilities of workforce. Another area is to assess adult literacy, research and development expenditures. Removal of political hurdles is also important factor.There is also need how to mushroom the level of education at different levels and to find the schemes to instill various skills.There are other challenges for workforce such as choice of work,working conditions ,employment security,wage parity etc.

CONCLUSION

Thus employment is the tool to measure the economic development of the country .In present times India is the most dynamic and emerging economy and powerfulworkforce in the world.But the employment are still major concerns.Several policies and measures have been initiated to enhance the employability .There should be consistent and tireless efforts towards comprehensive and effective approach towards the skill developments and side by side assessments and reviews are also essential to calculate the achievements of the objectives.

Skill development is attracting heightened interest in many countries .The challenges that are driving interestsare economic, social and developmental.Many policy makers are aware that if their countries are to gain and maintain their status as high income countries, they must produce higher value added ,higher quality goods and services that can yield higher wages and profits. To achieve this they need a skilled workforce and an education and training system that adequately prepares young people to enter the labour market.

TO SUGGEST STRATEGIES TO IMPROVE EMPLOYABILITY SKILLS:

1.Certain aspects of general education need to be retained in vocational education which may give the option to students to go back to mainstream education subsequently.
2.A clear framework for horizontal and vertical mobility for students opting for vocational education needs to be put in place.
3.Conduct periodic ‘Student/Trainee Engagement Surveys’, ‘Student/Trainee Destination Surveys’ and‘Employer Satisfaction Surveys’
4.Support to current ITIs covered under the CoE scheme to become actual ‘Centers of Excellence’.
5. Devise strategy for innovative financing mechanisms including a PPP blueprint for training andcreate a PPP cell as a single window agency in the state.
6.Introduce private management of institutions in a phased manner

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