

Transforming India Through Skill Development -Role of Chandigarh Skill Development Mission For Self Employment

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Abstract

Transforming India into skill capital of the world, Chandigarh Skill Development Mission is playing vital role. India is a “Youngest Nation” in the world and has a potential to provide skilled manpower to fill the gap in aging developed world. As per India’s skill report, the Indian growing economy requires 700 million skilled manpower by 2022. Improved productivity through skill development needs to be complemented by economic growth and employment opportunities. The Government believes that for sustainable growth rate of 10 per cent and development at the bottom of the pyramid, focus should be on skill development. The Prime minister talks about Skill, Scale and Speed (S³). The issues of Scale speed, standard and sustainability has been addressed in new skill policy. The, M/o SD & E. has Initiated many skill development schemes under the banner of State skill development Missions through NSDA and NSDC. The Study has been conducted to analyze the problems and future prospective of skill development projects running through Chandigarh Skill Development mission with emphasis on self-employment for targeted groups. The effectiveness of the schemes has been studied to see the benefits of the schemes. The study also highlights the various issues and challenges of Skill Development and role played by State skill development Missions especially CSDM. The papers also throw light on self-employment opportunities for trainee’s after completion of training to ensure better livelihood through startup India

Keywords: *-Chandigarh Skill development Mission (CSDM) National Skill Development Agency (NSDA), National Skill Development Corporation (NSDC), Ministry of Skill Development and Entrepreneurship (M/o SD & E)*

Reference to this paper should be made as follows:

Received: 02.01.19
Approved: 10.03.2019

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*Transforming India
Through Skill
Development
-Role of Chandigarh Skill
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For Self Employment*

*RJPSS 2019, Vol. XLIV,
No. 1, pp. 49 -59
Article No. 7*

Online available at:
[https://anubooks.com/
?page_id=5262](https://anubooks.com/?page_id=5262)

Introduction

India has emerged as the fastest growing major economy in the world as per the Central Statistics Organization (CSO) and International Monetary Fund (IMF). The Government of India has forecasted that the Indian economy is growing by 7.5 per cent in FY 2018-19. The improvement in India's economic fundamentals has accelerated in the year 2015 with the combined impact of strong government reforms, Step by step, by every actions and decisions of Govt.'s track record is really unique. It is the ear-on –ground approach that has fetched laudatory remarks for the Govt. at many quarter by Transforming India into New India through various motivational initiatives ie Digital India , Resurgent India, Transparent India, Incorruptible India, Clean India, Caring India, Emerging India, Investor –friendly India, Communicating India and one of them is Skilling India.

The Skill India

Though India enjoys the advantage of demographic dividend the quality of market drove skills in a challenge. Out of 12 million people that enter the workforce every year, only 2 percent gets formal training

Objectives of study:-

- Ø To highlight the trends towards transformation of India through skilled manpower especially self-employed.
- Ø To analyses the problems and future prospective of Skill Development schemes of GOI under CSDM
- Ø To study the impact of Skill development schemes especially PMKVY and CDTP scheme on target groups.
- Ø To study self-employment opportunities to trainees after the completion of skill training.
- Ø To study the steps taken by GOI forcreating self-employment to trained beneficiaries.

Research Methodology:-

The study has been carried out to see the contribution of CSDM in implementation of various skill development schemes of GOI and in the transformation of India into New India. The methods of research were combinations of secondary source and primary sourceSecondary source. The present study has been drawn heavily upon the relevant information from the secondary data where the data has been collected from the various Books, reports, notifications, publications in Magazines and journals.

The following web sites have also been studied:

- v <http://www.nscsindia.org/>
- v www.transformingindia.mygov.in
- v <http://nsdcudaan.com/>
- v utcsdm.org.in

PRIMARY SOURCE

A primary investigation has been carried out either on census method or sampling method. To complete the study, following elements has been used— Interview method observation method.

The need Assessment survey has been conducted by Mobilization team of various schemes especially PMKVY and CDTP Team involving NSS Volunteers ,local NGO's, Chandigarh Child and women development corporation and SC,BC and minority cooperation U.T Chandigarh and other local agencies on below mentioned area during last 10 years.

Thrust sectors and Demand of Manpower in Chandigarh.

1. IT/ITES —- Jr. Software Developer CRM domestic Non voice ,Web designing, Tally
2. Tourism & Hospitality.—cooking.
3. Food Processing —
4. Automotive —
5. General Engineering –Fitter Fabrication ,Electrician, automobile, Mobile repair, CNC Operator Turning
6. Healthcare —General Duty Assistant, Home nursing, elderly care courses,and Common norms would be applicable to the skill development schemes of the Government of India being implemented through various Ministries/Departments, the State Governments are also expected to align their skill development schemes with the common norms so as to bring in uniformity and standardization. One thought on “Common Norms for Skill Development Schemes implemented by Government of India”.

Role of Chandigarh Skill Development Mission—Self Employment

Profile of Chandigarh As per the Census 2011 reports —Chandigarh has been selected as a SMART City.

- The city is amongst the top ten in terms of per capita income in the country.
- It has negligible minority population, 97.25 % as urban and 2.75 % as rural population.

- Every 6 out of 10 are Migrants which covers 67.1 % of the city's population out of which 46.4 % are women.
- City is placed 31 with reference to. It's disability quotient.
- Chandigarh has 445 Educational Institutes, comprising of Schools, Colleges, ITI's, Polytechnics, University, Professional Colleges, short Term Training Institutes & Skill Development Centers of Various Ministries.

Chandigarh Skill Development Mission

An active step towards "Skill India" has been taken by Chandigarh Administration in Jan,2017, with an objective to converge various schemes of all departments related to Skill Development under the umbrella of "U.T., Chandigarh Skill Development Mission (CSDM)". The Administrator, U.T., Chandigarh is the Chairman of CSDM and the Secretary Technical Education, Chandigarh Administration is Member Secretary. The Directorate of Technical Education, UT Chandigarh has been declared as a Nodal Department of the Mission. A State Program Management Unit (SPMU) has been setup under the CSDM headed by Director Technical Education cum Mission Director for proper administration of the affairs and implementation of various schemes/programmers in Mission mode. The various Skill Development schemes have been included under CSDM in which main schemes are CDTP and PMKVY—Pradhan Mantra Kaushal Vikas Yojana (PMKVY) is the flagship outcome-based skill training scheme of the new Ministry of Skill Development & Entrepreneurship (MSDE). The objective of this skill certification and reward scheme is to enable and mobilize a large number of Indian youth to take up outcome based skill training and become employable and earn their livelihood.

CURRENT STATUS OF CHANDIGARH SKILL DEVELOPMENT MISSION
Directorate of Technical Education **is the** Nodal Department of Chandigarh Skill Development Mission the various Projects as Community Development through Polytechnics, COE of ITI, Model ITI, India Skill 2018 Competition, PMKVY, NAPS are working under CSDM. Target Groups are Dropouts , unemployed youth, part-time students , distance learning students, Women, various Marginal Groups, Children With Special Needs, ITIs, Polytechnics, Degree colleges etc.

Current Achievements

- Third in India in India Skills 2018 held in Oct 2018
- Represented India in Euro-skills in Sept 2018 and World Skill Asia Abu Dhabi in Nov 2018.
- Continuous Achievers in Skill Developments Targets.

- Overall 3 Rating of ITIs in India.

Best in implementing Community Development through Polytechnic in North India – Awarded by NITTTR

Best in North India to Implement Scheme for Persons with disability

Most Demanding job roles for self-employment in Chandigarh

Women oriented Skill development courses	Men oriented Skill development courses
Beauty and wellness	Electrician
Information Technology	Welder
Fashion designing	CNC machinist
Hospitality	Plumber & Fitter
General duty assistant	Automobile Repairing
	Repair & maintenance of personal Electronic devices
Emergency Medical Technician	AC & refrigeration
Housekeeping	
Retail	

Scheme of Community Development through Polytechnics (CDTP)

The community Development through Polytechnic Scheme was started in Govt. Polytechnic for Women Chandigarh in the month of Feb, 2010 by M/o H.R.D, GOI, Chandigarh. In Chandigarh both the institutions are performing well in imparting skill in demanding courses for various target groups with the coordination of Social Welfare Department Chandigarh and other recognized NGO's in Chandigarh but it regretful to say that GOI has not released GIA for this most successful scheme from last two years.

Findings of the study

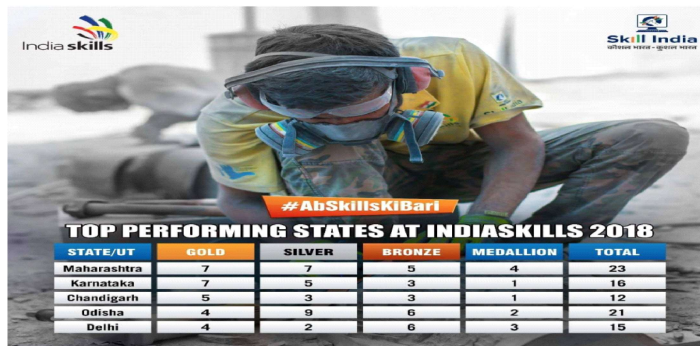
- Strengthening of the ongoing skill Schemes
 - ü All Skill Development courses aligned with NSQF.
 - ü As total 18,085 candidates have been trained till date
 - ü Total of 9, 231 women trained.
 - ü Total of 342 blind students have been trained so far.
 - ü 450 apprentices are successfully enrolled on Online MIS.
Placement rate varies 63 – 70 %.
- ITI's In Chandigarh
 - ü Equipment amounting to Rs. 2.75 Cr installed
 - ü ISO certification awarded to GITIW, Sector 11, Chandigarh
 - ü GITI, Sector 28, Chandigarh selected as Model ITI.

- ü 100% Grant amounting to Rs. 10 Cr approved for up-gradation of GITI, Sector 28, Chandigarh.
- ü MOU signed with MARUTI SUZUKI and other esteem Corporate.
- ü Eleven MOUs signed for Placement for GITIW, Sector 11, Chandigarh

Replicability- India Skills

- First Prize in Skill Competition Photography in India
- 5 Gold Medals in trades of Architectural Stone Masonry, Painting and Decorating, Manufacture Team Challenge , Poly-mechanic and Automation and ITSSB.
- Three Silver medals in Architectural StoneMasonry, Painting and Decorating and Poly-mechanic and Automation.
- Three Bronze Medal in MCAD, Aircraft Maintenance and Poly-mechanic and Automation.

In CNC milling, Chandigarh also won Medallion of Excellence



Self-employment opportunities to trainees after the completion of skill training.

Experience during (2010-2019) years at Chandigarh Mobilization team PMKVY and CDTP Team's experience of the need assessment surveys revealed that beneficiaries especially the youth in the slums and villages have great interest and good opportunities in opting low investment courses i.e. Fashion designing, Beauty and wellness, IT based, Electrician, Plumbing CNC Machinist, Repair and maintenance of electronic personal devices, AC and refrigeration etc. for self-employment in Chandigarh. After completion of such courses they easily started their own ventures by getting loans from the public sector banks (Mudra Yojna). and started earning handsomely at their own vicinity and also well take care of their families and other

people in the region, even it was found youth provide free services in Gurudwara and local temple in Chandigarh.

Therefore, it is our considered opinion that CDTP Scheme in this part of the region has been a tremendous success and vastly liked by the beneficiaries, public at large and we wished that it should be continued in the same pattern in order to provide cheap and varied skills to the millions of people who cannot afford to go to schools / colleges due to their economic status, but nevertheless, this section of the society can be made capable to earn their livelihood by doing the above said skill courses and thereby to participate in the skill India Mission which is dreamt by our honorable Prime Minister of India.

In the end we can safely say that during our tireless efforts under the CDTP scheme both the polytechnics have been able to trained 11640 no's of beneficiaries in various courses both technical and non-technical and have been able to provide self/ wages employment to more than 60% trainees in Chandigarh and its surrounding. Further the trained beneficiaries who have started their new ventures in their respective trades are also generating employment to other needy persons of the areas.

Physical achievement under CDTP scheme Chandigarh w.e.f Jan 2010 till 2019— trained 11640 no's of beneficiaries

Average Employment Rate (Wage/Self Employed) for 68.8%

Average Monthly Income (Wages) = Rs. 6250/-

Average Monthly Income (Self) = Rs. 5500

Steps have been taken by Chandigarh Administration through GOI for creating self-employment to trained beneficiaries. The awareness program has been launched for creating self-employment.

Startup India

Through the Startup India initiative, DIC and KVIC, Public sector banks, corporations and other agencies promoting entrepreneurship by mentoring, nurturing and facilitating startups throughout their life cycle.

Make in India

Designed to transform India into a global design and manufacturing hub, It came as a powerful call to India's citizens and business leaders, and an invitation to potential partners and investors around the world to overhaul outdated processes and policies, and centralize information about opportunities in India's manufacturing sector.

Atal Innovation Mission (AIM)

AIM is the Government of India's endeavor to promote a culture of innovation and entrepreneurship, and it serves as a platform for promotion of world-class Innovation Hubs, Grand Challenges, start-up businesses and other self-employment activities, particularly in technology driven areas.

Support to Training and Employment Programmed for Women (STEP)

STEP was launched by the Government of India's Ministry of Women and Child Development to train women with no access to formal skill training facilities, especially in rural India. The Ministry of Skill Development & Entrepreneurship and NITI Aayog recently redrafted the Guidelines of the 30-year-old initiative to adapt to present-day needs.

Stand-Up India

Launched in 2015, Stand-Up India seeks to leverage institutional credit for the benefit of India's underprivileged. It aims to enable economic participation of, and share the benefits of India's growth, among women entrepreneurs, Scheduled Castes and Scheduled Tribes. Towards this end, at least one woman and one individual from the SC or ST communities are granted loans between Rs.1 million to Rs.10 million to set up green field enterprises in manufacturing, services or the trading sector. The Stand-Up India portal also acts as a digital platform for small entrepreneurs and provides information on financing and credit guarantee.

Recommendations For Transforming India Through Skill Development Especially through CSDM

The following recommendations may be considered.

- All the schemes must continue work under direct control of State Skill Development Missionie CSDMand continue take guidance fromNSDC.NSDA and NITTTRs as a Nodal agency.
- All the schemes should be linked with common norms with improved and revised guidelines document and staffing pattern.
- Experienced and dedicated staff should be inculcated (Deputation, transfer or new recruited) in the CSDM.
- Skill development scheme are free of cost so provision of refundable security may be introduced to check dropout ratio.
- GIA Recurring should be released in time every year and must be directly transferred in time to the concerned State Skill development mission.

- More emphasis should be on Awareness and motivation of target groups to check the dropout ratio and provide self-employment through various NGO, entrepreneurial agencies.
- The emphasis should be on Quality of technical education with aliening of NSQF for weaker section of society, SC/OBC, PWD,s.and transgender.
- Emphasis should be on overall development of personality of trainers and trainees by Genericskill, Communicationskill and financialskill.
- The efforts should be made to make competent all beneficiaries for self-employmentto earn their livelihood.
- The success of the schemes depends entirely on grass root level with the help of Nehru Yuva Kendra, Volunteers NSS, Local Panchayats, Municipal Corporation and NGO's.etc.
- The involvement of whole Technical education department in implementation of all these projects and immediately release of GIA for CDTP scheme is the need of the hour.

Conclusion

The overall impact of all skill development projects especially the Community Development Through Polytechnic Scheme (CDTP) during the last 10 years has been tremendous in the city, villages, slums of the tri-city,more than 60 percent beneficiaries have started their owned ventures and demanding to start bridge courses to update their skill in IT based, Fashion Designing, Cosmetology/Beauty Therapy and Hair Styling, Electrician and various other technical courses in the city and villages in Chandigarh. The interest of the beneficiaries can be seen on public demand to get the updated courses repeated again and again since the above said courses have earned them self-employment at their own homes and surroundings without making much financial investments. This public interest has been reflected in the demand survey conducted by the CSDM Team for their choice of courses to be undertaken for earning their livelihood. There is no hesitation to say that the all skill development projects especially CDTP scheme in both the polytechnics have been a great success in this region and achieved great dividends towards its implementation and fulfilling the goals of the target groups. As a testimony of the success of these schemes, especially appreciation letters from NOGs/Pradhan of Gram Panchayats and Councilors are being appended here.

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