

Empowering Youth Through Skill Development in India - Role of NSDC and NSDA.

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Abstract

India is "Youngest nation" in the world with 54% population under the age of 25 years. India has potential to provide skilled manpower to fill the expected shortfall in aging developed world. Youth's aspirations can only be met by skilling them with new and demanding technologies in the era of stiff completion globally. Improved productivity through skill development needs to be complemented by economic growth and employment opportunities of young 54% population which is below 25 years of age, 62% population would be in 15-59 years age group by 2022. Average age of population in India by 2022 would be 29 years as against 40 years in USA, 46 years in Europe and 47 years in Japan. In next 20 years Labor force in industrialized countries will decrease by 4% and in India it is expected to increase by 32%. During 2005-2017 only 2.7 million net additional jobs were created in the country. Hence, entrepreneurship needs to be promoted on a very high scale. The issues Scale speed, standard and sustainability has been addressed in new skill development policy. Only 2.3% of the total workforce in India has undergone formal skill training as compared to 68% in UK, 75% in Germany, 52% in USA, 80% in Japan and 96% in South Korea. The Government of India, under the banner of Ministry of skill development and entrepreneurship has started many skill development schemes through NSDA and NSDC The study has been conducted to analyze the problems and future prospective of different schemes run through NSDA and NSDC with the emphasis on skill to Indian youth. The effectiveness of the schemes has been critically studied to see the future benefit of the schemes for targeted group i.e youth. The study also highlighted the various issues and challenges for proper implementation of NSQF aligned courses. The papers also throw some light on employment opportunities to trainee's youth after the completion of training to ensure sustainable livelihood options and how these organizations are helpful in creating self employment and wage employment to trained youth globally.

Key Words- National skill development agency (NSDA) National skill development corporation NSDC, Non-formal training, under-privileged groups, Appropriate Technologies

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KEY POINTS AND ISSUES.

Arise, Awake, and stop not till the goal is reached——Swami Vivekananda

- Ø India youth population with 35.6 crores beat china's youth population 26,9 crores
- Ø Every fifth person in the country is an adolescent(10-19 years) and every third –a young person (10-24 years)
- Ø **DEMOGRAPHIC DIVIDEND** —— India will “Youngest nation” in the world.
- Ø Only 2.3% of the total workforce in India has undergone formal skill training.
- Ø Ministry of Skill Development and entrepreneurship has started many skill development schemes through NSDA and NSDC with the special emphasis on skilling youth.
- Ø Challenges for proper implementation of NSQF aligned courses
- Ø Employment opportunities to trainees' youth.
- Ø Role of NSDA and NSDC in creating self employment and wage employment in to trained youth globally.

INTRODUCTION –

Today our world is home of 1.8 billion young people between the age group of 10-24 year and youth population is growing faster in India. The skills and knowledge young people acquire must be relevant to current economy and enable them to become Innovators, thinkers and problem solvers. The Indian Govt. is taking this youth as an asset so that they can maximize their productive contribution and they can become creators, problem solving producers, entrepreneurs and leaders of the coming decades. Skill India is an initiative of the Government of India which has been launched to empower the youth of the country with skill sets which make them more employable and more productive in their work environment. Our National Skill Mission is chaired by the Hon'ble Prime Minister, Shri Narendra Modi himself.

India is a country today with 65% of its youth in the working age group. If ever there is a way to reap this demographic advantage, it has to be through skill development of the youth so that they add not only to their personal growth, but to the country's economic growth as well.

Skill India offers courses across 40 sectors in the country which are aligned to the standards recognised by both, the industry and the government under the National Skill Qualification Framework. The courses help a person focus on practical delivery of work and help him enhance his technical expertise so that he is ready for day one of his job and companies don't have to invest into training him for his job profile.

The Skill Mission launched by the Prime Minister on 15 July 2015, has gathered tremendous steam under the guidance of Shri Rajiv Pratap Rudy, Union Minister of State for Skill Development and Entrepreneurship, during the last one year. The target to train more than a crore fresh entrants into the Indian workforce has been substantially achieved for the first time. 1.04 Crore Indians were trained through Central Government Programs and NSDC associated training partners in the private sector.

Government of India has launched multiple strategic initiatives for bridging this gap-Make in India, Skill India Mission, Startup India, Stand up India Digital India. These initiatives are aimed at creating employment and encouraging entrepreneurship among youth.

Make In India

The flagship program Make in India will facilitate investment, foster innovation, protect intellectual property and is expected to boost manufacturing activity across diverse sectors with capacity to create 100 million jobs by 2022. Make in India Mission is a force multiplier which will create enormous livelihood opportunities for the youth. The Mission aims to transfer India into a global manufacturing hub and its share in GDP may rise to 25 percent by 2022. The mission has identified 25 Sectors with different skills sets textiles food processing aviation defence equipment manufacturing and electronics. The government has relaxed FDI norms to encourage domestic and international companies to manufacture in India and sell their products globally. Make in India will result in increasing use of modern technology in the workplace. In this context, existing and future employees will necessarily require highly skilled training. Diverse skilled workforce comprising of shop floor technicians, designers, programme managers, project planners, etc. will get immense employment opportunities. New jobs profiles in sectors such as solar energy generation, green building, smart cities, etc will emerge. Along with this a wider ecosystem of robust supply chain and logistics will create diverse jobs. This will make India a competitive market and global production centre.

The Skill India

Though India enjoys the advantage of demographic dividend the quality of market driven skills is a challenge. Out of 12 million people that enter the workforce every year, only 2 percent gets formal training. With the emergence of a new Ministry of Skills Development and Entrepreneurship, the skill landscape is evolving rapidly. It has gained much traction with Make in India initiative and 100 Smart Cities Missions. The first integrated National Policy for Skill Development and Entrepreneurship 2015 has made the roadmap to promote entrepreneurship as the key to a successful

skills strategy along with preparing the youth for high tech jobs.

OBJECTIVES OF THE STUDY:-

1. To analysis the problems and future prospective of different schemes of GOI
2. Role of NSDA and NSDC with emphasis on skilling of Indian youth.
3. To highlight the various issues and challenges for proper implementation of NSQF aligned courses.
4. To study the employment opportunities to trainees youth after the completion of training to assure sustainable livelihood
5. To study the role of NSDA and NSDC in creating self/ wage employment to trained youth globally

RESEARCH METHODOLOGY:-

The data has been collected through secondary source of collection of data.ie from Magazine ,journals, and books and news papers .The websites of various Ministries ie M/o youth affair and sports and M/o skill development and entrepreneurship and skill development corporation and Agencies ie NSDA,NSDC has been used to collect the data.

<http://www.skilldevelopment.gov.in/background.html>

<http://innovation.nsdcindia.org/>

<http://www.nsd.gov.in/ContentPage/contentindexpage.html>.

DATA ANALYSIS AND RESULT S

The Technical education in India are playing vital and dominant role in providing technical skill under various Schemes of GOI. The involvement and adoption of NSQF training system at Polytechnic level in implementation of these schemes is need of the hour.

SKILL DEVELOPMENT MISSION —Skill development on massive scale as a high priority area was recognized in 2008 with the setting up of a skill Development Mission, with a three-tier structure: (1) prime Minister’ s National Council on Skill Development (NCSD), (2) National Skill Development Coordination (NSDC) established in the public-private-partnership (PPP) mode in October 2009.

ON-GOING SCHEMES —Under Prime Minister’s Employment Generation Programme (PMEGP) launched in 2008, the investment level (project cost excluding land) for self employment ventures in industry can go up to Rs.25 lakh, and for services and businesses up to Rs.10 lakh.

Pradhan Mantri Kaushal Vikas Yojna (PMKVY) ———The scheme was launched on 15th July 2015. The day is celebrated as National Skill day. The National Skill Development Corporation (NSDC) is implementing the scheme with an outlay

of Rs. 1500crore for imparting Skill Training to youth for 24lakh persons in a year. The scheme endeavors to encourage acquisition and up gradation of employable skills among the youth through monetary rewards, to enhance the productivity of existing work force and align the training and certification to the needs of different sectors, and also to become skill provider to developed and other developing countries. It is streamlined to ensure standardization of certification. It is implemented through public-private and public-public partnerships. A few special features of the scheme are as follows: provision of training and certification under Recognition of prior Learning (RPL), which will be specifically oriented for developing skills in specific growth sectors; training conforming to National Occupational Standards (NOS) and Qualification packs (QPs) for specific job roles formulated by industry- driven bodied-Sector Skills councils (SSCs); training targets to be based on skill gap studied; creating a registry of skills to keep track of available skill mass, and target to be aligned to demand from various Central Government's flagship programmes. Camp-based approach through Kaushal Melas to be held at the district level and organizing skill yatras through demonstration of skills supplemented by communication packages utilizing mass media and social media are the other features for pursuing the programme at village, mandal and district level.

Startup India:- An Initiative for innovation and inclusiveness

Stand up India:-An Initiative for Entrepreneurship De velopment.

Mudra Bank An Initiative for Financial inclusiveness ——MUDRA Band-Micro Units Development Refinance Agency Bank- has been set up as a subsidiary of Small Industries Development Bank of India. It will be organized in due course through a statutory enactment of the Pradhan Mantri MUDRA Yojna (PMMY). The Bank has been created with a corpus of Rs.20,000 crore, and a credit guarantee fund of Rs. 3,000crore, The Bank has already joined hands with 19State and Regional level coordinators so as to reach the skill employment seekers in the interior hamlets ,facing the ordeal of limited branch presence . The focus is on banking the unbanked and funding the unfunded. These include activities and persons in the unorganized sector such as vegetable vendors, hawkers, wayside mechanics, and others with skill and determination, but hardly any resources for organizing the business.

VISION AND THRUST AREAS OF THE 2015 POLICY

The Vision of the National Policy for skill Development and Entrepreneurship 2015 is” to create an ecosystem of empowerment by skilling on a large scale at speed with high standards and to promote a culture of innovation based

entrepreneurship which can generate wealth and employment so as to ensure sustainable livelihoods for all citizens in the country. The establishment of the National Skills Development Corporation (NSDC) in 2009 to promote private sector participation via short duration courses has tied up with more than 187 training providers, many of whom have started scaling up their operations. They also supported and incubated 31 Sector Skills Councils (SSCs) that is intended to facilitate the much needed participation and ownership of the industry to endure needs-based training programmes. The National Skills Development Agency (NSDA) is working with the State governments to rejuvenate and synergise skilling efforts in the State. The National skills Qualification Framework (NSQF) has been anchored at NSDA and efforts have been initiated to align all skilling and education cut comes with the competency based NSQF levels. These efforts build on the legacy of vocational training infrastructure: close to 12, 00 Industrial Training Institutes and 3,200 polytechnics.

Role of National Skill Development Agency (NSDA)

The National Skill Development Agency (NSDA), an autonomous body, (registered as a Society under the Society's Registration Act 1860) was created with the mandate to co-ordinate and harmonize the skill development activities in the country, is part of the Ministry of Skill Development & Entrepreneurship (MSDE).

Functions: Gazette Notification of NSDA

- Take all possible steps to meet skilling targets as envisaged in the 12th Five Year Plan and beyond.
- Coordinate and harmonize the approach to skill development among various Central Ministries/Department. State Governments, the NSDC and the Private sector.
- Anchor and operationalize the NSQF to ensure that quality and standards meet sector specific requirements
- Be the nodal agency for State Skill Development Missions
- Raise extra-budgetary resources for skill development from various sources such as international agencies, including multi-lateral agencies, and the private sector.
- Evaluate existing skill development schemes with a view to assessing their efficacy and suggest corrective action to make them more effective.
- Create and maintain a national data base related to skill development including development of a dynamic Labour Market Information System (LMIS).
- Take affirmative action for advocacy.

- Ensure that the skilling needs of the disadvantaged and the marginalized groups like SCs, STs, OBCs, minorities, women and differently abled persons

are taken care of and.

- Discharge any other function as may be assigned to it by the Government of India.

Activities undertaken by the NSDA

Besides anchoring and implementation, the National Skills Qualifications Framework (NSQF), some of the other actions taken by the NSDA are as under:

1. Rationalization of the Skill Development Schemes of the Government of India——NSDA has worked with the concerned ministries and stakeholders to achieve convergence of norms across the various central schemes for skill development, while at the same time recognizing the special needs of the North Eastern States, the hill States, and other geographies that pose challenging situations for skill development.

2. Creation of an integrated Labour Market Information System——A national database on all major aspects of skill development is being created in partnership with all other Ministries of the Government of India and the State Governments. This would be a one-shop stop where all the relevant information is freely available to citizens. The government has created a National Steering Committee for setting up the Labour Market Information System (LMIS). The LMIS would bring in operational efficiencies, would be transparent and available to all, and would help reduce considerably the situation of one individual being benefitted under different schemes.

3. Engagement with States —— The NSDA is now actively engaged with the various State governments to plan out their skill development action plan, help them develop their skill development policies, and set up suitable administrative mechanisms. Through Technical Assistance programmes with the Asian Development bank (ADB), European Union (EU) and DFID (Department for International Development of the Government of UK), NSDA is helping the State Skill Development Missions of eleven states build their respective capacities.

4. Skills Innovation Initiative A committee has been set up under the Skills Innovation Initiative housed under the NSDA. The NSDA invites innovative ideas, concepts and practices on skill development. The Committee reviews all the proposals of innovations to facilitate their application on a wider scale. Selected innovative practices will be facilitated and propagated for wider application. Five innovative approaches and solutions have already been identified for wider propagation.

Role of National Skill Development Corporation

The National Skill Development Corporation India (NSDC) was setup as a one of its kind, Public Private Partnership Company with the primary mandate of catalyzing the skills landscape in India.

NSDC is a unique model created with a well thought through underlying philosophy based on the following pillars:

- **1. Create:** Proactively catalyse creation of large, quality vocational training institutions.
 - **2. Fund:** Reduce risk by providing patient capital. Including grants and equity.
 - **3. Enable:** the creation and sustainability of support systems required for skill development. This includes the Industry led Sector Skill Councils.
- The main objectives of the NSDC are to:
- Upgrade skills to international standards through significant industry involvement and develop necessary frameworks for standards, curriculum and quality assurance
 - Enhance, support and coordinate private sector initiatives for skill development through appropriate Public-Private Partnership (PPP) models; strive for significant operational and financial involvement from the private sector
 - Play the role of a “market-maker” by bringing financing, particularly in sectors where market mechanisms are ineffective or missing
 - Prioritize initiatives that can have a multiplier or catalytic effect as opposed to one-off impact.

Partnerships

NSDC operates through partnerships with multiple stakeholders in catalysing and evolving the skilling ecosystem.

- **Private Sector** – Areas of partnerships include awareness building, capacity creation, loan financing, creation and operations of Sector Skill Councils, assessment leading to certification, employment generation, Corporate Social Responsibility, World Skills competitions and participation in Special Initiatives like Udaan focused on J&K.
- **International Engagement** – Investments, technical assistance, transnational standards, overseas jobs and other areas.
- **Central Ministries** – Participation in flagship programmes like Make in India, Swachh Bharat, Pradhan Mantri Jan Dhan Yojana, Smart City, Digital India and Namami Ganga, among many others.
- **State Governments** – Development of programs and schemes, alignment to NSQF and capacity building, operationalization of program, capacity building efforts among others.

- **University/School systems** – Vocationalisation of education through specific training programs, evolution of credit framework, entrepreneur development, etc.
- **Non-profit organizations** – Capacity building of marginalized and special groups, development of livelihood, self-employment and entrepreneurship programs.
- **Innovation** – Support to early-stage social entrepreneurs working on innovative business models to address gaps in the skilling ecosystem, including programs for persons with disability.

Finding of study:

- Over 5.2 million students trained
- 235 private sector partnerships for training and capacity building, each to train at least 50,000 persons over a 10-year period.
- 38 Sector Skill Councils (SSC) approved in services, manufacturing, agriculture & allied services, and informal sectors. Sectors include 19 of 20 high priority sectors identified by the Government and 25 of the sectors under Make in India initiative.
- 1386 Qualification Packs with 6,744 unique National Occupational Standards (NOS). These have been validated by over 1000 companies.
- Vocational training introduced in 10 States, covering 2400+ schools, 2 Boards, benefitting over 2.5 lakh students. Curriculum based on National Occupational Standards (NOS) and SSC certification. NSDC is working with 21 universities, Community Colleges under UGC/AICTE for alignment of education and training to NSQF.
- Designated implementation agency for the largest voucher-based skill development program, Pradhan Mantri Kaushal Vikas Yojana.
- Skill Development Management System (SDMS) with 1400 training partners, 28179 training centres, 16479 trainers, 20 Job portals, 77 assessment agencies and 4983 empanelled assessors. Hosting infrastructure certified by ISO 20000/27000 supported by dedicated personnel.

The National Skill Development Agency, invites innovative ideas, concepts and practices on skill development. A committee has been set up to review all such innovations and to facilitate their application on a wider scale. All the innovators who wish to bring their ideas and practices may send their proposals and presentation to the National Skill Development Agency via email to innovations@nsda.net.in. Shortlisted proposals will be invited to make presentation before the Committee which will meet every month on the third Wednesday of the month at 11 am in the NSDA

office, commencing from 17th Dec 2014. Selected innovative practices will be facilitated and propagated for wider application.

The National Skill Development Corporation has initiated the Innovations for Skills Market place to host information on innovative solutions, practices, models and other relevant research in the skill development space. These can be used by practitioners, Government agencies, policy makers, corporate and other stakeholders that contribute to this growing and vibrant ecosystem. The site is free to use for everybody and all submissions are voluntary.

NSDC also runs the Innovations for Skills Challenge to look for proposals, which will positively impact and create a multiplier effect in the skill development space. The proposals can be from enterprises, which have solutions to reduce cost, enable new processes and create a higher impact than the existing practices in the current skill development space. Proposals must be validated with a proof of concept. All initiatives must have at least a pilot that has seen some traction along with a scalable business proposition.

The Central government in its [Skill India drive](#) launching **50 India International Skill Centers (IISC) across the country, to support youth in getting foreign placement**. Fifteen centres were launched on Sunday in Uttar Pradesh, Kerala, Jharkhand, Bihar, Andhra Pradesh/ Telangana, West Bengal, Maharashtra, Punjab and Rajasthan, Ministry of Skill Development & Entrepreneurship said in a statement.

IMPORTANT FINDING AND RECOMMENDATIONS

A few recommendations are offered here to strengthen the skilling drive as practiced by a few Union ministries with focus on self employment, and in a limited way wage employment.

1. The youth should be aware and motivated about various skill development scheme and entrepreneurship scheme as Startup India:-An Initiative for innovation and inclusiveness, Stand up India:-An Initiative for Entrepreneurship Development, Mudra Bank An Initiative for Financial inclusiveness of GOI .
2. The skill of their choice should be given to youth so that they can accelerate themselves in that particular field.
3. **India International Skill Centers (IISC) should be opened across the country, to support youth in getting foreign placement.**
4. The Ministry of MSME has taken the initiative to standardize of skill development programmes conducted by different institutions under its purview. The programmes may be harmonized to enable youth to participate in one programme relevant to his immediate needs, and subsequently pursue more advanced programmes

at the same or other institutions in the country. Linkage of skill development programmes with the proposed National Vocational Education Qualification Framework (NVEQF) is planned to provide certification for these programmes. Accreditation of programmes from a national body will benefit the candidates immensely, apart from improving the standards of instruction and teaching – learning methodologies followed by various institutions.

5. The training capacity of the existing training institutions needs to be augmented, and training infrastructure also needs to be multiplied to cope up with the demands of the Skill Development Mission in various trades. Faculty development programmes or trainers' training programmes of a repetitive nature need to be organized to orient the faculty with innovative and modern method using Information and Communication Technology (ICT) tools, with internet, repositories of e-lessons, etc. ICT can also be used for project work, and case studies, creating new models in diverse subjects.

6. The youth are advised to take advantage of the wide variety of schemes i.e. Startup India:- An Initiative for innovation and inclusiveness, Stand up India:-An Initiative for Entrepreneurship Development, Mudra Bank An Initiative for Financial inclusiveness of short and long duration which are in operation at the grass roots level. Institutional infrastructure needs to be considerably strengthened; faculty development programmes are to be introduced in each of the sectors. Choice-based credit system can give enough motivation to learn and practice a few skill of the candidate's choice. Skill India mission looks ahead for 2020 and beyond to develop employable youth with necessary Knowledge and skills of benefit to India, and other developed and developing countries.

7. Ensuring high quality of the programmes conducted is of utmost importance. Training curricula need to be standardized for different courses in consultation with the industry associations and leading industrial houses. Faculty development programmes will facilitate up gradation and reorientation of the course content. Handholding of trained entrepreneurs for setting up enterprises through the provisions of Rajiv Gandhi Udyami Mitra Yojana (RGUMY) with the support of various implementing agencies will ensure higher success rate of start-up enterprises.

8. Choice-based credit system in academic institutions will facilitate youth to identify subjects of interest will facilitate youth to them apart from the core areas covered in the course. These can be pursued in the same institution or in any other nearby institutions. Providing opportunities for learning and practicing skills in as many diversified areas as possible over years during the academic career will equip the youth to be transformed into will rounded personalities.

CONCLUSION

The success of a any nation always depends on the success of its youth and Skill India is certain to bring a lot of advantage and opportunities for these young Indians. The time is not far when India will evolve into a skilled society where there is prosperity and dignity for all..Skill Development and Entrepreneurship for enterprise promotion in various sectors by training the youth in modular and motivational skills is the desirable direction for developing employable skills among the youth. Personality development skills should form part of the training programmes. It revealed that beneficiaries especially youth in the villages have great interest in opting low investment courses i.e. Cutting & Tailoring, Beautician / Cosmetology / Beauty Therapy and Hair Styling, Computer, Electrician etc. since after completion of such courses they get easy self employment / wage employment without getting loans from the banks and without investing much finances and infrastructure etc. and start earning handsomely at their own houses or vicinity and well take care of their families and others in the region. Needless to mention here that by the end of 2022, India will be the youngest nation in the world having younger population ranging from 15 to 35 years and they can do miracles in the development of the country making it a fully developed country in every sphere of life and compete with the advanced countries of the world.

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