

Skilled India- 2020

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Abstract- Today's competitive world demands trained certified and skilled manpower to address the challenges of growth and converting them into opportunities. The following report shows today's India, What is National Skill Development policy says, Required skills amongst Youth for Jobs & Self Employability. Today in India besides the reputed Institutions, no other schools, colleges, university's etc. focuses on training youth in employable skills which will further help them for earning themselves independently. India is filled with the highest young talents in the world and a very large no of English speaking peoples. So, it has power to meet the skills need of other countries and also fulfill its own demand for skilled employee. The Gov. of India therefore strongly concentrating on National Policy of Skill development in India to be completed till "2020" i.e.2K2K. In future more than 75% job opportunities are expected which would be skill based.

Index Terms-Army Of Trainers By Skills Ministry, Employability Skills, National Skill Policy, Roles And Responsibilities Of Stake Holders, Scope Of National Skill Development Policy, Various Skills.

I. INTRODUCTION

India has one of the youngest populations in the world and large number of peoples speaking English language. Therefore, it has potential to meet the skills need for employability, jobs etc. and to improve living style.

Today's world had become competitive which demands for the highly trained, also certified and skilled manpower that can complete the goals and face the challenges in industry. Unfortunately, most of Indian industries are struggling with lack of skilled manpower or employee. More than 40million people are registered for employment, but only 0.2 million secure jobs.

The Government of India is strongly focusing on development of people skills by providing Vocational Training & education to them. Both in Urban as well as Rural areas. The National Policy of Skill Development is targeting on 500million people to be trained till 2020. To achieve this various stakeholders are involved in this long term program.

II. WHAT IS NATIONAL SKILL POLICY ALL ABOUT?

The Skill ministry has been appointed for National Policy of Skill Development program of 2009 which is been earmarked 10,000 crore for this. This policy of 2009 will be revise again so that various schemes of different ministries and portions of the 10,000 crore earmarked will encourage entrepreneurship through the newly formed skills ministry. The ministry of Skill development has started the work of consulting different department of Gov. those are the part of this mission to

converge some their ideas and synch this policy with Modi's MAKE IN INDIA call.

Index of Policy includes:-

- Vision of the National Skill development initiatives in India.
- Aims, Missions and Objectives.
- Quality and Relevance.
- Skill Development for unorganized sector.
- Plan to achieve target till 2020.
- Financing Skill Development.
- Responding to the Future.

III. ARMY OF TRAINERS BY SKILLS MINISTRY

The skills ministry is looking forward for appointing the retired officers who would be interested to help young people in jobs and their business. The skills ministry is likely to tap the defense ministry for all this. Rajiv Pratap, the minister of state has independent charge for skill development and to look for entrepreneurship, told the Aero India 2015 in Bangalore that his team of ministers is working on certain issue of understanding with defense ministry for creating a Team/s of Trainers from the armed forces. Today India has 105million of people working in armed force and about 50,000 people retires every year after completing service of 10-20 years. He said, "This ex-serviceman can be trained under professionals who in return will provide education of Skill development to Youth for securing good job opportunities and chance to become Entrepreneurs".

India aims to train about 500million people by 2020 for the improvement of working labour and to increase productivity. But unfortunately, the country has not trained people more than 10 million per year as it lack the required no of trainers i.e. 40million.

IV. SOMETHING ABOUT VARIOUS SKILLS

What are the skills you need to develop?

The skills one should gain are divided into six types, they are:-

- Personal Skills
- Interpersonal Skills
- Presentation Skills
- Leadership Skills
- Writing Skills
- Numeracy Skills

Personal Skills

This type is related to Healthy body and Mind. You need to maintain a good health and strong mind. This is one of the

main skills for building up of other skills. You must learn some more skills which will help you to get motivated, feel energized, feel great about yourself and that will increase your self-confidence.

What should you do for healthy body?

Ans is you must understand the importance of following terms:

- Proteins, Fats and Carbohydrates
- Vitamins, Fiber and Minerals
- Study about Stress, Nutrition and Diet
- Importance about Sleep. What is Sleep? How to Sleep? Etc.

Look after your mind and keep it fresh- Personal Development includes:

- Personal Development and Personal Empowerment
- Time management
- Emotional Intelligence And Self-Motivation
- Relaxing techniques
- Avoiding being Stressed
- Buildup Confidence
- Assertiveness
- Anger management

Interpersonal and Communication Skills

This type of Skills is required when we usually interact with others as individual or in group. Such skills are generally present within all of us but some of them only get realized about it and utilize it properly in proper way. Following are required skills within you to develop good relationship either personal or professional:

- Interpersonal Skills and Communication skills
- Effective speaking
- Verbal communication and Nonverbal Communication
- Personal appearance
- Decision making and Problem solving approach
- Active Listening
- Grouping Rules and Conducting meetings
- Learn about different barriers for effective communication
- Negotiation

Presentation Skills

In this type you are required to learn how to plan, write and deliver a presentation. Of course everyone feels nervousness to deliver something before crowd. Following are some skills to reduce this problem and to build up your presentation skills:

- Starting point: What is presentation about?
- Continuing with: Writing your presentation and preparing your presentation.
- Find about: Working with visuals aids and dealing with questions.

- Learn how to cope with and top manage Presentation nerves.

Leadership Skills

Who will not like to become a Leader in life? As one gets chance to lead, to guide and to command other. But it requires some fundamental skills to be developed within you for successful leader. It includes:

- Organising skills
- Action planning
- Project management
- Change management
- Facilitation skills

Writing Skills

This is all about correct writing and Meaningful writing skill whether it is your professional or personal life. One is required to practice for improving writing skills by detecting grammatical mistakes, writing correct spelling and get tips for gender neutral writing.

Numeracy Skills

Hearing Maths subject changes the mood of people from excitement to scare. Many people today live with the less understanding of basic maths and numeracy. They just don't like to learn maths. But the importance of mathematics in man's life is very high today. It helps in saving time and money, analyses and understands data. Thus, results in improving your wellbeing.

Just go for basics:

- Addition +
- Subtraction -
- Multiplication \times
- Division \div
- Also Learn Percentages and Averages

V. EMPLOYABILITY SKILLS- SKILLS YOU NEED FOR A JOB

Today most of people don't have a career as a lifelong option. Many of them are holding a jobs having variety of employer's and they move across different sectors of employment in their working life. One needs a settled job today, but it's of no use. Let's be flexible in our working life. If there are good/better opportunities in different sectors we must move there.

In order to generate the flexibility in our self you need to learn *transferable skills* – this skill is not specific to one particular career but is common for all employment sectors.

What are the Job Skills Employers are looking for?

In this competitive world qualification is not having higher importance though it is very important but one is required to be skilled today in particular field. For employers, Skills are beyond qualification and experience. All other than skills just make you eligible for job but to be successful in that you need to learn skills- Employability skills. This skills are something

important than the soft skills we learn which differs according to jobs and Employment sectors.

For employers of any sector, getting people recruit in there organization means identifying people with required skills and qualities to fulfill given role and contribute in achieving Goals of organisation. Although you have complete hard skills and qualification required for the job role but without soft skills employers are less interested to hire you.

VI. WHAT ARE EMPLOYABILITY SKILLS?

Employability skills are those which are required for getting and being successful in a job.

This skills and the attitude is necessary for an employee to cope up with colleagues, to take important decisions, solve serious problems, develop respect and indirectly become a strong person of an organization of which they have requirement.

Soft skills are very helpful for one to build his/her career. And this is lacking in school leavers, graduates, and those who are already work as employee. Organisations spends a lot of money in training there staff all this soft skills and general basics required.

Today employers don't have less a of applicants for their job role. So they straight forward fire the unskilled employee if found wrong in working.

Basics skills one should perceive for getting a job while:

- Writing Resume or CV
- Applying for a Job
- Writing a covering letter
- Writing an effective LinkedIn Profile
- Interview Skill

Interpersonal Skills

Interpersonal skills are vital and may be the important factor for many of the recruiters.

Skills You Need:

- Negotiation
- Problem solving
- Building Rapport
- Decision making skill

Communication Skills

Employers look for skilled people who can communicate well both verbally and in writing as well.

Skills You Need:

- What is Communication?
- Verbal communication
- Effective speaking
- Nonverbal communication
- Active Listening
- Giving and Receiving Feedback

Critical Thinking Skills

This includes the same as Interpersonal skills. Theseskills can be huge assets to any employer.

Skills You Need:

- Critical thinking
- Commercial Awareness
- Assertiveness etc.

Personal Development

Personal development includes our right attitude towards work and organization you work for. Employers are looking for people who like to learn new skills and develop themselves according to requirement.

Skills You Need:

- Personal Development
- Building up confidence
- Time management
- Personal presentation
- Study of Skills
- Avoiding stress

Remaining are the same:

Presentation skills

Leadership Skills

Numeracy Skills

VII. THE MISSION STATEMENT, AIMS, OBJECTIVES AND SCOPE OF NATIONAL SKILL DEVELOPMENT POLICY

✓ *Mission:* -

The policy gives message of establishment of national skill development initiative which will empower all the individuals by essential skills, knowledge and nationally recognized qualifications to have access to employment sector of his choice and represents India in the global market as strong competitor.

✓ *Aims:* -

The aim of this policy is to support the rapidly growing employment through:

- a) By enhancing the individuals employability and ability to accept change in technologies and requirement of market.
- b) Improving Living standards of individuals.
- c) Increase productivity
- d) Attracting investors to invest in Skill development program.

✓ *Objectives of National Skill Development Policy:* -

- a) To create good opportunities for all to acquire skills throughout life and especially for youth, women and backward groups.
- b) To promote commitment by all stakeholders to own skill development initiatives.
- c) To develop coordination between different ministries, The Centre and States, Public and Private service providers.
- d) Develop a high quality skilled workforce who is aware about current & emerging market needs.

SECTION- I

DIFFERENT EDUCATIONAL INSTITUTIONS OF SKILL DEVELOPMENT (IN INDIA)

- ❖ IL&FS
- ❖ JAYPEE GROUP
- ❖ RISE INDIA- Empowering People
- ❖ N.S.D.C – National Skill Development corporation & Ministry of Finance (Gov. of INDIA)
- ❖ STAR- The National Skill Certification and Monetary Reward Scheme
- ❖ JIS GROUP- Institute of Skill Development

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✓ *Scope of National Skill Development Policy:-*

The coverage of national policy of skill development includes the following:

- a) Institutional level skill development which includes it is ITCs, vocational schools, technical schools, polytechnics, and professional colleges Etc.
- b) Different skill development programs organized by various ministries/departments.
- c) Formal and Informal apprenticeships and other types of training by enterprises.
- d) Training for self-employment/ entrepreneurial development.
- e) Adult learning, retraining of retired or retiring employee and providing lifelong learning.
- f) E-learning, web-based learning and distance learning.

VIII. ROLES AND RESPONSIBILITIES OF STAKE HOLDERS

✓ *Roles and Responsibilities of Government (Central/State or Local level)*

- a) Setting up priority and policy planning – statistics gathering
- b) Providing regulatory framework and enabling environment for stake holders.
- c) Devising financing mechanism, reward and promotional framework.
- d) Capacity building of social partners.
- e) Setting up of monitoring, evaluation and dissemination of information.
- f) Facilitating international cooperation.
- g) Setting up a qualification framework and quality assurance mechanism.
- h) Preparation of work plans to meet sector specific skill sets.

✓ *Roles and Responsibilities of Employers / Industries:*

- a) Organizing skill development activities.
- b) Skill demand analysis and curriculum development.
- c) Facilitating training of trainers.
- d) Delivery of training, Monitoring and evaluation.
- e) Participating in examination and certification.
- f) Participation in affiliation and accreditation process.
- g) Sharing of work place experience, machinery and equipment's.
- h) Support by way of physical, financial and human resources.
- i) Facilitating employment of trained graduates.
- j) Supporting skill development activities of other public and private agencies.
- k) Investing in skill development activities.