

# Mission to Make India Super Power

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## INTRODUCTION

Every nation is empowered by the strength of youth, and every youth is empowered with the help of employment and entrepreneurship opportunities created and monitored. India is upcoming Youngest Country in the world and world is also looking towards India as a dominant young working human resource, which can make India super power. As we know today's era is a knowledge based era and to fulfill current and future needs and demands of the industry by means of employment and entrepreneurship, which is a important key factor for economic growth of any country and for which skilled human resource is a major requirement in every sector. Therefore employment skill training is necessary task to be achieved, now if we see the statistics we found in the countries like Korea, the skilled workforce is 96%, in Japan 80%, in Germany 76% and in Britten 70% but in India its only 10%, this means there is large Skill Gap in demand & supply. For sustainable economic growth we have to increase percentage of skilled human resource. We have 621 Universities and 40,000 Colleges pan India generating millions of human recourse every year, we need to revamp the education structure by entangling the courses of Skill Enhancement with current Education system and which is already figure out by National Skill Quality Framework (N.S.Q.F.) Its now right time to spread awareness of N.S.Q.F. in Educational Institutes, Industry, Students and Society and this can be done by arranging different kinds of Seminars and Workshops in collaboration with apex bodies in education like All India Council For Technical Education(A.I.C.T.E.) ,University Grants Commission (U.G.C.) at educational Institutions and at different levels in various phases.

Following are some important points to be considered for Importance of Skilling India, Skilling Youth & Youth development

Skills and knowledge are the driving forces of economic growth and social development for any country. As per as the employment sector is concern it is divided into three major parts as Primary, Secondary and Tertiary sector. For the economy to grow at 8% to 9%, it is required that the secondary and tertiary sectors grow at 10% to 11%, assuming agriculture grows at 4%. In such a scenario, it is obvious that a large portion of the workforce would migrate from the primary sector (agriculture) to the secondary and tertiary sectors. However, the skill sets that are required in the manufacturing and service sectors are quite different from those in the agriculture sector. This implies that there is/will be a large skill gap when such a migration occurs, as evidenced by a shrinking employment in the primary sector. This scenario

necessitates skill development in the workforce. India is expected to be home to a skilled workforce of 500 million by 2022. About 12 million persons are expected to join the workforce every year but India has capacity to train only 3 million people every year, therefore there is a huge skill gap. This talent pool needs to be adequately skilled. This can be done by skilling and developing the youth. Following points are important as far as the roadmap of Skilling and Development of Youth.

### *Curriculum in perspective of Youth:*

By analyzing and anticipating the traits required for comprehensive development of youth of Nation the Curriculum should be designed in such a way that it should fulfill the need. So the Curriculum should be need and market based, which should increase Employability and Entrepreneurship traits of the youth. To design such type of syllabus a comprehensive committee should be formed at various levels, which should comprise of Academician, Educationist and Eminent Personnel from Industry. Industry involvement in designing the syllabus should be made mandatory by the Government. The Curriculum should comprise such courses which will develop Academic, Spiritual, Moral and Physical base of the youth.

#### **1. Academic Development of Youth:**

Following points are important for Academic Development.

- Syllabus should be rigorous need based and demand based.
- Up gradation should be done frequently.
- Practical knowledge should get more importance.
- Training programs for Skill Development should be designed and incorporated within the education Institutes regularly. Skill Development Program (S.D.P.) should contain Soft Skill Development and Hard Skill (Technical Skill) Development. Following points can be considered as far as the Soft Skill and Hard Skill(Technical Skill) Development is concern.
- **Youth Skill Development**

To enhance Entrepreneurship and Employability traits, a Skill Development programs should be entangled with regular curriculum. Following

are some of the required skill sets, which include both Soft Skill and Technical Skill.

❖ **Soft Skills**

- Communication Skill
- Presentation Skill
- Aptitude
- Attitude
- Behavioral Skill
- Democratic Citizenship Skill
- Confidence

❖ **Technical Skills**

- As per up gradation of Technology and Demand Of the Industry the Curriculum should be set.

These Skill Development Programs can be run in hand with National Skill Development Corporation (N.S.D.C.)

Following are some facts for scope in Skill Development In India.... **Ref. FICCI Report**

**48% OF THE EMPLOYERS IN INDIA FACE DIFFICULTIES FILLING JOBS**

**POPULATION IN 15-59 AGE GROUP BY 2022:.... Ref. FICCI Report**

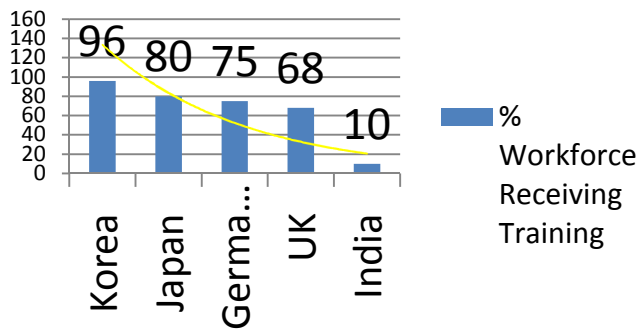
**China: 18.9%**  
**904,481,837**

CHINA WILL EMERGE AS A THREAT AS THEIR YOUNGER GENERATION HAS STARTED LEARNING ENGLISH AND THEY WILL BECOME THE MOST DESIRABLE WORKFORCE GLOBALLY BY 2022

**India: 18.0%**  
**861,235,123**

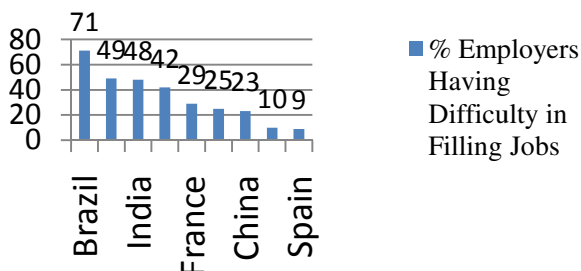
BY 2022 WE WILL BE SECOND LARGEST COUNTRY IN WORLD WITH MAXIMUM YOUTH POPULATION AND THEY WILL NEED JOBS

**% Workforce Receiving Training**

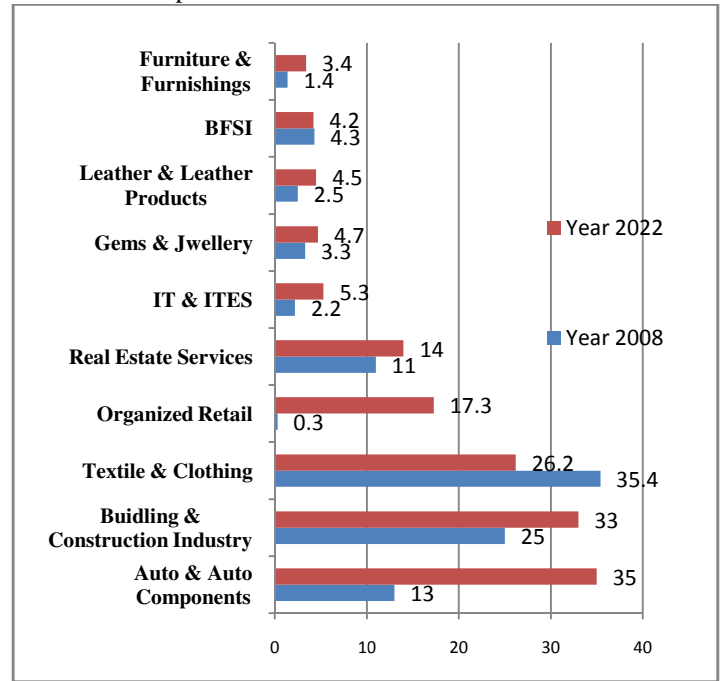


**ONLY 10% OF THE INDIAN POPULATION RECEIVES EMPLOYABILITY SKILLS TRAINING**

**% Employers Having Difficulty in Filling Jobs**



**GROWTH IN MANPOWER REQUIREMENT BY 2022... Ref. FICCI Report**



**APPROXIMATELY 15 CRORE NEW JOBS EXPECTED BY 2022**

**REPORT ANALYSIS**

- FICCI Report Says That There Will Be New 15 Crore Potential Jobs In India By 2022

- However The Report Also Say That 48% Of The Employers Face Problem Filling Vacancies Due To Shortage Of Skilled Man-Force
- Government should play A Major Role in Enhancing Training Programs across India for Making Students HIRABLE and Decreasing Manpower Supply and Demand Gap.

#### ***Training Enhancement the Six Sigma Approach***

- Government should Establish Integrated Platform for Training Companies Across India for Enhancing their Performance by the Following Methods:
  - Define Training Syllabus, Efficient Methodologies and Training Goals [Industry Sector Specific]
  - Measure Key Aspects of Training Process & Gather Relevant Data
  - Analyse Training Data to Investigate and Verify Cause –and-Effect Relationships
  - Improve or Optimize Current Training Process Based Upon Data Analysis Using Various Techniques
  - Control Training Procedures to Ensure Effective Results.

## **2. Spiritual Development**

Some Spiritual Courses OR tactics should be entangled with regular curriculum to get rid of frustration, stress, strain, inferiority complex, fear and when youth found it helpful, with this we can coagulate the spiritual base of the youth. Government can run Spiritual Guidance Centre on Public Private Participation basis.

## **3. Moral Development**

By inculcating the subjects related to the Glorious and Victorious History of our Nation, Ethics, Moral Values, Indian Common Man Success Stories, we can enhance the moral of the youth. Viz. if we keep Autobiography of successful common man in any area, as a elective subject to the student as per choice, then it will it can act as a guiding line and turning point in the students' life to become successful.

## **4. Physical Development**

A well equipped physical fitness centre, sports centre, Yoga Centre should be made available with expert teacher in every academic Institute for Physical Development of students and these centre can be made available to the youths through Public Private Participation basis and through Party's Youth Wings. A special fund can be made available through Ministry of Youth Affairs and Sports to erect multipurpose Sports' Blocks at Urban as well as at Rural areas which will hunt the young sport talent to meet out the need of 2020 Olympics.

#### ***Guidance and Motivation to the Youth for Research & Development***

R&D Activities should be enhanced and promoted by the Government for creative youth. Innovative ideas of youth should get platform so as to convert the idea in to reality and so we can get complete Indigenous Product through which we gain and enhance Economic Growth of our Country. Government can organize big reality shows of "Innovations "for creative youth with P.P.P. and can work on slogan of "**Come Make In India**" given by our **Hon'ble Prime-Minister** and here the roll of Corporate is very important as mention below separately. Government should review and revise the Research Scholarship and also should generate maximum fund for R&D Activities.

#### ***Roll of Corporates In Development of Youth.***

Corporate World should be directly entangled with Academic World and with Government. Government should ask Corporate to increase C.S.R. activities. More scholarship scheme should be designed for poor talented youth. Innovative and viable indigenous projects of youth should be 100% sponsored. And should be adopted by the Corporate. Corporate should emphasize their more focus on rural Area and should search Young Talent.

#### ***Roll of Academic Infrastructure In Development Of Youth.***

Along with regular academic infrastructure, all University Centers, Colleges should have

- Well Equipped R&D Laboratory.
- Career Counseling Center
- Psychological Counseling Centre
- Sports Guidance Centre
- Entrepreneurship Cell
- Training & Placement Cell
- Competitive Exams Guidance Cell

As there is a wide gap in Education In India and Abroad, there is also difference between Inter State Education Syllabus, Examination and Result Analysis system. In National Education Scenario there should be unique curriculum in all the states, which could be 80% Global

and 20% Local in Nature. Grading System should be same through out all the Universities Of India.

**Fund Allocation**

Today 6% of G.D.P. is allocated for Education but it is not sufficient enough, therefore this can be revised and while allocating fund for Education it shall be allocated in terms of % of G.N.P.

**Rural Youth Empowerment Program**

Government should give special emphasize on development of Rural Youth Of India. It can be done by giving base and opportunities to the Rural Youth to stop the migration of Youth from Villages. As we know major India resides in Villages, so if India want to be strong Villages should be strong and henceforth Rural Youth Should Be Strong.

Government can Empower Rural Youth by

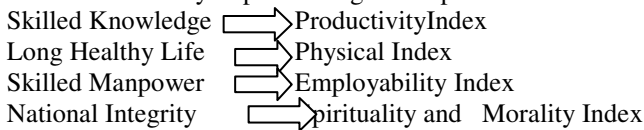
- Identifying areas wherein youth are in masses along with one Entrepreneur who can employ them.
- The potential areas are
  - Agricultural Produce

Small processing units with the help of S.M.E. can be developed viz. Wheat, Cotton(Ginning, Pressing, Small Spinning Units etc.), Milk(Animal Husbandry with Processing further and can sold at small outlets at Highways , Railway network, if available.),groundnut seeds, Agro forestry coupled with Goat, Pig, Sheep farming.

- Trainings of Art & Craft and made market available to basic artisan work.
- Native Food Processing Units
- Medicinal Plant Cultivation and processing as per local needs.

By making Rural Youth Empowered we can make India Stronger.

We can analyze the Youth Development Index of our Nation by implementing above parameters as




We can rise slogan **“INDIA IS WILLING FOR SKILLING”& “EMPOWERMENT & MOTIVATION MAKES STRONG YOUTH-STRONG NATION”**

**REFERENCES**

1. FICCI REPORT
2. C.I.I. REPORT
3. N.S.D.C. REPORT

4. N.S.Q.F. GUIDELINES

**AUTHOR’S PROFILE**

	<p>Swapnil V. Potdar is presently working as Assistant professor at Sipna college of Engg &amp; Technology, Amravati. He comes with a sprawling 12+ years of experience in the educational field. He serves as an expert director on the board of Scout Technologies Bangalore and also heads the Training and Placement Department. Swapnil renders his services to Gnosis Plus, a one of the leading Training Company, as a expert director to strategize, plan and implement future roadmap of growth. He has a strong connect in the HR fraternity of IT/ITES sector. His area of interest is Skill Development.</p>
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