

SKILL DEVELOPMENT FOR EMPLOYABILITY: INDUSTRY – RELEVANT COMPETENCIES

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ABSTRACT

With globalization and technological disruption come challenges as well as opportunities for economic growth, creating jobs and expanding the economy. We can transform the economy into one that is productive, innovative and competitive talented human resources. An individual's chances of being employed can be increased by developing their skills by nurturing talents and honing skills and knowledge. It is instrument for improving effectiveness and enables a person to perform with greater efficiency. Investing in employee skills development can lead to increased job satisfaction and employee retention. A survey by LinkedIn found that 94% of employees would stay at a company longer if it invested in their development. Researchers have concentrated on improving employability through skill development in management and commerce. The researchers have tried to understand how Skill development trainings is impacting the employability in the country. The investigators came to the conclusion that concentrating only on education, neglecting career guidance and skill development, or concentrating on employment while disregarding skill development, would not be adequate to produce the intended outcomes.

Keywords: Skill Development, Employability, Skill Development Programs.

Introduction

Enhancing people's lives and increasing economic output can be advantageous for both individuals and the community as a whole. Lower skill workers are more likely to struggle because they have a higher chance of being unemployed or continuing in low-paying, low-skill positions. Due to their ability to facilitate respectable employment and enhance general well-being, skills can have a big impact on social behavior. Knowledge and skills are essential to the social and economic growth of every country. In fact, investing in skills might motivate countries to finance social welfare initiatives. It can be harmful to people, communities, and countries when there are insufficient skill sets in the workforce. Socially marginalized people can move up the social ladder if they have fair access to jobs, training, and education. The importance of India's emphasis on skill development is growing as the country moves closer to becoming a "knowledge economy." The nation's changing economic landscape requires these abilities to be transferable. Today's employers seek candidates with more than just academic achievements in the rapidly evolving job landscape.

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Objectives

- To study the value and challenges of skills for employability.
- To learn about various kinds of skill-building courses.
- The literature review: In essence, the literature review is a belief based on the material that the researcher has gathered from other researchers and builds our own beliefs based on their expertise and prior research. The studies show that comparable attempts were taken in earlier studies to get the conclusions reached in this one.

Literature Review

The researchers have conducted a comprehensive literature study in order to understand the importance of skill development trainings in India and the relationship between them and employment.

- Dr. S.C. Patil & Prof. Amaresh B. Charantimath (2021) conducted a study on “Employability through Skill Development Programmers - an overview of significance of Employability skills” with the objective to understand the importance of employability skills and ascertain the gap between Expected Skills and Skills inculcated. The study concluded that the rate of employability can be bettered with effective involvement of the stakeholders such as candidates, Governments, Education Institutes and Training Partners. Focus is required on improving the infrastructure facilities, curriculum up gradation with industry-institute interface. The public-private-partnership can ensure proper funding, controlling and reviewing of the skill development programs.
- Dilip Chenoy, Shobha Mishra Ghosh & Shiv Kumar Shukla (2019) conducted a study on “Skill development for accelerating the manufacturing sector: the role of ‘new-age’ skills for ‘Make in India’ ” and concluded that due to Industry 4.0 many benefits including reduced cost, enhanced efficiencies, safety, faster delivery etc. can be reaped which can boost the manufacturing sector and increase competitiveness in the global market. ‘Make in India’ Initiatives and ‘National Policy for Advanced Manufacturing’ is of great help in implementation of Industry 4.0. However, the success of ‘Make in India’ goes hand in hand with that of ‘Skill India Mission’. Convergence of all key ministries via Ministry of Skill Development & Entrepreneurship, Ministry of Human Resource Development, Ministry of labor & Employment etc. can ensure better implementation of Programs like Apprenticeship and ‘Recognition of Prior Learning’. It is a huge challenge for develop a skill-based workforce and driving the Make in India initiative so collective action of government and industry partners is imperative.

The Value of Skill Development for Employability

Keeping up with the skills and information required for success in your job is more vital than ever, especially with the fast development of new technology and sectors. Employees need to constantly learn new skills and information to stay competitive and relevant as industries change and new technologies are developed.

- **Skill development is vital for economic growth and social stability:** Developing one's skills facilitates employment. It is easier for someone with talents to launch their own company or find a job they love. Employee retention is made easier by skill development. Businesses that put money into skill development can retain workers for longer periods of time and save costs associated with employee turnover, such as hiring, training, and lost productivity from staff churn (which occurs when workers quit their jobs rapidly). This matters since employee turnover is expensive for organizations and lowers productivity in those with high employee turnover rates.
- **Skill development helps people get better jobs:** by improving existing skills or learning new ones. This includes improving communication skills with colleagues; problem-solving skills; reading faster; making better decisions etc. By doing this we become more valuable employees which means we will earn higher salaries over time as our employers recognize our value by giving us raises so that they don't lose us to another company.
- **Skill development empowers people with learning disabilities:** In their daily lives, skilled individuals might be more self-sufficient and independent. They have a greater chance of getting a job, which is important because the workforce frequently excludes those with learning disabilities.

- **Skill development raises workforce productivity and efficiency:** Skill development improves employee productivity and efficiency. An employee's skill level is directly associated with their production. An employee with skill is more productive than one without it because they can accomplish more in less time. This ensures that your company produces as much as possible without sacrificing quality.
- **It reduces employee turnover:** In any organization, one of the main reasons for waste turnover of workers. Businesses incur higher costs when people leave their employment frequently because they can't find new hires for every resignation or termination that occurs within the team, or because of unsatisfactory working conditions or a lack of career options.
- **Importance of skill development in students:** As a student, it is important for you to know the relevance of skill development in your academics. There are many skills which can help you grow as a professional and succeed in your career. You must develop these skills so that your career growth is not hampered by a lack of knowledge or talent.

In conclusion, it is difficult to exaggerate the value of skill development. It is an active, dynamic process that helps people on a personal level in addition to advancing the growth and development of economies and communities at large. A dedication to continuous education and development of skills is essential for managing the opportunities and challenges of the modern world.

Challenges Faced by Skill Development Initiatives in India

- **Complicated Institutional Set-up:** Priorities for skill development are complicated and overlap in the current system. According to official data, skill development efforts have been dispersed recently among around 20 ministries, 35 state administrations, and union territories. The National Skill Development Agency (NSDA) was established to coordinate efforts in skill development under this complicated institutional framework. However, it falls short due to insufficient funding, lack of actual authority or influence, and its limited role in coordinating.
- **Inadequate Infrastructure:** There is not enough institutional framework or training infrastructure to offer technical and vocational skill training. The majority of the infrastructure now sponsored by the government is used for skill development; private sector investment has not yet been capitalized. There is a countrywide shortage of skilled workers as a result of India's emphasis on vocational training falling short of the needs of the unorganized workforce, which makes up 90% of the labor force. Unorganized and unskilled laborers, such as construction workers from rural and impoverished areas, need specific assistance from the government in order to improve their employability by giving them access to fundamental skills.
- **Geographical Issues:** The labor market's distribution throughout the nation's states and Union Territories is another major problem. While states with low economic growth have more job seekers and a growing population relative to less available jobs, economically developed states have more employment created and a lower rate of available labor. Therefore, in order to address this issue, states experiencing faster economic growth must rely on workers who have moved to other regions of the nation.
- **Lack of Formal Education & vocational Training:** India has made achievements in primary education, with 1.5 million schools and 250 million students enrolled, but it still lags behind in higher education, with only 20.7 million students enrolled—or 24.3% of the total. Industrial Training Institutes (ITIs), which offer technical and vocational training, are primarily supported by the public and private sectors. The current industrial training capacity is 4.3 million, which is 201% fewer than the industry's yearly need for 22 million qualified workers. At the average age of 15, a significant proportion of students, particularly female students, drop out of school. Additionally, there is low literacy and a huge number of outdated training programmers that do not meet industry standards or create jobs.
- **Skill Development attainment by Female workforce:** About 30% of the population is made up of working-age women in 2010 compared to 39% in 2000, which is much less than the 82% of Chinese people and the 72% of Brazilian people. Because almost half of the female workforce is employed in low-paying, unorganized labor, it is difficult for them to obtain skilled employment. Not only do a significant number of women in India lack skills, but they also have insufficient completion of fundamental primary school and vocational training. About 30% of women in towns and cities do not complete their primary education, compared to 65% of women in rural areas.

Government Programs for Skill Development

The following table illustrates programs of government of India primarily to enhance employability.

No.	Ministry	Government Programs	Accomplishment
1	Ministry of skill Development & Entrepreneurship	Pradhan Mantri Kaushal Vikas Yojana	8.70 lakh trained and 3.80 lakh employed
2		National Apprenticeship Promotion Scheme	6.00 lakh Apprentices engaged
3		Jan Shikshan Sansthan	1.60 lakh trained and 20,000 oriented as entrepreneur's
4		Pradhan Mantri Yuva Yojana	11,154 trained and 6,000 oriented as entrepreneurs
5	Ministry of Rural Development	Deendayal Upadhyaya-Grameen Kaushalya Yojana	2.30 lakh trained and 1.30 lakh employed
6		Rural Self Employment Training Institutes	41,323 trained and 8,776 connected to credit, 2,238 employed and 20,714 settled in self-employment
7		Deendayal Antyodaya Yojana-National Rural Livelihoods Mission	42,572 trained and 40,000 employed
8	Ministry of Human Resource Development	Saakshar Bharat Abhiyan	66.90 million benefited
9		National Apprenticeship Training scheme	4.20 lakh trained

*Source: Just Jobs Network, Ministry websites, reports, and information released by Press Information Bureau.

Conclusion

The ability of a corporation to implement its strategy, employee performance and satisfaction, and employer goodwill can all benefit from skill development. Furthermore, raising staff morale and productivity can also be achieved through skilling the workforce. In order to fulfill global standards for industrial requirements, the young of the country should be equipped with formal education as well as technical and vocational training. More so than hiring, contracting, or redeploying workers, skill building is the greatest approach to close those gaps. Under the current the global epidemic, enterprises need to accelerate their endeavors to retrain or enhance employee skill sets. Social and emotional competencies, such as empathy, leadership, and flexibility, are the most important for success. Programmatic initiatives to support skill development are necessary for skill transitions to be successful so that workers can upgrade to new roles or adjust to changes in their current ones. Industries that use skill transformation techniques, such as skill assessment, future skill requirement identification, creating initiatives to close skill gaps, and implementing learning-based organizational structure, can guarantee the effectiveness of skill development.

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