

## SKILL INDIA - A STEP TOWARDS ENTREPRENEURSHIP

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### *Abstract*

*India having a population of 1.32 billion is most growing economy in the world. According to new reports 70% population of India is covered under working age group and only 5 % of entire workforce has access to formal skill training. Indian economy is the fastest growing economy in the world but that economic growth does not get transferred to employment. India is facing a jobless growth. For curbing the problem of unemployment and to promote entrepreneurship Prime Minister Narendra Modi launched skill India on 16 July 2015 with the aim to train over 40 crore people in India with different skills up to 2022. Skill India is national scheme for developing skills and promoting entrepreneurship at a broader scale.*

**Keywords:** *Unemployment, Entrepreneurship, Skill India , Pradhan Mantri Kaushal Vikas Yojana*

### **Introduction**

India having a population of 1.32 billion is most growing economy in the world. According to new reports 70% population of India is covered under working age group and only 5 % of entire workforce has access to formal skill training. In UK 68% workforce is skilled, 80% in Japan, 96% in South Korea. Education level in recent years has increased but skill development is still a crucial issue. According to reports by NSSO illiterate population has lowest unemployment rate because they are ready to do low paying jobs. Educated youth is facing the most of unemployment that shows the lack of skill based employment. In September 2015, reached a mark that 23 lakh people applied for 368 posts of peons is State Sectoral in UP out of which 255 candidates PHD Degree, more than 2 Lakh hold B.Tech., B.Sc. , M.Com and M.Sc. degrees.

### **Unemployment Rate in India**

Year	Unemployment Rate
2011-12	3.8%
2012-13	4.7%
2013-14	4.9%
2014-15	NA
2015-16	5%

Growth rate in India has increased from 5.6% in 2012-13 to 7.6% in 2015-16 but unemployment rate has also increased from 4.7% in 2012-13 to 5.78% in 2015-16. So, data shows that Indian economy becomes the fastest growing economy in the world but that

economic growth does not get transferred to employment. In the survey ratio of self employed or salaries employees has declined and contractual employment has been on rise.

### **Why Entrepreneurship**

Entrepreneurship provides the best solution for controlling youth unemployment. Best resource for a country is youth. India has the youth potential. An entrepreneur is the person who employs himself as well as provides employment to others. According to Economist Siddhartha Nanaykana (Sri Lankan) who is a strong advocate of promoting entrepreneurship among youth suggests that an entrepreneur who helps in generating more revenue in a smaller scale and creating a multiplier effect in employment.

### **Skill and Entrepreneurship are Interlinked:**

Technical skill is the basic skill which is required in Entrepreneurship. In India, the largest employment today is not through Foreign Institutional Investors or any other mode, it is through entrepreneurship. Skill and Entrepreneurship are interlinked. Individuals can have skills. The major aim of the Government is to create an environment where entrepreneurs emerge out of skilled individuals for curbing the problem of unemployment and to promote entrepreneurship Prime Minister Narendra Modi launched skill India on 16 July 2015 with the aim to train over 40 crore people in India in different skills up to 2022. Skill India is national scheme for developing skills and promoting entrepreneurship at a broader scale.

### **Skill India's Mission Statement**

*"To rapidly scale up skill development efforts in India, by creating an end-to-end, outcome-focused implementation framework, which aligns demands of the employers for a well-trained skilled workforce with aspirations of Indian citizens for sustainable livelihoods?"*

### **Objectives of Skill India**

1. The main object of this campaign is to coordinate, converge, implement and monitor skill development activities across India.
2. The aims to provide training on skill development 102 million youths in the country within a span of next five years.
3. To train and develop the skills of the youths along with speed, scale and standards spread all over the country.
4. To propose a structured and pragmatic solution to address the Lakhk of relevant skills amongst the current and potential workforce of India.
5. To deliver a structured, sustainable and scalable framework to impart skills to the unemployed, uncertified and un-benchmarked workers.
6. To create a larger national framework of human resource development to meet the dynamic needs of industry and the economy.
7. To provide training, support and guidance for all occupations like Carpenters, Cobblers, Welders, Blacksmiths, Masons, Nurses, Tailors, and Weavers.

### **Features of Skill India**

1. Skill India mainly emphasis is to skill the youth for getting employment and also improves entrepreneurship.
2. It also emphasis on real Estate, Construction, Transportation,, Textile, Gem Industry, Jewellery Designing.
3. Skill India provides training not only at national level but also at international level.
4. Skill India creates a hallmark called Rural India Skill so as to standardize and certify the training process.
5. Skill India is innovative which includes Games, Group Discussions, Brainstorming Sessions, Management Skills, and Behavioral Skills.

### **Initiatives under the Skill India**

1. National Skill Development Mission,
2. National Policy for Skill Development and Entrepreneurship 2015,
3. Pradhan Mantri Kaushal Vikas Yojana (PMKVY) scheme
4. Skill Loan scheme
5. Skill Online

**National Skill Development Mission:** The National Skill Development Corporation, (NSDC) is a one of its kind, Public Private Partnership in India, under the Ministry of Skill Development & Entrepreneurship. It aims to promote skill development by catalyzing creation of large, quality, for-profit vocational institutions. NSDC was set up as part of a national skill development mission to fulfill the growing need in India for skilled manpower across sectors and narrow the existing gap between the demand and supply of skills.

NSDC provides funding to build scalable, for-profit vocational training initiatives. Its mandate is also to enable support systems such as quality assurance, information systems and train the trainer academies either directly or through partnerships. NSDC acts as a catalyst in skill development by providing funding to enterprises, companies and organizations that provide skill training. It will also develop appropriate models to enhance, support and coordinate private sector initiatives. The differentiated focus on the 21 sectors under NSDC's purview and its understanding of their viability will make every sector attractive to private investment.

### **Mission**

- 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.

**National Policy for Skill Development & Entrepreneurship 2015:** The Vision of the Policy 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. Skill development and entrepreneurship programmes for women are a specific focus of the Policy. In the entrepreneurship domain, the Policy seeks to educate and equip potential entrepreneurs, both within and outside the formal education system. It also seeks to connect entrepreneurs to mentors, incubators and credit markets, foster innovation and entrepreneurial culture, improve ease of doing business and promote a focus on social entrepreneurship.

Strategies for Entrepreneurship under this Policy:

- Create mass awareness among school children and youth by highlights the positive aspects of entrepreneurship as a career option
- Promoting entrepreneurship by setting the consortium of young entrepreneurs at all (District, State , National Level) and to conduct various events on theme of entrepreneurship
- Streamline the entrepreneurship in all levels of Education system
- To convert Entrepreneurship Education Institution into universities on Entrepreneurship Education and Centre of Excellence.
- To foster Social entrepreneurship and grassroots innovation
- To promote entrepreneurship among schedule caste and minority and artisans.
- To promote women Entrepreneurship
- To remove entry and exit constraints which are faced by entrepreneurs by following Ease of doing Business

**Pradhan Mantri Kaushal Vikas Yojana (PMKVY):** Pradhan Mantri 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. Under the scheme, monetary reward would be provided to trainees who are successfully trained, assessed and certified in skill courses run by affiliated training providers.

**Key features of the PMKVY:**

- Training is provided according to National Occupational Standards formulated by industry-driven bodies, namely the Sector Skills Councils (SSCs). A third party assessment for skill training is also provided on national and often global standards.
- Transparent funding of skill training without any intermediaries with monetary rewards directly transferred to the trainee's bank account.
- Based on assessment of skill demand and the Skill Gap Studies, target for skill training would be allocated

- Target aligned to national flagship programmes such as – Swachh Bharat, Make in India, Digital India, and National Solar Mission and so on.
- Supply side perspective in target fixation : essentially target drop out students after class 10 and class 12
- Recognition of prior learning (RPL): Under PMKVY, trainees with prior experience or skills and competencies will be assessed and they will also be given monetary rewards for undergoing assessments.
- Variable amount of monetary reward: Monetary reward for various job roles within a sector would also vary.
- Robust regime for registration of training providers: NSDC training partners undergo due diligence before being registered with NSDC. Government affiliated training centers and other training partners will be approved by the SSCs on the basis of guidelines issued by NSDC.
- Focused awareness building and mobilisation activities
- Improved curricula, better pedagogy and trained instructors
- Enhanced monitoring: To monitor the training process, SSCs will be tasked with verifying and recording details of all training centers on the Skill Development Management System (SDMS), and ascertain quality of training locations and courses through certified assessors during the time of assessments.
- A mentorship programme will be created in order to support trainees who have successfully completed the training programme and are in the process of looking for employment opportunities.
- Evaluation
- A proper Grievance Redressal Mechanism would be put in place.

**Skill Loan Scheme:** Skill Loan scheme launched on July 2015 for providing a loan facility to individuals who intend to take skill development courses under Skill India Campaign. This scheme is applicable in all member banks of IBA and other financial institutions as may be advised by RBI.

1. **Training Institutes:** Training Institutes can be an Industrial Training Institutes (ITIs), Polytechnics or in a school recognized by central or State education Boards or in a college affiliated to recognized university, training partners affiliated to National Skill Development Corporation (NSDC)/Sector Skill Councils, State Skill Mission, State Skill Corporation, preferably leading to a certificate / diploma /degree issued by such organization as per National Skill Qualification Framework (NSQF) is eligible for a Skilling Loan..
2. **Training Courses:** Courses run by above mentioned Training Institutes aligned to National Skill Qualification Framework (NSQF) shall be covered by the Skill Loan. There is no minimum course duration.
3. **Nationality :** The applicant should be an Indian National

4. **Minimum Age:** There is no specific restriction with regard to the age of the student to be eligible for skilling loan. However, if the student is a minor, while the parent executes documents for the loan, the bank will obtain a letter of acceptance/ ratification from him / her upon attaining majority
5. **Minimum Qualification:** As required by the enrolling institutions/organizations as per NSQF.
6. **Amount of Finance:** Loans will be in the range of Rs. 5,000/- to Rs. 150,000/-.

**India Skill Online:** India Skill Online is an initiative of the National Skill Development Corporation (NSDC) under the Ministry of Skill Development and Entrepreneurship. The major objective of this scheme is to provide skill opportunities to skill aspirants and to expand the reach and effectiveness of the skilling initiative.

NSDC was built are the Sector Skill Councils which play a vital role in bridging the gap between what the industry wants and what the skilling curriculum ought to be.

The National Occupational Standard is one of the most significant contribution of NSDC to India's skilling ecosystem - something that was made possible by the SSCs, which are national partnership organizations that bring together all the stakeholders - industry, labour and the academia. The SSCs operate as autonomous body. It could be registered as a Sec 25 Co, or Public Limited Co. Funding is initially done by the government. As they grow, the SSCs become self-funded, for-profit organizations.

### **Sector Skill Councils in India**

Sector	Sector Skill Council
Aerospace	Aerospace & Aviation Sector Skill Council
Agriculture	Agriculture Skill Council of India
Automotive	Automotive Skills Development Council
Security	Security Knowledge and Skill Development Council
Retail	Retailers Association's Skill Council of India
IT-ITeS	IT-ITeS Sector Skill Council
Media	Media & Entertainment Skills Council
Rubber	Rubber Skill Development Centre
Healthcare	Healthcare Sector Skill Council
Gems & Jewellery	Gems & Jewellery Skill Council of India
Electronics & Hardware	Electronic Sector Council of India
Agriculture	Agriculture SSC
Telecom	Telecom Sector Council of India
BFSI	Banking, Financial Services & Insurance (BFSI) Sector Skill Council of India
Leather	Leather Sector Skill Council
Food Processing	Food Industry Capacity & Skill Initiative

Logistics	Logistics Sector Skill Council
Plumbing	Plumbing Skill Council of India
Capital Goods	Capital Goods Sector Skill Council
Construction	Construction Sector Skill Council
Life Sciences	Life Sciences Sector Skill Council
Aviation & AeroSpace	Aviation & Aerospace Sector Skill Council
Iron & Steel	Iron & Steel Sector Skill Council
Power	Power Sector Skill Council
Textiles & Handlooms	Textiles & Handloom Sector Skill Council
Apparels,	Apparel Madeups & Home Furnishing Sector Skill Council
Beauty & Wellness	Beauty & wellenss Sector Skill Council
Handicrafts	Handicrafts Sector Skill Council
Tourism & Hospitality	Tourism & Hospitality Sector Skill Council
Infrastructure Equipment	Earthmoving & Infrastructure Building Sector Skill Council
Sports	Sports, Physical Education, Fitness and Leisure Sector Skill Council
Oil & Gas	Hydro Carbon Sector Skill Council
Chemical & Petro	Chemical & PetroChemical Sector Skill Council
Chemical	
Coating & Painting	Coatings & Painting Sector Skill Council
Green Jobs	Green Jobs Sector Skill Council
PWD	PWD Sector Skill Council
Domestic Workers	Domestic Workers Sector Skill Council
Furniture & Fittings	Furniture & Fittings Sector Skill Council
Instrumentation	Instrumentation, Automation, Surveillance & Communication Sector Skill Council
Strategic Manufacturing	Strategic Manufacturing Sector Skill Council
Management	Management, Entrepreneurship and Training Sector Skill Council

**Conclusion:** India has emerged as a fastest growing economy in the world. The second positive strength of India is youth potential. But India is facing a jobless growth. Unemployment Rate in 2015-16 is 5.78% and also facing the crisis of skilled labour. Skill and Entrepreneurship are interlinked. Entrepreneurship provides the best solution for unemployment. Government of India has taken various initiatives under the SKILL INDIA campaign to promote entrepreneurship by providing various skills to 40 crore people. The major aim of the Government is to create an environment where entrepreneurs emerge out of skilled individuals.

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