

SKILLING INITIATIVES IN RURAL INDIA : AN ANALYSIS

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Skilling manpower is very important in the development of the country. Considering the importance of skill various programmes have been initiated in the country. Adopting skill as a way of life of the people because without skill, one finds it difficult to sustain and survive in present context. To further fasten the venture of skilling India, proper convergence, adequate infrastructure with able faculty and spatial justice in terms of location of facilities may be focused in the strategy of empowering India through skilling.

India has an upper hand in the world in getting demographic advantage with regard to its working age population vis a vis the entire population as compared to developed countries in the world. This phenomenon puts India's economy in comparative advantage. The erstwhile Planning Commission has pointed out that the ageing economy phenomenon will internationally create a skilled manpower shortage of about 56.7 million by 2040. In such a situation, India has an advantage to become the world supplier of skilled manpower having about 28 per cent of the graduate talent pool among 28 of world's lowest -cost economies. This is an emerging area of giving employment to youth not only nationally, but also internationally. It would also fetch foreign exchange which in turn, boosts our economy. Ever since the present government assumed power, the Centre has been aware about this phenomenon. That is way the Government has been taking proactive efforts towards skilling Indian manpower to exploit its advantageous position. This article demonstrates the outcomes of the programmes being implemented by the Government of India for skilling India particularly Deen Dayal Upadhyaya Grameen Kaushal Yojana (DDU-GKY), Rural Self Employment Training Institute (RSETI) & Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and suggest some ways to hasten the process of exploiting the demographic advantages which the India is having internationally.

Skill and Employment:

Labour Bureau (LB) Report for the year 2014 while reflecting on employment and unemployment situation commented that current size of India's formally skilled workforce is merely 2 per cent whereas in smaller countries like South Korea and Japan, the skilled workforce size is 96 per cent and 80 per cent, respectively. Recently, Report on Fifth Annual Employment-Unemployment Survey 2015-16 carried out by LB found that at national level, more than 58 per cent unemployed graduates

and more than 62 per cent of unemployed post-graduates opined non-availability of job matching education/skill and experiences as the main reason for their unemployment. The shortage of skilled manpower has been attributed to the lack of a formal vocational education framework, with wide variation in quality, high school dropout rates, inadequate skills training capacity, negative perception towards skilling, and lack of 'industry-ready' skills even in professional courses.

Above analysis shows that although various steps have been taken to meet out the skilled manpower in the country, the skilled manpower is grossly inadequate to meet out domestic and international demand of skilled manpower.

Efforts towards Skilling India:

Efforts have been made towards skilling manpower in the country from time to time. Some of the recent initiatives taken in this regard are the **Rashtriya Uchchatar Shiksha Abhiyan (RUSA)**, **Technical Education Quality Improvement Programme (TEQIP)**, and **National Skill Qualification Framework (NSQF)**. An exclusive Department of Skill Development and Entrepreneurship has been created under the Ministry of Skill Development, Entrepreneurship, Youth Affairs and Sports to focus on quality skill development and innovations in the country. Skilling has been reprioritized to build the capacity of poor rural youth to address domestic and global skill requirements with the introduction of the DDU-GKY, which is a placement-linked skill



development scheme for poor rural youth. Under Rurban Mission, out of 14 components, two components namely skill development training linked with economic activities and digital literacy are for skilling youth in rural area. In case of skill development training linked with economic activities, 70 per cent of households are to be covered under Rurban Mission. The Government has been making concerted efforts for skilling India. Here, DDU-GKY, RSETI and PMKVY would be focused.

Present Status:

To adjudge the present status of the skilling India, outcomes of three schemes namely DDU-GKY, RSETI and PMKVY have been discussed :

DDU-GKY: The Aajeevika Skills which was a placement linked skill development scheme, has been restructured as DDU-GKY on 25th September 2014 with the sole purpose of refocusing and re-prioritizing the scheme to build the capacity and capability of rural poor youth to meet out global skill requirements of trained manpower.

Key Features :

- (i) Market-led, placement-linked training programme for rural youth undertaken in a PPP mode;
- (ii) Mandatory assured placement to 70 per cent of the trained candidates;
- (iii) Priority on rural youth from poor families in the age group of 15 to 35 years belonging to RSBY household, MGNREGA worker household if any person from the household has completed 15 days of work, Antyodaya Anna Yojana card household, BPL PDS card households, NRLM-SHG household, Households covered under auto inclusion parameters of SECC 2011;
- vi) Compulsory coverage of marginalized groups namely SC/ST-50 per cent, Minorities- 15 per cent, Women 33 per cent;
- v) Coverage for special areas to enable youth to get benefits of the Scheme through a special scheme named as Himayat for the youth of Jammu & Kashmir, Roshni for the rural youth of poor families in 27 most-affected Left-wing Extremist (LWE) districts across nine States;
- vi) Minimum Salary of Rs.6000/- per month after a three month training course;
- vii) Post-placement support to candidates undergone training;
- viii) Career progression support to training partners;

- ix) Skills projects are allocated to those Training Partners who can train and support overseas placement and captive placements;
- x) PM's "Make in India" campaign through Industry Internships supported in the form of joint partnerships with industry;
- xi) Central role to the states in the implementation of the programme;
- xii) Provision for two types of training in every course, i.e. a Generic Training on Soft Skills, English and Information Technology, and Trade Specific Skills. Such training can be structured for different duration, e.g for 3 months (576 hours), 6 months (1152 hours), 9 months (1578), 12 months (2304 hours) and courses beyond 12 months.

"Mentor India" Campaign launched by NITI Aayog

NITI Aayog will launch the Mentor India Campaign, a strategic nation building initiative to engage leaders who can guide and mentor students at more than 900 Atal Tinkering Labs, established across the country as a part of the Atal Innovation Mission. Atal Tinkering Labs are dedicated works spaces where students from Class 6th to Class 12th learn innovation skills and develop ideas that will go on to transform India. The labs are powered to acquaint students with state-of-the-art equipment such as 3D printers, robotics & electronics development tools, Internet of things & sensors etc.

Mentor India is aimed at maximizing the impact of Atal Tinkering Labs, possibly the biggest disruption in formal education globally. The idea is to engage leaders who will nurture and guide students. These labs are non-prescriptive by nature, and mentors are expected to be enablers rather than instructors. NITI Aayog is looking for leaders who can spend anywhere between one to two hours every week in one or more such labs to enable students experience, learn and practice future skills such as design and computational thinking.

NITI Aayog's Atal Innovation Mission is among one of the flagship programs of the Government of India to promote innovation and entrepreneurship in the country to set up the Atal Tinkering Labs across the country. The Mission has is in the process of setting up 900+ such labs across India and aims to have 2,000 such labs by end of 2017.

Progress till 2016-17:

- i) The progress is assessed in terms of how much targets of imparting skill have been achieved and how many trained youth have been placed on job. Out of stipulated targets of imparting skill, only 89 per cent has been achieved in the last five year indicating deficit of 11 per cent. If we see how many of trained youths have been placed, we found only 62 per cent have been placed whereas mandatory provision is at least 70 per cent. It also indicates deficit of 8 per cent. But if we see from overall perspective, it shows that about 40 per cent of youth which is a big number, have not been able to get some work to make his/her earning.
- ii) If we see year wise progress of number of youths skilled /trained and placed, it is found that during 2012-13, out of 217997 candidates trained 168502 (77.30 per cent) candidates have been placed. During , 2013-14, out of 201019 candidates trained, 137417(68 per cent) candidates got the placement. During 2014-15, out of 86120 candidates trained, 54196 (62 per cent) candidates have got he job. During 2015-16, 134744 (50 per cent) candidates have got placement, out of 270392 candidates trained. During 2016-17, out of 162586 candidates trained, 84900 (52 per cent) candidates have been placed.

Above progress shows that share of candidates who have been placed after getting training is going down and very less to the mandatory provision of 70 per cent placement from 2012-13 to 2014-15 and it stagnated around 50 per cent during 2015-16 and 2016-17, respectively

There are provisions of reservation for SCs, STs, women and Minorities in the guidelines of the Scheme. Data for these categories is available from 2004-05 to till 3rd December 2016. Based on this period data, it is found that out of total SCs trained only 67 per cent have been placed, In case of STs , this percentage is 70 . Out of total women candidates trained, 72 per cent have been placed whereas in case of minorities, out of total youths trained merely 60 per cent have been placed. It suggests that placement issue has to be rectified particularly in case of SCs and Minorities where this percentage is less as compared to other categories.

- iii) As many as 675 DDU-GKY Training Centers are active and operational across the States. Among the states, highest are in Andhra Pradesh (96)

followed by Punjab(84) Karnataka (70) and Odisha(70).The lowest is (5) in Gujarat.

Rural Self-Employment Training Institutes:

There are 587 RSETIs across the country. Any unemployed youth in the age group of 18-45 years, having aptitude to take up self-employment or wage employment and having some basic knowledge in the related field can undergo training under RSETI. There are more than 334 different types of training programmes being run by RSETIs covering a wide variety of topics/ activities which include General Entrepreneurship Development Programme (EDP), Process EDP, Product EDP and Agriculture EDP. Training will be decided on basis of local requirement/demand. Development of Soft skill is an integral part of all the training programmes. Interestingly, Ministry of Rural Development has aligned 55 RSETI courses with Common Norms for Skill Development Schemes as notified by Ministry of Skill Development and Entrepreneurship. The details of progress in terms of candidates trained and settled under different modes from 2011 to 2017 is as follow.

As many as 2287020 have been trained during 2011 to 2017. Out of total trained, about 67 per cent have been settled . 26 per cent settled with bank finance, 33 per cent settled with self –finance and 7 per cent settled with wage employment. Here, grey area is that of the total trained about one-third have not been settled.

Pradhan Mantri Kaushal Vikas Yojana:

It was launched in 15 July 2015 with the target to provide skilling to one crore people, with an outlay of Rs. 12,000 crore. This scheme has two components known as Centrally Sponsored Centrally Managed (CSCM) being implemented by National Skill Development Corporation (NSDC) and Centrally Sponsored State Managed (CSSM) being implemented by State Skill Development Missions of the States/ UTs popularly known as State-Engagement Component.

Under the CSCM Component, 75 per cent of the total funds are provided to NSDC for imparting Fresh Short Term Training (STT) as well as Recognition of Prior Learning (RPL) with the purpose to get better opportunities in terms of placement and self-employment. Industry relevant courses with high employment potential for prospective candidates are being run under the scheme by the Government. Under the Scheme, more than 31 lakhs candidates undergoing training and trained so far.

Future Prospects:

Various initiatives in terms of **Skill India, Stand Up India, Start Up India** have been taken since the present Government assumed the office at the centre. There are no two opinions about the importance of skill in the development of the country. However, future prospects of skilling India depend on effective convergence, employability and spatial justice of the courses run by various organisations.

Effective Convergence of different Programmes:

Convergence denotes that various aspects of each programme should be brought together in such a way that they have proper place so that they become an integral part of the whole. The each part of the programme would be dovetailed in such a way that resources are optimized for better outcomes. Further, there is also a need for an area based convergence which means converging different schemes in one particular location. The skills of those who are engaged in convergence mechanism should also be built up. Social capital has to be built up in the offices, organizations and institutions from top to bottom so that proper coordination and cooperation could be done to facilitate convergence.

Skill Development and assured Employability:

Domain knowledge of particular trade is necessary to the trainees so that they would be able to do work more effectively in future life after attending trainees. Competent faculty should be inducted in the institutions to impart training to trainees. Proper tracking of trainees who have been

imparted training should be kept to update data base. The District wise skill gap study for the State of Haryana by NSDC also revealed that the quality of skilled manpower in the districts is not at par with industry expectations.

Spatiality in Skilling India:

Spatiality in skilling India means training infrastructure in terms of good institutions and trainers/faculty which may be located in backward areas and among backward people where these things are most desired. This would ensure spatial justice in skilling India because it is revealed by the report referred above that students from marginalized groups of society both economically and socially have opted for vocational courses instead of higher education programmes on account of financial constraints.

Conclusion:

Skilling manpower is very important in the development of the country. Considering the importance of skill various programmes have been initiated in the country. Adopting skill as a way of life of the people because without skill, one finds it difficult to sustain and survive in present context. To further fasten the venture of skilling India, proper convergence, adequate infrastructure with able faculty and spatial justice in terms of location of facilities may be focused in the strategy of empowering India through skilling.

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SAMPADA (Scheme for Agro-Marine Processing and Development of Agro-Processing Clusters)

SAMPADA is an umbrella scheme and a comprehensive package to give a renewed thrust to the food processing sector in the country through ongoing schemes like Mega Food Parks, Integrated Cold Chain and Value Addition Infrastructure, Food Safety and Quality Assurance Infrastructure, etc. and also new schemes like Infrastructure for Agro-processing Clusters, Creation of Backward and Forward Linkages, Creation / Expansion of Food Processing & Preservation Capacities. The objective of SAMPADA is to supplement agriculture, modernize processing and decrease agri-waste. It is for the period 2016-20 coterminous with the 14th Finance Commission cycle.

The implementation of SAMPADA will result in creation of modern infrastructure with efficient supply chain management from farm gate to retail outlet. It will not only provide a big boost to the growth of food processing sector in the country, but also help in providing better prices to farmers and is a big step towards doubling of farmers' income. It will create huge employment opportunities especially in the rural areas. It will also help in reducing wastage of agricultural produce, increasing the processing level, availability of safe and convenient processed foods at affordable price to consumers and enhancing the export of the processed foods.

SAMPADA with an allocation of Rs. 6,000 crore is expected to leverage investment of Rs. 31,400 crore, handling of 334 lakh MT agro-produce valuing Rs. 1,04,125 crore, benefit 20 lakh farmers and generate 5,30,500 direct/indirect employment in the country by the year 2019-20.