



## Skill and Entrepreneurial Ecosystem in India

**Skill development and Entrepreneurship are complementary to each other to maximise the social and economic benefit. “Skilled India”, “Make in India”, and “Start-up India” are the major initiatives to prepare our youth to take advantage of new opportunities through skilling and entrepreneurship. With the ever changing nature of job market, technology need for skilling, reskilling & upskilling and even continuous lifelong learning has been felt like never before.**

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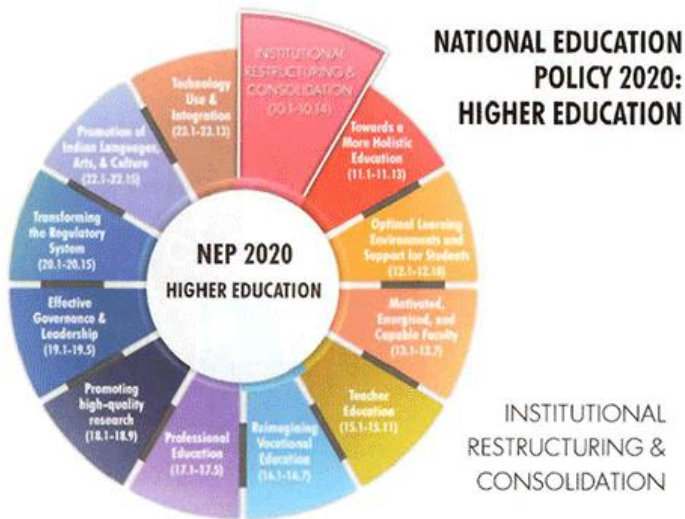
**S**kill and Entrepreneurship is key to the life of any nation. From agriculture to manufacturing, Service to Social, all sector of economy require specific skill-set and entrepreneurship in order to provide optimum result. India is the home of largest youth population in the world which calls for skilling, re-skilling and up-skilling to scale its economy to new height. Prime Minister Narendra Modi in his 11th consecutive Independence Day speech from Red Fort, announced that “India will become the skill capital of the world”. It clearly highlights the growing significance of skill development and commitment of nation to achieve it.

Skill development is the process of improving or acquiring new skills and competencies to become more effective at performing tasks which can be technical skills, soft skills, and interpersonal skills. Skill development is a catalyst to achieve career goals, enhance employability, help to adapt in changing work environments, increase in productivity and a key factor in inclusive economic growth and poverty reduction. Skill development includes formal education, training programs, on-the-job experience, self-study, mentoring upskilling, cross-skilling and reskilling.

Entrepreneurship can be defined as the process of creating, starting, developing, and managing innovative initiatives with the aim of creating value.

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level orientation has been adopted with integration of Skill education programmes into mainstream education. NEP 2020 mandates that there should be no hard separations between arts and sciences, between curricular and extra-curricular activities, between Skill and academic streams. NEP 2020 re-imagines the education system from foundational levels to higher education to prepare India's youth for the challenges of the 21st century. NEP envisages the exposure to a wide range of work and introduction of pre-skill capacities at the Middle Stage and skill courses of student's choice in the Secondary Stage to help them progress towards gainful employment and contribute meaningfully to the economy.

### Bridging the Skills Gap in India

The NEP 2020 promotes a flexible, multidisciplinary approach that combines academic learning with practical skills. This integration aims to remove the societal stigma associated with skill education, offering multiple pathways for students to explore their interests and career options. Skill modules are introduced as early as classes VI to VIII, providing students with early exposure to various trades and industries. By grades IX to XII, students can choose skill development courses aligned with the national skills qualifications framework (NSQF), ensuring that their education meets industry standards and enhances their employability through apprenticeship programs, internships and practical learning.

Various states have adopted innovative approaches to skill education. Haryana has established 50 incubation centres in nine sectors, including automotive, agriculture, and these centres provide hands-on training in an industrial environment, helping students gain real-world skills. In Madhya Pradesh, skill education has been introduced at all school levels, with a focus on practical skills development and career exploration. In Sikkim, government schools engage in organic farming, turning barren land into green fields.

Entrepreneurship encourages to utilise the existing opportunities and explore new avenues through innovative ideas and strategies. Skill development and Entrepreneurship are complementary to each other to maximise the social and economic benefit. "Skilled India", "Make in India", and "Start-up India" are the major initiatives to prepare our youth to take advantage of new opportunities through skilling and entrepreneurship.

### Skill Development

Though the skill development is required and done across all department and ministries, however, Government of India through the Ministry of Skill Development & Entrepreneurship (MSDE) ensures coordination of skill development efforts across the country with following objectives:

- Enable individual economic gains and social mobility, to create a skills market that is learner-centric and demand-driven,
- Facilitate aspirational employment and entrepreneurship generation,
- Improve overall productivity for enterprises, and catalyse economic growth.

### National Education Policy (NEP) 2020

For the first time in the field of education, policy



### State-wise details of youth trained under PMKVY 4.0

State	Training / Orientation	State	Training / Orientation	State	Training / Orientation
Andaman & Nicobar Islands	4,763	Jammu and Kashmir	3,76,553	Odisha	5,85,560
Andhra Pradesh	5,03,423	Jharkhand	2,93,936	Puducherry	32,735
Arunachal Pradesh	91,792	Karnataka	5,42,575	Punjab	4,80,266
Assam	7,91,440	Kerala	2,65,885	Rajasthan	11,99,930
Bihar	6,73,970	Ladakh	3,958	Sikkim	17,443
Chandigarh	27,674	Lakshadweep	270	Tamil Nadu	8,24,589
Chhattisgarh	1,93,795	Madhya Pradesh	9,81,539	Telangana	4,44,530
Delhi	5,15,901	Maharashtra	12,72,695	Dadra and Nagar Haveli and Daman and Diu	10,459
Goa	10,371	Manipur	98,292	Tripura	1,53,799
Gujarat	4,50,317	Meghalaya	53,622	Uttar Pradesh	21,16,689
Haryana	6,99,922	Mizoram	38,120	Uttarakhand	2,25,255
Himachal Pradesh	1,58,657	Nagaland	49,703	West Bengal	6,21,078

### Samagra Shiksha

The Department of School Education and Literacy (DOSE&L) has implemented the scheme for vocationalisation of school education under the centrally sponsored scheme - SAMAGRA SHIKSHA by aligning it with the aims of the Skill India Mission. Around 88 NSQF aligned vocational courses/ job roles have been implemented in the curriculum. Some of the other initiatives are as under:

- Exposure of Skill Education to more than one lakh Upper Primary schools.
- The provision for Hub and Spoke Model has been introduced, under which, the infrastructure available in the Hub schools will be utilised by the students of nearby schools (spoke schools) for Skill training. ITIs, Polytechnics, etc. are also used as hubs.
- Career Guidance to students integrating career

exploration activities and skill development into the curriculum, alongside collaborations with external stakeholders to equip them with the knowledge, skills, and self-awareness necessary to make informed career decisions.

### Schemes of Ministry of Skill Development and Entrepreneurship

- **Pradhan Mantri Kaushal Vikas Yojana (PMKVY)-** Scheme encourages and promotes skill development in the country by providing free short-duration skill training programs and incentivizing it by providing monetary rewards to youth for obtaining skill certification. A total of 1.48 crores people including 65 lakhs Women have been trained / oriented across the country. PMKVY 4.0 in the school education sector is aimed at providing Short-Term Training (STT) in National Skill Qualification Framework (NSQF) aligned courses ranging between 300 – 600





up to 12th standard in the age group of 15-45 years. The main focus of the Scheme is Women, SC, ST, Minorities and other disadvantaged sections of the society in both rural and urban areas. At present, there are 290 JSSs across the country. So far, approx 26.4 lakhs persons including 21.63 women have been trained across the country.

- **Craftsmen Training Scheme (CTS)-** This scheme is for providing a long-term training to ensure a steady flow of skilled workers in

hours for Indian nationals in the age group of 15-45 years, including out-of-school and unemployed youths looking for fresh skilling, re-skilling / upskilling by utilising the school infrastructure. It aims at promoting an enabling ecosystem for the youths to get skilled and choose a career path aligned with their abilities and aspirations. It focuses on New Age Skills like Industry 4.0, Web 3.0, AI/ML, AR/VR, Climate Change, Circular Economy, Green Economy, and Energy Transition.

- **Skill India Mission** - Launched in 2015, Skill India Mission is an umbrella scheme encompassing many skilling schemes / programmes to empower the youth of the country with adequate skill sets that will enable their employment in relevant sectors and also improve productivity. It focuses on employment generation, reducing poverty, increasing the competitiveness and increase the productivity. National Skill Development Mission (NSDM) was launched for creating convergence across various sectors and different states with respect to activities relating to skills training. The mission, apart from consolidating and coordinating skilling efforts, would also facilitate decision making across sectors to achieve quality skilling on a large scale. To emphasise the need, a specialised Group 'A' service (Indian Skill Development Services -ISDS) through Indian Engineering Service Exam has been created for enhancing the effectiveness and efficiency of the various schemes in this domain.
- **Jan Shikshan Sansthan (JSS)** - This Scheme provides vocational training and skill development to non/ neo literates, persons having rudimentary level of education up to 8th standard and school dropouts

different trades for the domestic industry, to raise quantitatively and qualitatively the industrial production. The Scheme being the most important in the field of Vocational Training, has been shaping craftsmen to meet the existing as well as future manpower need, through the vast network of ITIs spread over various States / Union Territories in the country. So far, a total number of 79.5 lakhs persons, including 10.56 lakh women have been trained across the country. Presently, training is being offered through a network of 14,930 ITIs located all over the country with a total capacity of 26.58 lakhs.

- **Advanced Vocational Training Scheme (AVTS)** - Under the scheme, training in selected skill areas is being imparted through short-term modular courses of one to six weeks duration. Tailor-made



## SANKALP

### Skill Acquisition and Knowledge Awareness for Livelihood Promotion

A unique initiative to strengthen institutions and promote decentralised planning and implementation of Skill Development Programs



courses suiting to the specific requirements of industrial establishments are also offered. Over 3.5 lakh industrial workers / technicians have made use of the training facilities at the National Skill Training Institutes.

- **Vocational Training Programme for Women-** This Scheme Aims to providing skill training to women stimulating employment opportunities at various socio-economic levels and different age groups. It is designed to mainstream women into economic activities. Under this project, Demand-driven Short-term courses, Tailor-made courses and vocational trades have been identified that are particularly suitable for women and their implementation planned.
- **National Apprenticeship Promotion Scheme** - It promotes apprenticeship training and increasing the engagement of apprentices by providing financial support to industrial establishments undertaking apprenticeship programme under the Apprentices Act, 1961. Training consists of Basic Training and On-the-Job Training / Practical Training at workplace in the industry. Approx 30 lakh apprentices have been engaged into apprenticeship training across the country.
- **SANKALP (Skill Acquisition and Knowledge Awareness for Livelihood Promotion)** - With assistance from the World Bank, it aims to improve short-term skill training qualitatively and quantitatively through strengthening institutions, bringing in better market connectivity and inclusion of marginalised sections of the society. SANKALP ensures institutional strengthening at Central, State and District level, Quality Assurance of skill development programme and Inclusion of marginalized population in skill development programmes.
- **Skill India Digital Hub (SIDH)** - SIDH is a platform bringing a whole of government approach to skilling. As a unified registry framework, it enables a smooth transition from education to skilling and future opportunities. SIDH facilitates access to a variety of training programs for trainers and assessors across different sectors and states. The platform offers details about upcoming training schedules and allows users to search for trained professionals. SIDH is the Digital Public Infrastructure (DPI) for skilling,

education, employment, and entrepreneurship ecosystem of India. The portal is a state-of-the-art platform focusing on digital technology and Industry 4.0 skills aimed at accelerating skilled talent hiring, facilitating lifelong learning and career advancement.

- **PM VISHWAKARMA** - This Scheme aims at upskilling the Vishwakarma's doing their tradition and business/profession with the knowledge of modern tools and techniques coupled with credit support for expanding their business and bringing respect, capability and dignity to them. The scheme is being implemented by Ministry of Micro, Small and Medium Enterprises (MSME) as nodal agency and supported by Ministry of Skill Development and Entrepreneurship (MSDE), and Department of Financial Services (DFS), Ministry of Finance.
- **Skill Loan Scheme** - This Scheme provides institutional credit to individuals for skill development courses aligned to National Occupations Standards and Qualification Packs and leading to a certificate/diploma/degree by training institutes as per National Skill Qualification Framework (NSQF).

### Various Agencies for Skill Development

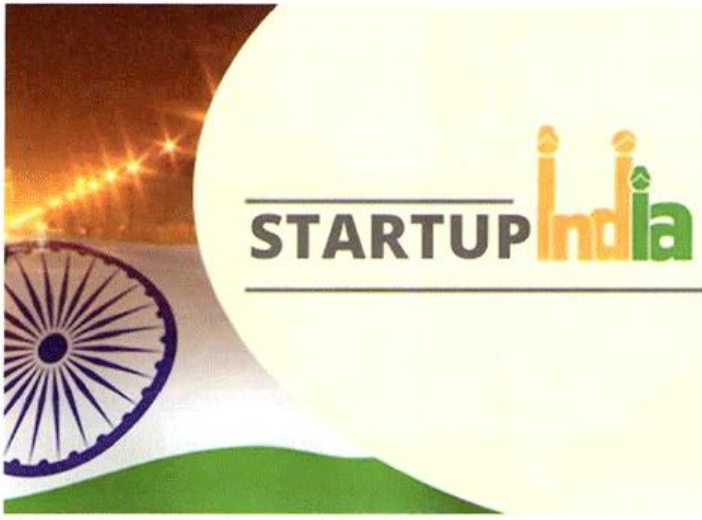
MSDE functions with its Directorate General of Training (DGT), National Council for Vocational Education & Training (NCVET), National Skill Development Corporation (NSDC), National Skill Development Fund (NSDF) and 37 Sector Skill Councils (SSCs) as well as

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33 National Skill Training Institutes (NSTIs/NSTI(W)) around 15000 Industrial Training Institutes (ITIs) under DGT & 187 training partners registered with NSDC. NSDC implement, monitor and supervise the apprenticeship in Optional Trades, through Sector Skill Councils (SSCs) and stakeholder capacity building and engagement; awareness creation through campaigns, melas, workshops, seminars, etc.; and advocacy and promotional activities. The Pandit Sunderlal Sharma Central Institute of Vocational Education (PSSCIVE) is an apex research and development organization in the field of skill education. Constituent unit of the National Council of Educational Research and Training (NCERT), PSSCIVE develops learning outcome based curricula, designs and publishes textbooks, assists States in capacity building of Skill Trainers, develops e-content modules and instructional materials and enhances the quality of vocational education and training systems for approved Job Rolls.

### Entrepreneurship Development

- Startup India Programme** - It was launched on 16 January 2016 to build a strong eco-system for nurturing innovation and startups in the country to drive economic growth and generate large scale employment opportunities. It aims to empower startups to grow through innovation and design. As startup ecosystem requires funding support, therefore, the Standup India scheme was launched on 5 April 2016 to facilitate bank loans from Scheduled Commercial Banks (SCBs) between Rs.10 lakh to Rs.1 Crore to at least one Scheduled Caste (SC) or Scheduled Tribe (ST) and one woman per bank branch for setting up a Greenfield enterprise in trading, services or

manufacturing sector. Both the initiatives spur the entrepreneurship environment in the country through motivation, simplification, funding support and Industry-Academia Partnership and Incubation system. Combined with Atal Innovation Mission (AIM) with Self Employment and Talent Utilization (SETU) Program of NITI Aayog, Startup India Seed Fund Scheme and Made-In India initiatives gave much desired impetus to country's entrepreneurial ecosystem.

- BHASKAR (Bharat Startup Knowledge Access Registry)**- BHASKAR, is envisioned as a one-stop digital platform where diverse startup ecosystem stakeholders can seamlessly connect and collaborate, catalysing the growth and success of the startup ecosystem across India. By providing a comprehensive platform for connection, knowledge sharing, and searchability, BHASKAR aspires to empower entrepreneurs and ecosystem stakeholders at every stage of their journey, driving forward a culture of innovation that propels India to the forefront of global entrepreneurship.
- Pradhan Mantri Mudra Yojana (PMMY)** - Scheme also adds to entrepreneurial ecosystem by providing micro credit and Loan up to Rs. 10 lakhs to income generating micro enterprises engaged in the nonfarm sector in manufacturing, trading or service sectors including activities allied to agriculture such as poultry, dairy, beekeeping, etc. The Scheme provides financial assistance extended by Member

The infographic features the PMMY logo at the top center, flanked by the PMO and PIB logos. Below the logo, the text reads 'प्रधानमंत्री मुद्रा योजना' (Pradhan Mantri Mudra Yojana). A prominent red box states 'Loan Limit Raised to ₹20 Lakh from ₹10 Lakh'. Three bullet points provide details: 'Launched by PM Narendra Modi on April 8, 2015', 'Empowering non-corporate, non-farm small, and micro enterprises by providing loans', and 'Loan limit for aspiring entrepreneurs increased to ₹20 lakh from ₹10 Lakh, effective October 24, 2024'. The background includes images of a woman in a pink sari and a woman in an orange sari holding a fan of banknotes.

Lending Institutions to the non-corporate, non-farm sector income generating activities of micro and small entities.

### Conclusion

The percentage of the skilled workforce in India is still very small compared to other developed countries. With the ever changing nature of job market, technology need for skilling, reskilling & upskilling and even continuous lifelong learning has been felt like never before. It will lead to a substantial boost in the Indian GDP. 65 per cent of its youth in the working age group provides an opportunity to make India the Skill Capital of the World. MSDE's Vision 2025 also adopts an ecosystem-enabling lens to transition India to high-skills equilibrium and help create positive outcomes for individuals, enterprises and the economy.

Our educational landscape has been changed to ensure that every child learn and grow with at least one skill in school system. Various Skill development initiatives ensured training of more than 1.37 crore youths across various sectors. Though Social acceptability of vocational education, complicated

labour laws, changing technology, lack of infrastructures, poor quality of trainers, standardisation of skills are major challenges in this field, however, our demographic dividend, enabling government initiatives and people participation present great opportunity to make country most skilled nation in the world. There is an urgent need to orient all our resources to enhance skill development and entrepreneurship among all youth to realise the goal of Viksit Bharat by 2047. □

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