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Skilling India for Indian Human Resources

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Abstract: *India is the largest country in the world in terms of youth population. Yet there is an acute shortage of skilled human resources, hence there is a shortage of expert people for employment. According to the Labour Bureau 2025 report, the formally skilled workforce in India currently stands at only two percent. Indian education system has been producing capable individuals but it has been lacking in specialized skills for the unorganized sector. It has gap between the qualifications coming out of colleges and universities and the global needs. Therefore, it is necessary modern skill development and training so that Indian human capital can be prepared for the current challenges.*

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Introduction

It is very important to make education functional and professional to provide skills to the youth. Along with this, other sections of the society like can women, tribal, etc. Need such training programmers so that they can be made employable. India is rapidly emerging economic power. We should pay more attention to development of skill, which is necessary according.

In the global economic scenario. the expansion of skill development initiatives is required by the globe economic scenario. It is not the only challenge, Rather, it is also a challenge to build skills that can compete at the international level.

Broad Concept of Skill Development

The broader concept of skill development actually owes its origin to vocational education. Initially, it included only the skills related to technology education (ITIs). The concept was expanded in 2008-09, under which the skills related to agriculture and service sector were also included

Interrelationship of Human Resources and Skill Development

Filling human resources vacancy is just a part of the process. The recruited persons are also required to have adequate skills so that they can perform their work efficiently and can train the freshly recruited employees along with them Selves.

Only a small portion of Indian human Capitol has received formal training. There is scope of considerable growth. Number of formally vocationally trained person to be 3.7 percent of the workforce in 2022-23 as per labor survey. this Statistical number reflect a big problem. A large number of youth working in different institution withough any training according to skill India report 2024. "The Employability of the youth in just a little more than 51 percent. This shows the need of skill development as wall as the employment potential if the youth. Many of the jobs that a lot of young people work in have either been done or have completely ended. Like the P.CO. and both operators that were prevalent in the

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streets. Today they have become un prevalent due to mobile connectivity, Typist in office has been replaced of digital system. Online booking system has replaced travel agent in the field of tourism. Many take as In booking sector have been automated. The uses of the machines also increase readily in the manufacturing sector. Due to which work are required extreme skill and training due to work in factories in the present time.

will get job only when the digital knowledge, ability to solve problem and desire for continuers learning. This change in structural and is increasing readily in India approximately one core people job. The work force every year providing employment to such a large number is a big problem and this possible only when skill development is for done in them for this excellent skill development system is required only then this human resources can be fully Exploited.

Government Efforts and Road Map for Skill Development

The Government is making continuous efforts to address the skill-related challenges. The Skill Mission was Launched by the Government of India in 2015. Since then, Lakhs of persons have been trained and skill development work has been done across the country. Many programme-related to skill development were initiated. Infrastructure development was carried out on a large scale. Many technical and training institutes were established and a network of skill development was created across the country. Pradhan Mantri Kaushal Vikas Yojana has played an important role in the field of skill development. Presently, the focus is on AI, robotics and innovative technology related areas, which has generated interest among the youth on a large scale.

The central government is allocating adequate funds in the budget to conduct programs related to skill development, which shows that the government is committed to skill development. equally impotent have been efforts to a line training with industry needs through from work such as the nation skill competency frame work and digital plate form enabling monitoring and feedback

Need for Skill Development

In recent report of the United nations population as that India is a country with the largest youth population in the world. In this matter the other country of the world not even close to us. This young population is so capable that it can fulfill the human resources need of the other rapidly growing countries of the world human resources related need. Any way India now made its make us the fastest growing economy in the world. And with soon going the world's three largest economies. But the irony is that today India is going through the tragedy of employment generation, despite the dreaming of the world longest working population. where every year about 12 crore more than unemployed, people are added to the already existing group of unemployed. Most of the youth of the country victims of educational poverty, criminalization, abuse and unemployment. There is so such number of youth who are searching for employment despite having obtained a good degree. In the last few decades, the country have facing many problems due to disorientation among the youth due to jobless development in such a situation, if the youth of the country get the skill as per industry requirement. So the country can achieve rapid economic development by facing human resources related challenge.

Formally Trained Skilled Human Resources in Different Countries

S. No.	Countries	Formally Trained Workforce (in Percentage) Out of the Total
1.	India	2.3
2.	UK	68
3.	Germany	75
4.	USA	52
5.	Japan	80
6.	South Korea	96

Source: National skill development mission, Ministry of skill Development and Entrepreneurship.

Objectives of Skill Development Scheme

The scheme aims to provide financial incentives to the youth for accredited training programmer. The scheme mainly focuses on the following topics:

- To enhance the productivity of the existing workforce and co-ordinate training and certification all over the country's needs.

- To enable and encourage the youth to get employable skills and enhance their livelihood.
- Encouragement of standardization in certification process and creation of skill registration system.
- Monetary reward for skill certificate to encourage youth for skill training increase their employability and productivity.
- To give an wage incentive of ₹8000 to the candidate undergoing skill training in authorized Institutions.

Skill Development through Science and Technology

Skill development training through science and technology aim to Create new models for innovation. Skill sector and develop specially training materials. for the innovation in skill sector. National Science and technology development board. developed science and technology. Government of India has launched programmer for Entrepreneurship and development and employment generation by Utilizing the expertise development of technical and research institutions for Skill up gradation. With the development of new and better technology. it also become necessary to upgrade the skill of man power. who can used equipment and their related version modern training in same of these areas has been experienced for a long time. And NSPDB in technology address skill development on selected process and technologies. Skill development training in bring important through application of science and technology through skill development training the country science and technology infrastructure and resources are bring used to enhance the quality of services and products.

And a network of skill development was created across the country. Pradhan Mantri Kaushal Vikas Yojana has played an important role in the field of skill development. Presently, the focus is on AI, robotics and innovative technology related areas, which has generated interest among the youth on a large scale.

The central government is allocating adequate funds in the budget to conduct programs related to skill development, which shows that the government is committed to skill development. Economic platforms have been created to bring talents with industry linked through grassroots level in the national skill competency framework and digital platform, including monitoring and feedback

Scenario of Vocational Education and Skill Development in India

The history of the Vocational education in India is not very old. Although it had started a little from the 20th century it self. After the independence of Country Vocational education was included in the concurrent list in the constitution of the country. Which means that the central government will have the rights related vocational Education. Like the responsibility of setting Policies, rules and standards. Taking steps In the direction. The national vocational trade training council was established in 1956 which was later named national vocational training. After this effort were made to provide formal vocational training to the student In the form of industrial training institution in the country.

Vocational education play on Important role in the development of country. in ITI students are given 70% skills training and 30%. theory. Today there are about thirteen thousand government and private ITI Institute in the country. In which about 130 trade are taught in engineering and non engineering. Most of these ITI are established in urban areas. The government has now established one ITI in every development Block of the country.

However, there are many flows in the ITI system. The main problem is that if a students did ITI diploma after 10th for 2 years then it is not consider course to 12th class.

Conclusion

It is clear from the above that skill development is absolutely necessary for maximum exploitation of human resources available for the country. We can achieve economic development of the country only by training the youth as per the need. The government is also emphasizing on vocational education and skill development. For this purpose many schemes by the government. To achieve more success in this, government will have to link skill and training with vocational education only then the interest of the youth will arise in it. Unless the youth are trained as per the current need, human resources can not be exploited to the maximum. Certainly the government is making a lot of are efforts in this direction and there is still a lot of scope for improvement. The government should approve more budget for this so that training institute can be opened in rural areas. And government should also

monitor it from time to time so that the problem can be solved. If all the things are taken care in future, so definitely the human resources and youth of our country will be qualified and skilled and will help in their personal development as well as the development of the country.

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