

# Bridging the Skill Gap in India: Challenges and Solutions

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## **Abstracts**

*The globalised world demands vocational skilled manpower to convert growth opportunities into jobs and stable incomes. With millions of new job-seekers entering the job market every year, vocational skill development has become one of India's urgent priorities. Skill development is key for fostering Make in India initiative of government of India and entrepreneurship development in India to reap the potential demographic dividend of India over the next few years. The present paper attempts to study the present skill capacity, need of skill development in India, review the skill development policies, challenges for Skill development along with their solutions. The paper studied the relationship between education, employment and Skill development. The study also found that both the Government and its partner agencies have undertaken various measures/initiatives for the effective implementation of the Skill development system in the country, but there are big challenges which needs quick resolution.*

*A survey (random survey) method was employed to elicit primary information from 100 students who took STAR training from different NSDC partners in Lucknow. The findings seek to answer some basic questions. Are the youths being really mobilized to be skilled outside the formal education system? Is the training delivery mechanism good enough to make the students employable? Would the industries be willing to cut down the minimum qualification criteria to promote skill development. A questionnaire based on as random sampling, was employed for data collection. Data analysis was accomplished using simple weighted average and percentage method.*

## **Introduction**

The education and skill development service sector broadly comprises of school education, higher education, industrial/technical training including vocational training. It should be noted that while, in general, 'skill development' refers to the larger objective of 'equipping an individual with marketable skills', however, in recent times 'skill development' has been largely used in the context of technical/vocational training for the manufacturing/industrial or services sector.

Vocational learning is defined as education, training or learning intended to specifically develop knowledge and skills in learners to make the learner specialized in a specific vocation. There

are many higher education programmes which are explicitly vocational including medicine, engineering, law etc, other courses are less vocational, nevertheless, they help students develop analytical, synoptic and presentational skills which are highly valued in the modern economy. The paradigm shift from rote learning to the skill based learning is the need of the hour. Since ages the strength of Indians has been on learning by rote. However in the changing economic environment, it is necessary to focus on improving the skills of the Indian youth and to facilitate this change, one has to move from the traditional brahminical system of learning as it is of limited value in this modern world. Vocational training such as carpentry and plumbing becomes easier if the youth have experience of how to work