

## A Theoretical Review Study on Role of Government towards Skill Development in Indian Context

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Skills are considered the abilities to perform activities. The professional activities require specific skills set and development of such skills supports the growth momentum. Skill development is a mammoth task with minute specification. As definition Skill development is the process of learning and improving skills to be more effective in a task or role. It can include technical skills, such as programming, and soft skills, such as communication. It is essential to equip the workforce with applicable skills. India is one among the Youngest Countries, its demographic advantage, establishes it as a major economic force in the world. The Government is determined in developing the skill set of its citizen. Skill India and Start up India kind of efforts are in that direction.

The current study is an Exploratory and Descriptive Research attempted with the help of Secondary Sources. The authors aim to understand the significance of Skill Development and study the role of government in skill development in Indian context. The authors have also extended recommendation towards Skill Development approach. The study encapsulates the theoretical review of skill development initiatives by the government in Indian context. The study is confined to authors understanding on Skill development based on government initiatives. The inferences are Indicative in nature rather exhaustive. The study explores the evolving strategies and policies to bridge the skill gap in India's workforce. The rapid technological advancements and changing industrial demands have changed the skill development landscape.

**Keywords:** skill, skill development, development, government

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## 1. Introduction

A country's workforce productivity, social fairness, and economic growth are all significantly influenced by skill development. It is crucial to provide the workforce with applicable skills in India, which has one of the youngest populations in the world. India's demographic advantage, often known as its demographic dividend, offers a singular chance to establish the country as a major economic force in the world. But only if the workforce is employable, talented, and flexible enough to meet the needs of a quickly changing economy can this potential be fulfilled.

In this endeavor, the government plays a crucial role. Understanding the value of skill development, the Indian government has launched a number of projects to build a strong ecosystem for raising productivity and employability. The government has put in place extensive plans to tackle the issues of unemployment, talent shortages, and industry alignment, ranging from marquee initiatives like the talent India Mission to institutional frameworks like the National Skill Development Corporation (NSDC). The government's commitment to equitable growth is reflected in initiatives that promote inclusivity, such as specialized training for women, rural youth, and underprivileged areas. In order to promote inclusive and sustainable economic growth, this paper examines the various aspect of the Indian government's participation in skill development, including its initiatives, difficulties, and future plans.

## 2. Literature Review

The paper provides the India's skill development framework, emphasizing its alignment with initiatives like "Make in India" and comparing it with global models from China, Brazil, and Singapore. Highlighting India's demographic advantage, it identifies challenges such as inadequate infrastructure, low vocational training enrollment, and a skills mismatch between education and industry needs. The study advocates strengthening Public-Private Partnerships (PPPs), raising awareness, and adopting best practices to build a scalable system. Despite these, the paper emphasizes opportunities for leveraging India's demographic dividend by promoting strategic partnerships and improving training ecosystems. (Sharma & Nagendra)

The paper explores skill development in India as a driver of economic growth. It analyzes key initiatives like Skill Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP), PMKVY (Pradhan Mantri Kaushal Vikas Yojana (PMKVY), and Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), along with institutional frameworks such as National Skill Development Corporation (NSDC) and Ministry of Skill Development and Entrepreneurship (MSDE). The study priorities addressing skill gaps, aligning workforce skills with industry demands, and enhancing employability through vocational training and public-private partnerships. It highlights adaptive strategies during COVID-19, including digital platforms and policy reforms. (Sharma R., 2023)

The paper highlights skill development as crucial for India's economic and social growth. It emphasizes the demographic dividend but notes only 2.3% of the workforce receives formal training, lagging behind developed nations. Reviewing initiatives like the National Skill Development Mission and PMKVY, it identifies challenges such as inadequate infrastructure, high dropout rates, and skill mismatches. The study recommends aligning policies with industry needs, encourage private sector collaboration, and improving rural outreach. (BAIG & ALI)

The paper explores skill development's role in addressing unemployment and boosting economic growth. It highlights India's demographic advantage of a youthful workforce but notes challenges such as inadequate training systems, outdated skills, and unorganized employment. The study reviews government-led initiatives like NSDC and Skill India, emphasizing public-private partnerships to bridge skill gaps and improve employability. Based on secondary data, it underscores the need for systemic reforms and alignment with industry demands, calling for coordinated stakeholder efforts to ensure sustainable employment and maximize India's demographic dividend. (M.K.Ganeshan & Vethirajan, 2020)

The paper explore that Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is a key initiative for developing skills in India, aimed at tackling workforce challenges and boosting employability. It focuses on short-term training, Recognition of Prior Learning (RPL),

And specialized programs across 35 sectors, with notable success in areas like beauty, wellness, and handicrafts. Despite its achievements, challenges such as unequal resources, limited reach, and gaps between training and market needs persevere. Experts highlight the importance of public-private partnerships and integrating vocational training into education. To sustain progress, future efforts must refine policies, ensure equitable funding, and address regional disparities for inclusive growth. (Kumawat)

**Table No. 1:** Leading definitions related to the theme of the study

Definition Source	Definitions
Online Source (Anonymous)	Skills are abilities that people have to perform tasks, interact with others, or solve problems. Skills can often be divided into domain-general and domain-specific skills. Some examples of general skills include time management, teamwork and leadership, and self-motivation. In contrast, domain-specific skills would be used only for a certain job, e.g. operating a electrical appliance.
Pearson (1992)	Development: Pearson (1992) defines development as "an improvement, qualitative, quantitative, or both, in the use of available resources." He also claims that development does not relate to a single viewpoint on social, political, or economic progress. Instead, it is a hybrid word for a variety of tactics used to transform socioeconomic and environmental conditions from their existing to desired ones.
Online Source (Anonymous)	Skill Development: It is the process of learning and improving skills to be more effective in a task or role. It can include technical skills, such as programming, and soft skills, such as communication.

### 3. Objectives of the Study

The Researchers have considered the following objectives for the study:

- To understand the significance of Skill Development
- To study the role of government in skill development in Indian context
- To extend recommendation towards Skill Development approach.

### 4. Research Methodology

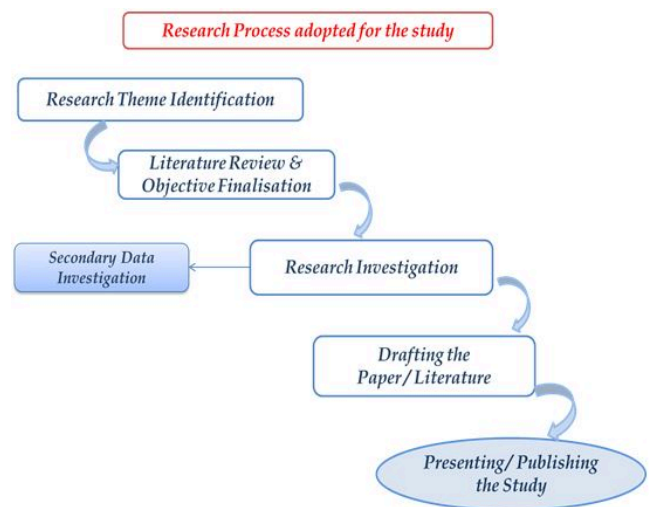
**Type of study:** Exploratory ad Descriptive Research

**Data Collection:** Secondary Sources

**Scope:** The study encapsulates the theoretical review of skill development initiatives by the government in Indian context.

**Limitation:** The study is confined to authors understanding on Skill development based on government initiatives. The inferences are Indicative in nature rather exhaustive.

### 5. Research Process



**Chart No.1:** Research Process adopted for the study

**Source:** Authors’ Study

### 6. Skill Development: Significance

As we can see, the world is evolving rapidly, and skill development plays a vital role in adapting skills for any person to the changing business environment and enhancing their employment ability, which will help them earn better monetary benefits and have a better standard of living. Skill development brings up creativity, innovation, and productivity. This prepares a person to make a significant contribution to society. As well, it fills the gap between industry demands and education by producing a workforce with the skills which is necessary to meet the challenges of the future and adapt to a changing environment a better future for people, companies, society, and the economy is what investing in skill development entails.

It encourages people to continuously adapt and acquire new skills, fostering of lifelong learning culture. This flexibility is essential in today's fast-paced world, when globalization and technology breakthroughs are changing industries at a never-before-seen rate and encouraging social participation requires skill development. By giving people from different origins the chance to learn useful skills, inequality a to build a society that is more equal. This gives marginalized populations more power, enabling them to raise their standard of living and engage more completely in the economy. Additionally, skill development improves critical thinking, creativity, and problem-solving abilities and is vital for fostering innovation and tackling complex social issues.

## 7. Role of Government towards Skill Development: Indian Context

The government's emphasis on skill development as a way to stimulates economic growth, generate employment, and advance social equality is a significant factor in determining the future of India's workforce. With a young population full of potential, India is at a turning point. However, the urgent requirement is to provide this younger population with the necessary skills to succeed in a dynamic global market. To tackle this, the Indian government has put in place a variety of laws and initiatives. One of the most significant initiatives was the establishment of the Skill India Mission in 2015. A workforce with the necessary expertise for a range of industries is the goal of this overall program, which is made up of multiple initiatives. An important component of this goal is the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), which concentrates on short-term training programs for young people without jobs and school dropouts.

Along with major initiatives, the government has also established the National Skill Development Corporation (NSDC), a partnership between the public and private sectors. The NSDC works closely with industry stakeholders to identify sector-specific needs and offer training programs that meet those needs. This partnership works to reduce the widening gap between education and employment by making sure that skill development programs are in line with market expectations.

Employing and training apprentices is encouraged under the National Apprenticeship Promotion Scheme (NAPS). By bridging the gap between theoretical knowledge and practical experience through experiential learning opportunities, this program helps learners get ready for the workforce.

Moreover, the government has integrated skill development into official educational institutions through the National Education Policy 2020, which encourages vocational training from a young age. Furthermore, skill training is ensured to reach even the most remote parts of the country through the establishment of ITIs and Skill Development Centers (SDCs) in rural and semi-urban areas.

Today, technology plays a major role in the government's skill development agenda. Digital tools are used by programs like SANKALP and DIKSHA, as well as platforms like eSkill India, to effectively deliver training and monitor outcomes. By offering a wide range of online courses, these platforms facilitate skill learning, especially for those who are unable to attend in-person training facilities. By developing a capable and inclusive workforce, the government can set an example for sustained economic growth and a brighter future for the nation.

The government has also taken steps to ensure that its skill-development programs are diverse. Particular focus is placed on the empowerment of disadvantaged groups, including women, individuals with disabilities, and rural communities. These groups receive financial incentives and specific training programs to promote equitable participation in the workforce.

### **Exhibit 1: List of Government Initiatives towards Skill Development**

1. Pradhan Mantri Kaushal Vikas Yojana (PMKVY)
2. Pradhan Mantri Kaushal Kendra (PMKK)
3. Jan Shikshan Sansthan (JSS)
4. National Apprenticeship Promotion Scheme (NAPS)
5. Skill India Mission
6. Skill Acquisition and Knowledge Awareness for Livelihood Promotion ("SANKALP")
7. Skill Loan Scheme
8. Deen Dayal Upadhyaya - Grameen Kaushal Yojana (DDU-GKY)
9. Digital Infrastructure for Knowledge Sharing (DIKSHA)

**Source:** <https://vajiramandravi.com/quest-upsc-notes/skill-development-schemes-and-policies/>

## 8. Recommendation towards Skills Development

### China's Technical and Vocational Education and Training (TVET)

China's dual-structured Technical and Vocational Education and Training (TVET) system was created to satisfy the needs of an economy that was expanding quickly. Both the Ministry of Human Resources and Social Security (MOHRSS) and the Ministry of Education (MOE) are in charge of it. The system is divided into two parts: vocational training, which emphasizes hands-on, workplace learning, and school-based education, which emphasizes theoretical knowledge and abilities. Post-school training, such as retraining jobless people and giving employees on-the-job training, is the focus of the latter.

A legal framework established by China's Vocational Education Law of 1996 requires cooperation between industries, vocational schools, and local governments. Businesses may run their own training schools or collaborate with colleges to actively participate in skill development through planned vocational education. Funds for local vocational education may be reallocated and fines may be imposed for noncompliance. Through practical training and industry involvement at all levels, this strong model ensures a trained workforce, supporting China's industrial excellence and economic growth. It does this by integrating education, industry, and government initiatives.

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## 9. Conclusion

The study highlights the Indian government's proactive measures, including flagship initiatives like the Skill India Mission, PMKVY, and the establishment of the National Skill Development Corporation (NSDC), aimed at creating a skilled and employable workforce. By integrating vocational training into formal education, promoting public-private partnerships,

And leveraging digital platforms, the government is addressing the skill gaps and aligning workforce capabilities with industry demands. Key learning from this analysis include the need for a holistic approach to skill development, combining education, industry collaboration, and inclusive policies to ensure equitable access to opportunities. India's demographic dividend offers a unique advantage, but unlocking its full potential requires overcoming challenges like inadequate infrastructure, limited rural outreach, and mismatched skill sets. The comparison with global models, such as China's TVET system, reveals valuable insights into integrating education and industry for practical training and workforce readiness. By adopting similar best practices and reinforcing existing frameworks, India can strengthen its skill development ecosystem.

### Future Scope of the Study

The current paper explores the evolving strategies and policies to bridge the skill gap in India's workforce. With rapid technological advancements and changing industrial demands, the study can help in examining the integration of emerging technologies and skill development programs. Additionally, it can explore into public-private partnerships, the role of entrepreneurship, and the alignment of skill initiatives with global standards to enhance employability. The future scope of such literary activity lies in exploring the deeper understanding of the dynamic interplay between skill development and economic, social, and technical improvements where such literary efforts will keep growing. Also the researchers can further look into Primary Data collection with respect to impact of such skills development.

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