"DEVELOPMENT OF SKILLS INNOVATION IN OPPORTUNITIES"

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Abstract –

Un employment has a been a burning issue in India for a long time. This issue is more critical explosive in present situation. Skill development programmes can be highly using full in solving this problems and preparing a skilled work force with market relevant skills. In fact this programme can be proved as milestone in near future because of the following reasons first; possessing a specialized skilled set increases employment opportunities. Second, skill development and training not only provides skills in a particular, but, trains youths to build and enhance networking time management communication etc.

There has been several government schemes to bolster employment which includes mahatma Gandhi National Rural employment guarantee Act launched in 2005 providing the right to work to people and aims to provide social security by guaranteeing a minimum of 100 days paid work per year, Pradhan Mantri Kaushal Vikas Yojana launched in 2015 with the objective to enable the youth of the country to take industry-relevant skills training in order to acquire a secured better live hood, start-up India Scheme in 2016 aiming to develop an ecosystem that nurtures and promotes entrepreneurship across the nation, and stand up India scheme or act as suggested by several academic can also be way forward to address the issue in urban areas. while these schemes have proved to be beneficial for the country but there is a need to continuously support them to reach out to more people and also to devise more innovative yet long lasting solutions with the involvement of all stakeholders to ensure a democratic participation and lower unemployment rates in the country along with better skill set and educational levels.

Keywords- Unemployment, Opportunities, population, skills jobs, employment, communication, training, development.

Introduction:-

Jobless growth is joyless growth and it is result of an academic- centric education model. Skill development and entrepreneurship are the driving force of economic growth is a country. If systematic development plans, like skill India is prepared and implemented effectively by government, it can be highly signification is creating skilled work force (20-24) years and large scale employment opportunities in developing country like India, in present global scenario. Skill development is the process of identifying and developing skill in a person, keeping in view the market relevant skill.

The basic objective of the skilled India mission is to provides adequate training in market relevant skills to over 40 crore youth by 2022. It also aims to create opportunities for the development of talent within the county and improve the overall scope and space for undeveloped sectors. For a long time our education system has been academic centric while lays less our emphasis on job skilled and overall development of an individual.

Various Initiatives under this campaign are-

(a) National skilled development mission

(b) National policy for skill development and entrepreneurship.

(c) Prime Minister Koshal Vikas Yojna.

(d) Skill loan system.

(e) Rural India skill.

Industry and Academia Gap

India is a developing nation having huge amount of human recourse. With available population of around 1.2 billion, how much of these resources are effectively used; is the billion dollar question! The same question applies when it comes to graduating students getting employments. As per the report of economic Times, every year around 1.5 million engineers pass out; but according to the recent reports hardly 7% of them are employable and the ratio is trailing down as years pass by.

Hands on sessions for better skills

Once students build strong fundamentals; they can be provided with an opportunity to learn advance topics. In order to learn the latest technologies, other modes of learning (ex: e-learning) can be explored too. Today lots of free or very reasonable priced courses are available in popular platforms like Coursera, NPTEL, Udemy, Edx, Academicearth and many others. Using these

platforms students can learn from the best teachers. Students can also get hands-on exercises, assignments and projects where they end up building something; which might actually help them think & build something on their own. This will further increase their motivation part (as discussed in part-1) and make them ready to learn any new technology as they step further into their career.

Build Student Motivation

Be it any skill, motivating student's plays a very important role. On the positive note, every person will have talent in them. As the saying goes fish can't be judged with its ability to fly. All graduating students should be given opportunities where they discover their strengths. It can be done by making students work on something out-of-box and providing them with the strong encouragement. The out-of-box activity can be anything organizing college fests, participating in hackathons, making them work with NGOs, providing opportunities to explore their creative side with activities like painting, writing etc. By providing more responsibilities in that direction will automatically increase their motivation and gain confidence to try out something new. By making students participate in diverse set of activities which can lift them up and increase their motivation can be a good initiative.

Provide workplace exposure

When studying in colleges, students are not aware about workplace expectations. Hence awareness is to be created by exposing them with real-time workplace. Internships works very well to bridge the gap between academia and industry, some of the universities in India (ex: VTU) has already made it mandatory as a part of engineering curriculum. By working on internship projects, engineering graduates not only learn in terms of their job expectations but also learn about other behavioural aspects. These behavioural aspects include written and oral communication with colleagues and seniors, taking complete ownership of the given work, delivering quality output and learning on real-time tasks. Also by attending company level common activities like team meeting, offsite-work-shops and company all-hands meeting interns can build bigger picture of how an organization functions. Along with internships, students can be made aware about the corporate world by having different engagement programs with the industry. Some of them include having guest lectures by experts, 1:1 mentoring, having experts as project guides, having industry experts as extended faculty etc.

Organizational

In India there are around 993 universities, 10,725 stand-alone institutions & around 39,931 colleges which can be organized better. Organizational capacity building can be done in form of bringing up better practices of teaching, standardizing evaluation mechanisms and better way of collaboration. Such common adaptation mechanisms will build overall organizational capability.

Academia-Industry Partnerships

Last but not least, the most important part of bridging the gap is the passion to have successful Academia-Industry collaborations including public-private research partnerships, collaborative grant applications, and student trainings. The major challenge in the academia-industry partnerships happens to be lack of a shared vision of the bigger goal that is bringing a product useful to society from the overall research efforts of everyone involved. A good Academia-Industry collaboration could involve training students in the industry with hands-on experience through a research project, preferably with research fellowships sponsored by Industry. Finally, the target of any successful partnership should be to build in systems to retain the best talent in the country by creating enough job opportunities.

Conclusion

Finally, lack of skilled work force is a major cause of unemployment in India while India enjoys the demographic advantage of having the youngest workforce. Present education system and skill levels cannot fulfil the demand of market relevant skills. So there is an urgent need for quick reorganization of the skill development ecosystem and the promotion of which is necessary to suit the needs of the industry to ensure enhancement of the life of the population. India would surely rise to be the human resource capital of the world by appropriately skilling its youth bulge and convert its advantage into a dividend. Adapting skills and attitude is now inevitable to succeed in the years to come.

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