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## A STUDY OF CHALLENGES AND NEED IN FORMAL EDUCATION REFERENCE TO SKILL DEVELOPMENT

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**Dr. Neeta Bhagwan Kamble**

Assistant Professor, Dept. of Commerce, PDEA's Mamasahab Mohol College, Paud  
Road, Pune

**Email:** [niyatiraj22@gmail.com](mailto:niyatiraj22@gmail.com)

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### **ABSTRACT:**

*India is a speedy developing country. India is facing many challenges in business sector such as competition, technology, skilled worker etc. Among these challenges, one of the most important challenges is insufficiency of trained worker. If skilled worker is available easily then it can go faster growth of country and can lead as developed country. India has to develop its usual education system. Such system should include the syllabus having potentiality of provided that jobs to all who need it. The course outline should be skill based or practical based because as per today situation after completion of graduation, student did not get job right away in all over India. This is most prevalent tragedy of Indian education system. That is why it is necessary to approve skilled-based education system in Indian economy. All sectors in need skilled workforce to meet overall standards of quality, to increase their foreign trade, to bring advanced technologies to their household industries and to boost up their industrial and economic development. Thus, skills and knowledge becomes the most important driving force of socio-economic enlargement and development for any developing nation. In developing countries with vastly skilled human capital tend to have higher GDP and per capita income levels and they regulate more effectively to the challenges and opportunities. This paper focus on the the concept of Formal & skill development, its need and challenges and future of skill development in India.*

**KEY WORDS:** - Formal Education, Need, Challenges, Skill Development

**INTRODUCTION:**

The formal education is not get the knowledge. So, Skills and knowledge are vital drivers of economic growth and stability. Looking at the communally stable economic presentation of economic giants such as Germany and China across business cycles, That is, those equipped with market-relevant vocational and business skills – especially youthful persons are better placed to take gain of the knowledge-shifts that are shaping economic growth and to adjust to economic shock. About to be home to one-fifth of world’s working-age population, India’s pathway to becoming a high performance nation is certainly going to be shaped by its ability, to impart market-relevant business and vocational skills to its youth.

India’s 12th five-year arrangement calls for faster, more inclusive and sustainable development. A highly skilled Manpower will only make such growth achievable. Skills development is more significant than ever. To contribute significantly to the overall target of developing new skills in 500 million people in India by 2022—mainly by encouragement private-sector initiative in skill development programs—the government created the NSDC in 2009. On their own, a host of private organizations together with Accenture also came forward and launched a series of initiatives to achieve this national goal.

**OBJECTIVES OF STUDY:**

- 1) To study the concept of Formal Education & Skill Development and its various aspects in India.
- 2) To aim out the need of Skill Development in India.
- 3) To study the challenges of Skill Development in India.
- 4) To suggest the essential ways for effective performance of Skill Development in India.

**RESEARCH METHODOLOGY:**

This research has collected information the have been collected from secondary sources such as reference books, magazines and internet websites etc.

**CONCEPT OF FORMAL EDUCATION SKILL AND SKILL DEVELOPMENT:**

Skill is capacity acquired through deliberate, systematic, and sustained attempt to easily and adaptively carryout complex activities or job functions involving ideas. today's age of globalisation and technological volatility, skill development is an important instrument to increase the efficacy and quality of labour for better output and economic development. Skill development is a dominant tool to empower individuals and improve their social approval

The employable skills which should be introduce to educate students from an early age of 6-8 years onwards in an incremental manner.

- **Primary school** (classes 1 to 5) (age 6 to 11): need to Communication skills, attitude, adaptability and IT skills
- **Middle school** (classes 6 to 8) (age 11 to 14): Above skills plus self-management, collaboration, vision
- **Secondary education** (classes 9 to 10) (age 14 to 15): Above skills plus stress management, self-motivation
- **Upper secondary** (classes 11 to 12) (age 16 to 17): Above skills plus initiative, interpersonal sensitivity
- **Higher education** (graduation or professional programmes): Above skills plus commercial knowledge, problem solving,

apart from the core subject expertise, some of the prominent employable skills that employers seek are: communication skills (verbal and written), commercial awareness, attitude towards work, lifelong learning , self-management, collaboration, problem solving, self-motivation, stress management, creativity, interpersonal sensitivity, technology skills

#### **NEED OF SKILL DEVELOPMENT IN INDIA:**

So liberalization it has been experimental that Indian economy demands employability. According to 12th five-year plan, India has set a goal of increase in 25% formal skilled workers. About 50-70 million jobs will be created in India over the next five years. Out of these, 70-90% jobs will require some kind of vocational training. Our existing vocational skill development resources are not sufficient to meet the quantitative as well as qualitative needs in case of employability. According to 2013 data, India has a training capacity of around 4.3 million, whereas around 12 million people are expected to join the workforce each year during the next decade.

Thus, 7.7 million people will be left untrained in this regard. IMAR has assess some realistic skill gap figures, which turn out to be in between 249 and 290 million by 2022. Due to lack of recognized education infrastructure, the unorganized part has to rely on informal training.

The Indian government recognizes the importance of skills growth as part of driving economic growth. Its 12th five year plan calls for faster, more comprehensive and sustainable economic development. Manufacturing, retail, construction, banking and tourism are among the key sectors that will serve as India's next increase engines. However, cost competitiveness alone can no longer drive sustained and accelerate growth for businesses in these sector. Increasingly, these enterprises will need to continually enhance value for their customers while remaining competitive on the cost front. To do so, they will require not cheap labour but a skilled workforce that can harness capital, knowledge and technology to drive growth across these key sectors and renovate India into a high performance country. Vocational education and training (VET) will be

necessary for equipping these workers with the skills needed to be employable and to drive national growth. To carry this skilling effort, key stakeholders—including trainees, educational institutions and businesses—must work together. Livelihood opportunities are artificial by supply and demand side issues. On the supply side, India is failing to create enough job opportunity and on the demand side, professionals entering the job market are deficient in skill sets. This is resulting in a scenario of rising unemployment rates along with low employability. The need of Skill Development by following points;

➤ **Job formation:**

Among 1999-2000 and 2004-05, the number of jobs better by 59.9 million against an increase in labour force of 62 million. However, the increase in employment kept pace with boost in labour force for the next 5 years, the whole add to in jobs was only 1.1 million. Employment generation picked up from 2009-10, with 13.9 million people finding jobs in 3 years. So 14.9 million people entered the job market during this era. At present about 26 million people come into the working age group every year with about 65% of them looking for jobs.

➤ **Youth Skill improve:**

As keeping rapidly with employment, generation is one issue, employability and productivity of those entering the labour market is another issue. As per the India Skills report 2015, only 37.22% of surveyed people were start employable - 34.26% among male and 37.88% among woman. NSSO (2010) showed that only 10.1% of the labour force had received vocational training, with only 25.6% among them receiving a formal vocational training. India ranked *last* among 60 countries on labour productivity.

➤ **Demand for Skilled workers:**

CII (2009) had proposed Incremental Human Resource Requirement till 2022 at 202 million, making the total requirement of skilled work force by 2022 at 400 million. A major share of these jobs was to be added in the manufacturing sector, with the National Manufacturing Policy (2011) target 100 million new jobs to be developed by 2022. The National Skill Development Policy (2009) had set a target of skilling 500 million people by 2022.

### **CHALLENGES OF SKILL DEVELOPMENT IN INDIA:**

The challenge of formal Skill Development in India is dynamic. There is a great proportion of the existing workforce, which requires skill training support of varying level. While it is estimated that at least 1.70 crore will enter the workforce every year for the next 7 years. The present era skilling capacity is inadequate to match this demand, with many initiatives sun-aligned and suffering from a need of management. The situation is further complicated by different states having different demographic situations, hence different skilling needs and challenges. “Vocational

Training” falls under the Concurrent list, which means State Governments have a vital role and accountability in realizing the purpose of “Skill India”.

The Ministry of Skill Development will have a vital role in coordination between a range of stakeholders – including skill training providers, governments at all level, and the end beneficiary. Presently a major part of this population is not productively engaged in economic activities due to a ‘skills v/s jobs requirement’ no maintain the ratio. The skills v/s jobs ratio often leads to cheaply inactive working age group people. This not only affects the economy, it also has serious consequences for the society. Social unrest such as insurgency, red belt has been witnessed in several areas of India should be heeded with a measure of urgency.

### **SUGGESTION FOR BETTER PERFORMANCE OF SKILL DEVELOPMENT SCHEME IN INDIA:**

Following suggestion are suggested for effective implementation of skill development scheme in India.

- Needs of learners and labour markets should be acknowledged to make the necessary skills available by forming partnership among administrators, educational and industry.
- There is a want to focus on informal sector and reach out to the people and livelihood support institution.
- A countrywide vocational qualification structure is necessary to provide vertical mobility for those pursuing skills and make them eligible to shift between academics and skill based training depending on his option.
- must to develop advanced curriculum frame in order to train learners as per relevance.
- As the Government of India has set a target to impart the necessary skills to 500 million people by 2022 in the Twelfth Five Year Plan whereas in reality the country.
- One of the important requirements for the proper completion of the skill and training development programs is the accessibility of the basic infrastructure for the same.
- It has been notice that many skill development institution experience from lack of proper infrastructure
- At school level, there must be options available for skill development courses and they must be provided in the secondary phase of schooling
- Many more course in fields such as Hospitality and Tourism, Handicraft, Healthcare, IT, Retail, Banking, Insurance can be added that would interest students to learn from. For instance if a student opts for healthcare .
- The pedagogy has to be practical learning can be enhanced through field visits, e-learning, industry projects, digital or video inputs .

- In present scenario, there are ample opportunity that one can choose from and excel in. the Indian thought process is more clued on to the typical traditional academic streams and careers in the field of engineering, medicine, accounts, MBA etc
- There are also those set of students who are not able to cope with mainstream education. This could be because of economic reasons or academic in-capabilities. So what are the options available to them, such that they lead a dignified life without being exploited or being vulnerable? Introducing skill training at a young age will go a long way in directing these students to opportunities that will have a larger impact on the general fabric of the workforce in this country
- vocational education in India is now moving within the purview of a formal structured program at the university level. The 1st step in this direction has been the Bachelor of Vocational Education introduced by the UGC through its notification in April 2012.
- The B. Voc programme is also considered as an qualified degree for those seeking government jobs. The ITI system, the government established the National Skill Development Corporation (NSDC) in 2009. This exclusive public-private partnership (PPP) aims to promote skills development by fostering the creation of large, high-quality vocational institutions. NSDC funds are used to build scalable, for-profit vocational training initiatives. Its permission also includes enabling support systems such as quality assurance, information systems and train-the-trainer academies directly or through partnerships with training providers. The NSDC has a target to train 150 million youth by 2022 through the PPP model.
- enough number of institutions in respective sector in order to impart training to the employable can resolve the second type of challenge.

**CONCLUSION:**

Formal education & Skill Development is need to the present era in India. It is the major factor for development of our formal education system. To make India worldwide competitive and to improve its economic growth. So skilled manpower's is essential.

As more and more India move towards the information it becomes increasingly important for it to focus on advancement of the skill sand these skills have to be relevant to the emerging economic environment. For transform its demographic dividend, an efficient skill expansion system is the need of the hour. Therefore to achieve its determined skilling aim, it is imperative to have holistic solution of the challenges instead of slowly intervention.

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