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## Issues and challenges of Skill Development in Higher Education

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**Mr. Sudam V. Chakradhari**

*Assist. Professor*

*Warana Mahavidyalaya Aitawade Khurd*

*Tal. Walwa, Dist. Sangli.*

*Corresponding Author - Mr. Sudam V. Chakradhari*

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### **Introduction:**

India is a country with 2nd largest population. It is renowned for its size diversity and complexity, whether it is geographical, socio economic, cultural, political or developmental.

Skill development has become a buzz world these day in all education, vocational, professional institution and universities. Both public and private sector institutions are now making special efforts to engage their student in skill development activities and courses. Another important development in this area has been that lot of bodies connected with industries corporate groups and other important forums have started organizing seminars, conferences and workshops in which lot of sessions are being allotted for discussion on skill developments. This kind of atmosphere is the direct result of announcements by Government of India's programmes like start ups India 'Make in India', 'Digital India', 'Skill India'.

In the background of India being an emerging economy looking for a big breakthrough, naturally the country wants to make all necessary efforts and launch

campaign and programmes for creation of a knowledge society and knowledge based economics activities. We have demographic advantage in the background of having maximum young population and therefore, India has an opportunity to become a skill provider for the aging developed world out of India's total work force, currently only a very small portion of the existing work force has any formal skill training. It is again an open secret that several sector of country's economy face shortage of skill people and consequently suffer low productivity levels due to poor quality work force on the other hand, large section economics and livelihood opportunities. In this background, skill developments has assumed a key priority area for the country.

### **Challenges in Skill Developments:**

We are third largest education system in the world but we do not match with global standard, in quality. Most of our college and institution suffer from under investment in labs, libraries, in providing quality inputs. Most of our colleges follows traditional methods of

teaching without following best practices like experimental learning, activity based learning problem solving techniques etc. In the absences of application and job oriented courses, the domain knowledge of our student remain only theoretical. In the highly skilled competitive global scenario, our education system needs to shift from knowledge centric to skill centric. Almost each and every skilling are had been traditionally assigned to a community and the knowledge and expertise was passed on to successes generation naturally with ease . However we did not take advantage of traditional skilling knowledge of our community and initiated no special efforts to update and modernize those skill in the back ground of industrial revolution. This happened due to lack of good policy framework. In fact education youth generally look for white collar jobs are not very much interested in vocational courses and therefore, our skilling ecosystem did not improve as compared to other developing counties. In our country skilling related vocational courses are looked down upon and our vocational courses do not attracts good and sufficient numbers of students. A psychological barriers has been created and an imprison has gone around that only students who have dropped out from formal education, should opt for skill development courses.

#### **Major Initiatives by Government:**

Skill Mission has been launched by the Prime Minister on 15th July 2015 under skill India to offer courses across 40 sectors in the country. It is in this

background that Prime Minister has announced a very popular programme 'Pradhan Mantri Kaushal Vikas Yojana' (PMKUY) which is flagship out come based skill training scheme of Ministry of skill Development and Entrepreneurship. Under the scheme, monetary reward is being provided to trainees who are being trained, assessed and certified in skill courses run by affiliated training providers. This scheme is likely to boos the creativity of country work force and will bring about paradigm shift from input based to output based skill training in the country.

#### **Strategy and Approach:**

To enables skill training to happen at fast pace strong institutional arrangement is need of the day. It is in this contest National skill Development Corporation. (NSDC), Sector Skill councils, Assessing, Agencies, and Training providers have already been put in place for successful implementation of this prestigious programme. The strategy and approaches needs for the scheme has already been deliberated upon at all relevant levels and consequently a lot of important decision which have for reaching effects have already been included as part of scheme.

#### **Recommendation:**

1. To create a complete skilling culture in our country.
2. To creates job oriented courses.
3. There is strong need for revisiting our education system.

4. There is a need for putting more emphasis on practical components of various subjects.
5. A good policy framework has to be in place for creating effective equivalence of skill knowledge gained so that with vocational courses are all main streamed with the help of bridge courses.

**Conclusion:**

ON the Basis of various dynamic initiatives made by GOI under Skill Mission, it is hoped that this initiative will go a long way in empowering youth of the country with skill sets which will make them employable and ensure more

productivity in their work environment. Indian then can achieve the goal of development in all relevant sector or Economy.

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