

# WHAT AILS SKILL DEVELOPMENT IN INDIA?

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# BROAD OBJECTIVE OF SKILLING INDIAN YOUTH

- **To make Indian youth a global-ready workforce with stress on making the country a hub for education and information technology on an international scale.**

# PERSISTENT CHALLENGE IN SKILL DEVELOPMENT

- **India would be the youngest nation in the world in 2020 with median age of 29 years.**
- **In 2020, 64% of India`s population would come under working age.**
- **Illiteracy, dropouts, unemployment, skill gap and wage disparity are deep-rooted challenges.**
- **Present unemployment is the highest since 1972.**

# CHALLENGES CONTD...

- **Unjustified targets:** UPA Govt in 2009 announced a target of skilling 500 mn. youth by 2022. NDA Govt. during 2015, reduced the target to 400 mn.
- **Irrational approach towards training:** Right approach should have been driven by demand rather than by supply.
- An estimated **69% jobs are susceptible to automation** taking place due to technological advancements.

# CHALLENGES CONTD...

- **Demand Aggregation:** Mismatch between demand and availability of job roles is resulting in unemployment.
- **Corporate Social Responsibility:** Minimum threshold limit for providing tax benefits to companies.
- **Public Private Partnership (PPP)** in skilling not very successful.
- **Revamping education system** for skill development.

# RESPONSE TO SOME OF THE MAJOR EMPLOYMENT DRIVES IN RECENT PAST

- **Indian Railways advertised 90,000 category C posts. 2.8 crore candidates registered (March 2018).**
- **3700 Ph. D holders, 54000 graduates, 28000 post-graduates applied for 62 posts of messengers in UP. Qualification prescribed for the post was Class-V. (ETOnline 30/08/2018).**
- **4000 Engineers and MBAs registered for 14 Sanitary Workers jobs in Timal Nadu.**

# RESPONSE TO SOME OF THE MAJOR EMPLOYMENT DRIVES IN RECENT PAST

- **2,00,000 applicants, including doctors, lawyers and Engineers applied for 1137 Mumbai constable vacancies in April, 2019.**
- **In Feb., 2018 against 9500 posts of village level clerks (qualification required –Matric) 20 lakh applicants including 992 Ph. Ds, 23000 M Phils., 2.5 lakh PGs and 8 Lakh graduates applied.**
- **In 2015, 23 lakh applicants included 2 lakh engineers and 255 Ph. D holders had applied for 368 entry level jobs in UP.**

# LANDMARK PARTNERSHIPS IN DOMAIN OF SKILL DEVELOPMENT

- **NSDC and Renault-Nissan Alliance** signed an MOU to train future-ready workforce for automotive industry.
- **NSDC and Emirates Driving Institute of UAE** developed partnership to train high quality drivers for UAE and the Middle East.
- **Directorate General of Training (DGT) partnered with CISCO and Accenture** to set up future-ready employability skilling programme for ITI students in the country.



# LANDMARK PARTNERSHIPS...

- **EHL Advisory Services-a company from Switzerland partnered with NSDC to promote global standards of skilling in hospitality sector. Kitchen, Food & Beverage Services, Room and Hotel Administration disciplines shall be covered under this arrangement.**
- **Siemens Technical Academy (STA), Mumbai has started Dual-VET in India from 2015. The two year course has 80% mandated component of practical exposure and leads to 2 years NCVT Certificate equal to NSQF level 5. Training in Fitter and Electrician trades is being offered to start with.**

# LEADING SKILL DEVELOPMENT INITIATIVE IN INDIA

- **Deen Dayal Upadhyay Gram Kaushal Yojana (DDU-GKY)**- Placement linked skill training in over 250 trades under 66 special projects spread over 15 states is being offered.
- **Deendayal Antyodaya Yojana- National Urban Livelihood Mission (DAY-NULM)**- The scheme aims at providing sustainable livelihood to urban poors by skilling and upskilling them.
- **Director General of Training-Modular Employable Skills (DGT-MES)**: Started in 2007, the scheme aims at providing skill training to school, ITI and college dropouts and existing workers particularly from unorganised sector.

# LEADING SKILL DEVELOPMENT INITIATIVE IN INDIA

- **National Career Services** through Ministry of Labour and Employment, GOI.
- **MG-NREGA:** Aimed at ensuring at least 100 days employment in a year to unskilled manual workers.
- **Ministry of Skill Development and Entrepreneurship:** Responsible for coordination of skill development and entrepreneurship promotion activities across the country.

# LEADING SKILL DEVELOPMENT INITIATIVE IN INDIA

- **NSDC:** Acts as a catalyst in skill development by providing funding to skill imparting agencies.
- **NSDA:** To coordinate skill development efforts of GOI and private sector to achieve the skilling target (400 mn. by 2022).
- **National Rural Livelihood Mission- Ajeevika Skills:** Scheme initiated by Ministry of Rural Development, GOI and operates under National Rural Livelihood Mission.
- **Pradhan Mantri Kaushal Vikas Yojana-PMKVY:** Objective of the scheme is to make youth industry-ready by providing financial support during training and securing job thereafter.

# FUTURE OF JOBS

- **Data Detective**
- **Ethical Sourcing Officer**
- **Artificial Intelligence Business Development Manager**
- **Master of Edge Computing**
- **Walker-Talker**
- **Fitness Commitment Counsellor**
- **AI Assisted Healthcare Technician**
- **Cyber City Analyst**
- **Genomic Portfolio Director**
- **Man-Machine Teaming Manager**
- **Financial Wellness Coach**
- **Digital Tailor**
- **Chief Trust Officer**
- **Quantum Machine Learning Analyst**
- **Virtual Store Sherpa**

# FUTURE OF JOBS

- **Personal Data Broker**
- **Personal Memory Curator**
- **Augmented Reality Journey Builder**
- **Highway Controller**
- **Genetic Diversity Officer**
- **Data Trash Engineer**
- **Cyber Attack Agent**
- **Juvenile Cybercrime Rehabilitation Counsellor**
- **Joy Adjutant**
- **Head of Business Behaviour**
- **Smart Home Design Manager**
- **Algorithm Bias Auditor**
- **Cyber Calamity forecaster**
- **Tide Water Architect**

# FUTURE OF JOBS

- **Virtual Identity Defender**
- **Head of Machine Personality Design**
- **Virtual Reality Arcade Manager**
- **Vertical Farm Consultant**
- **Machine Risk Officer**
- **Subscription Management Specialist**
- **Flying Car Developer**
- **Chief Purpose Planner**
- **Haptic Interface Designer**
- **3D Printer Design Specialist**
- **Internet of Things**
- **Digital Marketing**
- **App Developer**
- **Cyber Security Officer**
- **Data Scientist**

# FUTURE OF JOBS

- **Artificial Intelligence Officer**
- **Commercial Space Pilot**
- **Extinct Species Revivalist**
- **Alternative Energy Consultant**
- **Organ Body Creator**
- **Mind Transfer Specialist**
- **Registered Nurse**
- **Truck Driver**
- **Vocational Instructor**
- **Business Management Consultant**
- **Welder**
- **Occupational Therapist Assistant**
- **Physiotherapist Assistant**
- **Software Engineer**
- **Software Designer**



# FUTURE OF JOBS

- **Industrial Electrician**
- **Pharmacist**
- **Psychologist**
- **Construction Estimator**
- **Veterinary Technician**
- **Veterinary Assistant**
- **Dispensing Optician**
- **Medical Technician**
- **Workplace Ergonomics Expert**
- **Medical Secretary**
- **Medical Assistant**
- **Caregiver**
- **Integrated Digital Media Specialist**
- **Web Developer**
- **Virtual Assistant**
- **Virtual Reality Experience Designer**

# FUTURE OF JOBS

- **Smart Home Handy Person**
- **Market Research Analyst**
- **Urban Farmer**
- **Data Analyst**
- **Robotics Technician**
- **Cloud Computing Engineer**
- **Technical Writer**
- **Nano-technologist**
- **Renewable Energy Technician**
- **Information System Analyst**
- **Computer System Analyst**
- **Remote Healthcare Specialist**
- **Freelance Professor**
- **Genetic Counsellor**
- **Digital Content Specialist**
- **Blockchain Developer**

# FUTURE OF JOBS

- **Smart Building Technician**
- **Personal Privacy Advisor**
- **Personal Brand Advisor**
- **Urban Agriculture Specialist**
- **Weather Control Engineer**
- **Organizational Disrupter**
- **Personal Education Guide**
- **Custom Body Part Manufacturer**
- **Brain Implant Specialist**
- **Pharmaceutical Artisan**
- **Urban Security Coordinator**
- **End of Life Manager**
- **Space Tourism Guide**
- **Space Nurse**
- **Space Physician**

# FUTURE OF JOBS

- **Robotic or Holographic Avatar Designer**
- **Hyper Intelligent Transportation Engineer**
- **Landfill Worm Operator**
- **Android Relationship Counsellor**
- **Private Investigator**
- **Security System Technician**
- **Building System Technician**
- **Critical Care Nursing**
- **Mind Transfer Specialist**