

## A STUDY ON THE RECENT TRENDS IN SKILL DEVELOPMENT WITH SPECIAL REFERENCE TO DIFFERENT TYPES OF SKILLS AND CHALLENGES IN INDIA

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### **ABSTRACT**

*Skill development means developing yourself and your skill sets to add value for the organization and for your own career development. In India the skill development ecosystem is towards a formal system with limited vocational training. The vocational system is in a dismal state both quantitatively and qualitatively. The Research has analysed the work in five parts. The first division describes the introduction, statement of the problem, objectives, Methodology, Limitation and contents of the study. The researcher has observed the descriptive study methodology in explaining the concepts. The Second part concentrates on skill development structure, ecosystem and Incremental analysis. The third part explained core competencies. The fourth division deals with national skill development mission and scheme. The last parts explore the skill development challenges and conclusion of the study.*

**KEYWORDS:** *Skill Development, Skills Challenge, Recent Trends*

### **INTRODUCTION**

Skill development means developing yourself and your skill sets to add value for the organization and for your own career development. "Education, Vocational training and lifelong learning are central pillars of employability, employment of workers and sustainable enterprise development". It is estimated that during the seven year period of 2005 – 2012 only 2.7 million net additional jobs were created in the country. To enable employment ready workforce in the future, the youth need to be equipped with necessary skills and education. But the country faces a dual challenge of seven pancity of highly trained, quality of labour as well as non employability of large educated work force that possess little or no job skills. In India the skill development ecosystem is towards a formal education system with limited vocational training. The vocational system is in a dismal state both quantitatively and qualitatively, the higher education system itself is grappling with issues related to scale and quality. A concerted action is thus required on the supply side to ensure sustained employability of the Indian youth extensive efforts to skill the work force are required both in quality and quantity.

### **SKILLS**

#### **Employability Skills**

- Positive attitude
- Communication

- Team work
- Self Management
- Willingness to learn
- Thinking Skills
- Resilience

#### **Four Basic Types of Skills Needed Are**

- Leadership and Management
- Creativity & Communication
- Analysis & Research
- Technical & information skills

#### **Hard Skills**

- Specific knowledge and abilities
- (E.X) Computer Programming
- Web Design
- Typing
- Accounting, finance, writing
- Math's, legal and other oral typing skills

#### **Soft Skills**

- Leadership skill.
- Team work
- Communication skills
- Problem Solving skills
- Work ethics
- Flexibility / Adoptability
- Interpersonal skill

#### **Professional Skills**

- Career competencies' that often are not taught to earn Ph.D.
- Leadership

- Mentoring
- Project Management
- Conflict resolution are value added skills

#### **Technical Skills**

- Ability and knowledge needed to specific task.
- Practical
- Mechanical, I.T.
- Math's, or Scientific tasks (also called Hard Skills)

#### **Life Skills**

- A Skill that is necessary or desirable for full participation in everyday life.
- Focus and self control
- Perspective Talking
- Communicating
- Making Connection
- Critical Thinking
- Taking on challenges
- Self directed engaged learning

#### **STATEMENT OF THE PROBLEM**

The Researcher wants to explore the recent trends in skill development, various types of skills needed for an employee. He has also wants to study regarding core competencies the real station of the skill development along with challenges.

#### **OBJECTIVES OF THE STUDY**

The Researcher has the following objectives for this study

- To study the meaning of skill development and its importance in the employment.
- To study the different types of skills needed for an employee
- To study the organizations mission and schemes
- To study life skills and core competencies
- To analyze the different challenges of the skill development

## **METHODOLOGY**

The researcher has observed the descriptive study methodology in explaining the concepts. He has referred text books, journals and Internet for explaining the concepts.

## **LIMITATIONS**

The researcher has explained the topic a little regarding skill development and human resources with special reference to different types of skills and challenges in India. Due to time and page limitations he has explained the concepts in nutshell.

## **HUMAN RESOURCES SKILLS FOR A H.R MANGAGER**

- Employee relation
- On boarding
- Human Resource information software
- Performance Management
- Team work and collaboration
- Scheduling
- Customer service
- Project Management
- Workers Compensation

## **SKILL DEVELOPMEN STRUCTURE IN INDIA**

- The elementary, Secondary and higher education governed by ministry of H.R.
- University and higher education Arts, Science, Commerce, Engineering education, Polytechnic – Technical education and UGC
- All India council for Technical Education (AICTE) is the regulatory body.

## **SKILL DEVELOPMENT ECO – SYSTEM IN INDIA**

MHRD Ministry of Human Resource Development

MDRD Ministry of Rural Development

NSDC National Skill Development Corporation

NSDA National Skill Development Agency

SSC Staff Selection Commission

NCVT National Council for Vocational Training

SCVT State Council for Vocational Training

## **INCREMENTAL HUMAN RESOURCE REQUIREMENT ACROSS SECTORS BY 2022**

It is observed from table 2.3 that the total employment was 450.73 million along 2013, and it also projected by ministry of development and entrepreneurship during the year 2022 by 109.73 million as incremental requirement.

Nearly 24 sectors were projected and its requirements will increase by 109.73 million. The central as well as state government should take appropriate steps to increase the skill development strategy.

## **LIFE SKILLS AND SUB SKILLS**

- Critical Thinking
- Analyzing
- Planning
- Communicating
- Interacting
- Negotiating
- Personal Choice
- Listening
- Valuing
- Problem Solving

Life skills are the skills we need to deal effectively with the challenges in everyday life. Whether at school at work or in our personal lives. A definite list of educators, government and employers. They are effective listening skills together with techniques such as classification and reflection can help prevent misunderstanding our interpersonal skills library include papers to help you to develop listening. Skills include Active listening, verbal communication, building rapport and effective speaking. The world health organization in 1999 identify fixed the following as life skills

- Decision making and problem solving
- Creative thinking and critical thinking
- Communication and interpersonal skills
- Self awareness and empathy
- Assertiveness and equanimity
- Resilience and coping

## CORE COMPETENCY

- Core competency is a concept in management theory introduced by C.K.Prahalad and Gary Hamel.
- It can be defined as “a harmonized combination of multiple resources and skills that distinguish a firm in the market place”.
- Core competencies are the skills, characteristics and assets that set your company apart from competitors.
- They are the fuel for innovation and the roots competitive advantage.
- The engine for new business development, underlying component of a company’s competitive advantage created from the co-ordination, integration and harmonization of diverse skills and multiple streams of technologies.

## NATIONAL SKILL DEVELOPMENT MISSION

On 15.07.2015 on the occasion of world youth skills day the mission was approved by union government. The mission has developed to create skill training activities with speed and standards. It has formed three tiers

- Governing council for policy guidance at approximate level.
- A steering committee
- A mission directorate

## SUB MISSIONS

The mission directorates facilitate seven sub missions

- Institutional Training
- Infrastructure
- Convenience
- Trainers
- Overseas Employment
- Sustainable livelihood
- Leveraging public infrastructure.

## SKILL DEVELOPMENT SCHEMES

Scheme is nothing but a large scale systematic plan or management for attaining some particular object or putting a particular idea into effects. The government of India has come up with various useful schemes.

- Deen Dayal upadhyaya Grameen Kanshalya Yojana
- Pradhan Mantri Kanshal Vikas Yojana
- Financial Asst for skill training of pension and disabilities.

- National Apprenticeship promotion scheme
- Craftsmen Training Scheme
- Apprenticeship Training
- Pradha Mantri Kansa Kendra
- Skill Development for minorities.

## **CHALLENGES**

- Increasing the capacity and at the same time to maintain the quality in skill development.
- Constantly update the trainer about the new technical innovation.
- School education need to be matched the government efforts in the area of skill development
- Creation of Institutional Mechanism for research and development.
- Experimental Learning courses to be implemented (Class and Practical training).
- It is not the responsibilities of government, coporate bodies and training institutes but equally the students are also equally responsible.
- In India, we don't have nation wide vocational educational and training centres.
- Discrepancies to be avoided.
- Prior Learning Experiences to be imparted.
- Short of infrastructure to be rectified.
- Recognition of principal learner will solve the problem.

## **LATEST EFFORTS OF THE GOVERNMENT**

- On 2 nd Aug 2018 Skill India invest around 40 crores in skill training of one lakh, RAC Service technicians
- Hyundai signs MoU with Automotive skills development council to train unskilled workforce.
- Face book joins skill India Mission to Train Empower Youth
- To boost employability, schools to have skill development Training for, class 9.
- Since inception NSDC has trained more than 1.65 crores people under various government fund schemes as well as under the fee based model through its funded and non funded partner.
- Google India offers 1.3 Lakh scholarships for developers and students : know how to apply
- India get get \$250 Million dollars from world bank for skill development plans
- India Fashion Incubator launched at Kochi.

- PSDM – Punjab Skill Development Mission Recruited 31 post during 2018 :
- National Skill Development Mission will train over 40 crore by 2022: Dharmendra Pradhan.

## CONCLUSIONS

It is observed that workers without specific skills are more in India but from the study the incremental requirement from 2013 to 2022 recorded 109.73 million. The central government and state government should take appropriate steps in promoting infrastructure and schemes for the skill development.

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