



SKILL DEVELOPMENT IN INDIA- PRESENT SCENARIO: CONTRIBUTION OF IITs & IIMs

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ABSTRACT:

The paper delves into the critical aspect of skill development in India, examining the current state and initiatives undertaken by various entities, with a particular focus on the role of Indian Institutes of Technology (IITs) and Indian Institutes of Management (IIMs). Skill development involves acquiring and enhancing abilities across diverse domains, crucial for addressing the evolving job market demands. In India, numerous governmental and private initiatives have been implemented to bridge the skills gap, exemplified by the National Skill Development Mission (NSDM) launched in 2015.

The study emphasizes the urgency of addressing issues in technical education to leverage India's demographic advantage of a young workforce. With objectives centered around understanding the present status of skill development in India and evaluating the impact of IIT and IIM skill development initiatives on the economy, the research adopts an exploratory approach, relying on secondary data from journals, magazines, and articles.

KEYWORDS:

INTRODUCTION

Skill development refers to the process of acquiring and enhancing abilities, expertise, and competencies in a particular area. It involves the systematic and intentional effort to improve one's proficiency, knowledge, and capabilities related to a specific skill set. Skill development can occur in various domains, including technical, interpersonal, cognitive, and practical skills.

Key aspects of skill development include:

1. Learning: Acquiring new knowledge and understanding concepts related to a specific skill.
2. Practice: Repeatedly applying and honing the acquired knowledge through practical exercises and real-world applications.
3. Feedback: Receiving constructive feedback to identify areas for improvement and making necessary adjustments.
4. Adaptability: Being able to apply acquired skills in different contexts and adapt to changing situations.
5. Mastery: Achieving a high level of proficiency and expertise in the chosen skill.

Skill development in India has been a significant focus area in recent years, driven by the need to bridge the gap between the skills possessed by the workforce and the requirements of the rapidly evolving job market. Several initiatives and programs have been launched by the government, private sector, and non-governmental organizations to enhance the skills of the Indian population. Here are some key aspects of skill development in India:

1. National Skill Development Mission (NSDM): Launched in 2015, NSDM aims to create a skilled workforce to meet the demands of various sectors and narrow the existing gap between the demand and supply of skills. The mission includes schemes like Pradhan Mantri Kaushal Vikas Yojana (PMKVY), which provides skill training to a large number of youth across the country.
2. Skill Development Initiatives by Government: Various ministries and departments in the Indian government have launched skill development programs. For example, the Ministry of Skill Development and Entrepreneurship (MSDE) is actively involved in promoting skill development through policies, programs, and initiatives.
3. Industrial Training Institutes (ITIs): ITIs play a crucial role in imparting technical skills to individuals. The government has been working on modernizing and expanding the ITI system to cater to the evolving needs of industries.
4. Public-Private Partnerships (PPPs): Collaboration between the government and private sector entities has been encouraged to promote skill development. Many companies are actively participating in training and upskilling initiatives.
5. Sector Skill Councils (SSCs): SSCs have been established to identify industry-specific skill requirements and develop training programs accordingly. These councils work closely with industries to ensure that the training provided aligns with current market needs.
6. Entrepreneurship Development: Besides job-oriented skills, there is an increasing emphasis on fostering

entrepreneurship and self-employment. Initiatives like Stand-Up India and Start-Up India aim to encourage and support entrepreneurs.

7. Digital Literacy and Technology Skills: Given the growing importance of technology, there is a focus on providing digital literacy and technology-related skills to the workforce.

India occupies 2.4% of total land area of the world, but supports 16.7% of the world population. Area wise India's position in the world is 7th & population wise it is on 2nd, sixth largest economy in the world by GDP of \$2.61 trillion, but the situation of India is not so good in terms of skilled labour.

The key drivers of macroeconomic growth, socioeconomic growth & socioeconomic stability are skill & knowledge appropriate policies for the skill development occupy a dominant place in the development of economy. India needs to impart an adequate skill to its workforce for faster and sustainable economic growth. Skill development has emerged as a national priority for which a number of measures have been taken into account.

STATEMENT OF THE PROBLEM

There is an urgent need to address the problem ailing the technical education, otherwise India will miss the opportunity to utilize its democratic dividend of young work force which it has.

India has the manpower to meet the needs of a world hungry for skilled workers, provided its education system can convert those numbers into a skilled work force with the needed diversity of skills.

OBJECTIVES

The study has been conducted mainly to

- Understand the present status of skill development in India.
- Skill development initiatives and strategies adopted by IIT & IIMs, their impact on the economy.

METHODOLOGY

The research paper is an attempt of Exploratory research, based on secondary data sourced from journals, magazines and articles.

SKILL DEVELOPMENT PROGRAMME & PRESENT SCENARIO OF INDIA

The Ministry of Skill Development and Entrepreneurship was set up in November 2014 to drive the 'Skill India' agenda as a 'Mission Mode' in order to converge existing skill training initiatives and combine scale and quality of skilling efforts with speed. The Ministry therefore, proposes to launch the NATIONAL SKILL DEVELOPMENT MISSION. Mission Statement "To rapidly scale up skill development efforts in India.

The main goal is to create opportunities, space and scope

for the development of the talents of the Indian youth and to develop more of those sectors which have already been put under skill development for the last so many years and also to identify new sectors for skill development

Various schemes are also proposed to achieve this objective.

- Pradhan Mantri Kausal Vikas Yojana 2.0
- Pradhan Mantri Kausal Vikas Yojana 3.0
- Pradhan Mantri Kausal Kendras
- Jan Shiksha Sansthan
- Capacity Building Scheme
- Udaan
- School Initiative and Higher Education
- India International Skill Center
- Pre Departure Orientation Training
- SANKALP
- STRIVE

India is not so good in terms of skilled labour, as according to the human development report HDR 2020, barely one in the five Indians in the labour force is skilled, India is 129th among the 162 countries for which this data is available, skilled labour force in India according to them is just 21.2%. While most of India's neighbouring countries are in a better position than India

Skilled labour force% (2010-2019)

Bhutan-19

India-21

Bangladesh-26

Pakistan-28

Myanmar-28

Sri Lanka-39

Nepal-42

Nearly all countries at the top of this list are advanced economies with very high development index. Current studies indicate that net enrollment in vocational courses in India is about 5.5 million per year compared to 90 million in China & 11.3 million in the US.

ROLE OF IIT & IIM

Indian Institutes of Technology (IITs) contribute to skill development in India through various avenues, focusing on education, research, innovation, and entrepreneurship. While IITs are primarily known for their role in higher education, their impact on skill development is substantial. Indian Institutes of Management (IIMs) primarily focus on management education and research, preparing individuals for leadership roles in business and other organizations. While IIMs are not directly involved in traditional skill development programs, their

contributions to skill development in India are significant. Here are several ways in which IIMs play a role in skill development

Indian Institutes of Technology (IITs) and Indian Institutes of Management (IIMs) run various programs to boost skill development in India. These programs focus on different aspects, including technical skills, management skills, entrepreneurship, and leadership. Here are some of the key programs run by IITs and IIMs:

Programs by IITs:

1. B.Tech and M.Tech Programs: IITs offer undergraduate (B.Tech) and postgraduate (M.Tech) programs in engineering and technology. These programs are designed to provide students with a strong technical foundation and specialized skills in various engineering disciplines.
2. Ph.D. Programs: IITs offer doctoral programs that focus on research and advanced studies. These programs contribute to the development of expertise in specific domains, fostering innovation and skill development.
3. Continuing Education Programs: Some IITs conduct continuing education programs, workshops, and short-term courses for professionals and working individuals. These programs aim to upgrade skills and knowledge in specific areas.
4. Entrepreneurship Development Programs: IITs often have entrepreneurship cells and programs to support students interested in starting their own ventures. These programs provide mentorship, resources, and networking opportunities to aspiring entrepreneurs.
5. Research and Development Initiatives: IITs are known for their research contributions. Various departments within IITs undertake research projects that not only advance knowledge but also contribute to skill development in cutting-edge technologies.

Programs by IIMs:

1. MBA and Executive MBA Programs: IIMs offer postgraduate programs in management, including the Master of Business Administration (MBA) and Executive MBA programs. These programs focus on developing leadership, strategic thinking, and management skills.
2. Executive Education Programs: IIMs conduct executive education programs for mid-career professionals and senior executives. These programs address current business challenges and provide participants with advanced management skills.
3. Incubation Centers for Startups: Many IIMs have incubation centers that support the development of startups. These centers provide infrastructure, mentorship, and funding to aspiring entrepreneurs, fostering skill development in areas related to business and entrepreneurship.
4. Management Development Programs (MDPs): IIMs organize Management Development Programs for corporate professionals. These short-term programs cover

specific topics, allowing participants to enhance their skills and knowledge in targeted areas.

5. Research and Publications: IIM faculty members engage in research and publish papers that contribute to the advancement of management knowledge. This research, often aligned with industry needs, indirectly influences skill development requirements.
6. Social Impact and CSR Initiatives: Some IIMs are involved in social impact projects and Corporate Social Responsibility (CSR) initiatives. While these projects may not be directly related to skill development, they often address societal challenges and contribute to community development.
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These programs collectively contribute to building a skilled workforce, fostering innovation, and supporting entrepreneurship in India. The collaboration between IITs and IIMs with industries, government bodies, and other institutions further enhances the impact of these initiatives on skill development in the country.

In 2014 the total number of seats filled across the various IIT's is 9784 but in 2019 seats increased to 11289. In 2014 the total number of seats filled across the various IIM's is 3700 but in 2019 seats increased to 9784. Increase in no of seats is definitely not doing justice to skill development motive but without involving IIT,IIM or any other higher educational institutes, which are the source of skills, we can't succeed in our motive of skill India. For example vision of IIT Delhi is to contribute to the world by their excellence in scientific & technical education & research. Many initiative are taken by IIT's & IIM to generate skill development outside their campus to have far reaching social impact on India .

A praiseworthy work was done by IIT mumbai & IIT Kharagpur in the past that is having far reaching social impact on India. They had realised that lack of well trained teachers leading to impact the Indian higher education system leading to closer of hundreds of engineering college across the country. Even those who pass out from these colleges are very much less employed, as they are not having enough capability to be employed due to the poor quality of education they had received. So IIT mumbai & IIT Kharagpur have started the 'Train 10 thousand teachers' initiative under the National Mission On Education Through ICT(NMEICT) . They aim to provide training to the college teachers to improve their teaching skills in engineering subject.

IIMs have made a tremendous contribution to the Indian economy by providing corporate leadership, by considering the reputation of IIMs that is why Mahatma Gandhi National Fellowship is linked with IIMs to contribute to enhance skill development in India. As a part of "future skill" programme, an initiative of NASSCOM & CCE of IIT-M, they initiated many training program of 10 emerging technologies, namely cyber security, artificial intelligence, big data analytics, block chain, cloud computing, internet of things. virtual reality, mobile tech, robotic process automation & 3D printing. They partner with industry leaders in various technologies with a common aim to re skill or up skill 4 million professionals and students in the. New. Emerging technologies over the next 5 years, This program was created by leading academicians from IIT Madras and other IITs and NITs .

IIT Madras also directly participate in this initiative by direct partnership and offering course to the students in these technologies. Currently womens are also prioritise by them by giving them a offer to return to IT profession with a program called "career back 2 women" . Where to re skill or up gradation of their skill is done offering

knowledge about data science & big data analytics. IIM Madras also introduced the "Life skill course in 2013, The aim of this course is to recognise that a complete engineer is not just the technical prowess alone but also the ability to comprehend the world & cope with it. Over 40000 students participated in this skill development programme by IIT Madras and IIM Ahmedabad start ups. As both the institute's organizers joined the hands with UiPah, a global software company that developed. Platform for RPA, over 220 colleges have participated in the Robotic Process Automation(RPA). It is a national level intelligence context in emerging technology.

GUVI, start-up of IIT Madras, offers A platform which provides a knowledge of information technology (IT) skills to the students in their native languages. Their aim is to prepare students for new age jobs post Covid 19. In the world of Robotics process automation (RPA), Ui Path is the leader. The course is fir every student who want to learn some basics of Robotics process automation, as this domain is very much in demand now days, more & more jobs are expected in this domain in near future. Apart from Robotic Process Automation (RPA) skill A Thon- GUVI is also offering "online IT skilling course" to help students to prepare for campus placement

CONCLUSION

The paper underscores the critical importance of skill development in India, emphasizing its role in bridging the gap between workforce skills and the dynamic demands of the job market. The initiatives undertaken by the government, private sector, and educational institutions, particularly the prestigious Indian Institutes of Technology (IITs) and Indian Institutes of Management (IIMs), play a pivotal role in shaping the skill landscape of the country. The role of IITs and IIMs is vital in skill development, with both institutions running diverse programs covering technical, management, entrepreneurship, and leadership skills. Initiatives such as 'Train 10 thousand teachers' by IIT Mumbai and IIT Kharagpur and the 'Future Skill' program by IIMs reflect a commitment to extending skill development beyond their campuses. The collaboration between these prestigious institutions, industries, and government bodies enhances the effectiveness of these programs. The increase in the number of seats in IITs and IIMs is acknowledged, but the paper highlights the need for a more significant involvement of these institutions to truly fulfill the skill development vision.

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