SKILL DEVELOPMENT PROGRAMMES FOR MINORITIES

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Abstract:

Work Skills and educational achievement are necessaries that too many of the world’s people do not possess. Focus on more employment opportunities need to be created to equip workers which will not improve individual lives of the workers but also stimulate the economy of countries, reduce poverty and improve standard of living and make the nations more competitive in the global economy. Skill development programmes are conceptualized, executed and monitored by various organizations the major objective is to help people earn a sustainable livelihood through skilling and up skilling. The government initiative is the only way to educate the people.

Key words: Employment  Poverty, Standard of Living Global Economy, Skilling.

Introduction

As per statistics available majority of Indian workforce does not possess marketable skills and an impediment in getting decent employment and improving conditions, only 5% of the Indian labour force in the age group of 20-24 years have obtained vocational skills through formal means in comparison with percentage in industrialized countries varying from 60% and 96%.

The Scenario

The Economic Survey 2014-15 states that as per the Labour Bureau Report 2014, the present skilled workforce in India is only 2%, which is much lower when compared to the developing nations and that the number persons aged 15 years who have received or be receiving skills is merely 6.8 percent. The government therefore provides holistic sustenance through all its initiatives in the form of necessary financial support, infrastructure support and policy support.
NSDC: A report card

<table>
<thead>
<tr>
<th>Year</th>
<th>Skilled/ Trained</th>
<th>Placed in jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010-11</td>
<td>20,484</td>
<td>14,399</td>
</tr>
<tr>
<td>2011-12</td>
<td>1,81,691</td>
<td>1,44,238</td>
</tr>
<tr>
<td>2012-13</td>
<td>4,02,506</td>
<td>2,16,741</td>
</tr>
<tr>
<td>2013-14</td>
<td>13,49,619</td>
<td>6,46,394</td>
</tr>
<tr>
<td>2014-15</td>
<td>20,67,859</td>
<td>4,51,845</td>
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<tr>
<td></td>
<td>(till February)</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>40,22,159</td>
<td>14,73,617</td>
</tr>
</tbody>
</table>

Source: NSDC website

Ajay Kela, President and CEO, Wadhwani Foundation said that in India, and globally, there is an enormous gap between the skills needed by the industry and what academia is producing, resulting in a deep fracture in the talent supply chain. He said that by 2020, almost 60 per cent of India’s
population of 1.3 billion will be in the working age group of 15-59 years, if adequately skilled this demographic dividend could make India a global HR powerhouse.

Research Question:

Determine how training can improve the skills of employees which in turn help in increasing employee and customer satisfaction, productivity and eventually business performance.

Hypothesis:

The study provides two hypotheses, organizations to increase their performances by providing their employees with appropriate skills and make them understand the difference in training and development practices, if proper care is given to employees and by taking care of them, companies can create a workforce with the physical energy, mental focus, and emotional drive necessary to power their businesses and impact those critical metrics.

Literature Review

The review is needed to ensure better understanding of the concept as it is a necessary skill where knowledge is turning to basic capital that triggers development. The success of organizations is however dependent on its knowledgeable, skilled as well as experienced workforce. The present study has been done mainly on the basis of literature review and secondary information available from various journals, and reports of professional bodies.

Skill Development Schemes that will Make India the Skill Capital of the World

1. Pradhan Mantri Kaushal Vikas Yojna (PMKVY)
2. Deen Dayal Upadhyay Grameen Kaushalya Yojana (DDUGKY)
3. Skill Development Initiative Scheme (SDIS)
4. NSDC self-sponsored training (NSDC)...
5. Craftsman Training Scheme (CTS)’
6. Seekho aur Kamaao
7. Centrally sponsored scheme for Vocationalisation of Higher secondary Education (CSS for VHSE)
8. Scheme of community development through polytechnics (scdp)
9. Udaan
10. Himayath
11. Employment linked skill training programme
13. Employment through skills training and placement (EST&P)
14. Self Employment Program(SEP)
15. Skill Development Scheme of NBCFDC

What is India’s target for skill development?

The national target for skill development is 500 Mn (50 crores) by 2022. The target for the 12th Five Year Plan is 5 Crores. For the current financial year i.e. FY 2013-14, a target of 72.8 lakh persons has been set.

Muslim Minorities:

Muslims share a significant space in India’s population. They account for 14.23 per cent of the country’s people and are the second largest denomination after the Hindus. All minorities shall have the right to establish and administer education institutions of their own” is the mandate, as per Article 30(1) of the Constitution. There is vast all India network of Madrassas at all India level, mainly in remote & rural areas. Significant section of Muslim population is engaged with Madrassas. They can be used as effective channel for imparting skill development programme by setting-up training centre in Madrassas immediately saving time and resources and ensuring involvement of community & its leaders for success of the training programme. Government is committed to address the existing backwardness in education of minorities, especially the Muslims, constituting the major chunk of the minorities. Therefore, the Prime Minister's New 15 Point Programme, aims to enhance opportunities for education of minorities ensuring an equitable share in economic activities and employment.

The "Seekho Aur Kamao(Learn & Earn) is the Scheme for Skill Development of Minorities which aims to upgrade the skills of the minority youths in various modern/traditional vocations depending upon their educational qualification, present economic trends and the market potential. This scheme helps the minority communities to find employment and make them eligible for self-employment based on skills.
What Constitution Says

Article 46 of the Constitution states that, "The State shall promote, with special care, the education and economic interests of the weaker sections of the people, and, in particular of the Scheduled Castes and Scheduled Tribes, and shall protect them from social injustice and all forms of social exploitation." Articles 330, 332, 335, 338 to 342 and the entire Fifth and Sixth Schedules of the Constitution deal with special provisions for implementation of the objectives set forth in Article 46. Similarly, Articles 30(1) provides for the rights of the Minorities to establish and administer educational institutions of their choice. These provisions need to be fully utilized for the benefit of these weaker sections in our society.

The Government is also running the following Schemes for the improvement of Educational and Economic lot of the Minorities:

- Central Sponsored Scheme for Providing Quality Education in Madrasa (SPQEM)
- Scheme for Infrastructure Development Private Aided/Unaided Minority Institutes (IDMI) - (Elementary Secondary/Senior Secondary Schools)

The work undertaken for granting equal opportunities to the Minorities in the country:-

- Prime Minister's 15-Point Programme for Minorities' Welfare (Including Status Report)

Major Initiatives for Educational Advancement of Minorities

- Government Decisions on Sachar Committee Recommendations (Including Monitoring of Action Taken)
- Findings of Research Conducted by NUEPA - Participation of Muslims in Higher Education

Problems associated with skill development

As per the statistics available percentage of employers having difficulty to fill up the jobs is 48% in India which is due to lack of available applicants, shortage of hard skills and suitable employability which includes soft skills etc
Connecting literacy skill development to the 21st Century

Earlier library was the source of information for students but nowadays Google search gives them lot of information which they can quickly analyse and synthesize. As per Blooms Taxonomy students spend time in good understanding level which include analysis, synthesis and representation

Problems with skill development programmes, teaching techniques to be modernized to as we are now in the midst of “Digital Age” skill development is necessary to be started at a very young age to create ideal employees in the 21st Century

Challenges in Skill Development Programmes:

a) Strong link should be maintained between industries and Training Institutes to enhance trainees level of understanding

b) Research to be undertaken in the task of developing skills

c) Set standards, create an assessment and certification mechanism,
Conclusion:

In the words of Leo Tolstoy “Everyone thinks of changing the world, but no one thinks of changing himself.” India has the advantage of the “demographic dividend” (younger population compared to the ageing population of developed countries) this skill development programmes not only provide training and development but will also have a better workforce, which can be cultivated to build a skilled workforce in the near future.

References

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