



A Study on Identifying Potential Skill Development Sectors for Self-Employment and Post Training Constraints

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Abstract: Skill and knowledge are the driving force of economic growth and social development of any region. Skill is the key to improving employability, livelihood opportunity, alleviating poverty, enhancing productivity. Different types of skill are needed to be developed in an individual in order to meet the present lifestyle and industrial need. Around 64% of India's population is expected to be in the age bracket of 15–59 years by 2026, India is poised to become the world's youngest country by 2020, with an average age of 29 years and account for around 28% of the world's workforce. Youth being enthusiastic, vibrant, innovative and dynamic in nature is the most important section of the population. There is urgent need of skill development training for these youth to harness the demographic dividend otherwise it will become demographic disaster.

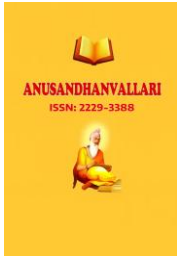
Key words: Skill development, Demographic dividend, Youth, Employment.

Introduction

India is a country where more than Sixty Seven percent of the total populations live in the villages. Unemployment among them is the biggest challenge for the nation. As a result of this people live in the rural areas, migrates to cities for better employment opportunities and amenities for their livelihood. The youths of the rural areas are literate but not skilled enough. It is the Skill Development Programme which can transform these youth into skilled professionals in different areas. This Skill Development Programme can realize the desires and expectations of the youths in making them suitable for new entrepreneurial activities in the rural areas for which sustainable development for the region can be expected.

India is expected to become one of the most populous nations by 2025, with a headcount of around 1.4 billion. The country's population pyramid is expected to bulge across the 15–64 age brackets over the next decade, increasing the working age population from approximately 761 million to 869 million during 2011–2020. Around 64% of India's population is expected to be in the age bracket of 15–59 years by 2026, with only 13% of the total, are aged above 60 years. India is poised to become the world's youngest country by 2020, with an average age of 29 years and account for around 28% of the world's workforce. In comparison, during the same period, the average age is expected to be 37 years in China and the US and 45 years in Western Europe. While China's demographic dividend would start tapering off by 2015, India is expected to enjoy the benefit until 2040 (EY & FICCI, 2013)

An analysis of the census 2011 data suggests that, Assam is a young State and nearly 36% of its total population falls in the age group of 15-34 years presenting a favorable demographic structure. Further, the State's population is expected to increase to 40.2 million by the year 2026 with an estimated addition of nearly 4 million people in the age category of 15-34 years (between 2011 and 2026). Thus, the share of youth will increase from 36% in 2011 to 38% in 2026. Further, it is expected that the number of people in the working age group (15-59 years) will increase from 18.8 million in 2011 to 27.8 million in 2026 (ASDM).



An increasing proportion of working population will provide a window of opportunity to improve labor productivity, increase domestic production, enhance revenue from services, increase savings and reduce the burden of old residents on the working population

India is expected to have the largest workforce in the world by 2025. Within the same period, India has the potential to have a surplus of around 47 million skilled workers through its skill development program, while countries across the world are expected to witness a shortage of around 56.5 million skilled workers (EY & FICCI, 2013).

In fact, during the next 20 years the labour force in the industrialized world is expected to decline by 4%, while in India it will increase by 32%. This poses a formidable challenge and a huge opportunity for India. To reap this demographic dividend which is expected to last for the next 25 years, India needs to equip its workforce with employable skills and knowledge so that they can contribute substantively to the economic growth of the country (AICCSO).

SKILL DEVELOPMENT

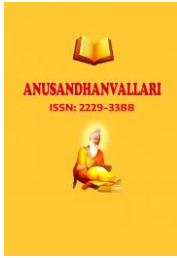
Skill and knowledge are the driving force of economic growth and social development of any region. It is education which opens the doors to lead a life of liberty on the other hand skill makes that liberty meaningful by allowing one to achieve prosperity. Education, Entrepreneurship, Employability play an important role in developing a region. Skill is the key to improving employability, livelihood opportunity, alleviating poverty, enhancing productivity. Skill Development is the process of identifying gap of skill and developing and honing these skills because skill determines one's ability to execute plan with success. Skill is the learned ability to carry out pre-determined results often with the minimum outlay of time, energy or both. In other words the abilities that one possesses to perform particular task. Skills can often be divided into domain-general and domain-specific skills. For example, in the domain of work, some general skills would include time management, teamwork and leadership, self motivation and others, whereas domain-specific skills would be useful only for a certain job. Skill usually requires certain environmental stimuli and situations to assess the level of skill being shown and used. People need a broad range of skills in order to contribute to a modern economy. Different types of skill are needed to be developed in an individual in order to meet the present lifestyle and industrial need.

Statement of the problem

It is expected that labour force in industrial world will decline by 4 percent, while in India it will increase by 32 percent. Despite of having demographic dividend India is not able to reap out the benefits. Though youth of the nation are literate but not skilled enough to sell them in the labour market due to lack of skill required by the market and hence India is facing big unemployment problems. To reap this demographic dividend India needs to equip its workforce with employable skill and knowledge. Hence there is a need of study the potential sectors of skill development training and post training constraints.

Research Gap

It has been observed from the review of literature that many authors and research scholars from the different parts of the nation have studied many aspects of skill development system of the nation. The review of the literature undertaken by the researcher reveals that a number of research have been undertaken to know the available opportunities about demographic dividend to the nation, various challenges and problems associated with skill development programmes, skill development system of the nation. However it has been observed by the researcher



from the review literature that very few studies have been undertaken on skill development system in Assam. Specifically there have been rare studies carried out on skill development system in Gossaigaon subdivision of Kokrajhar district. Hence current research topic has been proposed to contribute towards the emerging field of skill development. The study also aims at assessing the market potential for the trained youth and problems faced during post training period. Therefore, the researcher ought to undertake this study.

Objective of the study

- a) To identify the potential sectors of skill development training for self employment.
- b) To highlight the problems faced by the trainees during post training period.

Research Methodology

In the study both primary and secondary data has been used. Primary data has been collected from the trainees of Assam Skill Development Mission at Gossaigaon Subdivision with the help of interview Schedule. According to the official records, there are 440 trainees trained in five training center under Assam Skill Development Mission (ASDM) in Gossaigaon Subdivision. The investigator has proposed to collect the data required from the trainees by adopting Systematic random sampling technique and for the training center census survey has been conducted as number of training center is only five. The researcher has used the Yamane's formula (Yamane 1967) to determine the Size of sample and sample has been set at 220 and secondary data has been used from various journals, report, thesis etc.

Potential Skilled manpower Requirement

The report on "Market demand study of job in the state of Assam and related skills required under DDU-GKY" by North Eastern Development Finance Corporation Ltd. (NEDFI) to Assam State Rural Livelihood Mission (ASRLM) stated that total requirement of hired worker has been estimated on the basis of study is 1, 75,350 persons per year. Along with other sectors following are some of the sectors with highest Percentage of annual requirement.

Table- 1.1

Annual requirement of skilled manpower

| Category of Requirement | Annual Requirement As percentage | Remarks |
|---|----------------------------------|---|
| Skilled Trades (Industrial and service) | 24.38% | Machine operators, Mechanics, Fitters, Turners, Welders, Fabricators, Weavers, Mobile Repair Technicians Etc. |
| Office related Trades | 13.74% | Front Office Assistant, Back Office Assistant, Computer operators, Accountants. |



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|--|--------|---|
| Semi-Skilled and Unskilled Work (Industry and Service) | 13.71% | Loaders, Packers, Other Semi-Skilled and Unskilled Workers, Delivery Boy, Service Boy |
| Building and Related Trades | 9.67% | Carpenters, Plumbers, Masons, Painters, Electricians etc. |
| Sales and Marketing | 9.47% | Salesmen and Marketing personnel |

Source: Market demand study of job in the state of Assam and related skills required under DDU-GKY by NEDFi,

After visiting and observation of various markets, the researcher has found that there are scope for skilled and expertise DTP operator in Assamese, Hindi and Bodo in addition to English. It has also been seen that people used to approach more than one DTP operator to type Assamese, Hindi, Mathematical equation etc.

It has been observed that very less number of expert Mobile repairer are available in Gossaigaon and most of them learn to repair mobiles by engaging themselves in mobile shops of other persons. There is huge potential market for expert and professional mobile repairer.

Very few numbers of hardware and networking operators are there and one can hardly find them for new setup or to solve problems. People of Gossaigaon usually hire hardware and networking operators from outside of the sub-division. There is an opportunity for professionals in hardware and networking operator.

The sub-divisional headquarter, Gossaigaon is growing day by day, hence there is vast Scope for Mason, Carpenter along with other workers but people can hardly find specially skilled workers in this area. From the observation, the researcher has found that majority of the workers acquired skill through non-formal training.

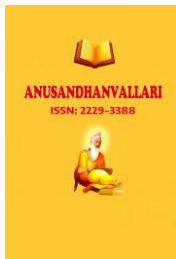
After conversation with some of the contractors of Electricity department it has been found that they barely able to find certified and specially skilled workers. Most of the workers acquired knowledge by self learning or learning by doing. There is tremendous scope for skilled electrician.

Earlier function of a plumber was very limited to town and cities. Now, with the passes of time and changes in life style, the demand of plumber has been increased in rural areas also. But people can hardly find expertise plumber in Gossaigaon subdivision as they acquires knowledge through non-formal training, learning by doing.

Welder welding is an essential component of many industries such as automotive industry, construction industry, aviation industry and many more. Without this form of metal work many things like building, gates, fence, small kitchen appliance, would not exist. Almost 70 % of manufactured products are made with the skilled welders.

Findings related to second objective

- The study reveals that 24.5 % trainees have started their own business after completing their training out of which 81 % are of sewing machine operator. 51.4 % trainees has been searching job and reaming 24.1 % trainees have been continuing their study. Not a single trainee has got any placement.
- It has been seen that majority 79.55 % trainees have been suffering to arrange capital investment and required working capital. Though they are suffering to arrange capital investment and required working capital they did not approach any bank or financial institution or any government department which provide assistance to promote entrepreneurship due to lack of awareness and information.
- 100 % trainees of Field technician and computing peripherals said that whatever they have been trained was not adequate and they require more training. 66.7 % trainees of Domestic IT helpdesk attendant and Associate



customer care Non-Voice have said that training was adequate and 33.3 % trainees require more training. Overall 60.5 % trainees are satisfied with the training and 26.4 % trainees require more training in domain area as well as other area also.

d) It has been found that there are requirements of more skill training in various ancillary areas along with domain area of the training. 29 % of the trainees said that they need more training as whatever training they have got not sufficient according to the market demand. 18 % trainees require problem solving skill, training for optimum utilization of resources and time management for meeting deadlines, 20 % trainees requires communication skill, Team work Skill and soft skill training to deal with clients.

e) Analysis shows that 100 % trainees of Field Technician Networking and Storage, Sewing Machine Operator, Field Technician Computing Peripherals have been satisfied with their course on the other hand 40 % trainees of Domestic IT helpdesk attendant are not satisfied. Overall 90.9 % trainees are satisfied with the training programme.

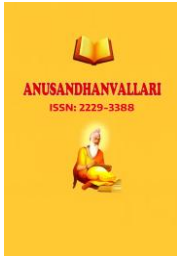
Conclusion

We all know that education is the backbone of a society. Education without skill just increases depressed unemployment. There is an urgent need of upgraded and market demand based technical and non-technical skill development programme for youth.

An improvement has been seen in the outlook of the trainees after the training programme. The skill training programme inbuilt in them, self-confidence and self-motivation in achieving goals that they have dreamt. India is a young nation and a skilled workforce will be able to certainly cater to not only the market demand within the country but also the global market demands. The success of a nation always depends on the success of its youth and Skill India is certain to bring a lot of advantage and opportunities for these young Indians. The time is not far when India will evolve into a skilled society where there is prosperity and dignity for all.

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