



“SKILL, ENTREPRENEURSHIP DEVELOPMENT & EMPLOYABILITY: CHALLENGES AND OPPORTUNITIES”

India is home to the second largest population in the world., with over 50% of India's population below the age of 25. As per available data, by 2030, the country will have the world's youngest and largest workforce, exceeding one billion. With almost 80% of the workforce informally employed, it is important to improve employment opportunities through targeted skill and employment generation initiatives. Our country presently faces a dual challenge of paucity of highly trained workforce, as well as non-employability of large sections of the conventionally educated youth, who possess little or no job skills. National Education Policy (NEP) is transformational and with the integration of vocational training in curriculum it will create an attractive career platform for students. It aims at skilling, reskilling and upskilling for our youth a success. NEP is crucial in integrating vocational and formal education. With industry demands rapidly changing, it is crucial for Higher Education Institutions (HEIs) to address employability challenges by matching students' learning outcomes with evolving labour market needs. NEP, promotes student entrepreneurs with the exposure to vocational education in partnership with industry and in alignment with the Sustainable Development Goal.

Skill:

- ❖ Less than half of the Indian graduates are employable, reveals the eighth edition of the India Skills Report (ISR). The job-readiness among graduates in India is a concern for higher education providers and employers who determine the two forces: supply and demand of job market. HEIs are under pressure to provide training programmes that are more closely aligned with 'employers' needs' in terms of employability skills.
- ❖ Ministry for Skill Development and Entrepreneurship give fresh impetus to the Skill India agenda and help create an appropriate ecosystem that facilitates imparting employable skills to its growing workforce over the next few decades. The Ministry of Skill Development and Entrepreneurship (MSDE) seeks to provide skill training to facilitate employability of youth and equip them to take up market driven employment options.



- ❖ Sector Skill Councils are set up as autonomous industry-led bodies by NSDC. They create Occupational Standards and Qualification bodies, develop competency framework, conduct Train the Trainer Programs, conduct skill gap studies and Assess and Certify trainees on the curriculum aligned to National Occupational Standards developed by them. There are currently 38 Sector Skill Councils are operational. There are over 600 Corporate Representatives in the Governing Councils of these SSCs.
- ❖ It is important that corporate houses, private institutes, state governments and non-government organizations join hands to comprehensively address the skill gap issue and create an enabling ecosystem for skill development and employability.

Employability:

- ❖ NEP 2020, a futuristic document aimed at revolutionizing the Indian education landscape, focuses on many aspects that Education 4.0 and the face of the future of education consider important.
- ❖ Curriculum and pedagogy could be revised to incorporate formal, informal, physical and virtual elements to enhance learning
- ❖ Cross-border, differentiated partnerships, could help enhance the quality of education being offered by HEIs, improve student experience delivered as well as help build the required skills in both faculty and students.
- ❖ To make our graduates employable, universities can partner with professional bodies and the industry. It helps in:
 - Having a relevant degree accredited by the Professional Bodies.
 - Providing opportunities to bring together academics and professionals to share knowledge and experience, as well as enabling expansion of professional networks.
 - Offer certifications such as Certificate in Accounting Technicians (CAT).
 - Collaborate on areas of research.

Entrepreneurship:

- ❖ National Innovation & Startup Policy - 2019 intends to guide HEIs to promote students' and faculty driven innovation & start-ups.
- ❖ HEIs are expected to establish processes and mechanisms for easy creation and nurturing of Start-ups/enterprises by students, staff, faculty, alumni and potential start up applicants even from outside the institutions.



- ❖ HEIs should allow their students to take a semester/year break to work on their start-ups and re-join academics to complete the course. Student entrepreneurs may earn academic credits for their efforts while creating an enterprise.
- ❖ Allow faculty and staff to take off for a semester / year as sabbatical/ unpaid leave/ casual leave/ earned leave for working on startups and come back.

Atal Innovation Mission: The Atal Innovation Mission (AIM) is a flagship initiative set up by the NITI Aayog to promote innovation and entrepreneurship across the length and breadth of the country. AIM's objectives are to create and promote an ecosystem of innovation and entrepreneurship across the country at school, university, research institutions, MSME and industry levels. Initiatives such as Atal Incubation Centres and Atal Community Incubation Centres, Mentor India, Atal Tinkering Labs, Atal New India Challenge, ACIC Pondicherry University Step-up Hub (ACIC-PUSH) has been sanctioned for Pondicherry University to cater to the needs of the students, scholars, faculty, alumni and other associates for entrepreneurial activities.

It is imperative for HEIs to redefine the education system in a way that it caters to different needs of students and equips them with the credentials needed to remain relevant in the industry and add value over time. NEP in alignment with NISP will revolutionize the higher education landscape in India in terms of upskilling, imparting employability and nurturing a culture of entrepreneurship. It helps our universities to perform better in the university rankings. External and internal stakeholders would need to work together to create an inspiring, inclusive and sustainable future of education.

Schemes & Initiatives

Schemes & Initiatives through NSDC

- Pradhan Mantri Kaushal Vikas Yojana (PMKVY)
- Rozgar Mela
- Pradhan Mantri Kaushal Kendras (PMKK)
- Capacity Building Scheme
- Udaan
- School Initiatives and Higher Education
- India International Skill Centres (IISCs)
- Pre Departure Orientation Training (PDOT)



Schemes & Initiatives through DGT

- Craftsmen Training Scheme (CTS)
- Crafts Instructor Training Scheme (CITS)
- Apprenticeship Training under the Apprentices Act, 1961
- Advanced Vocational Training Scheme (AVTS)
- Vocational Training Programme For Women
- Schemes for Up gradation of it is
- Flexi MoUs
- STRIVE
- Initiatives in the North East and LWE Regions
- Trade Testing
- Current Initiatives in the DGT Landscape
- Dual System of Training (DST)
- Polytechnics

Schemes related to Entrepreneurship

- Pradhan Mantri 'YUVA' Yojana

Other Schemes and Initiatives

- Skill Loan Scheme
- Indian Institute of Skills (IISs)
- SANKALP
- Academic Equivalence to Vocational Qualifications
- Aspirational Districts
- Swachh Bharat Abhiyan
- Technology Initiatives