

The Role of Skill Development for Employment and Opportunities in India

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Abstract

It is commonly anticipated that for the following few decades, the Indian economy would grow at consistently high rates, overtaking the US economy as the second biggest by 2050. These optimistic forecasts are mostly a result of the nation's demographic makeup. India is expected to have one of the youngest populations globally, with the majority of its citizens being of working age. With a low dependence ratio and an excess labour force, India has a significant competitive edge over most other large countries. However, India must provide its workers with the necessary and relevant skills if it is to properly utilize this demographic dividend. The paper emphasizes the environment that now exists in India for skill development and the part that skill development will play in providing job and entrepreneurial possibilities for the country's new generation in the future. The paper will discuss the schemes under skill development of India and the scope for employment.

Keywords– Employment, entrepreneurship, programmes, skill development.

Introduction

An expansive pool of trained labour is necessary for an expanding economy like India's. The work force is expected to increase by about 2% over the next few years, adding over 7 million people annually, despite India's population growth rate having decreased over the previous 20 years. Additionally, even though the traditional agricultural sector is losing workers, it still employs the largest proportion of the labour force overall. India is realising that, in order to effectively absorb this additional workforce and sustain economic growth, it needs a well-thought-out and executed strategy to provide a new set of skills through vocational training as workers migrate from the rural, primarily agricultural sector to other urban sectors. For the same, though, a strong infrastructure of instructors and training facilities must be established. India has a significant edge over other countries in the employment market due to its youthful workforce. The Ministry of Skill Development and Entrepreneurship was established following an evaluation of the global need for skilled labour. In June 2014, the ministry was declared. The ministry was founded because India's Prime Minister, Shri Narendra Modi, thought that skill development needed to be prioritised in light of the labour market's developments. It placed a strong emphasis on collaborating closely with other ministries to address the enormous need for skilled labour. Its goal was to lay out uniform, common criteria for instruction and to support the organization's skill-development activities. It also prioritises uniting the other ministries to work towards skill development and functioning as one entity. It specifies the goals and anticipated results as well as the many organisations that will work to make sure those results are attained. The structure of Skills Development, involving key stakeholders, is well planned. It comprises several stakeholders engaged in the nation's skill development. The National Skill Development Corporation and the Ministry collaborate closely. It aids in skill mapping, market research, and curriculum planning for training facilities. By supporting skill development projects, it seeks to close the gap between the supply and demand for skills.

Formal and informal ways are the two channels via which skills are acquired in India. The goal of both the public and private sectors is to provide official training. Furthermore, the PPP model, or Public and Private Partnership, is another option that the government is considering. One important avenue for obtaining

vocational training in the nation is through the government-run Industrial Training Institutes, or ITIs. In addition, there are vocational schools and privately managed Industrial Training Centres, or ITCs. The labour laws in India also guarantee that students pursuing technical education receive training through industry-provided apprenticeships. The country's skill development programmes are dominated by the public sector, despite the fact that the private sector participates in large numbers in skill development initiatives. The informal channel is more free-form and can be taught through experience learning or work-related learning.

Essentially, developing one's skills involves dedicating time to advancing one's competence and readiness for the future, pursuing passion projects, and being able to do tasks more successfully when they are needed. It is vital as one's capacity to successfully carry out their intentions is based on their skill set. In today's society, not having the necessary education and training limits one's ability to progress personally by preventing one from obtaining well-paying job. This eventually precludes such people from having a significant impact on economic expansion. As a result, it is acknowledged that receiving a sufficient education and training is essential to dismantling the poverty ecosystem.

Skill Development in India-

Just 20% of Indians are employed, while the country's literacy rate is about 70%, which is lower than that of some of the least developed nations. Literacy extends beyond schooling to include the idea of skills, which includes digital skills, transferable skills, vocational skills, technical competence, and other information and abilities needed for work and subsistence. Only 25% of Indian workers have completed a skill development programme, despite the country's need for a more trained labour force. Nowadays, a lot of companies choose highly qualified workers over less skilled ones as the former provide exceptional career potential and the latter contribute to the organization's success through competent labour. Skills boost output and quality of work for more noteworthy outcomes. The World Trade Organisation estimates that if India concentrates on skill development and training, the GDP level might rise by 3% to 5% by 2035. India's youth need to be trained and skilled greatly for the nation's overall growth.

In India, the responsibility for organising skill development initiatives falls on the Ministry of Skill Development and Entrepreneurship (MSDE). It has provided support to a number of organisations, including the National Skill Development Corporation (NSDC), which seeks to advance skill development in the nation by opening institutes throughout the nation, and the National Skill Development Agency (NSDA), which aims to facilitate coordination between the public and private sectors.

The Ministry of Skill Development and Entrepreneurship, led by Hon. Prime Minister Shri Narendra Modi, established the Skill India Mission on July 15, 2015, with the goal of training over 40 crore Indians in various skills by 2022. The objective is to provide Indian youngsters with vocational training and certification so they may live better and be respected by society. This campaign includes a number of programmes, such as the Rural India Skill Programme, PMKVY (Pradhan Mantri Kaushal Vikas Yojana), Rural India Skill, National Policy for Skill Development and Entrepreneurship, 2015, and the National Skill Development Mission.

Private companies, particularly the CLR Skill Training Foundation, operate under the government's NEEM Scheme to assist young people with skill development, technical skill training and employment, as well as earn and acquire non-technical and soft skills.

Programmes that expand educational possibilities for the nation's citizens, from early childhood education to skill development, must have our support.

Role of Skill Development in India's employment-

India, a country well known for its enormous human resources, is presently going through a dramatic change in the employment sector. Skill development is essential to achieving sustainable economic growth and addressing the issues associated with unemployment. In India, skill development holds great significance since it tackles the issue of unemployment, improves employability, and fosters economic expansion. A better match between skill supply and demand is ensured when people participate in skill development programmes and gain information and skills pertinent to the industry. This reduces the gap between employers and job seekers. These programmes improve the labour force's capacity to find well-paying jobs and boost the nation's competitiveness in the international market, which promotes productivity, innovation, and general socioeconomic advancement.

The Growth of Entrepreneurship-

The advancement of entrepreneurship via skill development programmes is crucial for India's economic development. In addition to preparing people for regular jobs, skill development programmes give them the entrepreneurial abilities they need to launch their own businesses. This emphasis on entrepreneurship stimulates economic growth, innovation, and job creation, all of which advance the nation's overall development.

The first advantage of skill development programmes that emphasise entrepreneurship is that they provide prospective business owners the information and experience they need to successfully negotiate the challenges of launching and maintaining a company. Essential elements including financial management, market research, marketing strategies, company planning, and legal compliance are taught to individuals through training and courses. By providing people with a strong basis on which to build and run their businesses, these abilities increase the probability of entrepreneurial success.

In addition to encouraging business, skill development also fosters creativity and innovation. Entrepreneurs frequently spot market gaps and create creative fixes to address unmet demands. Through the cultivation of an entrepreneurial attitude and the provision of requisite skill sets, skill development programmes encourage individuals to exercise creativity in thought processes, produce novel ideas, and carry them out as profitable business endeavours. Because new goods, services, and business models are introduced by entrepreneurial endeavours, which increase market rivalry and promote general development, this innovative culture helps to fuel economic progress.

Additionally, entrepreneurship via skill-building initiatives promotes economic empowerment and wealth generation. Profitable businesspeople make money, amass wealth, and increase tax collections. This in turn supplies funds for government expenditures on social welfare, infrastructure, and other development projects. Through fostering entrepreneurship, skill development initiatives empower people to generate their own economic prospects, enhance their standard of living, and augment the economic well-being of the country.

Governmental Programmes:

The Indian government has made great strides in closing the skills gap in the nation and giving skill development top priority. The 2015 inauguration of the Skill India Mission is one of the noteworthy programmes. With an emphasis on both established and developing industries, this expansive programme seeks to teach millions of young people throughout India in many skill areas. The goal of the Skill India Mission is to equip people with skills that are relevant to the industry, increasing their employability and bolstering the economy of the nation.

In coordination with several stakeholders, the National Skill Development Corporation (NSDC) is essential to the advancement of skill development initiatives. Serving as a mediator, the NSDC coordinates skill development programmes and encourages public-private collaborations. To create and execute skill training

programmes that meet industry demands, it collaborates closely with businesses, training providers, and academic institutions. Through the utilisation of its extensive network and specialised knowledge, the NSDC guarantees the efficient execution of skill development initiatives on a large scale.

Another goal of government programmes is to provide a strong foundation for skill development. To offer technical education and vocational training, several training establishments like as Industrial Training Institutes (ITIs) and Skill Development Centres have been established nationwide. Modern facilities and skilled instructors enable these centres to provide top-notch skill development programmes.

The government has launched programmes like the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and the Stand-Up India initiative to promote self-employment and entrepreneurship. These programmes offer monetary support, guidance, and aid with company growth to prospective business owners, especially those from underrepresented groups in society. These programmes support economic empowerment, innovation, and job development by encouraging entrepreneurship.

In addition, the government has implemented incentives and policy changes to promote private sector involvement in skill development. Organisations engaged in skill development and training are given tax breaks, grants, and subsidies. The aforementioned initiatives are intended to provide a favourable atmosphere for skill development investments and cultivate a robust public-private partnership for the long-term improvement of skills.

Programmes and projects under the Skill India Mission-

The Pradhan Mantri Kaushal Vikas Yojana (PMKVY)- The Ministry of Skill Development and Entrepreneurship (MSDE)'s flagship programme, the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), is run by the National Skill Development Corporation (NSDC) and aims to provide youngsters across the country—including those living in rural areas—with training in skill development. The Skill Hub Initiative was developed under PMKVY 3.0 (2020–21) and is focused on integrating skill training programmes into educational ecosystems. PMKVY 4.0 (2022–2026) has a strong focus on industry relationships, on-the-job training, and matching course requirements with industry demands. In addition, the programme offers up-to-date courses related to Industry 4.0, including soft skills, 3D printing, robotics, AI, mechatronics, IoT, and coding. By October 2023, PMKVY had taught 14 million applicants effectively in 2640 training facilities, including Pradhan Mantri Kaushal Kendras.

Jan Shikshan Sansthan (JSS)- The goal of Jan Shikshan Sansthan, which is carried out by NGOs, is to identify skills pertinent to the local market and offer vocational training to illiterate, neoliterate, and school dropout individuals in rural areas. More than two-thirds of Indians live in rural regions, therefore JSS works to provide vital skills training to help this population become more economically independent. The goal is to provide new possibilities for the people living in the area and to facilitate the expansion of local trades. Women, SC, ST, OBC, and minorities are given priority in low-income rural and urban regions. As of October 2023, 288 JSS centres had taught 2.1 million applicants successfully.

National Apprenticeship Promotion Scheme-2 (NAPS-2)- The National Apprenticeship Promotion Scheme-2 seeks to advance apprenticeship training throughout the nation by offering stakeholders advocacy support, building the capacity of the apprenticeship ecosystem, and partially funding apprentices hired under the Apprentice Act of 1961. Basic training and on-the-job/practical training at an industry workplace are the two types of training. Around the nation, 42453 distinct firms employed apprentices.

Craftsman Training Scheme (CTS)- Long-term training is offered under the Craftsman Training Scheme through Industrial Training Institutes (ITIs) all throughout the nation. The aim of the vocational/skill training courses offered by ITIs is to enable adolescents to engage in self-employment and supply the industry with a

trained workforce across many economic sectors. Currently, a network of 15016 ITIs provides training programmes under the Craftsmen Training Scheme.

Conclusion-To sum up, skill development is essential to the evolution of India's labour market. Businesses can access qualified personnel, the economy can expand sustainably, and individuals may obtain meaningful work by tackling the skill gap, encouraging entrepreneurship, and putting government policies into action. Developing one's skills improves one's employability, lowers unemployment, encourages creativity, and advances socioeconomic progress in general. India can fully utilise the potential of its labour population, maintain its competitiveness in the international market, and build a successful future for the country by continuing to prioritise skill development. The government's goal with the Skill India Mission is to equip people with industry-relevant skills through a range of programmes and sub-schemes. The focus on soft skills recognises their importance in the dynamics of today's workplace, where they promote adaptation and successful communication. Through the integration of technical and soft skills development, Skill India guarantees a comprehensive and marketable workforce, therefore bolstering India's economic expansion and promoting social progress. The acquisition of skills is an essential means of enabling individuals, securing their future, and promoting personal growth. In the current era of globalisation, it is a crucial component that improves employment. Both talents and academic standing are important. It is now expected that education and skills go hand in hand. These serve as the foundation for a nation's economic expansion and social progress.

Thus, gaining knowledge and skills may contribute to the nation's overall growth as well as to innovation, economic diversification, industrial advancement, and technical improvement.

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