Globalization and Developing Employability Skills: Challenges and their Solutions with Reference to NPSD & Government’s Action Plan and role of Life Long Learning and Extension Departments

Poornima Jain, Dean, Faculty of Social Sciences, Head, Depts. Of Sociology and Political Science, and Life Long Learning and Extension, DEI (Deemed University), Dayalbagh, Agra.

1. Introduction
Globalization as an all encompassing phenomenon has brought tremendous transformations in almost all aspects of life. Globalization associated with Liberalization, and Privatization has been a major force for social, economic, political, and cultural development around the World. On the one hand, Globalization has created numerous job opportunities, on the other hand it has put several challenges for the traditional occupations and has put challenges before the employees and the employers, before the service provider and service receiver resulting into unemployment of the work force.

New job opportunities have posed higher demand on skilled work force. Lack of desired skills and required level of skills also cause unemployment. One of the major challenges has been high demand of skilled work force throughout the globe. Developing employability skills is an effort to combat both these problems. The government of India having conceptualized the need of Skill Development has coordinated Action on Skill Development with a Three – Tier institutional structure consisting of (1) P.M.’s National Council (2) National Skill Development Coordination Board (NSDCB) and (3) National Skill Development Corporation.

The policy is not devoid of challenges. The present paper tries to study the challenges before the Skill Development Policy and their solutions with respect to the Universities’ departments of Life Long Learning and Extension. The objectives of the paper are:

1. To study the background of Skill development in India
2. To study the National Policy on Skill Development and Government’s Action Plan on Skill Development(APSD)
3. To study the challenges before the government in carrying out the APSD
4. To analyze the role of LLLE departments in solving the challenges in implementing the Policy of SD.
5. To suggest measures to improve employability skills of the job seekers/employed persons.

Methodolog
It is based on secondary sources of data which include books, journals, Internet. The present paper is divided in to six sections viz. 1. Introduction, 2. Background of Developing Employability Skills in India, 3. National Skill Development Policy and Government’s Coordinated Action on Skill Development, 4. Challenges before the government in carrying out the APSD, 5. Role of LLLE departments in solving the challenges in implementing the Policy of Skill Development and 6. Conclusion.

2. The Background of Developing Employability Skills in India:
Skill development can be viewed as an instrument to improve the effectiveness and contribution of labour to the overall production. Skill development can also be seen as a means to empower the individual and improve his/her employability.

Skill development in India draws its attention from the changing demographic profile. India has a unique 20-25 years window of opportunity known as ‘demographic dividend’. Global economy is expected face a skilled manpower shortage to the extent of around 56 million by 2020. Hence, skill development in India is a big challenge although, skill development has several challenges before it.

Need for Skill Development:
In the backdrop of India’s employment scenario it becomes imperative to formulate a National Policy on Skill Development and initiate a Program of Action.
Table-1
Composition of Workers of Age 15 Years and Above by Level of Education 1999-2000

<table>
<thead>
<tr>
<th></th>
<th>Not Literate</th>
<th>Literate &amp; Schooling up to Primary level</th>
<th>Schooling up to Middle and Higher level</th>
<th>Total</th>
<th>Share in Work force</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>32.9</td>
<td>25.8</td>
<td>41.3</td>
<td>100</td>
<td>69.55</td>
</tr>
<tr>
<td>Female</td>
<td>69.3</td>
<td>15.8</td>
<td>14.9</td>
<td>100</td>
<td>30.5</td>
</tr>
<tr>
<td>Person</td>
<td>44</td>
<td>22.7</td>
<td>33.3</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

Source: National Sample Survey on Employment & Unemployment, 55th Round
Note; All figures are in percentage

The above table-1 shows that there is a great difference between male and female share in the work force. This indicates a greater need for skill development.

3. National Skill Development Policy and Government’s Coordinated Action on Skill Development

As India is a growing knowledge society which also has maximum population in the age group of 20-25 years, it has created (in 2008) a Coordinated Action on Skill Development with a three – tier institutional structure consisting of (1) P.M.’s National Council (2) National Skill Development Coordination Board (NSDCB), and (3) National Skill Development Corporation (NSDC). P.M.’s National Council on Skill development has formed a policy in the form of “core principles” and has given a vision to create 500 million skilled people by 2022.

Objectives of National Skill Development Policy
1. Create opportunities for all to acquire skill throughout life, especially for youth, women, and disadvantaged groups.
2. Promote commitment by all stakeholders to own skill development initiatives.
3. Develop a high quality skilled workforce/entrepreneur relevant to current and emerging market needs.
4. Enable the establishment of flexible delivery mechanisms that respond to the characteristics of a wide range of needs of stake holder.
5. Enable effective coordination between different ministries, the Centre, and the State and public and private providers.

Scope of the National Skill Development Policy
1. Institution based Skill development including ITIs/ITCs/Vocational /Technical Colleges/ Poly techniques/ Professional Colleges etc.
2. Learning initiative of Sectoral Skill development organized by different ministries/departments.
3. Formal & Informal apprenticeships and other types of training by enterprises.
4. Training for self employment/ entrepreneurial development
5. Adult learning.

4. Challenges before the government in carrying out the APSD

The policy is not devoid of challenges. Following are the challenges before the Government in carrying out the Action Plan.
1. Disseminating information about the availability and effectiveness of training programs.
2. Improper and inadequate development of vocational training system.
3. Lack of coordination between vocational training institutions and absence of partnership between these.
4. There is a need to identify institutions to carry out impact evaluation studies / tracer studies/ Surveys of graduates from vocational institutes on a regular basis.
5. Innovative means to encourage good quality public/ private/in-service is not given much attention.
6. Vocational training institutes should be given greater freedom in terms of resource generation(sale of production or service activities, consultation of) and utilizing the proceeds for not only cost recovery but also incentivizing those who generate revenues.

5. Role of LLLE departments in solving the challenges in implementing the Policy of Skill Development

Success of any Government policy and its effective implementation to a large extent depend upon people’s willingness and participation in it. There are instances where the Government may need support of other agencies. Globalization has witnessed privatization and Liberalization of many sectors which is continuously increasing.
Government’s Policy of developing employability skills has certain inherent challenges which have been cited above. These challenges can be met by the department of Life Long Learning of the Universities which aim at imparting lifelong learning including skill development. This is possible if the government collaborates with the LLLE departments which have students; and Teachers’ force who can help in many ways to achieve the target.

- The department of LLLE can help in disseminating the information about the availability of Training programmes in local as well as remote areas. As we have been running mass awareness generating programmes hence these can also be incorporated.
- The department can offer number of vocational courses suited to the employability of the work force.
- The departments can also carry out impact assessment research on a regular basis and can suggest measures to make the plan of Action more effective and viable.
- The departments can conduct large scale surveys to identify the need of type of employable skills and the availability of the employable work force.
- These departments can also develop resources by running Self Financing Courses and also by developing SHGs (Self Help Groups).

To suggest measures to improve employability skills of the job seekers/employed persons

The departments of Life Long Learning and Extension have major human resource as students’ enrolment. Research is an essential activity along with Extension and imparting Life Long Learning. Although Skill Development has been conceived primarily for the labour but in a Globalizing world it is essential for all Job seekers and employed people. The department of LLLE can from time to time conduct courses on Soft skills, Personality Development, Communication Skills/ Research Methodology/ Short Term Industrial Training Programs etc. For the demographic dividend to be economically fruitful there is a need of the Government to collaborate with the Universities’ department of Life Long Learning and Extension. This will enhance the effectiveness of Government’s policy on Skill Development. This partnership between the Government and the departments will be inclusive, time efficient, economic, and symbiotic. There is no other way for the Government to achieve the goal. For the social and economic development of our country skill development is the foundation.

6. Conclusion

- Globalization has been a major force for social, economic, political, and cultural development of all nations.
- It has created new job opportunities and has also put challenges before the employer and employee.
- Globalization has also caused unemployment due to demand of new job skills suited for the new jobs.
- India has a Demographic Dividend which can serve not only our nation but the need of the global economy provided the youth is equipped with modern skills.
- National Policy on Skill Development is designed to serve the need.
- There are certain challenges before the Government in the implementation of the Policy, such as in disseminating information about the availability of programs, inadequate vocational training system, need of institution to carry out impact evaluation studies etc.
- Universities’ departments of Life Long Learning and Extension like their any other departments are rich source of human resource.
- The departments can work for disseminating information about the Program, can run vocational courses, can carry out impact assessment research, and can suggest measures to make the plan of action more viable.
- There is an urgent need of Partnership between the Government and Universities’ departments of Life Long Learning and Extension to achieve the goal of National Policy of Skill Development.

References


