

Perspective of Entrepreneurship and Skill Development In India

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Abstract: *This present study aimed at investigating the perspective of entrepreneurship and skill development in India. Entrepreneurship skills and development are the powerful forces of economic growth and social development for a country. Entrepreneurship and skills development need to be an important part of employment and economic growth strategies to encourage employability and productivity. In India, entrepreneurship development program is meant to develop entrepreneurship qualities among entire community. It encompasses providing all the essential skills and awareness necessary to facilitate them to run their individual as well as businesses. Entrepreneurship and skill development acts as a mechanism for the economic wealth of a country as it leads to creation of employment, contribution in national income, rural development, industrialization, technological development and export promotion. Indian government has been effectively running a multiplicity of programs to develop entrepreneurial and skill development among aspiring entrepreneurs. Hence, in this paper is to present a wide-ranging view of entrepreneurship and skill development in India*

Keywords: Entrepreneurship, Skill Development, Economic Growth, Progress

I. INTRODUCTION

Entrepreneurship and skill development is the most significant aspect for the development of our country. India has aenormous 'demographic dividend' which means that it has very high scope of providing skilled labour to the Indian labour market. Skill India is an initiative of the Government of India which has been launched to allow the youth of the nation with skill sets which make them more employable and more productive in their work environment. Entrepreneurship and skill development have gotten all the time more important around the world, taking into consideration the constructive effect on employment, profitability, innovation and monetary development, by examiners, financial theoreticians and specialists.

Objectives of the Research Paper:-

The present study covers the following objectives:

- To study the Progress of Skill Development Programmes.
- To study the role of entrepreneurship and skill development in India
- To study the challenges faced in the process of Skill India.

Research Methodology

The research paper is descriptive and investigative in natural world. The research paper is mostly based on secondary data which include books and web pages.

Theoretical Literature Review:

The review of a number of significant earlier research studies on the present study is as mentioned under:

Grover M and Kapoor R (2020) stated that skill development in India along with a variety of challenges faced by it; also focusing on the key in factors for successful skill development. The author reveals that due to ever-rising competition the demand for more skilled labor force increased and as a result unemployed also enlarged. It concluded

that greater part of public believe that skill India campaign would be successful and advantageous for them as well for the growth of nation.

Chaurasia D and Veeriah P (2013) in their research paper emphasized on standard quality of trainings requirements to be upgraded. It is found that in many Indian industries soft skills training along with vocational and technical skills will bring desired results. The analysis revealed that well-structured skill development programs play a fundamental role in preparing students for the demands of the contemporary profession market.

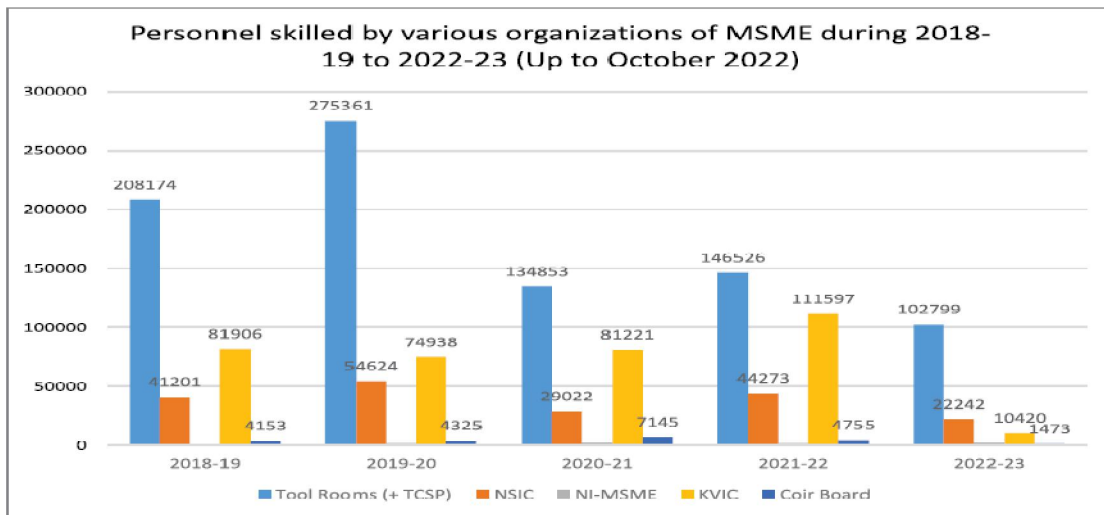
Katole Hemant (2015) studied the skill development model and suggests various training methods for micro-entrepreneurs in India which fall into three different significant categories. It is revealed that study of training method has also been developed which could be used to improve the micro entrepreneurial skills. It also provides appropriate strategy as to how efficient training methods could be planned to ease the learning of these entrepreneurial skills which will not only create employment generation but also create sustainable source of revenue.

Kumar Y and Ramya K R (2017) in their research paper on recognize how far the skill development programmes have achieved achievement and what are the most important problems faced by the youth in initiating the skill development programmes launched by the Indian government. It is observed that in India it is time for youth to understand responsibility so that they do not remain inactive in the civilization and concentrate more on job creation and social security.

Progress of Skill Development Programmes in India:

In India, organizations under the ministry are providing skill training to the youths for wage employment and self-employment. Ministry of India also provides skill up-gradation trainings to existing entrepreneurs and working force to enhance their performances. These training are as long as under various schemes such as MSME-TCs, Assistance to Training Institutions (ATI), National SC/ST Hub, Capacity Building, Coir Vikas Yojna – Skill Up gradation & Mahila Coir Yojna, etc. In addition, modified demand driven training courses as per industry constraint are also conducted by organizations under the Indian ministry.

In India, the progress of Skill development programmes conducted by the M/o MSME since 2016-17 to 2022-23 (Data upto October 2022) is given in pie chart below:



(Source: MSME Annual Report 2022-23)

Above Table reveals the personnel skilled by various organizations of MSME during 2018-19 to 2022-23. In the year 2019-20 tool room highest increases compare to remaining years.

Status of Formal Skill Training in India:

India presently faces a severe scarcity of well-trained, skilled employees. It is projected that only 2.3 % of the workers in India has suffered formal skill training as compared to 68% in the UK, 75% in Germany, 52% in USA, 80% in Japan and 96% in South Korea. Great sections of the educated employees have slight or no job skills, making them mostly

unemployable. Consequently, India must focus on ascending up skill training efforts to meet the demands of employers and drive Indian economic growth. India is one of the newest nations in the world, with more than 54% of the total population below 25 years of age and over 62% of the population in the working age group (15-59 years). The Indian population pyramid is predictable to swelling across the 15-59 age groups over the next decade. This demographic benefit is expected to last only until 2040. India hence has a very slight time frame to connect its demographic dividend and to overcome its skill shortages. According to economic survey 21-22 following are table shows that sector wise distribution establishment imparting formal training.



Above table shows that the Indian government has taken more than a few steps to connection the bight between skills levels inthe population and industry necessities from new hires. According to the Economic Survey 2021-22, 17.9% organizations in the nine major sectors were informing formal skill training. The number of organizations in forming on-the-job trainings was much higher at24.3%.The survey shows that despite the fact IT/BPOs sector (29.85) was the industryleader in providing formal skill training, financial services (38.8%) tookthe cake when it comes to informing on-the-job training to workers. The sector that has invested the least in bothskills training as well on-the-job training is somewhere to live and restaurants with7.1 % employee’s accomplishment formalskill training and 13.4 %having on-the-job training.In case of skill training, sectors likefinancial services (22.6%); education (21.1%); health (20.2%); manufacturing (17.8%); construction (15.5%); transport (13 %) and trade (11.2%)have done considerably well. After financial services, the sectors thatfared well in providing on-the-jobtraining to their employees are IT/BPOs(36.1%); manufacturing (28.3%); construction (26%); health(24 %); education (22.1 %); transport (20.6 %) and trade (17.4 %).

The Role of Entrepreneurship and Skill Development in Economic Development:

Entrepreneurship and skill development engage in recreation fundamental roles in development of economic growth, innovation, and social development. Here’s a role of entrepreneurship and skill development in economic development their importance:

- **Economic Growth:** Entrepreneurship and skill development drives economic growth by creating new businesses, products, and services. In India, whenpersons start businesses, they generate employment opportunities, increase productivity, and contribute to overall economic output.

- **Innovation:** Entrepreneurship and skill development are often at the front position of innovation. They recognize market gaps, develop new technologies, and introduce troublesome business models. This innovation leads to the advancement of industries, improves good organization, and enhances competitiveness.
- **Job Creation:** Small and medium-sized enterprises (SMEs), naturally founded by entrepreneurs, are important contributors to job formation. As these businesses grow, they require a lot of skilled workforce, thereby inspiring demand for skilled employment.
- **Wealth Creation:** In India, successful entrepreneurship can give you an idea about the way to wealth creation, both for the entrepreneur and culture at large. Through profit generation and investment, entrepreneurs contribute to the buildup of capital, which can be reinvested into further entrepreneurial ventures or used for social initiatives.
- **Skill Development:** Entrepreneurship encourages the development of a extensive variety of various skills. Every entrepreneur needs skills such as problem-solving, creativity, communication skill, and resilience to navigate the challenges of starting and managing a business.
- **Empowerment:** Entrepreneurship can authorize persons and communities, particularly those from underprivileged backgrounds. Entrepreneurship and skill development providing opportunities for self-employment and economic independence, entrepreneurship can contribute to poverty reduction and social inclusion.
- **Regional Development:** Entrepreneurship can inspire provincial development by development clusters of innovative businesses and attracting additional investment. This can lead to the renewal of confined economies and the creation of exciting entrepreneurial ecosystems.
- **Global Competitiveness:** A strong entrepreneurial system enhances a nation's worldwide competitiveness. Counties that promote entrepreneurship create a center of attention talent, encourage innovation, and create dynamic business environments, positioning themselves well in the global marketplace.

Challenges faced in the process of Skill India:

Skill India faces more than a few challenges and issues that encumber its efficient implementation and impact. Some of the important issues are:

- **Lack of Awareness:** In India, many persons, particularly in rural areas, lack awareness about skill development programs and their benefits. They may not know about the accessible opportunities or how to access them.
- **Lack of Industry Linkages:** Inadequate collaboration between skill guidance institutions and industries leads to a gap between what is skilled and what the job market demands.
- **Awareness and disgrace:** There is awareness among some sections of the social order that occupational training is inferior to traditional education, leading to a stigma around pursuing skill development courses in India.
- **Mobility and Accessibility:** Right of entry to skill development programs can be a challenge for candidate source of revenue in remote or disadvantaged areas.
- **Funding and Sustainability:** Skill development programs have need of important funding for infrastructure, training, and other resources. Ensuring sustainable funding is necessary for the stability and success of these initiatives.
- **Quality of Training:** The eminence of skill training programs varies extensively. Skill India's some programs may not get together industry standards, leading to graduates with inadequate skills and knowledge for the job market.
- **Relevance to Industry Needs:** Skill development programs may not always make straight with the current and future needs of industries. This mismatch between the skills taught and the skills necessary by employers can lead to underemployment or unemployment.
- **Infrastructure and Resources:** Inadequate infrastructure and resources can limit the efficiency of skill development initiatives. Lack of contemporary equipment and facilities hampers practical training.

- **Trainer Quality:** The capability and training of instructors and trainers can impact the quality of skill training.

II. CONCLUSION

In India, entrepreneurship and skill development are consistent drivers of economic growth, innovation, and social progress. By encouragement entrepreneurship and investing in skill development initiatives, societies can allow to run free human potential, encourage innovation, and create opportunities for prosperity and development of Indian economy.

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