

NATIONAL POLICY FOR SKILL DEVELOPMENT AND ENTREPRENEURSHIP 2015

India's first Integrated National Policy for Skill Development and Entrepreneurship 2015 has been announced on 2nd July, 2015.

Policy in Brief:

India acknowledges the need for an effective roadmap for promotion of entrepreneurship as the key to a successful skills strategy.

The Skill Development' and 'Entrepreneurship' policy will provide and making India an umbrella framework to all skilling activities being carried out within the country and international job market and to align them to common standards and link the skilling with demand centers.

Policy in Detail:

The policy framework has been developed to accomplish the vision of Skill India .The framework outlines eleven major directions and enablers to achieve these objectives of skilling India

Vision:

To create an ecosystem of empowerment by Skilling on a large Scale at Speed with high Standards and to promote a culture of innovation based entrepreneurship which can generate wealth and employment so as to ensure Sustainable livelihoods for all citizens in the Country.

Thrust Areas:

It addresses key obstacles to skilling, including low inspirational value, lack of integration with formal education, lack of focus on outcomes, low quality of training infrastructure and trainers, etc.

The Policy seeks to align supply and demand for skills by bridging existing skill gaps, promoting industry engagement, operationalising a quality assurance framework, leverage technology and promoting greater opportunities for apprenticeship training.

Equity is also a focus of the Policy, which targets skilling opportunities for socially/geographically marginalized and disadvantaged groups.

Skill development and entrepreneurship programmes for women are a specific focus of the Policy.

In the entrepreneurship domain, the Policy seeks to educate and equip potential entrepreneurs, both within and outside the formal education system.

It also seeks to connect entrepreneurs to mentors, incubators and credit markets, foster innovation and entrepreneurial culture, improve ease of doing business and promote a focus on social entrepreneurship.

POLICY FRAMEWORK FOR SKILL DEVELOPMENT:

- **Aspiration**

- ✓ Skill Development inspirational for the youth in our Country.

- **Capacity**

- ✓ Capacity is being created by private sector training organizations, industry in-house training, government and private ITIs, tool rooms and in schools, colleges and polytechnics through Multi Skilling Institutes (MSIs).

- **Quality**

Quality of training can be measured by the competency outcomes and employability of the trainees. The following parameters have been identified for improving quality.

- ✓ Quality assurance framework embedded in the National Skills Qualifications Framework (NSQF) Market relevant training programmes.
- ✓ Fostering Mobility for the skilled manpower both laterally and vertically.
- ✓ Recognition of prior learning.
- ✓ Curriculum alignment.
- ✓ Soft skills and IT skills.

- **Synergy**

- ✓ Skill Development Programmes being implemented by various Ministries/ Departments/agencies of the Central Government have different norms as regards the eligibility criteria, duration of training, maximum amount for training, outcomes, monitoring and tracking mechanism.

- **Mobilization and Engagement**

- ✓ Industry needs to be closely involved in providing job opportunities to the skilled workforce

- **Global Partnerships**

- ✓ The main objective of global partnerships and international collaborations are to leverage best practices from across the world.

- **Outreach and Advocacy**

- ✓ One of the biggest challenges faced in the skilling sector is the difficulty of connecting supply with demand. A Labor Market Information System (LMIS) will be set up to, inter-alia, serve as aggregator of both demand and supply of skills, and consequently remove the information asymmetry in the market and help connect supply with demand.

- **ICT Enablement**

- ✓ Promotion of only brick and mortar facilities will not enable the speed and scale desired to transform the skill development efforts.

- **Development of Trainers**

- ✓ To achieve the massive target of skilling, it is of utmost importance to have trainers of excellent quality that are capable of training people in several fields.

- **Inclusivity**

- ✓ It is necessary to promote skill development initiatives that will harness inclusivity for all irrespective of gender, location, caste, sector etc. One of the key objectives is to ensure that the skilling needs of the disadvantaged and the marginalized groups like SCs, STs, OBCs, minorities, women and differently able persons, as well as those living in difficult geographical pockets, are appropriately taken care of.

- **Promotion of skilling among women**

- ✓ Delivery of training such as mobile training units, flexible afternoon batches, training based on the local needs of the area will be introduced to ensure participation and mobilization of women.
- ✓ State Governments would be encouraged to setup Kaushal Vardhan Kendras (KVKs) at Panchayat level.

POLICY FRAMEWORK FOR ENTREPRENEURSHIP:

The entrepreneurship policy framework has been developed to address the objectives. The strategies to catalyze Entrepreneurship are as under.

- ✓ Infuse Entrepreneurial Culture.
- ✓ Streamline Entrepreneurship in Education System.
- ✓ Inventing Business through Mentorship.

- ✓ Foster Social Entrepreneurship and Grassroots Innovations
- ✓ Promote Inclusivity.
- ✓ Women in Entrepreneurship.
- ✓ Ease of doing Business.
- ✓ Introduce Single Unique Enterprise Identity Number (SUEIN).
- ✓ Introduce an on-line Single Composite Application Form (SCAF).
- ✓ Eliminate Information Deficit.
- ✓ Access to Finance.
- ✓ National Commission on Entrepreneurship.

NEW SKILL AND ENTREPRENEURSHIP POLICY:

Vision:

To create an ecosystem of empowerment by skilling on a large scale at speed with high standards and to promote a culture of innovation-based entrepreneurship, it generates wealth, employment and sustainable livelihoods for all citizens in the country.

Skill development guidelines among 21 ministries and departments streamline the Skill India mission and reap a better demographic dividend.

Skill development and entrepreneurship policy:

- ✓ To improve the efficiency of human resources
- ✓ Clearing the institutional framework for the National Skill Development Mission in keeping with the commitment made in the Union Budget
- ✓ The hours and cost of training will become uniform.
- ✓ Currently, training courses offered by ministries range from 80 to 675 hours.
- ✓ As per new rule minimum of 200 hours' training is required for fresh skilling courses and 80 hours for re-skilling programmes.

Three-Tiered National Skill Development Mission:

- **High-powered decision-making structure**, at its apex, its governing council, chaired by the Prime Minister, will provide overall guidance and policy direction.
- **The steering committee**, chaired by the minister in charge of skill development, will review the mission's activities in line with the direction set by the governing council.
- **The mission directorate**, with secretary-skill development as mission director, will ensure implementation, coordination and convergence of skilling activities across central ministries and departments as well as state governments.

SKILL INDIA MISSION TARGETS 40.2 CRORE WORKERS BY 2022:

Skill India Mission, launched on the **World Youth Skills Day July 15**, by Prime Minister Narendra Modi. That aims to converge and monitor skill development schemes across the Country as well as provide subsidized loans to students for vocational training.

Data from the Census 2011 and 68th round of the National Sample Survey revealed;

- 10.4 Crore fresh workers would enter the labour market and require skill training by 2022.
- 29.8 Crore of the existing workforces will require additional skill training over the same time period.

The Government initiated a number of schemes including;

- ✓ Launch of ***National Skill Development Mission***
 - For convergence and coordination of skilling activities across India.
- ✓ Release of ***National Policy For National Skill Development and Entrepreneurship 2015***
 - For skilling on a large scale at speed with high standards and to ensure sustainable livelihood for all.
- ✓ Launch of ***Pradhan Mantri Kaushal Vikas Yojana (PMKVY)***
 - Flagship skill training programme to cover 24 lakh youth.
- ✓ Launch of ***Skill Loan Scheme***
 - 34 lakh youths of India, who seek to attend skill development programmes over the next five years.
 - Loans ranging from Rs 5,000 to Rs 1.5 lakh will be available.

- ✓ Minister of State (independent charge) for skill development and entrepreneurship will flag off “**Skill Vans**” that will go to remote areas to train unskilled workers.

- ✓ About one lakh letters of employment would also be given on the day to students who have successfully completed their skilling courses.