

## **Challenges and Opportunities with Youth for Skill Development in Bihar**

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### **Abstract**

This paper deals with the current state's education level, skills development, and employment for youth of Bihar, and considers the challenges facing Bihar's skills development system. To augment youth employment, the Government of India has launched a number of skills training programs. In spite of that majority of young people have limited access to education and training, and most find work in the informal sector. The government should focus on advancement of skills and through skills we create an economic environment. This paper is basically prepared in respect of Bihar Government. Despite the fact that Bihar has the fastest growth rate (10.05% in 2019-20) in India, difficulties have led the Government to conclude that far more needs to be done by creating employment opportunities for the majority of people of Bihar, to enable them to participate in the benefits of growth and to contribute to that growth. The government must replace labor market through providing training for vocational education. One of the major sources of the skilled workforce is the vocational education. However, the government realizes that the system is not being able to appropriately respond to the needs of the labor market.

Vocational education and training includes apprenticeship, training, industrial arts, technical education, technological-vocational education, occupational education and career and technical education. Very often it has been seen that many graduates leave their jobs due to caste-based discrimination, and another leave due to a mismatch between the salaries offered and their living costs. So there has been a significant movement away from agriculture this has still left most of the labour force, over 90 percent, working in the informal sector, much of it at low levels of productivity.

**Keywords :-** Skill development, vocational education & training, Youth, Bihar

### **Introduction**

Skill development is inevitable for the economic growth of a country. For the economy to grow well, a healthy growth in manufacturing and tertiary sector is required. India is said to have a skilled workforce of 500 million by 2022 (Business standard, Jan 13, 2015). To meet this objective, various initiatives have been taken across different states of the country. At over 19% unemployment rate one in every five Indian who graduate (or even better) is unemployed. It is almost as if the economy penalizes you for getting educated.

PM Narendra Modi underscored the importance of a skilled workforce for achieving the goal of becoming ATAMNIRBHAR BHARAT. Various programmes run by Administration such as the skill India Mission & the going online As leaders (or Goal) etc. pertains to this goal of skilling. On the other hand, a failure to provide opportunities to the youth population as they enter the labor market may translate into a 'demographic disaster' rather than a dividend (Mitra and Verick 2013)

India continues to be a country that faces one of the highest shortage of skilled workforce. Bihar, one of India's poorest states. The issue is not only one of unemployment, but is exacerbated by the large proportion of individuals working in the informal economy. Indeed, half of all workers in developing countries are engaged in small-scale agriculture or self-employment, jobs that don't provide steady pay-checks and benefits. One of the challenges in addressing youth unemployment is the low level of formal

schooling compounded by the skills gap—that is, the gap between the skills needed by employers and the existing skill set of job seekers. The opportunity stems from the expected global shortage of 56 million young people (15–35 years), and India could potentially serve as a worldwide sourcing hub for skilled manpower (Ministry of Labour and Employment 2014). The twin challenges of creating jobs while at the same time bridging the skills gap are well recognized by the Indian Government. Consistent with this policy priority, on September 25, 2014, the Government launched the ‘Deen Dayal Upadhyaya Grameen Kaushal Yojana’ (DDUGKY), a program for training, skill building and job placement intended for rural youth from poor families.

Transform rural poor youth into an economically independent and globally relevant workforce (Ministry of Rural Development 2016). Skills development in students is essential in order to face the challenges of everyday life. There is a dramatic change in the world due to the unprecedented use of technology during the past few decades. These transformations impact on all spheres of our life including education, economy, career etc. To cope up with the increasing pace and changes, students should learn the necessary skills to make sure their desired career. Skilful people across the world are not only on high demand in the job market but also they earn more. India needs more than 700 million skilled workers by 2022. In Bangladesh, many companies hire skilled people from abroad. This is because they cannot find skilful people from their own country. The companies need their works done. Not educated people.

### **Literature Review:-**

**Prof .Krunal k and k. Panjini** did a study on the requirements of skill development for the success of make in India project to know about existing level of skill development in India, to analyse the requirement of skill development and to find out the suitable ways to full the requirements of skill development. Data was collected from journals, magazines, research papers and articles. Author suggested that VET (Vocational education and Training) should be made compulsory and given in every secondary school. Stipend should be given to every vocational student. He concluded that to make in India project successful, it is necessary to give right skill to youth to compete in global race for jobs.

**Rupam jyoti Deka and Bhavika Batra** did the research with the objectives to understand through the review of literature the effect of make in India initiative on employability and to analyse through the review of literature if the skill development measures will help to bridge the gap of existing skill and required skill of work force in India. Author after reviewing the literatures, concluded that the youth of nation should be empowered with formal education, technical and vocational training to meet the industrial requirement as per the global standard and to make this India project successful.

**Sangeeta Bhattacharya and Anirban mukherjee** did the study on importance of skill development in Indian agriculture. Authors said that we need to develop skills among our farmers in various aspects of farming so that traditional, time and cost consuming methods are replaced by scientific, economic and efficient methods. it suggested that there are certain areas such as commodity and financial market, alternate energy, digital agriculture, weather forecasting, medicinal and herbal organic in which farmers’ skill should be developed so that development in agriculture will be made.

**Reema Mistry** done the study on “skill India build India”, the perspective of this paper is to focus on building national consciousness towards the idea of skill development rather than on only formal education system with the increase in level of education and privileges rendered by the formal sector, the youth are attracted towards non manual work opportunities particularly in non agricultural sector. The workforce participation in agriculture sector slowly declining to 48% with only 16% contribution to GDP. The analysis of data from various sources shows that skilled and knowledgeable workforce can lead to better earning capacity and curb the problems arising out of poverty, illiteracy and elevate nation building.

A study on the effectiveness of Pradhan Mantri Kaushal Vikas Yojana centres in Bengaluru regions was done by **Bhuvana s, kavya and Geetanjali p**. It is done based on both primary and secondary data. Primary data was collected through personal interview of the respondents. Secondary data was collected from test books, published articles, govt annual reports and related websites. Simple random sampling technique was used for collecting the data from 200 respondents. They suggested that there is a need to develop training facilities in and around rural areas to facilitate rural youth to get skill training to access good jobs or setup their own enterprises. Vocational training should be accorded top priority.

**Objectives:-**

1. To analyse the challenges faced by the youth due to lack of skill and measures to overcome them.
2. To know the opportunities available in skill development.
3. To know the challenges with respect to the skill development in Bihar
4. To assess the opportunities available for skill development in Bihar
5. To study the present system of regulation of the Vocational Education, Training and Skill Development sector in Bihar
6. To know about the existing level of skill development in Bihar
7. To find out the suitable ways to fulfill the requirement of skill development

**Challenges of Existing Structure of Skill Development:-**

The existing institutional structure for skill development includes various agencies with overlapping and conflicting priorities. The government’s own estimates reveal that currently, skill development efforts are spread across approximately 20 separate ministries, and 35 state governments and union territories. Given this complex institutional setup, the National Skill Development Agency was created last year to consolidate efforts in this domain. But it mainly has a coordination role, lacks any effective powers and remains significantly under ? -resourced. The training infrastructure for imparting technical and vocational skills is inadequate. In terms of current capacity, it is estimated that various publicly funded organizations produce 3.5 million trained ? personnel per annum against the 12.8 million new entrants into the workforce each year. The infrastructure in the skill development sector today is largely government-owned then also, private ? sector investment hasn’t been incentivized. The focus of vocational training offered in India is not matching with the needs of casual workers who constitute 90% of the labour force, resulting in a shortage of skilled workers at the national level. Casual workers, such as construction workers, from rural areas with little or no education and need support and training.

**100% State Sponsorship programme**

S. No.	Department	Scheme
1	SC/ST Welfare	Dashrath Manjhi Kaushal Vikas Yojna (DMKVY)
2	Minority Welfare	Mukhya Mantri Shram Shakti Yojna
3	Science & Technology	Skill Development Scheme

<b>S. No.</b>	<b>Department</b>	<b>Scheme</b>
4	Social Welfare (Social Welfare Directorate)	Mukhyamantri Nari Shakti Yojana (MNSY)- Service Sector Training
5	Social Welfare (Women Development Corporation)	Mukhyamantri Nari Shakti Yojana (MNSY)- Service Sector Training
6	Social Welfare (State Society for Ultra Poor and Social Welfare-SAKSHAM)	Mukhyamantri Bichhabritti Nivaran Yojna
7	Industry	Skill development programme
8	Industry (Directorate of Technical development)	Skill development short term training programme
9	Industry (Directorate of Technical development)	Employment oriented training programme
10	Education	HUNAR Phase IV
11	Education (BBOSE)	Kasturba Gandhi Balika Vidyalaya (Kausha Vikas Vardhan programme)
12	Education	Vocational Education Under department of Secondary Education
13	Education (BBOSE)	Bal Sudhar Griha
14	Tourism	Department Funded skilling
15	Animal & Fisheries Resources Department (Directorate of Animal Husbandry)	Department Funded skilling
16	Animal & Fisheries Resources Department (Dairy Development Directorate)	Training & Extension Scheme
17	Animal & Fisheries Resources Department (Dairy Development Directorate)	Training Scheme for Special Component
18	Animal & Fisheries Resources Department (Directorate of	Training under Fisheries Extension Scheme

S. No.	Department	Scheme
	Fisheries)	
19	Information Technology	C-DAC training
20	Information Technology	Bihar Skill Development Mission Training

### **Analysis:-**

#### **Skill development challenges in Bihar and measures to overcome them**

India has a large number of educated unemployed while the industry is short of skilled professionals. HR manager face challenge of selecting candidate for the job with right set of skills. Being qualified for the job is one thing while being skilled for the job is another thing.

1. **Skill deficit**-In India the capacity of skill development is around 3.1 million while 12.8 million youth are added to the Indian workforce. That's why prime minister launched skill India campaign whose target is to train 40 crore people in different sectors in India.

2. **Perfect match**-There is no shortage of job. The shortage is only of getting right skill for a particular job. Many a time, industry requires 10, +2 candidate. to fill its vacancies. Industry and placement institutes can match the organisation's requirement. A perfect skill matching is the key to good placement.

3. **Internship**-Students have theoretical knowledge but they have any practical knowledge that becomes hurdle for them to get job. Internship provides hands-on work opportunity and helps them to apply their theoretical knowledge to real life situation. So educational institutions, placement institutes tie up with multinational and industry bodies to provide internship to students.

4. **Soft skills**-Good communication and soft skill are the part of job requirement. At college level and university level students should be given training in soft skill. From expanding their business vocabulary, increasing their speaking skills, to writing customised emails for their clients and preparing interesting power point presentation can be learnt which will help to get job.

5. **Low educational attainment**- High dropout rates of educational institution are seen after 15 years and above and especially in female students. So they are not able to get good jobs as they lack in skill. So in schools 1 period should be mandatory to give vocational training to the students so even if after leaving the school in midway they will get job.

6. **Low match with industry needs**- The focus of vocational training does not match with needs of casual workers who constitute 90% of labour force resulting in shortage of skilled workforce. Casual workers such as construction workers belong to rural areas with little or no education and needs support and training.

7. **Skill development is not the responsibility of governments, corporates and training institutes alone**; students too are equally responsible and need to recognise the changing scenario of employment.

8. **Scalability** - Skill development had not been a priority of the government earlier and hence this area has always been ignored. Since the model requires high capital investments, the people are not very willing to support such a model. The challenges associated with unavailability of infrastructure, slow processing of bank loans seldom demoralizes the budding entrepreneurs to come up with their.

### **Opportunities**

India is at a very interesting stage of its demographic dividend -- more than 60% of our population is in the working age-group which is expected to cross 65% by 2036. That is a great opportunity in front of us, but only if leveraged properly. Thus, the Indian Government has also recognised skill development as one of its major initiatives. If skill gap is filled then India will have the greater demographic advantage. Because the economic development of a country depends on skill and productivity of its labour force. The National Higher Education Commission, in its report estimated that the average age of population in India by 2020 would be 29 years as against 40 years in USA, 46 years in Europe and 47 years in Japan. It is also estimated that during the next 20 years, the labour force in the industrial world is expected to decline by 4%, while in India it will increase by 32%.

#### **New initiative:-**

To track the progress of human development a Manav vikas mission has been constituted in the chairmanship of Humble chief Minister of Bihar.

Bihar Board of open schooling & examination(BBOSE) as an autonomous organization of human resource development Department, Government of Bihar has been set up with the moderate to “ Reached the Unreached” in terms of education & skills among the youth particularly women by providing subsidies to the institutions.

#### **Suggestions:-**

1. Sector specific skill should be established by the state government for each industry sector which have major share in state gross domestic product or high potential for growth
2. VET (Vocational education & training) should be made compulsory & should start in every secondary school
3. There should be certain amount of stipend to be paid for vocational students which will encourage the students opt for vocational training.
- 4.

#### **Conclusion:-**

The Government of Bihar has launched a number of skills & job placement schemes. one of the most prominent all India scheme, the “ Deen Dayal Upadhyay Grameen Kaushal Yojana”(DDUGKY) which target rural youth from poor families. A group which is most likely to face a skill gap and for whom such skill training program should be particularly effective.The focus on the effects on the scheme in rural Bihar. Analysis presented here the focus on the training courses in one district of rural Bihar. The analysis should focus not only initial job placement but also examining employment status after a time lag so to make Bihar nationally competitive and to boost economic growth. A skilled workforce is essential. As more & more Bihar involves towards the knowledge economy for transforming the demographic dividend. An efficient skill development system is the need of the hour.

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