

• Despite several efforts by the GoI, the gap between productive labour force and employment opportunities continues to widen. In this context, discuss how Skill India program can be reworked to minimise this deficiency.

"Demography is a potential, not a destiny"

Tapping India's current demographic potential is key to sustainable growth. Skill India programme can certainly help tap this potential. However, it needs a serious rework to bridge the existing gap between the burgeoning labour force and unutilisable employment opportunities.

#### ORGANISATION

The structural mechanisms tasked with skilling such as the National Skill Development Corporation should be relieved of its funding burden. The Finance Ministry should instead be responsible for allocating exclusively for skilling programmes.

This is essential for the organisation to focus on the targeted task of skilling alone.

#### SKILLING

- Skilling curriculum should be incorporated as part of mainstream education.

- This could expose the youth to the demands and nature of job potential sectors.

- Also, in the emerging era of intelligence, the job-seeking youth should be trained for technological competencies to be eligible at national and international levels.

- Reskilling the already educated populations to get adapted to the new demands of the job market is vital.

- Collaborations between educational and technical institutions can be facilitated by the government for professional training programmes.

- Importantly, skilling programmes should take into account the local and regional job prospects.

The lack of focus on many of these aspects is keeping the Skill India mission underperformed with low placement rates.

### REGULATION

- The Skill India programme should also incorporate the labour laws in it, to overcome the challenges of labour market, like wages, tenure, etc.

- Licensing and regulating systems for skilled people could increase their job prospects and ensure sustainability.

With these organisations, technical and regulatory fine-tuning of Skill India programmes, it can go a long way in potentially capitalising on the increasing labour force.