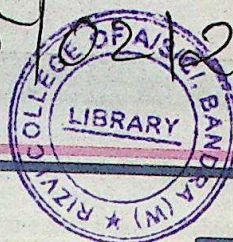




सत्यमेव जयते



Employment News

WEEKLY



Login to <https://eneversion.nic.in/> to subscribe @ ₹ 530 per annum (with complimentary e-version)

VOL. XLIX ISSUE NO. 48 PAGES 44

NEW DELHI 1 - 7 MARCH 2025

₹12.00

Skill India: Breaking Barriers, Building Skills

Bhupendra Singh

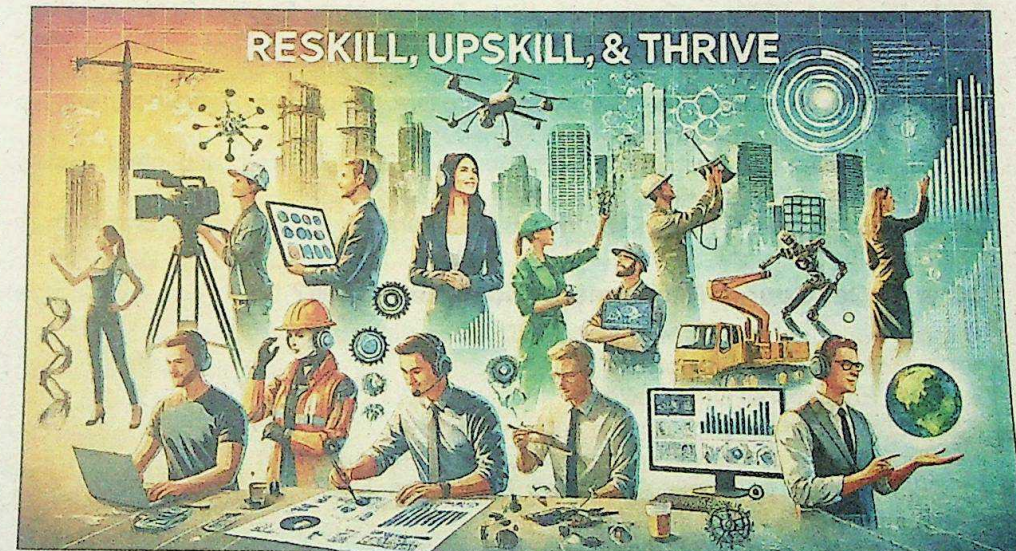
Are you fresh out of school or college looking to enhance your employability, or a mid-career professional aiming to pivot into high-growth industries? No matter where you stand in your professional journey, one truth remains constant: the right skills open the right doors.

The rapid rise of automation, digital transformation, and new business models has reshaped industries overnight, leaving yesterday's skills struggling to keep up with tomorrow's demands. According to the World Economic Forum's Future of Jobs Report 2025, employers anticipate

that 39% of the key skills required in the job market will change by 2030. This shift underscores the urgent need for continuous learning and adaptability.

So, how do you acquire the right skills? The answer is simple- by aligning with the demands of today and tomorrow. Among the evolving skill sets, technological skills are projected to gain prominence more rapidly than any other over the next five years. At the forefront of this transformation are areas such as Artificial Intelligence (AI) and Big Data, which top the list of in-demand skills. These are closely followed by networks and cybersecurity and overall technological literacy. However, the future of work isn't solely defined by technical expertise. Employers are placing increasing value on creative thinking, resilience, flexibility, and agility. Skills like curiosity and a commitment to lifelong learning are also becoming crucial, reflecting the need for professionals who can adapt to and thrive in an ever-changing environment.

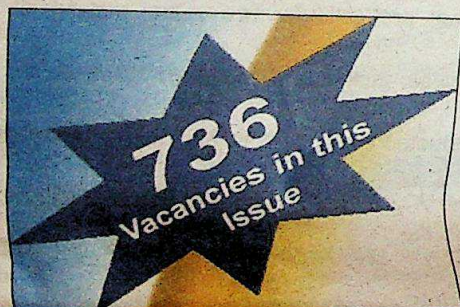
In response to these emerging trends, the Government of India has not only



sustained but also restructured its flagship skill development initiative - the Skill India Programme - to ensure it remains relevant and impactful in this dynamic environment.

On February 7, 2025, the Union Cabinet, chaired by Prime Minister Shri Narendra Modi, approved the continuation and restructuring of the Skill India

Programme (SIP) until 2026. With a substantial outlay of Rs. 8,800 crore for the period 2022-23 to 2025-26, this move aims to integrate demand-driven, technology-enabled, and industry-aligned training, making skilling the backbone of the country's economic growth.



Continued from page 1

Skill India: Breaking Barriers, Building Skills

The restructured Skill India Programme brings together the three key initiatives under one unified framework:

1. Pradhan Mantri Kaushal Vikas Yojana 4.0 (PMKVY 4.0)
2. Pradhan Mantri National Apprenticeship Promotion Scheme (PM-NAPS)
3. Jan Shikshan Sansthan (JSS) Scheme

Together, these initiatives aim to provide **structured skill development, on-the-job training, and community-based learning**, ensuring that both urban and rural populations, including marginalised communities, have access to high-quality vocational education.

Pradhan Mantri Kaushal Vikas Yojana 4.0

India, with its demographic dividend, is poised to become a global economic powerhouse. However, this potential can only be realised if the workforce is equipped with the right skills. In this context, PMKVY 4.0 serves as a crucial policy tool to bridge the widening gap between existing skill sets and emerging industry demands. By introducing over 400 new courses in cutting-edge fields, the scheme aims to equip India's workforce with the skills needed to thrive in Industry 4.0 and beyond.

a) Integration of Emerging Technologies: PMKVY 4.0 represents a paradigm shift from traditional vocational training to a technology-driven approach. The inclusion of courses in AI, 5G, green hydrogen, drone technology, and cybersecurity directly responds to the projected job growth in these sectors.

Sector	Projected Growth	Key Areas of Employment	Timeline
AI and Machine Learning	20-25% annual growth rate globally, with significant contribution from India	Data Science, AI Development, Machine Learning Engineering	Ongoing
5G Technology	Over 22 million jobs projected in India	Network Infrastructure, Cyber security, IoT Applications	By 2030
Green Hydrogen Economy	2 million jobs anticipated in India	Renewable Energy, Hydrogen Production, Sustainability Initiatives	By 2030

b) On-the-Job Training (OJT) and Industry Integration: A standout feature of PMKVY 4.0 is the integration of On-the-Job Training (OJT) within short-term skilling programmes. This approach ensures that trainees are not confined to theoretical knowledge but gain practical, real-world experience. This addresses one of the most critical aspects of the skills gap in India: the disconnect between academic learning and industry requirements.

Furthermore, by collaborating with industry partners through the Recruit-Train-Deploy (RTD) model, the programme ensures that training is directly aligned with current market needs. This model facilitates faster employment post-training, reducing friction in the job market and bridging the gap between demand and supply of skilled labour.

c) Inclusive and Accessible Skilling: PMKVY 4.0 also focusses on making skill development inclusive and accessible. The establishment of Skill Hubs in premier institutions like IITs, NITs, Jawahar Navodaya Vidyalayas (JNVs), and PM SHRI Schools ensures that high-quality training is accessible even in rural and underrepresented areas. By translating over 600 trainee and trainer handbooks into eight regional languages, the scheme breaks down linguistic barriers, fostering greater participation from diverse demographics. This inclusivity is critical in a country where large segments of the population, particularly women, rural youth, and marginalised communities, have historically been excluded from formal vocational training.

International Mobility and Global Competitiveness: India has a large population living abroad, which has grown from 18 million in 2020 to 32 million today. This makes India one of the countries with the largest overseas populations. With 65% of its population under 35 and a median age of 28, India has a young workforce that can become a global talent hub if it has the right skills. To help with this, the government is focussing on building a skilled workforce that can meet international standards. By aligning training with globally recognised standards and forging Mobility Partnership Agreements (MMPAs) and MoUs with various countries, the PMKVY programme ensures that Indian workers are globally competitive.

This is particularly significant given the growing demand for skilled Indian professionals in sectors like IT, engineering, and healthcare in North America, Europe, and Asia-Pacific regions. The programme's focus on language proficiency and soft skills further enhances the employability of Indian workers in the global job market.

Pradhan Mantri National Apprenticeship Promotion Scheme (PM-NAPS)

Apprenticeships are widely regarded as the most effective model for skill development due to their unique combination of practical, hands-on training and theoretical learning, ensuring individuals are workplace-ready upon completion. They

bridge the gap between academic knowledge and real-world application, offering employer-driven training that aligns with industry needs and significantly enhances employability. Apprenticeships also provide the advantage of earning while learning, reducing financial barriers and encouraging broader participation, especially among economically disadvantaged groups. Beyond technical skills, they foster essential soft skills such as communication, problem-solving, and teamwork, while offering valuable professional networking opportunities. For employers, apprenticeships are a cost-effective way to develop a tailored workforce, increasing productivity and reducing recruitment costs.

The Pradhan Mantri National Apprenticeship Promotion Scheme (PM-NAPS) embodies this globally recognised model, tailoring it to meet the country's unique economic and demographic needs. Launched to bridge the persistent skills gap and enhance employability, PM-NAPS provides on-the-job vocational training for individuals aged 14 to 35 years, allowing them to gain practical experience while earning a stipend, with 25% of the stipend (up to Rs. 1,500 per month) subsidised by the government through Direct Benefit Transfer (DBT). The scheme extends beyond traditional sectors like manufacturing and construction to include emerging fields such as AI, robotics, blockchain, green energy, and Industry 4.0 technologies, ensuring that India's workforce is prepared for the demands of the future economy.

A key policy strength of PM-NAPS is its prioritisation of Micro, Small, and Medium Enterprises (MSMEs), which form the backbone of India's economy, contributing nearly 30% of GDP. By focusing on MSMEs, the scheme decentralises skill development, making it inclusive and more accessible across diverse regions. Encouraging apprenticeships within these enterprises not only enhances workforce capability but also addresses regional disparities and helps bridge the urban-rural divide. Furthermore, the scheme's emphasis on regional equity is evident in its targeted support for aspirational districts and the North-East Region. By uplifting marginalised communities in these areas, PM-NAPS ensures that they benefit from India's broader economic growth, aligning with the government's objective of fostering balanced regional development.

By integrating public-private partnerships and aligning with industry-driven curricula, PM-NAPS not only supports India's broader goals under the Skill India Mission but also plays a pivotal role in building a future-ready, globally competitive workforce, ensuring that the country remains agile and resilient in a rapidly evolving global economy.

Jan Shikshan Sansthan (JSS): Empowering Communities Beyond Technical Skills:

The JSS scheme is uniquely designed to reach those who are often left behind in traditional skilling models—women, rural youth, and economically disadvantaged groups aged 15 to 45 years. Unlike conventional training programmes that require individuals to travel to urban centres or formal institutions, JSS delivers low-cost, doorstep training with flexible schedules, making it especially effective for communities with limited access to education and employment opportunities.

This community-centric approach is not just about teaching technical skills. It's about fostering self-reliance and sustainable livelihoods, whether through self-employment or wage-based jobs. By tailoring training to local needs—be it in agriculture, handicrafts, small-scale industries, or services—JSS ensures that skills are directly linked to regional economic opportunities.

What sets JSS apart from other vocational training programmes is its emphasis on holistic development. Beyond technical skills, JSS plays a transformative role in social empowerment by raising awareness about health, hygiene, financial literacy, gender equality, and education. This multi-dimensional approach recognises that economic empowerment cannot happen in isolation from social development.

For instance, financial literacy training under JSS equips individuals, especially women, to manage their finances, access credit, and participate in entrepreneurial activities. Gender equality modules help challenge social norms that often restrict women's participation in the workforce, while education on health and hygiene contributes to building healthier communities, which is foundational for sustained economic productivity.

JSS is not a standalone initiative—it is intricately linked with the government's broader skilling and development agenda. It aligns with flagship programmes such as PM JANMAN and Understanding of Lifelong Learning for All in Society (ULLAS), creating a cohesive framework that promotes inclusive skilling across the country.

India's growth story cannot be complete without the inclusion of its rural population and marginalised communities. With over 65% of the population residing in rural areas, skilling these communities is not just a social imperative but an economic necessity. JSS helps unlock the potential of this vast workforce, enabling them to contribute to the country's economic growth while improving their own quality of life.

By promoting self-employment and micro-enterprises, JSS also supports the government's broader objectives under initiatives like Atmanirbhar Bharat and Make in India, fostering local entrepreneurship and reducing dependence on urban job markets.

(The author is Correspondent, Akashvani, New Delhi. Feedback can be sent to feedback.employmentnews@gmail.com). Views expressed are personal.

Continued from page 2

Be Employment-Ready with Skill India Digital Hub ...

Leverage AI Job Matching

The platform's AI-based job recommendation system suggests roles that match your skills and training. Use this feature by entering details like your location, domain, expertise etc., to apply for relevant jobs faster.

Prepare for Interviews

- Some companies conduct online screening tests or virtual interviews via SIDH.
- Practise common interview questions and enhance soft skills to improve your chances.

Apply on External Job Portals

- Use other job platforms like the National Career Service and look out for opportunities highlighting your SIDH certification to stand out.
- By following these steps, you can successfully transition from learning to employment, making the most of your Skill India training.

(The author is a Patna-based academician and career coach. Feedback can be sent to feedback.employmentnews@gmail.com).

Views expressed are personal.

Employment News

R. Chidambaranathan

General Manager

Amrish B. Kishore

Chief Editor

Shikha Baraily, Editor

Akshit Malik, Sub-Editor (Advt.)

D.K.C. Hrudhainath

Joint Director (Production)

Sanjay Kumar Pandey

Assistant Director (Prod.)

Abhishek Chaturvedi

Editor (Circulation)

Employment News

7th Floor, Sochna Bhawan

C.G.O Complex, Lodhi Road

New Delhi-110003

Circulation:

sec-circulation-moib@gov.in

Advertisement:

sec-advertise-moib@gov.in

Grievance:

engrievance@gmail.com

Editorial: 011-24369443

Advertisement: 011-24369429/30

Tele Fax: 011-24369430

Circulation: 011-24365610

Accounts (Advt.): 011-24369419