Souvenir

One Day National Research Seminar

"SIGNIFICANCE OF SKILL DEVELOPMENT IN EMPLOYABILITY"

Date: 04 January 2025

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Dr. Riya Neema, Mr. Sandesh Rai

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We would like to express our sincere gratitude to all the authors, researchers and reviewers, who provided their detail research and views for ***"Significance of Skill Development in Employability"****. We would like to thank our Teacher family, who supported and encouraged me in spite of all the time it took me away from them. This book could see the light of day due to generous support from the* ***Edu Academic Incorporation Publication****. This volume is wholly a collective venture. This cause would not have been possible without the great efforts paid by all the authors and we are sure their valuable contributions increased the significance of the book. The readers and beneficiaries vary from academicians, professional engineers and scientists, to undergraduate and graduate students from all over the country.*

ABOUT COLLEGE

Govt. College Rau, Indore was founded in 2011 and since then it is persistently growing towards new horizon. The college is accredited with 'B' Grade by NAAC and has recently got P.G. in 11 major subjects of Arts, Science and Commerce. The college adopts innovative methods of teaching and learning to improve the quality of higher education on a consistent basis. The college has a beautiful and lush green campus with students of different background studying in Arts, Science and Commerce, with affordable Education. Well experienced and renowned teachers strongly encourage students to nurture their future. It aims at providing quality education relevant with present scenario fostering innovation, leadership and entrepreneurial spirit to students. Our alumni have stood out in varied fields such as business and industry, administrative and regulatory services.

ABOUT SEMINAR

"The future belongs to those who learn more skills and combine them in creative ways"

- Robert Greene

India is moving towards developed economy where skills are mostly recognized as the significant lever of economic growth. For that we need to reform the relationship of education, employment and skill development. Skill development is most powerful tool for the future of our country. Taking this idea in view, the Seminar will focus on the significance of skill development in employability.

Sub Themes:-

- Skill Development in the Area of Computer.
- Opportunities of Self Employment and Skill Development.
- Start-up and Skill Development.

Shree Madhu Verma

Member of Legislative Assembly (MLA), Rau

Blessings

It is my honor to extend my blessings to this Seminar. May this platform ignite innovative ideas, foster collaboration, and empower individuals with the skills necessary to drive employability and economic growth of our nation. Skill development is not just a pathway to personal success but a cornerstone of national progress. I hope this seminar encourages everyone to embrace continuous learning, adopt new technologies, and create opportunities that bridge the gap between education and employment. Together, let us strive to build a workforce that is resilient, adaptable, and future-ready.

Dr. R.C. Dixit
Chief Patron
Additional Director
(Indore Division)
Department of Higher Education
Bhopal, (M.P.)

Blessings

I am delighted to extend my heartfelt greetings to all participants of this important seminar on the "Significance of Skill Development in Employability." In today's competitive world, equipping individuals with the right skills is crucial for fostering innovation, economic growth, and social inclusion. It is imperative that we continuously invest in skill development initiatives to bridge the gap between education and employment. I commend the organizers for their efforts in bringing together experts and thinkers to explore actionable solutions. I hope this seminar sparks meaningful dialogue that leads to tangible outcomes for enhancing employability across the nation.

Dr. Anil Singh
Patron – National Seminar
Principal
Govt. College Rau, Indore

Welcome Speech

Government College Rau, Indore welcomes you all to the national seminar on the "Significance of Skill Development in Employability." We are honored to welcome our esteemed guests Shree Madhu Verma, Shree Vinod Rathore and Dr. Suresh T. Silawat who is the founder principal of this college. We also welcome respected chief patron Dr. R.C. Dixit Additional Director (AD), Higher Education Indore Division.

is our great pleasure to warmly welcome our keynote speakers Mr. Gourav Goyal (Assistant Director MSME, DFO Indore), Dr. Maya Ingle (Ex Director DDU Kaushal Kendra DAVV Indore), Dr. Ashesh Tiwari (Exam Controller DAVV) and Dr. Priti Jain, Medicaps University Indore. Whose insights and expertise will undoubtedly inspire and enrich our discussions at this national seminar.

The college also welcomes all the experts, and participants from diverse fields join us today. This seminar serves as an invaluable platform to discuss how skill development can transform the landscape of employability and drive individual and national progress. Together, we will explore innovative strategies, share experiences, and build a collective vision for empowering our workforce. The seminar also aims to address the challenges we face in aligning skills with industry needs and explore potential solutions. We are excited to explore how we can create more inclusive opportunities for skill development to ensure a brighter future for all. I look forward to fruitful discussions and meaningful insights throughout the day.

Once again, welcome, and thank you for being here!

Dr. Dhirendra Shukla
OSD
Department of Higher Education
Bhopal, (M.P.)

Blessings

It is a great honor for me to be here today, and I would like to extend my warmest blessings to all the participants of this seminar on the "Significance of Skill Development in Employability." I believe that the future of our workforce lies in the development of relevant and practical skills, which are essential for personal growth, job creation, and the progress of the society. May this Seminar inspire all of us to work collaboratively towards enhancing skill development initiatives, and may the insights shared today contribute to empowering individuals, shaping successful careers, and building a brighter future for our nation. I wish you all a fruitful and enriching experience throughout this event.

Dr. Suresh T. Silawat
Former Additional Director and
Principal (Holkar Science College
Indore)

Blessings

I wholeheartedly bless this initiative, as it provides a space for academic and practical insights into skill development, ensuring a brighter future for students and professionals alike. Education is not merely about acquiring knowledge; it is about applying that knowledge effectively to create value. This seminar is a testament to the vital role that skills play in shaping employability. May it inspire educators, students, and stakeholders to work collectively toward a more dynamic and inclusive learning ecosystem that equips every individual with the tools to succeed.

Dr. Sudha Suresh Silawat
Former Additional Director
Indore Division
Department of Higher Education
M.P.

Blessings

My heartfelt blessings to this seminar, which underscores a pivotal need for our society. Skill development is an essential pillar for creating an equitable and prosperous nation. May this event inspire the creation of innovative policies for further elaboration. Wishing the organizers, speakers and participants a fruitful and enriching experience.

Warm blessings to Govt. College Rau, Indore for the Seminar! May knowledge and wisdom flourish.

Dr. D.C. Rathi
Convener – National Seminar
Govt. College Rau, Indore

Introduction

In today's rapidly evolving global economy, the demand for skilled professionals has become more critical than ever. The growing emphasis on innovation, technological advancements, and industrial diversification requires a workforce that is adaptable and equipped with practical expertise. With the job market becoming increasingly competitive, the significance of skill development in enhancing employability cannot be overstated. It is no longer enough for individuals to simply hold academic degrees; the ability to apply knowledge effectively and acquire new, relevant skills is paramount.

The changing landscape of employment calls for a paradigm shift, where traditional education systems are complemented by targeted skill-building initiatives. These initiatives bridge the gap between theoretical learning and real-world application, preparing individuals to meet the dynamic demands of industries. Skill development, therefore, serves as a key enabler for boosting employability, enhancing career prospects, and promoting economic growth.

Through focused training programs, individuals gain not only technical skills but also vital soft skills such as communication, teamwork, and problem-solving. These competencies foster greater workplace efficiency, innovation, and job satisfaction.

This seminar seeks to explore the various dimensions of skill development and its impact on employability. By bringing together experts, educators, and industry leaders, we aim to delve into the strategies, challenges, and success stories of skill development programs. We hope to provide insights that will shape policies and practices, ensuring that the future workforce is not only employable but also empowered to contribute meaningfully to society.

Let us embark on this enlightening journey to unlock the potential of skill development in shaping employability and driving sustainable growth.

Mr. Gaurav Goyal

Assistant Director MSME, DFO

Indore

Mr. Gaurav Goyal began by explaining the difference between entrepreneurship and startups. He clarified that entrepreneurship involves starting a new business from scratch based on an existing idea or concept, whereas a startup represents something new, creative, and innovative—often an idea that can be patented. He emphasized the importance of developing new ideas and taking them to incubation centers, where the government can provide an initial grant of 15 lakh, which can increase to 01 crore within a year. Additionally, he highlighted the growing role of women in emerging startups, citing examples from the region. He also discussed the facilities available at MSME centers and encouraged faculty members to motivate students to visit and utilize these resources.

Dr. Ashesh Tiwari

Exam Controller DAVV

Indore

Dr. Ashesh Tiwari addressed various concerns raised by faculty members regarding the New Education Policy (NEP). He clarified topics such as the 4th year of MBA, the 4+2 years B.Ed. program, and the integrated 5-year BA+MA courses. He explained the distinction between a graduation degree with honors and one with honors and research. Dr. Tiwari highlighted the importance of vocational courses in the new curriculum and how they can enhance students' employability. He stressed the value of practical knowledge over theoretical knowledge, drawing comparisons with the USA and European countries, where manual skills are given equal importance as white-collar jobs and elite education.

Dr. Maya Ingle

Former Director DDU Kaushal Kendra DAVV Indore

Dr. Maya Ingle elaborated on the skills developed during undergraduate (UG) and postgraduate (PG) courses, including both technical and soft skills. She discussed the growing demand from employers for professionals who possess a balance of technical expertise and interpersonal abilities. She highlighted how the NEP offers students the freedom to choose courses of their interest, enabling a science student to take open electives from commerce or vice versa. Dr. Ingle also explored the teacher-student relationship and touched on various aspects of integrating technology into education.

Dr. Preeti Jain
Medicaps University
Indore

Dr. Preeti Jain began by emphasizing the significance of ancient education, which was holistic and inclusive, transcending barriers of class, caste, or gender. She explained how the ancient system covered 64 kalas (arts), encompassing academics, painting, sculpture, dance, and other skills. She contrasted this with Macaulay's education system introduced by the British, which dismantled the spirit of all-round development and focused solely on preparing clerks for administrative work. Finally, she explained how the NEP aligns with the philosophy of ancient education. According to her, the NEP aims not only to enhance employability but also to foster both intellectual and emotional intelligence, nurturing students into well-rounded, evolved human beings.

Editorial Board for Seminar

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STARTUP AND SKILL DEVELOPMENT: A DECADAL RETROSPECTIVE STUDY (2014-2024)

Amita Shukla, Mahendra Alone
Department of Zoology, Government College, RAU, Indore

Abstract - This study evaluates the progress and impact of startup and skill development initiatives in India from 2014 to 2024, focusing on both central and state-level programs, particularly in Madhya Pradesh. Data were analysed using SPSS for descriptive and inferential statistics, including chi-square tests. Key findings reveal significant advances in entrepreneurship and workforce development; though challenges related to regional disparities and inclusivity persist. The study concludes with actionable policy recommendations for enhancing these initiatives to foster sustainable economic growth.
Keywords: skill development, chi-square tests, Entrepreneurship, Economic growth.

INTRODUCTION

India's economic landscape has evolved significantly over the last decade, driven by various initiatives aimed at promoting startups and skill development. Recognizing the need to foster innovation and enhance workforce preparedness, both the central and state governments have rolled out a variety of programs to promote entrepreneurship, self-reliance, and employability. Madhya Pradesh, with its geographical and demographic diversity, provides an interesting case study for examining the alignment between regional and national efforts. The central government's schemes, coupled with state-specific initiatives, have been instrumental in catalysing India's start up and skill development ecosystems.

The importance of such programs lies in their potential to contribute to economic growth, particularly in emerging economies like India, where innovation and skilled labour are key drivers of productivity. Several research studies have underscored the critical role of government-backed initiatives in fostering entrepreneurial activity and skill development, which in turn leads to greater economic inclusion and job creation (Jha et al., 2020; Singh et al., 2019).

OBJECTIVES

This study aims to assess the effectiveness of central and state-level startup and skill development programs. The primary objectives are:
To analyze trends in entrepreneurship, employment, and gender inclusivity over the past decade.
To identify areas for improvement.
To provide recommendations for refining policy approaches to enhance the long-term success of these programs.

METHODS

Study Design

This is a retrospective study covering the period from 2014 to 2024, structured in the IMRaD (Introduction, Methods, Results, and Discussion) format. Data for the analysis were sourced from government reports, independent evaluations, and peer-reviewed studies related to entrepreneurship and skill development in India.

Data Sources

The primary data sources included:
Government reports on economic and employment surveys from Madhya Pradesh and the central government.
Independent evaluations by institutions like NITI Aayog, FICCI, and KPMG.
Research studies from PubMed on skill development and entrepreneurship.

Key studies examined the impacts of vocational training on job creation (Gupta et al., 2020) and the effectiveness of government programs in fostering startups (Chakrabarti et al., 2021).

DATA ANALYSIS

The data were analyzed using SPSS software. Descriptive statistics were used to examine program reach and demographic impact, while chi-square tests were applied to evaluate associations between program interventions and socio-economic outcomes. Time-series analysis was also employed to track trends in startup formation and skill development over the decade.

RESULTS

India's startup ecosystem and skill development sector have grown significantly in the past decade, with both central and state initiatives contributing to this progress. For instance, the Startup India campaign, launched in 2016, resulted in over 98,000 startups being registered, generating employment for approximately 800,000 individuals. Another significant initiative, the Atal Innovation Mission, established more than 10,000 Atal Tinkering Labs, promoting student-driven innovation across the country.

In Madhya Pradesh, the Startup MP Policy, introduced in 2019, facilitated the establishment of over 800 startups and provided support through incubators located in major cities. Additionally, the Mukhyamantri Kaushal Samvardhan Yojana, a state-level skill development program, trained over 2.5 million people, with a focus on rural youth.

On the skill development front, the Skill India Mission, launched in 2015, trained more than 50 million individuals across various sectors, such as manufacturing, IT, and healthcare. The Pradhan Mantri Kaushal Vikas Yojana (PMKVY) certified 30 million individuals, with a reported placement success rate of 60%. This initiative has been particularly successful in helping individuals acquire technical and vocational skills (Sahu et al., 2022).

Statistical Analysis

The study examined employment and workforce participation data from 2014 and 2024, revealing a 25% increase in employment generated by startups. Female workforce participation also increased from 18% in 2014 to 32% in 2024. While urban areas showed higher uptake of these programs, rural areas exhibited lower participation, highlighting disparities in access to resources and training opportunities.

DISCUSSION

The efforts of both central and Madhya Pradesh state governments have contributed to the growth of entrepreneurship and skill development. The increase in female participation in the workforce is a notable achievement, driven in part by government policies aimed at fostering gender equality in entrepreneurship (Patel et al., 2021).

However, challenges remain, particularly in rural regions, where limited infrastructure and digital literacy continue to hinder the widespread adoption of these programs. Previous studies have emphasized the importance of tailored interventions for rural populations to improve access to both training and entrepreneurial resources (Sharma et al., 2019). Moreover, marginalized communities, particularly women and lower-income groups, remain underrepresented in the entrepreneurial ecosystem (Agarwal et al., 2020).

Policy Recommendations

To overcome the challenges identified, several policy recommendations are proposed:

Infrastructure development in rural areas: Establish rural innovation hubs with access to digital tools and training facilities.

Sector-specific training: Focus on emerging industries like AI, renewable energy, and agritech.

Promoting inclusivity: Introduce women-centric entrepreneurial schemes and training modules for marginalized groups.

CONCLUSION

From 2014 to 2024, India's startup and skill development landscape saw substantial progress, particularly through initiatives like Startup India and Skill India. While Madhya Pradesh has seen positive outcomes from these programs, regional disparities and issues related to inclusivity persist. To address these challenges, policymakers should focus on improving infrastructure in rural areas, expanding sector-specific training programs, and enhancing inclusivity through targeted schemes for marginalized groups. By continuing to invest in these areas, India can ensure that the growth of its startup ecosystem and workforce development programs leads to sustainable and equitable economic progress.

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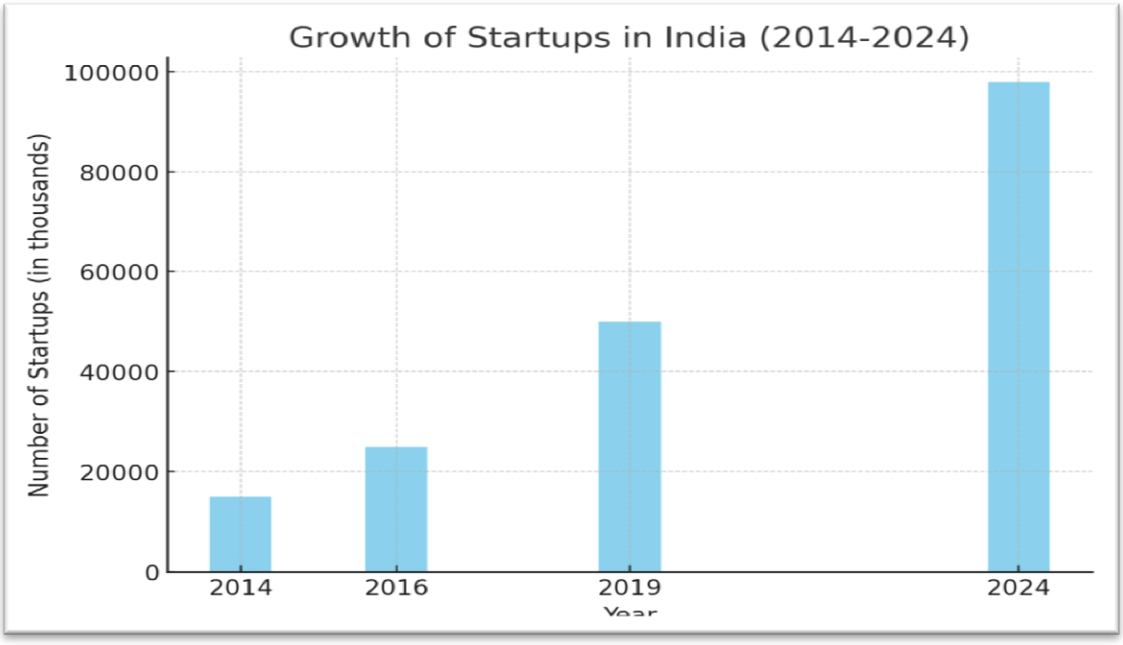
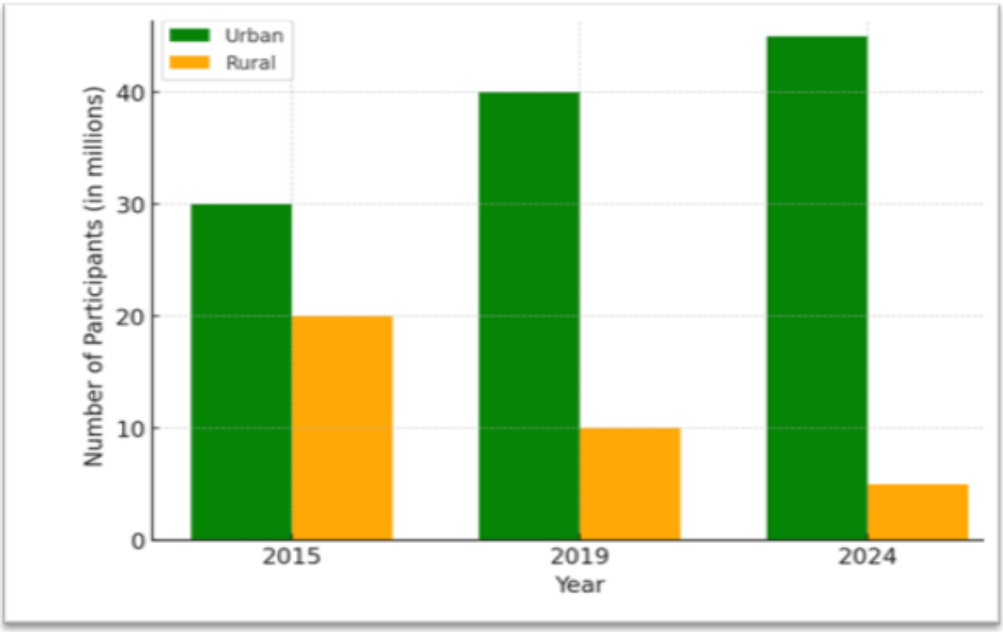
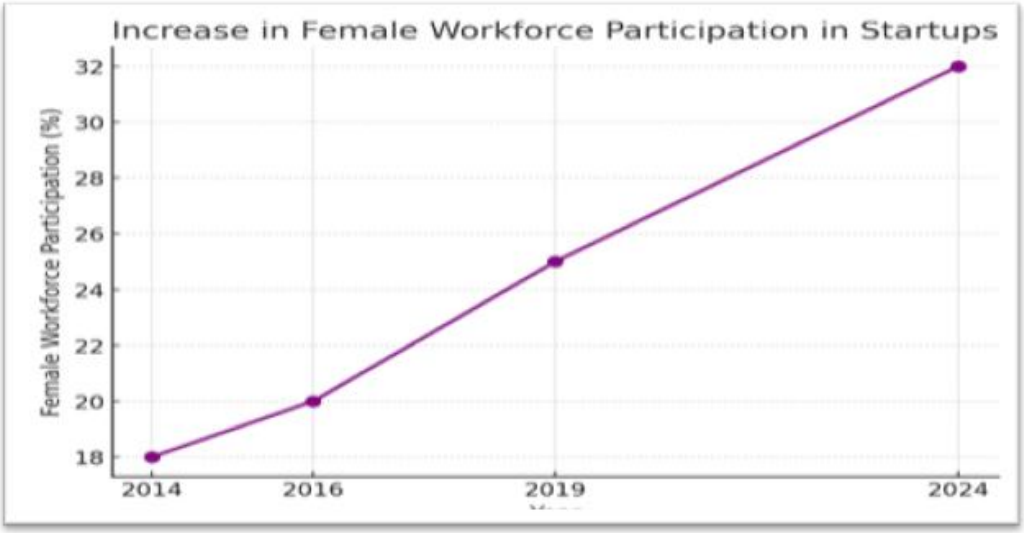



Urban
Rural
Number of Participants (in millions)
0
10
20
30
40
2015
2019
2024
Year


Increase in Female Workforce Participation in Startups
Female Workforce Participation (%)
18
20
22
24
26
28
30
32
2014
2016
2019
2024

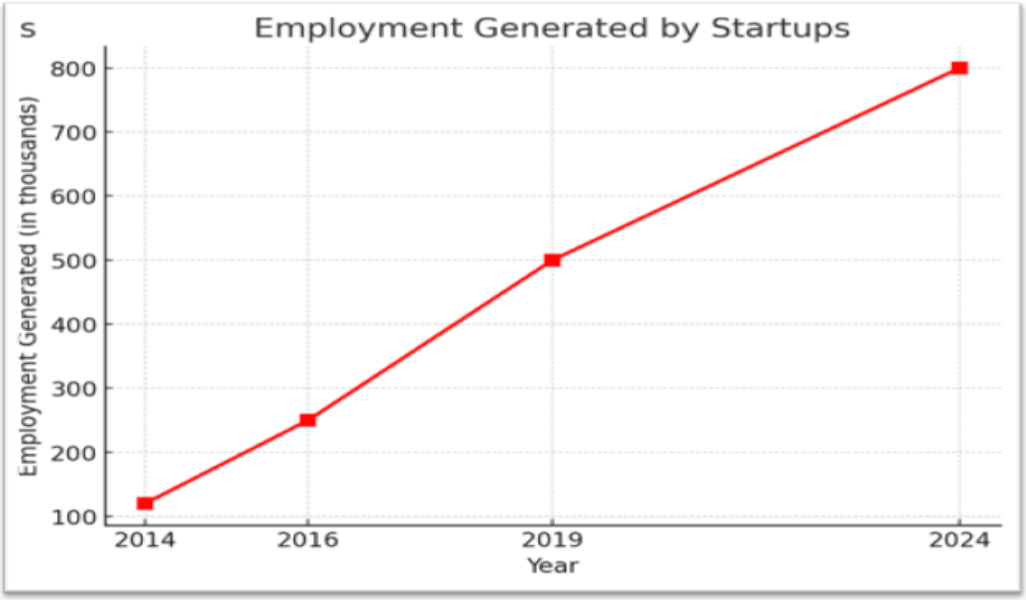

Employment Generated by Startups
Employment Generated (in thousands)
100
200
300
400
500
600
700
800
2014
2016
2019
2024
Year

Fig. 1: Growth of Startups in India (2014-2024). This bar graph illustrates the number of startups registered in India from 2014 to 2024, showing significant growth in the startup ecosystem, with a marked increase in recent years.

Fig. 2: Increase in Female Workforce Participation in Startups (2014-2024). This line graph depicts the rise in female workforce participation in India's startup sector, with a notable increase from 18% in 2014 to 32% in 2024, reflecting growing gender inclusivity.

Fig. 3: Urban vs Rural Participation in Skill Development Programs (2015-2024). A stacked bar chart comparing the participation of urban and rural populations in skill development programs from 2015 to 2024, highlighting the disparity in access to these programs between urban and rural areas.

Fig. 4: Employment Generated by Startups (2014-2024). This line graph shows the employment generated by startups over the past decade, with a steady increase in job creation, reaching approximately 800,000 jobs by 2024.

ARTIFICIAL INTELLIGENCE AND EMPLOYMENT: TRANSFORMATION, CHALLENGES, AND OPPORTUNITIES

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Abstract - This paper presents a study of emerging role and importance of Artificial Intelligence in our lives in general and at our workplace in particular. We have witnessed a huge change in the modus operandi of many sectors after introduction of computers and internet. There is no sector which has remained unaltered with this invention. Production, Medical, Banking, Transportation, Teaching, you name any field and you can see the sea change in its working in the last two-three decades. No one can perform his KRA (Key Responsibility Areas) without learning basic computers. Same is the case with AI, those who will not update themselves with this tool, they will not be able to perform as efficiently as others and in the long run will become a liability on the organization. This article explores various transformations and challenges due to advent of AI in the work culture and how to overcome and treat it as an opportunity rather than a threat.
Keywords: Internet, Artificial Intelligence, Employment.

INTRODUCTION

Artificial Intelligence (AI) has emerged as a transformative force across world economies, fundamentally changing how businesses operate, how work is performed, and what the future of employment looks like. While AI promises unparalleled advancements in efficiency, productivity, and innovation, it also raises questions about the replacement of human workers, the creation of new job opportunities, and the evolving nature of work. This essay examines AI's impact on employment, highlighting its benefits, challenges, and the need for societies to adapt to these changes responsibly.

THE ROLE OF AI IN RESHAPING EMPLOYMENT

AI systems, powered by machine learning, natural language processing, and automation, are increasingly being deployed to perform tasks traditionally done by humans. Automation—ranging from robotics in manufacturing to algorithmic decision-making in financial services—has reshaped many industries. AI is especially effective at handling repetitive, rule-based tasks, making it suitable for applications in areas such as data processing, customer service, logistics, and assembly-line work.

For example, in manufacturing, AI-driven robotics can assemble products with greater precision and efficiency than human workers. In logistics, AI optimizes delivery routes, reducing fuel costs and improving delivery times. In the financial sector, AI algorithms analyze vast quantities of data to detect fraudulent transactions and provide investment recommendations faster than human analysts.

While these advancements boost productivity, they also make some human roles redundant, particularly jobs that involve manual, routine, or predictable activities. Studies by organizations like McKinsey & Company suggest that automation could displace up to 800 million jobs globally by 2030. However, such changes are not uniform; their impact varies across regions, sectors, and skill levels.

JOB DISPLACEMENT AND VULNERABLE OCCUPATIONS

AI's ability to replace human labor raises concerns about widespread job displacement, especially among low-skill workers. Jobs that require repetitive, physical labor, such as factory work, truck driving, and retail cashier roles, are most at risk of automation. AI-powered machines are not only faster but also cheaper to maintain in the long run, incentivizing businesses to adopt them.

The rise of self-checkout kiosks and AI chatbots in retail and customer service illustrates this trend. Workers in these industries may face layoffs or reduced hours as businesses streamline

operations. Similarly, autonomous vehicles threaten the livelihoods of truck drivers and delivery workers.

However, it's not only blue-collar workers who are affected. White-collar roles such as paralegals, data entry clerks, and financial analysts are also at risk as AI can process and analyze large datasets faster and more accurately. For instance, AI tools can review legal documents or assist with medical diagnoses, challenging the role of entry-level professionals in law and healthcare.

THE CREATION OF NEW JOBS AND OPPORTUNITIES

While concerns about job loss dominate discussions, AI also creates new roles and industries that did not exist previously. History shows that technological advancements tend to eliminate some jobs but simultaneously generate new ones. For example, the advent of the internet led to the decline of certain roles (e.g., mail sorters) but created entire industries, including e-commerce, digital marketing, and app development.

AI is following a similar trajectory, spurring demand for roles such as machine learning engineers, data scientists, AI ethicists, and robotics specialists. These jobs require advanced technical skills, and as AI systems become more sophisticated, there will be a growing need for people to design, maintain, and improve them.

Moreover, AI augments human capabilities, allowing workers to focus on more creative, strategic, or socially engaging tasks. For instance, in healthcare, AI helps doctors analyze medical images, enabling them to focus on patient care and decision-making. In education, AI-powered tools can assist teachers by automating grading and providing personalized learning experiences for students.

The World Economic Forum predicts that while 85 million jobs may be displaced by 2025, AI and automation will create 97 million new jobs globally, leading to a net positive outcome. However, this positive impact depends on reskilling and upskilling workers to meet the demands of AI-driven economies.

THE SKILLS GAP AND RESKILLING CHALLENGES

AI's transformative impact on employment highlights a critical challenge: the skills gap. As AI replaces certain roles, workers must acquire new skills to remain employable. The demand for technical skills—such as programming, data analysis, and machine learning—will grow, alongside soft skills like critical thinking, creativity, and emotional intelligence.

However, not all workers have equal access to education, training, and resources for reskilling. Low-income individuals and those in developing economies may struggle to adapt, exacerbating inequality. Governments, educational institutions, and businesses must collaborate to provide affordable and accessible training programs. Initiatives such as coding boot camps, online learning platforms, and vocational training can play a crucial role in closing the skills gap.

For example, companies like Amazon have launched programs to retrain employees for higher-skilled roles, helping workers transition into fields like IT and cloud computing. Similarly, governments can implement policies that encourage lifelong learning, subsidize reskilling efforts, and ensure workers have pathways to new employment opportunities.

THE ROLE OF AI IN SHAPING THE FUTURE OF WORK

AI is not just changing the jobs people do; it is also reshaping the workplace itself. The rise of remote work, enabled by AI-powered collaboration tools, has changed how and where people work. Virtual assistants, AI project management tools, and automated communication platforms allow businesses to operate more efficiently while enabling flexible work arrangements.

In addition, AI is fostering the growth of the gig economy. Platforms like Uber, Upwork, and TaskRabbit rely on AI algorithms to connect workers with short-term job opportunities. While the gig economy offers flexibility, it also raises concerns about job security, benefits, and fair wages. Policymakers must address these issues to ensure that workers in the gig economy are protected.

Furthermore, as AI takes over routine tasks, there is a growing emphasis on human-centric work that prioritizes creativity, emotional intelligence, and problem-solving. Roles in healthcare, education, arts, and human services will remain essential because they require empathy, intuition, and interpersonal skills that AI cannot replicate.

ADDRESSING ETHICAL AND SOCIAL IMPLICATIONS

The integration of AI into employment comes with ethical and social considerations. Job displacement disproportionately affects vulnerable populations, leading to greater economic inequality. Governments must implement social safety nets, such as unemployment benefits and universal basic income (UBI), to support displaced workers.

Additionally, businesses must use AI responsibly to avoid exacerbating bias and discrimination. For example, AI systems used in hiring processes may inadvertently perpetuate biases if not carefully designed. Ensuring fairness, transparency, and accountability in AI deployment is critical to creating inclusive workplaces.

Policymakers must also address concerns about job quality and workers' rights in AI-driven industries. Collaboration between governments, businesses, and labor organizations is essential to create regulations that protect workers while encouraging innovation.

CONCLUSION

AI represents both a challenge and an opportunity for the future of employment. While its deployment may displace jobs, it also creates new roles, increases productivity, and enhances human capabilities. The extent to which societies benefit from AI will depend on their ability to adapt through reskilling, education, and supportive policies.

Rather than fearing job loss, societies should focus on preparing workers for an AI-driven world by fostering a culture of lifelong learning and ensuring that everyone has access to the skills and opportunities needed to thrive. Governments, businesses, and individuals must work together to harness AI's potential while mitigating its negative impacts. By doing so, AI can become a force for inclusive economic growth, improved working conditions, and innovation, ultimately shaping a future where humans and machines coexist to achieve shared prosperity.

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THE IMPORTANCE OF TECHNICAL KNOWLEDGE AT THE WORKPLACE: A STUDY OF ITS IMPACT ON EMPLOYEE PERFORMANCE AND ORGANIZATIONAL COMPETITIVENESS

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Abstract - In today's rapidly evolving work environment, technical knowledge has become a crucial factor in determining employee performance and organizational competitiveness. This study aims to investigate the importance of technical knowledge at the workplace and its impact on employee performance and organizational competitiveness. A survey of 200 employees from various industries was conducted, and the results showed that technical knowledge is a significant predictor of employee performance and organizational competitiveness. The study also identified the types of technical knowledge that are most important for employee performance and organizational competitiveness.

INTRODUCTION

Technical knowledge refers to the specialized knowledge and skills required to perform a specific job or task. In today's rapidly evolving work environment, technical knowledge has become a crucial factor in determining employee performance and organizational competitiveness. With the increasing use of technology and automation in various industries, employees are required to have the necessary technical knowledge to operate and maintain complex systems and equipment.

LITERATURE REVIEW

Several studies have highlighted the importance of technical knowledge at the workplace. For example, a study by the Society for Human Resource Management (SHRM) found that technical knowledge is one of the most important skills required for success in the modern workplace (SHRM, 2019). Another study by the World Economic Forum (WEF) found that technical knowledge is one of the top skills required for the future of work (WEF, 2020).

METHODOLOGY

This study used a survey research design to collect data from 200 employees from various industries. The survey questionnaire consisted of 20 questions that measured the importance of technical knowledge at the workplace, employee performance, and organizational competitiveness.

RESULTS

The results of the study showed that technical knowledge is a significant predictor of employee performance and organizational competitiveness. The study also identified the types of technical knowledge that are most important for employee performance and organizational competitiveness, including:

1. Programming skills: The ability to write code and develop software applications is a critical technical skill in today's digital economy.
2. Data analysis skills: The ability to collect, analyze, and interpret data is a critical technical skill in today's data-driven economy.
3. Cloud computing skills: The ability to design, implement, and manage cloud computing systems is a critical technical skill in today's cloud-based economy.
4. Cybersecurity skills: The ability to design, implement, and manage cybersecurity systems is a critical technical skill in today's digital economy.

CONCLUSION

This study highlights the importance of technical knowledge at the workplace and its impact on employee performance and organizational competitiveness. The study also identifies the types of technical knowledge that are most important for employee performance and organizational competitiveness. The findings of this study have implications for human resource management, organizational development, and public policy.

RECOMMENDATIONS:

1. Invest in employee training and development: Organizations should invest in employee training and development programs that focus on technical knowledge and skills.
2. Hire employees with technical knowledge: Organizations should hire employees with technical knowledge and skills that are relevant to the job and industry.
3. Create a culture of lifelong learning: Organizations should create a culture of lifelong learning that encourages employees to continuously update their technical knowledge and skills.

LIMITATIONS:

This study has several limitations, including:

1. Sample size: The sample size of this study is limited to 200 employees from various industries.
2. Industry representation: The study only represents a few industries, and the findings may not be generalizable to other industries.
3. Methodology: The study uses a survey research design, which may not provide in-depth insights into the importance of technical knowledge at the workplace.

FUTURE RESEARCH DIRECTIONS:

Future research should focus on:

1. Investigating the impact of technical knowledge on employee performance and organizational competitiveness in different industries.
2. Examining the role of technical knowledge in enhancing innovation and entrepreneurship.
3. Developing a framework for assessing and evaluating the technical knowledge and skills of employees.

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"आर्थिक विकास में कौशल विकास की भूमिका"

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शोध संक्षेप

देशों ने आर्थिक विकास और वैश्विक अर्थव्यवस्था में अपनी स्थिति मजबूत करने के लिए विकास मॉडल बनाए हैं। यदि मानव संसाधन तकनीकी रूप से अद्यतन और उच्च योग्य हो जाता है तो यह सफलता की राह में प्रभावी कदम होगें। बड़े वैश्विक बाजार हिस्सेदारी हासिल करने, उद्योगों और विनिर्माण सेवाओं को विकसित करने की चाह में सरकार और अन्य हितधारक तकनीकी और वैज्ञानिक क्षमताओं को विकसित करने के लिए कुशल कार्यबल को संलग्न करने पर ध्यान केंद्रित कर रहे हैं। आर्थिक ज्ञान और नवाचार में प्रगति को नए उत्पादों और सेवाओं के विकास पर ध्यान केंद्रित करना चाहिए। इस दृष्टिकोण के लिए सरकार को प्रतिभा पूल को शामिल करने और समग्र विकास के लिए बाजार-प्रासंगिक कौशल तक पहुंच का विस्तार करने के लिए उचित नीतियां बनानी चाहिए। इस लेख में, हम सतत आर्थिक विकास की राह पर बने रहने के लिए समय के साथ कौशल विकास के महत्व के बारे में चर्चा करने जा रहे है।

1. परिचय

विश्व स्तर पर कौशल विकास को उत्पादक रोजगार की कुंजी माना जाता है। यह बढ़ी हुई उत्पादकता, निजी क्षेत्र के विकास, समावेशी आर्थिक विकास और गरीबी में कमी के लिए एक महत्वपूर्ण साधन है। टिकाऊ तरीके से गरीबी से निपटने के लिए उच्च उत्पादकता वाले क्षेत्रों की ओर आर्थिक विविधीकरण और संरचनात्मक परिवर्तन आवश्यक है। इसके लिए बेहतर कुशल और अधिक अनुकूलनीय श्रम शक्ति की आवश्यकता है जो घरेलू और विदेशी निवेश को बढ़ावा दे सके। प्रासंगिकता, नीतिगत सुसंगतता, समन्वय और संरेखण सुनिश्चित करने के लिए कौशल विकास को व्यापक शिक्षा और रोजगार, विकास और विकास रणनीतियों और प्रणालियों से जोड़ना आवश्यक है। अध्ययनों से पता चलता है कि कार्यबल विकास और रोजगार के लिए प्रभावी, टिकाऊ दृष्टिकोण से व्यक्तियों की रोजगार योग्यता के लिए कौशल के संयोजन में सुधार होना चाहिए, और साथ ही निजी क्षेत्र की प्रतिस्पर्धात्मकता में सुधार के लिए एक स्थायी प्रणाली का निर्माण करना चाहिए। विशेष रूप से, शिक्षा प्रणाली की आपूर्ति और श्रम बाजार की जरूरतों के बीच बेमेल से उत्पन्न युवा बेरोजगारी को आजीवन सीखने के लिए भविष्य-उन्मुख, लचीली और समग्र शिक्षा प्रणाली के भीतर पर्याप्त कौशल विकास के माध्यम से संबोधित किया जा सकता है।

2. कौशल विकास का अर्थ

कौशल विकास का उपयोग आम तौर पर औपचारिक, गैर-औपचारिक, अनौपचारिक और हेतु सक्षम बनाने की योग्यता और प्रशिक्षण के सभी स्तरों के माध्यम से हासिल की गई उत्पादक क्षमताओं को संदर्भित करने के लिए किया जाता है। यह व्यक्तियों को आजीविका में पूरी तरह और उत्पादक रूप से संलग्न होने में सक्षम बनाता है, और अर्थव्यवस्था और श्रम बाजार की बदलती मांगों और अवसरों को पूरा करने के लिए इन क्षमताओं को अनुकूलित करने का अवसर देता है। ऐसी क्षमताओं का अधिग्रहण कई कारकों पर निर्भर करता है, जिसमें एक गुणवत्तापूर्ण आजीवन सीखने की प्रणाली और एक सहायक सीखने का माहौल शामिल है। रोजगार के लिए आवश्यक कौशल के प्रकारों को निम्न में विभाजित किया जा सकता है: • बुनियादी और बुनियादी कौशल, जो प्राथमिक और माध्यमिक औपचारिक स्कूल

प्रणाली के माध्यम से, या गैर-औपचारिक और/या अनौपचारिक सीखने की प्रक्रियाओं (जैसे सक्रिय शिक्षण, मौखिक अभिव्यक्ति, पढ़ना) के माध्यम से प्राप्त किए जाते हैं। समझ, लिखित अभिव्यक्ति, आईसीटी साक्षरता, सक्रिय श्रवण)। स्थायी रोजगार की संभावना को बढ़ाने वाले अतिरिक्त कौशल प्राप्त करने के लिए ये पूर्व आवश्यकताएं हैं।

3. कौशल विकास आजीवन सीखने का एक अभिन्न अंग है

आजीवन सीखना शिक्षा की तुलना में व्यापक दृष्टिकोण अपनाता है। यह सतत विकास के ढांचे के भीतर सामाजिक परिवर्तन के लिए पर्याप्त एकीकृत और व्यवस्थित नीति और अभ्यास को लागू करने का आयोजन सिद्धांत है। एक शिक्षा प्रणाली में जो आजीवन सीखने के अवसर प्रदान करती है, नीति और अभ्यास प्रत्येक व्यक्ति और समुदाय को उसके पूरे जीवनकाल (संदर्भ विशिष्ट) में उपयोगी सीखने और प्रशिक्षण विकल्पों की एक लचीली और विविध श्रृंखला प्रदान करते हैं। एक कौशल-विकास रणनीति, आजीवन सीखने के लिए राष्ट्रीय शिक्षा प्रणाली के एक अभिन्न अंग के रूप में, कौशल को उत्पादकता और रोजगार सृजन से सफलतापूर्वक जोड़ती है और साथ ही सभी जीवन स्थितियों (जैसे काम, सक्रिय नागरिकता और पारिवारिक जीवन) का सामना करती है।

यह सुनिश्चित करने के लिए कि कोई भी पीछे न छूटे, आजीवन सीखने के लिए यह भी आवश्यक है समाज के गरीब और सबसे कमजोर समूह विकास प्रक्रिया में पूरी तरह से भाग लें और योगदान दें। कौशल विकास के लिए मानवाधिकार आधारित दृष्टिकोण को अपनाने के लिए प्रशिक्षण सामग्री और विधियों के साथ-साथ लोगों के विभिन्न समूहों के लिए अनुकूलित सीखने के माहौल की आवश्यकता होती है।

4. भारत में कौशल का विकास करना

यदि हम पारंपरिक स्कूली शिक्षा प्रणाली की ओर देखें तो हमें सभी छात्रों के लिए तकनीकी, व्यावसायिक प्रशिक्षण और शिक्षा कार्यक्रम के रुझान और संभावनाओं का पता चलेगा। समावेशी विकास हासिल करने और अर्थव्यवस्था को समृद्ध बनाने के उद्देश्य से शिक्षा बोर्डों ने सभी उम्मीदवारों के लिए अनिवार्य व्यावसायिक प्रशिक्षण शामिल किया है। बदलती तकनीकी प्रगति की तीव्र गति में व्यावसायिक और तकनीकी प्रशिक्षण कार्यक्रम के लिए नए मॉडल को शामिल करने के बढ़ते दबाव के कारण हमें उद्योगों को विकसित करने के लिए अत्यधिक कुशल पेशेवरों की आवश्यकता है। उद्योग विनिर्माण, प्रबंधन और विपणन की जरूरतों को पूरा करने के लिए अपनी संसाधन टीम में कुशल कार्यबल को प्राथमिकता देते हैं। सीखने के कौशल में परिवर्तन पद्धति के साथ छात्र अपने भविष्य के कैरियर और आजीवन सीखने के लिए अपने आकर्षक कौशल को बढ़ाने में सक्षम होंगे। कौशल विकास का नया मॉडल श्रमिकों की रोजगार क्षमता बढ़ाने और उनकी संपूर्ण आजीविका में स्थिरता के नवीन दृष्टिकोण को बढ़ावा देता है। इसमें कौशल विकास की तत्काल जरूरतों का विश्लेषण करने के लिए निजी क्षेत्र में लगे पेशेवरों सहित नीति निर्माताओं, चिकित्सकों, शोधकर्ताओं का योगदान शामिल है। कौशल विकास का मॉडल कौशल विकास को सीखने के अवसरों का एक नया स्रोत देखने का दृष्टिकोण प्रदान करेगा जहां उम्मीदवारों को अपने अंतिम जीवन लक्ष्य मिलेंगे। पेशेवर अपने कौशल विकास पाठ्यक्रम में बेहतर नौकरी की संभावनाएं, सतत विकास और विकास के विचार, सामाजिक जुड़ाव पा सकते हैं। वे उन मुद्दों को संबोधित करने में सक्षम होंगे जैसे कि विविध कार्य संस्कृति लाने के लिए किसी विशेष कार्यबल के लिए किस कौशल की आवश्यकता है।

5. बेहतर कौशल के लिए बेहतर शिक्षा

सतत अर्थव्यवस्था के नए दृष्टिकोण और आवश्यक कौशल की जिम्मेदारी को समावेशी कौशल विकास में पहले ही संबोधित किया जा चुका है। भारतीय शिक्षण परिवेश में सतत विकास हासिल करने और दीर्घकालिक वित्तीय विकास

में सफलता की दिशा में आगे बढ़ने के लिए दृष्टिकोण विकसित करने की अत्यधिक सराहना की जाती है। यह स्पष्ट है कि अगले दशक में सक्षम कामकाजी पीढ़ी हमारे देश के वर्तमान आर्थिक बोझ को कम कर सकती है। यदि शिक्षण संस्थान आगे आएं और कौशल विकास के लिए कदम उठाएं तो बेरोजगारी, अधिक काम, कम रोजगार, नौकरियों से असंतोष की समस्याएं कम हो जाएंगी। जब विशेष कार्य वातावरण के लिए उम्मीदवारों के ज्ञान और कौशल में सुधार किया जाएगा तो निश्चित रूप से उत्पादकता स्तर और जीवन स्तर में वृद्धि होगी। यदि कार्य संस्कृति के संरचनात्मक परिवर्तन में योगदान देकर कौशल विकास किया जाए तो यह निश्चित रूप से उत्पादकता के स्तर को बढ़ा सकता है। हमें बेहतर आर्थिक विकास के लिए कौशल विकास उद्देश्य में सार्वजनिक और निजी दोनों निवेश की आवश्यकता है। पिछले वर्षों की रिपोर्ट के अनुसार भारतीय कर्मचारियों में उत्पादकता का स्तर और क्षमता बहुत कम है। प्रौद्योगिकी के बदलते पैटर्न के साथ आधुनिक कामकाजी माहौल में बने रहने के लिए उम्मीदवारों को उन्नत कौशल में कमी की चुनौतियों का सामना करना पड़ता है। समावेशी कौशल विकास भारत के भीतर रोजगार के अवसरों और कुशल कार्यबल के बीच अंतर को कम करने पर ध्यान केंद्रित करेगा।

6. कौशल विकास के लिए पहल

भारत सरकार ने भारत के सरकारी स्कूलों में नई शिक्षा नीति लागू करने की घोषणा की। एनईपी मुख्य रूप से बच्चों की बुनियादी शैक्षणिक शिक्षा के साथ-साथ उनके कौशल को विकसित करने पर केंद्रित है। रचनात्मकता, आलोचनात्मक सोच, संचार, समय प्रबंधन, टीम वर्क, नवाचार, समस्या समाधान आदि जैसे प्रभावी कौशल भारत के एनईपी के प्रमुख उद्देश्य हैं। छात्र कुछ हद तक अपनी क्षेत्रीय भाषा में सीख सकते हैं, फिर उन्हें एक साथ कई भाषाएँ सीखना जारी रखना होगा। कौशल विकास पाठ्यक्रम में व्यवसाय प्रबंधन, स्वास्थ्य देखभाल, पोषण, मनोविज्ञान और मानविकी जैसे अन्य अनिवार्य क्षेत्रों पर ध्यान केंद्रित किया जाएगा। इस नए दृष्टिकोण में साक्षरता को छोटा नहीं किया जाएगा बल्कि कौशल विकास की अवधारणा के साथ शिक्षा के विचार को व्यापक बनाया जाएगा। छात्र अपने तकनीकी ज्ञान, व्यावसायिक कौशल, डिजिटल कौशल, हस्तांतरणीय कौशल और अन्य रोजगार आवश्यकताओं को बढ़ाएंगे जो उनकी संपूर्ण आजीविका को बनाए रखने में सहायक होंगे। यदि हम गहराई से देखें तो हम विश्लेषण कर सकते हैं कि छात्र संसाधनों, इंटरनेट, स्मार्ट फोन आदि की कमी के कारण दूरदराज के क्षेत्रों में शिक्षा के वैकल्पिक विकल्पों तक नहीं पहुंच पाते हैं। भारत कुशल कार्यबल के निरंतर विकास और सक्षम लोगों के लिए बेहतर अवसर पैदा करने के लिए रोजगार के अवसर बढ़ाने की दिशा में आगे बढ़ रहा है। व्यक्तियों. कुशल युवाओं को रोजगार के लिए उपयुक्त इंटर्नशिप संभावनाएं प्रदान करने के लिए राष्ट्रीय प्रशिक्षुता प्रोत्साहन योजना बनाई गई है। अल्पकालिक प्रशिक्षण पहल के साथ सरकार ने उद्योग आधारित शिक्षा के तहत लोगों को प्रशिक्षित करना शुरू कर दिया है।

7. निष्कर्ष

युवाओं के बीच रोजगार को बढ़ावा देने और उन्हें श्रम बल में लाने के लिए कौशल प्रावधान की तत्काल आवश्यकता है। नीति को लैंगिक रूप से संवेदनशील बनाने और कौशल प्रावधान तथा रोजगार को बढ़ावा देने में महिलाओं को प्राथमिकता देने की आवश्यकता है। युवा महिलाओं, विशेष रूप से युवा गृहिणियों के बीच रोजगार योग्य कौशल के प्रावधान पर ध्यान केंद्रित करना और उन्हें लाभकारी रोजगार लेने में सक्षम बनाना, शिक्षा गतिविधियों के साथ कौशल विकास को एकीकृत करने के लिए ध्यान को धीरे-धीरे अल्पकालिक से दीर्घकालिक पाठ्यक्रमों में स्थानांतरित किया जाना चाहिए ।

उच्च शिक्षा तक पहुंचने में सक्षम सभी युवाओं को कवर करने के लिए आठ वर्षों में व्यावसायिक प्रणाली की क्षमता का आक्रामक विस्तार सुनिश्चित किया जाना चाहिए। माध्यमिक शिक्षा स्तर से सभी के लिए कैरियर मार्गदर्शन और प्लेसमेंट सेवाएं प्रदान करने के लिए संस्थागत क्षमता बढ़ाई जानी चाहिए। विशिष्ट कार्यबल में काम करने के लिए कुशल भारतीय उम्मीदवारों को सक्षम बनाने के लिए समावेशी कौशल विकास महत्वपूर्ण कदम है। शैक्षणिक संस्थान अपने वांछित जॉब प्रोफाइल में कुशल होने के बारे में जागरूकता फैलाने के लिए कदम उठाते हैं। यदि उम्मीदवार कुशल व्यक्ति के महत्व को समझ सकते हैं तो वे निश्चित रूप से आजीवन अपने कौशल को बढ़ाने को महत्व देंगे। सीखने की कोई सीमा नहीं है, सतत विकास में बने रहने के लिए व्यक्ति में अधिक सीखने और अधिक विकास करने की उत्सुकता होनी चाहिए।

संदर्भ

1. प्रधानमंत्री कौशल विकास योजना (PMKVY)
2. विश्व बैंक: कौशल विकास और आर्थिक विकास की रिपोर्ट
3. भारत में श्रम और रोजगार मंत्रालय की रिपोर्ट

कौशल विकास मिशन और रोजगार योजनाएं

ललिता गोयल

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सारांश- भारत में युवाओं को कुशल और रोजगार योग्य बनाने के लिए सरकार ने विभिन्न कौशल विकास मिशन और रोजगार योजनाएं लागू की हैं। इन योजनाओं का उद्देश्य युवाओं को तकनीकी, पेशेवर और व्यावसायिक प्रशिक्षण देकर उन्हें आत्मनिर्भर बनाना है। इसमें मनरेगा, पीएमईजीपी, पीएमकेवीवाई, स्किल इंडिया मिशन, डिजिटल इंडिया, स्टार्टअप इंडिया और अन्य योजनाएं शामिल हैं, जो रोजगार के अवसर पैदा करने, कौशल विकास और उद्यमशीलता को बढ़ावा देती हैं। इन पहलों का लक्ष्य भारत को एक कुशल और समृद्ध राष्ट्र बनाना है। युवाओं के लिए अनुकूल माहौल बनाने के सरकार के प्रयास आर्थिक विकास हासिल करने और एक जीवंत युवा आबादी को बढ़ावा देने की उसकी प्रतिबद्धता का प्रमाण हैं।

शब्द कुंजी: रोजगार, युवा, कौशल विकास

भारत एक युवा राष्ट्र है, जहां युवाओं को कुशल और रोजगार योग्य बनाना आर्थिक और सामाजिक विकास के लिए अत्यंत महत्वपूर्ण है । इस उद्देश्य को प्राप्त करने के लिए सरकार ने कौशल विकास मिशन और विभिन्न रोजगार योजनाओं को लागू किया है । यह योजनाएं देश के युवाओं को तकनीकी, पेशेवर और व्यावसायिक प्रशिक्षण प्रदान कर उन्हें आत्मनिर्भर बनाने का प्रयास करती है । रोजगार योजनाएं कौशल विकास मिशन के साथ जुड़ी हुई है, इन योजनाओं के तहत युवाओं को रोजगार के अवसर प्रदान करने के लिए विभिन्न प्रकार के प्रशिक्षण और सुविधाएं प्रदान की जाती है ।

कौशल विकास मिशन भारत सरकार की एक प्रमुख पहल है, जो युवाओं को रोजगार योग्य कौशल सीखने के लिए बनाई गई है । इसका उद्देश्य न केवल कौशल प्रशिक्षण प्रदान करना है, बल्कि देश में कौशल का समग्र विकास करना भी है ।

1. कौशल अंतर को कम करना: रोजगार बाजार और युवाओं के कौशल के बीच खाई को खत्म करना है ।
2. रोजगार क्षमता में वृद्धि: युवाओं को ऐसा कौशल देना जो उद्योगों में प्रासंगिक हो ।
3. सामाजिक समावेश: ग्रामीण और पिछड़े वर्ग के युवाओं को सशक्त बनाना ।
4. उद्यमशीलता को बढ़ावा देना: स्वयं के व्यवसाय शुरू करने के लिए प्रोत्साहन करना ।

कौशल विकास के साथ रोजगार प्रदान करना सरकार का मुख्य उद्देश्य है । इसके लिए विभिन्न योजनाएं लागू की गई है ।

- **महात्मा गांधी राष्ट्रीय ग्रामीण रोजगार गारंटी अधिनियम (मनरेगा):** मनरेगा भारत की एक महत्वपूर्ण योजना है, जो ग्रामीण विकास और गरीबी उन्मूलन में महत्वपूर्ण भूमिका निभाती है । यह भारत के ग्रामीण क्षेत्रों में रहने वाले लोगों को 100 दिनों की रोजगार गारंटी देता है, इसका मुख्य उद्देश्य समाज के कमजोर वर्गों के लिए आर्थिक सुरक्षा सुनिश्चित करना है । मनरेगा के तहत विभिन्न प्रकार के कार्य सिंचाई, तालाबों का निर्माण, नहरो की मरम्मत, सड़क निर्माण, जल संरक्षण, वृक्षारोपण एवं वन क्षेत्र का विकास किया जाता है ।

- **प्रधानमंत्री रोजगार सृजन कार्यक्रम (पीएमईजीपी):** प्रधानमंत्री रोजगार सृजन कार्यक्रम 1 अप्रैल 1995 को प्रारंभ भारत सरकार की एक महत्वाकांक्षी योजना है, जिसका उद्देश्य देश में रोजगार के अवसरों को बढ़ाना है । यह योजना विशेष रूप से उन क्षेत्रों में रोजगार सृजन को बढ़ावा देने के लिए लाई गई है, जहां बेरोजगारी की दर अधिक है। इस योजना के अंतर्गत स्वरोजगार और छोटे व्यवसायों को प्रोत्साहित करने के लिए सरकार वित्तीय सहायता प्रदान करती है जिससे छोटे एवं मध्यम उद्योगों के विकास को बढ़ावा मिल सके। सरकार इस योजना के तहत नियोक्ताओं को सब्सिडी प्रदान करती है ताकि वह नए कर्मचारियों को नियुक्त करने के लिए प्रोत्साहित हो सके। बुनियादी ढांचा विकास परियोजनाओं को बढ़ावा देकर रोजगार के अवसर पैदा करना है ।
- **प्रधानमंत्री कौशल विकास योजना (PMKVY):** यह भारत सरकार की महत्वाकांक्षी योजना है, जिसका उद्देश्य देश के युवाओं को विभिन्न प्रकार के कौशल प्रशिक्षण प्रदान करना है । यह योजना राष्ट्रीय कौशल विकास निगम (NSDC) और उद्यमिता कौशल विकास मंत्रालय द्वारा संचालित की जाती है । मेक इन इंडिया के तहत बेरोजगारी की समस्या को हल करने के लिए इस योजना की शुरुआत 2015 में की गई थी ।
- **स्किल इंडिया मिशन:** इस मिशन का उद्देश्य भारत को एक कुशल राष्ट्र बनाना है, यह मिशन देश के युवाओं को कौशल प्रशिक्षण प्रदान कर उन्हें रोजगार के अवसर प्रदान करने में मदद करता है।
- **डिजिटल इंडिया परियोजना:** यह भारत सरकार द्वारा शुरू की गई एक योजना है, जिसका उद्देश्य देश के युवाओं को डिजिटल रूप से सशक्त बनाना है, यह परियोजना तीन मुख्य क्षेत्रों पर केंद्रित है: डिजिटल बुनियादी ढांचे का विकास, डिजिटल सेवाओं की डिलीवरी और नागरिकों का डिजिटल सशक्तिकरण।
- **स्टार्टअप इंडिया योजना:** स्टार्टअप इंडिया योजना भारत सरकार द्वारा शुरू की गई एक महत्वपूर्ण योजना है, जिसका उद्देश्य देश में स्टार्टअप और नए विचारों के लिए एक मजबूत परस्थिति का निर्माण करना है । यह अनुसूचित जाति, जनजाति और महिलाओं को स्वरोजगार में सहायता प्रदान करती है। यह योजना स्टार्टअप और उद्यमिता को प्रोत्साहित करती है।
- **प्रधानमंत्री मुद्रा योजना:** यह प्रमुख योजना है जिसकी शुरुआत 8 अप्रैल 2015 में की गई थी, जिसका मुख्य उद्देश्य सूक्ष्म लघु और मध्यम उद्योगों को वित्तीय सहायता प्रदान करना है इस योजना के तहत बैंकों और वित्तीय संस्थाओं द्वारा सूक्ष्म उद्यमियों को ऋण प्रदान किए जाते हैं । इस योजना के तहत शिशु, किशोर एवं तरुण तीन श्रेणियां में ऋण प्रदान किए जाते हैं । यह योजना इंडिया और आत्मनिर्भर भारत के उद्देश्य को मजबूत बनाने का एक महत्वपूर्ण कदम है।
- **दीनदयाल उपाध्याय ग्रामीण कौशल्य योजना:** यह योजना भारत सरकार द्वारा 2014 में शुरू की गई थी, जिसका उद्देश्य 15 से 35 वर्ष की आयु वर्ग के ग्रामीण युवाओं को बाजार प्रासंगिक कौशल प्रशिक्षण प्रदान करना है । यह योजना ग्रामीण विकास मंत्रालय द्वारा कार्यालय एजेंटीयों के नेटवर्क के माध्यम से लागू की जाती है ।
- **प्रधानमंत्री इंटर्नशिप योजना:** इस योजना की शुरुआत 2024 में भारत के शीर्ष 500 कंपनियों में युवाओं को इंटर्नशिप के अवसर प्रदान करने हेतु शुरू की गई है, वास्तविक व्यावसायिक वातावरण में व्यावहारिक अनुभव प्रदान करना जिससे युवाओं को मूल्यवान कौशल और कार्य अनुभव प्राप्त करने में मदद मिलती है, इसकी अवधि 12 महीने की है।
- **राष्ट्रीय कैरियर सेवा:** यह भारत सरकार की एक प्रमुख पहल है, जिसका उद्देश्य नागरिकों को रोजगार और कैरियर से संबंधित विभिन्न सेवाएं प्रदान करना है । यह एक ऑनलाइन प्लेटफॉर्म है जो नियुक्ताओं प्रशिक्षण संस्थानों और नौकरी चाहने वालों को एक साथ लाता है । एनसीएस पोर्टल पर उपयोगकरता रजिस्ट्रेशन कर

सकते हैं, अपना प्रोफाइल बना सकते हैं, रोजगार खोज सकते हैं, नौकरी के लिए आवेदन कर सकते हैं, कौशल विकास कार्यक्रमों के बारे में जानकारी प्राप्त कर सकते हैं और कैरियर परामर्श प्राप्त कर सकते हैं ।

- **रोजगार मेला:** रोजगार मेला एक सरकारी पहल है, जिसका उद्देश्य बेरोजगार युवाओं को रोजगार के अवसर प्रदान करना है । इन मेलों में विभिन्न सरकारी और निजी संगठन भाग लेते हैं और रिक्त पदों के लिए उम्मीदवारों का चयन करते हैं । रोजगार मेले का आयोजन केंद्र सरकार और राज्य सरकारों द्वारा किया जाता है इस प्रकार के आयोजनों से नौकरी की तलाश में लगे उम्मीदवारों को उनके कौशल शिक्षा और रुचि के अनुसार नौकरियां मिलती है ।

निष्कर्ष

कौशल विकास मिशन और रोजगार योजनाएं युवाओं को सशक्त बनाने और उन्हें आत्मनिर्भर बनाने में महत्वपूर्ण भूमिका निभाती हैं। वर्तमान चुनौतियों के बावजूद, सही दिशा और नीतियों के साथ, ये पहल देश के आर्थिक और सामाजिक विकास में महत्वपूर्ण योगदान देंगी। कुशल युवा आत्मनिर्भर भारत के दृष्टिकोण को एक नई दिशा प्रदान करने की कुंजी हैं। ये पहल न केवल रोजगार के अवसर पैदा करती हैं बल्कि राष्ट्र के समग्र विकास और प्रगति में भी योगदान देती हैं। केंद्र और राज्य दोनों के लिए यह अनिवार्य है कि वे भारत के युवाओं के लिए एक उज्जवल भविष्य सुनिश्चित करने के लिए ऐसे कार्यक्रमों का समर्थन जारी रखें। इसके अतिरिक्त, युवाओं के बीच उद्यमिता को बढ़ावा देने से भारत में नवाचार और आर्थिक समृद्धि को बढ़ावा मिलेगा।

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"CAREER AND EMPLOYMENT BY USING BIOINFORMATICS SKILLS IN REFERENCE TO COMPUTATIONAL BIOLOGY"

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Abstract - Bioinformatics, a multidisciplinary field combining biology, computer science, and statistics, plays a crucial role in modern biological research. Computational biology, a subfield of bioinformatics, focuses specifically on developing algorithms, models, and computational techniques to understand biological systems.

Here's a summary of potential career paths and employment opportunities for individuals with bioinformatics skills, particularly in relation to computational biology: Bioinformatics Analyst/ Scientist, Computational Biologist, Genomics Specialist, Bioinformatics Software Developer, Data Scientist in Biotechnology, Pharmacogenomics Expert, Clinical Bioinformatics Specialist, Systems Biology Researcher, Academic Researcher and Professor, Bioinformatics Consultant.

The integration of bioinformatics and computational biology has led to a rapidly growing demand for professionals skilled in these areas. Career opportunities span across diverse fields like healthcare, pharmaceuticals, biotechnology, research, and academia. With the continued advancement of sequencing technologies and data analytics, professionals with bioinformatics expertise will remain central to solving some of biology's most pressing challenges.
Keywords: Bioinformatics, computational, algorithms, biological systems etc.

INTRODUCTION:

Bioinformatics is an interdisciplinary field that combines biology, computer science, and information technology to analyze, interpret, and manage biological data, especially large-scale datasets like those produced by genomics, transcriptomics, proteomics, and other 'omics' technologies. Here are some key skills in bioinformatics:

PROGRAMMING SKILLS

LANGUAGES:

Python, R, Perl, Java, C++, and Bash/Shell scripting.

Python:

Widely used for its simplicity and versatility in data analysis, scripting, and tool development.

R:

Key for statistical analysis and bioinformatics-specific libraries (e.g., Bioconductor, edgeR, DESeq2).

Perl:

Often used for text processing and working with sequence data.

Java/C++:

Useful for building large-scale, high-performance bioinformatics tools and applications.

Shell scripting:

Important for automating data workflows and interacting with Unix-based systems.

DATA MANAGEMENT AND ANALYSIS

Genomic Data Analysis:

Expertise in analyzing high-throughput sequencing data (e.g., NGS, RNA-Seq, ChIP-Seq, WGS).

Data Cleaning & Pre-processing:

Knowledge of quality control and preprocessing steps, including trimming, filtering, alignment, and normalization.

Data Integration:

Ability to integrate diverse datasets (genomic, transcriptomic, proteomic, etc.) to gain a holistic view of biological processes.

Data Visualization:

Using tools like Matplotlib, Seaborn, and ggplot2 in R, Plotly, or Tableau to create insightful visualizations of complex biological data.

BIOINFORMATICS TOOLS AND SOFTWARE

Sequence Alignment Tools:

Familiarity with tools like BLAST, BWA, Bowtie, and HISAT2 for aligning nucleotide or protein sequences to reference genomes.

Variant Calling:

Using tools like GATK, Samtools, and FreeBayes for variant discovery and annotation (SNPs, indels, etc.).

Genome Assembly:

Experience with tools like SPAdes, Canu, Velvet, or Trinity for de novo genome assembly.

Transcriptomics Analysis:

Working with RNA-Seq data using tools like TopHat, Cufflinks, DESeq2, edgeR, and Salmon.

Structural Bioinformatics:

Experience with software like PyMOL, Chimera, and VMD for protein structure analysis and visualization.

Metagenomics:

Tools like QIIME, MetaPhlAn, Kraken for microbial community analysis.

Functional Annotation:

Tools like InterProScan, Blast2GO, and KOBAS for annotating genomic features and understanding gene function.

STATISTICAL AND MACHINE LEARNING TECHNIQUES

Statistical Analysis:

Proficiency in hypothesis testing, ANOVA, regression analysis, p-value correction, and false discovery rate control.

Machine Learning:

Applying supervised and unsupervised learning methods to bioinformatics data, using libraries like scikit-learn (Python), caret (R), or specialized packages (e.g., DeepSEA, DeepVariant) for genetic data.

Data Clustering and Classification:

Using techniques like hierarchical clustering, k-means, PCA, and t-SNE for grouping similar biological samples or features.

Predictive Modelling:

Building and validating models for predicting biological outcomes (e.g., disease susceptibility, gene function).

GENOMICS AND TRANSCRIPTOMICS

Genomic Sequencing:

Understanding of sequencing technologies (e.g., Illumina, PacBio, Oxford Nanopore) and their applications.

RNA-Seq Analysis:

Experience with differential gene expression analysis, transcriptome assembly, and splicing analysis.

Genome-Wide Association Studies (GWAS):

Conducting and interpreting GWAS for identifying genetic variants associated with traits or diseases.

Single-Cell RNA-Seq:

Analyzing gene expression data at the single-cell level, including clustering, differential expression, and trajectory analysis.

DATABASES AND CLOUD COMPUTING

Biological Databases:

Familiarity with key biological databases such as GenBank, Ensembl, UCSC Genome Browser, PDB, and KEGG.

Data Repositories:

Understanding of how to access and use public repositories like NCBI, ArrayExpress, TCGA, GEO.

Cloud Computing and Big Data:

Familiarity with platforms like AWS, Google Cloud, or Azure for running computationally intensive bioinformatics analyses, and managing large datasets.

Database Management:

Knowledge of relational databases (e.g., SQL) and NoSQL databases (e.g., MongoDB) for storing and querying large biological datasets.

BIOINFORMATICS WORKFLOWS

Workflow Management:

Knowledge of bioinformatics workflow management systems such as Snakemake, Nextflow, or CWL for automating and scaling analyses.

Containerization:

Familiarity with tools like Docker and Singularity for creating reproducible bioinformatics environments and managing dependencies.

Reproducible Research:

Using version control (e.g., Git), Jupyter Notebooks, or R Markdown to ensure reproducibility of bioinformatics workflows.

FUNCTIONAL GENOMICS

Gene Ontology (GO) Enrichment:

Using tools like clusterProfiler (R) or GOstats (R) for functional annotation and gene set enrichment analysis.

Pathway Analysis:

Understanding and analyzing biological pathways using tools like Reactome, KEGG, or Ingenuity Pathway Analysis.

Epigenomics:

Analyzing DNA methylation, histone modification, and chromatin accessibility data using tools like bedtools, MACS, and DiffBind.

SYSTEMS BIOLOGY

Network Analysis:

Working with protein-protein interaction networks, gene regulatory networks, and metabolic pathways using tools like Cytoscape and Gephi.

Mathematical Modelling:

Using techniques such as differential equations or agent-based modeling to simulate biological systems and predict behavior.

SOFT SKILLS

Problem-Solving and Critical Thinking:

Ability to troubleshoot complex problems, optimize algorithms, and interpret experimental data.

Communication:

Presenting results clearly to diverse audiences (researchers, clinicians, or policymakers) using visualizations, reports, and presentations.

Collaboration:

Experience working in multidisciplinary teams, including biologists, statisticians, clinicians, and software developers.

Project Management:

Managing bioinformatics projects, ensuring timely completion, data quality, and proper documentation.

These skills are essential for conducting high-level bioinformatics research and for working in bioinformatics-related industries like biotechnology, pharmaceuticals, personalized medicine, and healthcare. Additionally, staying up-to-date with emerging technologies and methodologies, such as AI-driven drug discovery or multi-omics analysis, is crucial in this rapidly evolving field. The scientific meeting featured presentations from articles accepted for peer-reviewed high-impact factor journal publications, in computational biology (Ranganathan et. Al., 2009) addressing analysis pertaining to "-omics" data while this supplement features representative bioinformatics research in traditional and emerging areas.

Furthermore, a case study on the impact of e-learning tools in bioinformatics education is presented, to encourage adoption of novel teaching approaches in bioinformatics. A roadmap for a career in bioinformatics Domain knowledge is the key to a successful career in bio- informatics. "Computational biology" is not merely a sum of its parts, viz. computer science/informatics and biology. It also requires knowledge of mathematics, statistics, biochemistry and sometimes a nodding acquaintance with physics, chemistry and medical sciences. While the list may seem a potpourri of subjects, a student or new researcher needs to equip himself/herself with an in- depth knowledge of the specific problem that is researched and gain essential ingredients of each discipline only to the extent required to address the research questions posed.

Becoming an expert on the research topic is the first step on the steep climb to a successful career. More than a beautiful mind, one must have an inquisitive mind a veritable thirst for knowledge. To understand a research topic deeply, one must be inclined to ferret out appropriate information and learn new subjects as required, to the extent needed. In a multi-disciplinary area like bioinformatics, a researcher may lose his/her way in the desert sands of scientific literature and books. A care- ful examination of knowledge sufficiency needs to be exercised here, with a timely return to the research problem itself. Science is itself a quest for truth and honesty in scientific endeavours is the keystone to a successful career. Scientific integrity in presenting research results and honesty in dealing with colleagues is invaluable to a scientific career, especially one that deals with large datasets.

In this context, acknowledging the prior work of other scientists is important. Communications skills; oral, written and presentation illuminate the road to success. English is the lingua franca, and in the Asia Pacific region, where many scientists are polyglots, command over the English language is essential, for effective communication over e-mail, discussions and question and answer sessions, job and grant inter- views, seminars and dissemination of research results as reports and publications. Investing in language training will yield rich dividends. For researchers in bioinformatics, who already possess skills spanning several scientific disciplines, English is just another skill that can be acquired by supervised and unsupervised neural network training. The ability to network and form collaborations also hinges on making comfortable partnerships, stemming from clarity of spoken and written language.

A career is bioinformatics requires problem solving. Here, you need to show persistence in following your hypothesis, even if others think that you are wrong. At the same time, be prepared to modify your hypothesis if the data suggests otherwise. Reaching your ultimate goal is of principal importance, no matter which path you follow. The art of persuasion is often forgotten in pursuing a bio- informatics career. You must believe in yourself and your work but tactfully convince reviewers and colleagues about your approach, perhaps with the art of suggestion. Without the ability to handle hostile reviewers, the audience or fellow scientists, progress in your career will be slow and difficult. On occasion, rather than a dispute, collaboration may be more beneficial, especially between a bio-informatician and a wet-lab experimental scientist.

Many graduate students simply see their bioinformatics Ph.D. as a goal. For a career, you must make plans for the next year, next three years and maybe even the next five years. Graduate school, your first job, your next job, your publication profile can all be planned as projects using project management tools. Without plans, you are drifting on the internet, without a specific search in mind. Punctuality or promptness is somehow not given its value. Timelines (again from planning and project management) can assist in setting deadlines for yourself, usually ahead of the real deadline! Labelling tasks as critical, essential and routine can help sort impossible "to-do" lists. These labels need to reviewed periodically and amended as required. You must make the time, for after all, it is relative in Einstein's words and can be stretched.

Critique and criticism are two faces of the same coin. The ability to critically analyse someone else's work such as the assessment of manuscripts and writing reviews can be developed. Here again, communication skills and tact as required. Journal clubs are group opportunities for critique but do not hone the skills of an individual. Reassessing each other's work in a group situation can provide peer-review as well as develop team spirit. More importantly, the ability to take criticism and convert it into something positive is necessary to survive in the hostile world of scientific publication or funding, especially in a multi-disciplinary area such as bioinformatics, where reviewers come from diverse backgrounds and training. To address criticism, emotion must be removed from the equation. Then, address each point carefully and diligently, while sidestepping the harsh language sometimes used. No valid point should be ignored in this exercise. If all else fails, try another avenue of publication or support. Last but not least, show some initiative and be a pioneer in trying out new ideas or methods. Here, scientific curiosity can suggest new paths. Despite what earlier reports in the literature might support, trust the data and pursue new avenues.

Discover new paths (algorithms), new maps (workflows), new places (new data/associations), although when you get there, there is always another challenge ahead. The stops on this roadmap are only one set of possible paths in a complex network personalise the points above by adding and deleting your goals. And when you have established a successful career in bioinformatics, remember to help others trudging along.

Bioinformatics research areas:

In many areas of bioinformatics endeavour, traditional routes such as sequence analysis genetic population analysis Structured Bioinformatics Text mining and ontology are presented in this extension. While chemical informatics and biodiversity informatics capture emerging bioinformatics topics. Improving bioinformatics education can be seen in case studies using e-learning tools. A large-scale analysis of "-omics" data was presented in the InCoB2009 BMC Genomics supplement (Ranganathan et. Al., 2009), including a description of the minimum bioinformatics skill set for bioinformatics graduates.

Sequence analysis:

Cho and Ranganathan (2009) compared currently available methods for predicting N-terminal signal peptides.

Genetic and demographic analysis:

Kim and others. (2009) developed a genome search program to analyze variation between the first Korean genome and other human genomes. To understand disease trends and contribute to

health prevention, Whole Genome Veronica and colleagues (2009) used a novel bioimaging analysis method to identify populations of cells in culture.

Structural Bioinformatics:

Lee and Lee (2009) described a new method for functionally elucidating protein sequences by identifying similar regions, while Dastidar and colleagues (2009) studied the role of Y100 dynamics in the recognition of the tumour suppressor protein p53. Text Mining and Ontology Hsu and colleagues (2009) proposed a new machine learning method to identify abbreviations and definitions in biomedical textbooks. Applications of text mining include predicting protein localization at the subcellular level (Lin et. al., 2009) and extracting important genes related to specific medical conditions (Tsai et. al., 2009).

New area:

Bioinformatics methods are increasingly being applied in areas beyond traditional biology. A current analysis of medicinal chemistry data is presented by Khanna and Ranganathan (2009), while the Korean bird biodiversity database is provided by Paik et al (2009).

Bioinformatics Studies:

Lim (2009) shares success in using e-learning tools to promote undergraduate bioinformatics teaching and learning.

Actively mentoring the next generation of bioinformaticians is essential to nurturing bioinformaticians. The tips provided are not comprehensive and need to be continually updated.

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रोज़गार मूलकता में कौशल विकास का महत्व

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आज के प्रतिस्पर्धात्मक युग में रोज़गार प्राप्त करना केवल शैक्षिक योग्यता पर निर्भर नहीं करता, बल्कि व्यावहारिक और तकनीकी कौशल का होना भी अत्यंत आवश्यक है। कौशल विकास (Skill Development) एक ऐसा माध्यम है, जो व्यक्ति की कार्यक्षमता और दक्षता को बढ़ाता है, जिससे वह न केवल रोज़गार पाने में सफल होता है, बल्कि अपने कार्यक्षेत्र में उत्कृष्टता भी प्राप्त करता है।

कौशल विकास का महत्व:

1. रोज़गार के अवसर बढ़ाना:

आज के नियोक्ता उन उम्मीदवारों को प्राथमिकता देते हैं, जो कार्य को प्रभावी ढंग से करने के लिए आवश्यक कौशल में निपुण हों। तकनीकी ज्ञान, संचार कौशल, समस्या-समाधान की क्षमता, और नेतृत्व कौशल जैसे गुण उम्मीदवार की पसंद को बढ़ाते हैं।

2. आत्मनिर्भरता:

कौशल विकास व्यक्ति को आत्मनिर्भर बनाता है। यदि व्यक्ति किसी विशेष क्षेत्र में विशेषज्ञता हासिल कर लेता है, तो वह स्वयं का व्यवसाय भी शुरू कर सकता है।

3. आधुनिक तकनीक का ज्ञान:

समय के साथ नई तकनीकों और उपकरणों का विकास हो रहा है। कौशल विकास व्यक्ति को इन तकनीकों का उपयोग करना सिखाता है, जिससे वह बाजार की मांग के अनुसार स्वयं को तैयार कर सके।

4. आर्थिक विकास में योगदान:

कौशलयुक्त लोग न केवल अपनी आय बढ़ाते हैं, बल्कि देश की अर्थव्यवस्था में भी योगदान करते हैं।

5. प्रतिस्पर्धा में बढ़त:

वैश्विक बाजार में प्रतिस्पर्धा बढ़ रही है। कौशल विकास व्यक्ति को इस प्रतिस्पर्धा में आगे रहने में मदद करता है। आज की प्रतिस्पर्धात्मक दुनिया में, विशेष रूप से विकसित और विकासशील देशों में, कुशल श्रमिकों की मांग तेजी से बढ़ रही है। यहाँ कुछ मुख्य बिंदु दिए गए हैं जो कौशल विकास के महत्व को स्पष्ट करते हैं:

- रोज़गार के अवसरः कौशल विकास से व्यक्ति को नए रोजगार के अवसरों के लिए तैयार किया जा सकता है। जब लोग अपने क्षेत्र में आवश्यक कौशल विकसित करते हैं, तो उनकी रोजगार प्राप्त करने की संभावनाएं बढ़ जाती हैं।
- उत्पादकता में वृद्धिः कुशल श्रमिक अधिक उत्पादक होते हैं। जब श्रमिकों के पास आवश्यक कौशल और ज्ञान होता है, तो वे अपने कार्यों को अधिक प्रभावी ढंग से कर सकते हैं, जिससे समग्र उत्पादकता में वृद्धि होती है।

- आवश्यकताओं के अनुसार कौशल का विकासः उद्योगों में तकनीकी परिवर्तन और बदलाव के कारण कौशल की आवश्यकताएं भी बदलती हैं। कौशल विकास कार्यक्रम लोगों को इन परिवर्तनों के साथ तालमेल करने में मदद करते हैं।
- स्व-रोज़गार के अवसरः कौशल विकास न केवल नौकरी प्राप्त करने में मदद करता है, बल्कि लोगों को अपने व्यवसाय शुरू करने के लिए भी प्रेरित कर सकता है। जैसे-पेशेवर कौशल, जैसे कि व्यवसाय प्रबंधन, विपणन, और तकनीकी कौशल सीखने से लोग अपने उद्यम शुरू कर सकते हैं।
- आर्थिक विकासः जब एक देश के नागरिकों में कौशल विकास होता है, तो यह देश की आर्थिक वृद्धि में सहायक होता है। कुशल श्रमिक समाज को सक्षम बनाते हैं, जिससे आर्थिक गतिविधियों में वृद्धि होती है।आत्मविश्वास और सामाजिक सुरक्षाः कौशल विकास से व्यक्ति का आत्मविश्वास भी बढ़ता है। जब लोग अपने कौशल पर भरोसा करते हैं, तो वे अधिक सक्रियता से कार्यक्षेत्र में भाग लेते हैं, जिससे सामाजिक सुरक्षा और सामुदायिक विकास भी होता है।
- नवाचार और सुधारः कुशल कार्यबल नवाचार के लिए प्रेरित होता है। नए कौशल और ज्ञान के साथ, लोग नई तकनीकों और प्रक्रियाओं को अपनाने के लिए बेहतर होते हैं, जिससे उद्योगों में सुधार होता है।

इस प्रकार, कौशल विकास सिर्फ व्यक्तिगत लाभ नहीं, बल्कि समाज और देश की समृद्धि के लिए भी आवश्यक है। इसे प्राथमिकता देना और इसे बढ़ावा देना आवश्यक है ताकि युवा और अन्य लोग अपने कार्यक्षेत्र में सफल हो सकें।

निष्कर्ष:

कौशल विकास आज के समय की आवश्यकता है। यह केवल रोजगार पाने का साधन नहीं, बल्कि व्यक्ति के सर्वांगीण विकास का एक महत्वपूर्ण हिस्सा है। सरकार द्वारा भी अनेक कौशल विकास कार्यक्रम शुरू किए गए हैं, जिनका उद्देश्य युवाओं को रोजगार योग्य बनाना है। अतः हर व्यक्ति को अपने कौशल को पहचानकर उसे विकसित करने का प्रयास करना चाहिए।

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GOVERNMENT'S INITIATIVES FOR PROMOTING SKILL-BASED EMPLOYABILITY

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Abstract - As global dynamics evolve and economies transform, the demand for a skill-oriented workforce is increasing. It is impossible to overestimate the importance of skill development for pupils in the fast-paced, highly competitive world of today. Relying only on conventional academic knowledge is no longer adequate. Students need to develop a wide range of talents in order to succeed in the constantly changing job market and enjoy satisfying lives. In India, skill-based education is regarded as vocational training acquired through short-term courses outside the traditional education system, facilitating employment in informal sectors. The government implemented various schemes aimed at improving the productivity of the national workforce by facilitating access to high-quality skill training across multiple sectors.
Keywords: Skill Development, Vocational education, Entrepreneurship.

INTRODUCTION

Industry leaders in India have emphasized the significant issue of the demand-supply disparity in the workforce. This issue is worsened by the reality that most new employees typically lack the necessary abilities to fulfil their designated responsibilities. Considering this gap, the Government of India has been actively enhancing the abilities of workers in several sectors. To effectively overcome the skill gap, we must implement measures beyond merely expanding training programs. It must guarantee that these programs are pertinent to the industry and standardized. Motivating companies to engage in skill development, alongside advocating for internships, apprenticeships, and vocational education, will establish a resilient ecosystem in which skills are perpetually refined to align with industry norms. For India to fully achieve its potential as a global economic powerhouse, skill development and entrepreneurship must be integrated. By prioritizing education that aligns with labour market demands and cultivating a supportive environment for entrepreneurs, India can tackle its unemployment issues while promoting innovation. To capitalize on the demographic advantage, it is essential to furnish the workforce with applicable skills and knowledge that align with the demands of the globalized labour market. The government is implementing measures to convert India's demographic dividend into a productivity dividend by facilitating job and entrepreneurship possibilities aligned with the ambitions and capabilities of the youth. It is collaborating with the industry to improve skills and employability. The government implemented numerous initiatives to improve the productivity of the nation's workforce by facilitating access to high-quality skill training across all sectors [1].

The Government of India has numerous initiatives for skill development, including:

1. ***Pradhan Mantri Kaushal Vikas Yojana (PMKVY) scheme:***

The aim of the Pradhan Mantri Kaushal Vikas Yojna (PMKVY) plan is to promote skill development among young by offering financial incentives for the successful completion of accredited training programs. The Scheme aims to enhance standards in the certification process and initiate the creation of a skills register.

- The initiative plans to train 800,000 candidates during the 2020-2021 period, with a budget allocation of Rs. 948.90 crore.
- It will prioritize the needs of trainees and learners. This initiative aims to address the demand-supply gap through the enhancement of skill development in new-age and Industry 4.0 job roles.
- It will promote vocational education at an early stage for youth to leverage industry-related opportunities.

- The National Educational Policy 2020 emphasizes vocational training to promote holistic development and enhance employability.
- Utilizing a bottom-up approach to training will identify locally demanded job roles and equip youth with the necessary skills, thereby connecting them to these opportunities (Vocal for Local).
- It will promote healthy competition among states by providing greater allocations to those that demonstrate superior performance [2].

2. Pradhan Mantri Kaushal Kendras (PMKK):

To enhance India's position as a global leader in skill development, the Ministry of Skill Development and Entrepreneurship (MSDE) has instituted notable and motivating Model Training Centres (MTCs) in each district across the country. As the executing agency, we at NSDC are leading this endeavor.

The principal aims of these model training centers are:

- Creating exemplary institutions that exemplify the aspirational significance of competency based skill development training.
- Highlighting elements of quality, sustainability, and stakeholder participation within the skills delivery process. Transitioning from a mandate-driven and transient approach to a durable institutional framework.

The centers, known as Pradhan Mantri Kaushal Kendras (PMKK), are furnished with state-of-the-art facilities and resources to deliver superior vocational training [3].

3. Jan Shikshan Sansthan (JSS)

The Jan Shikshan Sansthan program was subsequently shifted from the Ministry of Education (formerly MHRD) to the Ministry of Skill Development and Entrepreneurship (MSDE) in July 2018.

- ***Objectives***
  - To enhance the vocational skills and technical knowledge of non/neo literates, individuals with a rudimentary education up to the 8th standard, and school dropouts beyond the 8th standard, up to the 12th class, in order to improve their efficiency, augment productive.
  - To identify and promote traditional skills within districts via skilling and up skilling initiatives.
  - To establish a cadre of master trainers operating across skill development departments and agencies through training and orientation programs.
  - To collaborate and coordinate with other departments and agencies engaged in skill development.
  - To enhance knowledge and understanding of social, economic, and political systems while fostering environmental awareness.
  - To promote national values and align with national programs.
  - To encourage self-employment and facilitate access to financial support, including loans, for target groups through connections with credit institutions and consortium membership [4].

4. Pradhan Mantri YUVA Yojana:

Prime Minister YUVA Yojana (Yuva Udyamita Vikas Abhiyan) is a centrally supported initiative focused on entrepreneurship education and training, administered by the Ministry of Skill Development and Entrepreneurship, Government of India. The Scheme seeks to establish a conducive ecosystem for entrepreneurial development through education and training, advocacy, accessible support networks, and the promotion of social companies for inclusive growth.

Particular objectives and outputs:

• Instruct and provide resources for prospective and nascent entrepreneurs

a. Provide complimentary entrepreneurship education to all residents via Massive Open Online Courses (MOOCs) and other online programs available through a Learning Management System (LMS).
b. Develop an evaluation and accreditation system.
c. Equip a total of 3,050 institutions to provide exemplary entrepreneurship education programs: 2,200 Institutes of Higher Learning (universities, colleges, premier institutions, and AICTE institutions including polytechnics); 300 schools (10+2); 500 Industrial Training Institutes (ITIs); and 50 Entrepreneurship Development Centres (EDCs).
d. Emphasize the advancement of social entrepreneurship.

• Facilitate connections among entrepreneurs within supportive networks of peers, mentors, financial resources, and business services.

a. Establish an online marketplace- a web-based platform that connects entrepreneurs for peer-to-peer networking, as well as investors, financial institutions, and business services like legal, accounting, technology, and human resources services.
b. Establish a countrywide mentorship network for emerging businesses.
c. Establish a national network of incubators, accelerators, and financial institutions.
d. Establish a national network of commercial service suppliers.
e. Utilize programs and efforts of Central Ministries and State/UT Governments.

• Facilitate entrepreneurs via Entrepreneurship Hubs (E-Hubs)

a. Establish a National Entrepreneurship Resource and Coordination Hub to oversee and facilitate entrepreneurship development initiatives.
b. Establish Regional, Nodal, and entrepreneurial Hubs to coordinate and facilitate entrepreneurial programs at all levels.
c. Develop a cloud-based Management Information System that monitors entrepreneurs, training institutes (Project Institutes), teachers, students, and outcomes.
d. Mobile Manufacturing Unit.

• Foster a cultural transformation to promote entrepreneurship

a. Establish a culture of dynamic entrepreneurship via events, branding, and media.
b. Advance research and advocacy in entrepreneurship.
c. Social Entrepreneurship Awareness Programs for SC/ST and minority beneficiaries.
d. Monitoring the advancement of the recipients [5].

5. Skill India Digital (SID)

The Skill India Digital Hub is specifically created to skill, reskill, and upskill Indian folks via an online training platform, incorporating API-based reliable skill credentials, as well as payment and job finding layers for employment and entrepreneurship prospects. The enhanced iteration of the platform integrates the Udyam, e-Shram, NCS, and ASEEM portals for Government-to-Citizen, Business-to-Citizen, and Business-to-Business services. It will serve as a conduit between employees and companies, enabling educational institutions to develop or adjust courses in accordance with industrial requirements.

- ***Objectives***

- **Skill enhancement:** SIDH seeks to provide access to industry-relevant skill courses, employment possibilities, and entrepreneurial assistance.

- **Digital transformation:** SIDH emphasizes digital technology and Industry 4.0 competencies to enhance the accessibility, innovation, and personalization of skill development.
- **Lifetime learning:** SIDH seeks to foster lifetime learning through the provision of diverse skill training programs.
- **Employability:** SIDH seeks to augment employability by offering a forum for skill enhancement.
- **Entrepreneurship:** SIDH seeks to promote entrepreneurship by offering a venue for skill enhancement.
- **Digital Public Infrastructure (DPI):** SIDH is intended to serve as India's DPI for skill development, education, employment, and entrepreneurship.
- **Citizen-focused:** SIDH is a citizen-focused platform enabling individuals to choose and acquire skills courses according with their interests and expertise.
- **Integration:** SIDH collaborates with UIDAI, e-Shram, NCS, and Digilocker to enable learners to earn, bank, and redeem credits.
- **Portable Verified Credentials:** SIDH presents Digitally Verified Credentials, which are secure credentials enabling users to digitally showcase their qualifications.
- **Digital CVs:** SIDH incorporates Digital CVs featuring individualized QR Codes to facilitate the sharing of skills and certifications with prospective employers and partners [6].

6. Prime Minister Vishwakarma Scheme

Prime Minister Vishwakarma Central Sector Scheme was inaugurated by the Prime Minister on September 17, 2023, to offer comprehensive assistance to craftsmen and craftspeople engaged in manual and tool-based employment. The Scheme includes artisans and craftspeople involved in 18 trades: Carpenter (Suthar/Badhai), Boat Maker, Armourer, Blacksmith (Lohar), Hammer and Tool Kit Maker, Locksmith, Goldsmith (Sonar), Potter (Kumhaar), Sculptor (Moortikar, stone carver), Stone Breaker, Cobbler (Charmkar)/Shoesmith/Footwear Artisan, Mason (Rajmistri), Basket/Mat/Broom Maker/Coir Weaver, Doll & Toy Maker (Traditional), Barber (Naai), Garland Maker (Malakaar), Washerman (Dhobi), Tailor (Darzi), and Fishing Net Maker.

- ***Objectives***

1. **Recognition and Support:** Artisans and craftspeople participating in the scheme will obtain a PM Vishwakarma certificate and an identity card. Eligibility includes collateral-free credit support of up to Rs 1 lakh for the first tranche and Rs 2 lakh for the second tranche, offered at a concessional interest rate of 5%.
2. **Skill Development and Empowerment:** The scheme has received a budget allocation of Rs 13,000 crore for the five financial years spanning 2023-2024 to 2027-2028. The program provides a daily stipend of Rs 500 for skill training and a grant of Rs 15,000 for the acquisition of modern tools.
3. The scheme includes 18 traditional trades in both rural and urban regions. The trades include carpenters, boat-makers, blacksmiths, potters, sculptors, cobblers, tailors, and others.
4. **Registration and Implementation:** Registration for the Vishwakarma Yojana is available at common service centers located in villages. The central government will allocate funding for the scheme, while support from state governments will also be requested.
5. To facilitate the integration of artisans into domestic and global value chains, thereby improving their market access and opportunities.
6. Preservation and promotion of India's extensive cultural heritage in traditional crafts.
7. Supporting artisans in their transition to the formal economy and facilitating their integration into global value chains [7].

7. National Skill Development Mission

Competencies and expertise are the fundamental catalysts of economic expansion and societal advancement within a nation. India currently has 65% of its youngsters inside the working-age demographic. To capitalize on this demographic advantage, it is essential to focus on the skill development of the youth, enabling them to contribute to both their personal advancement and the nation's economic prosperity. Recognizing its significance, over 20 Ministries and Departments administer more than 70 programs for skill development in the nation. The National Skill Development Mission, initiated by the Ministry of Skill Development and Entrepreneurship on July 15, 2015, seeks to establish coherence across sectors and states on skill training initiatives. In addition to combining and coordinating training initiatives, it seeks to accelerate decision-making across sectors to accomplish large-scale, rapid, and standardized skill development.

- ***Objectives***

1. The National Skill Development Policy seeks to empower individuals through the facilitation of lifelong learning and the accumulation of competencies.
2. It aims to elevate vocational training as an aspirational choice for youth and highlight the productivity benefits of a skilled workforce for employers.
3. The policy emphasizes the integration of skill training with formal education to ensure quality outcomes that improve employability and productivity.
4. It emphasizes the enhancement of training infrastructure and the development of trainers, ensuring that skill supply aligns with industry requirements, and establishing an information system to match supply with demand.
5. The policy advances national standards, ensures quality assurance, and utilizes technology to enhance scalability and accessibility.
6. It emphasizes on-the-job training and addresses the skill development requirements of disadvantaged groups.
7. It promotes women's involvement in the workforce and highlights the necessity of stakeholder commitment and coordination for successful implementation [8].

8. National Skill Certification and Financial Incentive (STAR Scheme)

The Ministry of Skill Development and Entrepreneurship launched the National Skill Certification and Monetary Reward via the Standard Training Assessment and Reward Scheme (STAR). The initiative promotes adolescent engagement through a training program designed to integrate market-oriented skills and enhance problem-solving techniques to address the needs of competitive marketplaces. Upon successful completion of the training, members receive financial incentives and certificates.

- ***Objectives***

- Focus on the standardization of the certification process.
- To enhance job prospects and facilitate the establishment of individual firms.
- Designed to establish a registry of skills.
- To promote employability, skill enhancement, and financial incentives.
- Train the member according to the requirements of the Indian market [9].

CONCLUSION

Currently, workforce skill development is essential to close the disparity between job possibilities and the competencies of job seekers, mitigate unemployment rates, and address the growing demand for skilled labour in India's transforming economy. The government's primary objective in investing in these initiatives is to cultivate a skilled workforce, mitigate youth unemployment, and stimulate economic growth. Programs for skill development aimed at young employment are essential for cultivating a proficient workforce and fostering economic advancement.

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STUDY TO OBSERVE THE ROLE AND EXPECTATIONS OF SKILL DEVELOPMENT IN RURAL DEVELOPMENT (WITH SPECIAL REFERENCE TO MADHYA PRADESH IN DHAR, DISTRICT)

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Abstract - The Government of India's top skill-training program that focuses on outcomes is the Ministry of Skill Development and Entrepreneurship (MSDE). The goal of this skill certification and incentive program is to encourage and facilitate the acquisition of skills by a large number of Indian youngsters, enabling them to get job and support themselves. If focus is placed on the nation's skill Development, particularly for the young, rural Development may be accomplished. The Indian government's Central Ministry of Skill Development and Entrepreneurship is working particularly hard on this. Numerous programs, events, and skill-Development methods are in use. The Union Budget has set aside a significant sum for this. The nation's economy will grow if young people in rural regions who are using their newly acquired skills find work. In rural Development, skill Development may be crucial.
Keywords: Rural Development, Skill Development Scheme, Training, Indian Economy.

INTRODUCTION

The nation's progress may be based on rural development. The nation's economy can only be really strengthened by the prosperity and well-being of its communities. The country's economy, which is more appropriately referred to as the rural economy, is heavily reliant on agriculture. The GDP of the nation is substantially boosted by rural regions. Employing local youth is essential for rural development in order to generate jobs in communities. The nation's unemployment rate is concerning. Rural regions account for a significant portion of unemployment. Human resources is the labor force that consists of skilled workers. Government initiatives to develop skilled human resources among rural youngsters must be observed. India is the world's youngest country. Every government should prioritize training, entrepreneurial development, and making the enormous number of young people accessible skilled from the perspective of employment.

The objective of this essay is to study the skill development scheme so that employment and entrepreneurship opportunities for the youth can increase in future. Skill means such knowledge and ability which provides expertise in doing any work.

Having skills is essential to finding a job. The process of transferring information and training to help someone acquire certain skills, talents, and the ability to carry out particular activities is known as skill Development.

According to the Planning Commission, a geographical area where the population is less than 15000 is called a rural area. According to the National Sample Survey Organization, a rural area is that -

1) Where the population is settled in 400 square kilometers,
2) The boundary of that area is fixed,
3) Where at least 75 percent of the male population is engaged in agricultural work.

Government scheme and its need:

Skill development is an ambitious scheme of the present central government. The objectives of Skill India are -

1. To create the necessary infrastructure for skill development.
2. To provide professional skills and employment-oriented training.
3. To create skilled human resources (labor force).

The Central Ministry of Skill Development and Entrepreneurship is in charge of the Skill India Campaign and the Skill Development Program.

According to this plan, young people's talents and strengths should not only be used in the domestic and local labor markets, but also be in high demand on the global labor market, which calls for them to advance their education, skills, and abilities. The Central Government is working to establish India as a skills capital, and skill development ought to be a key component of rural development. Opportunities and possibilities for skill Development programs and initiatives are abundant in rural areas. Exports may increase in rural areas. This strategy and its activities will lead to the Development of skills in the manufacturing of exported goods. Rural towns may export items to other nations, especially textiles, plant-based medicine, handicrafts, and cottage businesses. This seems to be the outcome of successful efforts. The creation of employment via the Make in India program would depend heavily on skill Development. The Indian government has liberalized the rules regulating foreign direct investment (FDI) in an attempt to attract foreign companies and generate employment. Because the skilled work force will be employed more often and make more money, the GDP of the nation will increase.

The Central Ministry of Labour and Employment study states that over five percent of Indians are unemployed in rural areas. Growing unemployment is a sign of a major issue. In the world's youngest country, where there is the largest number of youth in the world, not being able to find employment is a waste of youth power and potential. While the large population of the youth is a boon for the country, if it is not used, it will become a curse for the country. From this point of view, the Skill India Scheme will prove to be very relevant and useful. Now for its success and fame, government and non-government efforts are very much needed.

RESEARCH OBJECTIVES:-

In line with Common Norms 4, which the Government of India created for the implementation of various skill Development projects run by various Central Ministries/Departments, the main objective is to support and encourage skill Development for youngsters throughout the country. The courses given under the program are consistent with the National Skills Qualification Framework (NSCF). The Skill Development Scheme's aims are as follows:

1. To comprehend the detrimental effects of educated unemployment on the social and economic fronts of the country.
2. Examine the Indian Skill Development Scheme's Development.
3. To investigate the influence on job generation, income, and asset development for an analytical study or implementation of the Skill Development Scheme in Madhya Pradesh's Dhar district.
4. To investigate beneficiaries' repayment habits in the district.
5. Investigate the beneficiaries' expectations for the structure of the Skill Development Scheme in the future.
6. To investigate the socio-demographic features of rural youth in the area.
7. To examine rural youth's attitudes regarding discrimination.
8. Determine the degree of knowledge about different regeneration options.
9. Analyze and strategize appropriate training curricula, as well as assess the role of different organizations in rural youth development.
10. Create a business strategy for micro entrepreneurship in Madhya Pradesh's promising regions in the Dhar region.
11. Create a trained workforce that meets the needs of the existing and developing markets.
12. Provide chances for all persons, especially adolescents, women, and disadvantaged groups, to develop lifetime skills.
13. Encourage all parties to commit to embracing skill development components.
14. they may become employed and earn a living.
15. Increase the productivity of the current workforce and match skill development with the country's genuine requirements.

16. Encourage uniformity of the certification process and build the groundwork for the creation of a skills register.
17. Benefit 10 million adolescents during a four-year period (2016–2020).
18. Develop adaptable delivery systems in response to a broad variety of stakeholder requirements.
19. Enable efficient coordination across different ministries, the Centre and the States, as well as public and private suppliers.

RESEARCH HYPOTHESES:

The following theories are pertinent to both the declared goals of the Kaushal Vikas Yojana and the developed study goals. The researcher's main theories on the title are as follows: · The plans' benefits are being received by the beneficiaries. · The beneficiaries' social and economic standing is becoming better. · It is necessary to enhance the existing financial system. · In the Dhar district of Madhypradesh, development is occurring under the plan. The systems' target-to-accomplishment ratios vary from one another. · There are more job possibilities. · The recipients' income and employment are positively impacted by the skill development program. · The beneficiaries are more motivated to make regular loan installment repayments when their activity income is higher rather than lower. · The effects of the skill development program vary depending on whether it is applied to the business, services, or industrial sectors. • The contribution of skill Development programs to the creation of employment opportunities is often insufficient and inconsistent in both rural and urban areas.

Skill Development and Budget:

In 2017–18, the Union Ministry of Skill Development and Entrepreneurship spent Rs. 17,000 crore, which was 2.5 times higher than the previous year. It was Rs. 2820 crore in 2018–19 and has now risen to Rs. 2989 crore in 2019–20. The following are government initiatives for budget-related skill development:-

1. Pradhan Mantri Kaushal Kendra (PMKK) is currently operating in 60 districts, which is planned to be started in 600 districts.
2. Starting 100 Indian International Skill Centers in the country in which international level training will be given and arrangements for teaching foreign languages will be made.
3. With a budget of Rs. 4000 crore, the SANKALP (Skill Acquisition and Knowledge Awareness for Livelihood Promotion Programme) will get underway. Wherein 3.5 crore youth will get training relevant to the market.
4. The second phase of Skill Straightening for Industrial Value Enhancement (STRIVE) would cost Rs. 2200 crore. The goal is for Industrial Training Institutes (ITIs) to deliver vocational training that is both quality enhanced and market relevant. This will improve the efficiency of the young, and industry will get trained labor.
5. A unique initiative has been created to boost employment in the leather, footwear, and textile sectors. The textile industry is the second biggest sector (after agriculture) in the nation, employing 33-35 million people, with this figure expected to rise to 60-62 million rural jobs by 2022 under this strategy.
6. Rs. 4500 crore has been set up for the extension of the DeendayalAntyodayaYojana, which promotes skill development in rural regions.
7. Provision of 3 times more amount in the budget of Pradhan Mantri Rojgar Srijan Program PMEGP (PM's employment generation Programme), so that skilled human resources can be used.
8. Training 5 lakh people in Mistri-Karigar training program for skill development in rural areas by the year 2022.
9. To develop technology to help the new youth to start new startups.
10. To provide high-speed broadband facility to 1.5 lakh villages.

The Union Rural Development Ministry's AjeevikaYojana, which attempts to boost employment and skill Development, is one of the other programs. Its objective is to provide young people without formal education with specific knowledge and skills that would help them get employment fast. The Union Rural Development Ministry has set aside Rs 1500 crore a year via the Chhattisgarh Employment Generation Programme (CGHS) to provide various skill training to young people who are below the poverty line. In all, 73 skill Development initiatives are being implemented by 20 Indian government departments.

PROBLEMS:

1. Lack of skilled human resources:

Where construction work is going on, there is a lack of skilled carpenters, welders, electricians, the number of skilled and trained workers is less in various industrial units like warehouse and logistics fabrication etc.

2. Lack of work culture:

The kind of work culture that various industrial units expect from their human resources is not visible in the workers.

3. Lack of attractive industrial policy:

Industries provide employment to skilled human resources, but entrepreneurs and managers feel that the industrial policy for the district is not friendly and favorable or encouraging.

4. Lack of proper remuneration:

Skilled workers are seen complaining about low remuneration for skilled labor force.

5. Lack of link between job provider and job seeker:

The Employment Exchange Centre, which connects skilled human resource and industrial unit, is completely slack.

Various other employment generating sectors like finance, banking, insurance, food processing, information and technology (IT), readymade garments, hospitality, communication media, transport etc. are working in the district, where skilled and trained human resources are required.

The above type of problems are prevalent in the entire country.

SUGGESTIONS:

1. More and more employment opportunities should be created in agriculture and non-agriculture sectors in rural areas.
2. More and more rural youth should be trained and benefitted from skill development programme.
3. The ministry should have information about the actual figures of skilled and trained people.
4. The activities of skill centres should be made as effective as possible.
5. The government budget should be used honestly and spent fully.
6. The youth should be encouraged to come forward for skill development.
7. Training should be provided especially for modern technical information and its use.
8. Government assistance and encouragement should be given to private entrepreneurs to set up enterprises and business units in every district.
9. The gender equity principle states that women and young girls should have greater access to opportunities for skill development.
10. It should be included in the education and subjects related to skill based basic curriculum at school level.
11. Trained and experienced youth should be given help and encouragement to start their own business.
12. For entrepreneurs starting industrial units in rural areas

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SKILL DEVELOPMENT IN CHEMISTRY AND ITS INFLUENCE ON EMPLOYABILITY: A STUDY OF STUDENTS IN MADHYA PRADESH

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Abstract - In the rapidly evolving job market, the importance of skill development in various academic fields has become paramount. This research paper aims to explore the role of skill development in chemistry education and its influence on the employability of students in Madhya Pradesh, India. Through a comprehensive analysis of the current educational and employment landscape, the study investigates the challenges and opportunities faced by chemistry graduates in the region. The paper highlights the significance of both hard and soft skills in shaping the career trajectories of students and proposes recommendations to enhance skill development within chemistry education.

INTRODUCTION

Madhya Pradesh, a central Indian state, has made significant strides in improving its educational infrastructure over the years. However, despite advancements in education, the employability rate among graduates, particularly in specialized fields such as chemistry, remains a major concern. In an increasingly competitive job market, employers are seeking candidates who not only possess academic knowledge but also have the practical skills necessary to thrive in the professional world. Skill development in chemistry, therefore, plays a crucial role in enhancing the employability of students in the region.

This paper focuses on understanding how skill development within the field of chemistry influences the employability of students in Madhya Pradesh. By examining the current curriculum, training programs, and the industry's demand for specific skills, the paper aims to identify key gaps and propose solutions to bridge them.

Objectives of the Study

1. To assess the current state of chemistry education and skill development in Madhya Pradesh.
2. To evaluate the influence of skill development on the employability of chemistry students.
3. To identify the key skills required by employers in the chemical industry and related fields.
4. To propose strategies for enhancing the skill development programs in chemistry education to improve employability.

LITERATURE REVIEW

The relationship between skill development and employability has been the subject of extensive research in various fields of education, including the sciences. Studies have shown that a gap exists between the skills acquired by students through formal education and those demanded by employers. In the field of chemistry, this gap is often attributed to the focus on theoretical knowledge, with limited emphasis on practical, industry-relevant skills.

Several studies have highlighted the importance of both technical and soft skills in enhancing employability. Technical skills in chemistry include laboratory techniques, analytical skills, and proficiency with modern equipment. Soft skills, such as communication, teamwork, and problem-solving, are equally essential for success in the workplace. Employers in the chemical industry are increasingly looking for graduates who possess a balance of both.

In the context of India, skill development has been a focal point of educational reforms. Government initiatives like the National Skill Development Corporation (NSDC) and the Skill Development Mission have aimed to equip students with employable skills. However, the effectiveness of these initiatives in regions like Madhya Pradesh remains underexplored.

METHODOLOGY

This research adopts a mixed-method approach, combining both qualitative and quantitative methods to gather data. The following methods were employed:

1. Surveys: A structured questionnaire was distributed to chemistry students, recent graduates, and employers in Madhya Pradesh to understand their perspectives on skill development and employability.

2. Interviews: In-depth interviews were conducted with faculty members, career counselors, and industry experts to gain insights into the current state of chemistry education and its alignment with industry needs.

3. Case Studies: A few institutions in Madhya Pradesh were selected for case studies to examine their skill development programs in chemistry and their impact on students' employability.

DATA ANALYSIS

The data collected from surveys and interviews were analyzed using both descriptive and inferential statistical techniques. This included calculating frequencies, means, and percentages for quantitative data, while qualitative data from interviews were analyzed thematically.

RESULTS AND DISCUSSION

1. Current State of Chemistry Education and Skill Development

The survey results indicate that the majority of chemistry students in Madhya Pradesh are primarily exposed to theoretical learning. While many institutions offer laboratory-based courses, the facilities and equipment are often outdated, limiting students' hands-on experience. Furthermore, there is a noticeable lack of exposure to industry-specific applications of chemistry, such as research and development, manufacturing processes, and regulatory practices.

2. Influence of Skill Development on Employability

The findings suggest that graduates who possess a combination of technical and soft skills are more likely to secure employment. While theoretical knowledge remains important, employers in the chemical industry place a high value on practical skills, such as the ability to use modern laboratory equipment, perform data analysis, and apply chemical principles to real-world problems. Additionally, soft skills like communication, teamwork, and problem-solving were identified as crucial for career advancement in the chemical sector.

3. Key Skills Required by Employers

Employers in Madhya Pradesh, particularly in sectors such as pharmaceuticals, agriculture, and environmental management, have expressed a preference for graduates who are proficient in the following skills:

Laboratory Techniques: Knowledge of advanced laboratory procedures and safety protocols.

Data Analysis: Ability to analyze experimental data using statistical and computational tools.

Technical Proficiency: Familiarity with modern laboratory equipment and instruments.

Industry Knowledge: Awareness of industrial processes and regulatory requirements.

Communication and Teamwork: Strong interpersonal skills and the ability to work effectively in collaborative environments.

4. Gaps and Challenges in Skill Development

One of the major challenges identified in the study is the gap between academic curricula and industry needs. Most institutions focus on traditional methods of teaching, which do not adequately address the practical requirements of the chemical industry. Additionally, there is a lack of structured internship programs and industry exposure, which limits students' ability to apply their knowledge in real-world settings.

RECOMMENDATIONS

Based on the findings, the following recommendations are made to enhance skill development and employability among chemistry students in Madhya Pradesh:

1. **Curriculum Revamp:** Educational institutions should revise their curricula to include more practical and industry-oriented courses. This could involve incorporating advanced laboratory techniques, data analysis skills, and modern research methodologies.
2. **Industry Collaboration:** Universities and colleges should collaborate with industries to offer internships, workshops, and live projects. These partnerships would allow students to gain practical experience and better understand industry demands.
3. **Soft Skill Development:** Institutions should integrate soft skill training, including communication, teamwork, and leadership, into their chemistry programs. This could be achieved through workshops, seminars, and group projects.
4. **Government and NGO Initiatives**: The government should continue its support for skill development initiatives, especially in rural and semi-urban areas, by providing financial support and infrastructure to institutions for modernizing laboratories and training facilities.

CONCLUSION

Skill development is crucial for improving the employability of chemistry students in Madhya Pradesh. While theoretical knowledge is important, it is the practical and soft skills that truly prepare graduates for the challenges of the job market. By aligning educational programs with industry requirements and fostering collaborations between academia and industry, Madhya Pradesh can enhance the employability of its students and contribute to the growth of its chemical and allied industries.

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SKILL DEVELOPMENT IN COMPUTERS: A CONTEMPORARY ANALYSIS

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Abstract - As technology continues to evolve rapidly, the demand for computing skills has become more critical than ever. The advent of fields such as artificial intelligence, data science, and cyber security has intensified the need for skilled professionals across industries. This paper explores the significance of skill development in computers, identifies key skill sets required for the modern workforce, examines the various methods of acquiring these skills, and discusses the challenges and opportunities inherent in the process.
Keywords: skill development; artificial intelligence; technology; data science.

1. INTRODUCTION

The role of computers in everyday life and business has grown exponentially, leading to a high demand for specialized skills. From software development to data analytics and cyber security, individuals equipped with computing skills are essential in driving innovation and solving modern challenges. This paper investigates the importance of skill development in the computing field, the types of skills necessary, and the methods of acquiring them.

2. IMPORTANCE OF SKILL DEVELOPMENT

2.1 Economic and Workforce Implications

The global economy is increasingly driven by technology. Countries with a highly skilled tech workforce lead in innovation, economic growth, and job creation. However, a skills gap remains, with many organizations struggling to find candidates with the required technical expertise. According to the World Economic Forum, more than half of employees will need reskilling by 2025, highlighting the urgency of developing computing skills.

2.2 Innovation and Competitiveness

As industries adopt new technologies like artificial intelligence, machine learning, and block-chain, individuals who can leverage these tools will be critical to organizational success. Strong computing skills enable professionals to contribute to technological advancements and ensure a competitive edge in an increasingly digital world.

3. TYPES OF COMPUTING SKILLS

3.1 Technical Skills

- **Programming and Software Development**: Proficiency in languages such as Python, Java, and JavaScript is foundational. Knowledge of algorithms and data structures is also crucial for software developers.
- **Data Science and Analytics**: Expertise in analyzing large datasets using tools like Python, R, SQL, and machine learning libraries is vital for extracting actionable insights in various industries.
- **Cyber security**: As cyber threats grow, skills in encryption, network security, and ethical hacking are essential to protect sensitive data and systems.
- **Cloud Computing**: Familiarity with platforms like AWS, Azure, and Google Cloud is necessary for managing scalable and efficient cloud infrastructure.
- **AI and Machine Learning**: A solid understanding of machine learning algorithms and deep learning models is essential as industries increasingly adopt AI technologies.

3.2 Soft Skills

While technical skills are essential, soft skills such as communication, problem-solving, teamwork, and adaptability are increasingly important in tech roles. Effective communication helps bridge the gap between technical and non-technical stakeholders, and problem-solving abilities drive innovation.

4. METHODS OF ACQUIRING COMPUTING SKILLS

4.1 Formal Education

University degrees in computer science or engineering provide a comprehensive foundation in computing principles, mathematics, and programming. However, traditional education is often time-consuming and expensive.

4.2 Online Learning

Platforms like Coursera, Udemy, and edX offer affordable and flexible learning options. Online courses, certifications, and specialized programs allow individuals to gain expertise in specific technologies without the time commitment of formal degrees.

4.3 Boot camps

Coding boot camps have become a popular alternative, offering intensive, short-term training programs focused on practical, job-ready skills such as full-stack development or data science.

4.4 Workplace Training and Mentorship

In addition to formal and online education, many professionals develop skills through workplace training and mentorship programs. Companies often provide resources for ongoing skill development through workshops, seminars, and certifications.

5. CHALLENGES IN SKILL DEVELOPMENT

5.1 Rapid Technological Change

The fast pace of innovation means that skills can quickly become obsolete. Keeping up with new programming languages, frameworks, and tools is a constant challenge for professionals.

5.2 Access and Affordability

Access to high-quality education and training is not equal for all. Socioeconomic factors, geographic location, and prior educational background can limit opportunities for skill development, particularly in underserved areas.

5.3 Mismatch of Skills and Industry Needs

Despite the increasing availability of training programs, there is often a gap between the skills taught in educational programs and those required in the workplace. Employers frequently seek candidates with experience or expertise in specific technologies.

6. OPPORTUNITIES IN SKILL DEVELOPMENT

6.1 Global Learning Platforms

Online learning has democratized access to high-quality education, making it possible for individuals worldwide to acquire in-demand computing skills. Platforms like Coursera and Udacity offer courses developed by top universities and tech companies, providing affordable options for up skilling.

6.2 Industry-Academia Collaboration

Stronger collaboration between educational institutions and the tech industry can help align curricula with real-world needs, ensuring that students graduate with the skills employers are looking for. Internships, co-op programs, and hackathons can offer students hands-on experience.

6.3 AI-Powered Learning Tools

AI-powered learning tools, such as personalized coding assistants and learning management systems, offer tailored learning experiences. These technologies help accelerate the learning process and provide learners with immediate feedback.

7. CONCLUSION

Skill development in computing is a crucial factor in meeting the demands of the modern workforce. As technology evolves, the need for continuous learning and adaptation becomes increasingly important. By focusing on both technical and soft skills, individuals can ensure they remain relevant in an ever-changing job market. The challenges of rapid technological change, access to resources, and skills mismatches are significant but can be addressed through online learning, industry partnerships, and workplace training. With the right tools and mindset, the workforce can overcome these challenges and continue to thrive in the digital age.

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THE IMPORTANCE OF EDUCATION AND SKILL DEVELOPMENT IN INDIA

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Abstract - India's large and diverse population presents both possibilities and challenges for education and skill development. This study offers a succinct overview of important issues like improving quality, expanding access to education, and developing skills for economic expansion. The emphasis is on how important skill development is to creating a support that is flexible and competitive. Additionally it emphasized the necessity for targeted programs to close the employability gap and match skill sets with developing industries, as well as the need of having a trained workforce for economic advantages. Research on how elementary and higher education contribute to a country's intellectual capital looks at the relationship between high-quality education and its ability to give pupils advanced skills and create a workforce that is creative and critical-thinking. Prioritize resolving the current problems of regional inequities, out-of-date curricula, and access gaps. It evaluates and suggests ways to strengthen government programs like the Skill India Mission and others that focus on advancing education and skill development. This study also looks at how technology affects education and skill development. It also looks at how educational frameworks may help encourage entrepreneurship and build a strong start-up ecosystem, which would improve skill development, spur economic growth, and make it easier to create jobs. In order to improve the conversation about creating a skilled, educated, and economically powerful India, this study aims to greater understand the complex relationship of skill development and education in India. It does this by highlighting obstacles, taking advantage of advantageous situations, and suggesting tactical solutions.
Keywords: workforce, economic benefits, education, employment, and skill development.

INTRODUCTION

There are advantages and disadvantages to India's demographic dividend, which includes a large number of young people. Combining education and skill development is necessary to optimize this demographic advantage. For long-term economic growth and worldwide competitiveness, the Indian populace must innovate and adapt to a changing global environment. India is set to undergo a transformation in the twenty-first century due to its growing population and diversified culture [1]. Education and skill development are the driving forces behind society's growing globalization and technological growth. Acquiring skills and receiving a good education empower people and boost a country's economy. Education and skill development are becoming increasingly crucial as India grows more globally integrated, impacting social progress, labour force formation, and economic growth.

This fundamental shift acknowledges that a knowledgeable and talented populace can propel development, foster economic strength, and to move forward the country. This study looks at India's education and skill-development strategies, obstacles, and leadership potential worldwide. The advancement of the global economy depends on the economic significance of skill development. Employment in a variety of fields, such as information technology and traditional crafts, is being unexpectedly altered by technology. In this environment, having a skilled workforce goes beyond simple economic necessity to become a strategic advantage. Finding profitable employment is crucial for individuals, but so is the competitiveness, innovation, and adaptability of the country to new industries [3].

This study looks at the economic need and how skill-development programs could close the employability gap, match industry demands with workforce competencies, and establish India as a

global player. While skill development speeds up advancement, education is essential to society and prepares workers for it. Education fosters creativity, critical thinking, and a love of learning in addition to knowledge transfer. A country's intellectual resources are driven by its basic, high-quality education [9]. From primary education, which encourages inquiry, to higher education, which cultivates specialized skills, education's fundamental value in India will address educational concerns and possibilities. Understanding education allows us to observe how it develops skills and shapes the capacities of the country. India presents both chances and problems for this adventure. To guarantee that education and skill development benefit everyone, problems like unequal access, regional distribution, and out-of-date instructional content must be investigated and remedies offered.

Collaboration between the education sector and skill development is essential for empowering people and allowing them to take on new challenges. Initiatives for skill development are necessary to prevent segregation and a reliance on centers alone. It ought to be evident among academics and in schools. The need for skilled and multiskilled labor has increased as a result of the mismatch between the supply and demand for individuals brought about by globalization. India and other emerging countries understand the need of skill development training programs. About 90% of job candidates need skills relevant to their position. Among teenagers, only 20% of graduates find employment. Due to a lack of employable skills, many teenagers with graduate degrees have difficulty finding acceptable employment. India has numerous chances, such as the government's technical advancements and the Skill India Mission, which can bring about significant and positive change [24].

As we examine these prospects and suggest leveraging the country's resources to surmount obstacles. It encourages education and skill development to better society, which creates the framework for a thorough investigation of education and skill development in India. Comprehending the intricate relationship between these two crucial elements enables the development of well-informed policies, strategies, and social projects that make advantage of India's abundant human capital. Every region reveals the intricacies that make education and skill development crucial, and these factors steer India in the direction of a thriving future. Development of Skills Relevance Skill development is essential because of the quickening pace of technology advancement, globalization, and shifting economic conditions. At the individual, societal, and national levels, proficiency development enhances employment opportunities, economic growth, and well-being [19].

The following are crucial components that promote skill development:

1. **Improved Employment Opportunities:** People can acquire the skills required for many industries and vocations with the aid of skills development. This increases their chances of getting recruited in a competitive job market. People who have up-to-date, relevant skills are more likely to find work and grow in their careers.
2. **Development of adaptiveness:** Employees other than workers face problems that need immediate attention before they become obsolete. Their development edges them forward in creating a cadre of actively and relevantly trained, technologically advanced, program-skilled jobs.
3. **Increasing Efficiency and Production:** Trained employees usually display efficiency and ultimately productivity in their work. Such employees will have the knowledge and skills to perform the duties assigned, thereby improving efficiency for the individual and the organization.
4. **Enhancing Competitiveness and Economic Development:** Nations with highly skilled populations are better positioned for global competition and long-term economic growth. Investment attraction, openness to innovation, and engagement in the global economy play a long-term role in a nation's economic growth.
5. **Fostering Realization and Entrepreneurship:** Such people are more likely to start firms and become entrepreneurs, which ultimately leads to a rise in jobs. Skills enhance entrepreneurial

attitudes, enabling individuals to see opportunities, overcome challenges, and add value. This creates job opportunities and enhances economic diversification.

6. **Decrease in Unemployment:** These programmes help to Reducing unemployment by bridging any gaps between job requirements and the skills possessed by potential workers. The skills of the people align with demand by the Industrial sector and thus open avenues for employment.
7. **Promoting Inclusion and Vertical Mobility:** The development of skills allows people of varying social backgrounds to grow upward in society. Through skill development empowers women, marginalized groups, and the poor to equalize the opportunity to rise and thus provides opportunities for reducing the level of socio-economic disparity.
8. **Change in Attitude towards Continuous Learning:** Skill Development encourages Lifelong learning. As knowledge develops every day, people need to train their minds and enhance their skills again and again by continuously learning. This Lifelong learning is sped by skill development, which braces both professional development and personal growth.
9. **Integration of Global Workforce:** Skills ease the entry into the global labor market. A flexible and inclusive cadre of the workforce would be more effective in presenting collaborative efforts to addresses global initiatives and working across borders. and support globalization.
10. **National Development Goals:** Governments recognize that skill development is vital to the development of a nation. National skill development initiatives contribute to economic stability, a skilled labour force, and a demographic dividend.

Individual success, social advancement, and wealth creation depend on talent. It nourishes competitive nations from a national and individual resilience against changes in circumstances and opportunities and economic growth in a fast-changing environment. As the world keeps changing, skills will assume more and more importance in relation to youth and career prospects in the future. Economic growth and employability both depend on enhancing the skills required for productive functions, which is vital for economic development. When there is skilled labour, the output increases, and the vibrant Indian economy finds its rightful place in the market. This chapter will evaluate the importance of skill development for economic development: that is, the need for a trained workforce to complement modern industries. The interface between skill development and industry standards should fulfil industry requirements. Collaborations between academic institutions and industries ensure that students develop employable skills and build successful industry-academic links that merge education and employment. In India, skill development is of paramount importance, given the prevailing dynamic and vibrant socioeconomic conditions. Thus, to achieve equitable development, global competitiveness, and sustainable growth, it is thus imperative that skill development in the country becomes a national priority [22].

India's need for skill development is highlighted by the following factors:

1. **Increasing Economic Growth and Global Competitiveness:** An educated labour force stimulates economic growth. People can participate across sectors thanks to skill development. As a result, Indian businesses and sectors become more competitive outside by increasing output, efficiency, and innovation.
2. **Improved employability and reduced unemployment:** Programs for skill development increase employment. People acquire the abilities that businesses desire when training programs are designed to match industry requirements. In addition to addressing the "skills gap" between labour force skills and work requirements, this lowers unemployment.
3. **Skills applied across the industry:** Global trends and technological advances have given rise to a new kind of industry. Capability development ensures that the workforce has up-to-date industry-specific capabilities. Keeping up with technology advances is essential for both industry competitiveness and job security.

4. **Innovation and entrepreneurship:** Skill development promotes innovation and entrepreneurship. More varied entrepreneurs lead to more business launches, which benefit the SMEs sector, job creation, and economic diversity.
5. **Inclusive development:** Skill development schemes provide avenues for markedly different classes of people to climb the economic ladder. Such schemes help narrow the social gap by empowering women, minority groups, and poor communities.
6. **International labour mobility:** The return of these skilled workers enhances India's standing in the world. Such skill development ensures national competitiveness while training adults to take on global employment opportunities. Flexibility is essential for global collaboration and interconnection.
7. **Technological development:** Because the advancement of technology has been so swift that it causes speedy obsolescence of certain skills, in a tech-driven workplace, skill development becomes an employer's marketplace change impetus, keeping his employees active and enlightened. This makes flexibility essential.
8. **Poverty reduction and social development:** Skilled people are able to enhance their socioeconomic status and this in turn will lead to social development. By learning marketable skills, people can end the poverty cycle by obtaining better-paying jobs and bring their communities forward.
9. **Government Initiatives and Policies:** The government's attention on skill development is demonstrated via the Skill India Mission. Through the implementation of advantageous laws and the funding of skill-building initiatives, the government hopes to capitalize on the demographic dividend. This will guarantee that young people can find employment and contribute to the economy.

In India, skill development is crucial for both employment opportunities and the prosperity of the country. India can maximize its potential, encourage innovation, and develop a workforce capable of navigating the global economy by investing in its citizens.

Individuals gain from skill development, as does the long-term competitiveness and prosperity of the country [7].

The importance of education

People, societies, and countries are shaped by education. Beyond the classroom, education has an impact on economic well-being, community advancement, and human development. The diversity and complexity of schooling can be explained by fundamental factors [10].

1. **Basic comprehension and decision making development:** Education is necessary for the development of basic knowledge and cognitive abilities. It lays the foundation for future education and cognitive development by improving reading, writing, math, logic, and problem-solving abilities [23].
2. **Increasing personal agency and growth:** Education equips individuals with the knowledge and skills necessary to engage in society, express themselves, and make informed decisions. It supports individuals' personal development, empowerment, and self-assurance so they can realize their full potential and give back to their communities.
3. Socialization and cultural transmission Social norms, beliefs, and practices are taught in schools. By transmitting cultural legacy, education fosters a sense of community and identity.
4. **Fostering Diversity and Equity:** Inclusion and equality depend on education. Everyone can learn and develop if they have equal access to high-quality education, regardless of their socioeconomic background, gender, or ethnicity. Diversity and tolerance are encouraged via inclusive education.
5. **Citizenship preparation:** By teaching individuals about civic responsibilities, government, and societal values, education equips them for active citizenship. People who are well-

informed can defend their rights, take part in democracy, and make their communities better.

6. **Encouraging economic expansion and workforce preparedness:** Education equips people with the information and abilities necessary to be knowledgeable and competent workers. By imparting career skills, it increases economic growth, innovation, and worldwide competitiveness [21].
7. **Lifelong Learning and workability:** Education places a strong emphasis on these two concepts. People with a solid educational surrounding can manage complicated difficulties and remain relevant in their industries in a world that is changing quickly [17].
8. **Explore and move forward;** Research and innovation depend heavily on higher education establishments. For progress and social advancement, knowledge, creativity, and sophisticated problem-solving are essential.
9. **Mental and physical state:** Education on prevention, good hygiene, and healthy habits influences health outcomes. Public health is improved when people make educated health decisions thanks to higher education.
10. **Fostering International Understanding and Cooperation:** Education exposes individuals to many viewpoints, cultures, and concepts, which promotes international understanding and cooperation. It makes the globe a more peaceful place by fostering multiculturalism, tolerance, and international collaboration.

People, communities, and countries are shaped by education. The significance of education as a foundation for advancement and societal growth is demonstrated by human development, equality, economic prosperity, and international cooperation [20].

BASIC EDUCATION

Specialization and Higher Education: Education is key for the development of particular abilities. Universities and colleges ought to modify their courses to reflect emerging industries. Case studies demonstrate how technology and contemporary teaching techniques have been successfully incorporated into higher education.

In India, education is crucial for societal advancement, personal development, and the country's economic success. India, one of the most populated countries, acknowledges the role that education plays in its progress [17]. The following are the main justifications for the significance of Indian education:

1. **Basic Education and Reading Skills:** Reading and numeracy are prioritized in Indian education, which starts with foundational knowledge. Primary education aids in the development of fundamental abilities, cognitive development, and a strong foundation for postsecondary education.The cornerstone of skill acquisition is a high-quality foundational education. Advanced talents are developed during primary and secondary education. Examining the problems with India's elementary education system and suggesting solutions.
2. **Education has some significant social implications:** It gives people the tools needed to achieve their goals, overcome socioeconomic barriers, and serve society better. Education is the channel through which social mobility is created. It engenders inclusiveness and alleviates inequality.
3. The Indian education system seeks to uplift employability and skill levels so that it can supply the increasing skilled labour demand in the country. By providing the necessary skills that meet labour market needs, vocational education and training connect education with the requirements of industry.
4. **Building Economy and Global Competitiveness:** Education is an engine of economic development and a yardstick by which India is to be measured into global competitiveness. An educated public enhances India's investment attractiveness and economic progress by stimulating innovation, fruitfulness, and efficiency.

5. **Empowerment of Women and Gender Equality:** Education in India is emancipation for women and brought them to gender equality. The high literacy rate of women fused with gender parity in user-friendly access to schooling dismantles all the gender walls and creates a more inclusive society.
6. **Raising Hygiene and Health Awareness:** Education is the foundation for teaching hygiene and health awareness. To enhance public health, schools should educate preventative healthcare, hygiene, and well-being [13].
7. **Innovation and Entrepreneurship:** Indian universities support innovation and entrepreneurship. They promote innovation and expand the entrepreneurial ecosystem by serving as centres for research, development, and ideation.
8. Responsibility for the environment and ethics People can better grasp their social and environmental obligations with the aid of education. In Indian schools, civic education fosters social justice, environmental preservation, and active citizenship, producing responsible and informed citizens.

Beyond information, Indian education is a powerful force that moulds individuals, solves social problems, and sets up the country for sustained development. India's growth depends on education to meet public aspirations and ensure equitable and sustainable progress. Personal empowerment, social advancement, and national growth all depend on education and skill development. In the rapidly evolving global economy, having a knowledgeable and competent population is essential. There are difficulties in this admirable endeavour [14]. In any nation, including India, a number of issues prevent education and skill development from producing the best outcomes. India's educational and skill-development issues, with a focus on barriers to the integration of a knowledge-based economy. In order to address unequal access and curriculum relevance, strategic solutions and stakeholder participation are required. Despite the complexity of these challenges, overcoming those call for a thorough comprehension of systemic problems, cultural influences, and socioeconomic dynamics. By addressing these problems head-on, we hope to establish a more equitable, inclusive, and effective environment for skill development and education in India. Creating opportunities for people to fulfil their true potential and contribute innovatively to the wealth and sustainable development of the country is the main objective of this action.

Disparities in access: Despite the progress made, high-quality education and skill development initiatives still have gaps. This section investigates the socioeconomic and geographical inequalities and proposes inclusive solutions.

Curriculum relevance: Legacy curricula that do not conform to industry standards pose one of the greatest hindrances. To substantiate its case for curriculum reforms, the study presents case studies of educational institutions that have successfully adapted to changes in the market.

For both personal and societal development, knowledge and skills are of the utmost importance and have become great challenges amidst India's diverse population and fast-changing socioeconomic landscape. Understanding and addressing such challenges leading to creating inclusive solutions that will allow for a capable, knowledgeable, and empowered population becomes imperative. There are a number of significant challenges present in education and skill development in India:

1. **Disparities in access:** In fact, massive inequalities exist when it comes to providing good-quality education and skill acquisition. Underdeveloped infrastructure, scarcity of resources, and insufficient qualified teachers pose a significant challenge to rural areas in the area of disparity in educational setup.
2. **Outdated curriculum structure:** The curricula and instructional methods of many educational institutions do not always live up to industry standards. Outdated methodologies in teaching and materials create challenges in preparing learners with relevant competencies needed in a technologized and ever-changing workforce.
3. **Underemphasise on application and practice:** The Indian education has tremendous constraints whereby theory is somewhat important than application, thus the need for

providing a hands-on learning opportunity seems to be immense-a basic initiation to face the difficult real world scenarios ahead.

4. **Employability Gap:** Graduates do not have the right skills according to the demand of the market, irrespective of their educational background. There is often disconnecting between the demands of the industry and the academic institutions that put the employment readiness through a challenge.
5. The "Digital Divide" indicates the division between people who do engage in any kind of digital media or technological products, i.e. anyone who uses the internet, and people who do not. Quite often, just because society relies upon technology to provide education, the silent digital divide delimits this very access. In rural locations, lack of devices, internet access, and digital competency have an impact on fair online learning.
6. **Socioeconomic inequality**: Socioeconomic status can interfere with the education process and skill development. If a child belongs to a poor background, he or she may not have access to sufficient resources for proper learning.

A comprehensive and cooperative strategy including community, business, government, and educational policy reform is needed to address these concerns. India can establish a more dynamic, inclusive, and prosperous environment for education and skill development that empowers individuals and benefits the country by recognizing and resolving these issues [4].

Government policies: To improve education and skill development, governments must create frameworks for policies and launch strategic projects. In order to address issues, encourage diversity, and adjust educational institutions to a changing society in terms of skill development and education, governments everywhere, including India, implement policies and programs [12]. The objectives, execution, and effects of India's many government initiatives and policies on education and skill development. Initiatives from the government are essential to a country's future. These initiatives support innovation in skill development and access to education in a variety of fields. The Skill India Mission has played a major role in skill development, among other government programs. This section accounts for the effectiveness and impact of the policy, highlighting its achievements and those areas that need development.

India has launched numerous government initiatives aiming at enhancing education and skill development to render the system effective and inclusive. The initiatives range from elementary to vocational education. Education and skill development are profiled in these policies and initiatives of the Indian government.

1. The Sarva Shiksha Abhiyan (SSA) of the government advocates for universal education. An important initiative supporting universal primary education is the 2001 SSA. To guarantee that every child receives a high-quality education, the various objectives include elevating community involvement, enhancing teacher ability, and upgrading infrastructure.
2. National skill development is pushed by the national skill development mission. The aim of this NSDM program is to train skilled people to take on an expanding economy. The Pradhan Mantri Kaushal Vikas Yojana promotes entrepreneurship, quality assurance, and industry collaboration.
3. PMKVY is the initiative of the government. The Pradhan Mantri Kaushal Vikas Yojana, one of the flagship schemes of the National Skill Development Mission, was launched in 2015. It aims to impart skills and vocational training to a large body of young people, thus promoting skill development and subsequent certification in various fields. Atal Innovation Mission (AIM) wilts Indian entrepreneurial.
4. National Education Policy 2020: Every aspect of education is covered under the all-inclusive 2020 NEP 2020 policy framework. Technology, vocational education, curriculum adaptation, and revaluating assessments are the top objectives for meeting the demands of education in the twenty-first century.

5. Beti Bachao, Beti Padhao (BBBP) advocates for the education and well-being of girls. The goal of the 2015 BBBP program is to eliminate gender inequality by promoting girls' education. The primary objectives are to empower women, promote gender equality, and offer education.
6. Program Samagra Shiksha Abhiyan: the SSA has incorporated the Teacher Education (TE), RMSA, and SSA programs since 2018. The objectives are inclusive education, teacher preparation, and education improvement.
7. Use the Umang App to learn Saathi: Skill Saathi assists people in making wise choices for their careers. Resources for education are among the government services that are unified by the Umang App.

These actions show India's dedication to reforming education and skill development. In order to establish a more dynamic and inclusive educational ecosystem that empowers individuals and fosters national progress, the government seeks to address access concerns, foster innovation, and link education with industry [5].

PROGRESS AND OPPORTUNITIES

India is seeing a lot of opportunity for education and skill development due to its sizable and diversified population. These initiatives make advantage of new technology, respond to growing demands, and establish a more vibrant and welcoming learning environment. Indian educational breakthroughs and the potential for talent enhancement:

1. **Technology integration:** E-learning, online courses, and digital platforms present exciting prospects because to the pervasiveness of technology and the internet. More people can be reached and more flexible learning alternatives can be provided by MOOCs, webinars, and virtual classrooms. Integration of technology: There are encouraging prospects for using technology in education and skill development. This section explores how new technology, online courses, and digital platforms provide access to education and skill development.
2. **Using gaming to educate:** Gamification can increase the interaction and engagement of learning. Students, particularly younger ones, can be engaged via educational applications, interactive games, and digital platforms that seamlessly combine enjoyment with education.
3. **Vocational training and industry partnerships:** Connecting skill development initiatives with industry demands is a significant potential. In order to ensure that students acquire skills relevant to the workplace, apprenticeships, vocational training, and industry-academic partnerships bridge the gap between education and employment [11].
4. **Entrepreneurship education:** Entrepreneurship education encourages independence and creativity. People can seek entrepreneurial opportunities and stimulate the economy with the help of mentorship and programs that offer information on launching and operating firms. The ecosystem of startups and entrepreneurship, in which educational establishments need to encourage entrepreneurship.
5. **Using AI in education:** AI in education offers a lot of promise for individualized instruction. AI-driven solutions can improve educational programs by identifying areas for development, responding quickly, and accommodating different learning styles.
6. **Programs for Emerging Technology Skills Development:** Emerging technologies like cyber security, block chain, AI, and data science provide several means for growth opportunities. Training programs that will equip people with the abilities needed for high-paying, innovative roles will help bolster training programs directed toward the digital economy.
7. **Online Badges and Certifications:** With the increase in the awareness of digital credentialing, online badges, and certifications are becoming invaluable. Through obtaining these credentials, one can demonstrate their skills and competencies to employers and the professional community.
8. **Blended Learning Models:** A blended learning model is a holistic approach that combines online and hands-on training. This format empowers all kinds of learning approaches via its flexibility and multiple learning paths, allowing the use of various media.

9. **Government-backed Projects:** Government initiatives that endorse new ideas include the National Education Policy 2020 and the Skill India Mission. According to Botvin [2] government-sponsored initiatives generally provide capital facilities, and legal frameworks for skill development, education innovation, and experimentation.
10. **Community Learning Initiatives**: Local organizations and NGOs often use community-driven learning programs to assist communities in addressing their needs. These initiatives, stressing collaboration and localization in skill development, often utilize community members as instructors.
11. **A focus on soft skill development:** Schools can effectively teach soft skills such as interpersonal communication and critical thinking. Soft skills present a good ground for employability and success in the workplace.
12. **Adaptive Learning Platforms:** Adaptive learning is activated with data and analytics. To maximize learning in each user, systems of this nature sense the strength and weakness of the user and change the content and pacing depending on the assessment.

India needs to take use of these opportunities and adopt new technology for education and skill development (Jain, 2013)[6]. This will support inclusive growth and assist India in producing a workforce that is knowledgeable and skilled. These initiatives tackle contemporary problems and get India ready for a world that is changing quickly.

CONCLUSIONS

Lastly, the education and skill-development sector in India is a vibrant mash-up of chances, difficulties, and innovation. A knowledgeable and talented population is more crucial in the twenty-first century as the country develops. The government's dedication and innovations hold hope for the future despite problems with access, outmoded curricula, and employment gaps [25]. The government's dedication to inclusive education and structural reform is demonstrated by the Skill India Mission, digital literacy initiatives, and the revolutionary National Education Policy 2020. Rapid technological advancements, particularly in the areas of digital platforms and online education, present previously unheard-of chances to engage a diverse student body and close accessibility barriers.

A proactive approach to educating people for a job market that is changing quickly is demonstrated by the acknowledgement of soft skills, entrepreneurial education, and emerging technology. Vocational training, industry-academia partnerships, and community-led initiatives provide a comprehensive setting that fosters knowledge, useful skills, and creativity. India is shifting from a memorization-based educational system to one that is flexible and adaptable, encouraging critical thinking, innovation, and lifelong learning in order to tackle the challenges posed by globalization. The prioritization of gender equality, diversity, and digital literacy illustrates a commitment towards the inclusive education of every person in India. It is possible through thorough and comprehensive skill development and education for individual empowerment, societal advancement, and national development. The fruition of a learning, adaptive, and innovative educational environment remains the responsibility of future collaboration involving the government, educational institutions, businesses, and communities. With steady economic extension and worldwide competition, education and skill development become vital and calculated investments for the future wealth and prosperity of India's economy.

In short, the proclamation emphasizes a holistic approach, teamwork, and innovation to fully unleash the nation on its talent pool, reflecting skill development in the acquiring of knowledge throughout India. An empowered India, with a skilled and educated citizenry, might attain unprecedented achievements and prosperity by overcoming challenges, grabbing opportunities, and adopting technological advances.

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"ENHANCING SKILL DEVELOPMENT IN BIOCHEMISTRY IN INDIA: CHALLENGES AND OPPORTUNITIES"

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Abstract - Biochemistry plays a pivotal role in advancing healthcare, agriculture, environmental sustainability, and biotechnology. Despite its significance, skill development in biochemistry faces several challenges in India. This paper reviews the current state of biochemistry education and training in the country, identifies key gaps, and proposes actionable strategies to foster skill development. By addressing curriculum reforms, promoting industry-academia collaborations, and leveraging technology, India can position itself as a global leader in biochemical research and innovation.
Keywords: Biochemistry, skill development, curriculum reform, industry-academia collaboration, India, biotechnology, education policy.

1. INTRODUCTION

Biochemistry, the study of chemical processes within and related to living organisms, is integral to various scientific advancements. India, with its burgeoning population and increasing healthcare and agricultural needs, requires a skilled workforce in biochemistry to tackle pressing issues such as disease management, food security, and sustainable practices. However, despite its potential, biochemistry education in India often struggles with systemic challenges, including outdated curricula, limited practical exposure, and a lack of alignment with industry requirements. As global scientific progress accelerates, it becomes imperative for India to strengthen its biochemistry skill development initiatives to meet international standards and foster innovation. This paper examines the current landscape of biochemistry skill development in India, evaluates existing challenges, and suggests ways to bridge the skill gap.

2. CURRENT STATE OF BIOCHEMISTRY EDUCATION IN INDIA

2.1 Academic Framework

Indian universities offer biochemistry as a specialization at undergraduate, postgraduate, and doctoral levels. However, the curriculum often emphasizes theoretical knowledge over practical skills. While some institutions provide state-of-the-art laboratories, many lack adequate infrastructure, modern equipment, and updated syllabi.

2.2 Research and Innovation

India has made notable contributions to biochemistry research, particularly in areas such as enzymology, molecular biology, and biopharmaceuticals. However, the limited availability of research grants, inadequate mentorship, and bureaucratic hurdles impede progress.

2.3 Industry Readiness

Graduates often face a mismatch between academic training and industry requirements. Key competencies such as hands-on experience with advanced instrumentation, bioinformatics tools, and data analysis are often underdeveloped.

3. CHALLENGES IN SKILL DEVELOPMENT

3.1 Outdated Curriculum

Many institutions follow curricula that do not align with the latest advancements in biochemistry. Emerging fields like synthetic biology, proteomics, and metabolomics receive limited attention.

3.2 Insufficient Practical Training

Practical training is essential for mastering biochemical techniques. However, constraints such as limited lab hours, outdated equipment, and lack of qualified faculty hinder comprehensive skill acquisition.

3.3 Limited Industry-Academia Collaboration

Collaboration between academia and the biochemistry industry remains sporadic. Internships, joint research projects, and industry-driven training programs are rare.

3.4 Digital Divide

The integration of digital tools and technologies in biochemistry education, such as virtual labs and bioinformatics platforms, is still nascent, especially in rural and semi-urban areas.

4. OPPORTUNITIES FOR IMPROVEMENT

4.1 Curriculum Reforms

Updating the curriculum to include emerging disciplines, computational biology, and industry-relevant skills is imperative. Regularly revising course content in consultation with industry experts can ensure relevance.

4.2 Enhanced Practical Training

Institutions should prioritize investments in laboratory infrastructure and promote hands-on training. Collaborations with established research centers can provide students with exposure to advanced techniques and equipment.

4.3 Strengthening Industry-Academia Linkages

Developing partnerships with biotechnology and pharmaceutical companies can foster skill development. Initiatives such as sponsored internships, guest lectures, and collaborative research can bridge the gap between education and employment.

4.4 Leveraging Technology

Adopting e-learning platforms, virtual labs, and bioinformatics tools can democratize access to high-quality education. Integrating Massive Open Online Courses (MOOCs) and certifications in specialized areas can further enhance competencies.

4.5 Government and Policy Support

Policy interventions such as increased funding for research, grants for skill development programs, and incentivizing industry participation can accelerate progress.

5. CASE STUDIES AND BEST PRACTICES

Highlighting successful models such as the DBT Star College Scheme and initiatives by premier institutions like IISc and IITs can provide a roadmap for scaling skill development efforts. These programs emphasize research-based learning and collaborative projects.

6. CONCLUSION AND RECOMMENDATIONS

Skill development in biochemistry is crucial for addressing India's healthcare, agricultural, and environmental challenges. By revamping the curriculum, enhancing practical training, fostering collaborations, and leveraging technology, India can build a skilled workforce equipped to lead in biochemical research and innovation. Policymakers, educators, and industry stakeholders must work synergistically to realize this vision.

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A STUDY ON THE SKILL DEVELOPMENT SUCCESS FACTORS, OPPORTUNITIES AND ITS INFLUENCE OF EMPLOYABILITY OF STUDENTS

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Abstract - In an increasingly competitive global job market, skill development has emerged as a crucial factor in determining the employability of students. This paper reviews the existing literature on the success factors and opportunities in skill development programs and their impact on the employability of students. It highlights the interplay between technical and soft skills, the role of educational institutions, industry collaborations, government policies, and the challenges faced in skill enhancement. The paper concludes with actionable recommendations for stakeholders to maximize the employability potential of students through targeted skill development initiatives.

1. INTRODUCTION

The rapid pace of technological advancements and evolving industry demands have significantly transformed the job market. Traditional academic qualifications are no longer sufficient to secure employment, and emphasis is increasingly placed on the development of skills that meet industry requirements. Skill development encompasses a broad spectrum of technical, cognitive, and interpersonal competencies that enhance a student's employability. This paper investigates the critical success factors, opportunities, and challenges associated with skill development and their implications for student employability.

2. KEY SUCCESS FACTORS IN SKILL DEVELOPMENT

2.1 Industry-Relevant Curriculum

An industry-aligned curriculum ensures that students acquire skills that are in demand. Collaboration between educational institutions and industries plays a pivotal role in identifying skill gaps and designing effective training programs.

2.2 Experiential Learning

Practical exposure through internships, apprenticeships, and project-based learning helps students apply theoretical knowledge to real-world scenarios. This hands-on approach significantly boosts confidence and skill proficiency.

2.3 Soft Skills Training

While technical skills are vital, soft skills such as communication, teamwork, and problem-solving are equally important. Studies indicate that employers prioritize candidates who demonstrate strong interpersonal and adaptability skills.

2.4 Digital Literacy

In the digital age, proficiency in digital tools and technologies is non-negotiable. Training programs focusing on digital skills, such as coding, data analysis, and digital marketing, enhance employability prospects.

2.5 Continuous Learning and Adaptability

The ability to learn and adapt continuously in response to changing industry trends is a crucial success factor. Programs fostering lifelong learning habits are integral to sustained employability.

3. OPPORTUNITIES IN SKILL DEVELOPMENT

3.1 Government Initiatives

Governments worldwide are launching skill development missions, providing funding, and fostering public-private partnerships to enhance workforce readiness. Examples include India's Skill India Mission and the European Union's Youth Guarantee.

3.2 Technological Advancements

Online learning platforms, virtual reality simulations, and artificial intelligence-driven training modules have revolutionized skill development, making it accessible and customizable.

3.3 Collaboration with Industry

Corporate social responsibility (CSR) initiatives and partnerships with industries offer students access to state-of-the-art training facilities and mentorship programs.

3.4 Entrepreneurship Development

Skill development programs that focus on entrepreneurship enable students to create employment opportunities rather than solely relying on traditional job markets.

4. CHALLENGES IN SKILL DEVELOPMENT

4.1 Skill Mismatch

A disconnect between educational curricula and industry requirements often leads to skill mismatches, impacting employability.

4.2 Limited Access

Students from rural or economically disadvantaged backgrounds often face barriers to accessing quality skill development programs.

4.3 Resistance to Change

Traditional teaching methodologies and resistance to adopting new technologies hinder the effectiveness of skill training programs.

4.4 Quality Assurance

Ensuring the quality and consistency of skill development programs remains a challenge due to diverse providers and varying standards.

5. INFLUENCE OF SKILL DEVELOPMENT ON EMPLOYABILITY

5.1 Enhanced Job Readiness

Skill development equips students with the practical and professional competencies required to perform effectively in their chosen fields.

5.2 Increased Employment Opportunities

Students with industry-relevant skills have a competitive edge in the job market, leading to higher employment rates.

5.3 Improved Earnings Potential

Skill proficiency is often correlated with higher income levels, as employers are willing to pay a premium for highly skilled candidates.

5.4 Broader Career Pathways

Well-rounded skill development broadens career options, enabling students to explore diverse roles and industries.

6. RECOMMENDATIONS

6.1 Strengthening Academia-Industry Collaboration

Developing formal partnerships between academia and industry to co-create curricula, facilitate internships, and provide mentorship opportunities.

6.2 Inclusive Skill Development Programs

Ensuring that programs are accessible to students from diverse socioeconomic backgrounds through scholarships, subsidies, and localized training centers.

6.3 Leveraging Technology

Incorporating cutting-edge technology to deliver personalized and interactive skill development experiences.

6.4 Regular Feedback and Assessment

Establishing mechanisms for regular feedback from employers and students to continuously refine skill development initiatives.

7. CONCLUSION

Skill development is a cornerstone for enhancing the employability of students in a dynamic job market. By addressing the identified success factors and leveraging available opportunities, educational institutions, industries, and policymakers can collaboratively create a robust framework for equipping students with the skills needed to thrive. Prioritizing inclusive, adaptive, and quality-focused skill development initiatives will ensure that students not only meet but exceed the expectations of the modern workforce.

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SIGNIFICANCE OF EMPLOYABILITY SKILLS IN SKILL DEVELOPMENT PROGRAMMES: AS IN RETROSPECT

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Abstract - The constantly evolving industrial environment requires on advanced expertise, in the employment market, a job seeker's skill set is their most valuable asset. Applicant are required to continually improve their abilities because industries are working to achieve sustainable development through innovations. However, Higher Education Authorities and universities emphasize the need to transform unmarketable university students into marketable students because the output's quality does not meet industry standards. That is contributing to unemployment. Policymakers need to address the unemployment issue with the appropriate course of action before things deteriorate further. On the other hand, there are not enough qualified candidates in the market with the most recent competences and skills. Industries are very concerned about the lime and money invested in employee skill-upgrading training and development programmes. Thus, this paper will attempt to investigate the value of talents in the workplace and investigate the employability gap. The present study will examine existing literatures that addressed creating more employment opportunities through skill enhancement training activities.
Keywords: Employability, Skills, Employees, Development.

INTRODUCTION

Being employed in an employment market has become competitive task in the past decades. Graduate degree or post-graduate degree is now only the pathway to the job market; it has no longer guarantees a job. The time when receiving appointment order copies only needed the graduation certificate is long in the past. India holds the 5th position in the global economy by means of the GDP of $2.94 trillion. On the 2011 based census country's population is more than 120 crores and constant progress in all fields, the nation's most problematic issue is unemployment. The rate of unemployment climbed to 7.45%, as reported by the CM1E, throughout the financial year 2023.

With this view, throughout the past years, the both state governments and central government of India have developed and implemented various skill enhancement training programmes. There is a requirement to evaluate the numerous skill enhancement programmes that are run by various governmental and non- governmental regulatory authorities are need to find areas for improvement and inconsistencies in these enhancement programmes.

OBJECTIVES OF THE STUDY

1. To understand the necessity of employability traits
2. To investigate the discrepancy between anticipated and indoctrinate skills

As in *Retrospect*

Employment after Graduation is a many-sided concept that is closely linked with the Sustainable Development Goals. The development of skills and employability is crucial in determining future job accomplishments. However, there has been more prominence and worries on graduate employability in country and world employment markets, especially increasing number of unemployed individuals, worsen by the COVID-19 pandemic. This research work aims to investigate the present requirements in designing skill enhancement initiatives in Bangladesh and understand the insights of higher education students relating to skill enhancement for their employment opportunities. The research adopts mixed-method design and uses surveys and in-depth interviews to collect data. The results of this study revealed that higher education students are aware of the importance of skill enhancement for their future employment, but they face several problems in acquiring the required skill

enhancement training opportunities. Therefore, the regulatory authorities and companies must co-operate to remove these obstacles. The study also suggested some ideas for creating a paradigm for skill enhancement activities and initiatives in Bangladesh that can better support higher education students and ensure their employability.

Human skills are important in all sectors of life and are in high demand. However, there is a deficiency in the required skills which are compared to the requirement of job market skills. This is where Management studies and Commerce play a vital role.

The NSDC (National Skills Development Corporation) in India has started a public-private partnership (PPP) to upgrade the skills of Indian employee, with the mark of trained 500 million human resources.

This paper relied solely on secondary data sources to examine the issue of skilled human resources and formal training programs in India. According to the 11th 5year plan formulated by the Planning Commission of India. 10% of Indian workers have received professional training, while the country's training capacity stands at 4.3 million, leaving a vast difference between the supply and requirement of skilled human capital in the nation. The authors also looked at skill enhancement activities in other economically sound countries and decided that the establishment of development councils for individual sectors is necessary to overcome this difference.

Core skills are just as essential as practical knowledge and skills developed in the course of formal education, according to the authors of this article. To address the employability skill gap, the authors proposed several recommendations such as improving the quality of education, developing industry interactions, enhancing infrastructure, and improving vocational and technical education. They suggest that these shortfalls can be addressed through career guidance, work experience, auditing the curriculum, and industrial training records of achievements.

In this paper, the present study collected the required primary data from 60 industries and 325 MBA graduates to examine their perceptions of employability skills and industry expectations. The findings highlighted a significant gap between the learned employability skill set of MBA graduates and what the industry expects. The average mean score for employability requirements perceived by the students was 4.0, while the score provided by the industry was only 3.59. Additionally, the average mean score for learned traits by MBA graduates was 4.25 and the mean score of existing grade of employability qualities among MBA graduates as perceived by Industry was 3.59. The author suggests that this gap may be due to the obsolete curriculum of business schools.

DISCUSSIONS

For an industry to attain the goal of organisational productivity, human resources must have the desired qualities of competences, knowledge, talent and skills. Upgrades happened with each of the different phases that industries went through as they evolved.

Skills, Traits are the vital aspects for the sustainable growth and attaining ambitious benefits for the businesses. India, the youngest nation in the world based on average population age and with a diverse geography and demographics, lacks the ability to produce skilled human capital, which will have a negative impact on the policymakers' strategic decisions.

There is a contradiction between students' perceptions and industry expectations; the curriculum is not the sole element influencing skill development programmes. According to 2011 census of India, the population of youngsters (18-35 years old) in India accounts for 65% of the overall population of 120 crores. Nevertheless, the facts referring to unemployment difficulties released by Assocham (2022) was frightening.

There is a need of more-focusing on the unemployment problem. Traditional training programmes needs to be revised and human resource can be employed in entrepreneurial actions. The government needs to adopt top-notch talent development programmes that are frequently reviewed to ensure they are in line with international industry standards in order to compete with the world's best industries. As the skill enhancement process is intricate and dynamic, it is challenging to suggest a context or paradigm. Therefore, the skill enhancement initiatives taken by

both governmental and non-governmental authorities and other stakeholders can implement tailored skill enhancement training programmes to slake the requirement of employable skill sets.

The responsibility of creating skilled human capital for modern industries lies with various stakeholders such as the governmental, non-governmental authorities, education institutions and occupational training institutes. A governmental and non-governmental format may bring the difference in the skill enhancement initiatives. In line with this, the central government of India under NSDC has established industry need-based skill enhancement training initiatives in the country.

The government's prestigious project named "Make in India" has resulted in the establishment of many start-ups and enterprises, which requires skilled human resources. This challenge can be resolved by efficient development training programs.

However, the country's training capacity is relatively trivial, by increase the number of skill enhancement centres of training centres and utilizing existing educational institutions, higher education institutions, professional training centres. The both central government and state government's vision to make India a treasure of skills is quite impressive, and it has already initiated skill enhancement initiatives through PMKVY, UDAAN, NAAN MUDHALVAN, SANKALPA and other initiatives.

CONCLUSION

The development of skill enhancement programs by both public and private entities has experienced significant changes. Government authorities can focus on industry required vocational or continuous training programs to improve overall skill development. In order to achieve this, it is important to clarify the roles of central and state governments as well as universities in designing an integrated framework for skill development programs. Given the rapid advancements in technology, instilling and honing skills among younger generations has become a challenging and complex effort.

Effective collaboration among key stakeholders including candidates, governments, educational institutions, and training partners can significantly boost employment prospects. The alignment of infrastructure improvements with prospectus upgrades can be attained through industry-institutes partnerships. Funding, control, and review mechanisms for skill enhancement initiatives can be effectively realized through public-private partnerships.

India's diverse geography and demographic profiles require assessing existing skill levels and identifying deviations or gaps compared to established standards. This difference can be connected using appropriate training, education, and industry required short-term courses. While all possible efforts have been made, there is still ample potential to transform abandoned knowledge into valuable skills. Achieving the government's prestigious goals, such as Make in India and the quest for a 5-trillion-dollar economy, requires a collective effort.

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'THE ROLE OF SOFT SKILLS IN CAREER ENHANCEMENT'

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Abstract - This paper presents a study of role of soft skills in the performance at the workplace. Starting from the school curriculum itself, we can observe that it is designed for 360-degree development of the students. Apart from the purely academic things, students are encouraged to participate in other things as well. Many cocurricular activities (GK, Essay writing, Speech, debate etc.) and extracurricular activities (Music, Arts, Sports etc.) are included in the syllabus so that a student does not excel in studies only but has other skills as well which help him in handling things better in future.
Keywords: Soft skills, work environment, growth.

INTRODUCTION

In an increasingly dynamic and competitive professional environment, soft skills have become indispensable for career growth and success. While technical knowledge and expertise are crucial for entering and excelling in a specific profession, soft skills—often referred to as interpersonal or "people" skills—play a decisive role in career enhancement. They enable professionals to communicate effectively, work collaboratively, adapt to change, and lead with influence. This essay explores the significance of soft skills in career advancement, highlighting their impact across various aspects of professional development. Leadership, communication, adaptability, teamwork and many qualities are there with which a person becomes more confident and productive than those people who have only technical or theoretical knowledge. This article shows the importance of these soft skills and how much edge they provide to people to grow in their work environment.

Defining Soft Skills

Soft skills are a combination of interpersonal, communication, and emotional intelligence abilities that influence how individuals interact, work, and collaborate with others. Unlike technical or "hard" skills, which are measurable and specific to a job, soft skills are more intangible and applicable across industries and roles. Examples of soft skills include:

1. Communication – Effective verbal and written communication.
2. Teamwork – The ability to collaborate with others toward common goals.
3. Adaptability – Flexibility and openness to change in dynamic environments.
4. Problem-Solving – Critical thinking and creativity to address challenges.
5. Emotional Intelligence – The ability to understand and manage emotions.
6. Time Management – Prioritizing tasks and managing workloads efficiently.
7. Leadership – The ability to guide, inspire, and influence others.

These skills are increasingly recognized as vital components of professional success and career enhancement.

Soft Skills as a Catalyst for Career Growth

1.Enhancing Communication and Building Relationships

Effective communication is the cornerstone of any successful career. Whether communicating ideas to a team, negotiating with clients, or presenting proposals to management, clear and confident communication builds trust and credibility. Misunderstandings in the workplace often stem from poor communication, leading to conflicts or inefficiencies.

Strong communication skills also enable professionals to build lasting relationships with colleagues, clients, and stakeholders. Building rapport and maintaining positive interactions can open doors to mentorship, career growth, and leadership opportunities.

2.Promoting Teamwork and Collaboration

Today's workplaces increasingly rely on teamwork and collaboration to achieve organizational goals. Employers value professionals who can work cohesively with diverse teams, respect others' viewpoints, and contribute meaningfully to group efforts. Effective collaboration leads to better problem-solving, innovation, and productivity.

For example, in a cross-functional team where individuals bring expertise from different domains, soft skills such as active listening, empathy, and open-mindedness ensure seamless coordination and success. Professionals who excel in teamwork often emerge as natural leaders and are entrusted with greater responsibilities.

3.Leadership and Influencing Others

Leadership is no longer restricted to management roles; it is a sought-after soft skill at every career level. Leadership entails inspiring, motivating, and influencing others to work toward shared goals. Individuals with strong leadership skills demonstrate accountability, confidence, and decision-making abilities.

Soft skills such as emotional intelligence and empathy allow leaders to understand team members' strengths, weaknesses, and motivations. Leaders who are approachable, communicative, and supportive foster trust, enhance team morale, and drive performance. These qualities help professionals stand out and fast-track their career progression.

4.Adaptability and Resilience in a Changing Workplace

Modern workplaces are characterized by rapid technological advancements, economic shifts, and global competition. Adaptability—the ability to embrace change and thrive in uncertain circumstances—is critical for career enhancement. Professionals who demonstrate flexibility, resilience, and openness to learning new skills are better positioned to succeed in volatile environments.

For instance, during the COVID-19 pandemic, professionals who adapted to remote work, leveraged digital tools, and maintained productivity showcased their value to employers. Adaptability not only ensures job security but also positions individuals for leadership roles in evolving industries.

5.Enhancing Problem-Solving and Critical Thinking

Soft skills such as critical thinking, creativity, and problem-solving are essential for overcoming workplace challenges. Employers value individuals who can analyze situations, identify solutions, and make sound decisions under pressure.

Problem-solving often requires collaboration, innovative thinking, and emotional control—qualities developed through soft skills. Whether addressing a project delay, mediating a conflict, or optimizing processes, professionals who can navigate complex challenges stand out as invaluable assets to their organizations.

6.Building Emotional Intelligence for Better Workplace Dynamics

Emotional intelligence (EI) has emerged as a critical determinant of success in professional environments. EI encompasses self-awareness, self-regulation, empathy, motivation, and social skills. Professionals with high emotional intelligence are adept at managing their emotions, understanding others' perspectives, and building positive workplace relationships.

Emotional intelligence enables professionals to handle conflicts diplomatically, resolve misunderstandings, and inspire trust. It also contributes to effective leadership, as leaders who demonstrate empathy and emotional awareness foster inclusive and motivated teams.

Soft Skills and Career Advancement in the Digital Era

In an age of automation and AI-driven technologies, technical skills alone are no longer sufficient for career growth. Machines can perform many tasks previously done by humans, but they cannot replicate uniquely human abilities like emotional intelligence, critical thinking, and creativity.

Employers are increasingly seeking professionals with a balance of technical expertise and soft skills. For example, a software developer who possesses strong communication and

collaboration skills will excel at working with teams, understanding user needs, and delivering innovative solutions. Similarly, a healthcare professional with empathy and emotional intelligence can provide better patient care, enhancing their reputation and career prospects.

Additionally, as remote work and virtual collaboration become more prevalent, soft skills like communication, adaptability, and time management are even more critical. Professionals who can engage meaningfully in virtual environments and demonstrate flexibility in adapting to digital tools will thrive in modern workplaces.

Soft Skills and Employability

Employability is no longer defined solely by technical proficiency; it includes the ability to adapt, learn, and collaborate in diverse professional settings. Surveys by leading organizations such as LinkedIn and Deloitte reveal that soft skills are among the top attributes employers seek when hiring and promoting employees.

Soft skills can set candidates apart during job interviews, enabling them to convey confidence, interpersonal abilities, and cultural fit. Moreover, professionals with strong soft skills are better equipped to network effectively, forge professional connections, and identify new opportunities for career growth.

Developing Soft Skills for Career Enhancement

Soft skills are not innate; they can be developed and honed over time through practice, reflection, and experience. Strategies for improving soft skills include:

1. Pursuing Professional Development Programs – Participating in workshops, training, and courses focused on leadership, communication, and emotional intelligence.
2. Seeking Feedback – Actively seeking constructive feedback from peers, mentors, and supervisors to identify areas for improvement.
3. Engaging in Team Projects – Collaborating on group initiatives to improve teamwork, problem-solving, and adaptability.
4. Practicing Self-Awareness – Reflecting on one's strengths, weaknesses, and emotional responses to develop emotional intelligence.
5. Networking and Communication – Building connections through active listening, empathy, and engaging conversations.

CONCLUSION

In today's rapidly changing professional landscape, soft skills are integral to career enhancement. They empower individuals to communicate effectively, collaborate seamlessly, adapt to change, and lead with confidence. While technical skills may help professionals secure employment, it is their soft skills that enable them to thrive, grow, and achieve long-term success.

As workplaces continue to evolve, professionals who invest in developing soft skills will remain resilient, adaptable, and indispensable in their careers. By fostering a combination of technical expertise and interpersonal abilities, individuals can unlock new opportunities, advance in their careers, and contribute meaningfully to organizational success.

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पुस्तकालय विज्ञान में रोजगार मूलक कौशल विकास पर प्रकाश

हेमलता सिंह चौहान

फाउंटेनहेड इंटरनेशनल स्कूल बोरखेड़ी किशनगंज, इंदौर

प्रस्तावना

कौशल विकास से आशय स्वयं में नए-नए कौशल विकसित करना है और यह निरंतर चलने वाली प्रक्रिया है आज के समय की बदलती दुनिया में कौशल विकास अत्यंत ही आवश्यक हो गया है। वर्तमान समय की दौड़ भाग व अति प्रतिस्पर्धी दुनिया में कर्मचारियों को सफल होने और एक संतुष्ट जीवन जीने के लिए कई प्रकार के कौशल विकसित करने की आवश्यकता है। कौशल विकास कर्मचारियों के समग्र विकास में महत्वपूर्ण भूमिका निभाता है यह उनकी क्षमताओं को व आत्मविश्वास को बढ़ाता है। लगातार बदलते व पृतिस्पर्धी हो रही नौकरी बाजार में कोई भी फर्म शैक्षणिक योग्यता के अलावा और भी दूसरी तरह की क्षमताओं वाले कर्मचारियों की भर्ती करना चाहते हैं। दो या दो से अधिक कौशल वाले उम्मीदवारों को अधिक महत्व दिया जाता है क्योंकि वह विभिन्न प्रकार के कार्यों को संभालने में सक्षम होते हैं।

अधिक कुशल श्रमिक अपनी कंपनियों के लिए अमूल्य संपत्ति होते हैं क्योंकि वह अधिक उत्पादक रचनात्मक और समस्याओं को समझने में सक्षम होते हैं कौशल विकास में निवेश करने वाली कंपनियां अपने कर्मचारियों को लंबे समय तक बनाए रख सकती हैं और भर्ती, प्रशिक्षण व कर्मचारी टर्न ओवर अर्थात कर्मचारियों का जल्दी नौकरी छोड़ना रोक सकती है।

अध्ययन के उद्देश्य -

-व्यावसायिक कौशल के लिए मुख्य आवश्यकताओं की पहचान करना ।

-कौशल विकसित करने में जिज्ञासा जानना।

-कौशल विकसित करने में बुनियादी ढांचे के माहौल की भूमिका की पहचान करना।

-कौशल बढ़ाने में कार्य वातावरण की भूमिका जानना ।

-कौशल विकास की दिशा में व्यावसायिक चुनौतियों की भूमिका की पहचान करना।

-बदलते तकनीकी माहौल में भविष्य की कौशल क्षमता जानना।

कौशल विकास का महत्व-

कौशल से लोग अपने जीवन स्तर में सुधार तो ला ही सकते हैं साथ ही अपने जीवन को और भी अधिक सुविधापूर्ण व सरल बना सकते हैं जिससे व्यक्तियों तथा समाज दोनों की ही आर्थिक उत्पादकता को बढ़ाया जा सकता है। कम कौशल वाले व्यक्ति को अधिक संघर्ष करना पड़ता है, वह काम कौशल होने के कारण कम आए वाले पदों पर ही बने रह पाएंगे तथा अधिक उन्नति की संभावना को प्राप्त नहीं कर पाएंगे। दूसरी तरफ यदि व्यक्ति अपनी कौशल क्षमताओं को बढ़ाने का प्रयास करें व उन क्षमताओं का प्रयोग अपने कार्य को कुशलता पूर्वक करने में करेगा तो भविष्य में अपने व्यक्तिगत व सामाजिक स्तर को भी सुधर सकेगा। व्यक्तियों की कौशल क्षमता को बढ़ाने के लिए सामाजिक संस्था व सरकार द्वारा भी सहयोग दिया जाना चाहिए। कौशल और ज्ञान किसी भी देश के लिए आर्थिक वृद्धि और सामाजिक

विकास की प्रेरक शक्तियां है जैसे-जैसे भारत उत्तरोत्तर ज्ञान अर्थव्यवस्था बनने की ओर अग्रसर है यह अत्यंत ही आवश्यक है कि देश कौशल के विकास पर भी ध्यान केंद्रित करें।

कौशल विकास के प्रकार-

कौशल विकास वास्तव में किसी व्यक्ति की कार्य को अधिक प्रभावी और कुशलतापूर्वक करने की क्षमताओं को बढ़ाने के बारे में है कार्य स्थल में कौशल विकास निम्न श्रेणी में विभक्त किया जा सकता है-

Up skilling- अपनी वर्तमान भूमिका में प्रगति के साथ तालमेल बनाए रखने के लिए मौजूदा कौशल को बढ़ाना।

Cross Skilling- नए कौशल सीखना जो किसी के वर्तमान कौशल सेट को पूरक बनाते हैं अक्सर एक ही भूमिका के भीतर विभिन्न कार्यों को करने के लिए पुनः कौशलीकरण - किसी भिन्न भूमिका या करियर पथ परिवर्तन के लिए नए कौशल अर्जित करना। किसी भी कार्य क्षेत्र में आने वाली बाधाओं पर काबू पाने के लिए व्यक्ति के पास कठिन मुद्दों की पहचान करने, समाधान निकालने और बुद्धिमत्ता पूर्ण निर्णय लेने का कौशल होना चाहिए।

कुछ विविध प्रकार के आवश्यक कौशल है जैसे-

डिजिटल साक्षरता

संचार व सहयोग

अनुकूलनशीलता और लचीलापन

समय प्रबंधन

सरकार द्वारा चलाई गई योजनाओं द्वारा कौशल विकास में वृद्धि-

रोजगार सृजन के साथ-साथ रोजगार क्षमता में सुधार करना भी सरकार की प्राथमिकता है। भारत सरकार कौशल विकास कार्य को आगे बढ़ाने के लिए कई प्रकार की योजनाओं का संचालन कर रही है, जैसे- कौशल भारत मिशन, प्रधानमंत्री कौशल विकास योजना, जन शिक्षण संस्थान, राष्ट्रीय प्रशिक्षुता संवर्धन योजना, औद्योगिक प्रशिक्षण संस्थान, शिल्पकार प्रशिक्षण योजना आदि कई प्रकार की योजनाएं देश व्यापी स्तर पर चल रही है। इन योजनाओं का उद्देश्य ही भारत के युवाओं को भविष्य के लिए तैयार करना और भविष्य मैं आने वाले उद्योगों के लिए तैयार करना है। सरकार इन विभिन्न प्रकार की योजनाओं के तहत अलग-अलग क्षेत्र, वर्गों व स्तर के व्यक्तियों को प्रशिक्षण देकर उन्हें योग्य बना रही है, इनका उद्देश्य उद्योग को कुशल कार्य बल प्रदान करना और युवाओं को स्वरोजगार प्रदान करना है।

पुस्तकालय विज्ञान में कौशल विकास-

विश्वविद्यालयों की कला विभाग में एक लोकप्रिय पाठ्यक्रम उपलब्ध है इसके बारे में बहुत से छात्रों को जानकारी नहीं है पुस्तकालय विज्ञान एक ऐसा पाठ्यक्रम है जिसे लाइब्रेरियन के रूप में काम करने के लिए एक पेशेवर कोर्स के रूप में जाना जाता है। इन पाठ्यक्रमों में छात्र प्रबंधन प्रशासन संचालन कैटालॉगिंग पुस्तकालय के प्रतियोगिकी एकीकरण के बारे में सीखते हैं लाइब्रेरियन को अपनी नौकरी में स्थित प्राप्त करने के लिए कुछ कौशल दिखाने की आवश्यकता है जो कि निम्न है-

- किसी भी कैटालॉगिंग साक्षरता का ज्ञान होना आवश्यक है।

-पुस्तकालय उपयोगकर्ता के साथ विनम्रता पूर्वक बातचीत करने के लिए पारस्परिक कौशल आवश्यक है।

पुस्तकालय विज्ञान के छात्रों के लिए लिखित और मौखिक दोनों तरह के संचार कौशल आवश्यक है।

किसी भी विदेशी भाषा का ज्ञान एक अतिरिक्त कौशल के रूप में मान्य होगा।

प्रभावी ढंग से काम करने के लिए रचनात्मकता और नवीनता आवश्यक है।

लाइब्रेरियन की भूमिका के लिए सहभागी का कौशल अत्यधिक महत्वपूर्ण है।

डाटा प्रबंधन या सूचना प्रबंधन एक लाइब्रेरियन का महत्वपूर्ण कर्तव्य है।

जैसे-जैसे पुस्तकालय तेजी से डिजिटल होते जा रहे हैं जिस कारण भौतिक संसाधनों से डिजिटल परिसंपत्तियों पर ध्यान केंद्रित करने के लिए कौशल के एक नए सेट की आवश्यकता है उदाहरण के लिए पुस्तकालय अध्यक्षों को क्लाउड आधारित भंडारण और मोबाइल वातावरण पर अत्यधिक रहना चाहिए ताकि की सूचना प्रणालियों और पोर्टल में एकीकरण निश्चित हो सके। पुस्तकालय अध्यक्षों को इलेक्ट्रॉनिक संसाधनों सूचना एवं संचार प्रौद्योगिकी, माहिती, साक्षरता, कानूनी अनुसंधान, पुस्तकालय संग्रह व सेवाएं, प्रबंधकीय कौशल, चलित शिक्षा, विज्ञान वित्तीय विश्लेषण, सोशल मीडिया, वेब संसाधन आदि का ज्ञान भी आवश्यक हो गया है ।

निष्कर्ष

इस अध्ययन के माध्यम से हम पातें हैं कि कौशल विकास के शिक्षार्थियो को उपयुक्त कार्यक्रम पूरा करने के बाद वेतन रोजगार प्राप्त करने के लिए प्रेरित करते हैं। साथ ही अपने क्षेत्र में अपने स्वयं के उद्यम, स्टार्टअप उद्यम भी स्थापित कर सकते हैं। युवा आबादी डिग्री होने के बाद भी प्रतिस्पर्धा करने के लिए कौशल विशेषता की कमी के कारण उद्योगों के लिए समर्थ नहीं दिखा पाते हैं व्वसायिक पाठ्यक्रमों के लिए पाठ्यक्रम बनाकर उद्योग के लिए प्रेरित किया जाना चाहिए जो इस प्रकार से हो की नौकरी के लिए पूर्ण प्रशिक्षण दिया जा सके। व्यवसायिक और तक्नीकी कौशल के साथ सॉफ्ट स्किल प्रशिक्षण पर भी ध्यान केंद्रित करने वाले कौशल में वृद्धि की जानी चाहिए, जिससे स्नातक की नौकरी की संभावनाओं को काफी बढ़ा सकते हैं छात्रों को कैरियर मार्गदर्शन और परामर्श प्रदान करने से उन्हें नौकरी बाजार को बेहतर ढंग से समझ में मदद मिलती है जिससे छात्र उचित निर्णय ले सकते हैं और अपनी रोजगार क्षमताओं को बढ़ा सकते हैं।

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THE ROLE OF SELF-DEVELOPMENT IN ACHIEVING PERSONAL AND PROFESSIONAL SUCCESS

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Abstract - Self-development is a critical process that fosters continuous improvement of personal and professional skills, knowledge, and behaviors. This paper explores the concept of self-development, its significance in achieving success, and the various strategies that individuals can adopt to enhance their growth. By analysing the psychological, educational, and behavioural aspects of self-development, the article highlights its impact on personal empowerment, career progress, and emotional well-being. Furthermore, it addresses challenges faced in self-development and suggests actionable pathways to achieve sustainable growth.
Keywords: Self-development, personal growth, lifelong learning, skill enhancement, emotional intelligence, professional success, and mindset development.

1. INTRODUCTION

Self-development is the process of consciously improving oneself in various aspects of life, such as skills, knowledge, mindset, and habits. It is a lifelong journey that involves setting personal goals, acquiring new competencies, and overcoming limitations. In an era of rapid technological advancements, economic shifts, and personal challenges, self-development is more relevant than ever. Personal growth is foundational in achieving success in all spheres of life, including professional careers, relationships, and mental well-being. It enables individuals to adapt, innovate, and thrive in changing environments. This article examines the principles of self-development, its benefits, the challenges individuals face, and strategies to integrate it into daily life.

2. THE CONCEPT OF SELF-DEVELOPMENT

Self-development involves a deliberate effort to identify personal weaknesses and strengths while working towards meaningful goals. Key dimensions of self-development include:

2.1. Skill Development

Skill acquisition is one of the most tangible aspects of self-development. Skills can be broadly categorized as:

- **Technical Skills**: Acquiring expertise in specific fields such as technology, finance, or design.
- **Soft Skills**: Improving interpersonal skills like communication, leadership, teamwork, and emotional intelligence.

2.2. Mindset and Emotional Growth

Adopting a growth mindset is critical for self-development. As introduced by psychologist Carol Dweck, a growth mindset involves believing that one's abilities can be developed through dedication and hard work. Emotional growth, on the other hand, focuses on:

- Emotional regulation
- Stress management
- Building resilience in challenging situations

2.3. Lifelong Learning

Self-development emphasizes continuous learning beyond formal education. Lifelong learning encourages individuals to stay informed, acquire new skills, and remain adaptable to change. This can include attending workshops, reading, online courses, or learning through experience.

3. IMPORTANCE OF SELF-DEVELOPMENT

3.1. Personal Empowerment

Self-development empowers individuals to take control of their lives. By identifying their strengths, weaknesses, and goals, individuals can make informed decisions, solve problems effectively, and build self-confidence.

3.2. Professional Success

In today's competitive world, self-development enhances career growth by:

- Improving productivity and efficiency.
- Helping individuals adapt to technological and industry advancements.
- Enhancing employability and entrepreneurial skills.

3.3. Emotional Well-being

Self-development fosters emotional health by promoting self-awareness, resilience, and positive habits. It helps individuals deal with stress, uncertainty, and failures constructively.

3.4. Building Better Relationships

Personal growth improves interpersonal communication, empathy, and understanding. These traits strengthen relationships in both personal and professional contexts.

4. STRATEGIES FOR ACHIEVING SELF-DEVELOPMENT

4.1. Goal Setting

Goal setting is the foundation of personal development. The SMART framework—Specific, Measurable, Achievable, Relevant, and Time-bound—provides a structured approach to setting realistic goals. Breaking large goals into smaller, manageable steps increases motivation and success rates.

4.2. Lifelong Learning

Learning is the cornerstone of self-development. Strategies include:

- **Formal Learning**: Enrolling in academic programs, certifications, or workshops.
- **Informal Learning**: Engaging with books, podcasts, webinars, and online courses.
- **Experiential Learning**: Gaining knowledge through experiences, internships, and travel.

4.3. Time Management

Effective time management is essential for balancing personal and professional commitments. Techniques like prioritizing tasks, creating to-do lists, and using tools such as the Pomodoro technique help individuals allocate time wisely.

4.4. Developing Emotional Intelligence

Emotional intelligence (EQ) involves understanding and managing one's emotions while recognizing and influencing the emotions of others. Improving EQ involves:

- Practicing self-awareness and self-regulation.
- Developing empathy and active listening.
- Building conflict resolution skills.

4.5. Building Positive Habits

Habits shape our behaviors over time. Adopting positive habits such as waking up early, exercising, journaling, and meditating promotes personal growth. According to James Clear's *Atomic Habits*, small, incremental changes in habits yield significant long-term results.

4.6. Seeking Mentorship

Mentorship accelerates self-development by providing guidance, feedback, and inspiration. A mentor's experience can help individuals avoid pitfalls, gain new perspectives, and progress faster toward their goals.

4.7. Self-Reflection

Regular self-reflection allows individuals to evaluate their progress, understand their failures, and identify opportunities for improvement. Techniques include journaling, meditation, and SWOT analysis (Strengths, Weaknesses, Opportunities, and Threats).

5. CHALLENGES IN SELF-DEVELOPMENT

5.1. Lack of Motivation

Maintaining consistent motivation is a common challenge. Individuals often lose focus due to procrastination, lack of discipline, or external distractions.

5.2. Limited Resources

Access to education, mentorship, and training programs may be limited by financial or geographical constraints.

5.3. Fear of Failure

Fear of failure prevents individuals from taking risks or stepping out of their comfort zones. Overcoming this fear requires developing resilience and adopting a positive attitude toward failure.

5.4. Time Constraints

Balancing work, family, and personal commitments often leaves little time for self-development. Effective time management and prioritization are key to overcoming this barrier.

6. BENEFITS OF SELF-DEVELOPMENT

6.1. Increased Productivity

Personal growth enables individuals to maximize their potential, leading to improved efficiency and output in both professional and personal tasks.

6.2. Adaptability

Self-development equips individuals with skills to navigate uncertainty and adapt to changes in careers, technology, and personal circumstances.

6.3. Enhanced Creativity and Innovation

Continual learning and mindset growth encourage innovative thinking and problem-solving skills. Entrepreneurs, for example, thrive on creative approaches developed through self-improvement.

6.4. Building Resilience

Self-development strengthens mental fortitude, helping individuals face setbacks without losing motivation or hope.

6.5. Personal Satisfaction

Achieving personal milestones, acquiring new skills, and growing emotionally bring a sense of fulfillment and satisfaction.

7. FUTURE PERSPECTIVES ON SELF-DEVELOPMENT

The digital age has transformed opportunities for self-development. Emerging trends include:

- **E-learning Platforms**: Platforms like Coursera, Udemy, and Khan Academy make learning accessible worldwide.
- **AI and Automation**: Leveraging AI tools for personalized learning plans and productivity enhancements.
- **Mental Health Awareness**: A growing focus on emotional intelligence and well-being as integral parts of self-development.
- **Remote Work and Flexibility**: Creating opportunities to pursue self-improvement alongside professional commitments.

The future emphasizes a holistic approach, integrating technical, emotional, and behavioral growth to meet individual and societal challenges.

8. CONCLUSION

Self-development is a lifelong journey that empowers individuals to realize their full potential. By setting goals, acquiring skills, building emotional intelligence, and developing positive habits, individuals can achieve both personal and professional success. Despite challenges such as limited resources, time constraints, and fear of failure, adopting a structured approach to growth enables sustainable progress.

In a fast-paced world, self-development is no longer optional—it is essential for thriving in an ever-evolving landscape. As individuals commit to personal growth, they contribute not only to their success but also to the betterment of society as a whole.

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हिंदी विषय और कौशल विकास: एक नवीन दृष्टिकोण

मालती सोलंकी

शासकीय महाविद्यालय राऊ, इन्दौर

1. प्रस्तावना

21वीं सदी में वैश्विक आर्थिक और सामाजिक परिवर्तनों के बीच कौशल विकास (Skill Development) अत्यंत महत्वपूर्ण हो गया है। वहीं, हिंदी विषय न केवल एक भाषा के रूप में बल्कि रोजगार और शिक्षा के नए आयामों को खोलने में अपनी महत्त्वपूर्ण भूमिका निभा रहा है। हिंदी आज वैश्विक स्तर पर एक प्रभावशाली भाषा बन चुकी है, जो न केवल सांस्कृतिक आदान-प्रदान बल्कि रोजगार के कई अवसरों का माध्यम भी बन रही है।

2. हिंदी विषय का महत्त्व

हिंदी, केवल एक भाषा नहीं, बल्कि यह संचार, शिक्षा, संस्कृति और व्यवसाय की महत्वपूर्ण कड़ी है। वर्तमान में हिंदी निम्नलिखित क्षेत्रों में विशेष योगदान दे रही है।

1 राष्ट्रीय और अंतरराष्ट्रीय स्तर पर उपयोग: हिंदी विश्व की तीसरी सबसे अधिक बोली जाने वाली भाषा है।

2. मीडिया और संचार: प्रिंट मीडिया, डिजिटल मीडिया और फिल्म उद्योग में हिंदी का प्रभुत्व है।

3. शिक्षा का माध्यम: हिंदी माध्यम से शिक्षा लेकर युवा रोजगार के अवसरों को खोज सकते हैं।

3. कौशल विकास में हिंदी विषय की भूमिका

(i) हिंदी और रोजगार के अवसर

हिंदी भाषा के माध्यम से निम्न क्षेत्रों में रोजगार के अवसर उभर रहे हैं:

1. मीडिया और पत्रकारिता:

- समाचार चैनल, रेडियो, पत्र-पत्रिकाएं, डिजिटल मीडिया प्लेटफार्मों में हिंदी पत्रकारों, लेखकों और संपादकों की मांग बढ़ रही है।
- सोशल मीडिया के युग में हिंदी कंटेंट क्रिएटर के लिए रोजगार की संभावनाएं तेजी से बढ़ रही हैं।

2. अनुवाद और इंटरप्रेटेशन:

- वैश्विक कंपनियां हिंदी-अंग्रेजी या अन्य भाषाओं के अनुवादकों की नियुक्ति कर रही हैं।
- हिंदी से संबंधित इंटरप्रेटर की आवश्यकता अंतरराष्ट्रीय स्तर पर बढ़ रही है।

3. शिक्षण क्षेत्र:

- हिंदी शिक्षक और प्रशिक्षक के रूप में रोजगार के अवसर बढ़ रहे हैं, विशेषकर भारत और विदेशों में।
- ऑनलाइन शिक्षा प्लेटफार्मों (EdTech) में हिंदी कंटेंट की बढ़ती मांग।

4. लेखन और प्रकाशन:

- हिंदी साहित्य, ब्लॉगिंग, कंटेंट राइटिंग और स्क्रिप्ट राइटिंग के क्षेत्र में अपार अवसर उपलब्ध हैं।

5. संचार कौशल:

- हिंदी विषय के साथ संचार कौशल को जोड़कर विभिन्न क्षेत्रों, जैसे—बैंकिंग, बीमा, और प्रशासनिक सेवाओं में रोजगार पाया जा सकता है।

(ii) हिंदी और डिजिटल कौशल विकास

डिजिटलीकरण के युग में हिंदी कौशल के साथ डिजिटल ज्ञान को जोड़कर रोजगार के नए द्वार खुल रहे हैं:

1. हिंदी कंटेंट डेवलपमेंट:

- वेबसाइट, ब्लॉग और यूट्यूब जैसे डिजिटल प्लेटफार्मों पर हिंदी सामग्री की मांग बढ़ रही है।

2. ई-कॉमर्स और मार्केटिंग:

-डिजिटल मार्केटिंग में हिंदी भाषा के कुशल उपयोग से व्यवसायों को अधिक ग्राहकों तक पहुँचने में मदद मिल रही है।

3. डाटा एंट्री और ट्रांसक्रिप्शन:

- हिंदी में डाटा एंट्री और ट्रांसक्रिप्शन के अवसर छोटे और बड़े उद्योगों में मौजूद हैं।

4. कौशल विकास के लिए हिंदी का पाठ्यक्रम

कौशल विकास को बढ़ावा देने के लिए हिंदी विषय के पाठ्यक्रम में निम्नलिखित पहलुओं को शामिल किया जा सकता है-

1. व्यावहारिक हिंदी प्रशिक्षण:

- छात्रों को हिंदी लेखन, संपादन और अनुवाद का व्यावहारिक प्रशिक्षण दिया जाए।

2. संचार कौशल (Communication Skills):

- हिंदी में संवाद कौशल और प्रस्तुतीकरण (Presentation Skills) विकसित करने पर जोर।

3. तकनीकी हिंदी:

- कंप्यूटर और डिजिटल टूल्स के साथ हिंदी भाषा का समन्वय।

4. रचनात्मक लेखन:

- छात्रों को लेख, निबंध, कहानी और कविता लेखन का अभ्यास कराया जाए।

5. हिंदी और उद्यमिता (Entrepreneurship)

हिंदी विषय का ज्ञान युवाओं को स्व-रोजगार के लिए भी प्रेरित कर सकता है-

1. फ्रीलांस लेखक और अनुवादक:

- युवा स्वतंत्र रूप से लेखन और अनुवाद के कार्य कर सकते हैं।

2. हिंदी ट्यूटर:

- ऑनलाइन माध्यमों से हिंदी सिखाने के लिए ट्यूटर बन सकते हैं।

3. यूट्यूब और ब्लॉगिंग:

- हिंदी में यूट्यूब चैनल और ब्लॉग के माध्यम से आय अर्जित कर सकते हैं।

4. पुस्तक प्रकाशन:

- हिंदी साहित्य और कहानियों का प्रकाशन कर उद्यमिता को बढ़ावा दिया जा सकता है।

6. चुनौतियाँ और समाधान

चुनौतियाँ:

1. हिंदी विषय को अभी भी केवल साहित्य तक सीमित मानना।
2. हिंदी विषय को रोजगारोन्मुखी कौशल से जोड़ने की कमी।
3. तकनीकी क्षेत्रों में हिंदी भाषा के उपयोग में कम जागरूकता।

समाधान:

1. हिंदी को व्यावसायिक और तकनीकी कौशल के साथ जोड़ा जाए।
2. शिक्षण संस्थानों में कौशल आधारित हिंदी पाठ्यक्रम लागू किए जाएं।
3. सरकार और निजी क्षेत्रों द्वारा हिंदी कंटेंट के लिए विशेष प्रशिक्षण कार्यक्रम संचालित किए जाएं।

7. निष्कर्ष

हिंदी विषय को कौशल विकास के साथ जोड़कर रोजगार की अपार संभावनाओं को साकार किया जा सकता है। हिंदी भाषा में दक्षता के साथ यदि छात्रों को डिजिटल कौशल, संचार कौशल और व्यावसायिक लेखन की ट्रेनिंग दी जाए, तो वे विभिन्न क्षेत्रों में अपना भविष्य बना सकते हैं।

हिंदी के व्यापक उपयोग और कौशल विकास से न केवल देश की भाषाई संपदा मजबूत होगी, बल्कि आर्थिक प्रगति और रोजगार सृजन में भी नई संभावनाएँ उत्पन्न होंगी।

सुझाव:

- हिंदी विषय में व्यावसायिक कौशल को बढ़ावा देने वाले कार्यक्रम चलाए जाएं।
- छात्रों को हिंदी के साथ डिजिटल और तकनीकी ज्ञान से लैस किया जाए।
- सरकार, शिक्षण संस्थान और निजी क्षेत्र मिलकर हिंदी कौशल विकास पर ध्यान केंद्रित करें।

संदर्भ:

1. शिक्षा मंत्रालय, भारत सरकार की रिपोर्ट।
2. राष्ट्रीय कौशल विकास निगम (NSDC) डेटा।
3. डिजिटल मीडिया और रोजगार सर्वेक्षण।

ग्रंथपाल के लिए कौशल विकास का महत्व

श्रीमती सरोज नेकिए

विक्रांत ग्रुप ऑफ इंस्टीट्यूशंस, इन्दौर

सारांश - कौशल विकास का पुस्तकालय विज्ञान में किस प्रकार महत्व है इस लेख के द्वारा पुस्तकालय अध्यक्ष या एक ग्रंथपाल की सतत शिक्षा का सूचना प्रौद्योगिकी की बढ़ती उपयोगिता ग्रन्थालय का बदलता स्वरूप कार्य कुशलता पर प्रकाश डालता है ग्रंथपाल को माइक्रोसॉफ्ट , डाटाएंट्री के लिए ऑपरेटिंग सिस्टम का ज्ञान सूचना प्रौद्योगिकी आधारित ज्ञान महत्वपूर्ण बताया गया है।

परिचय

कौशल विकास नए कौशल प्राप्त करने की प्रकिया है।यह ओपचारिक या अनौपचारिक हो सकती है , और अजीवन चलने वाली प्रक्रिया है। इस शोध पत्र के द्वारा पुस्तकालय विज्ञान में कौशल विकास की आवश्यकता पर प्रकाश डाला गया है कौशल और ज्ञान किसी भी देश के लिए आर्थिक वृद्धि और सामाजिक विकास की प्रेरक शक्तियाँ है। वर्तमान में, पुस्तकालय कर्मचारी पाठक की मांग-आपूर्ति के बीच असंतुलन का सामना कर रहा है, क्योंकि पुस्तकालय को उपलब्ध कार्यबल से अधिक 'कुशल' कार्यबल की आवश्यकता है पुस्तकालय विज्ञान के छेत्र में आधुनिकीकरण के कारण तकनीकी ज्ञान पुस्तकालय अध्यक्ष को होना चाहिए जैसे कंप्यूटर अप्रेटिंग सॉफ्टवेयर ऑपरेटिंग मतलब सॉफ्ट स्किल्स भी ग्रंथपाल के विकासक एक महत्वपूर्ण पहलू है । एक पेशेवर के रूप में आपको साक्षात्कार या आम पाठको, अनुसंधानकर्ता के सामने खुद को बेहतर ढंग से पेश करने में मदद करने के लिए उचित सॉफ्ट स्किल्स प्रशिक्षण की आवश्यकता होती है।

कौशल का महत्व

पुस्तकालय विज्ञान में सूचना प्रौद्योगिकी आधारित परिवर्तनों के कारण पुरानी शिक्षा प्रणाली से शिक्षित ग्रंथपाल को पुनः कौशल प्राप्त करने की आवश्यकता है किसी भी कार्य को सफलतापूर्वक पूरा करने के लिए, व्यक्ति में ज्ञान, योग्यता और छमता होनी चाहिए। ये गुण ऐसे कौशल है जिन्हें विकसित करके आप अपनी रुचि के विशिष्ठ क्षेत्र में अनुभव प्राप्त कर सकते है।यह विशेषज्ञता आपके करियर और जीवन के क्षेत्रों में अधिक सफलता में तब्दील हो सकते है।

आज की तेजी से बदलती दुनिया में , अपने कौशल और विशेषज्ञता को बनाए रखना महत्वपूर्ण है। यह सिर्फ अपने क्षेत्र में विशेषज्ञ के रूप में पहचाने जाने का सवाल नहीं है, इसके अन्य फायदे भी है । जैसे अपने ज्ञान को बेहतर बनाने या अद्यतन करने में सक्षम होने से आपके आत्मविश्वास , रोजगार की संभावनाओं, स्वास्थ्य और आय पर सकारात्मक प्रभाव पड़ेगा। इसलिए,कौशल विकास के महत्व को जितना जोर दिया जाए, कम है।

गार्टनर के अनुमान अनुसार" ५८ प्रतिशत कार्यबल को अपना कार्य पूरा करने के लिए नए कौशल की आवश्यकता है"।

कौशल जो हर पुस्तकालय और सूचना विज्ञान पेशेवर को चाहिए

- **तकनीकी**

जैसा कि जन समर्स की कहानी से पता चलता है, लाइब्रेरियन के लिए शायद सबसे महत्वपूर्ण अध्ययन-आधारित कौशल क्षेत्र प्रौद्योगिकी है। एकीकृत पुस्तकालय प्रणाली (आई एल एस) सॉफ्टवेयर ग्रंथपाल को माइक्रोसॉफ्ट प्रणालियों के

लिए अनुदेशात्मक डिजाइन उत्पादों, साक्षरता सॉफ्टवेयर, कॉपीराइट प्रबंध प्रणालियों को सीखना चाहिए, चूंकि सूचना प्रौद्योगिकी लगातार विकसित होती रहती है, इसलिए ग्रंथपाल को इस क्षेत्र में अपनी दक्षता बनाए रखने के लिए करियर-भर सीखने के लिए प्रतिबद्ध होना चाहिए।

- **परिवर्तन प्रबंधन**

प्रौद्योगिकी, शिक्षण, नीति और संस्कृति में बदलावों के साथ तालमेल बनाए रखना पुस्तकालय और सूचना विज्ञान के क्षेत्र में करियर में प्रासंगिक और सक्षम बने रहने के लिए महत्वपूर्ण है। वाणिज्यिक या शैक्षणिक सेटिंग्स में ग्रंथपाल और सूचना विज्ञान पेशेवर बड़े संस्थान की समग्र सफलता में योगदान करते हैं, इसलिए यह महत्वपूर्ण है कि वे संगठनात्मक संस्कृति, नेतृत्व और कर्मचारियों को विकसित करने और उनका समर्थन करने में मदद करने के लिए ग्रंथपाल कुशल जो आवश्यक परिवर्तनों को जल्दी और सहजता से समायोजित करने के लिए पर्याप्त लचीले हों I उधारण के लिए कोरोना के समय डिजिटल सिस्टम के कारण ही छात्रों को पढ़ाई में मदद डिजिटल लाइब्रेरी, गूगल, जूम, जीपीटी चैट आदि स्रोत के द्वारा नुकसान नही हुआ I

- **सृजनात्मकता और नवाचार**

अभिलेखागार और सूचना पेशेवरों को संरक्षकों के लिए प्रासंगिक और आकर्षक पुस्तकालय सेवाएँ बनाने और विकसित करने के लिए रचनात्मकता, नवाचार, पहल और स्वतंत्र निर्णय का उपयोग करने और अपनाने की आवश्यकता है। ये कौशल आसपास के समुदायों तक प्रभावी पहुँच का समर्थन करते हैं और युवा सेवाओं और शिक्षा कार्यक्रमों के माध्यम से बच्चों और युवा वयस्कों के लिए सहायक संसाधन प्रदान करते हैं।

- **डिजिटल साक्षरता**

साक्षरता पुस्तकालय और सूचना विज्ञान पेशेवरों के लिए एक मुख्य फोकस है, और नई तकनीक के माध्यम से जानकारी का पता लगाने, उसका मूल्यांकन करने और संचार करने में सक्षम होना डिजिटल पुस्तकालयों को बनाए रखने, स्कूल पुस्तकालयों के लिए पाठ्यक्रम को अपडेट करने और हाइपरटेक्स्ट, ऑडियो और विज़ुअल डिज़ाइन के साथ डिजिटल लेखन सिखाने के लिए महत्वपूर्ण है। साथ ही, ग्रंथपाल के लिए यह महत्वपूर्ण है कि वे छात्रों को हमेशा संदर्भ की तलाश करने, तकनीकी विकल्पों की कल्पना करने और डिजिटल जानकारी से जुड़ने पर अपनी एजेंसी बनाने के लिए सिखा सकें।

- **डिजिटल सूचना प्रबंधन**

डिजिटल जानकारी के प्रबंधन में न केवल रिकॉर्ड प्रबंधन शामिल है, बल्कि विशेष संग्रह, वीडियो फ़ाइलों, फ़ोटोग्राफ़िक छवियों और स्कैन किए गए दस्तावेज़ों और ग्राफ़िक्स की पहचान और संरक्षण भी शामिल है। कैटलॉग और इंडेक्स करने के लिए भारी मात्रा में डेटा के साथ, यह संभवतः ग्रंथपाल न या क्यूरेटर के काम का एक महत्वपूर्ण हिस्सा है, और इसे अच्छी तरह से किया जाना चाहिए।

- **सहयोग**

विविध समुदायों और आबादी, अन्य पुस्तकालयों, स्कूलों और गैर-लाभकारी संस्थाओं के साथ-साथ स्थानीय सरकार और सामाजिक सेवाओं में व्यक्तियों के साथ सहयोग, पुस्तकालय और उनके द्वारा सेवा प्रदान किए जाने वाले समुदायों दोनों के लिए बहुत लाभकारी हो सकता है। ये संबंध संकट के समय में बहुत मददगार हो सकते हैं, जैसे कि यह वंचित समूहों के लिए सेवाओं में अंतराल को खोजने में भी मदद कर सकता है।

- **विपणन**

अब किसी भी उद्योग में मार्केटिंग और सोशल मीडिया में कुशल होना महत्वपूर्ण है। लाइब्रेरियन को युवा वयस्कों से जुड़े रहने और उनसे जुड़े रहने, उन लोगों तक पहुंचने के लिए इन उपकरणों का उपयोग करने की आवश्यकता है जिन तक पहुंचना अधिक कठिन है और लोगों को लाइब्रेरी में आकर्षित करना है। प्रभावशाली सोशल मीडिया उपस्थिति बनाए रखने

से स्थानीय स्तर पर मदद मिल सकती है और विज्ञापन कार्यक्रमों, प्रोग्रामिंग और सूचना सेवाओं के लिए वैश्विक उपस्थिति बनाई जा सकती है।

संदर्भः-

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DEVELOPMENT OF MATHEMATICAL SKILLS AND ACADEMIC PERFORMANCE

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Abstract - Mathematical skills are the capacity to learn, use, and interpret mathematics to solve problems in a variety of real-world situations. The purpose of this study was to determine the students' level of mathematical proficiency, including their capacity for reasoning, communication, problem-solving, and academic success. The goal of the study is to identify cognitive talents in students' academic performance.
Keywords: Academic performance, development skills, mathematical skills, ICT.

1. INTRODUCTION

The ability to generate, use, and interpret mathematics to solve issues in a range of real-world situations is known as mathematical talents. It contains ideas, methods, information, and instruments for characterizing, explaining, and evaluating phenomena. It assists people in understanding the role that mathematics plays in the world and in reaching the informed conclusions and decisions that 21st-century citizens must make. Skills play a big role in a math class. Teachers need to help pupils make the links between the many mathematical ideas and the terminology used to explain them. The "Science of space, patterns, change, relationships, number, quantity, and arrangement" is how mathematics is defined, and it typically makes use of mathematical systems in its methods. Abstract ideas and mathematical reasoning are at the core of the topic. Numerous symbols, patterns, formulas, rules, computations, and equations are used in mathematics. Number theory and algebra, measurement and geometry, and statistics and probability are the three primary areas of mathematics. Math is typically taught in a classroom setting. Understanding a variety of ideas, including mathematics itself, requires mathematical aptitude. Effective use and mastery of the mathematical language are prerequisites for the development of mathematical proficiency. Students' proficiency in mathematics has a significant impact on their development, comprehension, and capacities. Math may feel like a completely different language to some students.

Students' math skills have a significant impact on their growth, comprehension, and aptitudes. Some pupils may find mathematics to be an entirely alien language. In contrast to other languages that students are used to, mathematics includes symbols, numbers, and shapes in addition to vocabulary. Many of the terminology used in mathematics are rarely heard in ordinary contexts. As a result, these are the only terms that students often encounter in math classes. In order to increase academic performance in mathematics, the study sought to improve teaching and learning strategies that support skill development in the classroom. Academic achievement is frequently associated with skill acquisition procedures, competency in acquiring new skills, self-assurance, and the ability to integrate and demonstrate acquired knowledge [13]. Mathematical skills are the capacity to learn, use, and interpret mathematics to solve problems in a variety of real-world situations. It includes concepts, procedures, data, and tools for defining, elucidating, and assessing phenomena.

It helps people to comprehend the role that mathematics plays in the world and to make the wise decisions and judgments that productive, engaged, and thoughtful citizens of the twenty-first century must make. In a math class, skills are quite important. Teachers must be able to assist pupils in connecting the many mathematical concepts and the vocabulary that goes along with them. As the "Science of space, patterns, change, relationships, number, amount, and arrangement," mathematics is defined as the application of mathematical systems in its approaches. The subject's fundamental ideas are abstract concepts and mathematical reasoning. Mathematics uses a wide variety of symbols, patterns, formulae, rules, computations, and equations. The three branches of mathematics

are number and algebra, measurement and geometry, and statistics and probability. Mathematical instruction usually takes place in a classroom. Understanding many subjects, including mathematics, requires mathematical abilities. The use and mastery of the mathematics language are essential for the development of mathematical competence. Students' mathematical abilities have a big impact on their development, knowledge, and aptitude. For certain students, mathematics may seem like a foreign language. Since mathematics incorporates vocabulary words along with symbols, numbers, and figures, it differs from other languages that students are accustomed to. Many of the vocabulary words used in mathematics are rarely utilized in everyday life.

Because of this, the students usually only hear these terms in their math classes. The goal of the research was to significantly increase academic performance in mathematics by supporting the teaching-learning processes and skill development in education. Academic achievement is typically linked to self-esteem, the ability to integrate and demonstrate the knowledge gained, skill mastering processes, and the degree of competency growth [13].

2. KEY FACTORS THAT PROMOTE SKILL DEVELOPMENT CONSIST OF:

1. **Improved Employment Opportunities:** Skills development teaches people the abilities required for various occupations and sectors. This increases their chances of getting hired in a competitive employment market. Possessing up-to-date and pertinent skills aids in professional advancement and job acquisition.
2. **Adaptability to technical advancements:** In a world of rapidly evolving technology, skills soon become outdated. A trained, adaptable, and innovative workforce that can leverage new technology for career advancement is produced through skills development.
3. **In efficiency and Productivity:** Employees Increases the proficiency are more efficient and productive. They possess the skills and information necessary to do jobs precisely and effectively, increasing both individual and organizational efficiency.

3. METHODOLOGY

Research, analysis, and understanding are made possible by the qualitative approach of the applied methodology from a disciplinary standpoint (mathematics).

It also carried out activities pertaining to the assessment of students' academic performance and the growth of their skills. A qualitative approach was used to examine didic phenomena [10]. Some quantitative contributions, such as the collection of data through surveys and the analysis of the results, were evaluated in [6] based on the use of statistical tools to comprehend particular facets of the population under investigation. Descriptive statistics are used to analyze social science data in a thorough and systematic manner. The variables and the underlying relationships between and among them were described in this study using a descriptive-correlational research approach. It helped gather information about the current situation because it was descriptive. Two factors were to be measured in this investigation. The goal of this approach was to examine relationships between variables without changing or affecting any of them. Documentary analysis was also used to collect data on the children's mathematical performance.

4. RESULTS AND DISCUSSIONS

In order to determine the factors that influence academic achievement in learning and the development of mathematical skills, basic media were questioned using structured questions. When a youngster learns mathematics, it will help him develop other, more sophisticated abilities later in life. It will also make him more capable of problem-solving, scenario analysis, and decision-making. According to [3], learning is the process by which an individual's behavior changes in a way that is comparatively permanent. This pertains to the process of acquiring a particular talent or adopting a new knowledge method derived from an individual's experience. In this sense, teaching is the process of inspiring and directing students' internal and external activities, which leads to their acquisition of information. According to a different perspective [11], academic performance is a

gauge of responsive or indicative ability that estimates what a person has learnt as a result of receiving instruction or training.

The quality and quantity of mathematical knowledge are shown by the grades pupils receive on various examinations, which are used to measure academic success [9]. Academic performance is a multifaceted output that requires evaluation of both the quantitative elements of the learning process and the factors influencing it, as well as a variety of internal and external factors that impact the student. If academic reinforcement is implemented in accordance with established institutional planning, students' academic performance will be improved, preventing substitution processes at the sub-level of study. To score at a Very Satisfactory or Outstanding level in mathematics, students need master certain mathematical abilities. According to [7], student performance determines whether an academic institution succeeds or fails.

The socioeconomic development of a country is directly impacted by the academic performa nce of its students. Therefore, exceptional economic prosperity and an excellent educational system are the causes of the higher number of exceptional kids.

5. CONCLUSION

In order to help students develop their mathematical skills and motivation in the face of active learning, the study's findings show that methodological teaching-learning strategies must be improved. This includes taking into account the group's prior knowledge in order to achieve adequate cognitive development in solving exercises. Hours of pedagogical reinforcement in the topic connected to skill development were required because it was clear that students' academic progress was impacted by their inadequate use of mathematical problem-solving methods and approaches. It was found that the absence of mathematical exercises for skill development had an effect on pupils'academic performance. This emphasizes how important it is to enhance the techniques teachers use and apply methodological strategies in the teaching-learning process by leveraging ICTs.

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PROSPECTS FOR SELF-EMPLOYMENT AND SKILL DEVELOPMENT IN THE BIOTECHNOLOGY SECTOR

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Abstract - The biotechnology sector offers significant opportunities for self-employment and skill development, driven by its rapidly expanding scope in areas such as healthcare, agriculture, environmental sustainability, and industrial processes. This paper explores the potential of self-employment within biotechnology, emphasizing the need for specialized skills and the ways in which individuals can leverage innovation and entrepreneurial opportunities. The study identifies key trends in biotechnology that present growth avenues, such as personalized medicine, bioprocessing, and bioinformatics. By analysing the intersections of biotechnology, entrepreneurship, and education, the paper discusses how individuals can engage with this field to foster both economic and professional development, contributing to a thriving biotech ecosystem. Finally, recommendations are provided on how governments, educational institutions, and industry stakeholders can support skill development and self-employment initiatives in biotechnology.
Keywords: Self-Employment; Biotechnology; Skill Development; Entrepreneurship; Biotech Innovation; Biotechnology Careers.

INTRODUCTION

Biotechnology, a multidisciplinary field combining biology, technology, and innovation, has emerged as a cornerstone of modern scientific advancements. With its applications spanning healthcare, agriculture, environmental management, and industrial processing, the field has opened numerous avenues for self-employment and skill development (1). The integration of cutting-edge techniques such as genetic engineering, synthetic biology, and bioinformatics has revolutionized traditional industries, fostered innovation and created new markets (2). Moreover, the growing global focus on sustainability and personalized solutions has further amplified the demand for biotechnological interventions. As a result, biotechnology not only addresses pressing societal challenges but also empowers individuals to explore entrepreneurial ventures and develop specialized skills (3). This review explores these opportunities, highlighting the potential for entrepreneurial ventures and the critical skills required to thrive in the biotechnology sector.

The Landscape of Biotechnology

Biotechnology's scope has expanded significantly, driven by advancements in genetic engineering, bioinformatics, and bioprocessing technologies (4). Key sectors benefiting from biotechnology include:

1. **Healthcare and Pharmaceuticals**: Developing biopharmaceuticals, personalized medicine, and diagnostic tools.
2. **Agriculture**: Enhancing crop yields through genetically modified organisms (GMOs), biofertilizers, and biopesticides.
3. **Environmental Biotechnology**: Innovating waste management, bioremediation, and renewable bioenergy solutions.
4. **Industrial Biotechnology**: Producing bio-based chemicals, enzymes, and sustainable materials.

The diverse applications underscore the potential for entrepreneurial initiatives and skill development across these domains.

Opportunities for Self-Employment

Self-employment in biotechnology can take various forms, ranging from starting a biotech company to offering specialized consultancy services (5). Key opportunities include:

1. Biotech Startups

Biotech startups are at the forefront of innovation, addressing challenges such as drug discovery, precision agriculture, and sustainable development (6). Entrepreneurs can focus on:

- Developing novel bioproducts (e.g., biofuels, probiotics, or therapeutic proteins).
- Creating diagnostic kits for diseases and pathogens.
- Designing biotechnological tools for researchers and industries.

2. Research and Development Services

Small-scale R & D firms provide specialized research services, such as contract research organizations (CROs). These firms cater to larger biotech companies, academic institutions, and government projects, enabling self-employed professionals to leverage their expertise (7).

3. Bioinformatics and Data Analysis

With the increasing reliance on big data in biotechnology, bioinformatics has become a lucrative field. Entrepreneurs can establish services for genomic data analysis, molecular modeling, and database management (8).

4. Agricultural Biotechnology

Entrepreneurs can address food security challenges by developing biofertilizers, biopesticides, or GMO seeds tailored to specific regions. Setting up tissue culture labs to produce disease-free planting materials is another viable option (9).

5. Environmental Solutions

Self-employment opportunities abound in environmental biotechnology (10), including:

- Establishing bioremediation services for polluted sites.
- Producing bioenergy through anaerobic digestion or algae-based systems.
- Offering waste-to-energy solutions.

6. Educational and Consultancy Services

Professionals with expertise in biotechnology can offer (11):

- Training programs for students and professionals.
- Consultancy services for startups, policymakers, or industries navigating regulatory landscapes.
- Skill Development in Biotechnology

The biotechnology sector demands a combination of technical expertise, business acumen, and interpersonal skills (12). Aspiring entrepreneurs and professionals must focus on:

1. Technical Skills

- **Molecular Biology and Genetic Engineering**: Understanding gene editing tools like CRISPR-Cas9.
- **Bioprocessing and Fermentation**: Knowledge of scaling up bioproducts.
- **Bioinformatics**: Proficiency in tools for sequence alignment, data mining, and structural analysis.

2. Business Skills

- **Entrepreneurship**: Skills in business planning, fundraising, and market analysis.
- **Intellectual Property Management**: Understanding patents and licensing agreements.

- **Regulatory Compliance**: Familiarity with regulatory frameworks such as FDA and EMA guidelines.

3. Interpersonal and Networking Skills

- Building collaborations with academic institutions, industries, and investors.
- Effective communication to pitch ideas and secure funding.

4. Continuous Learning

The dynamic nature of biotechnology necessitates lifelong learning. Professionals should pursue certifications, attend workshops, and stay updated with advancements through scientific journals and conferences (13).

CHALLENGES AND SOLUTIONS

While biotechnology offers immense potential, challenges such as high initial investments, regulatory hurdles, and technological complexities can deter self-employment(14, 15). Addressing these challenges involves:

- **Access to Funding**: Exploring government grants, venture capital, and crowdfunding options.
- **Collaborations**: Partnering with research institutions and established biotech firms.
- **Skill Development Programs**: Enrolling in specialized training programs to enhance technical and managerial expertise.

CONCLUSION

The biotechnology sector presents unparalleled opportunities for self-employment and skill development. Entrepreneurs can leverage innovations to address critical societal challenges, while professionals can continuously upskill to remain competitive. With the right blend of vision, expertise, and determination, individuals can significantly contribute to the growth of this transformative field. By fostering an ecosystem that supports startups and skill enhancement, biotechnology can unlock its full potential, driving sustainable progress and economic growth.

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FROM EDUCATION TO EMPLOYMENT: THE IMPACT OF SKILL DEVELOPMENT PROGRAMS IN INDIA

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Abstract - India experienced a massive revolution because of skill development. The concept of skill India has increased the opportunity for individuals to develop skills. The Skill India and Transform India initiatives aim to acquire new age skills that are best suited to meet market demand. Individuals' employment opportunities increase as their skills are implemented. In this research paper, we will look at the different types of skill development programs available to students, as well as the perceptions and expectations of students who have enrolled in one of these programs and their level of satisfaction with them. This study investigates the relationship between students' employability and skill development opportunities, with a focus on the transformative impact of initiatives like Skill India. The primary objective of this research is to explore stakeholders' perceptions and expectations, ultimately assessing the effectiveness of skill development programs in enhancing employment prospects. Key areas of examination include the revolution in skill development, Skill India's role in promoting employability, and the interplay between skill development initiatives and job outcomes.

Keywords: Skill Development, Employability, Skill India, Employment Prospects, Education Job Outcomes etc.

INTRODUCTION

The possession of skills has the potential to profoundly impact an individual's life, leading to enhanced employability, improved economic productivity, and increased social mobility. Conversely, a lack of skills can result in unemployment, low-income employment, and diminished socio-economic prospects. The cultivation of skills is essential for fostering economic growth, promoting social development, and ensuring that individuals are equipped to thrive in an increasingly complex and interconnected world. As India continues its trajectory towards becoming a knowledge-based economy, the importance of acquiring relevant skills cannot be overstated. A deficiency in skills can have far-reaching and deleterious consequences, including:

- Reduced employability and increased unemployment
- Limited access to better-paying job opportunities
- Diminished socio-economic prospects.
- Enhanced employability and improved job prospects
- Increased economic productivity and competitiveness
- Improved socio-economic outcomes and reduced poverty

To address the pressing issue of skill deficits, it is essential to: Invest in skills development initiatives that focus on emerging technologies and industry needs, Ensure equal access to education, training, and employment opportunities and foster partnerships between industry, academia, and government to promote skills development and address skill gaps. The government has addressed the biggest bottleneck of financial constraint in both scenarios and provided industry-relevant and market-led skill and vocational training to the Indian workforce throw various govt. schemes and provided funding support to innovative Indian startups through various grants and funds. The performance of the PMKVY scheme along with the Startup India Mission over the years is reflecting the trends of up skilling of Indian youths with declining unemployment trends and a rapidly increasing number of unicorns in the Indian economy.

Government has taken several initiatives to promote skill development and vocational training in India. Some of the key initiatives include: Establishment of New ITIs: The government plans to establish 1,500 new Industrial Training Institutes (ITIs) through the Directorate General of Training (DGET) , Skill Development Centers: The government aims to establish 50,000 Skill Development

Centers through the DGET to provide vocational training to youth , PM National Council on Skill Development: The government has already set up the PM National Council on Skill Development to promote skill development and vocational training in the country. National Skill Development Coordination Board: The government has also set up the National Skill Development Coordination Board to coordinate and regulate skill development initiatives in the country.

Key skill development initiatives in India:

1. **National Skill Development Initiatives**
   - Pradhan Mantri Kaushal Vikas Yojana (PMKVY): A flagship program that aims to provide skill training to 10 million youth by 2022.
   - National Skill Development Mission (NSDM): A mission that aims to provide vocational training to 500 million people by 2022.
   - Skill India Initiative: A program that aims to provide skill training to 40 crore people by 2025.
2. **Sector-Specific Skill Development Initiatives**
   - National Skill Development Corporation (NSDC): A public-private partnership that aims to promote skill development in various sectors.
   - Sector Skill Councils (SSCs): Industry-led councils that aim to promote skill development in specific sectors such as IT, healthcare, and manufacturing.
   - Apprenticeship Training Scheme: A scheme that provides on-the-job training to apprentices in various sectors.
3. **Digital Skill Development Initiatives**
   - Digital India Initiative: A program that aims to provide digital literacy to 6 crore people by 2025.
   - National Digital Literacy Mission (NDLM): A mission that aims to provide digital literacy to 52.5 lakh people by 2025.
   - Skill Development for IT and Electronics: A program that aims to provide skill training in IT and electronics to 1.5 lakh people by 2025.
   - Digital Saksharta Abhiyan (DISHA): A program that aims to provide digital literacy to 6 crore people by 2025.
   - Online Skill Development Courses: A program that aims to provide online skill development courses to 1 crore people by 2025.
4. **Vocational Training Initiatives**
   - National Vocational Education Qualification Framework (NVEQF): A framework that aims to provide vocational education and training to 10 million people by 2022.
   - Vocational Training for School Dropouts: A program that aims to provide vocational training to 5 lakh school dropouts by 2025.
   - Vocational Education for Disabled: A program that aims to provide vocational education and training to 1 lakh people with disabilities by 2025.
5. **Apprenticeship and On-the-Job Training Initiatives**
   - National Apprenticeship Promotion Scheme (NAPS): A scheme that aims to provide apprenticeship training to 50 lakh people by 2025.
   - Apprenticeship Training for Graduates: A program that aims to provide apprenticeship training to 1 lakh graduates by 2025.
   - On-the-Job Training for Youth: A program that aims to provide on-the-job training to 5 lakh youth by 2025.
6. **Rural Skill Development Initiatives**
   - Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY): A program that aims to provide skill training to 18 lakh rural youth by 2025.
   - Rural Self Employment Training Institutes (RSETI): A program that aims to provide self-employment training to 10 lakh rural youth by 2025.

- Skill Development for Rural Women: A program that aims to provide skill training to 5 lakh rural women by 2025.

7. Entrepreneurship Development Initiatives

- Prime Minister's Employment Generation Programs (PMEGP): A program that aims to provide financial assistance to 10 lakh entrepreneurs by 2025.
- Start-Up India Initiative: A program that aims to provide funding and mentorship to 10,000 start-ups by 2025.
- Entrepreneurship Development Programs (EDPs): A program that aims to provide entrepreneurship training to 5 lakh people by 2025.

8. Skill Development for Specific Sectors

- Tourism and Hospitality Skill Council: A council that aims to provide skill training to 10 lakh people in the tourism and hospitality sector by 2025.
- Healthcare Skill Development: A program that aims to provide skill training to 5 lakh people in the healthcare sector by 2025.
- IT and Electronics Skill Development: A program that aims to provide skill training to 10 lakh people in the IT and electronics sector by 2025.

Key benefits of skill development initiatives

Effective skill development opportunities play a crucial role in empowering graduates with the skills needed to excel in their chosen careers. By providing students with relevant and practical skills, institutions can enhance their employability and reduce unemployment rates. Key benefits of skill development initiatives include:

- Improved employability: Skill development opportunities can equip students with the skills and knowledge required by employers, making them more attractive candidates in the job market.
- Enhanced career prospects: By acquiring relevant skills, graduates can increase their chances of securing better job opportunities and advancing in their careers.
- Reduced unemployment rates: Effective skill development initiatives can help reduce unemployment rates by providing graduates with the skills required to secure employment.
- Increased competitiveness: Institutions that provide relevant and practical skill development opportunities can increase their competitiveness in the education sector.
- Promotes Innovation: Skill development programs foster an innovative and entrepreneurial culture by providing training in emerging areas such as AI, robotics, and data analytics.
- Improves Productivity: Skill development programs assist startups in increasing productivity and efficiency, resulting in greater competitiveness and growth.
- -Bridges the Skill Gap: Skill development programs help to bridge the skill gap between what is taught in academic institutions and what is required by the industry5. Promotes Entrepreneurship: By offering prospective business owners training and mentorship, skill development programs promote entrepreneurship.
- Facilitates Startup Incubation: Skill development programs help early-stage startups by providing resources, mentorship, and funding.
- Develops Soft Skills: These programs aid in the development of soft skills that are critical to the success of startups, such as leadership, teamwork, and communication.
- Fosters Industry-Academia Collaboration: Skill development programs promote collaboration between industry and academia, which helps to ensure that the skills taught are relevant to industry needs.
- Focuses on Women and Underrepresented Groups: Skill development programs assist women and underrepresented groups in entrepreneurship, promoting diversity and inclusion in the startup ecosystem.

OBJECTIVES OF THE STUDY:

The primary objective of this research endeavor is to investigate the availability and impact of skill development opportunities on the employability of students. Specifically, this study aims to:

- Identify and categorize the various types of skill development programs accessible to students.
- Examine the perceptions, expectations, and satisfaction levels of students enrolled in skill development programs.
- Determine the key factors that influence the effectiveness of skill development programs in enhancing employability.

Through a comprehensive examination of these objectives, this research aims to provide valuable insights into the impact of skill development programs on enhancing student employability, ultimately informing strategies to bridge the gap between education and employment..

REVIEW OF LITERATURE

The literature review is a comprehensive synthesis of existing knowledge on a particular topic, garnered from the works of other researchers. This foundational research enables the development of new insights and perspectives, built upon the cumulative knowledge of preceding studies. A review of pertinent literature reveals that previous researchers have explored similar themes and drawn comparable conclusions, underscoring the significance of skill development practices, challenges, issues, and prospects.

Patil and Charantimath (2021) undertook a comprehensive study titled "Employability through Skill Development Programs: An Overview of the Significance of Employability Skills." The primary objective of this research was to elucidate the importance of employability skills and identify the disparity between expected skills and actual skills inculcated.The study's findings underscored the imperative of effective stakeholder engagement, encompassing candidates, government agencies, educational institutions, and training partners, to enhance employability rates. The researchers emphasized the need for infrastructural improvements, curriculum upgrades, and fostering industry-institute interfaces.

Swain and Sunita (2020) conducted a study titled "Skill Development in India: Challenges and Opportunities." The research aimed to highlight the challenges faced by Indian youth and explore various government schemes, including the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and the Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDUGKY).

The PMKVY is a skill development initiative that aims to recognize and standardize skills, while the DDUGKY focuses on skilling rural youth and providing them with sustainable employment. The study analyzed data from the National Skill Development Corporation and concluded that India's demographic dividend can be leveraged to reap economic benefits. The research emphasized the need to develop entrepreneurship skills among the workforce to generate more jobs. Additionally, it highlighted the importance of raising awareness about government schemes like PMKVY, DDUGKY, and Skill India to encourage youth participation and enhance employability.

Second is from teacher's, to explore the categories of skill development programs available to students and to understand the perceptions and expectations of students who have enrolled onto a skill development program and determine their level of satisfaction with such programs.(1) Students(skill development program participants) Information Data was collected from 30 students (skill development program participants) and on the basis of their responses data was analyzed.

Key Findings of the Study:

1. **Increased Focus on Skill Development:** Over the past decade, the Indian government has launched several initiatives to promote skill development, including the National Skill Development Mission, Pradhan Mantri Kaushal Vikas Yojana (PMKVY), and the Skill India initiative.
2. **Growing Startup Ecosystem**: India has witnessed a significant growth in its startup ecosystem, with the number of startups increasing from 7,000 in 2010 to over 50,000 in 2020.

3. **Skill Development Programs Boosting Employability:** Skill development programs have been found to significantly enhance the employability of Indian youth, with 70% of trained individuals finding employment within six months of completing their training.
4. **Startup Culture Fostering Entrepreneurship:** The growth of the startup ecosystem in India has fostered a culture of entrepreneurship, with 60% of startups being founded by individuals aged 25-35.
5. **Government Initiatives Supporting Startup Growth:** Government initiatives such as Startup India, Make in India, and Digital India have provided significant support to startup growth in India, including funding, mentorship, and infrastructure development.
6. **Skill Development Programs Addressing Industry Needs:** Skill development programs have been found to be effective in addressing the needs of various industries, including IT, manufacturing, healthcare, and finance.

On the whole we find out through this study Skill development opportunities influencing learners to get the wage employment after they completed suitable courses as well as they may also establish their own ventures, start-ups, enterprises in their area of concern.

CONCLUSIONS AND SUGGESTIONS

The research paper ""From Education to Employment: The Impact of Skill Development Programs in India"" explores the critical intersection between education and workforce readiness. A key finding of the study is that the education system needs to be renovated and individuals lack the necessary skills to compete in the industry. The study suggests that vocational training should begin in high school and continue up to postgraduate levels. Soft skills training, along with vocational and technical skills, is essential for achieving desired outcomes. The data analysis revealed that a lack of awareness among students hindered their participation in skill development programs.

However, students who joined vocational or skill-oriented courses reported high satisfaction levels, securing employment and good salaries upon completion. The effectiveness of skill development programs depends on factors such as training quality, relevance to industry needs, and continuous content updates. Despite significant progress, challenges persist in the Indian skill development and startup ecosystem, including inadequate infrastructure, limited access to funding, and a shortage of skilled trainers and mentors.

The implementation of the National Education Policy (NEP) is expected to revolutionize vocational education in school education. By integrating vocational skills with textbook learning, students can acquire a bundle of skills, making them job-ready.

This study highlights the importance of aligning educational curricula with industry needs. By incorporating skill development initiatives into academic programs, educational institutions can ensure that graduates possess practical competencies required by employers.

In conclusion, the research findings underscore the significance of skill development in enhancing students' employability prospects and establishing their own ventures. Well-structured skill development programs play a pivotal role in preparing students for the demands of the contemporary job market. To further boost the growth of the startup ecosystem and skill development programs, there is a need for increased collaboration between government, industry, and academia, as well as a focus on emerging technologies such as AI, blockchain, and IoT.

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"CAREER AND EMPLOYMENT IN SOCIOLOGY USING ADVANCED SKILLS"

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Abstract - Sociology is a dynamic and rewarding field for individuals passionate about social issues and human behaviour. Whether in academia, research, policy, or social services, a career in sociology allows for the application of theoretical knowledge to real-world problems, with the potential for making a meaningful impact on society.
Keywords: Dynamic, passionate, academia, real-world problems etc.

INTRODUCTION

A career in sociology offers a diverse range of opportunities for individuals interested in understanding the complexities of human societies, social behaviour, and cultural dynamics. Sociologists analyse how societal structures, institutions, relationships, and cultural norms influence individual actions and group interactions. Here's a summary of key aspects related to a career in sociology:

1. Key Areas of Sociology

Sociology covers a broad spectrum of topics, including:

- **Social inequality**: Examining issues related to class, race, gender, and power.
- **Social institutions**: Studying family, education, religion, government, and healthcare systems.
- **Social change**: Investigating how societies evolve over time due to technological, economic, and cultural shifts.
- **Crime and deviance**: Analysing patterns of criminal behaviour and the social norms around it.
- **Global sociology**: Exploring how global forces like migration, technology, and trade affect local communities and cultures.

2. Educational Path

- **Bachelor's Degree**: A basic requirement for entry-level roles in sociology, focusing on foundational theories, research methods, and areas of study like social inequality, crime, and social institutions.
- **Master's Degree**: For more specialized roles, such as research positions, teaching, or policy analysis. Graduates might focus on specific subfields like urban sociology, health, or environmental sociology.
- **Doctoral Degree (Ph.D.)**: For those pursuing academic careers, higher-level research, or leadership positions in public policy or consulting. A Ph.D. allows for deep specialization and the ability to teach at the university level.

3. Skills Developed

- **Research skills**: Sociologists design and conduct surveys, interviews, and other research methods to gather and analyse data.
- **Critical thinking**: The ability to assess complex social issues and question established norms.
- **Communication skills**: Writing reports, delivering presentations, and engaging in discussions with diverse audiences.
- **Problem-solving**: Developing solutions to societal problems, such as inequality, poverty, and crime.

4. Career Opportunities

A degree in sociology opens doors to various career paths, including:

- **Academia**: Teaching and conducting research at universities or research institutions.
- **Social research**: Working with government agencies, think tanks, or private research firms to study social trends and inform policy.

- **Public policy**: Developing and advocating for policies related to social issues such as education, healthcare, housing, and criminal justice.
- **Social services**: Working in areas like counselling, community outreach, and public health.
- **Nonprofit sector**: Engaging with organizations that address social issues like poverty, homelessness, and inequality.
- **Corporate sector**: Roles in human resources, diversity and inclusion, or market research, leveraging sociological knowledge to improve organizational behaviour and decision-making.
- **Government**: Employment in social planning, community development, or data analysis for local, state, or federal agencies.

5. Job Outlook and Salary

- The demand for sociologists is generally steady, with growth projected in sectors like healthcare, social services, and government.
- Salaries can vary depending on education, experience, and specific job roles. Sociologists in research and academia may earn higher salaries than those working in social services or nonprofits. According to the U.S. Bureau of Labor Statistics (BLS), the median annual wage for sociologists in 2022 was approximately $92,910.

6. Personal and Societal Impact-A career in sociology provides the opportunity to influence social change by conducting research, shaping public policies, and advocating for more equitable societies. Sociologists often work on projects aimed at addressing systemic issues like inequality, environmental justice, or improving public health outcomes.

CAREER AND EMPLOYEMENT IN SOCIOLOGY

A degree in sociology equips individuals with a broad understanding of human behaviour, society, culture, and institutions. With the application of advanced skills, individuals with a background in sociology can excel in a variety of professional careers. The advanced skills that can enhance employment opportunities include qualitative and quantitative research methods, data analysis, critical thinking, project management, and policy analysis. Below is a breakdown of potential career paths, advanced skills required, and how these skills can be applied in various employment settings.

1. RESEARCH AND DATA ANALYSIS

Key Skills: Quantitative Research: Proficiency with statistical software (e.g., SPSS, Stata, R).

Qualitative Research: Skills in conducting interviews, focus groups, ethnographies, and content analysis.

Data Interpretation and Reporting: Ability to analyse trends and interpret data in the context of social theory.

Careers: Conducting market studies to understand consumer behaviour and societal trends. Engaging in academic or industry specific research projects focused on social behaviour and systems. Analysing surveys, polls, and social trends to influence public policy or business strategies.

Application:- Research skills can be applied in universities, government think tanks, non-profits, or private companies. Sociologists with advanced data analysis skills are highly sought after in areas like consumer research, program evaluation, and social services.

2. PUBLIC POLICY AND ADVOCACY

Expertise in assessing the effectiveness of policies. Advanced knowledge of policy issues and advocacy strategies, often involving communication skills. Ability to develop long term strategies to address social issues.

Careers:- Working in think tanks, government agencies, or NGOs to develop and assess policies that address social inequalities, education, healthcare, and labour. Advising governmental or nongovernmental organizations on the development and implementation of social policies. Leading campaigns to influence legislative or social change, often with a focus on human rights, poverty alleviation, or environmental justice.

Application: These skills are crucial for roles in government, NGOs, advocacy organizations, and international bodies, where sociological insights are needed to shape effective policy.

3. HUMAN RESOURCES AND ORGANIZATIONAL DEVELOPMENT

Understanding of how workplace culture and behaviour affect productivity and wellbeing. Ability to mediate workplace disputes and improve team dynamics. Expertise in creating training programs and developing leadership potential within organizations.

Careers:- HR Manager/Consultant: Using knowledge of human behaviour to improve hiring practices, employee satisfaction, and organizational culture. Helping organizations improve efficiency and employee wellbeing by understanding social structures and workplace dynamics. Addressing labour issues, such as disputes, grievances, and compliance with labour laws.

Application:- Sociologists with advanced skills in organizational behaviour and human interaction are well suited for roles in large corporations, non-profits, educational institutions, and government agencies.

4. SOCIAL WORK AND COMMUNITY DEVELOPMENT

Evaluating the effectiveness of social programs aimed at alleviating poverty, homelessness, or addiction. Understanding diverse communities and their specific needs and challenges. Ability to organize and mobilize community members for social change.

Careers:- Working with marginalized communities to create sustainable programs that promote social wellbeing. Overseeing programs designed to support vulnerable populations, such as youth, the elderly, or refugees. Assessing the success of community-based programs and recommending improvements.

Application:- These roles are critical in non-profits, government agencies, and international organizations working to address social justice, inequality, and human rights.

5. CRIMINAL JUSTICE AND LAW ENFORCEMENT

Understanding of social behaviours related to crime, deviance, and justice. Applying psychological principles to criminal investigations. Legal Research and Policy Analysis: Understanding legal frameworks and analysing how social policies affect criminal justice outcomes.

Careers:- Advising on criminal justice reform or creating evidence-based strategies for law enforcement and public safety. Working with organizations or government bodies to develop policies that reduce crime or improve the justice system. Supporting crime victims through legal processes and social services.

Application:- These roles are applicable in government law enforcement agencies, private consulting firms, non-profits, or advocacy groups focused on criminal justice reform.

6. EDUCATION AND TEACHING

Key Skills: Developing educational programs based on sociological concepts. Understanding how social variables (e.g., class, race, gender) affect educational outcomes. Designing programs and strategies that foster inclusive learning environments.

Careers:-Teaching sociology at high school, community college, or university levels. Creating educational content and programs for schools, universities, or community organizations. Advising educational institutions on how to incorporate sociological principles into their systems and structures.

Application: These roles are found in schools, universities, research institutions, and educational policy think tanks.

7. HEALTHCARE AND PUBLIC HEALTH

Understanding how social factors like income, education, and environment impact health. Expertise in evaluating and developing health policies that promotes equitable care. Managing healthcare initiatives or interventions targeted at social groups.

Careers:- Addressing health disparities in communities, conducting research on social determinants of health. Advising governments or private organizations on policies to improve healthcare access and equity. Promoting wellness programs and social health initiatives in communities or organizations.

Application: Sociologists in healthcare can work with public health agencies, hospitals, non-profits, or international health organizations to address health inequities and promote community health.

8. INTERNATIONAL DEVELOPMENT

Understanding of global social structures, systems, and interrelationships. Ability to manage large scale international development projects, particularly those that focus on social equity and human rights. Facilitating understanding and collaboration among different cultural groups in global development work.

Careers: Designing and implementing social development programs for countries or regions in need. Providing relief services in crisis regions, including disaster relief and refugee assistance. Managing projects focused on poverty alleviation, education, health, and economic development.

Application: -This career path is ideal for sociologists interested in working for international NGOs, UN agencies, or international aid organizations.

CONCLUSION:

Advanced skills in sociology—ranging from research and data analysis to policy development and program management—equip sociologists with a wide range of abilities that can be applied in numerous industries. Whether it's working in social policy, education, healthcare, or community development, the versatility of sociological expertise combined with advanced skills makes sociologists valuable assets in diverse sectors.

Investing in developing these skills, such as learning to use advanced software for data analysis or gaining experience in policy analysis and advocacy, will significantly increase career prospects in both the public and private sectors.

IMPORTANT OF MODERN TECHNOLOGY IN EDUCATION

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Abstract - Modern technology has become an indispensable part of education, transforming the way knowledge is delivered and accessed. This research paper explores the significance of modern technology in education, highlighting its benefits, challenges, and future potential. The study aims to provide a comprehensive understanding of how technology enhances learning outcomes and fosters a more inclusive and engaging educational environment.

Introduction Education is a cornerstone of societal development, and its evolution is vital for adapting to changing global needs. With the rapid advancement of technology, traditional teaching methods are being complemented and, in some cases, replaced by innovative digital tools. Modern technology has not only streamlined administrative processes but also revolutionized the teaching-learning paradigm. This paper discusses the multifaceted impact of modern technology on education.

Benefits of Modern Technology in Education

1. Enhanced Accessibility Technology has made education more accessible by overcoming geographical barriers. Online learning platforms and virtual classrooms enable students from remote areas to access quality education. Tools like screen readers and voice-to-text software make education inclusive for differently-abled learners.
2. Interactive Learning Experiences Digital tools such as smartboards, educational apps, and virtual reality (VR) create interactive learning environments. These tools foster engagement and make complex concepts easier to understand.
3. Personalized Learning Adaptive learning platforms use artificial intelligence (AI) to tailor educational content to individual learning styles and paces. This personalization enhances student comprehension and retention.
4. Efficient Administration Learning Management Systems (LMS) and digital attendance tools streamline administrative tasks, allowing educators to focus more on teaching. These systems also provide analytics that help track student progress.
5. Global Collaboration Technology enables collaboration across borders through virtual exchange programs, global classrooms, and online forums. Students gain exposure to diverse perspectives, enriching their educational experience.

Challenges of Integrating Technology in Education

1. Digital Divide Inequitable access to technology creates a gap between students with and without resources, exacerbating existing educational disparities.
2. Dependency on Technology Over-reliance on technology may lead to reduced critical thinking and problem-solving skills. It is essential to strike a balance between digital and traditional learning methods.
3. Privacy and Security Concerns The use of technology in education raises issues related to data privacy and cybersecurity. Institutions must adopt robust measures to protect sensitive information.
4. Teacher Training and Adaptation Effective integration of technology requires adequate training for educators. Resistance to change and lack of technical expertise can hinder its adoption.

Future Potential The future of technology in education lies in harnessing emerging trends such as augmented reality (AR), gamification, and blockchain for credentialing. These innovations promise to make education more immersive, engaging, and credible.

Conclusion Modern technology has redefined education, offering unparalleled opportunities for learning and growth. While challenges exist, the benefits outweigh the drawbacks, provided that

educational stakeholders work collaboratively to address the issues. By embracing technology responsibly, education can become more inclusive, efficient, and impactful, preparing learners for a rapidly changing world.

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"कौशल विकास की रोजगार में भूमिका"

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संक्षेपिका

कौशल विकास और रोजगार सृजन, व्यक्ति के विकास और राष्ट्र के आर्थिक विकास दोनों का आधार है। यह उद्यमशीलता को बढ़ावा देता है और व्यक्ति के अंतर्निहित गुणों को विकसित करके उन्हें एक कुशल मानव संसाधन में रूपांतरित करता है। भारत सरकार कौशल विकास को बढ़ावा देने का भरपूर प्रयास कर रही है। राज्य सरकारे भी इसमें सहयोग कर रही हैं।

केंद्र सरकार कौशल विकास हेतु अनेक कार्यक्रम को संचालित कर रही है तथा राज्य सरकारे भी अपने स्तर पर कौशल विकास हेतु विभिन्न कार्यक्रम का संचालन कर रही हैं। इसके लिए शिक्षण संस्थान खोले गए हैं तथा निजी उद्योगों को भी इसमें भागीदारी प्रदान की गई है। भारत की विशाल जनसंख्या के रोजगार की प्राप्ति और उत्पादक गतिविधियों में उन्हें शामिल करके सकल घरेलू उत्पाद के आकार में वृद्धि करके भारत को गरीबी से मुक्त करने के लिए कौशल विकास आवश्यक है। अतः इसे प्रोत्साहित करने के लिए सभी आवश्यक कदम उठाए जाने अति आवश्यक हैं।

कौशल विकास की रोजगार में भूमिका

आधुनिक समय में आर्थिक क्षेत्र में कौशल विकास आर्थिक विकास और रोजगार की प्राप्ति, दोनों का आधार है। अधिक जनसंख्या वाले राष्ट्रों में कौशल विकास सभी दृष्टियों से अत्यधिक महत्वपूर्ण है। चीन की आर्थिक प्रगति का आधार उसकी जनसंख्या का कुशल होना रहा है और भारत की तीव्र आर्थिक वृद्धि दर का आधार भी जनसंख्या की कुशलता है। इससे प्रति व्यक्ति उत्पादकता में वृद्धि होती है और जी.डी.पी. का आकार बढ़ता है साथ ही निर्यात करके भारी मात्रा में विदेशी मुद्रा अर्जित की जाती है। अतः कौशल विकास और रोजगार परस्पर अंतः संबंधित हैं।

कौशल का अर्थ-

कौशल शब्द के कई अर्थ हो सकते हैं: निपुणता, कार्य-दक्षता, होशियारी, चतुराई, प्रवीणता, महारत। कौशल एक निश्चित समय, ऊर्जा या दोनों के भीतर अच्छे निष्पादन के साथ निर्धारित परिणामों के साथ कार्य करने की सीखी हुई क्षमता है।कौशल को अक्सर सामान्य और विशिष्ट कौशल में विभाजित किया जा सकता है। सामान्य कौशल में समय प्रबंधन, टीम वर्क, नेतृत्व और आत्म-प्रेरणा शामिल हैं । इसके विपरीत, विशिष्ट कौशल का उपयोग केवल एक निश्चित नौकरी के लिए किया जाता है। किसी कौशल को कला तब कहा जा सकता है, जब वह ज्ञान के एक समूह या सीखने की शाखा का प्रतिनिधित्व करता है, जैसे चिकित्सा कला। हालाँकि कलाएँ भी कौशल हैं ।आधुनिक अर्थव्यवस्था में योगदान देने के लिए लोगों को व्यापक कौशल की आवश्यकता होती है।

कौशल विकास की अवधारणा –कौशल विकास में प्रशिक्षण और शिक्षा शामिल है, जो व्यक्तियों को विशिष्ट कार्य या नौकरी करने के लिए आवश्यक व्यावहारिक कौशल और ज्ञान से लैस करती है। यह उद्योग मानकों को पूरा करने और रोजगार क्षमता में सुधार करने के लिए क्षमताओं को बढ़ाने पर केंद्रित है।

कौशल विकास के मुख्य उद्देश्य -

कौशल विकास का मुख्य उद्देश्य-

1. रोजगार क्षमता में सुधार लाना,
2. कार्यबल में कौशल अंतर को कम करना, तथा
3. यह सुनिश्चित करके आर्थिक विकास को बढ़ावा देना है, कि व्यक्तियों के पास उद्योग की मांग को पूरा करने के लिए आवश्यक कौशल मौजूद हों।

कौशल की श्रेणियां-

कौशल की तीन व्यापक श्रेणियां सुझाई गई हैं: तकनीकी, मानव और वैचारिक। पहले दो को क्रमशः हार्ड और सॉफ्ट स्किल्स से प्रतिस्थापित किया जा सकता है।

1. हार्ड स्किल्स (कठिन कौशल)-

हार्ड स्किल्स, जिन्हें तकनीकी कौशल भी कहा जाता है, किसी विशिष्ट कार्य या स्थिति से संबंधित कोई भी कौशल है। इसमें ऐसी विशिष्ट गतिविधि में समझ और दक्षता दोनों शामिल हैं जिसमें विधियाँ, प्रक्रियाएँ या तकनीकें शामिल हैं। ये कौशल सॉफ्ट स्किल्स के विपरीत आसानी से मापने योग्य हैं, जो किसी के व्यक्तित्व से संबंधित हैं। ये ऐसे कौशल भी हैं जिनका परीक्षण किया जा सकता है या किया जा चुका है और इनमें कुछ पेशेवर, तकनीकी या शैक्षणिक योग्यताएँ शामिल हो सकती हैं।

2. समग्र कौशल-

समग्र दक्षता विभिन्न प्रकार के सामान्य कौशल (जैसे, आलोचनात्मक सोच , समस्या सुलझाने के कौशल, सकारात्मक मूल्य और दृष्टिकोण (जैसे, लचीलापन, दूसरों के लिए प्रशंसा) के लिए एक छत्र शब्द है जो जीवन भर सीखने और संपूर्ण-व्यक्ति विकास के लिए आवश्यक हैं।

3. श्रम कौशल-

कुशल श्रमिकों का ऐतिहासिक महत्व रहा है, जैसे-

इलेक्ट्रीशियन, राजमिस्त्री, बढ़ई, लोहार, बेकर, शराब बनाने वाले, कूपर, प्रिंटर और अन्य व्यवसाय जो आर्थिक रूप से उत्पादक हैं।

रोजगार का अर्थ -रोजगार में कर्मचारी और नियोक्ता के बीच एक औपचारिक समझौता शामिल होता है, जिसमें अधिकार, जिम्मेदारियाँ और कार्य की स्थितियाँ स्थापित होती हैं। रोजगार से तात्पर्य किसी संगठन या नियोक्ता द्वारा विशिष्ट कार्य, सेवाएँ या जिम्मेदारियाँ निभाने के लिए नियुक्त किए गए व्यक्ति की स्थिति या कार्य से है।

रोजगार के प्रकार-रोजगार के कई प्रकार हैं, जिनमें पूर्णकालिक, अंशकालिक, अस्थायी, अनुबंध और फ्रीलांस शामिल हैं। पूर्णकालिक रोजगार में आम तौर पर प्रति सप्ताह 40 घंटे काम करना शामिल होता है, जबकि अंशकालिक रोजगार में कम घंटे काम करना शामिल होता है।

रोजगार की आवश्यकता-रोजगार जीवन की मूलभूत आवश्यकता होती है। हर व्यक्ति के लिए रोजगार आवश्यक है, यह जीविकोपार्जन का साधन होता है। अधिक से अधिक रोजगार सृजन करके देश के हर व्यक्ति के लिए रोजगार के अवसर पैदा कर सकते हैं, जिससे देश की समस्याएं काफी हद तक हल हो सकती हैं।

भारत में रोजगार में कौशल विकास की भूमिका

भारत, अपनी विशाल मानव पूंजी के लिए प्रसिद्ध है और वर्तमान में अपने रोजगार बाजार में एक महत्वपूर्ण परिवर्तन का अनुभव कर रहा है। निरंतर आर्थिक विकास और बेरोजगारी की चुनौतियों पर काबू पाने की अपनी खोज में, कौशल विकास एक महत्वपूर्ण भूमिका निभाता है। भारत में कौशल विकास का अत्यधिक महत्व है, क्योंकि-

1. यह बेरोजगारी संकट को दूर करता है,
2. रोजगार क्षमता को बढ़ाता है, और
3. आर्थिक विकास को बढ़ावा देता है।

कौशल विकास कार्यक्रमों के माध्यम से, व्यक्ति उद्योग-संबंधित कौशल और ज्ञान प्राप्त करते हैं, नौकरी चाहने वालों और नियोक्ताओं के बीच की खाई को पाटते हैं, इस प्रकार कौशल आपूर्ति और मांग के बीच बेहतर तालमेल सुनिश्चित करते हैं। ये पहल न केवल कार्यबल की लाभकारी रोजगार हासिल करने की क्षमता को बढ़ाती हैं, बल्कि वैश्विक बाजार में देश की प्रतिस्पर्धात्मकता में भी योगदान देती हैं, जिससे नवाचार, उत्पादकता और समग्र सामाजिक-आर्थिक विकास को बढ़ावा मिलता है।

हम भारत में कौशल विकास के महत्व और यह देश के नौकरी बाजार परिवर्तन में कैसे योगदान देता है, इस पर गहराई से चर्चा करेंगे।

भारत में कौशल विकास -

भारत में कौशल विकास का उद्देश्य व्यक्तियों की योग्यता और ज्ञान में सुधार करना है ताकि उनकी रोजगार क्षमता और उत्पादकता में वृद्धि हो सके। यह एक महत्वपूर्ण पहल है, जिसका उद्देश्य उद्योगों द्वारा अपेक्षित कौशल और नौकरी चाहने वालों के पास मौजूद कौशल के बीच की खाई को पाटना है। यहाँ एक संक्षिप्त अवलोकन दिया गया है:

A. **प्रशिक्षण कार्यक्रम:** कौशल विकास में विभिन्न प्रशिक्षण कार्यक्रम शामिल होते हैं जो प्रौद्योगिकी, विनिर्माण और सेवाओं जैसे क्षेत्रों में व्यावहारिक कौशल प्रदान करते हैं।
B. **सरकारी पहल:** भारत सरकार प्रशिक्षण और प्रमाणन प्रदान करने के लिए राष्ट्रीय कौशल विकास मिशन और प्रधानमंत्री कौशल विकास योजना जैसी कई योजनाएं चलाती है।
C. **उद्योग सहयोग:** सरकार और उद्योगों के बीच साझेदारी से प्रशिक्षण कार्यक्रमों को डिजाइन करने में मदद मिलती है जो वर्तमान नौकरी बाजार की जरूरतों को पूरा करते हैं।
D. **प्रमाणन:** प्रशिक्षण पूरा करने पर, व्यक्तियों को प्रमाणपत्र प्राप्त होते हैं जो उनके संबंधित क्षेत्रों में नौकरी की संभावनाओं और विश्वसनीयता को बढ़ाते हैं।
E. **फोकस क्षेत्र:** कौशल विकास उद्योग की आवश्यकताओं को पूरा करने और आर्थिक विकास को बढ़ावा देने के लिए सूचना प्रौद्योगिकी, स्वास्थ्य सेवा और निर्माण जैसे उच्च मांग वाले क्षेत्रों पर ध्यान केंद्रित करता है।

भारत में कौशल विकास और रोजगार सृजन-

भारत में कौशल विकास का उद्देश्य व्यक्तियों को विशिष्ट कौशल में प्रशिक्षित करना है, ताकि उन्हें नौकरी के लिए तैयार किया जा सके, जिससे रोजगार के अवसर बढ़ेंगे। रोजगार सृजन का तात्पर्य इन पहलों के माध्यम से नौकरियों के सृजन से है, जो आर्थिक विकास में योगदान करते हैं और बेरोजगारी को कम करते हैं।

कौशल विकास व्यक्ति की क्षमताओं को बढ़ाकर और उन्हें नियोक्ता की ज़रूरतों के साथ जोड़कर नौकरी के बाज़ार में महत्वपूर्ण भूमिका निभाता है। यहाँ बताया गया है कि यह क्यों महत्वपूर्ण है:

- **रोजगार क्षमता में वृद्धि** : नौकरी की आवश्यकताओं से मेल खाने वाले कौशल, व्यक्तियों को नियोक्ताओं के लिए अधिक आकर्षक बनाते हैं, जिससे उनकी नौकरी पाने की संभावनाएं बढ़ जाती हैं।
- **कैरियर विकास को बढ़ावा:** नए कौशल प्राप्त करने से कर्मचारियों को अपने करियर में आगे बढ़ने में मदद मिलती है, जिससे पदोन्नति और बेहतर नौकरी के अवसर मिलते हैं।
- **उद्योग की मांग को पूरा करना:** कौशल विकास यह सुनिश्चित करता है कि श्रमिकों के पास विभिन्न उद्योगों में आवश्यक विशिष्ट योग्यताएं हों, तथा कौशल अंतराल और उद्योग की आवश्यकताओं को पूरा किया जा सके।
- **उत्पादकता में वृद्धि:** कुशल श्रमिक अपने कार्यों को अधिक कुशलतापूर्वक और प्रभावी ढंग से निष्पादित करते हैं, जिससे व्यवसायों की समग्र उत्पादकता और सफलता में योगदान मिलता है।
- **आर्थिक विकास को समर्थन:** एक कुशल कार्यबल नवाचार और विकास को बढ़ावा देता है, व्यवसायों को विस्तार करने और अर्थव्यवस्था में सकारात्मक योगदान करने में मदद करता है।

भारत में कौशल विकास के लाभ:-

कौशल विकास भारत के विकास में एक महत्वपूर्ण कारक है, जो व्यक्तियों को नौकरी के बाजार में सफल होने और अर्थव्यवस्था में योगदान करने के लिए आवश्यक उपकरण प्रदान करता है। यहाँ पाँच विशिष्ट लाभ दिए गए हैं:

1. **बढ़ी हुई रोजगार क्षमता-**

कौशल विकास व्यक्तियों को उद्योग-संबंधित कौशल से लैस करता है, जिससे वे नियोक्ताओं के लिए अधिक आकर्षक बन जाते हैं। इससे प्रतिस्पर्धी क्षेत्रों में नौकरी पाने की उनकी संभावनाएँ सीधे तौर पर बेहतर होती हैं।

2. **उत्पादकता में वृद्धि-**

कुशल कर्मचारी अधिक कुशलता और प्रभावी ढंग से कार्य करते हैं। इससे कंपनियों के भीतर उत्पादकता का स्तर बढ़ता है, जो समग्र आर्थिक विकास में योगदान देता है।

3. **कैरियर में उन्नति के अवसर-**

विशेष कौशल वाले व्यक्तियों के पास करियर विकास के बेहतर अवसर होते हैं। उन्हें पदोन्नति और उच्च वेतन मिलने की अधिक संभावना होती है, क्योंकि वे अधिक जटिल भूमिकाएँ निभा सकते हैं।

4. **उद्योग की मांग को पूरा करना-**

कौशल विकास श्रमिकों की क्षमताओं को उद्योगों की वर्तमान आवश्यकताओं के साथ जोड़ता है। इससे कौशल अंतर को कम करने में मदद मिलती है और यह सुनिश्चित होता है कि व्यवसायों को सक्षम कार्यबल तक पहुँच प्राप्त हो।

5. **उद्यमशीलता का समर्थन-**

कौशल विकास व्यक्तियों को अपना खुद का व्यवसाय शुरू करने और उसे बनाए रखने के लिए आवश्यक तकनीकी और प्रबंधकीय कौशल प्रदान करके उद्यमशीलता को भी बढ़ावा देता है। इससे विभिन्न क्षेत्रों में रोजगार सृजन और नवाचार को बढ़ावा मिल सकता है।

कौशल भारत मिशन के अंतर्गत योजनाएं/पहल-

कौशल भारत मिशन ने देश भर में कौशल विकास को बढ़ावा देने के लिए कई लक्षित योजनाएं शुरू की हैं। इन पहलों का उद्देश्य व्यक्तियों को रोजगार और आत्मनिर्भरता के लिए आवश्यक कौशल से लैस करना है। यहाँ कुछ प्रमुख योजनाओं का संक्षिप्त विवरण दिया गया है:

1. प्रधानमंत्री कौशल विकास योजना (पीएमकेवीवाई)-

कौशल भारत मिशन के तहत प्रमुख कार्यक्रम पीएमकेवीवाई, ग्रामीण क्षेत्रों सहित पूरे देश में युवाओं को कौशल प्रशिक्षण प्रदान करने पर केंद्रित है। नवीनतम चरण, पीएमकेवीवाई 4.0 (2022-26), नौकरी पर प्रशिक्षण, उद्योग भागीदारी और उद्योग की जरूरतों के अनुरूप पाठ्यक्रम, जैसे एआई, रोबोटिक्स और कोडिंग पर जोर देता है। अक्टूबर 2023 तक, पीएमकेवीवाई ने 2,640 केंद्रों पर 14 मिलियन उम्मीदवारों को प्रशिक्षित किया है।

2. जन शिक्षण संस्थान (जेएसएस)-

जेएसएस को विशेष रूप से ग्रामीण क्षेत्रों में गैर-साक्षर, नव-साक्षर और स्कूल छोड़ने वालों को व्यावसायिक प्रशिक्षण प्रदान करने के लिए डिज़ाइन किया गया है। यह पहल स्थानीय बाजार के लिए प्रासंगिक कौशल पर केंद्रित है, जिसका उद्देश्य ग्रामीण आबादी की आर्थिक स्थिति को ऊपर उठाना है। महिलाओं, एससी, एसटी, ओबीसी और अल्पसंख्यकों को प्राथमिकता दी जाती है। अक्टूबर 2023 तक, 288 जेएसएस केंद्रों ने 2.1 मिलियन उम्मीदवारों को प्रशिक्षित किया है।

3. राष्ट्रीय शिक्षुता प्रोत्साहन योजना-2 (एनएपीएस-2)-

एनएपीएस-2 का उद्देश्य प्रशिक्षुओं को आंशिक वजीफा सहायता प्रदान करके देश भर में प्रशिक्षुता प्रशिक्षण को बढ़ावा देना है। यह योजना उद्योगों के भीतर बुनियादी प्रशिक्षण और ऑन-द-जॉब प्रशिक्षण दोनों प्रदान करती है। अब तक, 42,453 प्रतिष्ठानों ने इस योजना के तहत प्रशिक्षुओं को नियुक्त किया है, जिससे कुशल कार्यबल बनाने में मदद मिली है।

4. शिल्पकार प्रशिक्षण योजना (सीटीएस)-

सीटीएस औद्योगिक प्रशिक्षण संस्थानों (आईटीआई) के विशाल नेटवर्क के माध्यम से दीर्घकालिक व्यावसायिक प्रशिक्षण प्रदान करता है। ये संस्थान उद्योग के लिए कुशल कार्यबल तैयार करने और युवाओं में स्वरोजगार को बढ़ावा देने के लिए विभिन्न क्षेत्रों में पाठ्यक्रम प्रदान करते हैं। वर्तमान में, सीटीएस के तहत प्रशिक्षण प्रदान करने वाले 15,016 आईटीआई हैं, जो आर्थिक क्षेत्रों की एक विस्तृत श्रृंखला को कवर करते हैं।

भारत के रोजगार बाजार में शिक्षा और रोजगार के बीच की खाई को पाटना-

भारत में, शिक्षा और रोजगार के बीच की खाई को पाटना यह सुनिश्चित करने के लिए आवश्यक है, कि स्नातक नौकरी के बाजार के लिए तैयार हों। इस अंतर को दूर करने के कुछ तरीके इस प्रकार हैं:

1. **उद्योग-संरेखित पाठ्यक्रम-** शैक्षिक कार्यक्रमों को उद्योग की आवश्यकताओं के साथ अधिक निकटता से संरेखित करने की आवश्यकता है। नियोक्ताओं द्वारा मांगे जाने वाले व्यावहारिक कौशल और ज्ञान को शामिल करके, छात्र नौकरी बाजार की मांगों को बेहतर ढंग से पूरा कर सकते हैं।
2. **कौशल विकास पहल-** प्रशिक्षुता, व्यावसायिक प्रशिक्षण और नौकरी पर प्रशिक्षण जैसे कार्यक्रम व्यावहारिक अनुभव प्रदान करते हैं। ये पहल छात्रों को व्यावहारिक कौशल हासिल करने में मदद करती हैं जो उनके भविष्य के करियर में सीधे लागू होते हैं, जिससे वे अधिक रोजगार योग्य बनते हैं।
3. **उद्योग के साथ सहयोग-** शैक्षिक संस्थानों और उद्योगों के बीच साझेदारी बहुत महत्वपूर्ण है। इन सहयोगों से इंटर्नशिप, मेंटरशिप प्रोग्राम और वास्तविक दुनिया की परियोजनाएं शुरू हो सकती हैं, जो छात्रों को उद्योग की ज़रूरतों और अपेक्षाओं के बारे में बेहतर समझ प्रदान करती हैं।

4. **सॉफ्ट स्किल्स पर जोर-** जबकि तकनीकी कौशल महत्वपूर्ण हैं, संचार, टीमवर्क और समस्या-समाधान जैसे सॉफ्ट कौशल भी रोजगार के लिए महत्वपूर्ण हैं। इन कौशलों को विकसित करने पर केंद्रित प्रशिक्षण कार्यक्रम स्नातक की नौकरी की संभावनाओं को काफी बढ़ा सकते हैं।
5. **कैरियर मार्गदर्शन और परामर्श-** छात्रों को करियर मार्गदर्शन और परामर्श प्रदान करने से उन्हें नौकरी बाजार को बेहतर ढंग से समझने में मदद मिलती है। अपनी ताकतों की पहचान करके और उन्हें करियर के अवसरों के साथ जोड़कर, छात्र उचित निर्णय ले सकते हैं, जो उनकी रोजगार क्षमता को बढ़ाते हैं।

कौशल विकास में बाधाएं-

कौशल विकास में निम्न मुख्य बाधाएं हैं-

1. भारत में गुणवत्तायुक्त कौशल शिक्षा अत्यधिक महंगी है, जिसे निम्न आय वर्ग के व्यक्ति प्राप्त करने में सक्षम नहीं हैं।
2. कौशल विकास से संबंधित अधिकांश शिक्षण संस्थान बड़े नगरों में स्थित हैं, अतः ग्रामीण क्षेत्रों के और छोटे नगरों के युवा इससे वंचित रह जाते हैं।
3. शिक्षण संस्थानों में कौशल विकास के लिए अच्छे शिक्षकों-प्रशिक्षकों की कमी है, क्योंकि वेतन कम मिलता है।
4. कौशल विकास संबंधी शिक्षण संस्थानों में राजनीतिक हस्तक्षेप इसमें बाधा डालता है।
5. कौशल विकास शिक्षण संस्थानों में अच्छी प्रयोगशालाओं और पुस्तकालयों की कमी है।
6. कौशल विकास कार्यक्रम का उचित क्रियान्वयन नहीं होता है और उनमे भ्रष्टाचार की समस्या भी पाई जाती है।
7. कौशल विकास कार्यक्रम के कुशल संचालन हेतु आवश्यक बजट का अभाव पाया जाता है।

सुझाव-

निम्न सुझावों को अपनाकर कौशल विकास कार्यक्रम को सफल बनाया जा सकता है-

1. छोटे नगरों और कस्बों में भी कौशल विकास हेतु शिक्षण संस्थान स्थापित किए जाएं।
2. कौशल विकास के लिए अच्छी शिक्षकों व प्रशिक्षकों को नियुक्त किया जाए और उन्हें अच्छा वेतन दिया जाए।
3. कौशल विकास शिक्षण संस्थानों में राजनैतिक हस्तक्षेप पूर्णतः बंद होना चाहिए।
4. कौशल विकास शिक्षण संस्थानों में अच्छी प्रयोगशालाएं और पुस्तकालय उपलब्ध कराए जाने चाहिए।
5. कौशल विकास कार्यक्रम का भ्रष्टाचार मुक्त उचित क्रियान्वयन किया जाना चाहिए।
6. कौशल विकास के लिए पर्याप्त धन उपलब्ध कराया जाना चाहिए।

निष्कर्ष

कौशल विकास भारत के रोजगार बाजार को बदलने में महत्वपूर्ण भूमिका निभाता है, क्योंकि यह उद्योग की मांगों को पूरा करने के लिए व्यक्तियों को आवश्यक विशेषज्ञता से लैस करता है। यह शिक्षा और रोजगार के बीच की खाई को पाटता है, यह सुनिश्चित करता है कि कार्यबल बदलती नौकरी भूमिकाओं के लिए तैयार है। उद्योग-संबंधित कौशल, सॉफ्ट स्किल और व्यावहारिक अनुभव पर ध्यान केंद्रित करके, कौशल विकास पहल रोजगार क्षमता को बढ़ाती है और

आर्थिक विकास में योगदान देती है। यह परिवर्तन भारत के तेजी से बदलते रोजगार बाजार में प्रतिस्पर्धी और अनुकूलनीय कार्यबल बनाने के लिए महत्वपूर्ण है।

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SKILL DEVELOPMENT AND EMPLOYABILITY

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Abstract - In India, skill development brought about a significant revolution. After the notion of skill was introduced, In India, employment has increased as a result of people using their skills. This study looks into how skill development programs affect young people's employment outcomes. In today's competitive job market, young people need to acquire the necessary knowledge and abilities. Skills have the power to improve people's lives and boost individual and societal economic productivity. The primary drivers of social and economic development in any nation are knowledge and skills. Students' entrepreneurial spirit is fostered by skill development. Being an entrepreneur is more than just launching a company; it's a mind-set marked by invention and creativity. The skill developments are just one factor necessary for the productivity growth and it needs to be an integral part of the developments policies.
Keywords: Skill development; employment; entrepreneurial spirit; entrepreneur.

INTRODUCTION

In today's competitive job market, young people need to acquire the necessary knowledge and abilities. Skills have the power to improve people's lives and boost individual and societal economic productivity. The primary drivers of social and economic development in any nation are knowledge and skills. It is impossible to overestimate the importance of skill development for students in the fast-paced, highly competitive world of today. Relying only on conventional academic knowledge is no longer adequate. For students, skill development is essential to their overall development. Beyond scholastic success, it develops well-rounded people who can competently and confidently face life's obstacles. The term "skill development" refers to a broad range of abilities that support a student's overall development rather than being restricted to a single area. In an increasingly competitive job market, employers seek candidates who possess not only academic qualifications but also a rich array of skill .Skill development enhances a student's job prospects and employability's. The necessity of adaptability in the 21st century because of technological advancements and globalization involving at an unprecedented pace, affecting nearly every industry. Skills that are in demand today may become obsolete in a few years. The interconnectedness of the global economy means that business must adapt to different cultures, markets and regulations. The concepts of lifelong learning are gaining prominence, adapting facilitates the process of acquiring new knowledge and skills throughout one's carrier. Students' entrepreneurial spirit is fostered by skill development. Entrepreneurship is a mind-set that is characterized by creativity and innovations and goes beyond simply launching a business. One element required for productivity growth is skill development, which must be a key component of development policies.

The policies ought to take into account the various sectors' needs and requirements as well as the levels of development. Various nations at varying stages of development. Meeting the skilled labour needs of rapidly expanding industries in developing nations like India requires improved collaboration between training providers and employers. Training in the workplace is crucial to increasing productivity. The expansion of competencies within and between firms, as well as the accessibility of facilities for leads firms. The small business would become more productive as a result, and the lead firm would be able to supply skilled labour when needed. Education and skill development should coexist because they are the foundations of a country's social and economic progress. Skill development is a vital tool for empowering people, safeguarding their future, and promoting their overall development. In today's globalized economy, it is an essential element that enhances employability.

REVIEW OF LITERATURE

The information gathered by the researcher from other sources forms the basis of the literature review. According to the research, the findings of the current studies are supported by comparable efforts made in earlier studies. Various authors' literature reviews demonstrate their thorough understanding of the following key terms: skill development practices, challenges, issues, and prospects

A study on the subject of skill development in rural entrepreneurship was carried out by **Hazarika and Sanjeeb**. Examining the different resources for skill development is the aim of this study. Provided for rural entrepreneurship by the State Institute of Rural Development. Assam was the region that was covered.

In order to comprehend the significance of employability skills and determine the discrepancy between expected and instilled skills, Patil and Charantimath conducted a study on "Employability through Skill Developments Programs."

Benell, Paul The "opportunities for rural youth" study states that multisectoral approaches and collaboration between the public and private sectors are critical to assisting rural youth in obtaining employment. Vocational education creates jobs for young people in rural areas and aids in understanding their opportunities.

Kaur and Singh carried out a research project called "A Study on Skill Development of Paint and Coating Industry." This study aims to identify the causes of the skills gap in the paint industry and develop strategies for reducing the skill gap among painters. The current study's findings suggest that the paint industry is experiencing a skilled labor shortage.

Steps to beginning your skills development

Regardless of the reason behind your skill development efforts, you can begin by following these steps.

1. Consider your objectives

First, decide on a goal. Why do you wish to improve certain ability? There are countless possible reasons to do this, including for a job, volunteer opportunity, hobby, education, confidence boost, or award.

2. Determine the skills you lack

You have a goal in mind. You must now consider what you will need to get there. Becoming a journalist requires a number of abilities. Assume you have the majority of them, but you still need to work on your social media game. Since modern journalists are in need of that ability, you should hone your social media skills before applying for

Since social media is a skill that modern journalists are in high demand for, you should become proficient in it before applying for jobs.

3. Focus on particular skill sets

There are dozens of categories into which skills can be separated. Human skills, also known as soft skills or personal skills, and technical skills, also known as hard skills, can be separated when talking about a career.

RESULTS OF THE INVESTIGATION

1. A person can obtain the skills necessary to obtain employment in a variety of sectors or organizations with the aid of vocational training.
2. In today's competitive job market, subject-related vocational skills should have an impact on obtaining employment.
3. The young age was suitable or appropriate for obtaining employment.
4. Their decision to continue their education is influenced by their practical skills, awareness of vocational courses, and interest in job-oriented courses.

CONCLUSION

Overall, this study shows that skill development opportunities influence learners' ability to obtain waged employment following completion of appropriate courses and to start their own businesses. The education system, which needs to be updated and reorganized, should be the source of the change. Young people lack the skills and expertise necessary to fit in with the industry, even after earning a degree. The training's tarnished quality must be improved. Training in soft skills in addition to technical and vocational skills will produce the intended outcomes.

The research's conclusions highlight the importance of skill development in improving students' employability prospects and their own endeavors.According to the study's analysis, skill development programs that are well-structured are essential for preparing students for the demands of the modern labour market.

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"BRIDGING WORLDS: THE INTERPLAY OF ZOOLOGY AND ENGLISH IN SCIENCE COMMUNICATION AND CONSERVATION WITH SPECIAL REFERENCE TO CAREER, EMPLOYMENT AND FUTURE ASPECTS IN LIFE SCIENCES"

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Abstract - A career in zoology offers a unique blend of scientific exploration, environmental conservation, and the opportunity to work closely with the animal kingdom. Zoologists study the behavior, physiology, classification, and habitats of animals, playing a crucial role in understanding biodiversity and addressing ecological challenges. Careers range from wildlife research, conservation biology, and environmental consultancy to roles in academia, biotechnology, and eco-tourism. As global concerns about climate change and species extinction grow, the demand for skilled zoologists is increasing.

This field requires a strong foundation in biology, analytical skills, and a passion for the natural world. With advancements in technology like GIS mapping, molecular biology, and AI, zoologists have unprecedented tools to study and protect wildlife, making it a dynamic and impactful career choice. The relationship between zoology and English is complementary and vital for effective communication, education, and advancement in the field of animal sciences
Keywords: Scientific exploration, environmental conservation, GIS mapping etc.

OVERVIEW TO ZOOLOGY

A career in zoology requires a combination of academic knowledge, technical expertise, practical skills, and soft skills. Here's a detailed breakdown of the key skills needed in zoology:

- **Scientific and Analytical Skills**
  - Research Skills: Designing, conducting, and analyzing experiments related to animal biology and behavior.
  - Observation Skills: Keen attention to detail when studying animals in their natural habitat or controlled environments.
  - Data Analysis: Proficiency in analyzing large datasets using statistical methods and tools like SPSS, R, or Python.
- **Technical and Fieldwork Skills**
  - Field Research Techniques:
    - Tracking and monitoring animals.
    - Handling and tagging animals for study purposes.
    - Habitat sampling and population surveys.
  - Lab Skills:
    - Dissecting specimens and preparing samples for analysis.
    - Using laboratory equipment like microscopes and chromatography tools.
  - Technological Proficiency:
    - Geographic Information Systems (GIS) for mapping animal habitats.
    - Remote sensing and drone technology for wildlife monitoring.
    - Bioinformatics tools for genetic and molecular studies.
- **Biological Knowledge**
  - Taxonomy and Classification:
    - Understanding the classification of species and evolutionary relationships.
  - Ecology:
    - In depth knowledge of ecosystems, food chains, and animal environment interactions.

- Physiology and Anatomy:
    - Studying the internal systems and functional biology of animals.
- Ethology:
    - Expertise in animal behavior and adaptation mechanisms.

- **Problem Solving and Critical Thinking**
    - Ability to address challenges like habitat destruction, species extinction, and environmental changes.
    - Innovative thinking to develop conservation strategies or experimental designs.
- **Communication Skills**
- Written Communication:
    - Preparing research papers, grant proposals, and conservation reports.
- Verbal Communication:
    - Presenting findings to peers, policymakers, or the general public.
- Science Communication:
    - Simplifying complex concepts to educate and engage nonspecialists.
- **Interpersonal and Collaborative Skills**
    - Working effectively in multidisciplinary teams that may include biologists, ecologists, and policymakers.
    - Networking with international organizations and communities for collaborative projects.
- **Adaptability and Resilience**
- Fieldwork Challenges:
    - Ability to work in remote, often extreme conditions like forests, deserts, or oceans.
- Emotional Resilience:
    - Coping with ethical dilemmas or challenging conservation realities, such as animal suffering or loss of species.
- **Conservation and Environmental Skills**
    - Understanding legal frameworks and policies related to wildlife and the environment.
    - Advocacy skills to promote conservation efforts.
- **IT and Statistical Skills**
    - Proficiency in software tools for analysis and presentation, such as:
    - Statistical tools: R, SPSS, SAS.
    - Mapping tools: GIS software (e.g., ArcGIS, QGIS).
    - Data visualization: Tools like Tableau or Excel.
- **Leadership and Project Management**
    - Leading research projects or conservation initiatives.
    - Managing budgets, timelines, and teams in largescale studies or field operations.
- **Ethical and Cultural Awareness**
    - Sensitivity to cultural and community issues while working on conservation projects.
    - Ethical treatment of animals in research and conservation activities.

How to Develop These Skills

1. **Education:** Pursue relevant courses, internships, and certifications.
2. **Field Experience:** Volunteer in wildlife sanctuaries, zoos, or research labs.
3. **Workshops and Seminars:** Attend training programs to learn new tools and techniques.
4. **Networking:** Join professional organizations like the Zoological Society or local conservation groups.

By honing these skills, zoologists can excel in their careers and contribute meaningfully to science and conservation.

INTRODUCTION:

A career in life sciences with a focus on zoology offers a range of opportunities, both in traditional fields like wildlife conservation and cutting-edge areas like biotechnology. The future aspects are promising due to increasing awareness of biodiversity, environmental conservation, and advancements in research technologies.

CAREER OPPORTUNITIES IN ZOOLOGY

- **Research and Development**
  - Wildlife Biologist/Researcher: Study animal behaviors, habitats, and ecosystems.
- Taxonomist: Classify and identify species, contributing to biodiversity databases.
- Ecologist: Research the interdependence of species and ecosystems.
- **Conservation and Environmental Management**
  - Conservation Biologist: Work in national parks, reserves, or NGOs to preserve wildlife.
  - Environmental Consultant: Advise businesses and governments on sustainable practices.
  - Wildlife Rehabilitator: Provide care for injured or endangered animals.
- **Academia and Education**
  - Professor/Lecturer: Teach zoology and related subjects in universities and colleges.
- Science Communicator: Create content to educate the public on animal biology and conservation.
- **Government and Policy**
  - Forestry and Wildlife Officer: Manage wildlife sanctuaries and ensure conservation laws are followed.
  - Policy Advisor: Work with governmental organizations to draft biodiversity conservation policies.
- **Private Sector Opportunities**
  - Pharmaceutical and Biotech Companies: Contribute to research involving animal models and drug development.
  - Agrochemical Companies: Study pests and beneficial species for agricultural productivity.
  - Zoos and Aquariums: Manage animal care, breeding programs, and visitor education.
- **Media and Tourism**
  - Nature Documentaries: Work as a wildlife filmmaker or script consultant.
  - Eco-Tourism: Guide wildlife tours or establish ecotourism businesses.

EMERGING AREAS IN ZOOLOGY

- **Genetics and Biotechnology**
  - CRISPR and gene editing techniques to study and preserve endangered species.
  - Development of artificial habitats through ecological engineering.
- **Climate Change Biology**
  - Study the impact of climate change on species migration and extinction.
  - Develop conservation strategies to mitigate climate risks.
- **Animal Behavior and Artificial Intelligence**
  - Use AI to study complex animal behaviors and migration patterns.
- **One Health Approach**
  - Collaborate in interdisciplinary fields combining human health, veterinary science, and environmental health.
- **Marine Biology**
  - Focus on conserving marine ecosystems and studying aquatic species.

FUTURE TRENDS

1. **Increased Funding in Conservation:** Governments and organizations are prioritizing funding for biodiversity and ecological studies.
2. **Technological Advancements:** Use of drones, GPS, and AI for field studies and monitoring wildlife populations.
3. **Global Collaboration:** International organizations like IUCN and WWF are driving largescale conservation programs.
4. **Job Market Growth:**

Environment focused careers: More roles due to rising environmental concerns.
Research and Academia: Expanding opportunities in funded research projects.

SKILLS TO SUCCEED IN ZOOLOGY

Analytical Skills: For research and data analysis.
Fieldwork Expertise: Ability to work in diverse and challenging environments.
Technical Knowledge: Proficiency in tools like GIS, statistical software, and bioinformatics.
Communication Skills: To convey findings effectively to diverse audiences.
Interdisciplinary Approach: Integrate knowledge of biology, chemistry, physics, and computer science.

HOW TO BUILD A CAREER IN ZOOLOGY

1. Education:

Bachelor's degree in zoology or related fields.
Specialize with a master's or Ph.D. in a niche area like marine biology, ethology, or biotechnology.

2. Internships and Volunteering:

Gain practical experience with wildlife organizations or research projects.

3. Networking:

Join professional organizations like the Zoological Society of London or the Ecological Society of America.

4. Continuous Learning:

Stay updated with the latest research and conservation techniques.

With the increasing global focus on sustainability, zoology offers a meaningful and impactful career path with diverse opportunities to contribute to science and society.

ZOOLOGY'S RELATION TO ENGLISH

Scientific Communication:

Zoologists often publish research papers, reports, and articles in English to share findings globally.

English is the primary language of most scientific journals, conferences, and databases, making proficiency in English essential for international collaboration.

Field Documentation:

Observations of animal behavior, habitat details, and experimental results are recorded in English to ensure uniformity and accessibility.

Education and Outreach:

Zoologists use English to educate the public through lectures, documentaries, and popular science writing.

Communicating complex zoological concepts in simple English fosters better understanding and conservation efforts.

Terminology and Nomenclature:

Zoological terms, classifications, and Latin-based scientific names are often explained and standardized in English for global consistency.

Understanding Zoological Concepts:

Proficiency in English helps students and professionals comprehend textbooks, research papers, and resources that are predominantly written in English.

Career Advancement:

Zoologists working in international organizations, NGOs, or academic settings require strong English skills for job applications, presentations, and collaborations.

Public Engagement:

English is a medium to create awareness about zoological issues through global campaigns, social media, and documentaries.

Cross-Disciplinary Collaboration:

Zoology often intersects with other disciplines like environmental science, biotechnology, and policy-making, where English serves as a bridge language for interdisciplinary research.

CONCLUSION:

Zoology and English are interconnected, with English serving as a medium for the effective communication and dissemination of zoological knowledge. Conversely, zoology provides content and context for English in education, media, and public discourse, enhancing the global reach of animal science and conservation efforts. Mastery of English is thus crucial for aspiring zoologists to excel academically, professionally, and as advocates for biodiversity.

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DEVELOPMENT OF COMPUTER SKILLS: A CONTEMPORARY VIEWPOINT

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Abstract - With the rapid advancement of technology, there is a greater need than ever for computer abilities. The emergence of disciplines like cybersecurity, data science, and artificial intelligence has increased demand for qualified workers in a variety of sectors. This essay investigates the importance of computer skill development, outlines the essential skill sets needed by the contemporary workforce, looks at the different approaches to learning these abilities, and talks about the opportunities and difficulties that come with the process.

1.INTRODUCTION

Due to the exponential growth of computers' use in daily life and industry, there is a great need for specialized skills. Computer-savvy people are crucial for fostering innovation and addressing contemporary issues in fields ranging from software development to data analytics and cybersecurity. The significance of skill development in the computing industry, the kinds of abilities required, and the ways to acquire them are all examined in this paper.

2. THE VALUE OF DEVELOPING SKILLS

2.1 Workforce and Economic Consequences

Technology is driving the global economy more and more. Nations with highly competent tech workers are leaders in economic growth, innovation, and job creation. There is still a skills gap, though, since many businesses have trouble locating applicants with the necessary technical know-how. The World Economic Forum predicts that by 2025, over half of workers would require retraining, underscoring the necessity for computer skills development.

2.2 Competitiveness and Innovation

People who can use new technologies like blockchain, AI, and machine learning will be essential to the success of organizations as these technologies are adopted by various industries. Professionals with strong computing abilities can guarantee a competitive edge in an increasingly digital world and contribute to technical developments.

3. COMPUTER SKILL TYPES

3.1 Technical Proficiency

- **Software Development and Programming:** It is essential to be proficient in languages like Python, Java, and JavaScript. For software developers, understanding data structures and algorithms is also essential.
- **Data Science and Analytics:** To extract useful insights across a range of sectors, proficiency with technologies like Python, R, SQL, and machine learning libraries is essential.
- **Cybersecurity:** To safeguard sensitive data and systems in the face of growing cyberthreats, expertise in network security, encryption, and ethical hacking is crucial.
- **Cloud Computing:** To manage scalable and effective cloud infrastructure, one must be familiar with platforms such as AWS, Azure, and Google Cloud.
- **AI and Machine Learning:** As companies increasingly embrace AI, a thorough grasp of deep learning models and machine learning techniques is crucial.

3.2 Soft Skills

Soft skills like communication, problem-solving, teamwork, and adaptability are becoming more and more crucial in tech professions, even while technical skills are still crucial. Problem-solving skills

spur innovation, and effective communication aids in bridging the divide between technical and non-technical stakeholders.

4. TECHNIQUES FOR LEARNING COMPUTER SKILLS

4.1 Official Schooling

A thorough foundation in programming, mathematics, and computing principles is offered by university degrees in computer science or engineering. Traditional education, however, is frequently costly and time-consuming.

4.2 Distance Education

Flexible and reasonably priced learning options are provided by platforms such as edX, Udemy, and Coursera. Without the time commitment of traditional degrees, people can become experts in particular technologies through online courses, certifications, and specialized programs.

4.3 Training Programs

Coding boot camps, which provide rigorous, brief training programs cantered on useful, employable skills like data science or full-stack development, have grown in popularity as an alternative.

4.4 Training and Mentoring in the Workplace

Many professionals acquire skills through corporate training and mentorship programs in addition to conventional and online education. Companies frequently offer workshops, seminars, and certifications as tools for continuous skill development.

5. DIFFICULTIES IN DEVELOPING SKILLS

5.1 Quick Changes in Technology

Skills can soon become outdated due to the rapid rate of invention. Professionals always struggle to stay up to date with new programming languages, frameworks, and tools.

5.2 Affordability and Access

Not everyone has equal access to high-quality training and education. Opportunities for skill development may be restricted by socioeconomic conditions, geographic location, and past educational experience, especially in underprivileged areas.

5.3 Skills and Industry Needs Are Not Aligned

The skills taught in school programs and those needed in the industry frequently differ, even with the growing number of training programs available. Candidates with knowledge or skill in particular technologies are often sought after by employers.

6. SKILL DEVELOPMENT OPPORTUNITIES

6.1 Worldwide Educational Resources

Access to high-quality education has been democratized by online learning, enabling people all around the world to gain in-demand computing skills. Upskilling possibilities are reasonably priced thanks to platforms like Coursera and Udacity, which provide courses created by leading universities and digital businesses.

6.2 Industry-University Cooperation

To ensure that students graduate with the skills that employers are seeking, educational institutions and the IT sector can work together more effectively to connect curricula with real-world demands. Hackathons, co-ops, and internships can give students practical experience.

6.3 AI-Assisted Educational Resources

Learning management systems and personalized coding assistants are examples of AI-powered learning technologies that provide individualized learning experiences. These tools give students instant feedback and speed up the learning process.

7. CONCLUSION

Developing computing skills is essential to satisfying the needs of the contemporary workforce. Continuous learning and adaptation are becoming more and more crucial as technology advances. People may make sure they stay relevant in a work market that is always changing by concentrating on both technical and soft abilities. Online learning, industrial partnerships, and workplace training can help solve the enormous difficulties of rapid technological change, resource access, and skills mismatches. The workforce can overcome these obstacles and keep thriving in the digital age if they have the correct resources and attitude.

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PLANT-BASED PRODUCTS IN INDIA – FUTURE PROSPECTIVES

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Abstract- Plants and their products are used by humans in many ways. The demand of plants- based products is increasing in both developing and developed countries. Plant products can be used in health products, pharmaceuticals, food supplements, cosmetics etc. The interest in plants products is more since these are natural products and are non-toxic, having less side effects, easily available at affordable prices, can be source of health care and earning available to the people. India has been identified as one of the top 12 mega-diversity rich flora of medicinal and aromatic plants occurring in diverse ecosystems. Therefore, India has a vast opportunity to use plants for economical products. The traditional Indian diet of all cultures contains plant products of many types. Thus, a market based on plant- based products can revolutionize the future in India. In the present study, more different aspects of uses plants and their products are gathered and compiled.
Keywords: Plants based products, food supplements, Plant-Based Alternatives (PBAs), Veganism.

INTRODUCTION

Man has been using plants a long back. In India, plants have been used for various purposes since Vedic times. Many Indian texts like, Atharveda, Sushruta Samhita, Charak Samhita Birihat Samhita mentions the uses of plants for economical purposes. India is known for its highly rich biodiversity including plants. This is due to varied climatic conditions. India has different types of plants which have economical importance and can be used for producing useful products such as Food plants, fibre plants, oil, dye, timber plants, gums and resins. The total angiospermic flora in India is represented by about 15000 to 17000 species out of which 20% are useful plants. Plants can also be called as "factory" since they produces a variety of products.

This paper deals with different aspects of plants products and their uses in food, medicines and environment. The paper shows that the plants can acts as a source of income if planned accordingly. It also deals with the information regarding Plant-based Products in India which can be utilized for future prospective.

What is Plant Based Product?

Plant based food : A plant-based food is a complete product made from all ingredients derived from plants such as fruits, vegetables, cereals, grains, dry fruits, seeds, and pulses. These are food products that do not contain any ingredients of animal origin, either during manufacturing or as part of the completed product. So a complete plant derived foods are regarded as Plant-based foods. These can be used as replacement for animal based food.

An industry can be set based on such products. Besides these, the other products which are derived from plants can also be used for setting up industry or entrepreneur work.

Common plant based products

Food: - Fruits, vegetables, cereals and pulses

- Plant based Milk products
- Plant based Meat products
- Bakery and confectionaries
- Breverages
- Processed food
- Preserved food

Timber
Medicines
Pharmaceuticals
Oils
Cosmetics

NEW BUSINESSES OPPORTUNITIES BASED ON PLANT RESOURCES

Veganism is field under the broader vegetarian culture (Christopher et al., 2018). Vegans leave meat, fish, and eggs like vegetarians and they also avoid animal by-products such as dairy, honey, gelatin, etc as well. More than 47 percent of the survey samples in a research study showed the reason for veganism being animal welfare concerns which lead them to choose plant-based food (Statista, 2022). Also, people might choose to consume such Plant-Based Alternatives (PBAs) due to ethical, environmental, or health concerns. Undergoing a plant-based diet would promote better personal health and is sustainable in the long life.

According to Forbes India, meatless meat is the top tech trend for 2022. There is a steady rise in the number of vegan brands in India which are operating in more than 19 cities (Insights, 2021). Since 2017, more than 5 start-ups per year started to enter the market. But year 2020 can be considered a landmark year resulting in a huge rise in the trend.

DIFFUSION OF INNOVATION THEORY FOR ADOPTING NEW THINGS

The plant based product markets have to be developed. This is a new concept and its adaptability depends on the diffusion of innovative theory. The Diffusion of Innovation theory groups consumers according to their willingness to adopt an innovation. This can be due to their likelihood of consuming and purchasing a new category product earlier than other consumer. The appealing effect of product to early adopters will be the most strategic point of entry for any new category product such as protein. Community members may turn to early adopters for approval of an innovation before they themselves try it.

1. Innovators are the first to try a new behavior, product, or idea.
2. Early adopters are people who are comfortable with innovations and are cognizant that change is often inevitable.
3. The early majority need to see evidence of the innovation's worth prior to their adoption of it.
4. Late majority individuals are skeptical and more reluctant to embrace change, only adopting an innovation once it becomes the norm in their society.
5. Laggards are bound by tradition and suspicion, and fervently dislike change.

OPPORTUNITY BEFORE THE INDIAN PLANT-BASED MARKET

The opportunity before the Indian plant-based movement is enormous. Rising demand for plant-based foods and interested consumers have resulted in many innovations in the sector around the globe. These innovations are such as plant-based meats, dairy, poultry, and seafood to alternative materials like plant-based leather, wool, and fur, the shift and inclusivity of a vegan diet and lifestyle.

It is expected that in the coming decade, 20% of meat, eggs, and dairy consumed in world will be plant-based. This is the start of idea. Since the launching of Vegan in 2016, there is a sharp rise in vegan and ethical consumption in the country, and around the world in all sectors such as food, fashion, and cosmetics. India is one of the fastest growing economies in the world which also carries our culture being rooted in values of non-violence and harmonious coexistence. This makes us the promised land for a successful plant-based economy. In India the middleclass consumers want to make healthier, more environmentally friendly choices and therefore they are eager to try new and more sustainable and cruelty-free foods. This report delves deeply into the plant-based food industry. It highlights the growing opportunity. Plant-based foods are attracting a lot of investment, research attention, and media attention in India. The food companies, celebrities, cricketers, have started to support this sustainable food system. Veganism is not a new concept in India but

consumer choices and awareness related to the variety of alternatives and their potential usage remains limited. Retailers show an increased interest in sustainable plant-based and healthy brands.

NUTRITIONAL REQUIREMENTS OF A PLANT-BASED DIET

A plant-based diet should be such that it can provide necessary nutrients to meet an our daily nutritional needs. The major plant-based diet include protein, iron, calcium, vitamin B12, vitamin D, omega-3 fatty acids, and iodine. Whole grains, cereals, dry-fruits, seeds, and fortified foods can provide most of these essential nutrients. Additionally, a plant-based diet should be high in fiber, antioxidants, and other beneficial phytochemicals.

Some of the key nutritional requirements of a plant-based diet include:

1. Protein: Beans, lentils, soy products, nuts, and seeds are all good sources of plant-based protein.
2. Iron: Leafy greens, tofu, tempeh, and legumes are rich in iron.
3. Calcium: Leafy greens, tofu, almonds, and fortified plant milks are good sources of calcium.
4. Vitamin B12: Fortified plant milks, breakfast cereals, and nutritional yeast are sources of Vitamin B12.
6. Vitamin D: Fortified plant milks and orange juice, as well as exposure to sunlight, can provide adequate Vitamin D.
7. Omega-3 fatty acids: Chia seeds, flaxseeds, walnuts, and algae-based supplements are sources of Omega-3 fatty acids.

According to a recent GFI survey, 77% of Indian consumers are willing to try plant-based meat products, with the early adopter market showing a particularly high level of positive attitude.

Plant-based milk alternatives

Bovine milk or animal-based milk is described as a white liquid containing proteins, fats, vitamins, minerals, lactose, etc., which provides nourishment. The milk of mammals like cows, goats, and buffalos, is collectively known as bovine milk and is used as a daily food for humans. On the otherhand, plant-based milk is a juice which is made from plant extracts and water resembling the color of bovine milk and containing different flavors and aromas from which consumers can choose (Food Insight, 2018; Prytulska et al.,2021). Compared with bovine milk, plant-based substitutes are much lower in fat, sugar, and saturated fat (Bestfoodfacts, 2017). The calcium, potassium, and vitamin content are much higher in plant-based milk than inbovine milk (Bestfoodfacts, 2017)

Plant-based milk analogues are good alternatives for consumers with lactose allergy, high milk cholesterol, and eagerness to adapt to low caloricity (Haas, Schnepps, Pichler, & Meixner, 2019).

CONCLUSION

The present paper is aimed to create a nurturing ecosystem for plant-based foods. For focusing on a fair, environmentally responsible, and wholesome future, products based on plants are suggested. Plant based products can be used as solution to world's major problem such as hunger, health, malnutrition, pollution and environmental degradation. Plant based products are economical, healthier, safe and environment-friendly. The market for plant-based foods in India is predicted to develop rapidly over the next ten years as a result of rising consumer interest This can be concluded from studies that these products can provide entrepreneurships and jobs to many youngsters. A better research and innovation can help in revolutionizing the market based on plant based products.

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SKILL DEVELOPEMNT: ROLE OF NEP 2020

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Abstract - National Education Policy, or NEP The government took a significant move in 2020 to restructure the educational system to accommodate the changes brought about by the epidemic. The strategy encouraged students to receive more skill-based education so they could make the right decisions for their future. The fourth industrial revolution, also referred to as the technological revolution, is radically altering how people live, work, and connect with one another. By transforming our children into tangible global resources, NEP aims to foster creativity and curiosity in early learners in order to make the curriculum more skill-oriented in schools and institutions. The current study aims to investigate the role of stakeholders in students' skill-based development as well as the suggested skills that students should acquire. The goal of this study is to determine how NEP 2020 affects students' skill development. The study also examines the viewpoints of many stakeholders in order to improve skills. The study will concentrate on the concept of vocational education to encourage students to improve their skills, with particular reference to NEP 2020. Five works of literature were examined in order to investigate how students might improve their talents and the different 21st century skills that they need. Through integration and mainstreaming with the skills that students need, stakeholders like parents, teachers, educators, society, higher education institutions, and statutory stakeholders like UGC and AICTE played a crucial role in giving skill-based education—also known as vocational education—meaning.
Keywords: Education, technological revolution, UGC, NEP.

INTRODUCTION

The Indian education sector has undergone a radical transformation since the National Educational Policy 2020 was introduced. Students' educational standards in both schools and universities are anticipated to rise as a result. The policy has been blamed for the market's shift from a learning-based strategy to a skill-based model. Overview The foundational tenets of the Indian constitution have always included the education system as a crucial element. It serves as a tool to prepare people for the future by teaching them skills that will enable them to reach their full potential. By updating and modernizing all aspect of education, including instructional structure, regulations, and governance, NEP 2020 seeks to create a new educational system for children in the twenty-first century. Early and secondary school exposure to vocational education will facilitate the seamless integration of high-quality vocational education. Enhancing 21st century abilities, such as persistence, teamwork, information literacy, creativity, soft skills, technology, social skills, and media literacy, is covered in the policy. The plan to establish a National Committee for the Integration of Vocational Education (NCIVE) and begin vocational education in the sixth grade is seen as a reform that will undoubtedly propel the Indian educational market to its highest point in the years to come. The government launched the "Skill India Mission (SIM)," an initiative spanning the entire skill ecosystem. As part of this mission to improve the skills of millions of people, including schoolchildren, about 20 central universities are putting skill-development programs into place. This will help to create a skilled workforce that will meet the demands of the education sector. The strategy has also placed a strong emphasis on the integration of vocational education with general education, which will help students acquire a range of skills to meet industry demands and improve educational standards. Before they graduate from school, students who receive vocational education and training will be better equipped to obtain real-world experience in the career path they have selected. By encouraging the growth of the labour force, it would also aid in the development of the country.

NEP: A GAME-CHANGER FOR THE INDIAN EDUCATION SYSTEM

The National Education Policy is expected to offer students a wide range of promising career paths in addition to lowering the social stigma attached to considering vocation as a career option. Along with emphasizing the development of both technical and soft skills in graduate and post-graduate students, the policy will be crucial in empowering the nation's workforce to effect change, particularly in educational practices.

NEP 2020 recognizes the importance of education in equipping students with the necessary skill sets and places a strong emphasis on employability. Through this program, the government hopes to fulfil the 2030 Agenda for Sustainable Development, which aims to guarantee inclusive and equitable education and encourage opportunities for lifelong learning for everyone.

BRIDGING THE TALENT SKILL GAP

The talent-skill gap is substantial and occurs at different levels. It has an impact on the employability situation in practically every industry. The country's GDP will be greatly impacted by the 29 million skills that will be lacking by 2030, according to the International Labour Organization. This gap results in a shortage of futuristic skills, which makes it difficult for businesses to find and hire talent that meets their expectations. The main causes of this are the shortcomings in our educational system and the lack of emphasis placed by businesses on on-the-job training. In such a situation, the National Education Policy 2020 is seen as a godsend that will help close this gap by equipping students with skills that are relevant to the industry, thereby preparing them for the workforce of the future.

HOLISTIC LEARNING

NEP encourages a shift toward holistic learning from the traditional content-heavy, rote learning approach. In addition to science, math, and other subjects, it fosters a creative and multidisciplinary curriculum that places equal emphasis on the humanities, sports, fitness, languages, culture, and the arts. Soft skills like communication, teamwork, problem solving, decision making, analytical thinking, resilience, etc. are also acknowledged as essential life skills in the National Education Policy 2020. The program uses an approach that imparts academic knowledge. However, students are also taught leadership skills in order to help them in their future professional endeavours.

OFFERING QUALITY EDUCATION

Foreign universities are permitted to establish campuses and conduct business in India under NEP 2020. Students will benefit from having access to both international exposure and high-quality education on a global scale. They will be ready to meet international standards and be ready to face competition. This will enable them to concentrate on developing themselves in accordance with the chosen career path from the start.

MULTIDISCIPLINARY APPROACH

The restriction of subject options to the conventional fields of science, commerce, and humanities has been lifted by NEP 2020. It provides students with the chance to improve their fundamental skills and permits cross-sectional course selection. Additionally, the National Education Policy 2020 strongly supports the inclusion of vocational training.

NATIONAL EDUCATION POLICY 2020 PAVING THE WAY FOR EXPERIENTIAL AND SKILL BASED LEARNING

Employers are searching for talent with domain expertise, digital literacy, and industry-relevant skills as we approach the fourth phase of the industrial revolution. An important step that will transform the Indian educational system is NEP 2020. The market will undergo a substantial transformation as a result of this initiative, and employers' changing needs will be successfully met. Experience-based and skill-based learning are promoted by the National Educational Policy 2020.

The Indian government made a brave move by launching such a disruptive initiative, and for that, we should be grateful. But the reality is that carrying out this compelling vision will be extremely difficult.

Although there are concerns, as time goes on, the initiative will undoubtedly receive a favourable response.

REVIEW OF LITRETURE

According to Pathak K.R. of NCERT, NEP 2020 has placed a high priority on vocational education and the development of teachers' capacity to improve the employability and vocational skills of students at all levels. (J. Yadav, 2022). Programs for vocational development concentrate on teaching people useful skills so they can participate in occupational activities. It entails imparting the formal and informal skills necessary for society's productive endeavours. It influences the students' decisions.

Vocational training must be available to 50% of secondary and postsecondary students, according to NEP.

In his research, Kumar (2022) examines how the Technical and Vocational Education and Training (TVET) system has always been essential to India's economy in order to supply skilled labour and to support the nation's objective of inclusive and equitable growth, even under the best of conditions. The aforementioned demonstrates the importance of vocational education for economic growth; however, the vocational development program has not been particularly successful in developing countries such as India.

The primary problems currently plaguing the VET system were also analysed, as well as the prerequisites required to resolve them. Teachers, parents, and students can change their perception of the VET route's inferiority and start to aspire to higher education and prestige by fulfilling these demands careers Ganie.R (2022).

For making the most of India's demographic dividend, see Amity International Journal of Teacher Education (AIJTE), Volume 9, No. 1, April 2023 117. Young workers with practical industry experience will increase output and play a crucial role in building an independent India. The value of VET helps close the skills gap between higher education and the workforce. A well-designed and implemented VET program can prepare employable individuals for long-term employment. The development of the new generation's superior skills is a national necessity.

The development of the new generation's superior skills is a national necessity. The time has come to engage all stakeholders, including the government, the business community, and the students themselves, in creating a plan to fully utilize India's demographic dividend AJITE (ISSN:2395-616X) Amity International Journal of Teacher Education (AIJTE), Volume 9, No.1. April 2023 (117).

OBJECTIVES

1. To research how stakeholders contribute to students' skill-based development.
2. To research the function of the abilities that students need.
3. To determine how NEP 2020 contributes to learners' skill development.

CONCLUSION AND SUGGESTIONS

After reading the paper, it was determined that the education system would change as a result of the NEP 2020 policy. It focuses on giving students vocational or skill-based education so they can acquire the fundamental skills needed for the future. The policy highlights the need for students to possess a number of abilities known as 21st century skills, such as creativity, teamwork, social skills, and fundamental life skills. By meeting these needs, educators, parents, and students will be able to dream of higher education and high-status careers and shift their perspective of the inferiority associated with the VET path. I propose that schools and educational institutions incorporate vocational education. We should start by providing the teachers with adequate training so they can work as vocational education instructors.

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SKILL DEVELOPMENT AND ECONOMIC GROWTH IN INDIA

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Abstract - Nations have developed growth strategies to strengthen their position in economic advancement and the global market. If the workforce becomes technically proficient and highly educated, it will contribute significantly to achieving success. In the pursuit of capturing larger shares of the global market, governments and other stakeholders are concentrating on utilizing a skilled workforce to enhance technical and scientific capabilities. Countries must address the economic challenges presented by a knowledge-based economy to maintain strong growth rates. The labour cost advantages that existed in previous centuries are now giving way to competition driven by innovation. With this goal in mind, industries will be better positioned to create new ideas and approaches for their products, services, and manufacturing processes.
Keywords: Skill development, Economic Growth.

INTRODUCTION

The development of skills is widely recognized as crucial for achieving productive employment on a global scale. It serves as a significant avenue for enhancing productivity, fostering private-sector growth, promoting inclusive economic expansion, and alleviating poverty. For effectively combating poverty in a sustainable manner, it is essential to pursue economic diversification and structural transformation towards sectors with higher productivity. This goal necessitates a workforce that is better skilled and more adaptable, which can encourage both domestic and international investment. Integrating skills development with overarching strategies and systems related to education, employment, growth, and development is vital for ensuring relevance, coherence in policies, coordination, and alignment. Research indicates that successful and sustainable methods for workforce development and employment must focus on enhancing a mix of skills that boost individuals' employability while simultaneously establishing a resilient system to bolster private-sector competitiveness.

SKILLS DEVELOPMENT AS AN INTEGRAL PART OF LIFE LEARNING

Lifelong learning encompasses a more extensive viewpoint than traditional education. It serves as the foundational concept for establishing effective, integrated, and systematic policies and practices aimed at fostering social change within the context of sustainable development. In an educational framework that promotes lifelong learning, policies and practices offer individuals and communities a flexible and varied array of beneficial learning and training opportunities throughout their lives, tailored to specific contexts. A skills-development approach, as a vital element of a national education framework for lifelong learning, effectively connects skills to productivity and job creation while also addressing various life circumstances (such as employment, civic engagement, and family responsibilities). To guarantee that no one is excluded, lifelong learning must involve the full participation and contribution of the impoverished and most at-risk groups in society to the development process. Embracing a human rights-based approach to skill enhancement necessitates training materials, techniques, and a learning atmosphere tailored to diverse groups of individuals.

RESPONSIBLE FACTORS FOR SKILLS DEVELOPMENT

Adopt a demand-driven model: the active participation of local communities, employers, trade unions, organizations and other social partners is essential in planning, implementing and monitoring development programs.

Ensuring quality training: This helps training providers to better understand the diversity of workplace needs and react accordingly. This interaction creates a mutually beneficial relationship between the world of learning and training and the world of work.

Strengthening delivery capacity: In many low-income countries, vocational training providers, both public and private, are often small and ill-equipped to meet the needs for adequate and quality training. Investments in infrastructure, facilities, equipment and materials to meet the ever-growing and changing demands of the working world require incentives and support mechanisms to stimulate and improve learning opportunities.

Establish a labour market and information forecasting system: The up -to -date labour market Information and forecasts are essential to meet current and future labour market needs for skills with the supply of skills. Such a system will provide the information necessary for short -term and long -term planning as well as provide disintegrated data to follow changes in labour market results for different population groups (women, Young people, disabled and minority groups). Effective skills recognition, validation and certification mechanisms: Such a system is necessary to provide for multiple and complementary learning and training pathways (formal, non-formal and/or informal) and to support workforce mobility. Moreover, such effective recognition, validation and certification mechanisms must be developed with the active participation of labour market stakeholders.

BETTER LEARNING FOR BETTER SKILLS

The new approach of sustainable economy and responsibility of required skills has already been addressed in inclusive skill development. It is clear that the next 10 generations of skilled workers can ease the current economic burden on our country. Problems like unemployment, overwork, underemployment and job dissatisfaction will be reduced if educational institutions focus on skill development. Knowledge and the candidate skills are improved for a specific work environment. This will definitely improve your performance level and standard. When skill is developed by contribution to the structure transformation of labour culture this can definitely increase the level of performance. Public and private investment in skill development is needed for better economic growth. Recent reports indicate that the productivity and capability levels of the Indian workforce are very low. Candidates face deficit challenges upgraded skills to continue in modern working environment with the changing pattern of technology.

The government of India announced the implementation of a new policy in the field of education in the Government School of India. NEP is mainly focused on the development of children's skills along with their main academic education. Effective skills like creativity, critical thinking, communication, time management, teamwork, innovation, problem solving etc. are the key objectives of NEP in India. Other imperative fields like business management, healthcare, nutrition, psychology and humanities will be focused in skill development course. In this new approach, literacy will not be reduced, but the idea of education will be expanded with the concept of skills development. Students will develop their technical knowledge, vocational skills, digital skills, transferable skills and other employment needs that will be useful in maintaining their livelihood. Looking further, we can analyse that students do not have access to alternative educational options in remote areas due to lack of resources, internet, smartphones, etc. people. The National Apprenticeship Promotion Programme was created to provide suitable apprenticeship opportunities for employment to qualified youth. Through the Short-Term Training Initiative, the government will train manpower through industrial training. Governments and politicians should also accept Distribution of entrepreneur spirit awareness in remote areas. If youth feels inspired and we will inevitably reach the world market and digital platforms to establish their ideas. Eligible candidates will not have to migrate to other cities or countries in search of better opportunities that may suit their work goals and ethics.

CONCLUSION

There is an urgent need to provide skills to boost youth employment and participation in the workforce. Policies must be gender-sensitive and prioritize women in skills provision and employment promotion. While focusing on providing young women, especially young housewives, with employable skills so that they can access gainful employment, the focus should be gradually shifted from short to long courses to incorporate skill development into educational activities. Vocational training institutions should be sensitive to the needs of candidates and provide appropriate skills to people with disabilities so that they can access employment. Target unorganized sector workers, especially those belonging to SC and ST categories, religious minorities and women, to address social and gender disparities in access to employable skills and hence decent work. Since the benchmark for formal employment is professional occupations. General broad skills should be introduced in higher education from grade 8 onwards, so as to ensure that school leavers are equipped with appropriate skills suitable for employment. Modify higher education programmes Secondary education with emphasis on vocational skills to increase the chances of employment in the public sector. Use existing competencies in formal professional systems should be optimal. It would be nice to have a referral system, which guides candidates to professional training. It is essential to cover all young people who do not have access to the formal vocational system or higher education through short-term specialized training. The quotas in the vocational system should be aggressively expanded over a period of eight years to cover all young people who do not have access to higher education. There is a need to develop the capacity of organisations to provide career guidance and employment services to everyone right from secondary education. Comprehensive skill development is a key step to provide Indian candidates qualified opportunities to work in the given workforce. Educational facilities are taking a step to spread the perception of qualifications. If the candidate can achieve the importance of a qualified person, they will probably give it the importance of improving skills throughout life. There is no limit to learning. To grow sustainably, you need a desire to learn more and grow more.

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EXPLORING OF EMPLOYABLE SKILLS IN HIGHER EDUCATION

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Abstract - Higher education institutions (HEIs) are increasingly tasked with bridging the gap between academic knowledge and workforce demands. This paper explores the strategies and challenges of embedding employability skills within educational curricula. Employability encompasses cognitive, interpersonal, and technical skills that enhance graduates' ability to secure and excel in employment. Key strategies discussed include curriculum integration, industry collaboration, and digital technologies to simulate real-world scenarios. Despite these efforts, challenges such as resource limitations, scalability, and persistent skill gaps remain.
Keywords: HEIs, Employability, Industry, Curriculum, Scalability.

INTRODUCTION

The concept of employability refers to a graduate's ability to gain initial employment, maintain employment, and achieve progression in their career. This includes adaptability, lifelong learning, and employability skills such as communication, teamwork, and problem-solving. Employability is a critical aspect of higher education, as it enables graduates to succeed in a rapidly changing job market. Higher Education Institutions (HEIs) play a crucial role in embedding employability skills in academic programs. They can enhance students' employability by providing career development programs, industry partnerships, career guidance, and skills development. HEIs can also foster employability by promoting entrepreneurship, innovation, and creativity among students. Additionally, HEIs can collaborate with employers and industry partners to provide students with practical work experience and job opportunities.

LITERATURE REVIEW

The Employability Skills Framework comprises seven core elements: Communication Skills, Teamwork and Collaboration, Problem-Solving and Decision-Making, Adaptability and Flexibility, Initiative and Enterprise, Planning and Organizing, and Self-Awareness and Self-Management. These elements are essential for students to develop the skills and attitudes required to succeed in the modern workforce. The Employability Skills Framework is crucial for students' career success. By acquiring these skills, students can enhance their employability, achieve career progression, and become industry-ready professionals. Moreover, this framework enables higher education institutions to provide students with a comprehensive education that prepares them for the challenges of the modern workforce.

The Employability Skills Framework goes beyond merely preparing students for jobs; it equips them with the critical skills necessary to navigate an ever-changing professional landscape. These seven core elements are interconnected, ensuring that students not only thrive in their roles but also contribute meaningfully to their organizations and communities. Here's a closer look at the significance of these elements:

Communication Skills: Effective communication is foundational, enabling students to express ideas clearly, engage in active listening, and adapt their message to diverse audiences. This fosters collaboration and minimizes misunderstandings in professional settings.

Teamwork and Collaboration: Modern workplaces thrive on collaboration. By honing their ability to work effectively within diverse teams, students learn to value different perspectives, foster creativity, and achieve collective goals.

Adaptability and Flexibility: In a rapidly evolving job market, the ability to adapt to change is invaluable. Students who develop flexibility can navigate shifting priorities, new technologies, and dynamic work environments with ease.

Initiative and Enterprise: Encouraging students to be proactive and innovative helps them identify opportunities for improvement and growth. These skills foster entrepreneurship and the confidence to take calculated risks.

Planning and Organizing: Strong organizational abilities ensure that students can manage their time effectively, prioritize tasks, and meet deadlines. This skill is essential for handling complex projects and maintaining productivity.

Broader Impact of the Framework: - The Employability Skills Framework also emphasizes lifelong learning and adaptability, which are crucial as industries continue to evolve due to technological advancements and globalization. By integrating these skills into their curricula, higher education institutions bridge the gap between academic learning and industry expectations, fostering graduates who are not only knowledgeable but also competent in real-world scenarios. Furthermore, this framework encourages inclusivity, as it prepares students from diverse backgrounds to access equitable opportunities in the workforce. By embedding employability skills across various disciplines, educators can tailor the framework to meet the specific needs of different industries while ensuring that students are well-rounded and versatile professionals. Ultimately, the Employability Skills Framework empowers students to take ownership of their career paths, enabling them to adapt to new roles, overcome challenges, and contribute meaningfully to society throughout their professional journeys. Employability skills are broadly categorized into three domains:

Cognitive Skills: Critical thinking, problem-solving, and analytical abilities.

Interpersonal Skills: Communication, teamwork, and leadership.

Technical Skills: Discipline-specific competencies and digital literacy.

Relevance of Employability in Higher Education: -

Studies highlight the mismatch between graduate skills and employer expectations. Employers value graduates who demonstrate adaptability, a growth mindset, and the ability to apply theoretical knowledge to practical situations (Gill, 2018; Southampton Solent University Study, 2019; Jackson, 2016).

METHODOLOGY

This review synthesizes data from:

Case studies on employability initiatives in higher education provide in-depth insights into effective strategies and best practices.

Surveys of students, alumni, and employers offer valuable perspectives on the employability landscape and identify areas for improvement.

Policy documents and academic reports provide a framework for understanding the broader context of employability in higher education and inform evidence-based decision-making.

FINDINGS AND DISCUSSION

1. Curriculum Incorporation

Embedding employability skills into academic programs is a critical strategy. Methods include:

i. **Work-Integrated Learning (WIL):** Internships, co-op programs, and capstone projects.
ii. Problem-Based Learning (PBL): Real-world problem-solving tasks that simulate workplace challenges.
iii. **Soft Skills Workshops:** Sessions on communication, leadership, and teamwork.

2. Industry Collaboration

- Collaboration with industries ensures curriculum relevance and provides students with exposure to professional environments. Industry partnerships often involve:
- Guest lectures and mentoring by industry experts.
- Opportunities for students to work on live projects and case studies.

- Feedback loops where employers inform academic institutions about evolving skill demands.

3. Use of Technology

- Virtual internships and online simulations.
- E-portfolios for showcasing skills and projects.
- AI-driven platforms for personalized learning.

4. Challenges

- Skill Gaps: Persistent discrepancies between educational outputs and employer needs.
- Resource Constraints: Limited funding and infrastructure for WIL programs.
- Scalability: Difficulty in implementing employability programs across large student cohorts.

RECOMMENDATIONS

Enhanced Curriculum Design: Incorporate experiential learning opportunities and focus on transferable skills.

Strengthened Industry Links: Build long-term partnerships with employers to co-design programs.

Faculty Development: Train educators to deliver employability-focused instruction effectively.

Continuous Evaluation: Use feedback mechanisms to assess program effectiveness and refine approaches.

CONCLUSION

Employability skills development is a shared responsibility among Higher Education Institutions (HEIs), employers, and students. By adopting innovative practices and fostering strong industry-academic ties, HEIs can significantly enhance graduate readiness for the workforce.

To achieve this, HEIs can implement various strategies, such as: Providing experiential learning opportunities, including internships, apprenticeships, and project-based learning. Fostering industry partnerships and collaborations to provide students with real-world experience and networking opportunities. Integrating employability skills into the curriculum, such as communication, teamwork, and problem-solving. Offering career guidance and counselling services to support students in their career development. Encouraging entrepreneurship and innovation through incubators, accelerators, and startup programs.

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A LITERATURE REVIEW ON SKILL DEVELOPMENT AND EMPLOYABILITY

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Abstract - Skill development and employability have emerged as fundamental pillars in the global economic transitions and addressing workforce challenges. As industries evolve due to rapid technological advancements, changing demographic patterns, and global competitiveness, developing a skilled and employable workforce has become a shared priority among governments, educators, and businesses. This review delves into the key themes in the literature, emphasizing the interplay between skill development, employability, and social mobility.

Skill development and employability are deeply interlinked and critical for navigating the complexities of modern labor markets. By stimulating a blend of technical and soft skills, promoting lifelong learning, and addressing inequities in access, stakeholders can create a more resilient and adaptable workforce. As industries continue to evolve, so too must the strategies to equip individuals with the skills they need to succeed.

The literature identifies several challenges in aligning skill development with employability. These include the need for stronger public-private partnerships, greater investment in up skilling programs, and robust mechanisms for tracking labor market trends. Future research should focus on assessing the long-term impact of skill development initiatives and exploring innovative pedagogical approaches, such as gamification and virtual reality, to enhance learning outcomes.

1.INTRODUCTION

The modern labor market is undergoing rapid transformations due to technological advancements, globalization, and changing employer expectations. However, a significant gap exists between the skills individuals possess and the skills demanded by industries, leading to high rates of unemployment and underemployment globally. This skills gap is compounded by inadequate alignment between educational institutions and industry needs, limited access to lifelong learning opportunities, and systemic barriers that disproportionately affect marginalized populations. While skill development programs have proliferated, challenges such as uneven accessibility, lack of sustainable frameworks for up skilling, and outdated pedagogical approaches continue to undermine their effectiveness.

Skill development and employability have emerged as crucial elements in addressing contemporary challenges in labor markets and economic growth. The growing emphasis on these topics stems from the rapid pace of technological change, globalization, and evolving employer expectations. This review explores key themes in the literature surrounding skill development, employability, and their interconnectedness.

2. DEFINING SKILL DEVELOPMENT AND EMPLOYABILITY

Skill development encompasses the acquisition and enhancement of technical, cognitive, and soft skills required for job readiness and adaptability. Employability, as defined by Yorke (2006), refers to a set of achievements—skills, understandings, and personal attributes—that make individuals more likely to gain and maintain employment. Research consistently emphasizes that employability is not merely about securing a job but thriving in a dynamic workplace environment.

Skill development refers to the process of acquiring, improving, and applying a range of abilities—both technical and interpersonal—that are critical for effective performance in a specific role. Employability, on the other hand, extends beyond securing employment to include sustaining and thriving in a job. As articulated by Hillage and Pollard (1998), employability represents an individual's ability to gain initial employment, maintain it, and obtain new opportunities as required.

2.1. Rationale of the Study

As industries increasingly rely on a workforce equipped with hybrid, technical, and interpersonal skills, the urgency to address the skills gap cannot be overstated. The ability to align skill development with employability is crucial for fostering economic growth, reducing unemployment, and enhancing social mobility.

This study aims to fill these gaps by critically analyzing existing frameworks, highlighting best practices, and proposing innovative solutions to bridge the divide between education, training, and employment.

3. OBJECTIVES OF THE RESEARCH

3.1. To Analyze the Role of Skills in Enhancing Employability
3.2. To Investigate the Impact of Education and Training on Employability
3.3. To Examine the Effects of Digital Transformation and Technological Disruption on Workforce Skills
3.4. To Identify Barriers to Skill Development
3.5. To Highlight the Role of Public-Private Partnerships in Bridging Skill Gaps

4. REVIEW OF LITERATURE AND KEY FINDINGS

4.1. Impact of Education and Training

Educational institutions play a pivotal role in skill development, but a gap often exists between academia and industry needs. For instance, Tomlinson (2012) underscores the mismatch between graduate capabilities and labor market demands, calling for curriculum reforms that integrate work-based learning, internships, and vocational training. Government-sponsored skill development programs have also been lauded for bridging such gaps, particularly in developing economies (Patel & Mehta, 2020).

4.2. The Role of Technical and Soft Skills

A significant body of work highlights the growing importance of both technical and soft skills in enhancing employability. According to Andrews and Higson (2008), employers often prioritize soft skills such as communication, teamwork, and problem-solving abilities over domain-specific technical expertise. However, technical skills remain indispensable, particularly in industries experiencing rapid technological advancement.

4.3. Role of Work-Based Learning and Apprenticeships

A recurring theme is the value of experiential learning in enhancing employability. Work-based learning programs, including internships, co-operative education, and apprenticeships, are increasingly recognized as critical pathways for skill acquisition. Lerman (2014) highlights the success of apprenticeship models in countries such as Germany and Switzerland, where dual education systems effectively integrate classroom instruction with on-the-job training. These models are noted for aligning educational outcomes with employer needs, thereby reducing skill mismatches.

4. 4. Digital Transformation and Skill Ecosystems

The digital economy has profoundly influenced the demand for skills. As noted by World Economic Forum (2020), digital skills, such as coding, data analytics, and digital marketing, are now considered essential across industries. Moreover, the concept of "skill ecosystems" has gained traction, emphasizing the interconnected nature of industries, educational institutions, and government bodies in fostering continuous skill development (Brown et al., 2016). These ecosystems encourage collaboration to create responsive and sustainable workforce solutions.

4.5. The Shift Toward Hybrid Skills

One prominent trend in recent literature is the growing emphasis on hybrid skills, which combine technical proficiency with cross-functional abilities. Research by Deloitte (2019) identifies that roles demanding hybrid skills—such as data analysis combined with communication expertise—are projected to dominate future job markets. This shift underscores the importance of interdisciplinary learning and adaptability.

4.6. Technological Disruption and Lifelong Learning

The growing recognition of lifelong learning as a necessity has been underscored by researchers like Field (2015), who advocate for flexible and accessible educational opportunities throughout an individual's career. Lifelong learning strategies include micro-credentialing, online learning platforms, and professional certifications that allow individuals to stay relevant in a rapidly changing employment landscape.

Technological innovations such as artificial intelligence, robotics, and automation have drastically altered job requirements. Bakhshi et. al. (2017) argue that in an era of technological disruption, skill obsolescence occurs faster, necessitating a commitment to lifelong learning. The focus has shifted from acquiring a finite set of skills to fostering adaptability and resilience in a rapidly changing employment landscape.

5. BARRIERS TO SKILL DEVELOPMENT

Despite the progress in skill development initiatives, barriers persist. Economic inequality, limited access to technology, and geographic constraints are often cited as significant obstacles. For instance, studies by the International Labour Organization (ILO, 2019) highlight that workers in rural or underserved areas face challenges in accessing quality training opportunities. Similarly, gender disparities continue to affect women's participation in STEM (science, technology, engineering, and mathematics) training programs, perpetuating gaps in high-growth industries.

6. SOCIAL EQUITY AND ACCESSIBILITY

While skill development initiatives have shown promise, their accessibility remains uneven across socioeconomic and geographic contexts. Research by McGrath and Powell (2016) highlights the disparities in access to training opportunities, with marginalized populations often facing systemic barriers. Policymakers and stakeholders are urged to prioritize inclusivity in skill-building programs to ensure equitable outcomes.

7. CHALLENGES AND FUTURE DIRECTIONS

The alignment of skill development with employability faces ongoing challenges. One critical issue is the lag in educational reform compared to the pace of industry transformation. Traditional curricula often fail to prepare students for the dynamic demands of the labor market. Additionally, employer engagement in skill-building initiatives remains inconsistent, with many companies preferring to hire workers with pre-existing skills rather than investing in training (Buchanan et al., 2013).

Future directions for research and practice include:

1. Expanding the use of emerging technologies like artificial intelligence and machine learning to personalize skill training programs.
2. Developing more inclusive policies that target underrepresented populations, including women, minorities, and individuals with disabilities.
4. Strengthening partnerships between academia, industry, and policymakers to create robust frameworks for continuous up skilling and reskilling.

8. CONCLUSION

The interplay between skill development and employability is central to fostering economic resilience and social equity. A holistic approach that integrates technical and interpersonal skills, promotes lifelong learning, and addresses systemic barriers is essential for equipping individuals to

succeed in a competitive global economy. As industries continue to evolve, coordinated efforts among stakeholders will be required to ensure that skill development strategies remain adaptive and inclusive.

9.CONTRIBUTION OF THE RESEARCH

The review

- Provides a comprehensive understanding of the interconnectedness between skill development, employability, and lifelong learning.
- Explores the emerging concept of hybrid skills and their implications for workforce preparedness.
- Offers actionable insights for policymakers, educators, and industry leaders on aligning educational curricula with labor market demands.
- Recommends innovative pedagogical approaches, such as gamification and digital tools, for improving training outcomes.
- Identifies inclusive strategies to ensure equitable access to skill development programs, thereby addressing systemic barriers faced by marginalized populations.
- Suggests frameworks for fostering stronger public-private partnerships to address skill gaps.
- Advocates for the integration of lifelong learning initiatives into national education and workforce policies.
- Lays the groundwork for further exploration of the impact of digital transformation and technological disruption on employability.
- Proposes avenues for evaluating the scalability and sustainability of skill development programs globally.

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भारत में कौशल विकास योजनाओं का योगदान

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सारांश – देश के आर्थिक, सामाजिक विकास के लिए कौशल, ज्ञान, विज्ञान और तकनीकी योग्यता वो प्रेरक बल हैं जो देश को आगे ले जाने में मदद करते हैं। वर्तमान वैश्विक माहौल में उभरती अर्थव्यवस्थाओं की मुख्य चुनौती से निपटने में वे देश आगे हैं जिन्होनें कौशल एवं तकनीकी के उच्च स्तर को छू लिया है। श्रम ब्यूरो की 2014 की रिपोर्ट के मुताबिक भारत में औपचारिक रूप से कुशल कार्यबल का वर्तमान आकार केवल 2 प्रतिशत है। पिछले कई दशकों में शिक्षा के गिरते स्तर और पिछड़ेपन के कारण पारम्परिक शिक्षा प्राप्त करने वाले युवाओं के एक बड़े वर्ग को रोजगार सम्बन्धी योग्यता की चुनौतियों का सामना करना पड़ रहा है। ऐसा नहीं है कि भारत में ज्ञान, विज्ञान, नैतिकता, आचार, विचार की कमी है। इतिहास इस बात का गवाह है कि प्राचीन काल में भारत अपने कौशल, ज्ञान, विज्ञान, ज्योतिष, खगोल, गणित आदि के लिए विश्व में जाना जाता था और आज भी भारतीय शिक्षा व्यवस्था शानदार मस्तिष्कों को जन्म दे रही है लेकिन उसका प्रतिशत बहुत कम है। कॉलेजों और विश्वविद्यालयों से निकलने वाली प्रतिभाओं में रोजगार योग्य कौशल की कमी देखी गई है इसके लिए हमें अपनी शिक्षा पद्धति में सकारात्मक परिवर्तन लाने होंगें। युवाओं को आवश्यक व्यवसायिक शिक्षा प्रदान करनी होगी जिससे वह शिक्षा का समुचित प्रयोग कर सकें। विद्यालयों में तकनीकी एवं कार्य पर आधारित शिक्षा का प्रयोग युवा उद्योगों और फैक्ट्रियों में कर सकेंगें और आसानी से रोजगार पा सकेंगें। इसके साथ ही साथ व्यवहारिक रोजगारपरक शिक्षा एवं कौशल आधारित शिक्षा पद्धति अपनाकर हम बेरोजगारी पर काबू पा सकते हैं।

प्रस्तावना

कुशल भारत और सफल भारत की नींव कौशल विकास के बिना अधूरी है यदि देश को वर्तमान और भविष्य में प्रगति के रास्ते पर चलने के लिए कौशल विकास का रास्ता अपनाना ही पड़ेगा। जब देश की बागडोर हुनरमंद हाथों में होगी तो देश नित नई ऊँचाईयों को छुएगा और युवाओं को नई दिशा मिलेगी। इसी लक्ष्य को ध्यान में रखकर प्रधानमंत्री नरेन्द्र मोदी जी ने 15 जुलाई 2015 को "स्किल इंडिया कार्यक्रम" का सूत्रपात किया जिसके तहत 2022 तक देश के 40 करोड़ लोगों को विभिन्न क्षेत्रों में हुनरमंद बनाने का लक्ष्य है। जिसका मुख्य उद्देश्य देश के युवाओं को कु ाल बना कर उन्हें सशक्त बनाना है जिससे युवाओं को और अधिक रोजगार मिल सके तथा वो अपने कार्य क्षेत्र में और अधिक निपुण बन सकें। युवा आबादी के मामले में हम दुनिया में सबसे ऊपर हैं। हमारे देश में 54 फीसदी 25 वर्ष और 65 फीसदी 35

वर्ष की आयु से कम की है। यानि कि वर्तमान में 65 फीसदी युवा कामगार आयु समूह का है। यही युवा देश की दशा दिशा सुधारकर उसे तरक्की के रास्ते पर ले जाने में अहम भूमिका निभाते हैं। यह हमारे लिए स्वर्णिम अवसर है जब हम इस कामगार युवा शक्ति का प्रयोग देश की आर्थिक तरक्की उन्नति में कर सकते हैं लेकिन यह तभी संभव है जब देश के युवा शिक्षित, प्रशिक्षित और दक्षता से लबालब होंगें। दुनिया में तेजी से तकनीकी में बदलाव हो रहा है ऐसे में युवाओं के सामने सबसे बड़ी चुनौती तकनीक के साथ खुद को बदलना होगा। तकनीकी से तालमेल बैठाने में युवा अगर पीछे रहे तो भविष्य में 2030 तक लगभग 2 अरब युवा आबादी बेरोजगार हो जाएगी। "कौशल विकास" का सामान्य अर्थ दक्षता विकसित करना है, परंतु उपलब्ध रोजगार के अवसर के लिए उपयुक्त दक्षता विकसित करना इसकी मूलभूत व्याख्या है। अर्थात् इसमें श्रमजीवी के कौशल स्तरों में सुधार की एक ऐसी प्रवृत्ति होनी चाहिए जो नौकरी और बाजार की आवश्यकताओं से मेल खाती हो। यह दीर्घकाल में अर्थव्यवस्था को बढ़ाने में मदद करती है और साथ ही कार्यबल के जीवन स्तर में सुधार लाती है। पिछले एक दशक से "कौशल विकास" नीति निर्माताओं के बीच काफी लोकप्रिय विषय भले रहा हो लेकिन वास्तविकता में आम जन इससे आज भी भलीभाँति परिचित नहीं है। यूँ कहें कि, जिन मूल लोगों के लिए इस अवधारणा का सृजन हुआ है वही इससे बेखबर हैं। खैर जागरूकता की कमी भारत में हमेशा से रही है, अतः इस पर कार्य करने की सदैव आवश्यकता है। "कौशल विकास" शब्द को सुनते ही प्रथम विचार आता है कि आखिर आजकल इसकी इतनी आवश्यकता क्यों है? इसका आसान सा जवाब यह है कि जिससे कार्यबल वर्तमान में अच्छी मजदूरी के साथ ही सामाजिक सुरक्षा और नौकरी की सुरक्षा का आनंद ले सकें। जहाँ एक ओर, कौशल प्रशिक्षण द्वारा श्रमिकों के नौकरी की कमी के कारण प्रवास प्रवाह को रोका जा सकता है तो वहीं दूसरी ओर यह आत्मनिर्भरता भी लाता है। हालाँकि यह विवाद का विषय है कि मजदूरों का क्षेत्रीय प्रवास गंतव्य स्थान के लिए अच्छा है या खराब क्योंकि ऐसे क्षेत्रों में प्रायः मजदूरों की आपूर्ति इन प्रवासियों से ही होती है। ऐसे में प्रवासी मजदूरों का आना भी औद्योगिक प्रदेशों की एक आवश्यकता है। जो भी हो कौशल विकास एवं उद्यमशीलता से सम्बन्धित प्रयास अब तक हमारे देश में बिखरे हुए रहे हैं। विकसीत देशों में जहां कुशल कार्यबल का प्रतिशत कुल जनसंख्या का 60 से 90 प्रतिशत के बीच हैं। इसके विपरीत भारत के कार्यबल का स्तर औपचारिक व्यावसायिक शिक्षा के साथ 4.69 प्रतिशत के निचले स्तर पर हैं। आज भारत में बेरोजगार लोंगों के जीवन की बेहतर गुणवता के लिए कौशल विकास और उद्यमशीलता संवर्धन के परिस्थतिकी तंत्र को तेजी से पुर्नगठित करने की आवश्यकता हैं, जो उद्योगों की आवश्यकता को पूरा करने के साथ–साथ देश के लोगों के जीवन की गुणवता को समर्थ बनाने में अपना योगदान दे। कौशल एवं ज्ञान किसी भी देश के लिए आर्थिक प्रगति और सामाजिक विकास की प्रेरक शक्तियां हैं। कौशल का उच्च–स्तर और बेहतर मानक

वाले देश घरेलू एवं अतंर्राष्ट्रीय रोजगार बाजार में चुनौतियां और अवसरों का अधिक प्रभावशाली ढंग से समायोजित करते हैं।

कौशल विकास केंद्र सरकार की पहल है जो स्किल इंडिया के दृष्टिकोण को पूरा करने के लिए शुरू की गई है। इसका उद्देश्य युवाओं के कौशल को विकसित करना है ताकि वे औद्योगिक संगठनों में रोजगार के लिए तैयार हो सकें। सरकार के द्वारा वर्ष 2015 में 19 केंद्रों में स्किल इंडिया कार्यक्रम की शुरुआत की थी। इन केंद्रों में अगरतला, अहमदाबाद, आइजोल, बद्दी, चेन्नई, दमन, देहरादून, गंगटोक, हैदराबाद, इटानगर, जयपुर, लक्षद्वीप, मुंबई, पटना, पोर्ट ब्लेयर, पुदुचेरी, सिल्वासा, शिलांग, उधमपुर शामिल हैं। राष्ट्रीय कौशल विकास मिशन प्रधनमंत्राी नरेन्द्र मोदी द्वारा शुरू किया गया एक अभियान है जिसका उद्देश्य विभिन्न उद्योग से सम्बन्धित कौशल में भारत में 40 करोड़ से अधिक लोगों को प्रशिक्षित करना है। इसके महत्व के कारण प्रत्येक वर्ष 13 जुलाई को विश्व युवा कौशल दिवस के रूप में मनाया जाता है। इस नीति द्वारा कौशल विकास की राष्ट्रीय नीति 2009 को बदल दिया गया है। स्किल इंडिया के तहत विभिन्न योजनाओं और प्रशिक्षण पाठ्यक्रमों की सहायता से एक सशक्त कार्यबल तैयार करना है। इसमें सरकार की विभिन्न पहलें शामिल है जैसे– राष्ट्रीय कौशल विकास मिशन, कौशल विकास और उद्यमिता 2015 राष्ट्रीय नीति, प्रधानमंत्री कौशल विकास योजना, ग्रामीण भारत कौशल आदि। प्रधनमंत्राी कौशल विकास योजना भारत सरकार की एक अनूठी पहल है जिसका उद्देश्य लगभग 24 लाख भारतीय युवाओं को उद्योग से संबंधित कौशल आधरित और वैश्विक बाजार के लिए तैयार होना है। इस योजना के तहत प्रशिक्षुओं को वित्तिय सहायता और प्रशिक्षण एवं मूल्यांकन के सफलता व सत्यापन पर एक प्रमाण पत्र दिया जाएगा जो उन्हें बेहतर भविष्य के लिए नौकरी प्राप्त करने में सहायक होगा। यह योजना मुख्य रूप से युवाओं को आद्यौगिक दुनिया की चुनौतियों का सामना करने के लिए तैयार करने पर केन्द्रित है। विद्यालय और महाविद्यालय पर कम जोर देते हुए, सरकार ने प्रशिक्षण केन्द्र स्थापित करने का निर्णय लिया है। इच्छुक उम्मीदवारों को पाठ्यक्रम में भाग लेने के लिए कुछ बुनियादी चरणों से गुजरना पड़ता है। उम्मीदवारों को सबसे पहले एक प्रशिक्षण केन्द्र खोजने, दाखिला लेने, अपेक्षित कौशल को सीखने के लिए मूल्यांकन और प्रमाणन कार्यक्रम का हिस्सा बनना चाहिए और अंत में सफलता प्राप्त करनी चाहिए। यह योजना पूरे देश के कौशल संस्थानों में सफल रही है।

आजीविका राष्ट्रीय ग्रामीण आजीविका मिशन भारत सरकार के ग्रामीण विकास मंत्रालय द्वारा शुरू की गई एक पहल है। आजीविका कौशल विकास कार्यक्रम एनआरएलएम के तहत संचालित होती है। इसका उद्देश्य युवाओं की पेशेवर आकांक्षाओं और हितों को समझना और उनकी दैनिक आय में वृद्धि करना है। यह मिशन गरीब समुदायों के युवाओं को अपने कौशल को उन्नत करने और देश के कुशल कर्मचारियों में शामिल होने का अवसर प्रदान करता है। दीन दयाल उपाध्याय ग्रामीण कौशल योजना ग्रामीण युवाओं के लिए एक कौशल विकास का कार्यक्रम है। इस योजना के

अंतर्गत 66 विशेष प्रोजेक्ट चलाए जा रहे हैं। 15 राज्यों में न्यूनतम 5 स्वीकृत परियोजनाएं हैं। नरेगा ग्रामीण क्षेत्रों में अकुशल श्रमिकों को मजदूरी रोजगार प्रदान करने के अधिकार की गारंटी देता है। लोगों को हर घर में कम से कम 100 दिनों के रोजगार का बीमा कराया जाता है जो अकुशल हैं और काम करने को तैयार हैं। नरेगा के तहत रोजगार का एक कानूनी प्रक्रिया भी है जो रोजगार योजनाओं को सीधे ग्राम पंचायत द्वारा लागू किया जाता है। आर्थिक सुरक्षा प्रदान करने और ग्रामीण संपत्ति को बनाए रखने के अलावा नरेगा का उद्देश्य पर्यावरण की रक्षा करना, ग्रामीण महिलाओं को सशक्त बनाना, ग्रामीण, शहरी प्रवास को कम करना और सामाजिक समानता को बढ़ावा देना भी है।

निष्कर्ष

वर्तमान में सरकार ने कौशल विकास को प्राथमिकता देते हुए देश में एक अलग कौशल विकास और उद्यमिता मंत्रालय की स्थापना की है। साथ ही व्यापक स्तर पर युवाओं के कौशल विकास पर बल देते हुए प्रधानमंत्री कौशल विकास योजना भी शुरू की है। सरकार के अनुसार इस योजना के तहत बीते दो साल में 1.17 करोड युवाओं को प्रशिक्षित किया जा चुका हैं। इस योजना के तहत निजी क्षेत्र के साथ भागीदारी के जरिए ग्रामीण क्षेत्रों में विशेष जोर दिया जा रहा है। इसके अलावा सरकार ने कौशल विकास को औपचारिक शिक्षा से जोडने के एक अनुठी पहल की हैं। स्किल इंडिया के तहत देश की महिला उद्यमियों को भी पीएमकेवीवाई द्वारा शिक्षित प्रशिक्षित किया जा रहा है जिससे उनका सामाजिक आर्थिक सशक्तिकरण संभव हो सके। इसके उद्देश्य महिलाओं की उन्नीति एवं विकास के माध्यम से देश में सकारात्मक माहौल बनाना है जिससे महिलाऐं अपनी क्षमता कुशलता को पहचान सकें और शिक्षा, रोजगार, समान पारिश्रमिक एवं सामाजिक सुरक्षा का लाभ उठा सके क्योंकि महिलाऐं जब समर्थ सम्पन्न और सक्षम होगी तो देश अपने आप तरक्की की राह पर चल पड़ेगा। प्रधानमंत्री कौशल विकास योजना कौशल प्रमाणन के लिए मौद्रिक पुरस्कार के माध्यम से युवाओं को आगे बढ़ाने में तथा उसके कारण उनकी रोजगार प्राप्त करने की क्षमता तथा उत्पादकता बढ़ाने में मदद करेगी योजना का लक्ष्य लोगों को पहले मिली शिक्षा को समझकर उनके वर्तमान कौशन को पहचानना भी है। यह तो मानना पड़ेगा कि सम्पूर्ण विश्व आज भारत की ओर टक–टकी लगाए देख रहा है जिसके पास युवा ऊर्जा का भण्डार है जो आने वाले समय में भारत की तस्वीर और भाग्य बदलने की क्षमता रखता है बस जरूरत है तो उसे सही दिशा, मार्गदर्शन, शिक्षा, कौशल, प्रशिक्षण और प्रयास की जिससे सुखी, समृद्ध और सम्पन्न भारत का निर्माण हो सके। यह तभी संभव है जब देश के युवा कौशल सम्पन्नता एवं प्रौद्योगिकी ज्ञान से लैस होंगें। भारत में कौशल विकास की चुनौतियों का सामना करने के लिए अच्छी पहल की गई है और बहुत से निर्धारित प्रशिक्षण कार्यों को पूर्ण किया जा रहा है फिर भी कौशल विकास के लक्ष्यों को पूरा करने के लिए अभी एक लंबा रास्ता तय करना है। समय–समय पर

मॉनिटरिंग और उचित संशोधन करके विशेष प्रशिक्षण कार्यक्रम पर जोर देकर पूरे प्रशिक्षण कार्यक्रम को सफल बनाया जा सकता है और देश के विकास में महत्त्वपूर्ण योगदान दिया जा सकता है।

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हिन्दी लेखन कौशल में रोजगार

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सारांश – आज हिंदी भाषा के बढ़ते चलन और वैश्विक रूप ने रोजगार की अनेक संभावनाओं को उजागर किया है। विभिन्न क्षेत्रों में इसकी स्वीकृति और प्रयोजनीयता से हिंदी को नई दृष्टि से देखा जा रहा है। यूनेस्को की एक रिपोर्ट के अनुसार 137 देश में हिंदी भाषा लोग विद्यमान है। संस्कृत के गर्भ से निकली व्यापक वैज्ञानिकता पूर्ण भाषा हिंदी, भारत की राजभाषा के पद पर 14 सितंबर 1949 को आसीन हुई। अंतरराष्ट्रीय ख्याति प्राप्त एक मातृभाषा अंग्रेजी का वर्चस्व व्यापक क्षेत्र में फैला है परंतु अपनी विशेषता के कारण आज हिंदी अंतरराष्ट्रीय स्तर के चरमोत्कर्ष पर है। हिंदी भाषा के रोजगार के आसन के अवसर न केवल भारत में बल्कि विदेशों में भी बड़ी मात्रा में उपलब्ध है। हिंदी में रोजगार अध्यापन के क्षेत्र में, पत्रकारिता समाचार वाचक और संपादक के रूप में स्तर पर अनुवादक के रूप से है इसके अतिरिक्त रेलवे विभाग सरकारी बैंक को न्यायालय में लेखा अधिकारी तथा कई सरकारी व निजी संस्थानों में हिंदी में रोजगार का क्षेत्र दिनों दिन बढ़ता जा रहा है।

प्रस्तावना

प्रसिद्ध साहित्यकार **निर्मल वर्मा** का भाषा के संबंध में कथन है – "भाषा संरक्षण का मध्य होने के साथ–साथ संस्कृति की वॉहक भी होती है।" वर्तमान परिप्रेक्ष्य में हिंदी की महत्व दिनों दिन बढ़ता जा रहा है। आवश्यक है कि हिंदी की बढ़ती महत्ता और भविष्य में होने वाले रोजगार के उच्च अवसरों के विषय में युवा पीढ़ी को बताया जाए और उनके मन में पल रही हैं हीन भावना को निकाला जाए।

आज कंप्यूटर एवं इंटरनेट ऐसे शब्द है जिसे बच्चों से लेकर बुजुर्ग तक भली भांति परिचित है। इन दोनों ने हमारे जीवन के प्रत्येक क्षेत्र को प्रभावित किया। बात चाहे शिक्षा की हो या अनुसंधान की रक्षा की हो या अंतरिक्ष की, या फिर योग की हो या दर्शन की जीवन के सभी पहलुओं में इंटरनेट एवं कंप्यूटर ने अपना योगदान दिया है। विश्व में सर्वाधिक बोली और समझी जाने वाली भाषा के रूप में हिंदी का स्थान अंग्रेजी एवं चीनी के बाद आता है। हिंदी संस्कृत मराठी नेपाली इत्यादि भाषाओं की लिपि देवनागरी कंप्यूटर एवं इंटरनेट के क्षेत्र में कुशलता पूर्वक प्रतिष्ठित हो चुकी है।

हिंदी की प्रसिद्ध लेखिका एवं कवयित्री महादेवी वर्मा – देवनागरी लिपि की सहजता, सरलता सरसता एवं को रेखांकित करते हुए लिखती है– "सुदूर अतिथि की ब्राह्मी से नागरी लिपि तक आते–आते उसके बाह्य रूप को समय के प्रवाह ने इतना मांजा और रौंदा की उसे किसी बड़ी शल्य चिकित्सा की आवश्यकता नहीं। नाम मात्र

के परिवर्तन से ही वह आधुनिक युग के मुद्रण लेखन यंत्रों के साथ अपनी संगति बैठा लेगी।"

आज के सूचना क्रांति के दौर में सोशल मीडिया ब्लागिंग इत्यादि माध्यमों ने क्या गांव? क्या शहर? क्या बच्चे? क्या युवा? सबके हाथों में एंड्रॉयड मोबाइल और स्मार्टफोन के जरिए मानव कोई जादुई चिराग दे दिया है। बस स्क्रीन को जरा–सा छू लो. फिर जो चाहे देख लो और साथ ही अपने परिचितों को दिखा भी दो। इसके जरिये सचमुच में अब पूरी दुनिया मुट्ठी में हो चली ळें

ब्लॉगिंग (चिट्ठाकारी) –

इंटरनेट पर **ब्लॉगिंग** की परिकल्पना सर्वप्रथम जार्न बर्गर द्वारा सन् 1997 में श्वेब ब्लॉग नाम से की गयी। इस शब्द क पीटर मरहॉल्ज़ द्वारा 1999 में ब्लॉग के रूप में संक्षिप्त नाम दे दिया गया तब से यही नाम चल पड़ा। हिन्दी में ब्लॉग को चिट्ठा कहा जाता है तथ ब्लॉगिंग (ब्लॉग लेखन) को चिट्ठाकारी। हिन्दी में चिट्ठाकारी की शुरूआत 21 अप्रैल, 2003 को हुई। हिन्दी भाषा के प्रथम चिट्ठाकार आलोक कुमार माने जाते हैं। उनका चिट्ठा नौ दो ग्यारह हिन्दी का प्रथम चिट्ठा (ब्लॉग है। शुरूआती दौर में हिन्दी टाइपिंग की जटिलताओं के कारण काफी लोग कम्प्यूटर पर हिन्दी में लिखते थे। धीरे– धीरे ब्लॉगिंग सेवाओं यूनिकोड की सुविधा मिलने तथा नए हिन्दी टाइपिंग एवं ट्रांसलेशन टूल आ जाने से विविध मीडिया माध्यमों में प्रचार होने लगा। इन परिस्थितियों ने हिन्दी चिट्ठाकारों के विकास में अपूर्व योगदान दिया। ब्लॉग सार्वजनिक हित का सशक्त माध्यम बनकर उभरेगा, आशा हम करते हैं। चिट्ठाकारी की यह विधा भारत में तेजी से लोक हो रही है। वर्तमान में हिन्दी चिट्ठों का दायरा विश्व पटल के काफी हिस्से में फैल चुका है। हिन्दी के चिट्ठाकार प्रमुखतः भारत के अलावा से राज्य अमरीका, कनाडा, जर्मनी, इटली, फ्रांस, स्विटजरलैंड, आस्ट्रेलिया, ब्रिटेन, कुवैत, सिंगापुर, संयुक्त अरब आदि देशों में है। विश्व में हिन्दी भाषी लोगों की विशाल संख्या और इंटरनेट पर निरंतर बढ़ते प्रभाव को देखते हुए कहा जा सकता है कि हिन्दी चिट्ठा का भविष्य उज्जवल है। स्वदेश का प्रेम और निज भाषा हिन्दी के प्रति अनुराग लोगों को एकसूत्र में बाँधता है तथा इंटरनेट पर हिन्दी को उच्च स्थान दिलाने के लिए स्वप्रेरित भी करता है।

व्हाट्स ऐप में हिन्दी लेखन – वर्तमान समय में वाट्स ऐप सर्वसुलभ उपयोगी माध्यम के रूप में अपनी पैठ जमा चुका है। यह एक प्रकार का त्वरित संदेश भेजने और प्राप्त करने वाला मोबाइल ऐप है। इसमें लोग पाठ्य संदेश के साथ–साथ चित्र, आवाज, वीडियो, पीडीएफ फाईल, फेसबुक, यू–ट्यूब गूगल मीट इत्यादि के उपयोगी लिंक आसानी से एक दूसरे तक प्रेषित कर सकते हैं। ऑडियो और वीडियो आधारित बातचीत की सुविधा भी वाट्स ऐप प्रदान करता है। लोग आपस में व्यक्तिगत, सामाजिक, आर्थिक, राजनैतिक मुद्दों पर चर्चा करते हैं, जो प्रायः स्थानीय भाषाओं पर आधारित होते हैं। वाट्स एप में विभिन्न समूहों का निर्माण करके अपने परिचितों को

इनसे जोड़ा जा सकता है। हिन्दी सहित अनेक भाषाओं में उपलब्ध की–बोर्ड की सहायता से उपयोगकर्ता अपनी भाषा का विकल्प चुन सकता है। वाट्स ऐप के रूप में इस प्रभावशाली सोशल मीडिया में हिन्दी पर्याप्त फल–फूल रही है। मोबाईल पर हिन्दी टाइपिंग की सरलता से हिन्दी लेखन–कौशल धीरे–धीरे निखरता चला जा रहा है।

हिंदी में रोजगारों के अवसर –

- **अध्यापन के क्षेत्र में**
- **पत्रकारिता में रोजगार**
- **हिंदी में अनुवादक**
- **टाइपिंग के क्षेत्र में रोजगार रेडियो के क्षेत्र में**
- **रचनात्मक लेखन में रोजगार**
- **वैश्विक स्तर पर हिंदी में रोजगार**
- **संपादन के क्षेत्र में रोजगार**
- **राजभाषा अधिकारी**
- **अन्य रोजगार के क्षेत्र**

हिंदी अध्यापन के क्षेत्र में, रोजगार हमेशा से ही बेहतरीन विकल्प के रूप में रहता है। प्राथमिक स्तर से लेकर उच्च स्तर तक अध्यापन का रोजगार योग्यता अनुसार प्राप्त किया जा सकता है। सरकारी विद्यालयों एवं महाविद्यालय में या किसी निजी विद्यालय में रोजगार प्राप्त किया जा सकता है स्नातकोत्तर के पश्चात परीक्षा उत्तीर्ण करके उच्च कक्षाओं में रोजगार संभव है, इसके अतिरिक्त हिंदी के स्नातकोत्तर करने के पश्चात राष्ट्रीय परीक्षा नेट पास करके प्रवक्ता के रूप में रोजगार प्राप्त हो सकता ह।

पत्रकारिता में रोजगार

पत्रकारिता का क्षेत्र जितना विस्तृत व्यापक है उतना ही आकर्षक रोचक और चुनौती पूर्ण है आज का युवा कौशल के प्रतिभा के लिए भाषा पर अपनी मजबूत पकड़ बना ले तो वह निश्चय ही सफल पत्रकार बन सकता है जैसा की अनेक विश्वविद्यालय में पत्रकारिता में कोर्स करवाए जा रहे हैं भारत जैसे विशाल हिंदी भाषी राष्ट्र में ज्यादातर समाचार पत्र पत्रिकाएं समाचार चेनल हिंदी भाषा के हैं। इसके द्वारा अनुभव ज्ञानार्जन वाणी की प्रकृति के कारण समाचार वाचन के रूप में भी रोजगार की प्राप्ति संभव है।

हिंदी में अनुवादक–

पत्रकारिता के समान ही अनुवादक का क्षेत्र वर्तमान में ओर सीमित हो गया है वैश्विक स्तर पर आजकल जिस तेजी से हिंदी की मांग बढ़ रही है। अनेक राजनीतिक संस्थाएं

पर्यटन संस्थाएं देसी विदेशी मीडिया संस्थान और न जाने कितनी ही हिंदी की मन भरी मांग है। आखिरकार अनुवाद ही इस अनुशासन की आधार पर टिका है और आज के संदर्भ में सांस्कृतिक अध्ययन के लिए अनुवाद ने एक महत्वपूर्ण स्थान बना लिया है।

टाइपिंग क्षेत्र में रोजगार–

अंग्रेजी की अपेक्षा हिंदी में कंप्यूटर पर टाइपिंग करने वालों की संख्या काफी कम है। उनकी हिंदी दिनों दिन बढ़ती जा रही है विद्यार्थी कंप्यूटर के सामान्य ज्ञान और अभ्यास द्वारा हिंदी टाइपिंग सीख कर स्वयं का छोटा संस्थान भी खोल सकता है।

रचनात्मक लेखन में रोजगार–

आज का युवा अपनी सृजनात्मक रुचि के अनुसार लेखन के कार्य में भी अपना हुनर बखूबी दिख रहा है वर्तमान वर्तमान में सोशल मीडिया के माध्यम से अपने लेखन के द्वारा भी युवा पैसा कमा सकता है उस किसी साहित्यिक विधा में निपुणता आने पर प्रकाशक आपको अच्छी खासी धनराशि दे सकता है उस के अतिरिक्त भारतीय हिंदी सिनेमा जगत में, टीवी, धारावाहिक फिल्मों के लिए स्क्रिप्ट लिखना गीत लिखना संवाद लिखना इत्यादि लेखन हिंदी में बहुत अच्छे रोजगार के अवसर है।

तकनीकी के क्षेत्र में रोजगार –

आज के आधुनिक युग में इंटरनेट पर हिंदी का प्रयोग दिनों दिन बढ़ता जा रहा है गूगल जैसे सर्च इंजन में हिंदी को विशेष महत्व देना प्रारंभ कर दिया है इंटरनेट से हिंदी की अनेक वेबसाइट और असीमित सुविधा उपलब्ध है यूनिकोड अमेरिका सरकार के साथ–साथ कंप्यूटर किंग कहे जाने वाले बिल गेट्स भी हिंदी के उपयोग में दिलचस्पी दिखा रहे हैं। गूगल के मुख्य अधिकारियों का मानना है कि भविष्य में केवल स्पेनिश ही नहीं बल्कि अंग्रेजी में चीनी भाषा के साथ–साथ हिंदी ही इंटरनेट की प्रमुख भाषा होगी तकनीकी क्षेत्र में रोजगार को बढ़ावा देने के लिए 14 सितंबर २०१६ को राजभाषा विज्ञान भवन नई दिल्ली में की ई– महा शब्दकोश अप एवं ई सरल हिंदी वाक्य कोष का विमोचन किया गया इनसे केंद्र सरकार के कार्मिक हिंदी भाषा का ज्ञान बढ़कर अपना कार्य हिंदी में करने में सक्षम होंगे इस तकनीकी टूल्स का विस्तार व परिष्करण आगे भी निरंतर रहेगा।

अन्य रोजगार के क्षेत्र –

उपरोक्त क्षेत्रों के अलावा रेलवे विभाग, न्यायालय विभाग के लेखा अधिकारी, सरकारी बैंक तथा अन्य सरकारी व निजी संस्थानों में हिंदी भाषा भाषी व्यक्ति रोजगार प्राप्त कर रहे हैं सरकारी संस्थाओं के साथ–साथ निजी संस्थाओं द्वारा विभिन्न क्षेत्रों में रोजगार

संबंधित कोर्स करवाए जाते हैं आवश्यक है कि इस विषय में जागरूकता लाने के लिए स्वयं विद्यार्थी को अपनी भाषा के प्रति समर्पित रहना होगा।

संदर्भ सूची

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स्व रोजगार के अवसर और कौशल संवर्द्धन

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''योगः कर्मसु कौशलम्।''
भगवद् गीता अध्याय 2, श्लोक 50

योग से कर्मो में कुशलता आती है अर्थात कर्मो में कुशलता ही योग है जो व्यक्ति निःस्वार्थ भाव से अपने कार्यों को संगठित और ध्यान युक्त ढंग से करने का प्रयास करे जिससे उसे संतोष, सफलता और आनंद की अनुभूति हो सके, यह कर्मो की कुशलता की श्रेष्ठ स्थिति है।

वर्तमान समय में कौशल संवर्द्धन वह स्थिति है जिसमें कोई व्यक्ति अपनी दक्षता में सुधार करने और भविष्य के लिये स्वंय में पूर्णता लाने के लिए तैयार रहता है। किसी व्यक्ति का कौशल उसकी योजनाओं को सफलतापूर्वक पूर्ण करने की क्षमता निर्धारित करता है।

आज की दुनिया में, सही शिक्षा और प्रशिक्षण की कमी लोगों को अच्छे वेतन वाली नौकरी तक उन्हें पहुॅचने नहीं देती है, जिससे वे स्वंय की उन्नति के अवसरों से वंचित रह जाते है। इसलिए गुणवत्तापूर्ण शिक्षा और प्रशिक्षण प्रदान करना अति आवश्यक है।

भारत में कौशल विकास

भारत में साक्षरता दर लगभग 70% है जो कि कुछ सबसे कम विकसित देशों से भी कम है, और जब रोजगार की बात आती है, तो उनमें से केवल 20% ही रोजगार के योग्य है। साक्षरता केवल शिक्षा तक की सीमित नहीं है, बल्कि कौशल की अवधारणा जिसमें तकनीकी विशेषज्ञता, व्यावसायिक कौशल, हस्तांतरणीय कौशल, डिजिटल कौशल और रोजगार और आजीविका के लिए आवश्यक ज्ञान और क्षमताएॅ शामिल है।

एक सर्वेक्षण के अनुसार, केवल 25% भारतीयों ने ही कौशल विकास कार्यक्रम का अनुभव किया है, और भारत को अधिकाधिक कुशल कार्यबल की आवश्यकता है।

वर्तमान समय में अधिकांश संगठन कुशल कर्मचारियों को ही प्राथमिकता देते है। कुशल कर्मचारी स्वंय के लिए एवं साथ ही संगठन में भी उत्पादकता और कार्य की गुणवत्ता को बढ़ाते है।

विश्व व्यापार संगठन के अनुसार, यदि भारत कौशल विकास और प्रशिक्षण पर ध्यान केंद्रित करता है तो 2035 में सकल घरेलू उत्पाद का स्तर 3% से 5% तक बढ़ सकता है। इस दिशा में समग्र विकास के लिए भारत के युवाओं को प्रशिक्षित और

कुशल बनाकर उनके लिये स्व रोजगार के अवसर उत्पन्न करने के लिए भारत सरकार व अन्य राज्य सरकारें भी प्रयत्नशील है।

कौशल विकास और उद्यमिता मंत्रालय (MSDE) भारत में कौशल संवर्द्धन गतिविधियों को पूर्ण कराने के लिए उत्तरदायी है। इसने राष्ट्रीय कौशल विकास निगम (NSDC) जैसे संगठनों को सहयोग प्रदान किया है, इसका उद्देश्य देश भर में कौशल विकास को बढ़ावा देना जिससे युवाओं के लिये स्व रोजगार के अवसर बढ़े, करना है। साथ ही राष्ट्रीय कौशल विकास एजेंसी (NSDA) भी कौशल विकास करना चाहती है, जो सरकार और निजी क्षेत्र के प्रयासों में समन्वय स्थापित करना चाहती है।

भारत के वर्तमान प्रधानमंत्री माननीय श्री मोदी जी ने 15 जुलाई 2015 को कौशल विकास एवं उद्यमिता मंत्रालय के अंतर्गत कौशल मिशन की शुरुआत की। इस मिशन का उद्देश्य भारतीय युवाओं को बेहतर रोजगार, समाज में सम्मान और व्यावसयिक प्रशिक्षण को प्रमाणिकता प्रदान करना है।

इस अभियान में प्रधानमंत्री कौशल विकास योजना (PMKVY) कौशल ऋण योजना, ग्रामीण भारत कौशल आदि शामिल है। कुछ निजी संगठन जैसे CLR स्किल ट्रेनिंग फाउण्डेशन जैसे निजी संगठन युवाओं को कौशल विकास, तकनीकी कौशल प्रशिक्षण और रोजगार, कमाओ और सीखो, गैर तकनीकी कौशल और साफ्ट स्किल प्रदान करने के लिए सरकार की ''नीम'' योजना के प्रावधानों के तहत काम करते है।

रोजगार को बढ़ावा देने के लिए और राज्य के लोगों के उत्थान के लिए अरुणाचल प्रदेश सरकार ने युवाओं को कौशल विकास और रोजगार का लाभ प्रदान करने के लिए एक 'रोजगार सृजन कार्यक्रम' प्रारंभ किया। मुख्यमंत्री युवा कौशल योजना प्रारंभ की गयी। इसका उद्देश्य पारंपारिक जनजातीय शिल्प व उत्पादों को बाजार प्रदान करना है। दीनदयाल उपाध्याय स्वावलंबन योजना में भी युवाओं के लिए विशेष प्रशिक्षण कार्यक्रम चलाकर उन्हें स्वरोजगार के लिए तैयार करना है। जैसे–निर्माण क्षेत्र, सूचना प्रौद्योगिकी, बागवानी, साहसिक टूर आपरेटर जैसी गतिविधियॉ शामिल है।

प्रधानमंत्री मुद्रा योजना के तहत जरुरतमंद और गरीब युवाओं को उनके कौशल को मजबूत बनाने और स्व रोजगार के लिए ऋण उपलब्ध कराना है। स्व रोजगार के अवसर बढ़ाने के लिए जहॉ भारत सरकार का कौशल विकास और उद्यमिता मंत्रालय सक्रिय है वहीं कर्मचारियों एवं युवाओं को प्रशिक्षित कर निजी क्षेत्र भी उन्हें तैयार कर सकते है।

एक निश्चित कौशल संवर्द्धन कार्यक्रम से कर्मचारी का बेहतर प्रदर्शन होता है वहीं संगठन का विकास भी होता है। एक मजबूत प्रशिक्षित कार्यक्रम जिसमें बेहतर परिणाम कैसे पाये जा सकते है, कैसे युवा स्वंय को अधिक पेशेवर और प्रभावी ढंग से प्रदर्शित कर सकते है उसके लिये तैयार होते है। जब ऐसे कार्यक्रमों से तैयार युवा बाजार में स्व रोजगार के लिए स्टार्ट–अप जैसी योजना प्रारंभ करेंगे तो उन्हें बेहतर परिणाम प्राप्त होंगे।

आज सभी क्षेत्रों में उन्नत तकनीकों विधियों और नवाचारों को अपनाया जा रहा है, कारपोरेट जगत में ऐसे ही युवाओं के लिए बेहतर अवसर पैदा हो रहे है। स्व रोजगार के लिए कई प्रकार की स्किल्स में प्रशिक्षित होना आवश्यक है जैसे टेक्निकल स्किल्स में कम्प्युटर से संबंधित हो सकता है उदाहरण के लिए –

(1) डाटा एन्ट्री ऑपरेटर
(2) डिजिटल मार्केटिंग सर्विसेस
(3) बेसिक कम्प्युटर स्किल्स
(4) ऑनलाईन ग्राफिक डिजाइन इत्यादि

नॉन टेक्निकल स्किल्स

इसमें नाम से ही स्पष्ट है कि स्व रोजगार के लिए काम करने का तरीका सिखाया जाता है जो स्व रोजगार प्रारंभ करने में युवाओं को मदद करता है जैसे वेल्डर, प्लम्बर, इलेक्ट्रिशियन इत्यादि।

स्व रोजगार हेतु आधुनिक वर्तमान समय स्किल डेवलपमेंट का अत्यधिक महत्व है इसलिए भारत सरकार का मंत्रालय और राज्य सरकारों के उद्यमिता मंत्रालय इस दिशा में तेजी से काम कर रहे है, यही नहीं निजी क्षेत्र में कई कंपनियॉ युवाओं को इसके लिए प्रशिक्षित कर रही है। स्वंय युवा भी लाखों के पैकेज छोड़कर स्व रोजगार की दिशा में अपने कौशल को अपनाकर नवीन स्टार्टअप प्रारंभ कर रहे है इन्दौर के दो युवाओं ने लाखों का पैकेज छोड़कर ''क्यारी'' नामक स्टार्टअप प्रारंभ किया जो बहुत सफल रहा। नईदुनिया इंदौर के 16 दिसंबर 2024 के संस्करण में भी बेसिक स्किल्स के साथ साफ्ट स्किल्स के क्षेत्र में विद्यार्थियों को लाखों के पैकेज के प्रोग्राम के लिए इंस्टीट्यूट तैयार कर रहे है। फाइनेंस और मार्केटिंग क्षेत्र में स्व रोजगार की अधिक संभावनाऍ हैं। ट्रेनिंग और प्लेसमेंट ऑफिसर डॉ. सुरेन्द्र मालवीय कहते है फाइनेंशियल और कन्सलटेंट फर्म अच्छे पैकेज दे रहे है। आई.आई.पी.एस. में 21 लाख रुपये तक का पैकेज मिला है।

निष्कर्षतः प्रधानमंत्री युवा योजना और स्किल इंडिया का प्रभाव अब केवल घरेलु बाजार तक सीमित नहीं है बल्कि अंर्तराष्ट्रीय बाजार में भी युवा अपने स्व रोजगार के माध्यम से स्वयं की व भारत की पहचान बनाए यह ध्येय है। राष्ट्र की सफलता युवाओं की सफलता पर निर्भर है। एक कुशल, प्रशिक्षित उत्साही युवा ही स्वंय व राष्ट्र की समृद्धि में योगदान दे सकता है।

संदर्भ :

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2. My Govt. Website.
3. नई दुनिया, समाचार पत्र दिनांक 16 दिसंबर 2024 का आलेख।

कौशल विकास से स्वरोजगार के अवसर की सम्भावनाएं

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परिचय

वर्तमान परिप्रेक्ष में देखा जाये तो भारत विश्व का सबसे युवा आबादी वाला देश हैं। इतनी बढी युवा आबादी को कार्यशील शक्ति में परिवर्तन करने के लिये कौशल विकास योजना एक अच्छा माध्यम हैं, जिससे युवाओ को स्वरोजगार की दिशा में प्रेरित किया जा सकता हैं। नयी शिक्षा नीति के अन्तर्गत महाविद्यालय स्तर पर अनेक नये डेवलपमेंट प्रोग्राम चलायें जा रहें हैं, जिसके माध्यम से युवाओ की रूचि अपने स्वयं के स्टार्ट–अप में बढ सके। वर्तमान समय में शासकिय सेवा से देश के प्रत्येक युवा को रोजगार देना एक बडी चुनोती हैं, एक मात्र यही रोजगार का अवसर मान कर एक ही दिशा में कार्य करने से बेहतर कार्यशील युवा जनसंख्या को देश खो सकता हैं जिससे देश को आर्थिक व सामाजिक दोनो प्रकार का नुकसान झेलना पड सकता हैं जो इतनी बडी अबादी वाले भारत देश के लिये एक बडी समस्या एवं चुनौती से कम नहीं, कौशल विकास प्रोग्राम ही एक ऐसा माध्यम है जिससे इस समस्या का समाधान किया जा सकता हैं। कौशल विकास से स्वरोजगार के लिये अनेक अवसरो की सम्भावना देखी जा रही हैं। देश में कौशल विकास योजना 16 जुलाई 2015 से प्रारम्भ की गई तथा 2020 तक 1 करोड़ युवाओं को प्रशिक्षण देने की योजना बनाई गई थी जिसे युथ टनिंग प्रोग्राम के नाम से भी जाना जाता हैं। कौशल विकास एवं उद्यमिता मंत्रालय एम एस डी ई भारत सरकार द्वारा महिलाओ को कौशल विकास के लिये प्रशिक्षण दिया जाता हैं इन योजनाओं में कुछ इस प्रकार है–

1. प्रधानमंत्री कौशल विकास योजना
2. जन शिक्षण संस्थान
3. राष्ट्रीय प्रशिक्षुता संवर्धन योजना
4. शिल्पकार प्रशिक्षण योजना

पी.एम.के.वी.वाई. में महिलाओं की भागीदारी बढ़ाने के लिये उन्हे भोजन, आवास और परिवहन की सुविधा के लिये धन राशि भी दी जाती है। जून 2024 तक प्रशिक्षण होने वाले अभ्यर्थिओ में महिलाओ कि भागीदारी लगभग 36.59 प्रतिशत रही हैं। कौशल विकास पुरूष व महिला दोनों के लिए सहायक बन रहा हैं।

कौशल विकास का अर्थ

कौशल विकास कोई ऐसा कार्य जिसमें व्यक्ति कुशल और प्रभावी हो अर्थात कौशल का अर्थ अपनी कला या कार्य मे निपूर्णता हासिल करना हैं। यह तीन प्रकार कि हो

सकती है–कार्यात्मक, स्व–प्रबंधन और विशेष ज्ञान कौशल आदि। कौशल विकास के माध्यम से विभिन्न क्षेत्रों में प्रशिक्षण प्रदान किया जा रहा है जैसे–आईटी, निर्मान, स्वास्थ्य देखभाल, ईलेक्ट्रॉनिक्स, ऑटोमोबाईल, रिटेल और कृषि आदि अन्य क्षेत्रों को शामिल किया गया है ताकि युवाओं में कौयश विकास कर प्रत्येक क्षेत्र में स्वरोजगार की संभावनाओं को बढ़ाया जा सके। कौशल विकास का मुख्य उद्दैश्य देश की युवाओं की शक्ति को सही दिशा में लगाकर देश का आर्थिक विकास करना जिससे देश को विकसित बनाया जा सके और यह तब संभव है जब देश के युवाओ को उनकी योग्यता के अनुसार अवसर प्रदान कियें जाए जिससे वह अपने हुनर का सही दिशा में प्रयोग कर सके।

कौशल विकास का महत्व

कौशल विकास और स्वरोजगाार एक दुसरे पुरक हैं कौशल विकास को विकसित करने पर स्वरोजगार के अवसर प्राप्त होते हैं। कौशल विकास के विभिन्न कार्यक्रमों द्वारा घर बैठे रोजगार प्राप्त करने कि अपार संभावनाओं का समावेश प्रदान करता हैं साथ ही कौशल विकास के माध्यम से न्यू स्टार्टअप प्रारम्भ करने का एक अच्छा तरिका है जिससे युवा अपनी योग्यतानुसार एक नया रोजगार प्रारम्भ कर सकता हैं। कौशल विकास के माध्यम से युवा अपनी रूचि से विकासात्मक परियोजना पर कार्य कर रोजगार के बड़े आयामों के माध्यम से अनेक युवाओं को रोजगाार प्रदान कर सकता हैं।

कौशल विकास को भूमिका

देश में युवाओं के कौशल में वृध्दि कर उन्हे रोजगार उन्मुख बनाना व युवाओं के रोजगार क्षमता में वृध्दि करना कौशल विकास की महत्वपूर्ण भूमिका रही हैं। कौशल विकास ट्रेनिंग के माध्यम से युवाओं को बेहतर प्रशिक्षण प्रदान किया जा रहा हैं जिससे उन्हे रोजगार के बेहतर अवसर प्राप्त हो सके। कौसल विकास योजना के माध्यम से युवा शक्ति को वर्तमान परिस्थिति एवं योग्यता के अनुरूप कौशल प्रदान किया जा रहा हैं साथ ही, महाविद्यालय और अन्य संस्थाओं के माध्यम से युवाओं को प्रशिक्षित कर स्वयं का रोजगार स्थापित करने पर बल दिया जा रहा हैं। कौशल विकास प्रोग्राम एक ऐसा माध्यम है जिससे कम शिक्षित युवा भी कला व तकनिकी के क्षेत्र में ज्ञान अर्जित कर स्वयं के एवं देश के आर्थिक विकास में भागिदार बन रहा हैं।

रोजगार की संभावनाएं :–

आज देश विश्व की दूसरी सबसे बड़ी आबादी होने के साथ ही सबसे ज्यादा युवा आबादी भी यही पर निवास करता हैं तो इस कारण यह आवश्यक हो जाता है कि इतनी बड़ी युवा आबादी को सही दिशा में लगाया जायें। कौशल विकास ही वह माध्यम है जिसके द्वारा युवाओ को स्किल्ड प्रदान कर उन्हें स्वरोजगार हेतु उन्मुख

किया जा सकता है। कौशल विकास योजना द्वारा शासन और गैर सरकारी संगठनो के द्वारा अनेक कौशल विकास ट्रेनिंग सेन्टर खोले गए जिसके माध्यम से लाखो युवाओ को कौशल प्रदान किया जा रहा है। कौशल प्राप्त युवाओं को उनकी योग्यता के अनुरूप उन्हे ट्रेनिंग सेन्टर द्वारा रोजगार दिया जाता हैं, जिससे युवाओं में बेरोजगारी की समस्या का कुछ सीमा तक समाधान किया जा रहा हैं। इसके साथ ही महाविद्यालयों में नई शिक्षा नीति के माध्यम कई डेवलपमेंट प्रोग्राम चलाये जा रहें है ताकि क्षात्रों द्वारा अपने हुनर को तराशा जा सके और यही हुनर आगे चल कर उन्हे अपना स्टार्टअप की शुरूआत करने में मदद करेगा।

चुनौतिया :–

- कौशल विकास योजना पर करोड़ो रूपये शासन द्वारा खर्च किये जा रहे है किंतु उसका उतना सही दिशा में धरातल स्तर पर प्रयोग न हो पाना एक बढ़ी चुनौती हैं।
- कौशल विकास योजना को डेवलपमेंट प्रोग्राम के साथ शिक्षा से जोड़ना एक बड़ी चुनौती हैं।
- कौशल विकास योजना में कुछ चुनिंदा स्किल्ड को ही शामिल किया जाता हैं किन्तु कुछ ऐसी भी विशेष स्किल्ड होती है जिनको यदि शामिल किया जाये तो देश को विश्व स्तर अलग पहचान मिल सकती है जैसे – पारम्परिक परिधान, संस्कृति तथा कला में पारंगत जनजातिय लोगो का कौशल, इन कलाओ को उभारना और आगे लाना एक बड़ी चुनौती हैं।

निष्कर्ष :–

कौशल विकास योजना युवा बेरोजगारो को विभिन्न क्षेत्रो मे योग्यता प्रदान कर रोजगार देने की एक पहल हैं। कौशल विकास द्वारा बड़े स्तर पर रोजगार का सृजन किया जा रहा हैं कौशल विकास के माध्यम से स्वरोजगार को बड़ावा मिल रहा हैं जिससे देश विकास की ओर अग्रसर हो रहा हैं युवाओ में स्टार्टअप की ओर रूचि बड़ी हैं जिससे लघु उद्योग का विकास हो रहा हैं जब छोटे उद्योगो को बड़ावा मिलता है तो अधिक मात्रा में रोजगार का सृजन होता है।

''लाल मिर्च व्यवसाय में स्वरोजगार के अवसरो का विश्लेषणात्मक अध्ययन''
खरगोन जिले के विशेष संदर्भ में

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सारांश – यह रिसर्च पेपर न केवल व्यापारी वर्ग ही लाभान्वित होगा, बल्कि किसान वर्ग को भी लाभ होगा। असंख्य श्रमिकों एवं मजदूरों को लाल मिर्च के व्यवसाय के कारण रोजगार के साधन उपलब्ध होंगे व सरकार को करों के रूप में राशि प्राप्त होगी एवं अनेक उद्योग धंधों जैसे किराना व्यवसाय, मोबाईल, होटल व्यवस्था, यातायात व्यवसाय भी लाभांवित होगा। लाल मिर्च व्यवसाय के कारण ट्रांसपोर्ट व्यवसाय को रोजगार के अवसर उपलब्ध होंगे। लाल मिर्च व्यवसाय के कारण बारदान व्यापारी, तिरपाल व्यापारी, तोलावटी एवं हम्माल को भी रोजगार के अवसर उपलब्ध होंगे।

1. प्रस्तावना

आदिवासी बहुल इस जिले में किसानों की कृषि के क्षेत्र में पहली पसंद कपास उपज रही है। परंपरागत तरीकों से आधुनिक तरीके अपनाते हुए कपास उत्पादन को अधिकाधिक लेने का प्रयास किया। विगत कुछ वर्षों में उत्पादन बढ़ने में उच्च गुणवत्ता युक्त बीज के साथ कृषि करने के ढंग में परिवर्तन प्रमुख कारण हैं। यही वजह है कि कपास का कृषि रकबा बढ़ा। मंडियों में आवक बढ़ी, दाम बढ़े, देखते ही देखते अंतर्राष्ट्रीय बाजारों में निमाड़ का ढंका बजा, यह सुर्खियों में है। इस उत्पाद में इतना सब होने के बावजूद किसानों का रूख उद्यानिकी के क्षेत्र में भी गया।

यहाँ की भौगोलिक परिस्थिति, तापमान और भूमि उर्वरता ने मिर्च फसल को नई पहचान देना शुरू की। देखते ही देखते उद्यानिकी क्षेत्रों से जुड़े विशेषज्ञों, वैज्ञानिकों ने इस दिशा में रूचि ली, शासन–प्रशासन ने भी नई–नई योजनाओं के क्रियान्वयन से किसानों का ध्यान इस कृषि की ओर खींचा।

2. शोध के उद्देश्यः–

बिना उददेश्य के कोई भी कार्य सफल नहीं होता है। उद्देश्य के अभाव में किया गया व्यवस्थित प्रयास भी दिशाहीन हो जाता है।

1. कृषि उपज, मिर्च के मूल्य निर्धारण के तरीके एवं लागत लाभ मात्रा का विश्लेषण करना।

2. लाल मिर्च व्यवसाय से व्यापारियों एवं किसानों की आर्थिक स्थिति में व्यवसाय के सकारात्मक एवं नकारात्मक प्रभाव का अध्ययन करना। एवं स्वरोजगार के अवसरो का अध्ययन करना।

3.शोध प्रविधि :–

प्रस्तुत रिसर्च पेपर प्राथमिक एवं द्वितियक समंको पर आधारित है।

प्राथमिक समंकः–

खरगोन जिले में मिर्च के 50 व्यापारी लाइसेन्सधारी है। अतः इन समस्त व्यापारी से जानकारी प्राप्त न करके 20 प्रतिशत व्यापारी से ही जानकारी प्राप्त की गई है। एवं कुल 400 काश्तकारों से जानकारियाँ एकत्रित की गई। क्योंकि काश्तकार कम पढ़े लिखे होते हैं। अतः प्रश्नावली का निर्माण किया गया और शोद्यार्थी द्वारा अपने व्यक्तिगत चर्चा करके जानकारियाँ प्राप्त की गई।

प्रत्यक्ष व्यक्तिगत अनुसंधान रीति के अंतर्गत किसानों एवं व्यापारियों से प्रत्यक्ष रूप से संपर्क स्थापित कर उत्पादन एवं क्रय – विक्रय मूल्य के समंक एकत्रित किये गये हैं।

1. 400 किसानों एवं 100 व्यापारियों से प्रश्नावली भरवाकर जानकारी प्राप्त की गई है।

आशातीत परिणाम

वैज्ञानिकों, शासन और किसानों के आपसी समन्वय, मार्गदर्शन के कारण ही कुछ वर्षों में ही आशातीत परिणाम देखने को मिल रहे हैं। प्रारंभ में केवल जिले के बैड़िया और आसपास के क्षेत्र में ही मिर्च की बुआई एक सीमित भूमि रकबे में की जाती रही, परंतु वर्तमान में रकबा बढ़ने के साथ क्षेत्र बढ़ा। किसानों की संख्या भी बढ़ी। इन किसानों में दलित गरीब आदिवासी किसान भी शामिल हुए। सही मार्गदर्शन, कड़ी मेहनत की बदौलत कपास की तर्ज पर मिर्च के क्षेत्र में भी इस जिले में रिकॉर्ड उत्पादन किया।

देश में अव्वल

अभी तक मिर्च के क्षेत्र में हमारे देश में आंध्रप्रदेश के गुंटूर का नाम रहा, पंरतु गत दो वर्षों में यहाँ के मिर्च उत्पादन के आंकड़ों और कारोबार ने देश में अव्वल स्थान पा लिया। वर्तमान में बैड़िया के अलावा खरगोन मंडी में मिर्च का बड़ा कारोबार होता है। यहाँ प्रदेश के कई शहरों के अलावा उत्तरप्रदेश, हरियाणा, राजस्थान एवं दिल्ली के कारोबारी आकर अपना कारोबार करते हैं।

जैविक मिर्च और निर्यात की दहलीज

मिर्च उत्पादन और आशातीत परिणामों की ओर न केवल शासन, वैज्ञानिकों बल्कि अतंर्राष्ट्रीय बाजार का भी ध्यान गया। निर्यात मापदंडों के अनुसार अंतर्राष्ट्रीय मसाला बोर्ड, केंद्रीय मसाला बोर्ड, म.प्र. शासन एवं नॉर कंपनी नईदिल्ली ने संयुक्त रूप से इस जिले को जैविक पद्धति से खेती अपनाकर मिर्च उत्पादन को चुना। यही नहीं इस प्रक्रिया में स्थानीय उद्यानिकी विभाग के सुझाव पर ठेठ आदिवासी क्षेत्र झिरन्या को चिन्हित किया। वर्तमान में यहाँ के आदिवासी किसानों के माध्यम से ही इसकी कृषि की शुरूआत की गई है। यह खेती अत्याधुनिक सुविधाओं और मापदंडों द्वारा की जा रही है। उम्मीद की जा रही है कि शीघ्र ही यहाँ उत्पादित मिर्च यूरोप और अमेरिका के लोगों को नया स्वाद देगी।

:: फैक्ट फाइल ::

उद्यानिकी फसलें	:	मिर्च, पपीता, अनार, आंवला, शिमला मिर्च, टमाटर
मिर्च कुल रकबा	:	28 हजार हैक्टेयर
मिर्च के क्षेत्र मंडी	:	खरगोन व बैड़िया, बड़वाह, सनावद
निर्यात संभावना	:	यूरोप व अमेरिका, यूपी, जम्मू कश्मीर, बिहार, राजस्थान, महाराष्ट्र, नागपुर, आंध्रप्रदेश, दिल्ली, पश्चिम बंगाल आदि।

आदिवासी बहुल खरगोन जिले में यहाँ का किसान वर्षों तक परंपरागत खेती करता रहा। हालांकि कुछ वर्षों से यहाँ के किसानों ने आधुनिक पद्धति के साथ कृषि व्यवस्थाओं को अपनाने की हिम्मत जुटाई है। विगत 5 वर्षों में यहाँ के किसान ने उद्यानिकी अंतर्गत मिर्च की फसल उत्पादन की ओर अपना रूख किया है। सकारात्मक परिणामों का नतीजा यह रहा कि किसान अपनी उपज की कीमत समझने लगे हैं। किसान मंडियों व बाजार की ओर आने लगे। मोल–भाव करने लगे। इस प्रक्रिया में मंडियों में चहल पहल बढ़ी। अब स्थानीय व्यापारियों पर से निर्भरता कम हुई है। प्रतिस्पर्धा का बाजार बढ़ा है। विभिन्न इलाकों से व्यापारी पहुँचने लगे। नतीजा किसानों को प्रत्यक्ष–अप्रत्यक्ष आर्थिक लाभ मिलता दिखाई दे रहा है। किसानों की समृद्धता का पर्याप्त समृद्ध कारोबार में परिलक्षित दिखाई देता है। यह प्रदेश के विकास में प्रमुख कड़ी मानी जा सकती है।

गत 5 वर्षों पूर्व के कृषि, किसान और उसकी आय के साथ कारोबार के आँकड़ों पर नजर डाली जाए तो साफ दिखाई देता है कि किसान की माली हालत ठीक नहीं रही, जबकि गत दो वर्षों में बदली हुई तकनीक ने किसानों तथा कृषि को नया जीवनदान दिया। बाजार–कारोबार में रौनक तुलनात्मक रूप से बढ़ी।

किसानों की कृषि को नई दिशा दिखाने के साथ जिले के कारोबार को अंतर्राष्ट्रीय ऊँचाई दे सकते है।

4. उपसंहारः–

यह रिसर्च पेपर न केवल शोधार्थी लाभाविन्त होगा, बल्कि यह रिसर्च पेपर नवीन शोधार्थी के लिए मार्गदर्शन का कार्य करेगी। इस अध्ययन से किसान, व्यापारी एवं श्रमिक भी लाभांवित होंगे एवं सरकार को करों के रूप में राशि प्राप्त होगी।

यह रिसर्च पेपर लाल मिर्च व्यापारियों से संबंधित संस्था, संस्था से प्रत्यक्ष व अप्रत्यक्ष रूप से जुड़े व सरकार सभी के लिये महत्वपूर्ण है। प्रस्तुत रिसर्च पेपर से लाल मिर्च व्यापारी को अपनी आर्थिक एवं वित्तीय स्थिति, लाभार्जन क्षमता आदि के सबंध में जानकारी प्राप्त होने के साथ – साथ उनमें सुधार हेतु महत्वपूर्ण सुझाव भी ज्ञात होंगे, जिससे संस्थाएँ अपनी कमियों का दूर कर आर्थिक एवं वित्तीय स्थिति व लाभार्जन क्षमता में सुधार व वृद्धि कर सकेगी।

सरकार को भी लाल मिर्च व्यापारियों की आर्थिक एवं वित्तीय स्थिति, लाभार्जन, प्रतियोगी स्थिति व उद्देश्यों की पूर्ति के सबंध में जानकारी प्राप्त हो सकेगी। यह रिसर्च पेपर प्रबंध से संस्था से प्रत्यक्ष व अप्रत्यक्ष रूप से जुड़े पक्ष जैसे–अंशधारी, लेनदार, ऋणदाता, विनियोक्ता, किसान, कर्मचारी, श्रमिक, व्यापारी आदि सभी लाभान्वित होंगे।

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SKILL DEVELOPMENT IN INDIA

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Abstract - Skill development refers to identifying the skill gap in a person and ensuring that he or she develops these skills. Skills determine the ability to achieve goals and execute better plans. Keeping this in mind, the Government of India introduced the initiative of 'Skill India' in 2015. The main objective was to train over 40 crore Indians in various industry-related jobs. Their vision was clear – to have an empowered workforce by 2022. However, they also could not ignore the various challenges of skill development in India. That is why the outcome is not commensurate with the required growth.

The Government of India introduced 'Skill India' to open various schemes and training courses for the unemployed youth. The mission is to cater to the skill development of the youth in the country through a result-oriented framework. The latter is designed so that it corresponds to the needs of the industry. The best part about Skill India is that it is digitised and allows the youth to enrol either as a trainer or as a candidate.

COMPONENTS OF SKILL INDIA'S PMKVY

The main skill development scheme under Skill India is "Pradhan Mantri Kaushal Vikas Yojana" (PMKVY). Its main objective is to encourage youth to take up training for a better livelihood. To be precise, it makes them understand the importance of skill development in India. The government covers all the training fees and assessments for this program, and individuals with prior expertise get certificates.

Given below are the main components of PMKVY.

- **Short-term training**

The unemployed youth and college or school dropouts are trained under this module. They are empowered as per the National Skills Qualification Framework.

- **Kaushal and Rozgar Mela**

This module prompts active participation to foster accountability and transparency.

Recognition of prior learning

Individuals with prior experience access Bridge courses and cater to their knowledge gaps. They also get certificates related to their experience.

- **Special projects**

This scheme covers the training programs that deviate from the standard framework.

- **Monitoring guidelines**

This scheme ensures proper monitoring of every centre to maintain the quality of skill development.

- **Placement guidelines**

This scheme follows strict rules for placement to ensure that the skilled workforce is guided to the right industry in the market.

OBJECTIVES OF SKILL INDIA

We will be discussing the significant objectives of Skill India below.

- To create a workforce empowered with skills, knowledge, and qualifications.
- To help the youth gain access to decent employment opportunities.
- To ensure the country's competitiveness in the dynamic global market.

- To increase the employability and productivity of the workforce in organised and unorganised sectors.

LIST OF SKILL INDIA COURSES

- The Skill India courses are broadly divided into four major categories.
- Management and development programs
- Training of the trainers
- Entrepreneurship development programs
- Skill development programs
- Others (Strategies for MSMEs, promotion of micro-enterprises, etc.)

SCHEMES UNDER INDIA'S SKILL DEVELOPMENT PROGRAM

The Government of India has launched the following schemes under the skill development program.

- Pradhan Mantri Kaushal Vikas Yojana (PMKVY)
- UDAAN
- Polytechnic Schemes
- Standard Training Assessment and Reward Scheme
- Vocalisation of Education

BENEFITS OF SKILL IN INDIA

The Indian youth can access better-paying jobs and get a chance to experience a higher standard of living. Moreover, every sector of the Indian economy will experience economic growth with proper development at the grassroots level. A better-trained workforce will help boost the country's economic growth in the future.

VARIOUS CHALLENGES OF SKILL DEVELOPMENT IN INDIA

Skill India faces multiple challenges, keeping in view the current policy framework and infrastructure. We will be discussing the various challenges of skill development in India below.

- **Insufficient capacity**

The current infrastructure facilities available in institutes all over the country are not adequate in proportion to the massive demand for skilled labour. Moreover, there is a lack of highly skilled trainers who can train the workforce.

- **Mobilisation**

The Indian people's outlook regarding skill development programs is still very traditional. One of the most challenging tasks is enrolling students in vocational training and education in institutes.

- **Scalability**

There is a limited buy-in from the private sector for the Skill India model. In short, it does not get much support from any stakeholders in the country.

- **Mismatch of skills**

There comes a situation when the skill sets provided by the institutes do not suit the requirements of the employers. As a result, even though the youth are skill trained, they do not get employed.

These are some disadvantages of Skill India that the government needs to cater to in the coming times. They need to motivate and train the faculty to take up higher responsibilities. Moreover, private stakeholders take initiatives to invest in the programs of Skill India. Lastly, it is essential to incorporate industry professionals also in the scheme design of the skill development curriculum.

CONCLUSION:

The government of India has considered skill development one of the most critical aspects of the country's overall development. Despite the various challenges of skill development in India, the government has worked towards restructuring the policies and initiatives. This is to ensure that the targeted youth are trained with all the necessary skills to get employment in various industries. India's huge demographic dividend enables a high scope for a skilled workforce in the labour market.

However, it needs a coordinated effort from the government, stakeholders, industries, educational institutes, students, trainees, jobseekers, etc. In short, Skill India needs encouragement from every sector to fulfil the aim that it was introduced.

EDUCATION AND SKILLS DEVELOPMENT: ENHANCING EMPLOYABILITY IN INDIA

Prof. Anil Kumar Jain. Dr. Sona Sankte

Abstract - Education and skills development are critical components for improving employability in India, where the demand for skilled workers is on the rise. This research paper examines the role of education and skills development in enhancing employability in India. It looks at the current state of education and skills development in the country and the challenges that need to be addressed. The paper also explores the various initiatives the government and other organizations took to improve the quality of education and skill development programs. Furthermore, it highlights the importance of continuous learning and upskilling in today's fast-changing job market

INTRODUCTION

India is the world's second-most populous country and is currently experiencing a demographic dividend, where a large proportion of the population is of working age. The country is expected to have the world's largest workforce by 2027, with a median age of 29 years. However, the employability of the workforce remains a significant challenge due to the skill gaps and inadequacies in the education system. In this research paper, we explore the role of education and skills development in enhancing employability in India.

India has made significant progress in the field of education over the last few decades. The country has witnessed a significant increase in the number of educational institutions, teachers, and students. The government has also taken several initiatives to improve the quality of education and skill development in the country. However, despite these efforts, there are still several challenges that India faces in the field of education and skills development. In this article, we will examine the current state of education and skills development in India and the challenges that the country needs to address to enhance the quality of education and skills development

PRIMARY AND SECONDARY EDUCATION IN INDIA

The primary and secondary education system in India faces several challenges, including poor infrastructure, inadequate funding, and a shortage of trained teachers. According to a report by the World Bank, India's education system suffers from a lack of accountability, low levels of learning outcomes, and poor quality of education.

The Gross Enrolment Ratio (GER) in primary education in India is over 100%, indicating that more children are enrolled in schools than the age-appropriate population. However, the GER in secondary education is only around 77%, indicating that many students drop out after completing primary education.

The quality of education is also a concern in India, with many schools lacking basic facilities such as clean drinking water, toilets, and libraries. Additionally, the curriculum is outdated, and rote learning is prevalent. The lack of practical and vocational education limits students' employability, contributing to the country's unemployment rate.

- **Tertiary Education in India**

Tertiary education in India has grown significantly over the years, with the country having over 1000 universities and 50,000 colleges. However, the quality of education remains a challenge, with many universities and colleges lacking the necessary infrastructure, faculty, and resources.

The employability of graduates is also a concern, with many students lacking the necessary skills to meet industry demands. Additionally, the focus on academic qualifications over practical skills limits students' ability to innovate and adapt to changing work environments. Education in India has made significant progress over the last few decades. The country has achieved near-universal enrolment in primary education, and the literacy rate has increased for cent percent in

1951 to over 74 percent in 2011. However, the quality of education is still a concern have limited access to higher education many.

Skills development is also a significant challenge in India. While there is a vast pool of talent, the employability of the workforce remains low due to a lack of skills relevant to the job market. The skills gap is particularly evident in industries such as manufacturing, healthcare, and engineering, where the demand for skilled workers is high. Skills development is critical for the economic development of a country. It enables individuals to acquire the necessary skills and knowledge to succeed in the job market and contribute to the growth of the economy. India has recognized the importance of skills development and has taken several initiatives to promote skill development in the country.

The government has launched several schemes and initiatives to promote skill development, such as the Skill India Mission. The mission aims to provide vocational training and skill development to millions of youth in the country. India has made significant efforts to improve skills development in recent years, with several initiatives aimed at bridging the skills gap. The National Skill Development Corporation (NSDC) was established in 2009 to promote skills development in various sectors, including manufacturing, construction, and healthcare.

RELATED WORK

(Tiwari & Malati, 2020) Skill-based, industry-oriented education can help students bridge skill gaps and increase their job options. In this backdrop, the Government of India has launched a slew of initiatives to boost technical vocational education and training. Confirmatory and regression models containing all parameters were evaluated and their importance was examined in the current article. The study discovered that skill improvement had a beneficial influence on employability. It has been claimed that emphasising on vocational education for skill development might help with employment.

(Hussain Ansari, 2018) There is a pressing need to expand possibilities for people to develop their personality, functional aptitude, and consequently economic productivity. Because of restricted access to education, skill training, and massive mismatches in the labour market, India has a severe lack of skilled people. This article examines the present situation of education, skill development, and employment in India, as well as the obstacles facing the skill development system.

(Agrawal & Agrawal, 2017) A significant fraction of formal trainees in the workforce stay jobless, indicating underutilization of human resources. They also investigate the extent to which individuals' training matches their vocational levels, discovering that around two-thirds of trainees are engaged in jobs linked to the field of training. Their findings suggest that vocational education has greater relative returns than regular secondary education.

(Jyoti Deka Bharati Vidyapeeth & Batra, 2016) Manufacturing in India by international and native industries in numerous areas might offer job opportunities. As a result, Indian labour and potential workers must acquire skills and information in order to secure employment. Just 10% of the labour force obtains formal training to meet skill requirements. Yet, just 4.3 million of the 22 million workforces are receiving formal training out of the real industrial training demand.

The Skill India Mission launched in 2015 aims to provide vocational education and training to 400 million people by 2022. The mission includes initiatives such as the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), which provides skill training to youth and incentivizes employers to hire skilled workers.

Despite these initiatives, skills development in India faces several challenges. The skills gap in the country is significant, with many industries struggling to find qualified and skilled workers. The lack of quality vocational education and training institutions limits students' access to relevant skills development programs.

Despite these initiatives, there are still several challenges in the field of skills development in India. One of the significant challenges is the lack of industry-academia collaboration. There is often a mismatch between the skills taught in educational institutions and the skills required by the

industry. This results in a skill gap, where graduates are not adequately prepared for the job market. To address this issue, the government has launched several initiatives to promote industry-academia collaboration, such as the Apprenticeship Act.

Another challenge in the field of skills development is the lack of access to training and development opportunities for marginalized communities. Women, people with disabilities, and people from disadvantaged backgrounds often face significant barriers to accessing training and development opportunities

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कौशल विकास से अवसर और रोजगार पर प्रभाव

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डॉ. दीपाली अम्ब प्रसाद
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कौशल विकास ने भारत में बहुत बड़ी क्रांति ला दी है, कौशल विकाश भारत की अवधारणा में व्यक्ति के कौशल विकसित करना भी है। स्किल इंडिया और ट्रांसफॉर्म इंडिया की अवधारणा नए युग के सर्वश्रेष्ठ कौशल हासिल करने पर केंद्रित है, बाजार की मांग को पूरा करने के लिए उपयुक्त दोनों योजनओं के क्रियान्वयन से रोजगार में वृद्धि हो रही है, विकास कार्यक्रम छात्रों के लिए उपलब्ध हैं और धारणाओं को समझते हैं कौशल विकास कार्यक्रम में प्रवेश लेने वाले छात्रों की अपेक्षाएँ और उनके लिए आयोजीत कार्यक्रमों से उनकी संतुष्टि का स्तर निर्धारित करते है। इस अध्ययन से यह होगा की छात्रों को निर्णय लेने में मदद करें कि कौशल हासिल करने के बाद छात्र नौकरी पाने में सक्षम हैं या नहीं। इस अध्ययन का उद्देश्य कौशल विकास के अवसरों के बीच संबंधों की जांच करना है और छात्रों की रोजगार क्षमता, उन कारकों पर प्रकाश डालना है जो बीच की खाई को पाट सके हैं जिससे शैक्षणिक शिक्षा और व्यावहारिक कार्य आवश्यकताओ को समझा जा सके।

भारत में 2023 तक दुनिया की सबसे बड़ी कामकाजी उम्र वाली आबादी होगी, लेकिन सामान्य छात्रों के लिए लाभकारी रोजगार एक बड़ी चुनौती है। छात्रों की रोजगार क्षमता में सुधार के लिए पाठ्यचर्या समर्थन के साथ एक नई दृष्टि की आवश्यकता है। एनईपी–2020 ने सभी शिक्षा संस्थानों में व्यावसायिक शिक्षा को मुख्यधारा में शिक्षा में चरणबद्ध एकीकरण की बात की है। एनईपी–2020 में परिकल्पना की गई है कि व्यावसायिक पाठ्यक्रम सभी स्नातक डिग्री कार्यक्रमों में नामांकित छात्रों के लिए उपलब्ध होंगे, जिसमें चार वर्षीय बहु–विषयक स्नातक कार्यक्रम भी शामिल हैं।

मुख्य बिंदु: कौशल विकास क्रांति, कौशल भारत, रोजगार, कौशल विकास कार्यक्रम, धारणाएँ और अपेक्षाएँ।

परिचय

विकसित देशों की तुलना में जनसांख्यिकीय लाभ के कारण भारत विश्व में विशिष्ट स्थान पर है जिन देशों की जनसंख्या वृद्धि हो रही है। चीन, यू.एस.ए., पश्चिमी यूरोप, जापान और कई देश दुनिया बढ़ती उम्र की आबादी से जूझ रही है। सामान्य आयु वाला भारत लगभग 29 वर्ष और मध्यम आयु चीन और ओईसीडी देशों से काफी नीचे।

भारत का 65% जनसंख्या 35 वर्ष से कम आयु की है और 70% जनसंख्या कामकाजी आयु की होगी 2025 उच्च जनसंख्या यदि नियोजित, प्रशिक्षित और उत्पादक हो तो आसानी से इसका लाभ उठा सकते है जनसांख्यिकीय लाभांश और सतत विकास को बढ़ावा लेकिन वही उच्च बेरोजगार, अप्रशिक्षित और अनुत्पादक जनसंख्या जनसांख्यिकीय लाभांश को भी जनसांख्यिकीय में बदल सकते हैं।

एचईआई को सॉफ्ट स्किल सहित विभिन्न कौशल में अल्पकालिक प्रमाणपत्र पाठ्यक्रम संचालित करने की अनुमति दी जाएगी। भारत के समृद्ध जनसांख्यिकीय लाभांश की पूरी क्षमता का एहसास करने के लिए, युवा पीढ़ी को विभिन्न व्यवसायों में कौशल से लैस करना आवश्यक है। इसीलिए शिक्षा जगत और उद्योग के बीच मजबूत संबंध होना और भी महत्वपूर्ण हो गया है। उच्च शिक्षा को उद्योग की आवश्यकताओं और काम की दुनिया से जोड़ने में कौशल विकास के लिए अप्रेंटिसशिप या इंटर्नशिप की प्रमुख भूमिका है। इसे देश के लिए उद्योग के लिए उपयुक्त कुशल कार्यबल बनाने के सबसे प्रभावी तरीकों में से एक माना जाता है। यह उद्योग आधारित, अभ्यास–उन्मुख और परिणाम–आधारित शिक्षा भी प्रदान करता है। यूजीसी ने अपरेंटिसशिप/इंटर्नशिप एम्बेडेड डिग्री प्रोग्राम की पेशकश करने के लिए उच्च शिक्षा संस्थानों के लिए पहले ही दिशानिर्देश जारी कर दिए हैं। तकनीकी संस्थानों में इंटर्नशिप के लिए राष्ट्रीय ऑनलाइन प्लेटफॉर्म बनाया गया है, जिस पर 50000 छात्र पहले ही पंजीकरण करा चुके हैं। ये दिशानिर्देश एचईआई को सामान्य स्ट्रीम डिग्री कार्यक्रमों में एक आदर्श बदलाव लाने और पाठ्यक्रम में रोजगार योग्यता समर्थन को शामिल करने में सक्षम बनाएंगे।

दिशानिर्देश एचईआई को कम से कम एक सेमेस्टर अप्रेंटिसशिप/इंटर्नशिप को यूजी डिग्री प्रोग्राम में शामिल करने का विकल्प प्रदान करेंगे। दिशानिर्देश संस्थानों को वाणिज्यिक या गैर–वाणिज्यिक संगठनों या उद्यमों, कार्यालयों, उद्योग, उद्योग संघों, सेक्टर कौशल परिषदों के परामर्श से इंटर्नशिप/प्रशिक्षुता मूल्यांकन के लिए किसी भी तंत्र का चयन करने की लचीलापन प्रदान करते हैं जहां इंटर्नशिप/प्रशिक्षुता प्रदान करने का प्रस्ताव है। एआईसीटीई ने छात्रों के कौशल, रोजगार के अवसरों को बढ़ाने और उन्हें उद्योग के लिए उपयुक्त कार्यबल में बदलने के लिए एक इंटर्नशिप पोर्टल भी लॉन्च किया है। यह पोर्टल सरकारी क्षेत्र जैसे कि भारत के आवास और शहरी मामलों के मंत्रालय, भारतीय राष्ट्रीय राजमार्ग प्राधिकरण, भारतीय रेलवे, सामाजिक न्याय और अधिकारिता मंत्रालय, मंत्रालय में इंटर्नशिप के अवसरों को एक साथ लाता है। सूक्ष्म, लघु और मध्यम उद्यम (एमएसएमई), कॉर्पोरेट क्षेत्र, गैर–सरकारी संगठन (एनजीओ), स्टार्ट–अप और अनुसंधान संगठन, जिसमें कौशल प्रदान करने के लिए एआईसीटीई की पहल भी शामिल है। तकनीकी शिक्षा में रोजगार क्षमता में वृद्धि प्रदान करेंगे।

अध्ययन के उद्देश्यः–

अध्ययन मुख्य रूप से आयोजित किया गया हैः–

1. भारत में कौशल विकास की वर्तमान स्थिति के बारे में जागरूकता
2. भारत में कौशल विकास में चुनौतियों को समझना
3. कौशल विकास पहल और रोजगार के अवसर का भारत पर प्रभाव

कौशल विकास और रोजगार पर व्यावसायिक शिक्षा से संबंधित विभिन्न पहलुओं पर केंद्रित है, जिनमें शामिल हैंः–

- संस्थान–उद्योग संपर्क स्थापित करने के तरीकों और साधनों का अन्वेषण करें।
- व्यावसायिक शिक्षा को उच्च शिक्षा में एकीकृत करने के लिए विभिन्न मॉडलों का पता लगा सकेंगे।
- अंतर्राष्ट्रीय रोजगार के अवसरों को भुनाने के लिए छात्र गतिशीलता को बढ़ावा देने के लिए व्यवसायों के अंतर्राष्ट्रीय मानक वर्गीकरण (आईएससीओ) के साथ इसे संरेखित करने के लिए राष्ट्रीय कौशल योग्यता फ्रेमवर्क (एनएसक्यूएफ) की समीक्षा करें।

नियोक्ता किस प्रकार प्रशिक्षण प्रदान करते हैं और इसका व्यक्तिगत, संगठनात्मक और उद्योग कौशल विकास पर कैसे प्रभाव पड़ता है। यह प्रशिक्षण और विकास और कर्मचारी टर्नओवर के बीच संबंधों के एक शोध अध्ययन के निष्कर्षों का उपयोग करता है। अध्ययन में तीन प्रशिक्षण और विकास मॉडल उजागर हुए जिनका कर्मचारी कारोबार पर संभावित प्रभाव पड़ा। इन मॉडलों को व्यक्तिगत विकास, टीम विकास और संगठनात्मक विकास का नाम दिया गया। व्यक्तिगत विकास ने उच्च कर्मचारी टर्नओवर में योगदान दिया जब इसे ऐसे कार्य वातावरण में अपनाया गया जिसमें रोजगार–विकास के अवसरों की कमी थी, और जहां कर्मचारियों को अधिक बाहरी नौकरी के विकल्प मिलते थे। यदि अन्य उच्च–प्रदर्शन कार्य प्रथाओं के साथ संयोजन में अपनाया जाता है, या यदि संगठन में नौकरी एम्बेडेड होने का सबूत होता है, तो टीम विकास को कम कर्मचारी टर्नओवर में योगदान देना है।

भारत में कुछ कौशल विकास संस्था इस प्रकार हैं :–

केंद्रीय मंत्रालय देश भर में सभी कौशल विकास प्रयासों के समन्वय, कुशल जनशक्ति की मांग और आपूर्ति के बीच के अंतर को दूर करने, व्यावसायिक और तकनीकी प्रशिक्षण ढांचे का निर्माण, कौशल उन्नयन, नए कौशल का निर्माण और न केवल मौजूदा नौकरियों के लिए बल्कि नवीन सोच के लिए जिम्मेदार है। उन नौकरियों के लिए जो सृजित की जानी हैं।

केंद्रीय मंत्रालय का लक्ष्य कुशल भारत के अपने दृष्टिकोण को प्राप्त करने के लिए बड़े पैमाने पर गति और उच्च मानकों के साथ कौशल प्रदान करना है। इन

पहलों में इसे इसके कार्यात्मक प्रशिक्षण द्वारा सहायता प्रदान की जाती है:– प्रशिक्षण महानिदेशालय (डीजीटी), राष्ट्रीय व्यावसायिक शिक्षा और प्रशिक्षण परिषद (एनसीवीईटी), राष्ट्रीय कौशल विकास निगम (एनएसडीसी), राष्ट्रीय कौशल विकास निधि (एनएसडीएफ) और 37 सेक्टर कौशल परिषदें। (एसएससी) के साथ–साथ 33 राष्ट्रीय कौशल प्रशिक्षण संस्थान (एनएसटीआई/एनएसटीआई (डब्ल्यू), डीजीटी के तहत लगभग 15000 औद्योगिक प्रशिक्षण संस्थान (आईटीआई) और 187 प्रशिक्षण भागीदार पंजीकृत हैं। एनएसडीसी. मंत्रालय का प्रयास कौशल विकास केंद्रों, विश्वविद्यालयों और क्षेत्र में अन्य गठबंधनों के मौजूदा नेटवर्क के साथ काम करने का भी है। इसके अलावा, कौशल विकास प्रयासों के बहु–स्तरीय जुड़ाव और अधिक प्रभावशाली कार्यान्वयन के लिए प्रासंगिक केंद्रीय मंत्रालयों, राज्य सरकारों, अंतर्राष्ट्रीय संगठनों, उद्योग और गैर सरकारी संगठनों के साथ सहयोग शुरू किया जाना है।

भारत में कुछ कौशल विकास कार्यक्रम इस प्रकार हैं :–

- प्रधानमंत्री कौशल विकास योजना (पीएमकेवीवाई) – एक अल्पकालिक प्रशिक्षण योजना
- शिल्पकार प्रशिक्षण योजना (सीटीएस)– एक दीर्घकालिक प्रशिक्षण योजना
- राष्ट्रीय शिक्षुता संवर्धन योजना
- (एनएपीएस)– एक प्रशिक्षुता प्रशिक्षण योजना
- स्कल्प– कौशल भारत मिशन के तहत एक योजना
- उड़ान– कौशल भारत मिशन के तहत एक योजना
- स्टार– कौशल भारत मिशन के तहत एक योजना
- दीन दयाल उपाध्याय ग्रामीण कौशल्य योजना– कौशल भारत मिशन के तहत एक योजना
- रोजगार संवर्धन प्रशिक्षण कार्यक्रम (ईईटीपी)– भारत सरकार की एक योजना
- राष्ट्रीय रोजगार संवर्धन मिशन (एनईईएम)– भारत सरकार की एक योजना
- एआईसीटीई–स्टार्टअप नीति– भारत सरकार की एक योजना
- युवाओं की व्यावसायिक उन्नति के लिए कौशल मूल्यांकन मैट्रिक्स (SAMVAY) – भारत सरकार की एक योजना
- वरुण मित्र (सौर जल पंपिंग तकनीशियन) कार्यक्रम– पीएम–कुसुम (प्रधानमंत्री किसान ऊर्जा सुरक्षा एवं उत्थान महाअभियान)– योजना के तहत एक प्रशिक्षण कार्यक्रम

कौशल विकास प्रशिक्षण कार्यक्रमः–

- एनएसएफडीसी अनुसूचित जाति से संबंधित व्यक्तियों के लिए रोजगार उन्मुख एनएसक्यूएफ अनुरूप कौशल विकास प्रशिक्षण कार्यक्रम प्रायोजित कर रहा है। एसडीटीपी के मामले में, उम्मीदवारों के लिए कोई आय मानदंड नहीं है।
- भारत सरकार के सामाजिक न्याय और अधिकारिता मंत्रालय ने हाशिए पर रहने वाले व्यक्तियों को प्रशिक्षण प्रदान करने के लिए वित्तीय वर्ष 2020–21 से एक केंद्रीय क्षेत्र की योजना, प्रधानमंत्री – दक्ष और कुशलता संपन्न हितग्राही (पीएम–दक्ष) योजना शुरू की है। इसमें अन्य बातों के साथ–साथ 18 से 45 वर्ष की आयु के बीच के अनुसूचित जाति के व्यक्ति भी शामिल हैं।
- पीएम–दक्ष योजना का मुख्य उद्देश्य लक्षित समूहों के कौशल को विकसित करना और उन्हें स्वरोजगार या मजदूरी–रोजगार में रोजगार योग्य बनाना है। इसके अलावा, लक्षित समूह से संबंधित ग्रामीण कारीगर, जो बाजार में बेहतर प्रौद्योगिकियों के आने के कारण हाशिये पर चले गए हैं, को भी प्रशिक्षित किया जाएगा ताकि वे नई प्रक्रिया अपना सकें और बेहतर जीवनयापन के लिए अपनी आय बढ़ा सकें।
- एनएसएफडीसी पीएम–दक्ष योजना की कार्यान्वयन एजेंसियों में से एक है और तदनुसार, एनएसएफडीसी अनुसूचित जाति से संबंधित व्यक्तियों के लिए एनएसक्यूएफ अनुरूप कौशल विकास प्रशिक्षण कार्यक्रमों को प्रायोजित कर रहा है। कौशल विकास प्रशिक्षण कार्यक्रम वर्ष–दर–वर्ष चयनित प्रशिक्षण संस्थानों के माध्यम से कार्यान्वित किए जा रहे हैं।

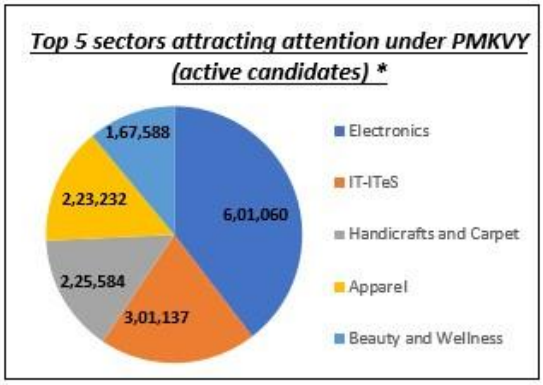
प्रधानमंत्री कौशल विकास योजना (पीएमकेवीवाई) जन शिक्षण संस्थान (जेएसएस) और शिल्पकार प्रशिक्षण योजना (सीटीएस) के तहत नामांकित प्रशिक्षित और प्रमाणित व्यक्तियों की योजना–वार संख्या (2015–16 से 2024–25 तक)

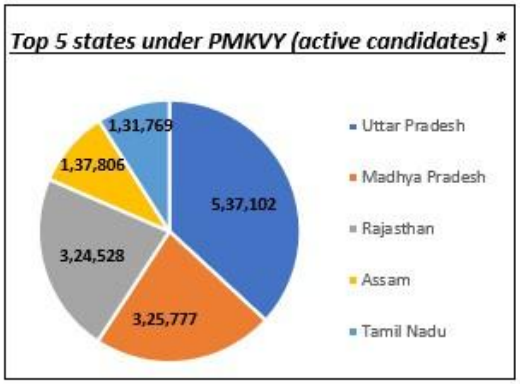
Scheme	Category	Enrolled/Engaged/Admitted	Trained	Certified
PMKVY	PMKVY 1.0	1986016	1986016	1451636
PMKVY	PMKVY 2.0	11484724	11000708	9157547
PMKVY	PMKVY 3.0	794976	737502	509553
PMKVY	PMKVY 4.0	2412673	1087280	469618
PMKVY	Total	16678389	14811506	11588354
JSS	JSS	2667372	2638028	2593642
CTS	CTS	6510956	6255071	4161894

प्रधानमंत्री कौशल विकास योजना (पीएमकेवीवाई 4.0) के तहत एआई नौकरी भूमिकाओं में संबंधित भुगतान के साथ प्रशिक्षित और चालू प्रशिक्षण वाले उम्मीदवारों की राज्य/केंद्र शासित प्रदेश–वार संख्या (30–06–2024 तक)

Sl. No.	State/UT	Trained (In Number)	On-going (In Number)	2023-24 (In Crore)	2024-25 (In Crore)
1	Andhra Pradesh	530	600	0.49	0.32
2	Assam	15	207	0.04	0
3	Bihar	0	710	0	0.11
4	Gujarat	0	262	0.03	0.21
5	Haryana	0	127	0.11	0.38
6	Jammu and Kashmir	600	400	0.27	0.6
7	Karnataka	90	881	0.04	0.13
8	Kerala	30	75	0.08	0.001
9	Madhya Pradesh	140	547	0.13	0.23
10	Maharashtra	445	322	0.16	0.19
11	Odisha	157	535	0.02	0.13
12	Punjab	72	375	0.09	0.02
13	Rajasthan	223	646	0.29	0.28
14	Tamil Nadu	516	890	0.49	0.53
15	Telangana	40	575	0.37	0.25
16	Tripura	0	60	0	0
17	Uttar Pradesh	56	1143	0.32	0.69
18	Uttarakhand	0	554	0.02	0.1
Total	**Total**	**2914**	**8909**	**2.95**	**4.17**

Key Statistics (As of September 18, 2024)		
Particular	**RPL**	**STT and Special Projects**
Enrolled candidates	391,742	2,390,983
Ongoing training	2,363	561,231
Trained candidates	359,065	1,448,065
Assessed candidates	212,998	801,847
Certified candidates	199,969	689,859
Candidates placed	NA	NA
As of September 2024, 13,715 training centres were operational across the country.		
As of September 2024, there are 6,496 training partners.		





Source: https://www.ibef.org/government-schemes/pradhan-mantri-kaushal-vikas-yojanaas of September 18, 2024

कुशल भारत : कार्यबल को सशक्त बनाना –

भारत विश्व की कौशल देश बनने की दिशा में मार्ग प्रशस्त कर रहा है। दुनिया की सबसे युवा आबादी में से एक होने के नाते, भारत देश एक ऐसे कार्यबल के माध्यम से अपने जनसांख्यिकीय लाभांश का एहसास कर सकता है जो रोजगार योग्य कौशल में प्रशिक्षित है और उद्योग के लिए तैयार है। उल्लेखनीय प्रगति हुई है, अंतिम वर्ष और प्री–फाइनल वर्ष के छात्रों का रोजगार योग्य प्रतिशत 2014 में 33.9 से बढ़कर 2024 में 51.3 हो गया है। जैसे–जैसे भारत दुनिया की कौशल राजधानी बनने की दिशा में अपनी यात्रा जारी रख रहा है, विभिन्न महत्वाकांक्षी कार्यक्रम और नीतियां देश को कुशल, रोजगार योग्य और भविष्य के लिए तैयार कार्यबल की ओर ले जा रही हैं।

पीएम–दक्ष योजना के तहत चार प्रकार के कौशल विकास प्रशिक्षण कार्यक्रम हैं:–

- **अप–स्किलिंग / री–स्किलिंगः** – आम तौर पर इसकी अवधि 35 से 60 घंटे तक होती है और 35 दिनों तक का अंतराल होता है।
- **अल्पावधि प्रशिक्षणः** – आम तौर पर राष्ट्रीय व्यावसायिक मानकों (एनओएस) और योग्यता (क्यूपी) में निर्धारित अनुसार, 200 से 300 घंटे और 3 महीने तक की अवधि होती है।
- **उद्यमिता विकास कार्यक्रम (ईडीपी):** – आम तौर पर इसकी अवधि 90 घंटे / 15 दिन तक या ग्रामीण विकास मंत्रालय, भारत सरकार द्वारा निर्धारित की जाती है।
- **दीर्घकालिक प्रशिक्षणः** – आम तौर पर प्रशिक्षण केंद्र के संबंधित बोर्ड / नियामक निकाय द्वारा निर्धारित अनुसार, 650 घंटे / 7 महीने तक की अवधि होती है।

मेक इन इंडिया रोजगार के अवसर पैदा करता हैः –

पिछले दशक में भारत की आर्थिक विकास दर प्रभावशाली रही है, लेकिन फिर भी वह उत्पादन नहीं कर पा रही है योग्य जनसंख्या के लिए रोज़गार के अवसर। मेक इन इंडिया पर फोकस विनिर्माण उद्योग में 100 मिलियन नए रोजगार के अवसर पैदा करना कम हो रहा है। भारत में बेरोजगारी की बढ़ती समस्या। भारत में श्रम शक्ति का लगभग 14 प्रतिशत ही है। औपचारिक नौकरियों में कार्यरत है। स्मार्ट सिटी जैसी पहल के अलावा विकास, कौशल भारत, डिजिटल भारत, स्टार्टअप इंडिया, एफडीआई वृद्धि, राष्ट्रीय निवेश और मैन्युफैक्चरिंग जोन, इंडस्ट्रियल कॉरिडोर का निर्माण न सिर्फ भारत को ग्लोबल मैन्युफैक्चरिंग देश बनाएगा लेकिन यह औद्योगिक विकास के साथ बड़ी संख्या में रोजगार के अवसर भी पैदा करेगा।

भारत में कौशल की वर्तमान स्थिति :–

भारत में कौशल विकाश जनसांख्यिकीय वेबसाइट से आकड़े प्राप्त करने मात्र से वास्तविकता की तुलना में एक कल्पना अधिक लगती है। भारत में कुशल कार्यबल के संदर्भ में गुणवत्ता अंतर अनुमान भी भारत का सामना है। 2025 तक 500 मिलियन कुशल श्रमिकों की मांग है लेकिन भारत अभी भी कुशल श्रमिकों की आपूर्ति से जूझ रहा है। वर्तमान में भारत में कुल कार्यबल का केवल 2% ही कौशल प्रशिक्षण प्राप्त कर पाया है। भारत सरकार के अनुमान के अनुसार 93% श्रमिक एवं श्रमिक रोजगार में असंगठित या अनौपचारिक क्षेत्र संरचित कौशल विकास प्रणाली द्वारा समर्थित नहीं है।

युवाओं को रोजगारपरक कौशल का प्रशिक्षण दिया जा रहा है, जो उन्हें रोजगार प्रदान कर सके वर्तमान शिक्षा प्रणाली के अनुसार रोजगार के अवसर असंगठित क्षेत्र के कर्मचारी इस क्षेत्र के लोग अक्सर काम पर कुशल होते हैं।

निष्कर्ष

निष्कर्षतः भारत सरकार की पहल ने कौशल और रोजगार के अवसरों को बढ़ाने के लिए एक मजबूत नींव रखी है। एक गतिशील, समावेशी और भविष्य के लिए तैयार पारिस्थितिकी तंत्र के निर्माण पर निरंतर ध्यान देने के साथ भारत अपनी मानव पूंजी की क्षमता का दोहन करने, स्थायी आजीविका बनाने और राष्ट्रीय विकास को बढ़ावा देने के लिए अच्छी स्थिति में है।

समग्र प्रभाव में सुधार लाने और अधिक प्रभावी कार्य करने का एक उपकरण कौशल विकास है। वैश्वीकरण और तकनीकी परिवर्तन में आर्थिक विकास और रोजगार सृजन के लिए कठिनाइयाँ और संभावनाएँ दोनों उत्पन्न करती है। उच्च और बेहतर स्तर की योग्यता वाले देशों के लिए वैश्वीकरण की संभावनाओं पर प्रतिक्रिया देना आसान हो जाएगा। जब अपने युवाओं के कौशल विकास को संबोधित करने की बात आती है, तो भारत ने महत्वपूर्ण प्रगति की है। स्किल इंडिया के तत्वावधान में उद्यमिता और कौशल विकास के लिए एक पूर्ण, स्वतंत्र मंत्रालय की स्थापना की गई है। सार्वजनिक–निजी भागीदारी दृष्टिकोण के माध्यम से सरकार निजी कंपनियों को प्रशिक्षण क्षेत्र में आकर्षित कर रही है। राष्ट्रीय कौशल विकास निगम की स्थापना विशेष रूप से इसी कारण से की गई थी। हालाँकि, जैसा कि अधिकांश कौशल विकास कार्यक्रमों के मामले में है, न केवल भारत में बल्कि कई अन्य देशों में कौशल विकास और कैरियर मार्गदर्शन और परामर्श के बीच अभी भी एक कमजोर संबंध है। इस लेख में भारत सरकार की कई कौशल विकास परियोजनाओं के रोजगार पर प्रभाव और उनकी कठिनाइयों की जांच की गई है, साथ ही उस देश में कौशल अंतर की भी जांच की गई है। शोध से पता चला कि नौकरी के अंतर को कम करने में मुख्य बाधाओं में से एक कुशल और प्रशिक्षित श्रमिकों की कमी है। रूढ़िवादी सोच, नौकरी

छोड़ने की अनिच्छा, कम वेतन, मानकीकरण की कमी और गैर–तकनीकी कौशल पर जोर देने की कमी भारत में कौशल अंतर का मूल कारण है, जिसके परिणामस्वरूप कुशल श्रमिक काम से बाहर हो जाते हैं।

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AN ANALYSIS OF INDIAN YOUTH'S EMPLOYABILITY SKILLS

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Abstract - India is a vast country with huge economic potential. It is the youngest country in the world and presents a large base of human resources with an enormous potential for growth. Almost all the people in India are less than 35 years of age. But a general overview of the huge human resource does not give the whole picture. A deeper look reveals that in this technology-driven age, quality is given preference over quantity. Today's job roles are more challenging than the previous ones; they require a person to possess both general skills, commonly known as hard skills and soft skills, along with specialized subject knowledge. Depending on the job requirements, the candidate must be a blend of both these sets of skills. This paper will attempt to highlight the factors influencing Indian youth's employability, along with the skills required for graduates to be employed. The paper will also discuss graduates' perceptions of the skills needed for employability.
Keywords: potential, hard skills, soft skills, employability.

INTRODUCTION

This paper covers employability prospects in India and the skills possessed by Indian youth. According to NSSO data, in 2019, the unemployment rate rose to 6.1 percent-the highest level since 1972. After COVID-19 in 2020, this rose to 7.11 percent, escalating further to 8 percent in 2021. The urban unemployment rate was pegged at 9.1 percent, while the rural unemployment rate was set at 7.5 percent. In short, it provides data that strongly indicates that this country is suffering from a monumental unemployment issue. Yet another high-ranking problem that India is currently facing besides unemployment is poorer employability among the youth. Technological advancements have caused concern for employability among the Indian youth more than ever before. Every day, new technologies are being introduced: automation, AI, cloud computing, robots, machine learning, big data, and so on. The work environment and culture of industries have changed drastically, but many reports state that India's youth is not upgrading their set of skills in a corresponding manner. Due to the introduction of new technologies, youth unemployment has been worsening escalating over the years; poor curricular structure of the education system and youth incapacity are also considered contributing factors.

EMPLOYABILITY SKILLS OVERVIEW

Employability skills are generally thought of as the abilities that enable someone land a job; they are described as performing valuable work, getting compensated for it, and simultaneously learning and developing new skills to gain better opportunities in the future. In addition to academic knowledge, the following skills and attributes are thought to be essential for employability: self-management, teamwork, problem-solving, communication, basic computer and software skills, leadership skills, adaptability skills, learning skills, problem-solving skills, and operational skills. However, employers and graduates have different ideas about what is required for employment. According to UNICEF and the Global Business Coalition for Education, 50% of Indian adolescents are not on the correct path to have the education and skills required for work by 2030, and 54% of South Asians will lack the abilities necessary to get a respectable job by that time. In 2017, there were 6472 engineering-only colleges, if we take it into account. The government was earlier forewarned by the U.N. Rao group in 2003 about the overabundance of engineering students, suggesting that we currently have more than enough engineers. There is a significant problem with having more degrees but poorer quality.

According to a number of reports, young people lack the necessary abilities to get employment. According to a McKinsey assessment from 2005, only 25% of Indian youth were

employable. According to recent reports from Aspiring Minds, 95% of Indian engineers are unsuited for professions involving software, with only 4.7% being able to produce correct, compliant code. Additionally, according to the surveys, only 3 percent of people possess new age skills like cloud computing, data engineering, artificial intelligence, and machine learning, and only 10 to 12 percent have been exposed to these technologies. According to Aspiring Minds reports, employers frequently seek out students' basic knowledge of the subjects taught in colleges and other educational institutions, which is often unavailable to them. These studies contend that the inadequate skill set of Indian youth is the result of inadequate curricula and academic structures, but other studies contend that the education system alone is not to blame. Although a lot of abilities are taught and incorporated in the curriculum, students don't bother to discover how they might be used in real-world situations.

LITERATURE REVIEW

Monalisa Mohapatra, Srikanta Charana Das, B.C.M. Patnaik, IPSEETA Sapaty, and Nehalata Das discuss the importance of ICT in their 2019 paper. This research also provides information that the necessary reforms in education were needed since the reviews of the paper showed a significant gap between what the graduate possesses and what would be required in an organization or industry. Besides the basic and fundamental skills now needed, a person should not only have the basic skills in handling and working in most workplaces but also possess special soft skills that will enable him or her to operate in changing and consistently evolving modern workplace environments. The research reminds policymakers of the continuing reforms that could help graduates bridge the gap between the required skills and actual skills among entry-level candidates in an ever-dynamic business and industry setting in India, which manifests primarily as an assertion that the occupational skills are emphasized more than general or basic skills provided in the universities or institutions. The majority of unemployed young people in India remain without jobs for years, due to lack of skills; hence, educational reforms can help graduates to assess these factors that influence employability. Reforms aimed at improving the employability of the graduates may be suggested, while replacement of the existing system with some that is capable of providing skilled manpower may be requested. The correct skill set that IT lines should possess can be brought into class measurement by qualified personnel, consisting of technical skills, management skills, personal skills to any IT worker. The report states: "They need adequate skills that might be placed into employment, and they should be able to blend into knowledge-based society."

If more employable workers were to help the economy reach its higher heights, the latter would probably become more employable. A 2019 study titled "Review of Strategies for Bridging the Employability Skill Gap in Higher Education" by Yasmeen Bano and S. Vasantha describes the term "skill gap" as "the gap between the skills that the employees have, and what the employers are expecting". According to the report, employers believe that workers are generally unfit for the workspace. The main causes for the rise in employability and skills is technological innovation and digitization. The study recommended the implementations of career development platforms and packages to realize work engagement, as well as changes in the hiring procedures or process. Growth entails filling the talent gap, and, as the paper states, it would bring production, worker retention, professional development, and merchandising improvement. Based on the study of student and employer interaction in the field of environmental sciences, communication between the employers and the higher learning institutions is considered very beneficial to make students marketable.

Various strategies or initiatives have been suggested for closing the employability skill gap and include university-industry linkage, skill-based education, project-based learning, work-based learning (learning via internships and real projects), technology-enabled learning, and faculty upskilling. The Indian government has undertaken a variety of steps toward Skilling India through programs like Skill India and vocational training. While they are good developments toward equipping the youth with the skills necessary for employability, fresh, innovative methods of imparting soft skills have to be oriented towards this end. Such qualitative analysis of data revealed

that at the junior and senior school level, to some extent responsible for the growth of the requisite soft skills, proper capabilities are not in place. Reconstructing the leadership and paying attention to giving faculty training on imparting these skills is one of the solutions. Technical education provides the basis for expanding productivity and economic growth, to develop these skills within an interdisciplinary approach to ensure employability for the students in the job market. In 2017, the "Associated Chambers of Commerce and Industry of India (ASSOCHAM)" stated that only 7% of Indian graduates/met the criteria for employability. This is because the Indian higher education system is ranked the third-largest in the world, asserts Bindu Ann Thomas and Dr. K.V. Unninarayan in their study "A Study On Employability Skills Of Mba Students From The Management Institutes In The State Of Kerala (2018)." Education is meant to impart employable skills aimed at uplifting the economy of the country. This paper talks about the employability of management graduates. Students of modern education times require multi-faceted skills. In light of the willingness to change, given that jobs have gone beyond just planning and execution, they include logical thinking, analytical reasoning, and very importantly, effective communication. The prevailing curriculum focuses almost entirely on hard skills, and thus the development of soft-skill competencies takes a backseat.The curriculum needs to be turned and kept in line with the demands of industry and business. As per a 2014 Confederation of Indian Industry (CII) skill report, the skill gap in all industrial sectors is 75-80%. Only 10% of MBA students are found to be employable according to CII reports. Although MBA student enrollment has seen a four-time increase and with high graduation rates, some employability surveys point towards the decline of employability rates from 25% in the year 2007 to 7% in 2017. An increased supply of skills beyond what the corporate world needs is pervasive and terrible in the sense that a company is hardly able to find one out for the half-loaf job in the class. The unconnectedness between the expectations of the market and the training imparted at the B-schools is one glaring reason why an educated youth still remains jobless and poorly employable; this is perfectly subpar in even the most literate of states in India. Graduates must undergo a combined development of IT and soft-hard skills for being useful to the corporate world. The investigation reflects that an average competency score among students gave an indicator of less than 3.36 on a Likert scale of 1 to 5. In addition, the employability skills gap perceived between recent graduates and freshmen students warrants the need for curriculum amendments and prepared establishments designed for certain skills development for every student. To be brief, a study focused on "A Status Of Employability Skills Among Fresh Engineers In Chhattisgarh," published in 2018 by Chanda Mohan Singh and Ashok Chandra and Sanjay Sharma, has stated that engineering graduates need soft skills apart from hard skills. An investigation by use of a questionnaire revealed that soft skills in which engineering students fell short are, according to employers, among the critically important factors. Employability is understood to be readiness for work, which is described as one's ability to obtain employment, keep that job, and ensure career advancement.

A complex compilation should be viewed as the index of skills applicable to any job they might be qualified for. The study's purposes were to identify employability skills that engineering graduates do not possess, due mainly to the poor employability of Indian graduate engineers to discern and understand skills that set bases to land any career. The findings of the study showed that on technical knowledge, logical reasoning ability, and mathematical application skills enjoyed a poor score among the graduates. Problem-solving, communication, and presentation skills, all less than said abilities, come next on the list. Computer skills, team-player abilities, and information technology skills, though still below par, came in slightly better within the ranks of the aforementioned skills. The study found that one of the reasons for the higher unemployment among graduates was lack of employability. A good understanding of the skill gap and filling it well is required. Ajit Bansal states in his book "A Study On Employability Skills Of Mba Students: Employers And Students Perspective" (2018), about how institutions of higher learning should contribute to the employability of management students. Professional management students face a plethora of formidable challenges like survival in fierce competition, catering to the needs of stakeholders,

producing employable graduates, and forming strong brand equity along the way. Also, management schools should take corrective action to improve the teaching standards as the educational system itself fails to equip students with the employability skills that industries demand. Several studies claim that only 10% of MBA students become employable. The ASOCHAM Education Committee (AEC) focuses on IIM graduates, reporting that only 7% of graduates are employable in India due to lack of necessary skills.

The reason it was attempted to be obtained by a questionnaire was because the mean score of employability skills available among MBA students as seen by industry was 3.59, and the perceived employability skills of MBA students being at 4.00. While the industry mean score for employability attributes of MBA students is 3.59, attributes perceived by MBA students are at 4.25. The study findings established that the main reason for such a gap in perception was that the curriculum offered had become outdated and was not meeting modern-day business requirements. There are skills like problem-solving, communication, interpersonal, integrative and valuing, result-oriented, knowledge of domain, decision-making, leadership, team player, etc. provided as that which is looked into by the employers. Creative teaching methodologies, andragogy, and regular curriculum updating; will provide employment to the students. The researchers may very well conclude that the gap may also be filled by extra development programs for MBA students in addition to the curriculum and pedagogy of MBA courses. Kalvani and Maheshwari in "Gap Analysis And Implications To Develop Employability Skills: A Case Study Of Nec (2015)" provided a case study regarding employability skills found in students at National Engineering College (NEC), Kovilpatti, Tamilnadu. The paper focuses on the globalization of economic progression and the resulting demand for employability skills. It highlights the need for not just educational reforms, but also the updating of its various sub-components. The target group of the study comprised a pool of engineering graduates. The study considered employability or not employment. Institutions would require strategic planning to adjust themselves to a wide range of demographic changes that affected higher education.The employability of graduates from such technical schools has been one criterion for assessing the quality of education. The changing landscape demands that employers find and recruit graduates with essential employability skills that meet today's standards. The skill set employable according to the case study includes technical knowledge, core competencies, effective communication, teamwork and interpersonal skills, positive attitude, self-confidence, managerial abilities, integrity, adaptability, and so forth. Among the most important and least developed skills are teamwork, communication, problem-solving skills, lifelong learning, and social and ethical obligations. There are differences in the perspective of the job and industries by employers and graduates, and there's always hope for closing it through some means of communicating properly to each other along with curriculum changes based on business and industry demands.

RESULTS AND ASSESSMENT

Education needs reform in several segments, and the essays provided indicate that pupils should be educated in a skill-based curriculum. The idea of employability skills among youngsters and graduates must change. There are great differences between employers and graduates' views, and that gulf must be bridged. New age skills as well as general workplace skills-for example, problem solving, teamwork, leadership, and basic computer and software skills-require both academic and personal growth. Students' learning strategies, teaching them analytical information, requires some alteration. There should be an alternate and practical approach. In the current test formats, a student can easily pass a programming language exam while being unable to compose ten lines of accurate code.

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GOVERNMENT INITIATIVES IN PROMOTING SKILL DEVELOPMENT AND ENTREPRENEURSHIP

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Abstract – The responsibility for coordinating skill development initiatives across India lies with the Ministry of Skill Development and Entrepreneurship (MSDE). This ministry aims to bridge the gap between the demand and supply of skilled labor by creating a structured approach to technical and vocational education, enhancing existing skills, and fostering the acquisition of new skills and innovative thinking. In an era characterized by rapid technological advancements and continuous innovation, a forward-looking skill development program is essential to meet the challenges of today's dynamic business environment. MSDE's primary objective is to efficiently and swiftly train a significant number of individuals to realize the Central Government's vision of a "Skilled India." The National Skill Development Corporation (NSDC) plays a pivotal role in supporting MSDE in this endeavor. As a collaborative public-private entity, NSDC provides accredited training, upskilling, and reskilling programs, along with practical training and opportunities for international mobility through NSDC International. Additionally, NSDC collaborates with approximately 15,000 Industrial Training Institutes (ITIs) under the Directorate General of Training (DGT), 37 Sector Skill Councils (SSCs), 33 National Skill Training Institutes (NSTIs), and 187 training partners. In response to the challenges faced, the Indian government has initiated several programs aimed at promoting entrepreneurship and skill development across the country.

Among these, the Prime Minister's Internship Scheme for 2024–2025 stands out as a key initiative designed to equip youth with skills. This program aims to provide internship opportunities to one crore young individuals at India's top 500 companies over the next five years. Other significant initiatives include the Pradhan Mantri Kaushal Kendras (PMKK), which aim to standardize high-quality training nationwide, and the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), which focuses on delivering short-term skill training.

Initiatives like Startup India and Atal Innovation Mission are helping to close these gaps by giving aspiring business owners resources, cash, and mentorship. India can fully realize its potential at the nexus of entrepreneurship and skill development. While skilled workers frequently rely on entrepreneurship to generate new employment prospects for themselves, entrepreneurs require a competent workforce to transform their ideas into profitable endeavors. Having access to skill training can make the difference between success and failure for businesses, especially in fields like digital technologies, product design, and marketing.

The demand-supply imbalance in the workforce is one of the main issues that India.n industry leaders have brought to light. The fact that the majority of new hires typically lack the necessary abilities to manage their allocated responsibilities makes this issue worse. The Indian government has been making a concerted effort to improve the abilities of workers in a variety of fields in order to fill this gap.

A pilot project on Entrepreneurship Promotion and Mentoring of Micro and Small Businesses in six temple towns - Haridwar, Bodh Gaya, Kollur, Puri, Pandharpur and Varanasi is being implemented by MSDE via NIESBUD and IIE. It can boost local entrepreneurial activities by involving potential and current entrepreneurs, college dropouts, unemployed youth, including youth from backward communities, etc. Across these six locations, 11,897 participants were trained overall, with 2,482 new enterprises established and 2,532 existing ones scaled up, highlighting the programme's success in driving entrepreneurial growth Capacity Building Programme for Fair Price Shop Owners. In its initial phase, the program will reach 3,000 FPS owners throughout India. Seventy recipients participated in the first capacity building batch, which took place from May 27 to May 31, 2024.

Under the PMKVY framework, the project is being implemented as a Special Project. Through the training, FPS owners will be able to operate their companies in accordance with modern strategies used by retail business owners. A government support structure, financial and digital literacy, and in-depth understanding of many facets of entrepreneurship will be provided to participants.

The Ministry also plans to collaborate with the Directorate General of Training (DGT), National Skill Development Corporation (NSDC), National Council for Vocational Education and Training (NCVET), National Skill Development Fund (NSDF), and the current network of skill development centers, universities, and other on-field alliances. For multilevel participation and more effective execution of skill development programs, partnerships with pertinent Central Ministries, State Governments, foreign organizations, industry, and non-governmental organizations have also been started.

However, without being guided by a broad national vision, large-scale, ambitious, pan-India skill development programs cannot be accomplished. In light of this, the MSDE has established its Vision Statement 2025. By creating a productivity dividend that provides all citizens with aspirational job options and entrepreneurship pathways, this seeks to harness human capital.

Enabling individual economic gains that support social mobility; fostering the creation of aspirational job and entrepreneurship opportunities, enhancing overall business productivity, and stimulating economic growth by establishing a learner-centric, demand-driven skills market. Prime Minister Shri Narendra Modi has emphasized time and again that instead of being content to just look for a job, our people need to cultivate an entrepreneurial attitude that turns one into an entrepreneur creating jobs for others. Continuous Efforts to Strengthen the Entrepreneurial Environment.

The government is dedicated to enhancing the entrepreneurial framework within the nation. In this regard, the Ministry of Skill Development and Entrepreneurship (MSDE) aims to establish a dynamic and integrated entrepreneurial ecosystem that caters to both aspiring and established entrepreneurs throughout all regions. This initiative encompasses rural and urban locales, districts affected by left-wing extremism, aspirational districts, thriving villages, the Northeast region, and border areas.

India, characterized by its large population and youthful demographic, finds itself at a pivotal moment for economic advancement and prosperity. Central to this transformation are two essential components: skill development and entrepreneurship. These elements are intricately connected and are vital in tackling the nation's employment issues while simultaneously fostering innovation and economic diversification. Despite significant progress over the past few decades, India still faces a substantial skill gap.

A large percentage of the Indian workforce, especially in rural areas, remains unskilled or under-skilled for modern jobs. This gap is evident in several sectors like agriculture, industry and services as it hampers India's ability to fully capitalize on its demographic advantage.

Entrepreneurship in the country has been on the rise; however, it still has significant potential to contribute to the economy. In the last ten years, there has been a notable increase in startups, positioning India as one of the largest startup ecosystems globally. To fully harness the entrepreneurial spirit, it is essential to foster it from the grassroots level, particularly in tier-2 and tier-3 cities and rural regions, where access to capital, networks, and knowledge often presents challenges.

To effectively address the skill gap, it is essential to go beyond merely increasing the number of training programs. These initiatives must be aligned with industry requirements and adhere to standardized practices. By actively involving employers in the skill development process and promoting opportunities such as internships, apprenticeships, and vocational education, we can establish a strong ecosystem that ensures skills are consistently refreshed to align with industry standards.

To enable India to achieve its full potential as a global economic leader, it is essential that skill development and entrepreneurship are integrated effectively. By emphasizing education that meets

the demands of the labor market and establishing a conducive environment for entrepreneurs, India can tackle its unemployment issues while promoting innovation.

This edition of Kurukshetra has endeavored to address all facets associated with skilling and entrepreneurship, aiming to clarify the challenges, solutions, and accomplishments pertinent to the subject. It is anticipated that this issue will provide valuable insights and enrich the readers' understanding.

The organization has set a target of 50,000 individuals, of which IIE has successfully trained 8,342 participants out of a goal of 14,000 through its Entrepreneurship Development Programmes. Upon finishing the EDP, participants receive mentoring and ongoing support to help them launch their businesses. Additionally, the Institutes offer one year of continued assistance to the beneficiaries.

Enhancing the Entrepreneurial Landscape through Capacity Building, Mentoring, Incubation Support, and Guidance under the SANKALP Initiative: The Ministry of Skill Development and Entrepreneurship (MSDE), in collaboration with the Indian Institute of Entrepreneurship (IIE) and the National Institute for Entrepreneurship and Small Business Development (NIESBUD), is dedicated to empowering and advancing entrepreneurs, particularly from Scheduled Castes (SCs) and Scheduled Tribes (STs), throughout India via the SANKALP program (Skills Acquisition and Knowledge Awareness for Livelihood Promotion). This initiative aims to fortify the entrepreneurial ecosystem for various marginalized communities. NIESBUD has launched an Entrepreneurship Development Programme targeting 15,000 candidates, with 482 participants enrolled, while IIE has successfully trained 9,444 individuals against a target of 10,000 by September 2024.

ENTREPRENEURSHIP DEVELOPMENT IN SIX HOLY CITIES:

The IIE will initiate, enhance, and oversee Entrepreneurship Development Centres (EDCs) and Incubation Centres (ICs) within educational institutions throughout the Northeast region. This initiative encompasses the management of 30 EDCs and four ICs across eight states in the Northeast. It aims to identify and train 600 mentors and 3,600 young individuals from 30 designated districts. Additionally, the project will focus on incubating 100 business concepts within the four ICs and providing support for 900 business ideas across the 30 EDCs, facilitated through collaborative efforts and seed funding for the top 50 incubates in the four ICs.

Pradhan Mantri Dakshata Aur Kushalata Sampanna Hitgrahi (PM-DAKSH) Yojana: The National Institute for Entrepreneurship and Small Business Development (NIESBUD) and the Indian Institute of Entrepreneurship (IIE) have been conducting training programs under the guidance of the National Backward Classes Finance and Development Corporation (NBCFDC), the National Scheduled Castes Finance and Development Corporation (NSFDC), and the National Safai Karamcharis Finance and Development Corporation (NSKFDC). These initiatives aim to provide skill development sessions for youth from Backward Classes under the PM-DAKSH scheme, with the goal of empowering them through skill acquisition. A notable example of the demand for skilled labor is Israel's recent request for 10,000 workers to address its workforce shortages.

This was followed with an additional demand for 10,000 more workers along with 5,000 carers for its healthcare industry. Due to the government-to-government agreement in place, NSDC along with Israel's Population, Immigration and Border Authority (PIBA) arranged specific training courses across three States. Those who met the required level of skilling as set by PIBA were selected, given orientation of the local Israeli lingual, cultural customs, with assured wages for the workers and accommodation.

MSDE's Vision 2025 leverages an ecosystem- enabling lens to transition the country to a high-skills equilibrium that helps create positive outcomes for individuals, enterprises and the economy at large. Three outcomes are sought to be achieved via its vision:

The goal is to promote and enhance women's entrepreneurship through specific initiatives, mentorship programs, and improved access to financial resources. Additionally, the government seeks to create a supportive policy framework for entrepreneurship by enacting regulatory reforms

that streamline processes, reduce bureaucratic obstacles, and improve the overall business climate. This can be achieved by providing assistance.

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SKILL DEVELOPMENT AND PRODUCTIVITY IN INDIA

Dr. D.C.Rathi, Dr. Sona Sankte

Abstract - Skill development is an important driver to address poverty reduction by improving employability, productivity and helping sustainable enterprise development and inclusive growth. It facilitates a cycle of high productivity, increased employment opportunities, income growth and development. However, this is just one factor among many affecting the productivity whose measurement differs for individuals, enterprise and economy. The increase in productivity could be due to availability of skilled & healthy manpower; technological up gradation and innovative practices; and sound macroeconomic strategies. The manifestations of improved productivity can be in the form of improvement in real gross domestic product (economy), increased profit (enterprises) and higher wages (workers). In this section, we are looking into the relationship between skill development and productivity with focus on India. However, to begin with it is necessary to understand what constitutes productivity and how it is measured at different levels.

INTRODUCTION

Skill development is the focus area of the government policy. It is central to accessing employment in the formal sector and enhancing productivity in the informal economy for reducing poverty and risk of underemployment. The National Policy on Skill Development aims to train about 104.62 million people afresh and additional 460 million are to be reskilled, up-skilled and skilled by 20222. Considering that majority of these labour force would be self or casual employed, the challenge is to how to improve the skill levels of these workforce. These categories cut across various target groups or vulnerable sections of the society. The groups are not mutually exclusive and there are overlaps because the workers in the self-employed category are a heterogeneous lot while the casual employed may be intermittently employed and in different unskilled works. The lack of access to good education and training keeps the vulnerable and the marginalized sections into the vicious circle of low skills; low productive employment and poverty. The marginalized group which includes rural poor, youth, persons with disabilities, migrant workers and women constitute the highest number of poor. In India 70 per cent of the labour force reside in rural areas and depend on low productive agricultural activity where there is huge underemployment leading to low level of productivity. The high proportion living in poverty among women in India is due to their concentration in low productivity work.

Different countries at different levels of development face different challenges. In the context of developing economies like India the challenge is to meet the skilled manpower requirement of the high growing sectors on the one hand through better synergy between employers and the training providers, increased investment in the training infrastructure and also to ensure that the informal economy also have skilled manpower wherein the informally trained skills are recognised and certified and that entrepreneurship training is provided for moving to formal sector. The workplace training plays an important role in productivity enhancement but in the developing economies the huge informal economy poses a challenge which could be addressed by developing clusters or lead firm taking the initiative which would help achieving economies of scale in the skills development; development of competencies within and between firms and availability of lead firm facilities. This would make available skilled manpower by the lead firm as per its requirement and the small enterprise would improve their productivity. The Government can facilitate linkages among various companies and stimulate adoption.

The skill strategy needs to focus on strategy of skill development should be aimed at addressing the skill needs of the self-employed as well as the casual employed. To quote Economic Survey 2013-14, "India can increase its long-term trend growth by unleashing the entrepreneurial spirit of millions across the country by strengthening the economic freedom of the people." In accordance, the National Policy on Skill Development & Entrepreneurship 2015 emphasises on

entrepreneurship development as the pathway for creating more wage employment and in turn growth of the economy. The policy has identified following policy strategy for promoting entrepreneurship viz; (i) educate and equip potential and early stage entrepreneurs across India (ii) connect entrepreneurs to peers, mentors and incubators (iii) support entrepreneurs through Entrepreneurship Hubs (E-Hubs) (iv) catalyse a culture shift to encourage entrepreneurship (v) encourage entrepreneurship among the under-represented groups (vi) promote entrepreneurship amongst women (vii) improve ease of doing business (viii) improve access to finance and (ix) foster social entrepreneurship and grassroots innovations.

Productivity which explains an input-output relationship is a crucial factor whose benefits can be distributed in a number of different ways such as better wages and working conditions to workforce; increased profits and dividend to shareholders; environmental protection; and increase in revenue to Governments. This helps both the enterprise and country to remain competitive in the domestic and global market respectively. The increase in productivity can be attributed to varied reasons such as new technology, new machines, better management practices; investment in plant and equipment and technology, occupation safety.

Improvement in the skill level of workers; macro-economic policies, labour market conditions, business environment and public investment in infrastructure and education. Therefore, it is evident that skill development is just one factor necessary for the productivity growth and it needs to be an integral part of the development policies. The policies should address the levels of development and need and requirement of various sectors. Besides this the skill policy should focus on improving access, quality and relevance of training for different segments and sectors. The evidence from developed countries suggests that investment in education and skills helps economy to move to high growth sectors and break the low wage, low skill development syndrome.

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स्वरोजगार प्राप्ति में कौशल विकास की भूमिका

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प्रस्तावना

वर्तमान में देश की युवा पीढ़ी में बेरोजगारी की समस्या लगातार बढ़ती ही जा रही है। बेरोजगारी के मुख्य कारणों में युवा वर्ग का शिक्षित ना होना, उनमे विशिष्ट कौशल का न होना तथा कौशल प्राप्ति हेतु पर्याप्त धन का उपलब्ध न होना है। इस समस्या का संज्ञान होते ही सरकार द्वारा इस ओर ध्यान केन्द्रित किया गया तथा प्रदेश एवं विभिन्न राज्य सरकार द्वारा अनेकानेक योजनाओं का निर्माण किया गया ताकि युवाओं की बेरोजगारी में कमी की जा सके तथा उनके जीवन स्तर में सुधार हो ताकि सुद्रद राष्ट्र का निर्माण किया जा सके ।

इस हेतु भारत सरकार द्वारा प्रधानमंत्री कौशल विकास योजना को देश में कौशल विकास को बढवा देने हेतु कौशल विकास और उद्यमिता मंत्रालय के मार्गदर्शन में 15 जुलाई 2015 को प्रारंभ किया गया। इस योजना के अंतर्गत सरकार द्वारा विभिन्न स्थानों पर प्रशिक्षण केन्द्र खोले जाते है तथा मुफ्त में प्रशिक्षण प्रदान करने के उपरांत प्रमाणपत्र प्रदान किया जाता है जोकि रोजगार प्राप्ति में सहायक होता है। यह योजना 3 चरणों ययाः–

प्रधानमंत्री कौशल विकास 1.0
प्रधानमंत्री कौशल विकास 2.0
प्रधानमंत्री कौशल विकास 3.0

में था । तथा इसका लक्ष्य 2022 तक 40 करोड़ से अधिक लोगों को कौशल प्रदान करना था।

हम मध्य प्रदेश की बात करे तो यहां भी प्रदेश सरकार द्वारा विभिन्न कौशल विकास योजनाओ का प्रारम्भ किया गया है। इन योजनाओं का मुख्य उद्देश्य युवाओं को मुफ्त में कौशल विकास कर उन्हें रोजगार प्राप्ति के अवसर प्रदान करना है।

इस कार्यक्रम में विविध क्षेत्र यथारू कंप्यूटर कोर्स (बेसिक कंप्यूटर, टैली, हार्डवेयर), ब्यूटी पार्लर, सिलाई, कढ़ाई, बुनाई, इलेक्ट्रॉनिक कोर्स, स्पोकन इंग्लिश, बैंकिंग बीमा कंपनी सम्बन्धी सेवा, प्रबंधन व उद्यमिता, कंस्ट्रक्शन इत्यादि में कौशल प्रदान कर युवाओं की सीख में वद्धि कर रोजगार प्राप्ति में सहायक बनाया जाता है।

कौशल विकास हेतु मध्य प्रदेश शासन द्वारा चलाई जाने वाली योजनाएँ निम्नन्वत है–

1.) शिल्पकार प्रशिक्षण योजना
2.) मुख्यमंत्री कौशल संवर्धन योजना
3.) शिभूता प्रशिक्षण योजना
4.) प्रधानमंत्री कौशल विकास योजना
5.) मुख्यमंत्री सीखो कमाओ योजना

औपचारिक शिक्षा के उपरात बहुधा युवा औद्यागिक एवं व्यवसायिक प्रतिष्ठानों में राजगार प्राप्त करने के लिए पर्याप्त कुशल नहीं होते। इस हेतु राज्य शासन द्वारा औपचारिक शिक्षा प्राप्त युवाओं को पंजीकृत औद्यागिक एवं व्यावसायिक प्रतिष्ठानां On-the-Job-Training (OJT) की सुविधा देने हेतु ''मुख्यमंत्री सीखा कमाओ योजना'' लागू की गई है, जिससे औद्यागिक एवं व्यावसायिक प्रतिष्ठान युवाओं का प्रशिक्षित करने तथा युवा ऐसा प्रशिक्षण प्राप्त करने के लिए प्रोत्साहित हो।

योजना के तहत प्रतिवर्ष 1 लाख युवाओं को लाभ मिलेगा, आवश्यकतानुसार लक्ष्य बढ़ाया जा सकता है। प्रत्येक युवा को राज्य शासन द्वारा रू1 लाख तक का स्टाइपेंड भी प्रदान किया जाएगा।

1. युवाओ की पात्रता :

योजना के तहत ऐसे युवा पात्र होंगे,

- जिनकी आयु 18 से 29 वर्ष तक हो।
- जो मध्यप्रदेश के स्थानीय निवासी हों।
- जिनकी शैक्षणिक योग्यता 12वीं/आईटीआई उत्तीर्ण या उससे उच्च हो।

योजना के तहत चयनित युवा को ''छात्र–प्रशिक्षणार्थी'' कहा जाएगा।

2. युवाओ को स्टाइपेण्डः

- मध्यप्रदेश के युवाओं को प्रशिक्षण के साथ साथ प्रतिमाह स्टाइपेण्ड प्राप्त होगा।
- 12वीं उत्तीर्ण को रु. 8000, आईटीआई उत्तीर्ण को रु. 8500, डिप्लोमा उत्तीर्ण को रु. 9000 एवं स्नातक उत्तीर्ण या उच्च शैक्षणिक योग्यता को रु. 10000 स्टाइपेण्ड प्राप्त होगा।
- स्टाइपेण्ड, कोर्स के लिए निधर्धारित न्यूनतम शैक्षणिक अर्हता के आधार पर निधर्धारित किया गया है।

3. युवाओं को लाभः

- उद्योग–उन्मुख प्रशिक्षण।

- नवीनतम तकनीक और नवीनतम प्रकिया के माध्यम से प्रशिक्षण।
- व्यावसायिक प्रशिक्षण के दौरान स्टाइपेण्ड।
- मध्यप्रदेश राज्य कौशल विकास एवं गजगार निर्माण बोर्ड (MPSSDEGB) द्वारा State Council for Vocational Training (SCVT) का प्रमाणन।
- नियमित रोज़गार प्राप्त करने की योग्यता अर्जित करना।

उद्देश्य –

1) इन योजनाओं का मुख्य उद्देश्य युवाओं के कौशल में वृद्धि करना है।
2) बेरोजगारी दर में कमी करना है।
3) युवाओ को उचित जीवन स्तर प्रदान करना है।
4) स्वस्थ समाज व राष्ट्र का निर्माण करना है।

सारांश –

सारांशित रूप से कहा जा सकता है कि प्रदेश सरकार द्वारा चलाई जा रही कौशल विकास योजनाओं के माध्यम से युवाओं के कौशल में पर्याप्त रूप से वृद्धि देखी जा रही है, परन्तु यह बेरोजगारी में कमी में असफल रही हैं। कौशल प्राप्ति के बाद भी युवा वर्ग को रोजगार प्राप्ति में कठिनाइयों सामना करना पड रहा है।

परंतु निष्कर्षतः कहा जा सकता है कि सरकार को इन योजनाओं का संचालन करते रहना चाहिए विशेषतः उन क्षेत्रों में जहां युवा किसी कारणवश पर्याप्त रूप से शिक्षित नहीं हो पाते। उन स्थानो पर विशेष रूप से कौशल विकास केन्द्र खोलकर अधिक से अधिक कौशल प्रदान किया जाना चाहिए, ताकि कौशल प्राप्त कर वे उचित तरह से अपना जीविकोपार्जन कर सके तथा बेरोजगारी में कमी कर स्वस्थ राष्ट्र का निर्माण हो सके।

संदर्भ

1. PMKVY official.org
2. https://mmsky.mp.gov.in/