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Atma Nirbhar Bharat: Bridging India's Skill Gap Through Skill Training Development Centres (Stdcs)

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Abstract

India has a large pool of unskilled workers and a significant skill gap in employment. By providing training and skill development opportunities for unskilled workers, skill training centres can help bridge this gap and make these unskilled workers active contributor of society that can drive economic growth and promote self-reliance in the country. Skill development is an integral part of the Atma Nirbhar Bharat initiative launched by the Indian government in 2020. The Skill Training Development Centres (STDC) have been contributing in India's journey towards self-reliance by providing focused & dedicated vocational training and skill development programs to individuals from various backgrounds, including school dropouts, unemployed youth, and even existing workers looking to upgrade their skills. This chapter tries to explore the role of these STDCs in bridging the India's skill gap under Atma Nirbhar Bharat initiative.

Key words: Skill, Skill Training Development Centres and Atma Nirbhar Bharat

Introduction

Atma Nirbhar Bharat is an initiative launched by the Indian government to promote self-reliance and economic independence in the country. The initiative was launched in response to the COVID-19 pandemic, which significantly impacted the Indian economy and exposed its dependence on imports. The objective of the Atma Nirbhar Bharat initiative is to make India self-reliant in various sectors such as agriculture, manufacturing, defence, and technology, by promoting domestic manufacturing, reducing dependence on imports, and creating an ecosystem that supports and encourages local businesses and entrepreneurs.

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Skill development is an integral part of the Atma Nirbhar Bharat initiative, as it plays a critical role in creating a skilled workforce that can drive economic growth and promote self-reliance in the country. The Atma Nirbhar Bharat initiative is seen as a way to boost the Indian economy and create jobs for the millions of Indians who have been affected by the pandemic. It is also seen as a way to reduce the country's dependence on other countries for essential goods and services, which can help India become more resilient in times of crisis by creating opportunities for skill development and training across various sectors such as manufacturing, agriculture, healthcare, technology, and infrastructure. The initiative like the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), the National Skill Development Corporation (NSDC), and the Skill India Mission focus on providing vocational training, skill development, and entrepreneurship programs to individuals, particularly those in rural areas and small towns, to improve their employability and create self-employment opportunities. The Atma Nirbhar Bharat initiative also aims to promote innovation and entrepreneurship among the youth by providing support for start-ups and small businesses. The initiative includes schemes such as the Start-up India, Skill India, and MSMEs, which provide funding, mentoring, and support for entrepreneurs to establish and grow their businesses.

Role of Skill Training Development Centres in bridging India's skill gap under Atma Nirbhar Bharat initiative

The Skill Training Development Centres (STDCs) are government-funded, Corporate Social Responsibility (CSR) or Foreign Contribution Regulation Act (FCRA) initiatives aimed at providing skills training to youth to enhance their employability and productivity. These institutions (STDCs) provide vocational training and skill development programs to individuals across various sectors, such as manufacturing, healthcare, hospitality, and agriculture. The STDC is a critical aspect of Atma Nirbhar Bharat as it aimed to build a trained & skilled workforce that can support economic growth and development. The five pillars of Aatma Nirbhar Bharat (Self-Reliant India) focus on key areas of development and self-sustainability. Here's how STDCs are contributing to each pillar:

Economy: Skill training development centres aim to strengthen the economy by providing relevant training programs that align with the evolving job market. These centres focus on skill areas that are in demand, such as information technology, artificial intelligence, robotics, renewable energy, advanced manufacturing, and entrepreneurship. By equipping individuals with the necessary skills, these centres foster economic growth, job creation, and entrepreneurial initiatives.

Infrastructure: Skill development centres also contribute to the infrastructure development pillar of Atma nirbhar Bharat. They provide training in construction, civil engineering, transportation, logistics, and other infrastructure-related sectors. The aim is to create a skilled workforce that can actively participate in the development and maintenance of robust infrastructure, including highways, railways, ports, airports, and smart cities.

Systematic reforms: Skill training development centres play a vital role in implementing systematic reforms by providing education and vocational training aligned with industry needs. They work closely with educational institutions, industry experts, and government bodies to design and deliver skill development programs that address the gaps between academia and industry requirements. These centres facilitate the upskilling and reskilling of individuals to ensure they are equipped with the latest knowledge and expertise.

Vibrant demography: Skill development centres recognize the potential of India's young and vibrant demography. They focus on providing training and education to the youth, enhancing their employability, and fostering innovation and entrepreneurship. These centres offer programs that nurture talent across various sectors, including technology, healthcare, agriculture, manufacturing, and services. By empowering the youth with skills, these centres contribute to a productive and dynamic workforce.

Demand-driven approach: Skill training development centres adopt a demand-driven approach, which means they align their training programs with the current and future demands of the industry. These centres actively engage with employers, industry associations, and labour market experts to identify skill gaps and design training modules accordingly. This ensures that individuals are equipped with the right skills and knowledge that are in demand, leading to better employment prospects and increased productivity.

Key roles of STDCs in Atma Nirbhar Bharat:

Skill development centres have been playing a crucial role in India's journey towards self-reliance. These centres are focused & dedicated on:

1. **Providing Skill Training:** The STDCs provides skills training in various sectors, including service, business, manufacturing, healthcare, agriculture, and tourism. The training programs are designed to meet the needs of the industry and equip youth with the necessary skills to become productive & constructive part of society.
2. **Enhancing Employability:** The STDC main objective is to enhance the employability of individuals by providing them with market oriented & industry-relevant skills. The training programs are designed to meet the needs of the industry and train individuals with the necessary skills to secure jobs and contribute to the economic development of Society.
3. **Promoting Entrepreneurship:** The STDC also seeks to promote entrepreneurship by providing individuals with the necessary entrepreneurial skills to start and run their own businesses. The training programs focus on developing business skills, such as setting up a business, marketing of Products, financial management, and operations management.
4. **Improving Productivity:** The STDC aims to improve the productivity of individuals by providing them with the productive skills to perform their jobs efficiently. The training programs focus on developing technical skills, such as managing & operating machinery and equipment, as well as soft skills like communication problem solving and coordination.
5. **Addressing Skill Shortages:** The STDC also aims to address skill shortages in various sectors by providing training in areas where there is a shortage of skilled workers. The training programs are designed to meet the needs of the industries and train individuals with the necessary skills to fill the skill gaps.

Benefits of Skill Training Development Centres.

One of the significant benefits of skill training centres is that they **promote entrepreneurship and self-employment**. By providing individuals with the necessary skills, these centres empower them to start their own businesses and become self-reliant. This, in turn, contributes to the growth of the local economy, as these entrepreneurs create jobs and drive innovation.

Skill training centres play a crucial role **in reducing the skill gap in the country**. India has a large pool of unskilled workers, and by providing them with training, they can become skilled workers, which can increase their employability and income. This also leads to increased productivity and competitiveness in the job market.

Skill training centres also help in **promoting gender equality** by providing equal opportunities for women to acquire skills and compete in the job market. This is essential, considering that India has a significant gender gap in employment, with women being underrepresented in the workforce. By providing training and skill development opportunities for women, skill training centres can help bridge this gap.

Skill training centres **promote inclusive growth** by providing training opportunities to individuals from economically weaker sections of society. This allows them to improve their skills and secure better-paying jobs, leading to upward mobility and economic development.

Conclusion

Atma Nirbhar Bharat is a progressive program aimed at transforming India into a self-reliant, prosperous, and sustainable nation. The initiative focuses on five pillars, that aim to create a self-reliant and robust Indian economy, build world-class infrastructure, promote efficient governance, harness the power of India's young population, and create an ecosystem that supports sustainable and domestic demand.

The Skill Training Development Centres in Atma Nirbhar Bharat play a crucial role in building a skilled workforce, promoting entrepreneurship and self-employment, reducing the skill gap, promoting gender

equality, and promoting inclusive growth. By investing in skill training centres, India can create a strong and self-reliant economy that can compete on the global stage.

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