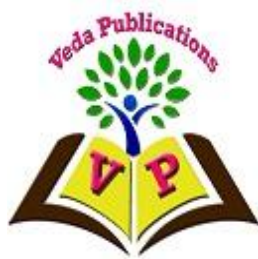


**SKILL DEVELOPMENT IN INDIA: IMPORTANCE, BENEFITS**

Dr. M. Sulochana

*(Department of Chemistry, VSR & NVR College, Tenali.)***ABSTRACT**

Skill development is critical for economic growth and social development. The demographic transition of India makes it imperative to ensure employment opportunities for more than 12 million youths entering working age annually. The country presently faces a dual challenge of severe paucity of highly-trained, quality labour, as well as non-employability of large sections of the educated youths that possess little or no job skills. The skill development issue in India is thus pertinent both at the demand and supply level.

**Keywords:** *Skill development, Importance, Benefits.*

## INTRODUCTION

India is progressively moving towards knowledge economy, where skills are widely recognized as the important lever of economic growth. For that we need to re-define the relationship of education, employment and skills development. Skill development is considered as one of the most essential ingredients for India's future economic growth as the country transforms into a diversified and internationally-competitive economy<sup>[1]</sup>. Education is the basis for a complete development of a particular person. But, still skill development is also the need of the hour as it definitely helps the person to be self-sufficient. Now a days, It is necessary to understand the importance of Skill development and how the it is plays a major role in higher education.

The world today is vastly different from what it was a decade ago. Explosion of technology has made for a more connected world reducing geographical barriers, giving rise to knowledge economies and creating a highly mobile global youth<sup>[2]</sup>. And coming to our nation, India has plenty of youths and everyone has their specific skills. It's a need for youth to take initiative and be skilled in making of digital India. One person alone cannot accomplish this task and it calls for a concerted effort of nation.

And coming to the students, the empowerment of technology will change the classroom learning and make it more appealing for students. It is necessary to make the skills of the faculty and the student technologically suitable. And for using the technology efficiently and effectively, necessary directions have to be given to leverage the benefits.

The aim of Skill development is the idea is to raise confidence, improve productivity and give direction through proper skills. It will enable the youths to get blue-collar jobs. Development of skills, at an young age, right at the school level, is very essential to channelize them for proper job opportunities.

## IMPORTANCE OF SKILL DEVELOPMENT

In everyday life, the development of life skills helps students to find new ways of thinking and problem solving. Recognize the impact of their actions and teachers them to take responsibility for what they do rather than blame others. Build confidence both in spoken skills and for group collaboration and cooperation.

The most important reasons for skills development in an organization are:

- It is essential for youths to not think of what they do as a job, but rather a career. When you groom and develop skills, they soon learn what they are doing is more than just a job or a means to an end.
- The world is moving fast and rapidly changing. Youths need to make sure that their skills and are well equipped to deal with these rapid changes.
- Skills development always leads to competitive advantage. In order to be the best, you need to have something that nobody else has.
- Growth is very important personality and in an organization. Youths need to stay learning in order to grow.

**BENEFITS OF SKILL DEVELOPMENT**

- Lack of opportunity to develop career.
- Increased job satisfaction and morale among employees
- Increased employee motivation
- Increased efficiencies in processes, resulting in financial gain
- Increased capacity to adopt new technologies and methods
- Increased innovation in strategies and products
- Reduced absenteeism and employee turnover
- Enhanced company image, e.g., conducting ethics training (not a good reason for ethics training)
- Reduced recruitment costs
- Increased productivity and efficiency
- A positive point of difference for customers and recruits

**CONCLUSION**

To make India internationally competitive and to boost its economic growth further, a skilled youth is essential. As more and more India moves towards the Knowledge economy, it becomes increasingly important for it to focus on advancement of the skills and these skills have to be relevant to the emerging economic environment. For transforming its demographic dividend, an efficient skill development system is the need of the hour. Therefore to achieve its ambitious skilling target, it is imperative to have holistic solutions of the challenges instead of piecemeal interventions.

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