

**GOVERNMENT OF INDIA
MINISTRY OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP**

RAJYA SABHA

**UNSTARRED QUESTION NO. 2843
TO BE ANSWERED ON 22.12.2021**

SHORTAGE OF SKILLED WORKFORCE

2843. SHRI SANJAY SINGH:

Will the Minister of SKILL DEVELOPMENT AND ENTREPRENEURSHIP be pleased to state:

- (a) whether it is a fact that only about 2 per cent of the total workforce in the country have formal vocational training, and only 9 per cent have non-formal vocational training as per a recent survey;
- (b) if so, the details thereof and the reasons therefor;
- (c) the reasons why India continues to face one of the highest shortages of skilled workforce despite having the largest youth population in the world; and
- (d) the measures taken by Government to impart higher vocational skills among workers?

ANSWER

**MINISTER OF STATE IN THE MINISTRY OF
SKILL DEVELOPMENT AND ENTREPRENEURSHIP
(SHRI RAJEEV CHANDRASEKHAR)**

- (a) No, Sir, the figure pertaining to non-formal vocational training is higher than 9%.
- (b) As per the percentage distribution of persons in the age group 15-59 years by status of vocational/ technical training received during PLFS (2019-20), 2.2% have formal vocational training whereas, another 15% have other than formal vocational training, making a total of 17.2% having vocational education. Details may please be seen in **Annexure-I**
- (c) Paragraph 1.1 (the very first paragraph in the document) of the National Policy for Skill Development & Entrepreneurship 2015, puts forth the context in succinct terms: 'Today India is one of the youngest nations in the world with more than 62% of its population in the working age group (15-59 years), and more than 54% of its total population below 25 years of age. Its population pyramid is expected to bulge across the 15-59 age group over the next decade. It is further estimated that the average age of the population in India by 2020 will be 29 years as against 40 years in USA, 46 years in Europe and 47 years in Japan. In fact, during the next

20 years the labour force in the industrialized world is expected to decline by 4%, while in India it will increase by 32%. This poses a formidable challenge and a huge opportunity. To reap this demographic dividend which is expected to last for next 25 years, India needs to equip its workforce with employable skills and knowledge so that they can contribute substantively to the economic growth of the country.'

Further, skill training on the part of the Central Government is a purely demand-driven exercise and the demand, in turn, depends on the state of global economy and sectoral issues. Any skill-training, even if done free of cost for a beneficiary entails an opportunity cost for the beneficiary concerned in terms of foregone income for the time he or she spends on skilling. If the market doesn't have much demand for skills and doesn't pay a premium on skill, then the demand for skilling cannot go up much. The State Governments, with their knowledge of local issues have a much higher responsibility as regards creation of awareness and demand for, skills, especially since it is a subject mentioned in the Concurrent list under 7th schedule of the Constitution of India. This means that the State Governments have to primarily drive this mandate within the State, along with Centre's support. The Centre's support comes in the form of partial funding, alignment with national standards, etc.

(d) A number of initiatives have been taken by the Government to impart higher vocational skills among workers. These, inter-alia, include –

i. Launching of the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), for imparting short-term skill training, RPL (Recognition Prior Learning) for individuals with prior learning experience and courses for re-skilling and up-skilling;

ii. Jan Shikshan Sansthan Scheme, earlier run by the erstwhile Ministry of Human Resource Development (MHRD), integrate seamlessly into the skilling network for the upliftment of women, SC, ST, OBC and Minority in rural and urban slums where they provide vocational training at doorstep of the beneficiary in the unreached areas

iii. Ministry of Skill Development through its National Apprenticeship Promotion Scheme (NAPS) is for promoting apprenticeship training and increasing the engagement of the apprentices by providing financial support to industrial establishments under taking apprenticeship program under The Apprenticeship Act 1961.

iv. Directorate General of Training under MSDE through Craftsmen Training Scheme (CTS) is providing long term training in 143 trades through 14,417 Industrial Training Institutes (ITIs) across the country.

v. Setting up of Sector Skill Councils (SSCs) as industry led bodies to develop National Occupational Standards (NOSs) and National Skill Qualification Framework (NSQF).

- vi. Implementation of Skills Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP), an outcome-oriented World Bank supported project for strengthening institutional mechanisms at both national and state levels
- vii. Implementation of Skills Strengthening for Industrial Value Enhancement (STRIVE) scheme, a World Bank assisted project launched to improve the relevance and efficiency of skill training provided through ITIs and apprenticeships.
- viii. Launching of Skill India Portal to provide information of trainees, training providers and trainers.
- ix. Mobilization/ outreach activities through Kaushal/Rozgar Melas, Skills Career Counseling Scheme in making skilling aspirational.
- x. Recognizing good players in the skilling ecosystem eg. Centers of Excellence, Skill Universities, etc.
- xi. Handholding and support to skilling partners to form an expansive skilling network. Private training centers as PMKVY & PMKK Training centers, ITIs, NGOs as JSSs, enterprises for implementing apprenticeship programs, etc.
- xii. Digital skilling for the youth in the post-Covid scenario and address the requirements of Industrial Revolution 4.0 through Online skill training imparted through e-Skill India portal, Bharat Skills portal, Future Skills Prime platform for Re-skilling/Up-skilling of IT Manpower for Employability. Further Blended Learning through digital vocational education and training courses to augment learning of ITI students across the country is being developed.

Annexure I

Annexure referred to in reply to RSUQ No. 2843 to be answered on 22.12.2021 regarding SHORTAGE OF SKILLED WORKFORCE

Percentage distribution of persons in the age group 15-59 years by status of vocational/technical training received during PLFS (2019-20)									
received vocational training									
other than formal									
Category of Persons	Formal	Hereditary	Self-learning	Learning on the Job	Others	Total (other than formal)	Total	Did not receive vocational training	Total (incl. n.r.)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Rural									
male	2.2	5.8	3.9	4.7	0.6	15.0	17.2	82.8	100.0
female	1.7	2.9	1.9	1.1	0.6	6.5	8.3	91.7	100.0
person	2.0	4.3	2.9	2.9	0.6	10.8	12.7	87.3	100.0
Urban									
male	6.3	1.6	4.7	8.7	0.8	15.7	22.0	78.0	100.0
female	5.4	0.8	1.7	2.0	0.8	5.3	10.6	89.4	100.0
person	5.8	1.2	3.2	5.4	0.8	10.6	16.4	83.6	100.0
Rural + Urban									
male	3.5	4.4	4.1	6.0	0.7	15.2	18.8	81.2	100.0
female	2.9	2.2	1.9	1.4	0.7	6.1	9.0	91.0	100.0
person	3.2	3.3	3.0	3.7	0.7	10.7	13.9	86.1	100.0

**Annual Report, PLFS, 2019-20 [Statement 28, Chapter Three]*
