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EMPOWERING INDIA'S YOUTH: ADDRESSING ASPIRATIONS THROUGH SKILL DEVELOPMENT AND EMPLOYMENT GENERATION



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Abstract

India as a youthful nation comprising approximately 65% of total population under 35 years of age group presents immense potential for national progress. However, realising this potential is challenging due to historical issues such as a lack of skill training, outdated curricula, and insufficient employment opportunities. However, over the past decade, the government has recognised this disparity and initiated policy reforms aimed at skilling, upskilling, and reskilling the youth. Based on this context, this study proposed a three-pronged analysis to analyse the shifting trends in government measures to meet the evolving aspirations and talents of Indian youth.

Keywords: Skill, Youth, Employment, Reforms

Introduction

Youth as a population group holds immense potential in terms of advancing the nation's progress. Today, in the Indian context, around 65% of the country's population is under 35 years, making India the most youthful nation in the world. The crucial concern here is the realising and utilising the potential of the demography and making them the pivot of India's growth story. In the direction of realising youth's potential, many issues have surfaced historically mostly signalling the lack of skill training, outdated curriculum, lack of employment opportunities, and others. For every government, it has been a key challenge to fulfill the evolving aspirations of the youth in terms of employment and quality of life.

This issue further gets more complicated as today's youth are entrapped in a paradoxical situation wherein the students blooming out of academia find themselves ultimately unfit for the industry due to a lack of required skill. The government has noticed this major gap for the last decade in terms of adopting policy reforms and launching effective initiatives towards skilling, upskilling, and reskilling the youth. Based on this context, this paper is going to analyse the shifting trends in the measures taken by the government to address the changing aspirations and talent of youth in India context. For a systematic analysis, the paper is organised into four main sections. The first section examines the challenges faced by Indian youth from independence until 2014. The second outlines the methodology employed in the study. The third section presents a three-pronged strategy to effectively address the aspirations and challenges of today's youth, emphasising that the holistic development of Indian youth is essential for national progress. Finally, the fourth section discusses key emerging trends in skilling and youth employment, contrasting India's skill landscape before and after 2014 and highlighting how changes in government policies have influenced this shift.

Issues and Challenges Faced by Youth in India: Brief Overview

Youth as a demographic dividend can be a source of vast employment opportunities and economic growth. However, the lack of efforts on the part of earlier governments makes youth's survivability challenging. While reviewing existing literature on challenges faced by youth in the Indian scenario, two key issues emerged concerning skilling and unfulfilled aspirations of youth. They are as follows-

Lack of Employable Skills

The most pertinent issue faced by youth is the lack of employment avenues. Moreover, the number of jobs generated is not proportionate to the number of graduated students every year. The problem got aggravated due to the lack of skill. The shortage of proper skills has resulted in numerous job vacancies, with report (2011) indicating that around 700,000 Central Government positions, particularly in the Police and Defence sectors, remain unfilled along with several skill-based professional vacancies. According to 68th Round of NSSO survey, India's workforce expanded by just 2 million between 2004-05 and 2009-10, raising concerns that economic growth has not translated into job opportunities.

Since independence, many initiatives have been taken for skill development. The National Labour Policy was framed in 1966. While underscoring the limited nature of skilling, the earlier government established the National Development Corporation (NSDC) in 2008, which led to the framing of the first National Policy on Skill Development in 2009 and efforts were made to enhance the private partnership to expand the capacity of skills training sector (Behra and Gaur, 2022). But in reality, these efforts were unable to meet the goal. A report by employability solutions firm Aspiring Minds in 2013 stated that 47% of graduates are not employable in any sector of the knowledge economy. Additionally, surveys by various agencies reveal that more than 70 percent of our engineering graduates were not employable.

Despite its demographic dividend and increased literacy levels,

Indian youth faced unemployment as a major challenge for labour market policy. Young job seekers make up 49 percent of the total unemployed in India. In addition, the rate of employment among certain sections of the population was more worrisome. In this regard, gender inequality in the world of work is another key issue (Ghose, 2004). The existing set of skill training programs was not adequate. Ministry data revealed that 30% of the pass-outs failed to get a job in 2009 after getting vocational training from public sector institutes.

Quality of Education

The most common critique the Indian education system used to face is the absence of skill-based courses across all levels of education programs, which led to a lack of employable skills. In addition, the overall quality of education at school levels to higher education level was deteriorated. The **ASER Report 2014** painted a concerning picture of the quality of education in government schools. Despite implementing a tax to fund education and a law aimed at ensuring access for all children aged 6 to 14, the government has struggled to enhance learning outcomes in Indian schools. The survey, conducted across 550 rural districts, revealed that even the Right to Education (RTE) Act has not led to improved educational results. Instead, it appears that the Act has prioritised enrollment over the quality of education. Along similar lines, the **Parliamentary Panel on Higher Education in 2013** stated that the higher education system in the country is faced with problems such as poor quality of curriculum, instruction, teacher quality, and research. Access to education was limited for marginalised communities. In terms of access to higher education by SC/ST communities, a report by UGC in 2006 also highlighted the limited access of the SC/ST population to higher education.

The significance of skill and vocational training at the elementary level has often been overlooked. Society tends to prioritise higher education, leading to a mindset that undervalues vocational education. Although the Kothari Commission (Gol, 1966) recommended the introduction of vocational training at the higher secondary level, its implementation has not been successful. By

2008, only 10 percent of the workforce in India had received skill training (Planning Commission, 2008).

In addition to the above-mentioned issues, other issues such as limited access to digital technologies, limited accessibility of marginalised communities to higher education, gender inequalities, etc.

Methodology

This study is part descriptive and part explorative. In terms of sources, this study relies on both primary and secondary sources. For primary sources, the reports and data of various government schemes from their respective dashboards have been taken. Whereas, for secondary sources, journal articles have been reviewed to have a historical understanding of the issue at hand.

For this study, a base year has been selected to understand the correlation between the change in government policies and its impact on youth and employability. It has been observed that every government comes up with its own set of policies to address the youth-related issues, hence to understand the present context of youth and their aspiration in the Indian context, this study decided to take 2014 as the base year. Along with this, this study provides a comparative understanding of the initiatives taken by the current government and their impact in contrast to that of earlier governments in the following sections.

Three-Pronged Strategy: Framework for Analysis

To assess the situation of skilling youth and employment in the current context, a three framework has been adopted. The government has brought major reforms to fill the skill gap in India. Be it NEP 2020 or the Skill India Mission, skilling has become a core priority of the current government's approach toward fulfilling the aspirations of the youth. studies have sought to understand the evolving skilling landscape among Indian youth through various lenses. For example, Swain and Swain (2020) examined the Skill Development Mission, emphasizing that the 'Skill India initiative needs to prioritize entrepreneurship skills to boost job creation in the country. They noted

that the Government of India has launched several programs, such as PMKVY and DDU-GKY, aimed at enhancing the employability of Indian youth. However, Dash and Dash (2020) pointed out that despite the commendable aspects of the Skill India Movement, issues like gender inequality and imbalances in skilling, training, and placement persist without adequate attention. Additionally, Chenoy (2019) highlighted the necessity of developing appropriate skills to bridge the growing skill gap in various manufacturing sectors, especially as new technologies reshape the industrial landscape. Here the author concluded that India can truly leverage its demographic advantage only if the current workforce undergoes re-skilling and upskilling through lifelong learning initiatives, equipping recruits with the skills needed for the twenty-first century.

The above-mentioned studies are just an indication, but there is a host of literature that is studying the micro-level impact of government schemes related to skilling. There is a gap in research in terms of having a framework to study the skilling initiatives holistically. For this, this study has proposed a three-way approach to discussing the existing schemes and initiatives of the government concerning youth, employment, and skilling. They are- A) Educational reforms B) Skilling youth and C) Creating alternative avenues of employment.

A) Educational Reforms: Setting the Base

The first step towards correcting the course is adopting an education policy to address the evolving demands of youth. Indian higher education faced major challenges due to policy and regulatory issues. The current government has adopted the New Education Policy 2020 to curb this issue. This represents a significant step toward aligning education in India with its cultural values and addressing the nation's emerging needs. Following the 1986 education policy overdue by over three decades, the new policy introduced vital reforms that render education holistic, flexible, inclusive, multidisciplinary, and technology-driven. The NEP 2020 establishes a single regulator for higher educational institutions (excluding medical and legal education), thereby transforming the regulatory framework to empower teachers and grant them the autonomy to

innovate. Moreover, incorporating elements of holistic education, flexibility, skill development, technological integration, language diversity, and global collaboration, the NEP establishes a strong foundation for a prosperous educational journey for youth in India.

Vocational education has gained renewed momentum through the Samagra Shiksha scheme. This initiative offers National Skills Qualifications Framework (NSQF) compliant vocational courses to students in classes 9 to 12 at eligible schools. At the secondary level (classes 9 and 10), vocational modules are available as additional subjects, while at the senior secondary level (classes 11 and 12), they are offered as compulsory (elective) subjects. The goal of the vocational education component of the Samagra Shiksha Scheme is to enhance students' employability and entrepreneurial skills, provide exposure to the work environment, and raise awareness about various career options, enabling students to make informed choices based on their aptitude, skills, and aspirations.

Along with this, an increased emphasis on skill education has been witnessed in the last decade. ITIs, the hub of skill education in India witnessed immense growth since 2014. In 2014, there were over 10000 ITIs nationwide. Since 2014, more than 4000 ITIs have been added, notifying an increase of nearly 48 percent. The seating capacity also increased manifold. More than 5700 seats added since 2014. Total capacity went up by nearly 50 percent. In terms of courses offered, a total of 61 courses added since 2014. The annual new enrolment at ITIs has grown from 9.46 lakh in 2014 to 12.4 lakh in 2022.

The government further extended this vision by introducing elements of innovation at the school level. The base is set at the school level through 10,000 Atal Tinkering Labs spreading across 722 districts in 34 states and UTs. In terms of facilitating an innovative environment in HEIs, the establishment of Research Parks in IITs greatly helps to foster scientific and technological advancement in the country. In this context, the government has approved setting up 9 Research Parks in IITs.

From the above discussion, it is evident that the government since last one decade has integrated skilling in the education system through a bottom to top approach. From school level to higher education, the government incorporated skilling as a part of core curriculum.

B) Skilling Youth: Addressing the Urgent Need

Skilling constitutes the base of enhancing an individual's employability options. For any government, the adoption of policy and regulatory reforms is a must to fill the skill gap among youth. If one closely analyses, the skill initiatives of India since its independence, a pattern has been witnessed where earlier governments also adopted curated efforts toward skilling. However, the program's penetration to rural areas was not promising. While considering the loopholes in terms of skilling, the current government adopted a dual approach towards skilling youth. First through education reforms and second by creating new schemes and initiatives. The above section already highlighted imbibing skill-related courses to the education sector.

The government moved a step ahead and introduced the **Skill India Mission** in 2015 with a holistic view of ensuring the skilling, reskilling, and upskilling of the population. Under this umbrella mission, multiple schemes are included such as Pradhan Mantri Kaushal Vikas Yojana (PMKVY), National Apprenticeship Promotion Scheme (NAPS), and Craftsman Training Scheme (CTS) through Industrial Training Institutes (ITIs). Few key initiatives are discussed below-

Pradhan Mantri Kaushal Vikas Yojana (PMKVY): This scheme was launched in 2015 to train youth with short-term training courses. Apart from providing training, this scheme also provides placement opportunities for certified trainees. Under this scheme, all the fees are paid by the Government and implemented collaboratively between the Center and State on a 50:50 ratio. It has three major components namely- Short-term training for school/college drop-outs or unemployed, Recognition of proper learning to enable

Indian youth to take on industry-relevant skill certification, and lastly Special projects to facilitate training in special areas. In a nutshell, this scheme is inclusive as it addresses the skill concerns of a diverse group of people.

- **National Apprenticeship Promotion Scheme (NAPS):**

This was launched in August 2016, to enhance apprenticeship training across the country by offering stipend support to apprentices, building capacity within the apprenticeship ecosystem, and providing advocacy for rapid growth. The main objectives of NAPS include developing skilled manpower for the industry through on-the-job training, encouraging establishments to enroll apprentices by sharing partial stipend support, providing upskilling opportunities for candidates with short-term skill training, and promoting apprenticeship enrollment in small establishments (MSMEs), particularly in underserved areas such as aspirational districts and the North-East region. Overall, apprenticeship training is vital for creating a skilled workforce in India, contributing to the nation's goal of becoming the "Skill Capital of the World." This initiative specifically ensures regional disparities in terms of skilling by targeting geographical locations.

- **Craftsman Training Scheme (CTS):** The ITIs provide a range of vocational training courses to provide skilled youth to the industry and at the same time ensure their self-employment.
- **Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY):** This initiative comes under the Ministry of Rural Development which intends to provide placement-linked skill training for economically disadvantaged rural youth aged between 15-35 years.

C) Creating Avenues of Employment

The third element in fulfilling the aspirations of the youth is creating adequate employment opportunities by enabling an ecosystem of entrepreneurial ventures. In this direction, the government from 2014 has been working in two directions- first filling up the long vacated posts and secondly imbibing the entrepreneurial spirit.

Startup India: This initiative was launched in 2016 to build a strong ecosystem for nurturing innovation and startups in the country

which will drive economic growth and generate large-scale employment opportunities. To make the startup ecosystem thrive the government simplified by easing out compliance and providing handholding support. This has resulted in immense transformation as India became the third-largest startup ecosystem worldwide from its nowhere position in 2014.

- **Pradhan Mantri Mudra Yojana (PMMY):** This was introduced in 2015 to enable micro-, small-, and non-farming entrepreneurs to obtain collateral-free credit up to Rs. 10 lakh for income-generating ventures. Since they receive 69% of the loans under this program, women entrepreneurs have greatly increased their authority. Furthermore, loans of about **21% of the total amount have been approved for New Entrepreneurs.**²⁵ As a result, it has been tackling the job problem by **developing substitute career paths.**
- **Change in Recruitment System:** Given the strong preference for government jobs among this demographic, ensuring that public examinations are free from unfair practices has become a major concern. In response, the government introduced the Public Examinations (Prevention of Unfair Means) Act, 2024, enacted in June 2024. This landmark legislation aims to eradicate organized malpractices and exam leaks, thereby preserving the integrity of the examination process. By promoting fairness, it upholds the merit of students and job seekers.

Additionally, the government has been organizing Rozgar Melas to ensure that skilled youth do not remain unemployed. These job fairs primarily target individuals aged 18 to 35 with various academic qualifications, including 8th, 10th, and 12th pass, as well as ITI, diploma, and graduate degrees. They also cater to trained and certified candidates aligned with the National Skills Qualifications Framework. As of October 2023, over 6.5 lakh individuals have been recruited through National Rozgar Melas.

Here, analysing the initiatives and efforts of government using three-pronged framework, it appears that government adopts initiatives to bridge the skill gap and providing avenues for their employment as well. In the following section, a more nuanced observation

about the initiatives and its impact on ground level will be discussed.

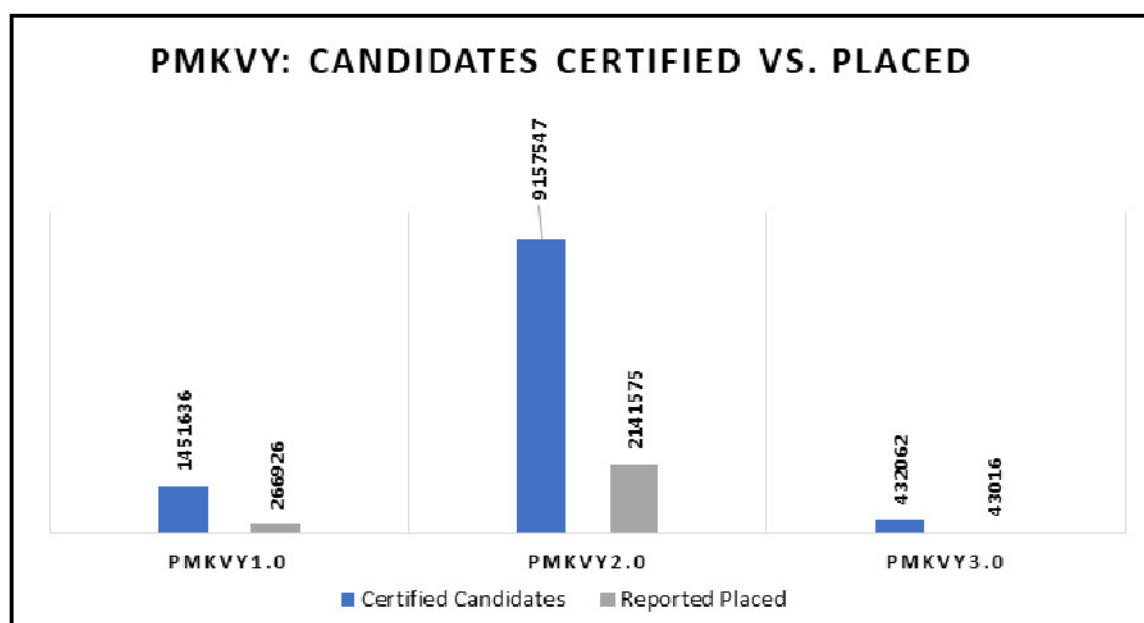
Key Findings and Discussion

The initiatives of the government after 2014 have been discussed in the above section. This section engages with the impact aspect of the initiatives and emerging trends in terms of skilling and employment among youth in India. The impacts will be discussed under the following headings-

- **Skilling Youth:** Changing Scenarios

As mentioned in the previous section, the government has launched several initiatives since 2014 towards skilling the youth. While a ten-year period may not be sufficient for a comprehensive impact assessment. However, this study attempts to examine any notable shifts or changes in the skilling of youth in India. Some major trends are outlined as follows:

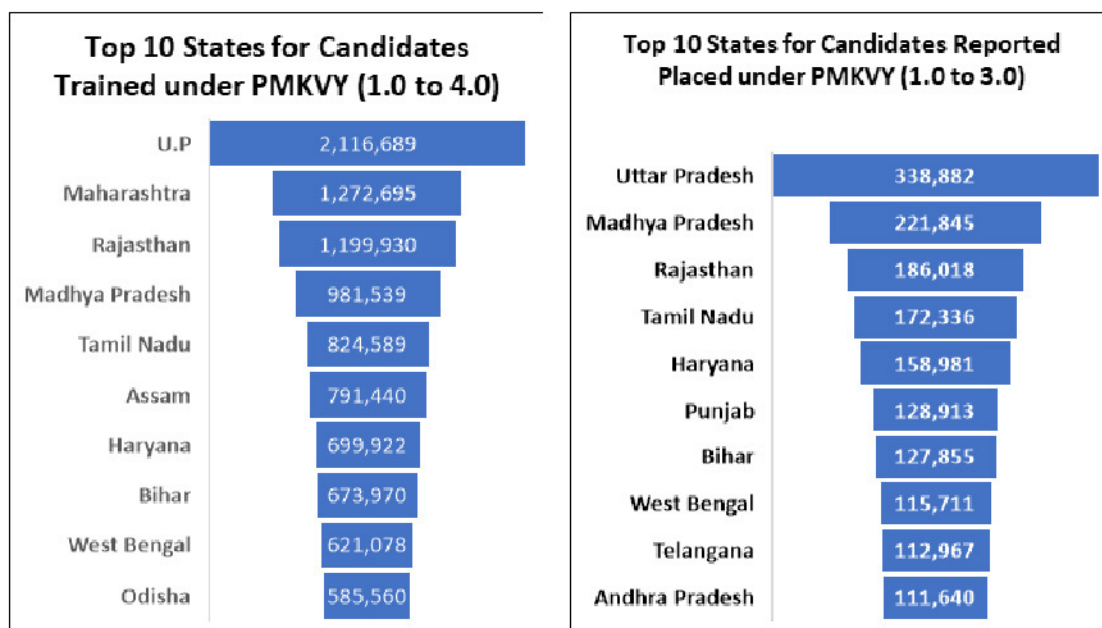
In terms of imparting skills, **Pradhan Mantri Kaushal Vikas Yojana (PMKVY)** has been conducting massive skill training programs since its inception. A brief overview of the three phases of PMKVY people certified and reported placed below.



Source: PMKVY Dashboard (Last Updated 9December 2023)

From an overall Indian context, the government needs to focus on improving the placement aspect under this scheme. However, if we

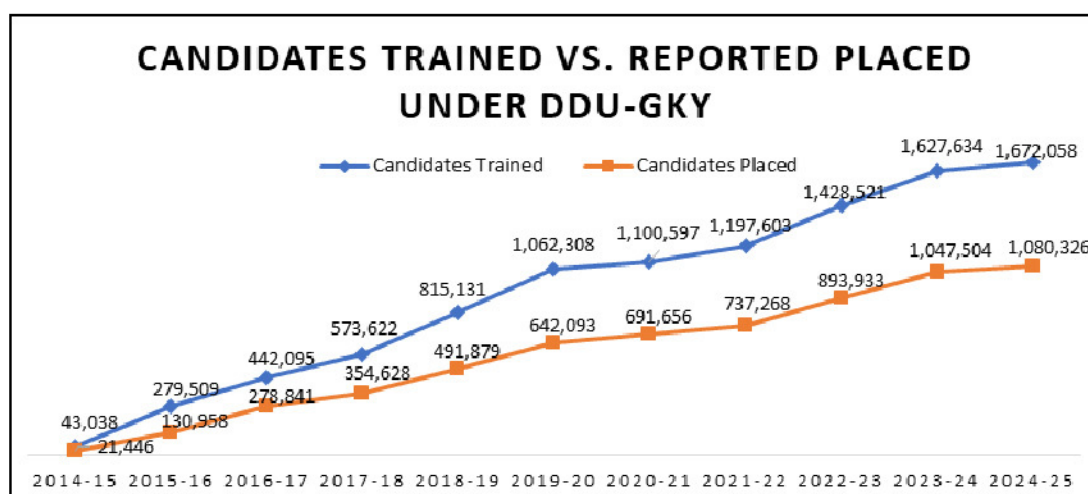
analyse the impact of these skill training programs on state wise, it shows that Uttar Pradesh tops in both the category concerning the total no. of candidates trained and reported placed state-wise ranking.



Source: Digital Sansad (As on 30 June 2024)

From 2022-23 till the launch of PMKVY 4.0, the drop-out rate of candidates is at 13.84%. To improve on this parameter, the government designed PMKVY4.0 to be more trainee oriented. Boarding and lodging facilities is also provided to special groups such as women and divyangjans and special areas including Aspirational, Border, Tribal dominated and LWE affected districts. However, since its inception in 2015 and up until June 30, 2024, the PMKVY scheme has trained and oriented 1.48 crore candidates. Additionally, in the first three iterations of the program, out of 56.88 lakh certified candidates in Short-Term Training (STT), 24.33 lakh have reported placements, resulting in an overall placement rate of 42.8%.

In terms of impact **DDGKUY** has trained over 16 lakh youth and nearly 11 lakh of them are reported placed, indicating a placement ratio of 65%. A more detailed year wise account of the scheme's performance is shown below.



Source: DDUGKY Dashboard (Last updated 30 September 2024)³²

National Apprenticeship Promotion Scheme is another key initiative of the government towards skilling the workforce. In terms of penetration of scheme's benefit, this scheme has a far-reaching impact on aspirational districts and tribal areas.

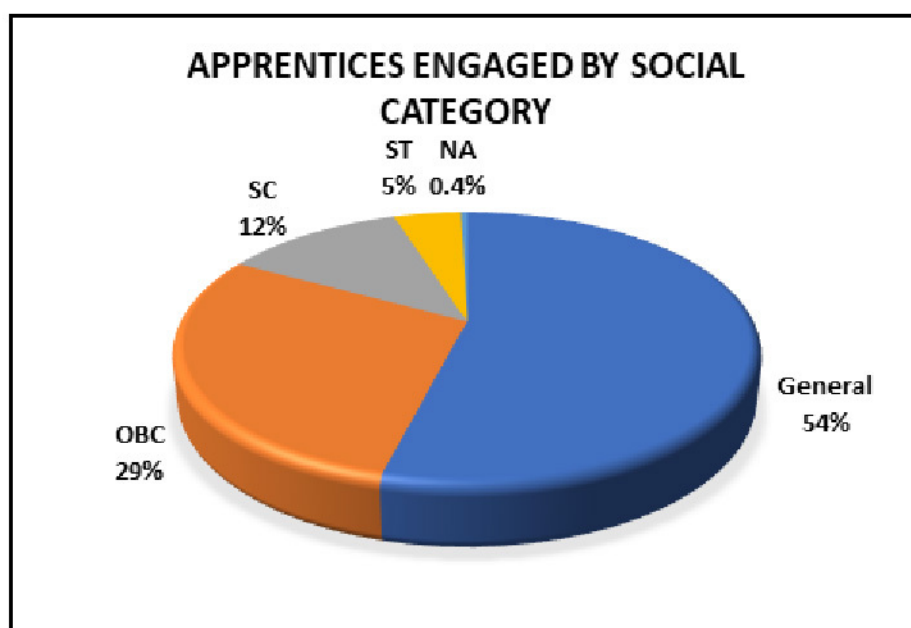
Table 1: Apprentices from Special Areas

Special Areas	Apprentices Engaged	Completed Training
Aspirational Districts	1,32,987	72,449
NER Districts	4,521	2,528
Tribal Districts	2,18,746	1,16,134
LWE Districts	73,448	50,290
Boder Districts	48,180	27,880

Source: NAPS Dashboard (Last accessed 14 October 2024)³³

The data highlights the significant impact of the apprenticeship program, particularly in geographically challenging regions. With over 2 lakh candidates from tribal-dominated areas participating, this initiative not only addresses skill gaps but also fosters socioeconomic transformation. Similarly, the region earlier grappled with left wing extremism, youth in those area faced substantial issues in terms of employment. However, under this program, more than 50,000

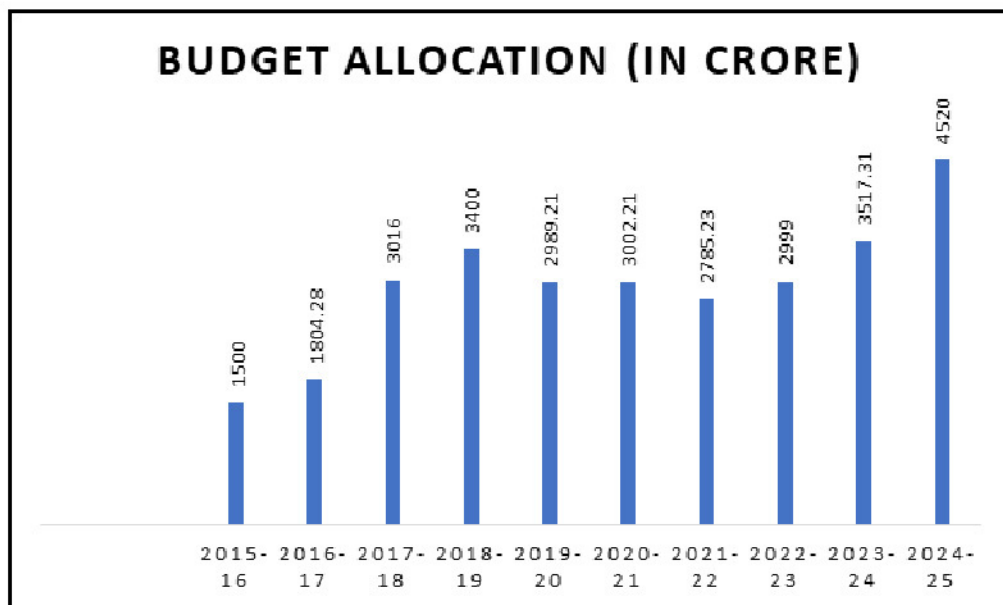
candidates from such areas of India got skill certification. This further impacts on making them a skilled workforce.



Source: NAPS Dashboard (Last accessed 14 October 2024)³⁴

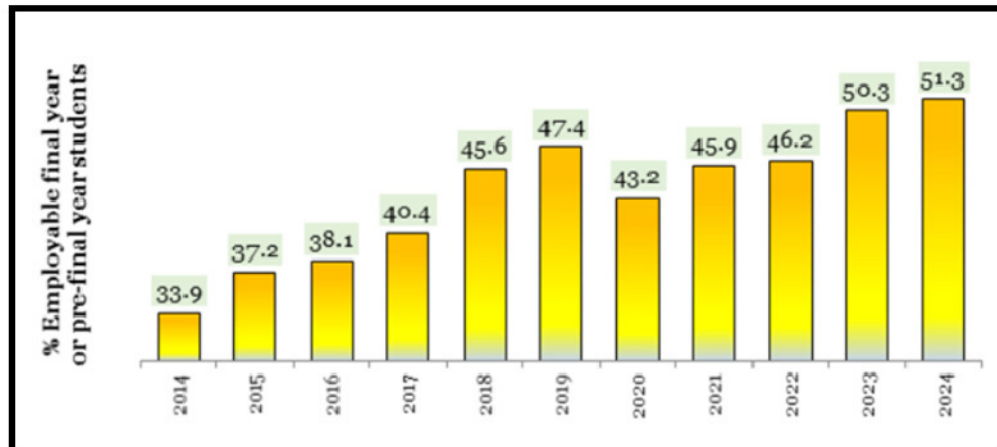
In the above figure, it is evident that the scheme is benefitting people from marginalised social communities such as STs and SCs. As a whole, 45% of the total candidates are from non-General categories.

While considering the need for skilling today's youth, this year's budget also makes specific allocations and provisions. The 2024-25 budget introduces groundbreaking provisions for internships, offering opportunities for one crore youth to work with leading companies to gain industry-ready skills and practical experience for the next five years. The scheme has launched a pilot project for the 2024-25 financial year, aiming to create 1.25 lakh internships across 24 sectors, including oil, gas, energy, travel, hospitality, automotive, and banking. In addition, the year-wise allocation for the ministry is increasing manifold in last one decade.



Source: Ministry of Skill Development and Entrepreneurship ³⁶

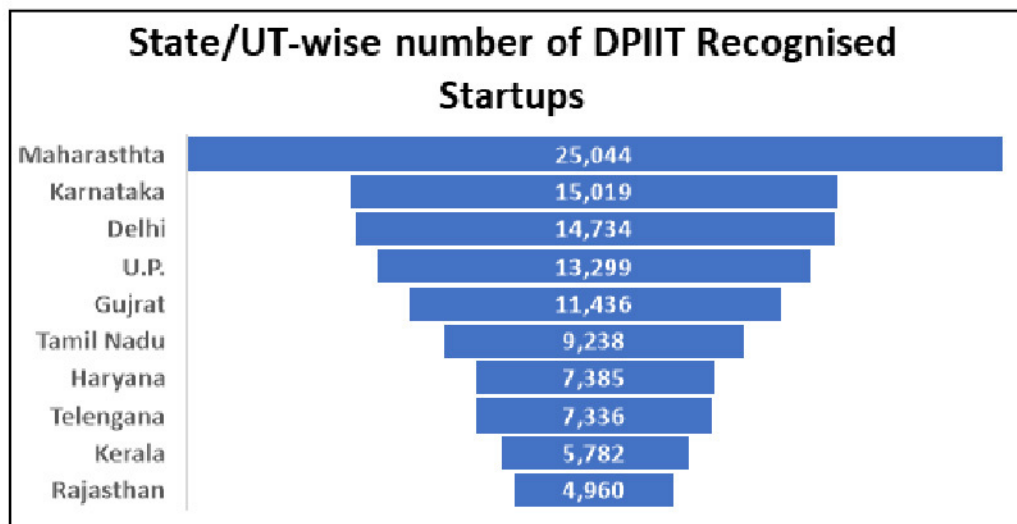
Due to the efforts of government towards skilling, India's ranking has improved globally. As reported in **India Skill Report, Wheebox** the percentage of employable students has improved from around 34 percent to 51.3 percent in the last decade.



Source: India Skills Report, Wheebox

Changing Mindset- Imbibing Entrepreneurial Traits

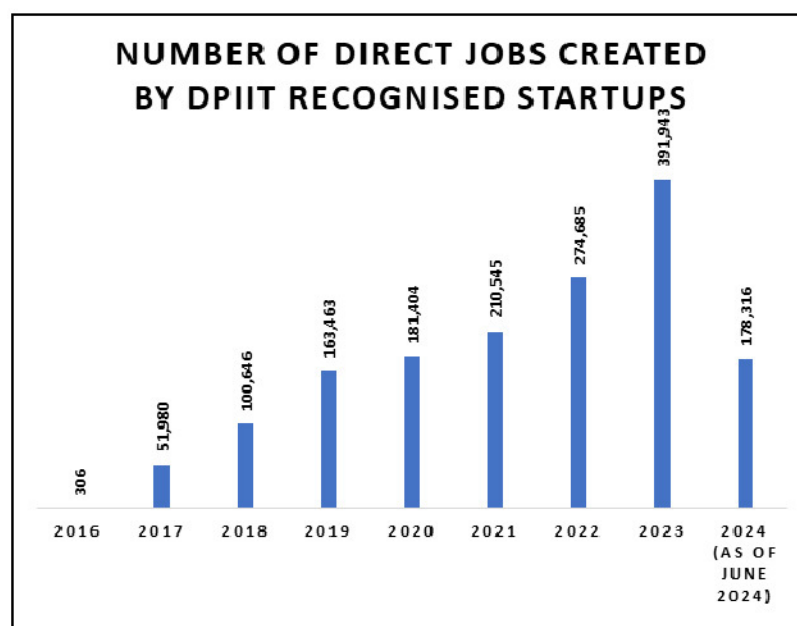
A noteworthy change witnessed in the mindset of the youth in the current context. Rather than relying on the job market, youth are imbibing the entrepreneurial mindset. The skilling efforts of the government along with conducive environment created for new businesses resulting in a positive shift in the attitude of youth.



Source: Ministry of Commerce & Industry (As of 26 July 2024)³⁸

The above figure shows that Maharashtra tops in case of having highest number of DPIIT recognised startups. However, the Economic Survey 2023-24 notes that the thriving startup ecosystem of India is led by Tier II and Tier III cities as 45% of Start-Ups emerged from these cities only.

In this shifting trajectory of youth becoming job creators, the initiative of Startup India program plays a crucial role. Since its inception in 2016 to October 2024, DPIIT has recognized over 1.50 lakh entities as startups which has created more than 15 lakh direct jobs.



Source: Ministry of Commerce & Industry (As of 30 June 2024)⁴²

In addition, 55,816 DPIIT recognised startups have at least one-woman director as on 31st December 2023. In terms of diversifying the start-up sector, new startups are emerging in the field of space technology and Agri-tech. For boosting the Agri-tech sector, financial assistance of Rs. 122.50 crore have been released in installments to a total of 1708 agri startups from 2019-20 to 2023-24 under the “Innovation and Agri-Entrepreneurship Development” programme.

Indian startups in the space sector are experiencing remarkable growth, with the number of space startups rising from just 1 in 2022 to nearly 200 in 2024—a staggering increase of 200 times in just two years. In 2023, approximately Rs.1,000 crore was invested in this sector. Consequently, India’s share of the global space economy is projected to quadruple by 2030, increasing from 2% in 2021 to 8%, and potentially reaching 15% by 2047.

Another significant initiative towards supporting entrepreneurial ventures providing collateral-free loan under PM Mudra Yojana. As of August 2024, more than 49 crore beneficiaries and total of Rs. 30.28 lakh crore loan disbursed under Mudra yojana. Approximately 21% of the total loans have been sanctioned to New Entrepreneurs. Additionally, the **SKOCH Report (2024)** has reported that PMMY itself has added 2.52 crore steady and sustainable employment as an average per year since 2014. In another study by Ministry of Labour and Employment (MoLE) estimated that the PMMY scheme generated 1.12 crore net additional jobs over about three years, from 2015 to 2018.

In this section it is evident that, the youth has imbibed a new mindset and proactively working towards being an entrepreneur.

Increasing Employment Trends

If we analyse the overall employment trends among the youth since 2014, few prominent trends have emerged. The increasing avenues of employment along with employability among youth can be derived from various sources and surveys. In this context, some emerging trends are listed below-

- As per the **Reserve Bank of India’s (RBI) KLEMS Report (July 2024)**,

- the employment in the country increased to 64.33 crore in the year 2023-24 compared to 47.15 crore in 2014-15. The total increase in employment from 2014-15 to 2023-24 is about 17.19 crore.
- **Youth Workforce Participation:** The **Economic Survey 2023-24** also noted significant rise in youth employment as the PLFS data of youth (age 15-29 years) unemployment rate declining from 17.8 per cent in 2017-18 to 10 per cent in 2022-23. The Survey also highlights the rising female labour force participation rate (FLFPR) for six years and attributes the same to multiple factors, including continuous high growth in agriculture output and freeing up of women's time due to substantial expansion of access to basic amenities such as piped drinking water, clean cooking fuel, sanitation, etc.
- **EPFO enrolment on Rise:** Since FY19, payroll data shows consistent year-on-year growth, with net additions soaring from 61.1 lakh in FY19 to 131.5 lakh in FY24, indicating swift recovery from pandemic phase stagnancy due to the handholding support from Aatmanirbhar Bharat Rojgar Yojana (ABRY). Between FY15 and FY24, EPFO membership grew impressively at 8.4% CAGR, with nearly two-thirds of new subscribers aged 18-28.
- **ITR Returns Among Youth-** As reflected in income tax returns (ITRs) filed during FY22-23, youth in the age bracket of 18–35 have paid gross tax of over 93,000 crore. This is over 13 per cent of personal income tax (PIT) and over 6 per cent of gross direct tax collection of FY22. For below the age of 18 years, the Minister further stated that 4,861 number of ITR filed were by individuals during FY 2022-23 till 31st January 2023. The Minister stated that this category taxpayers paid Rs 6.31 crore gross taxes as per ITRs filed, before claim of refund.
- In terms of creating government jobs, the government since 2014 to 2023 has created 9 lakh government jobs, outpacing the earlier government record of 6 lakh jobs during 2004 to 2013.

Limitations

This study has a limited coverage as it is solely relying on the exiting reports and data provided by the ministries from their respective dashboards. However, for an in-depth understanding, there is a need to study the micro trends as well which further needs more elaboration.

In the context of skilling and generating employment for them still requires further attention. Kumar and Hooda (2024) highlight a weak link between skill development and career guidance in India, particularly regarding the Skill India mission. Their research identifies the lack of skilled workers as a major barrier to closing the job gap. Factors contributing to this skill gap include conservative mindsets, reluctance to relocate, low wages, lack of standardization, and insufficient focus on non-technical skills, leaving many skilled workers unemployed.

In going forward, more attention is required in guiding the youth after getting skilled. Moreover, there is a need to consistently upgrading the skill set of youth, so that they won't be left unemployed.

Conclusion

The current era witnessed a technological shift and in this newfound era, the youth are playing a leading role in nation's progress. The government through Make in India, Digital India and Skill India initiatives created a robust ecosystem for youth to thrive and fulfilling their evolving demands. However, more focus needs to be given to upgrading the skill set of workforces, so that in the wake of AI and generative technologies, they can adapt the changes effectively. The demographic advantage of the youth can only be realised only with a skilled workforce. As India is marching ahead to become the Skill Capital of the World, the government need to focus more on bringing innovation in the skilling programs as well.

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