

How skill India is set to revolutionize the future of India

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Thirumal Raj

#Skilling

There are Corporates who have come forward to address the issue of Skills gap in the country, and are doing their bit to fill that void with a trained and certified labor force. However, there are various aspects to this mission that need proper consideration in order to maintain its successful implementation.



Over the past couple of years, the Government of India has come up with various initiatives like the 'Make in India', 'Digital India', and 'Skill India' campaign – with a singular aim to solve major challenges which could hinder the progress of our country. Although all three hold equal importance and are co-related, the 'Skill India' Mission has come across as most vital since its vision is to upskill the citizen of India to create a skilled workforce that can positively impact the nation's growth.

Since its launch last July, this mission has garnered lots of support from various industries and initiators – Government or otherwise, who have come forward to address the issue of Skills gap in the country, and are doing their bit to fill that void with a trained and certified labor force. However, there are various aspects to this mission that need proper consideration in order to maintain its successful implementation.

Upskilling more than 40 crore individuals in multifarious fields by the year 2022 can seem like an achievable task on paper, but it is actually far from it. Undertakings of such magnitude need constant deliberation and have to be improvised at each step to counter every challenge on its path to success. Furthermore, it is predicted that the government may have to devote more than INR 8 Lakh Crore to this mission gradually over the next 8 years in order to accomplish this task.

However, things have begun to look promising on this front ever since the Budget for 2016 was announced, with the Ministry of Finance allocating over 1000 Crore for this mission. Additionally, the ministry has also announced some provisions for initiatives under this scheme – INR 1700 Crore have been set aside for skilling institutions under Pradhan Mantri Kaushal Vikas Yojana (PMKVY scheme). The main objective of this funding is to support development of infrastructure in this field which can help skill more than 1 Crore youth within the next 3 years.

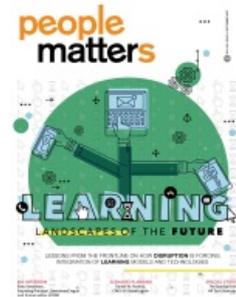
India currently holds the distinction for being one of the youngest nations in the world, i.e. largest youth demography. According to a report by The Ministry of Skill Development and Entrepreneurship, over 54% of India's total population is below 25 years of age, and over 62% of the population comes under the working age group (15-59 years). It also predicts that our country's population pyramid is expected to swell across the stated working age over the next decade. However, this is projected to last only till the year 2040. Thus, it has now become a matter of extreme importance for India to utilize its demographic dividend and overcome the Skills gap within a limited timeline.

Over the past couple of months, we have witnessed that 'Skill India', in general, has been talked about on numerous occasions, specifically on how this mission can achieve its target. Most people now have a general idea on the extent of this initiative and how it has helped thousands of individuals to become job-ready professionals with proper training. Now, we are going to explore how this comprehensive pan India movement can play an integral part in reforming the future of our country.

- **Increase in Rate of Employment:** So far, the Job market in India was mostly comprised of candidates who, despite being well educated, lost out on several opportunities because they may have lacked the skills required for a specific job profile. With the 'Skill India' initiative, individuals can get appropriate training across various fields from designated skill development institutions, and become job-ready prior to venturing into professional realm.
- **Increase in Productivity:** Through Skill development, individuals will be able to gradually improve their productivity with proper guidance, which can further maximize their efficiency. Since the mission aims to create a skilled workforce – this factor can greatly improve the situation of India's labor force and help in accelerating the growth of our country manifold.
- **Enable the youth to get Blue-collar Jobs:** The PMKVY scheme under 'Skill India' Mission can enable the youth to get several blue-collar jobs since those who undergo training under this initiative receive an official certificate upon successful completion of the same. This can validate their training and also help them get access to better job prospects.
- **Skill development at primary & secondary education level:** The 'Skill India' mission encourages and promotes skill development at school level in order to further bridge the skills gap. Doing so can help create job-ready individuals in the near future – enabling them to embark on their professional journey without any hurdles on their way.
- **Improve employment scenario within rural demography:** Since the problem of skills gap is mostly prevalent within the rural population of India, it has become extremely important to upskill this section and recognize their skills in order to improve their employability. With 'Skill India', many individuals from rural regions have been able to secure well-paying jobs after undergoing training in various programmes, and/or further honing skills which they may have acquired at some point in their life. If this trend continues, the rural demography will be able to significantly contribute its share in furthering the development of India to greater extent.

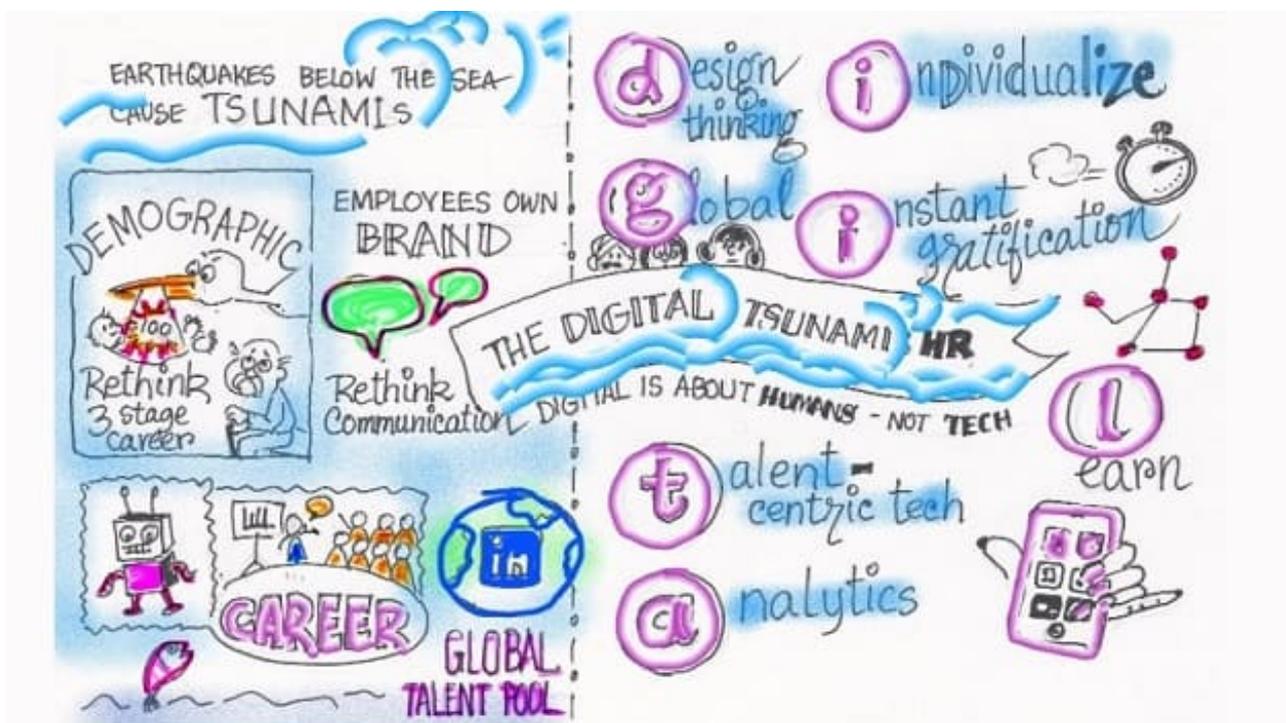
Although it may seem like a difficult task to achieve, the aforementioned facts can surely restore the faith of people within the system as well as for this mission. Therefore, we can say that these factors can certainly help 'Skill India' in revolutionizing the future of India – creating a workforce that can overcome any challenges, and contribute significantly to the nation's economy.

Topics: [Skilling](#)



The digital tsunami in HR

The digital world is changing organizations faster than ever before with technology like virtual reality, live video, artificially intelligent news bots, instant messaging and chat apps



Companies that have been born digital are overtaking companies that have existed for decades

Those who learn to work WITH machines will thrive & HR will certainly need to learn to work with robots who will be part of every workforce

I look at the latest occupant of my office space. He is Newton, a chatbot. That means he/she/it is a computer program designed to simulate conversations with human users. There is a camera, a motion sensor and a computer that is hidden behind this human form. Newton engages in some light social banter with me to put me at ease. Then asks me some questions to test my awareness and understanding of the new policies we have

introduced. I am a participant in an experiment HR is running on how to use chatbots to judge the mood of the employee. Newton understands our natural language and hence is easy to talk to. I could easily think of using Newton to answer questions on policies or do short surveys in real time. People stop and patiently respond to Newton's questions fairly candidly. The chatbot uses artificial-intelligence software to remember details from previous discussions and mines the web for question-and-answer style conversations.

Artificial Intelligence

When Microsoft, China created the chatbot Xiaoice, they did not anticipate how big a hit the bot would be. Millions of young Chinese pick up their smartphones every day to exchange messages with her, drawn to her knowing sense of humor and listening skills. People often turn to her when they have a broken heart, have lost a job or have been feeling down.

In recruiting, Artificial Intelligence (AI) is helping make better shortlists of potential candidates. AI algorithms creates personal profiles of candidates and extracts insights about whether they would be a good match for a job, even if they're not actively searching for a new one. By using predictive analytics to evaluate candidate interview videos, HireVue filters candidates on factors like word choices and even facial expressions and match these variants to outcomes—such as who was eventually hired for which position. As the number of data points increases, the algorithm's ability to filter through mountains of resumes to present a few candidates improves. AI does what recruiters are not good at i.e. sifting through resumes. That leaves recruiters just the task of finding the cultural fit.

The digital world is changing organizations faster than ever before. In the past five years, our new ecosystem that has changed much more because of technology —virtual reality, live video, artificially intelligent news bots, instant messaging and chat apps. The world of work is changing rapidly.

Scale and Speed

Companies that have been born digital are overtaking companies that have existed for decades. Airbnb (started in 2008) is valued at more than \$25bn. That makes them bigger than Hyatt (\$9bn), Intercontinental or Accor or Wyndham (approximately \$11bn each) and in the same league as Marriott (\$23bn) or a Hilton (\$28bn).

Apple, Alphabet, Microsoft and Facebook generate more than \$2,000 in combined profits every second and \$140,000 every minute. Alibaba sold goods worth \$14bn in a single day.

Inside the organizations, HR now has the ability to use the web, cloud, social, mobile, video, apps, data and geolocation to engage the employees, the network of consumers, the suppliers, competitors and if possible, every talented person in the world who can collaborate with them. The digital tools make all this possible at almost no cost.

Humans and Machines

Will HR be replaced by chatbots and machines? The answer is nuanced. The machines are not good at understanding shades of emotions, sarcasm, humor etc. Machines are good at doing "mindless"



repetitive tasks. These are the tasks that humans can do without giving it any thought. Routine, repetitive tasks that machines can be trained to do more efficiently than humans will be done by machines. But jobs that depend on social skills and involve complex human interactions will stay with humans. Those who learn to work WITH machines will thrive. HR will certainly need to learn to work with robots who will be part of every workforce.

That is not something radically new. We already do that a lot. We carry the power of artificial intelligence in our pocket and use it to get directions when we travel to unknown locations. Our photos get tagged by Facebook. We ask Siri questions we need looking up.

Artificial Intelligence algorithms are getting standardized and made available for free. HR can start leveraging AI to get insights about the workplace that was not possible before. How can the digital tsunami be harnessed by HR?

Simplify Information Access

A chatbot can provide answers to routine questions that employees may have about policies and even job postings. The bot can tell the job applicant in real time what skills they are missing that they need to build up to get the dream job they aspire for. The chatbots can help in training people because they do not get frustrated when they have to repeat the same instruction for the five hundredth time.

Engaging the Employees

Getting the employees to create content that is made available on the intranet or the internal social network can be a very powerful engagement tool. Being able to have access-on-tap to content created by the leaders can change the way the leaders shape culture. The leaders may have to learn to create content that captures the employees' imagination. Even in the digital world, content is still the king.

Individualize

Think of the choice that AirBnB can offer to a traveler compared to a conventional hotel. Everything from a castle to a single mattress in a dorm is on sale to let the consumer individualize the experience. By using data from multiple sources like demographic data, performance data, activity on internal social network, participation in community activities, the organization can get insights almost at an individual level and individualize everything from benefits to rewards.

Communities

Digital communities can serve as great places to connect and build stuff. HR can run hackathons and open innovation contests by leveraging communities. Participation in the online communities can create a sense of identity and camaraderie in geographically dispersed employee groups.

Digital is not about technology

This is not about technology. It is about reexamining and changing our mindsets, beliefs and forming new habits. Anyone who has tried to stick to New Year resolutions will tell you that it is very hard to change habits.

In the analog world, HR was still sulking about not having a seat at the table; in the digital organizations, they have to take the lead. Creating these changes is all about creating a culture where speed, boundarylessness and innovation are dominant forces. The digital tsunami will not give us the luxury of time.

The Digital Tsunami is the latest book by Abhijit Bhaduri.

Topics: [HR Analytics](#), [HR Technology](#), [Hr's Digital Transformation](#)

