

# SKILL INDIA

## ANALYSIS REPORT ON Skill Development & Entrepreneurship

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The skill gives an individual the ability to perform a job well with the help of training. When these are used to provide solutions to a problem develop an entrepreneurial mind set and help in the growth of an economy. As per the 2014 report of the Labour Bureau, the number of skilled manpower in India was merely 2% and was far less when compared to other developing nations of the world. Thus, since 2015 under the visionary leadership, the Government of India has started working to develop a strong skill and entrepreneurial ecosystem in the country to tap the potential of its demographic dividend for social, economic, and strategic growth.

To strengthen this vision, in the recent Union Budget 2022-23 the government has again emphasized the quality education and up skilling of youth as one of the priority areas to achieve the milestones under Atmanirbhar Bharat. The provisions have addressed the issues of unemployment among Indian youth by developing entrepreneurial skills through vocational training and skill development.

As per the reports, the skill rate in India is around 10% in comparison to countries like South Korea, Japan, and Germany which have skill rates of more than 75%. This creates a skill void in the country and restricts the ability to tap the benefit of its demographic dividends for the growth of the country. Due to rapid industrialization, a major workforce is in demand but due to lack of skills, the problem of unemployment is still haunting the Indian youths, and the unemployment rate in India has reached 34% (Data of age group 20-24 years for the first quarter of 2019).

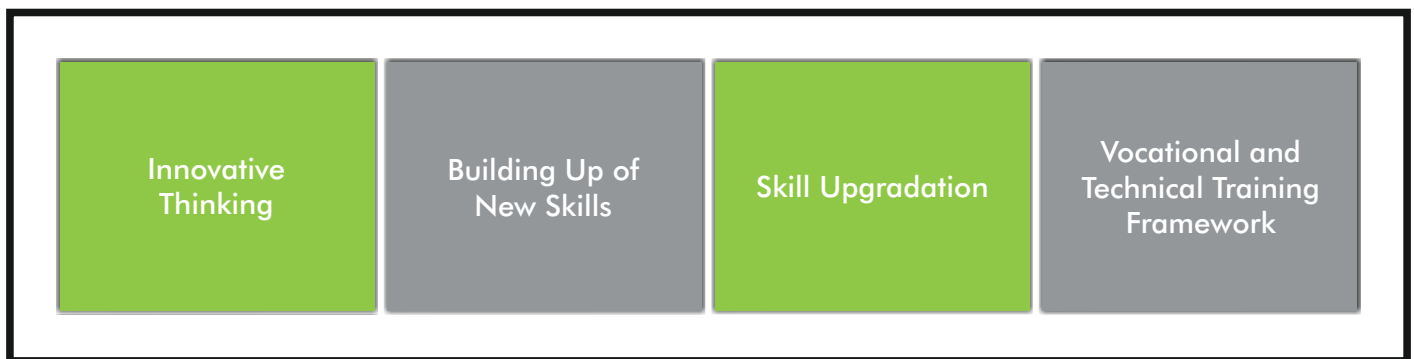
But, after two deadly post-Covid-19 waves, the economic scenario is gaining momentum and regular vocational and skill training has shown an impact. The Centre for Monitoring Indian Economy's monthly time series data is showing a declining trend in the unemployment rate which was recorded as 7.6% in March 2022.

The implementation of the National Skill Development Policy 2015 and its flagship Skill India Mission along with the Startup India initiative launched in 2016 has opened up the new avenues of skill development and entrepreneurship in India. The policy frameworks have addressed the skill gap across the industries and the need for innovative solutions through developing the entrepreneurial mindset of the Indian youth to revolutionize the employment scenario of the country with the help of startup creation.

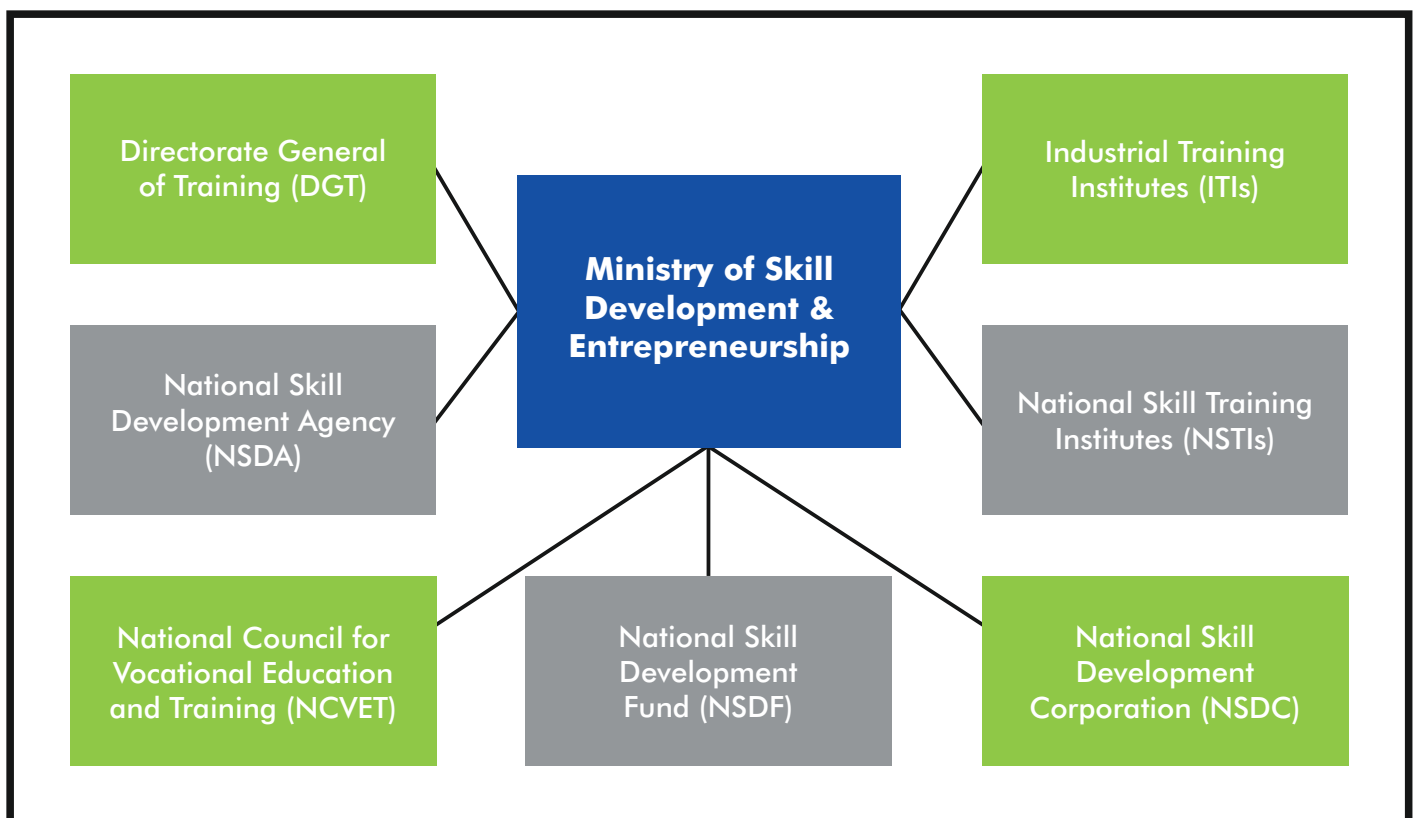
The government has addressed the biggest bottleneck of financial constraint in both scenarios and provided industry-relevant and market-led skill and vocational training to the Indian workforce through “Pradhan Mantri Kaushal Vikas Yojna” (PMKVY) and provided funding support to innovative Indian startups through various grants and funds. The performance of the PMKVY scheme along with the Startup India Mission over the years is reflecting the trends of up skilling of Indian youths with declining unemployment trends and a rapidly increasing number of unicorns in the Indian economy.



The Skill Development and Entrepreneurship in India are witnessing great enthusiasm and acceptance in the society which was primarily launched to make India a 'skilled nation' and develop its human resource power for the growth of Indian society as well as the economy. The various activities involved in the process of achieving the desired outcome to make India ready for contemporary and future employment opportunities are:

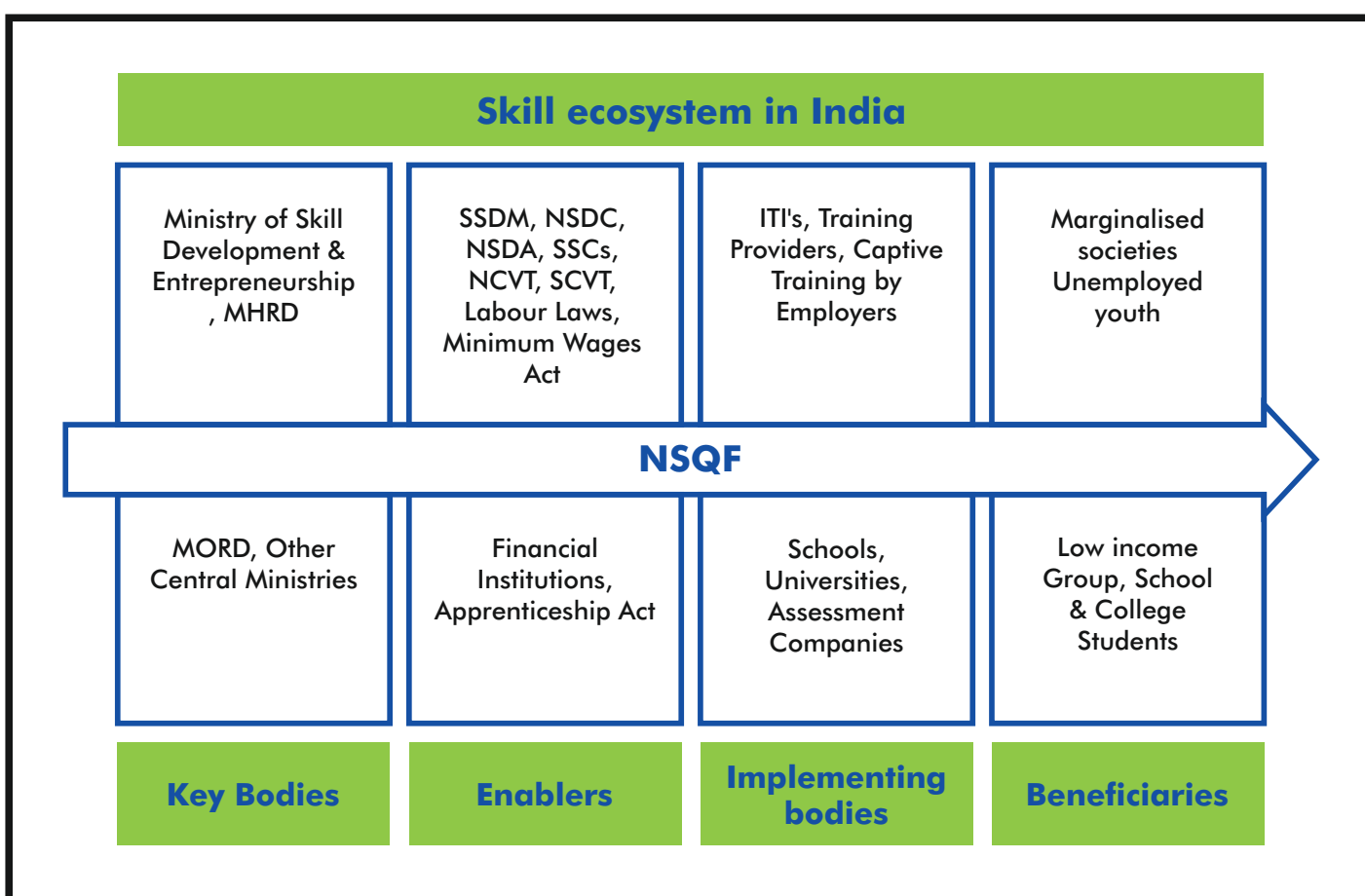


The innovative thinking among Indian entrepreneurs is supported by various line ministries, research, academic institutions, etc. to create new startup ventures and help India to go self-reliant in all its spheres with the use of technology. Thus, the major initiatives governed by the Ministry of Skill Development and Entrepreneurship are designed to achieve the desired objectives with the support of its various functional arms at pan India level:



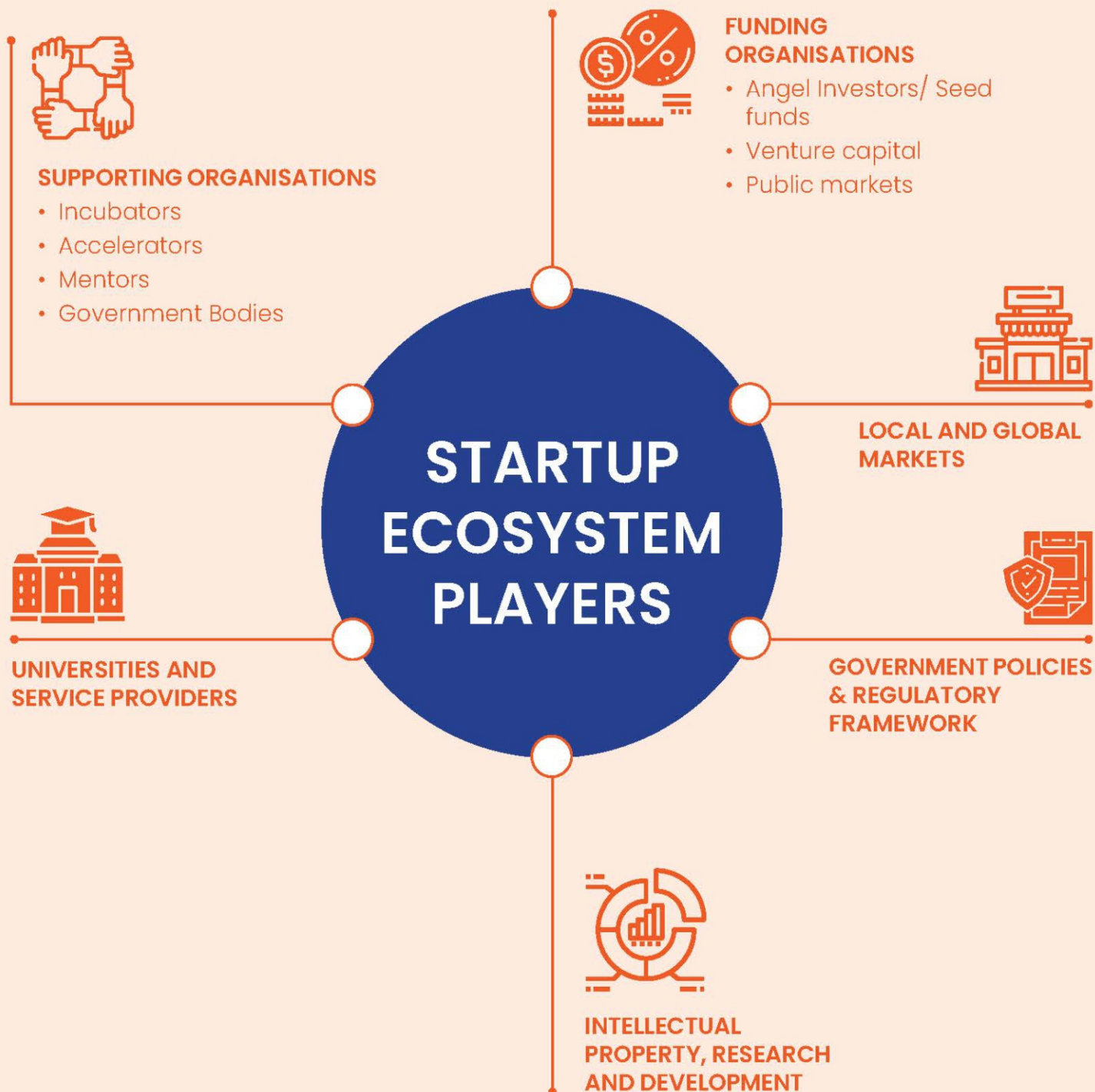
Along with this, the Ministry also closely works with the collaboration of various other ministries such as the Ministry of Science & Technology, Ministry of Labour and Employment, etc. state government's initiatives in the field, International Organizations, Academic Institutions, Industry, Corporates, and NGOs to create an impact full ecosystem and generate various levels of engagement models for the skilled community and youths.

This whole collaborative model leads to the successful implementation of the National Policy for Skill Development and Entrepreneurship, 2015 across India's length and breadth through the National Skill Qualification Framework (NSQF).



Source: <https://ficci.in/spdocument/20405/ficci-kpmg-global-skills-report.pdf>

In 2015 the need of creating a pool of skilled human resources was found by the Indian think tank Niti Aayog and the Ministry of Commerce and Industry by developing various mentors, financial, and technical support models to create innovative solutions for India's social and economic needs. To look at it, the Startup India Mission was launched in 2016 to engage various stakeholders from research institutes to corporates under one umbrella to nurture the entrepreneurial ecosystem through various relevant training, workshops, mentor engagement, and financing models to turn the vision into reality.



Source: [https://www.startupindia.gov.in/content/dam/invest-india/compendium/National\\_Report\\_09092020-Final.pdf](https://www.startupindia.gov.in/content/dam/invest-india/compendium/National_Report_09092020-Final.pdf)



## 2. Governance Structure and Ecosystem Stakeholders

# Analysis Report

February 2022

## Edition

These ecosystem stakeholders have a crucial role to play in each phase of building a startup and developing innovative and critical thinking in entrepreneurs. The different roles played by each of these ecosystem players are distinct and have the following to contribute to every stage of the startup life cycle:

## Incubators

Fundamental Financial Support through Government Grants, Funds, Investor Enagagemnt, etc

Non Financial  
Support Such as  
Technical, mentor and  
Market Support

## Accelerators

## Sharpening the Business Growth

## Business Mentoring

## Technical Advisory to Boost Business Growth

## Funding Organizations

## To Provide Seed Money

To help in maintaining  
the cash flow to manage  
day-to-day expenses  
and Business  
Expansions

These three major entities help startups to achieve their growth and scalability in the domestic as well as international markets. Here the government bodies and research institutions help them to find intellectual property rights and patents to create a USP for their innovative solutions in the market which work as a catalyst for their fast growth. Through such ecosystem support, the Indian startups generate millions of jobs per year for India's skilled workforce and contribute to combating the problem of unemployment in the country.



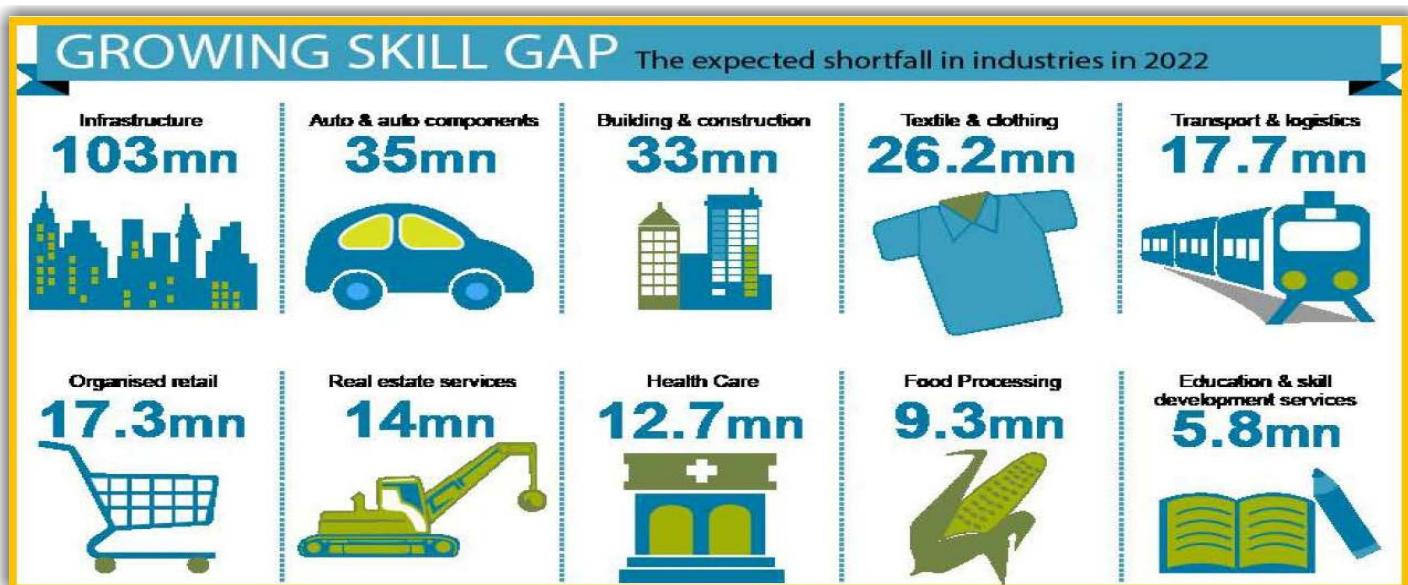
### 3. Skill Development and Entrepreneurship in India: Opportunities and Challenges

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The rapid growth of the Indian economy with fundamental reforms and ambitious policy initiatives has driven the way towards being a US\$ 5 trillion economy by 2024-25. This all makes India the fastest growing world economy and presents many social, political, and economic challenges along with massive opportunities to tap which were never seen before.

India's Planning Commission's 12<sup>th</sup> Plan document stated that there is a huge gap in skills in the Indian workforce and by 2022 it will create a following shortfall across the various industries:



Source: <https://www.devalit.org/newsletter/jul19/lead.htm>

This unprecedented multidimensional growth and commitment to become self-reliant in each sphere of economic development, need equal contribution from its working population in different capacities. Thus, the National Skill Development Corporation under the Ministry of Skill Development and Entrepreneurship has come up with four distinct skill stages and their corresponding training framework to upskill India's working population:

Semi Skilled	Skilled	Highly Skilled	Highly Skilled With Specialization
<ul style="list-style-type: none"><li>Require Short Term Courses</li><li>Provided through focused interventions and on the Job Training</li></ul>	<ul style="list-style-type: none"><li>Skills specific to a Occupations such as Carpenter</li><li>Provided through Vocational and Technical Trainings</li></ul>	<ul style="list-style-type: none"><li>Involves operations require high level of technical and commercial knowledge</li><li>Require Diploma, Degree, and Post Graduation Education</li></ul>	<ul style="list-style-type: none"><li>Skills which require high level of Specialized Research and Designing</li><li>Need a Doctoral Degree or Many Years of experience in that specialized area</li></ul>

### 3. Skill Development and Entrepreneurship in India: Opportunities and Challenges

Analysis Report

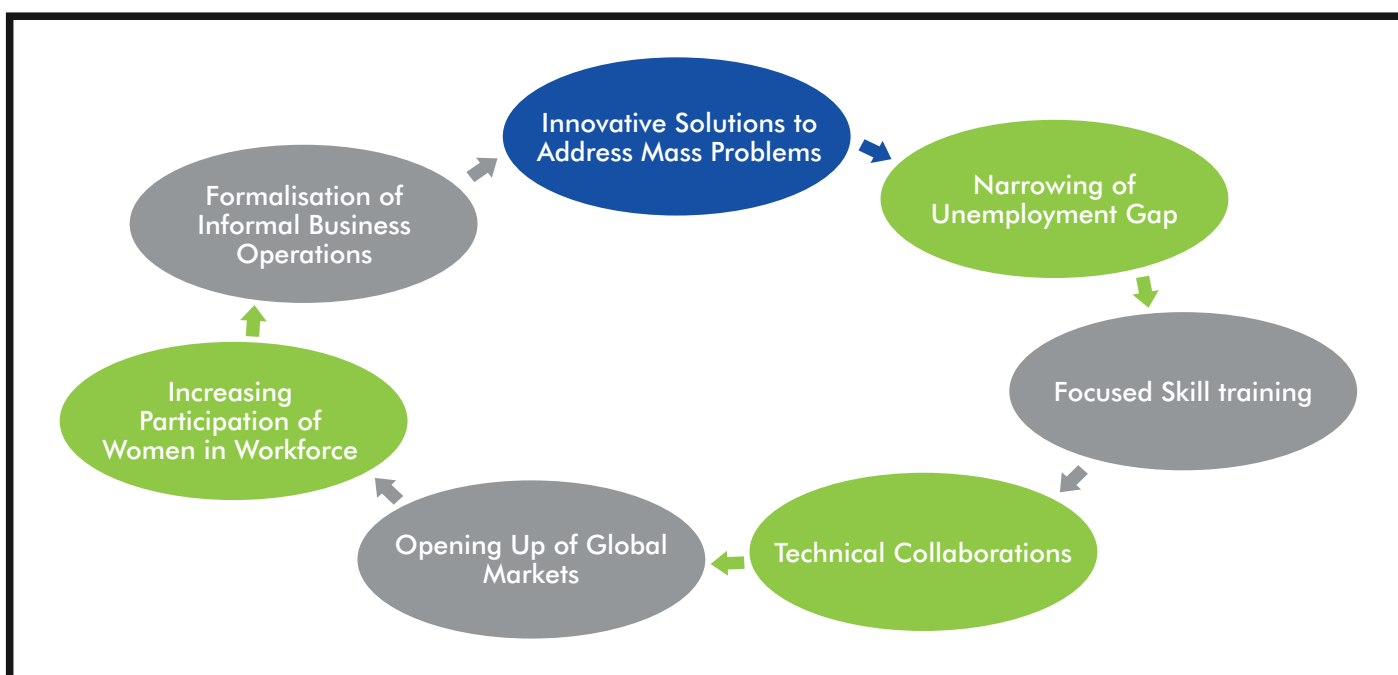
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But in a large and diverse country like India where the skill-based education system is still in its nascent stage of development with the implementation of the National Education Policy, there is still a long way to go. But the response to India's flagship PMKVY scheme has created an unprecedented impact and is thus reflected in the numbers:

Phase	Target	Candidates Trained / Oriented
PMKVY 1.0 (Phase I i.e. 2015-16)	24.00	19.86
PMKVY 2.0 (Phase II i.e. 2016-20)	100.00	109.98
PMKVY 3.0 (Phase III i.e. 2020-22)	8.00	4.45
<b>Total</b>	<b>132.00 lakh</b>	<b>134.29 lakh</b>

Source: <https://pib.gov.in/PressReleasePage.aspx?PRID=1796816>

The major opportunities, which the Skill India Mission and the Startup India initiative together created for the Indian workforce as well as Entrepreneurs are:



While tapping the enormous benefits from all these opportunities, the Indian entrepreneurs have created a buzz in every household with commercial business programs like Shark Tank India and Horses Stable. These developments have shown that an entrepreneur can be from any Indian household and there are so many opportunities for businesses to grow beyond imaginations in the country.



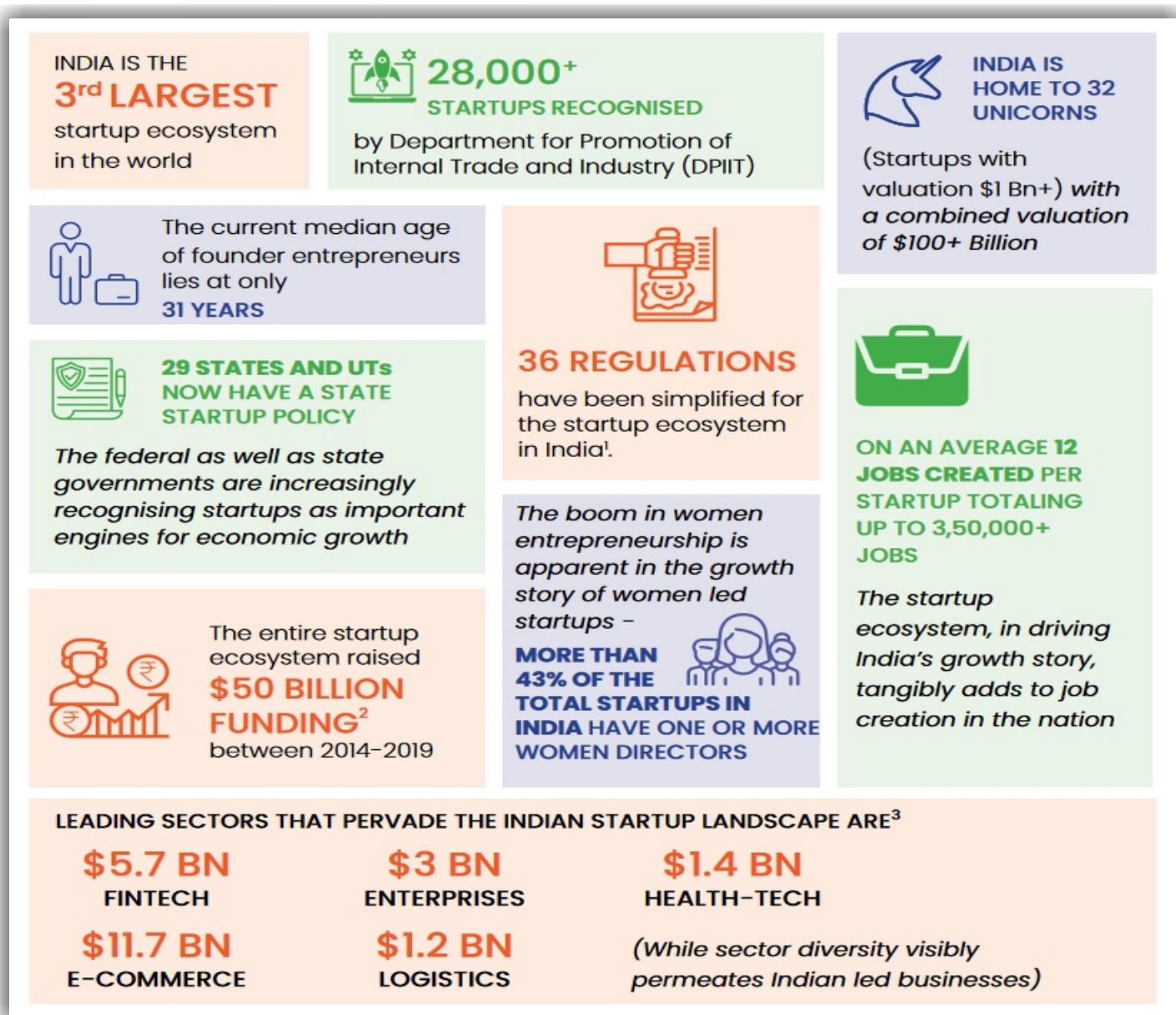
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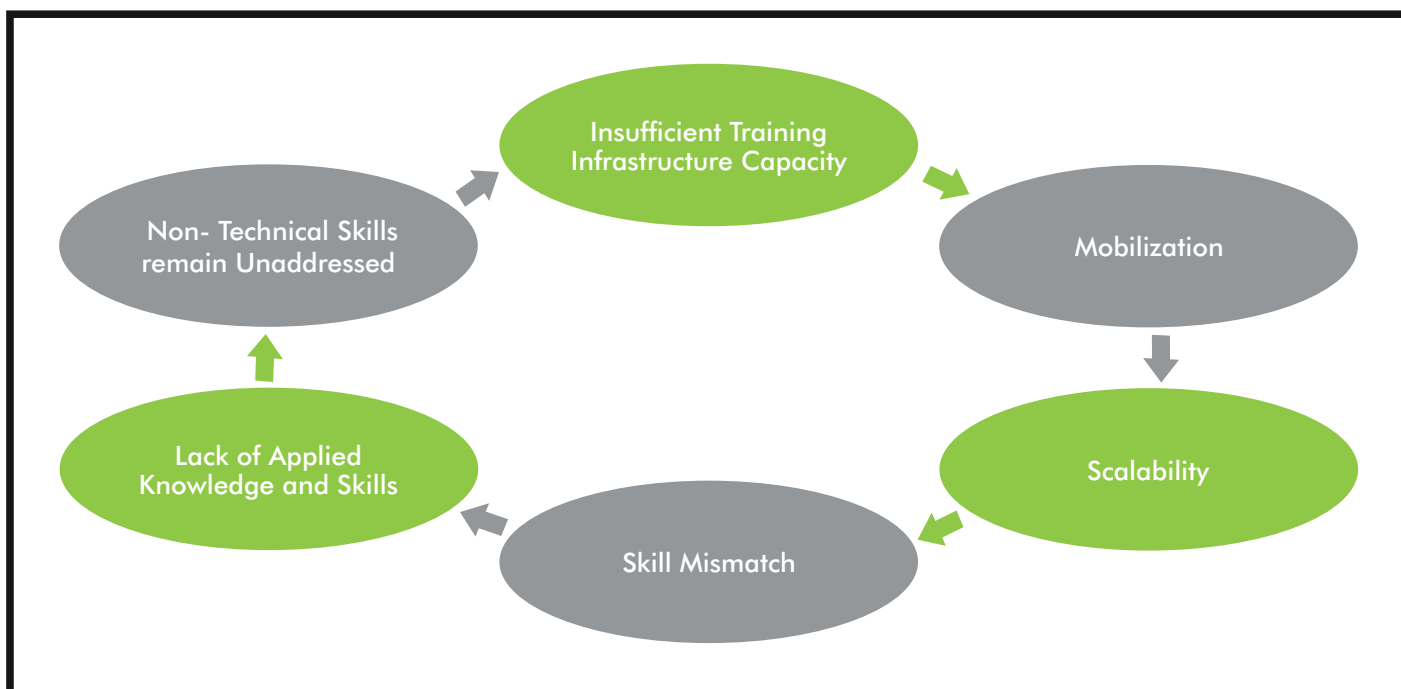
The technical collaborations at the government level with various countries like Australia, Europe, and the UAE have unfolded opportunities for the exchange of ideas, skilled workforce, and adoption of mutually recognized business standards. That is helping the budding entrepreneurs to make their mark on global markets and the Indian workforce to find work opportunities around the globe to showcase their sharp skills.

Some of the encouraging facts (As of March 2020) show that both the initiatives are well complementing each other and utilizing the opportunities of the recent times for the growth of Indian society while encouraging the young minds to develop innovative solutions across the sectors of the Indian economy:



Source: [https://www.startupindia.gov.in/content/dam/invest-india/compendium/National\\_Report\\_09092020-Final.pdf](https://www.startupindia.gov.in/content/dam/invest-india/compendium/National_Report_09092020-Final.pdf)

While India is facing a policy shift in its governance and administration to become one of the leading world economies, it also faces lots of challenges due to a lack of infrastructure, lower level of education as well as awareness among various disadvantaged groups. Thus, on the growth track, it faces lots of challenges while ups killing the majority of the population and creating a robust job market that benefits each stakeholder and contributes toward the inclusive growth:



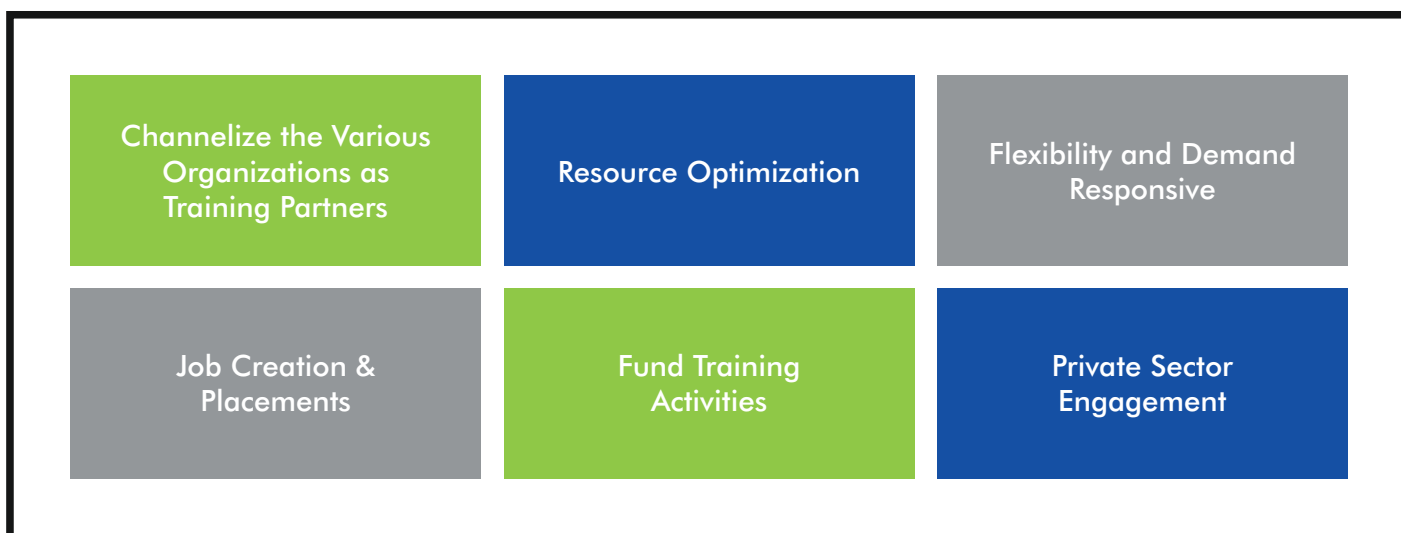
It is the right time where India needs to leverage the opportunities to provide long-deserved impetus to the skill development (technical and non-technical) to cater to the workforce demand of not only its domestic market but of the rest of the world. In this regard, to address the current challenges through more robust frameworks, collaborations, and association of academia, industry, and corporates with the government nodal ministries shall be envisaged.

## Importance of Entrepreneurship to India's Economy



The Fund is the energy source to fuel the growth of skill development and entrepreneurship in the country and thus, the government has come up with many innovative fund structures, grants, and tax benefits for the skill up-gradation and growth of startups in India since the inception of the National Skill Development Mission and the Startup India Initiative. The government's vision has mandated that no eligible Indian citizen should remain unskilled and no valuable startup should be died due to financial constraints.

In this regard, the government has set up the National Skill Development Fund (NSDF) to encourage technical and vocational training across the country. It works as an aggregator of multiple funding agencies and infrastructure resources like Corporates, Foundations, NGOs, Individuals, etc. The fund was established with the focus on the following objectives:



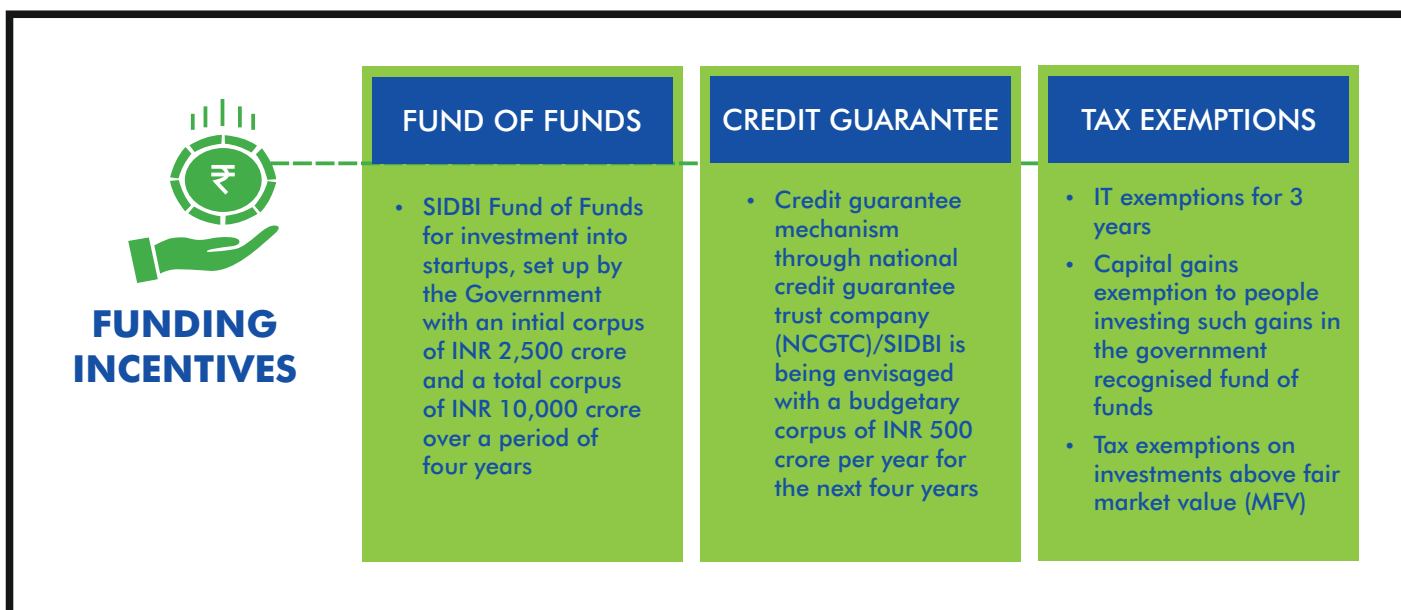
To provide credit support for skill development of the eligible Indian workforce, the government has also set up a "Credit Guarantee Fund for Skill Development" along with a Rs 3 lakh crore per year "Credit Guarantee Fund for Entrepreneurship Development" under Prime Minister MUDRA Yojna.

Along with these financial credit facilities, the government has encouraged the spending of at least 25% of the Corporate Social Responsibility Fund (CSR) from industry and 2% of the payroll bills in their respective sector to support the skill development initiatives overall. The government schemes are also mandated to allocate 10% of their total scheme budget for the skilling of the local human resources of the region.

The Indian government, private investors, Venture Capital Firms like Indian Angel Network, and International Organizations like Bill & Milinda Gates Foundation are actively infusing funds into the Indian startup ecosystem. This trend is generating a pool of financial investment and giving energy to Indian startups for their various financial requirements ranging from prototype creation to working capital in the growth stage.

## 4. Funding and Investment Scenario

In the recent Union Budget 2022-23, the provision of tax incentives to startups by extending the incorporation period for a year and the launch of the Startup India Seed Fund Scheme of Rs 945 crore in 2021-22 is also benefiting the startups to grow beyond the scale. Thus, in a broad categorization, the funding support provided to startups in its various stages by the government other than the above provisions are as under:



Source: [https://www.startupindia.gov.in/content/dam/invest-india/compendium/National\\_Report\\_09092020-Final.pdf](https://www.startupindia.gov.in/content/dam/invest-india/compendium/National_Report_09092020-Final.pdf)

Indian private giants like TATA Group, Mahindra & Mahindra are also contributing their CSR for skill training and investments to startups to provide sustainable solutions to social problems of India as philanthropic activities in the areas of waste-to-energy, elderly care, healthcare, etc. Such financial assistance strengthens the hold of the startup ecosystem in Tier II and Tier III Indian cities also. As per startup India statistics, around 455 startups in India are from Tier II and Tier III cities only. The scenario is helping startups to scale and graduate at an unprecedented speed while providing many employment opportunities to the skilled workforce of India.



## 5. Government Policy Framework for Skill Development and Entrepreneurship

Analysis Report

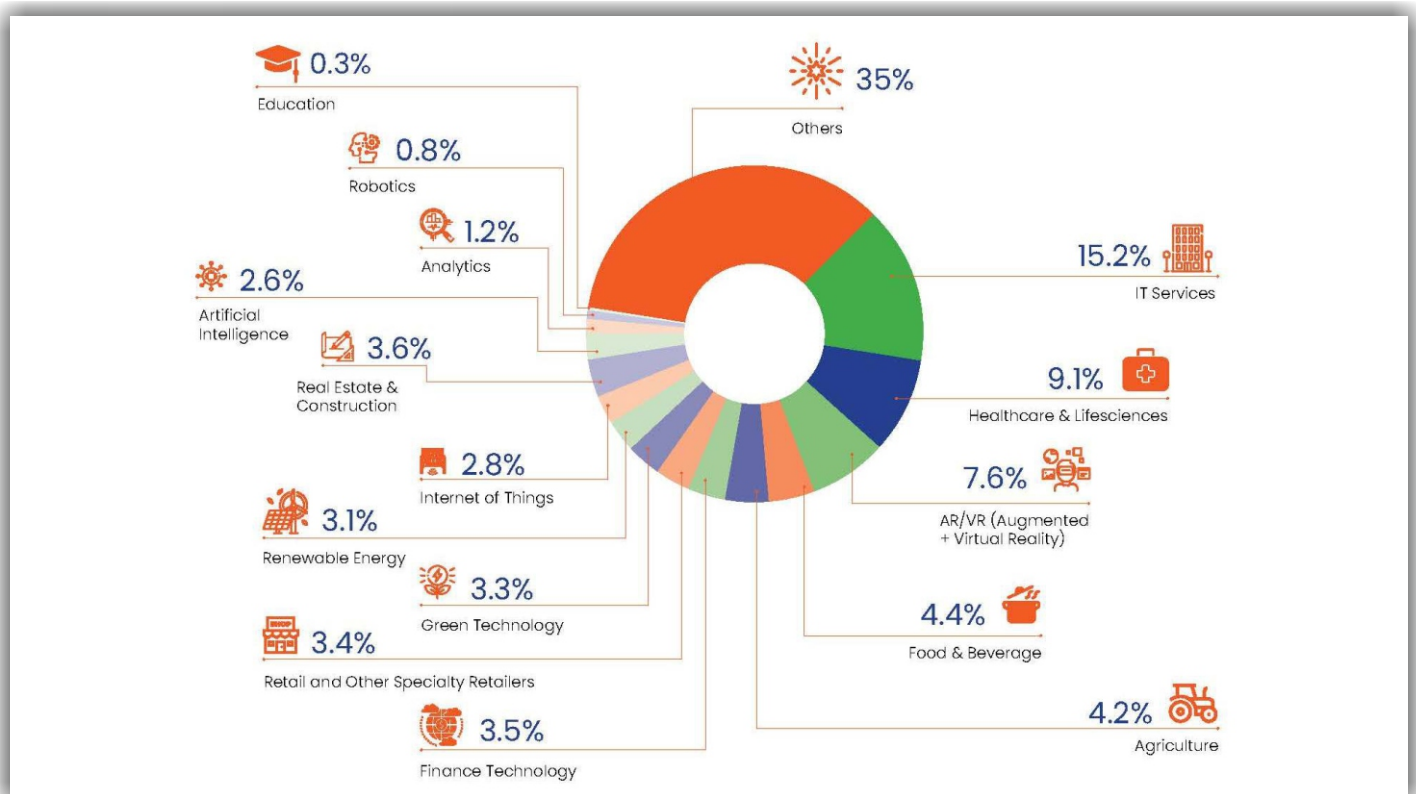
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The Government of India through the Ministry of Skill Development & Entrepreneurship along with other central nodal agencies like NITI Aayog, Startup India, Invest India, Ministry of Science & Technology, Ministry of Electronics & Information Technology, etc. working towards the goal of addressing the gap between demand and supply of skilled manpower and innovative solutions to serve such a vast population. To enhance the efficacy in the implementation of skill initiatives at the pan India level, a Group 'A' Indian Skill Development Service has been created by the Government of India.

The government's mandate is to upskill the Indian youth with new evolving skills and technology-enabled innovative thinking to cater to the future global demand with their skill power and sustainable solutions. So, to give an impetus to Indian startups, a one-stop Government e-Marketplace named GeM has been established to simplify the procurement process of common use goods and services by Government Departments, Organizations, etc. by giving preferential treatment to the startups recognized by the Department for Promotion of Industry and Internal Trade (DPIIT) under the Ministry of Commerce and Industry.

The government's continuous efforts and the rising number of entrepreneurs in the country with unique ideas to serve people are coloring the economic canvas of India with rainbow colors. In this, the services sector is showing tremendous growth, which also accounts for more than 50% share of total GDP and the 1/4<sup>th</sup> share in generating employment opportunities across the sectors. The broad categorization of the share of startups across different sectors of the Indian economy can be seen as under:

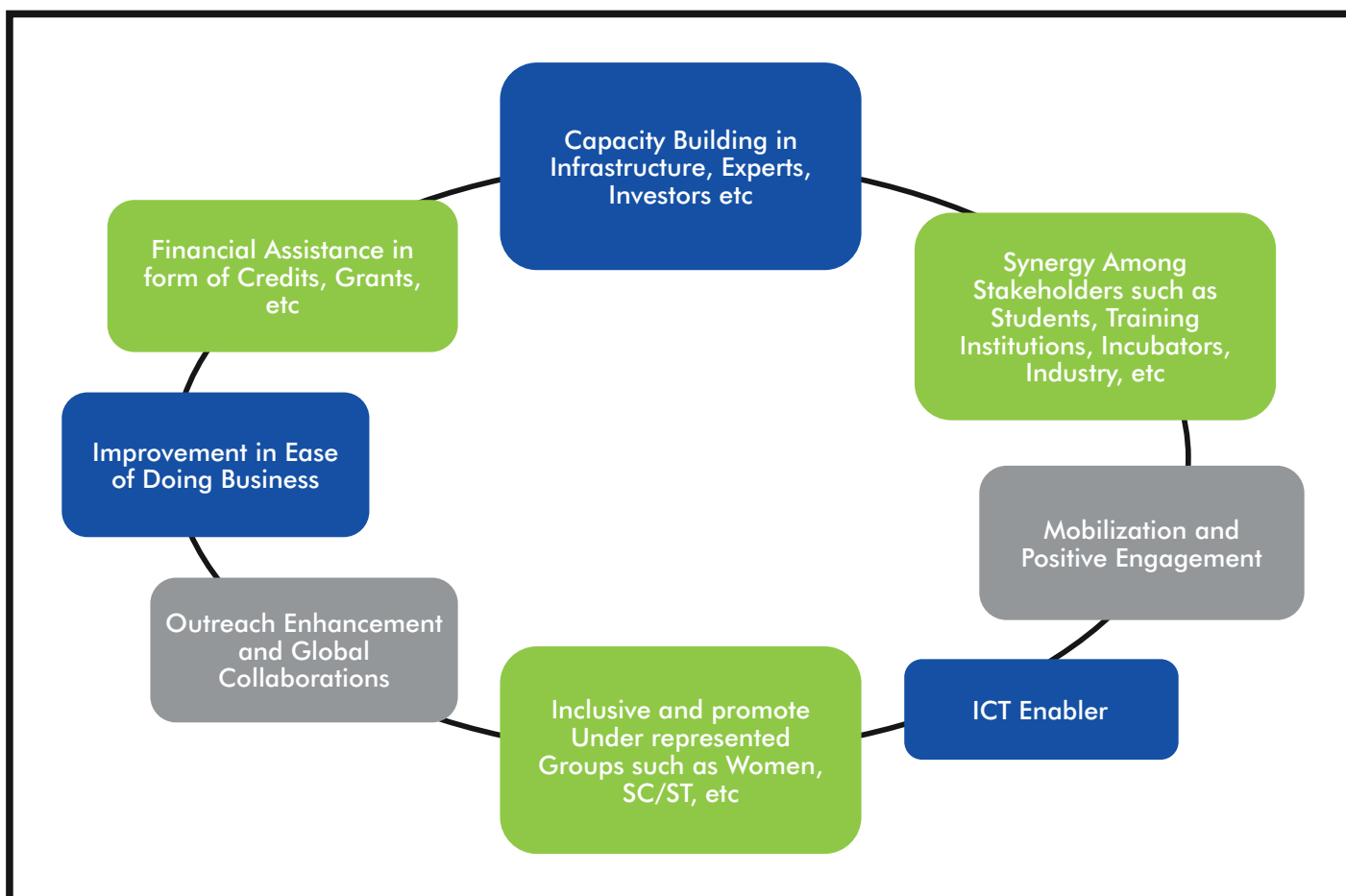
### SECTOR WISE CATEGORISATION OF RECOGNISED STARTUPS (As of 2019)



Source: [https://www.startupindia.gov.in/content/dam/invest-india/compendium/National\\_Report\\_09092020-Final.pdf](https://www.startupindia.gov.in/content/dam/invest-india/compendium/National_Report_09092020-Final.pdf)



The policy framework to develop an enthusiasm for ups killing and entrepreneurship is emphasizing to achieve following objectives and all the initiatives under the Government of India are coherent with these goals:



To develop the vibrant ecosystem of skill up-gradation and entrepreneurship, the government is enabling the ecosystem with various initiatives and policies from time to time basis which are as under:

### • National Policy for Skill Development and Entrepreneurship 2015

The policy is designed by the Ministry of Skill Development and Entrepreneurship to meet the contemporary and future challenges of skilling in India and to scale the efforts while maintaining the quality and standard of skill training sustainably. The policy is developed to integrate the skilling of Indian youth with demand training institutions and to achieve the expected results of integrating all of them with the employment opportunities present across different sectors and develop the country into a skill hub of the world over time.

### • National Skill Development Mission (NSDM)

The mission was launched in 2015 on the occasion of “World Youth Skill Day” to establish an integrated ecosystem of various stakeholders involved in the skill training of eligible workforce such as students, academic institutions, training centers, industry, etc. Under this umbrella mission, various schemes to coordinate ups killing the youths across different Indian states, and facilitation of quality skill training at a high capacity were designed with a focus on specialization as per industry demands and future employment scenarios.

### • Startup India Mission

It is a flagship initiative of the Government of India launched in 2016 with the view to address the challenges faced by the startups in the country through various levels of support. The focus was to make the ecosystem vibrant enough to attract as many entrepreneurs to become a leading startup ecosystem in the globe and enhance the ease of doing business in the country through simplification of Regulations, hand holding, funding support and incentives, industry and academia collaboration, and adoption of international best practices.

### • Pradhan Mantri Kaushal Vikas Yojana (PMKVY)

It is a flagship scheme to provide skill certificates to the Indian youths through industry-relevant training and assessment. The scheme has various specialized elements to strengthen skill development in the country such as the National Skills Qualifications framework, Recognition of Prior Learning, Kaushal and Rozgar Melas, etc.

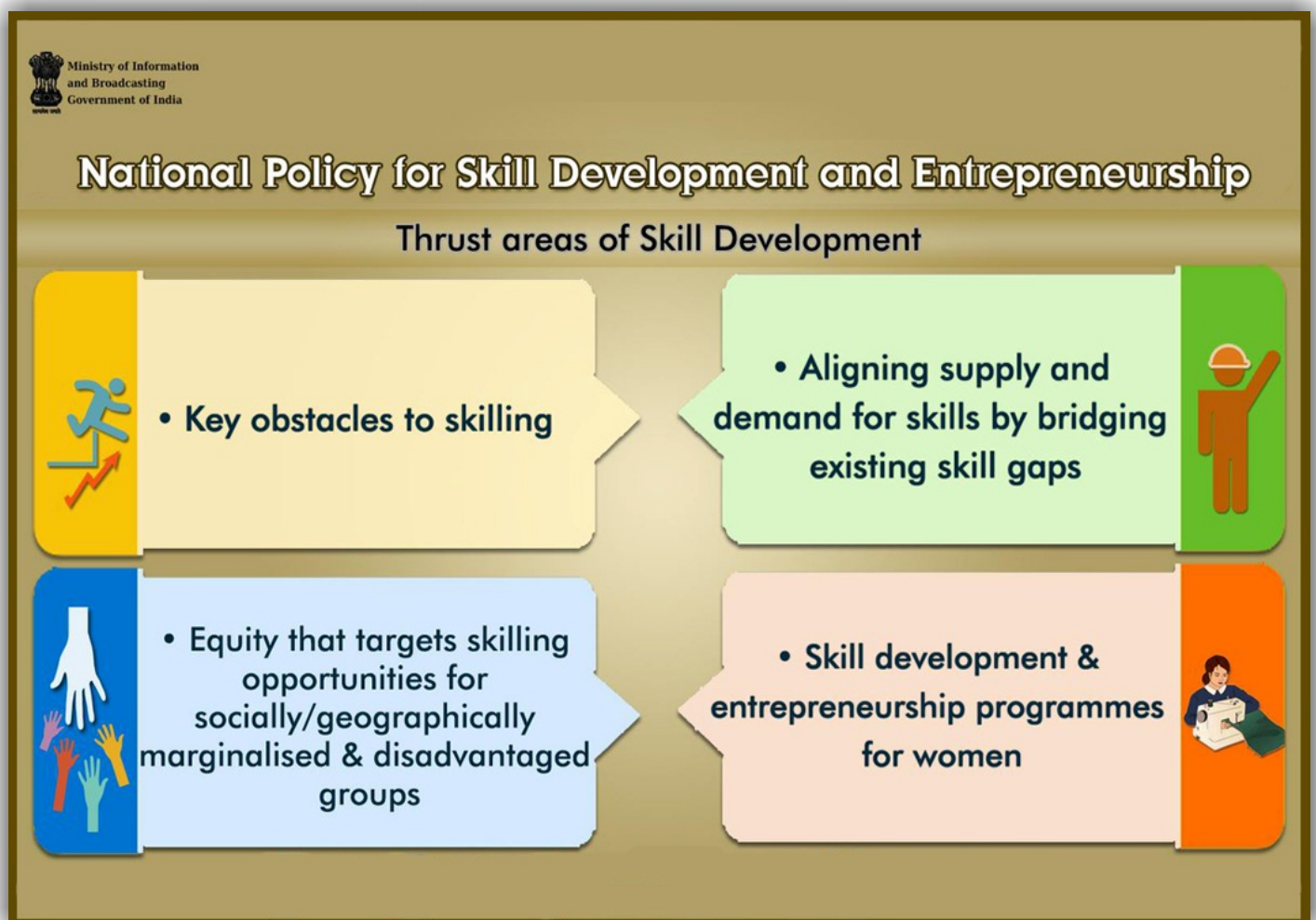
### • Pradhan Mantri Yuva Udyamita Vikas Abhiyan (PM-YUVA)

It is a central scheme to impart entrepreneurship education and skill training to Indian youth. The scheme advocates for easy and continuous access to the entrepreneurship ecosystem for the inclusive growth of the startup and social enterprise in India through incubation and acceleration support, mentor engagement, etc.

### • SAMARTH Initiative

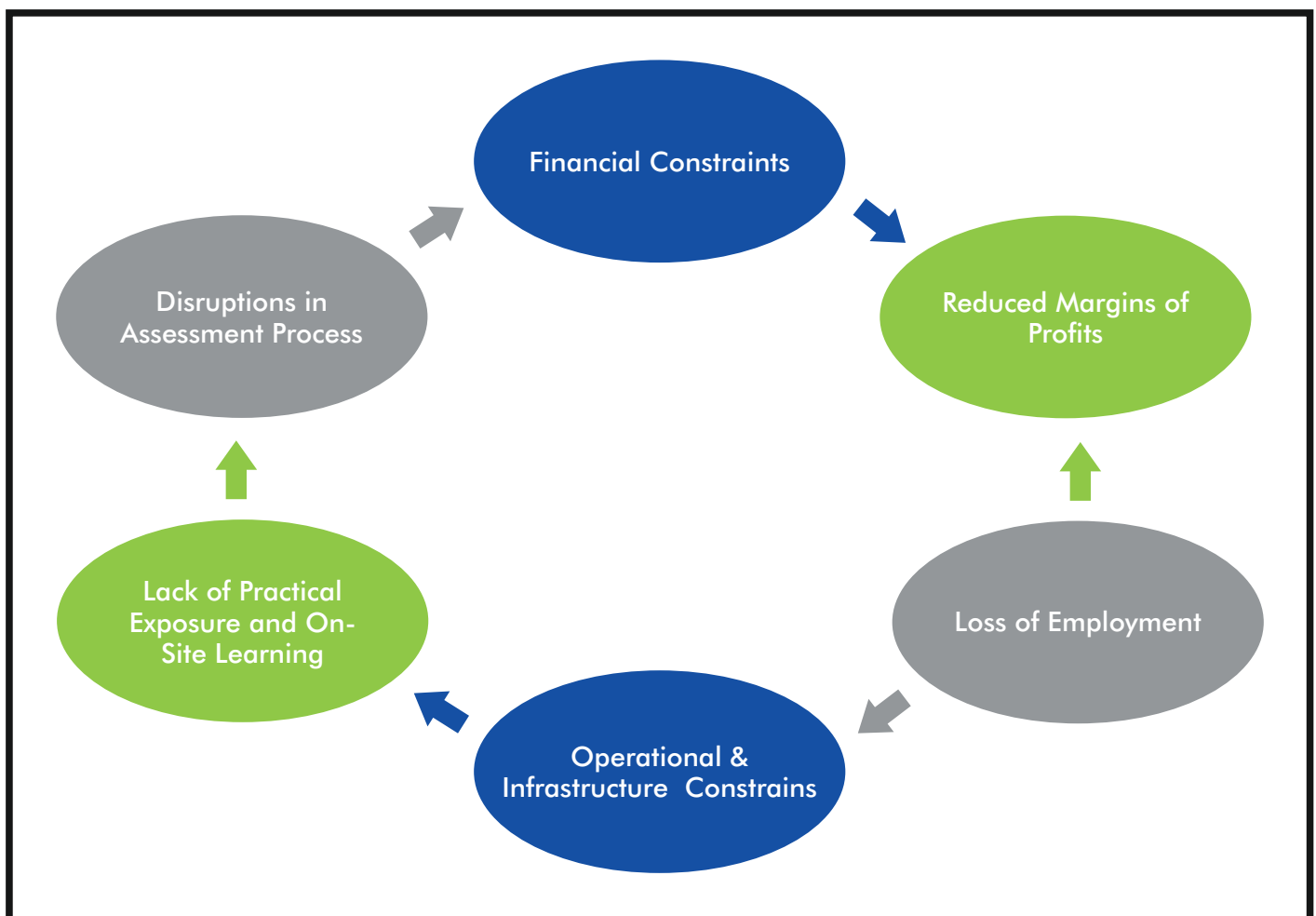
The initiative is launched in 2022 on the occasion of “International Women's day” to develop an entrepreneurship ecosystem that aspires women entrepreneurs to represent themselves more aggressively and contribute significantly to the growth of the Indian economy. The initiative provides several benefits to aspiring and existing women entrepreneurs such as the allotment of 20% seats in skill development programs, etc.

Thus the government's vision to make India a global hub of skilled manpower and innovative startups has been driven through a holistic policy framework where challenges of all the stakeholders are addressed and the market demand and supply scenario are taken care of for generating a sustainable economic growth of the country over coming years.



The Covid 19 pandemic has put education and skill India's mission to rest all of sudden but in some sectors such as edutech, e-commerce, etc it helped startup entrepreneurs to develop innovative solutions in a short time to help customers to continue their learning and use. Since 2019, India has come a long way to address the digital divide in the country and help marginalized and poor students also to continue their vocational and technical skill training despite many challenges due to these innovative solutions.

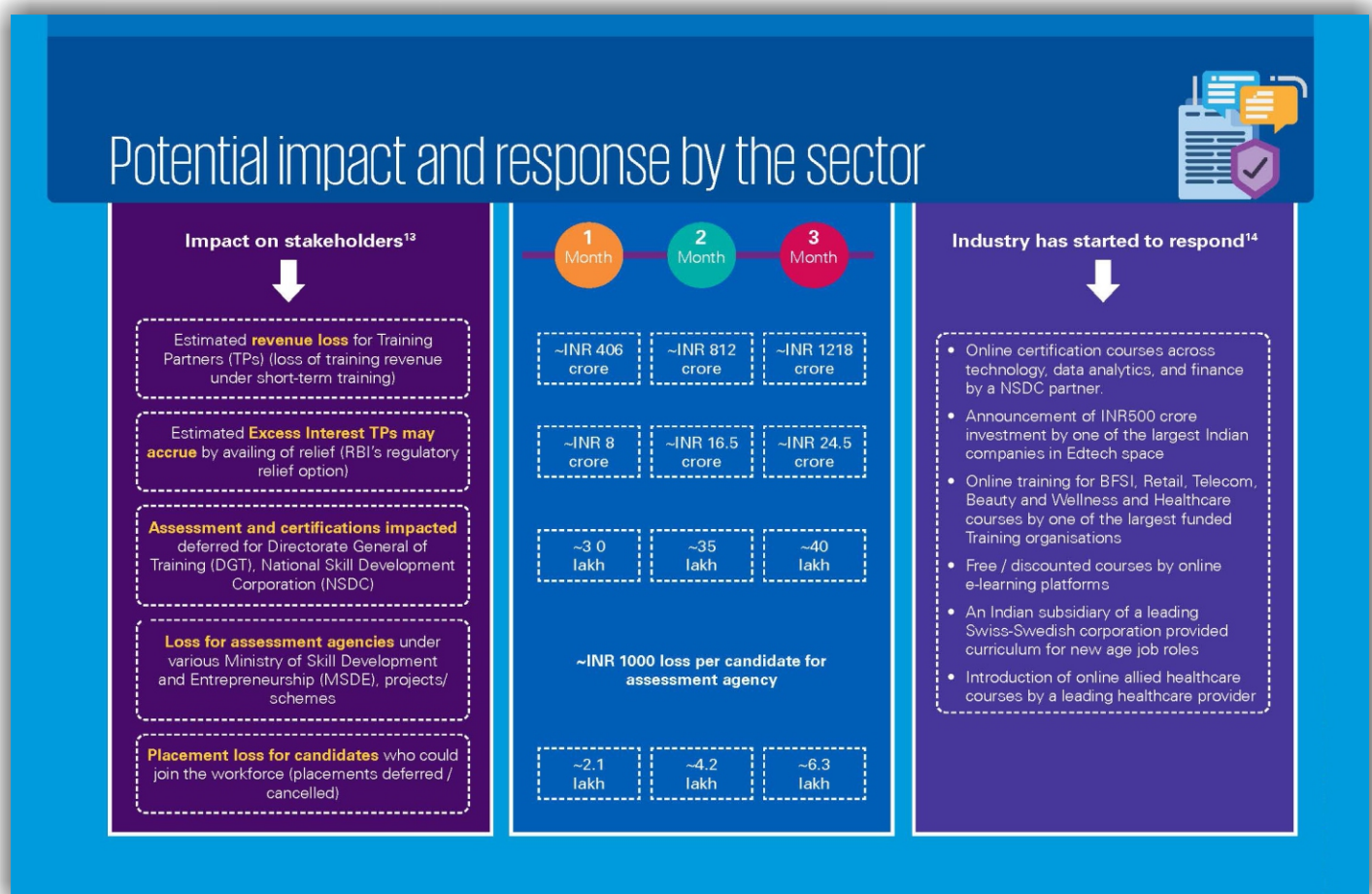
In proactive development of the Ministry of Skill Development and Entrepreneurship, the SWADES skill Cards were issued to skilled citizens returning to India from corners of the globe under the Vande Bharat Mission during the lockdown, to make a repository to provide future employment to them in the country itself and keep a check on the skill draining of the country. Some of the negative impacts felt on the skill development and entrepreneurship scenario in India are as under:



But, challenges in mobilizing the candidates due to lockdown, financial, and infrastructure constraints when the centers were running on their low capacities with a high positivity rate of Covid 19 in the country made the scenario worst. The reduction in CSR funds due to shrinking corporate profits and the downward trend of the employment market has added fuel to the

## 6. Effect of Covid-19 Pandemic on the Sector

problem. Still, the government through different relief packages and announcements related to stipends and apprentices, promotion of e-learning methodologies, an extension of training courses timeline, etc has kept the momentum up.



Source: <https://assets.kpmg/content/dam/kpmg/in/pdf/2020/04/covid19-skills-sector-impact.pdf>

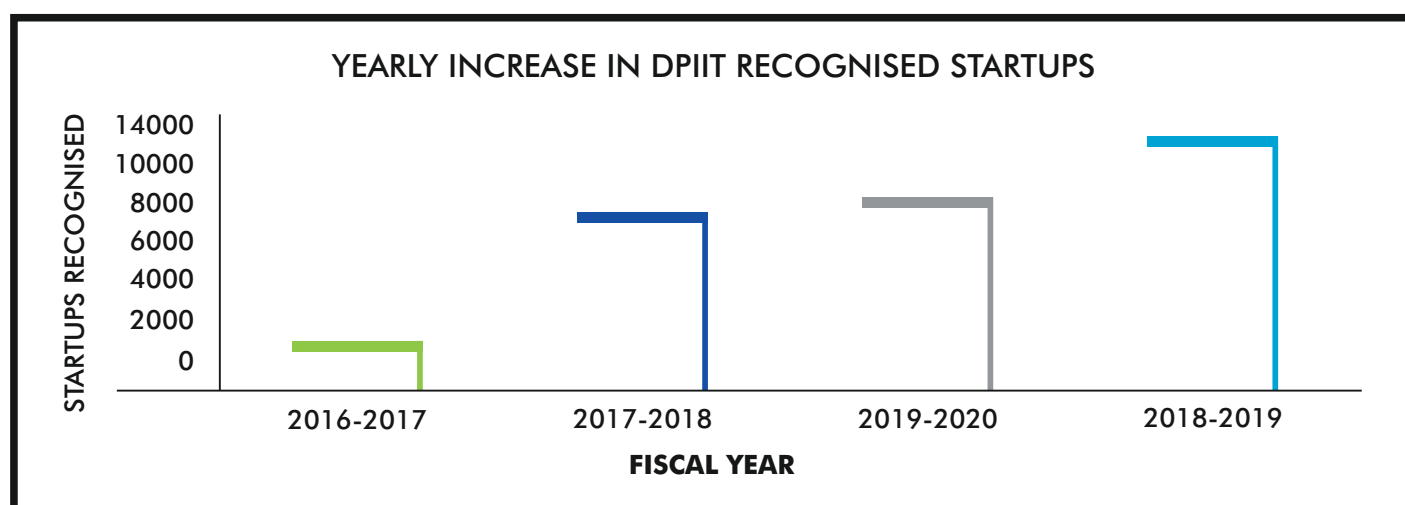
At the same time, technology-enabled startups in the areas like edutech, fintech, healthcare, entertainment, etc have not only scaled their operations, and also reported significant profits. During the pandemic, India has witnessed major growth in the startup domain and reported the highest number of unicorns (44 unicorns in 2021 only) such as Zomato, Paytm, NYKAA, etc in Indian startup growth history.

During this once-in-a-lifetime scenario when the international logistics and supply chain were on standstill, the government has found the opportunity in disguise and energized the startups in India with the "Atma Nirbhar Bharat" initiative. India also led the international project named Global Entrepreneurship Monitor (GEM) to seek survey-based research details on entrepreneurship and its ecosystem across the globe. All these initiatives are helping India to adopt international best practices in the Indian startup ecosystem and benefit India's employment market through additional job and wealth creation in the post covid new normal world.



## 7. Impact So Far and Way Forward

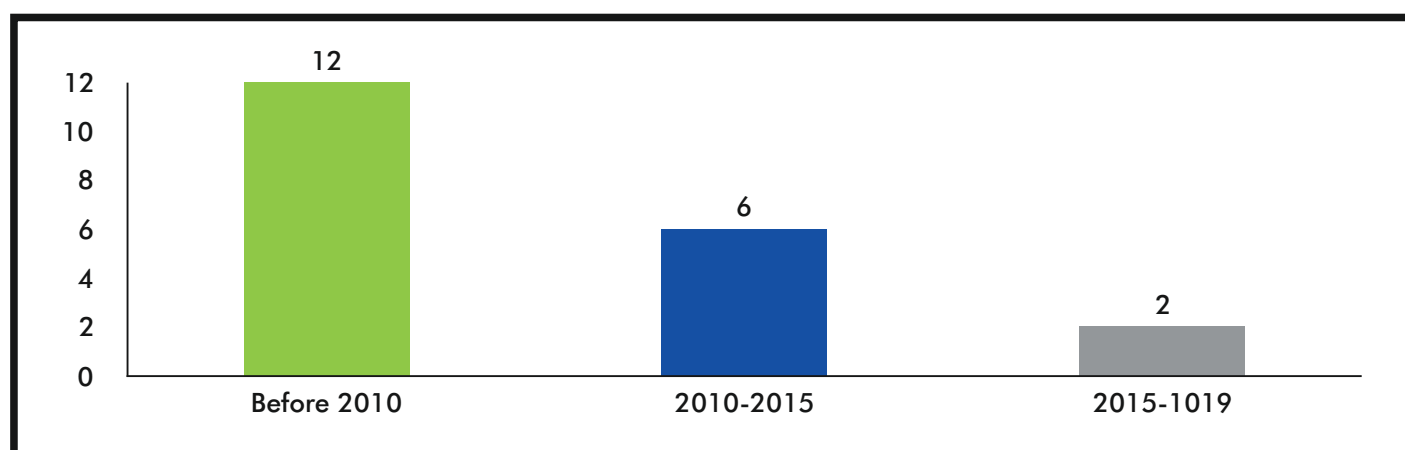
Skill development is today's investment to create a future of India that will provide skilled manpower over the years to the growing Indian population. The market is very responsive and is affected by any change in global dynamics. Thus, empowering the Indian youth with unique skill sets and making India self-reliant through innovative technology-enabled solutions is the only way to be responsive and tap benefit from each global or domestic opportunity in the future. The skill India mission over the last 7 years has spread awareness and knowledge about skill development and its importance through various media channels like print, electronic, etc among the eligible workforce along with the growth of the Indian startup ecosystem.



Source: [https://www.startupindia.gov.in/content/dam/invest-india/compendium/National\\_Report\\_09092020-Final.pdf](https://www.startupindia.gov.in/content/dam/invest-india/compendium/National_Report_09092020-Final.pdf)

Besides this, the ecosystem created through Startup India Mission in 2016 has provided a positive environment to grow, serve and scale a startup in the country which is ratified by the number of unicorns created over the different periods in the Indian Economy is showing a positive trend:

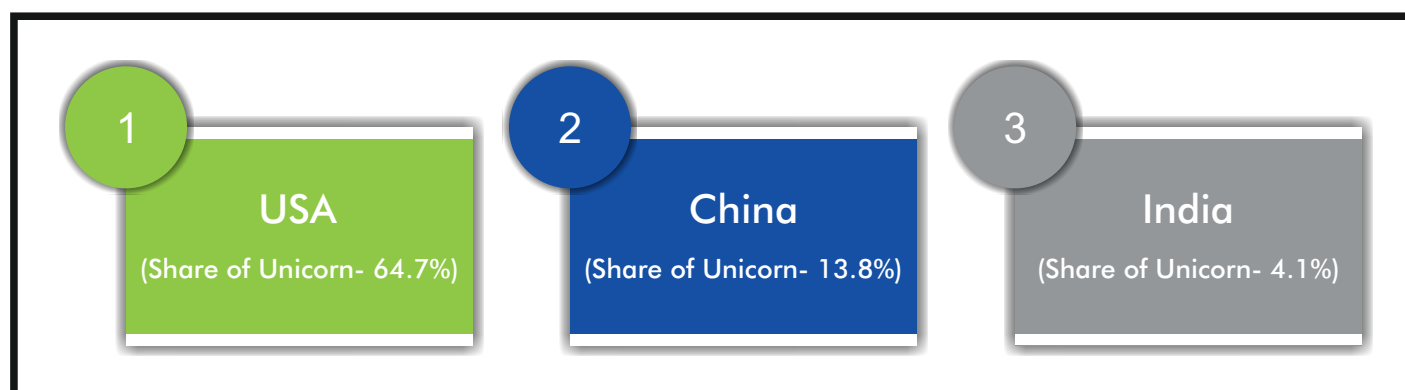
### Average Number of Years for a Startup to Become Unicorn in India



Source: [https://www.startupindia.gov.in/content/dam/invest-india/compendium/National\\_Report\\_09092020-Final.pdf](https://www.startupindia.gov.in/content/dam/invest-india/compendium/National_Report_09092020-Final.pdf)

## 7. Impact So Far and Way Forward

The government's strong dedication to helping the millions of entrepreneurs is creating a positive momentum towards a sustainable solution, a higher rate of absorption of skilled local workforce along with the growth of the Indian economy. But still, India has the third rank in the global startup ecosystem and thus has huge potential in the future to grow. The global numbers show the enormous opportunity in the domain to flourish in India and to provide solutions to the rising population of the fastest growing economy of the world :



Source: <https://www.marshall.usc.edu/faculty-research/centers-excellence/center-global-innovation/startup-index-nations-regions>

The skill development and entrepreneurship in India are still in their nascent stage of growth and need an evolving policy framework to provide flexibility and growth opportunities in all spheres. In this regard, the policy design and implementation should cater to the needs and demands of all the stakeholders to make it more responsive and should be goal-oriented. The skill development of Indian youth and nurturing of the startup ecosystem in India are complementary to each other and thus should work in alignment to create a positive impact globally.

When the world is returning to new normal after facing the massive destruction done by the Covid 19 pandemic to mankind socially, psychologically, and economically, the skill gap in India has widened more than expected. In this regard, government and industries both need to work with a balanced approach to address the challenge and create an eligible skilled workforce to get the maximum benefit from its demographic dividend over time.

The skill development and entrepreneurship in India need to receive continuous support from the government and acceptance from the masses so that in the lack of employment and hope of a better future, the Indian youth should not move into self-destructive paths and unstabilize the social and economic balance of the country.

Thus providing them the right path through skill development and nurturing their innovative ideas through startup promotion is the need of the hour in India. In this regard, the initiatives like Skill India Mission, Startup India Mission, Make in India, and Atmanirbhar Bharat is opening up new avenues of development, employment, growth, and economic well-being for all the stakeholders involved in a planned manner.

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11. [https://www.researchgate.net/publication/313412965\\_Skill\\_Development\\_in\\_India\\_Challenges\\_and\\_Opportunities](https://www.researchgate.net/publication/313412965_Skill_Development_in_India_Challenges_and_Opportunities)
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## AG Group

AG was established in the year 1998. In the due course of time AG has become multi-functional, multi-disciplinary organization offering a wide range of consultancy services to multiple sectors for implementation of projects under one roof from “Concept to Commissioning” AG shareholders has track record in the development of mega projects in country & overseas in field of sports, hospitality, tourism, flood management, turf farms, F&B, real estate, fashion & clothing, import & exports, chemical & fertilizers.

The integration and coordination of our in-house experts delivers the pragmatic, valued solutions expected in the markets of today. Quality and Service delivery are key elements of AG Group corporate philosophy and are upheld by a professional management team. The highly motivated, experienced and multi-disciplined team, plans, develop and implement that meet, and often exceed client expectations. We can synergies our experience with your projects to make it a success.



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