

DOMAIN AREA : GENERAL CONTRIBUTION OF MAKE IN INDIA – A GLOBAL PERSPECTIVE

“SKILL NEEDS ASSESSMET SURVEY : A CASE STUDY FOR RURAL VILLAGE”

Dr Vijay Dhole
Dean,
SIBAR, Pune

Dr. A.B. Dadas
Director
NWIMSR, PUNE

Dr. Ravindra Balapure
I/C Joint Director
Vocational Education
& Training R.O.A’bad

*** Praweenkumar D. Ukhilkar**
Vice – Principal
Govt. I.T.I. Latur (M.S.)

(* Corresponding Author : Mobile 9421667797

E mail: pdukhlikar@gmail.com)

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ABSTRACT

Recent initiatives by Government of India, Such as “SKILL INDIA” AND “MAKE IN INDIA” are ambitious to bring pace in the country’s development. Both these programs facilitates a cycle of high productivity, increased employment opportunities, income growth and development.

In our country almost three fourth of Indian populace lives in villages. Therefore, Indian Human Resource is primarily based on rural areas. Majority of working population from rural area depends on agriculture for livelihood. NSSO data for 2011-12 shows that in agriculture sector almost 32 percent workforce is self employed and majority is operating as own account worker or unpaid helper. Thus, Human resource in rural area depends on low productive agricultural activity. Where there is huge under employment leading to low level of productivity.

The Indian census data indicated that about 70 percent of total population is distributed in about 6,38,000 villages of India. The issues concerning rural villages are largely centered on the iniquitous income, opportunities and access of its populace. This is because of the reason that rural households have low levels of literacy, skills, awareness and limitations of alternative options for livelihood. Hence, there is an emerging consensus that the livelihood security and well being of rural households improve with the blending of non-farm economic activities with farm activities and such diversification of rural livelihood

positively impacts the farm efficiency.

Therefore, for socio-economic growth of villages in India active involvement of rural masses in skill acquisition needs to be given more emphasis skill development initiatives in rural areas enable rural masses to acquire and upgrade technologies, improve linkages to value chains, expand access to market and engage in off-farm activities, which can generate supplemental income. To identify skill needs of villagers for local level opportunities of income generation they must be provided age appropriate skill training which includes skilling, re-skilling and up-skilling.

Attempt has been made through this paper, is that a survey has been conducted to find skill needs of a village. This need assessment survey was conducted for ZADGAON village of PARBHANI district in Maharashtra state.

Data collected through survey has been analyzed and appropriate skill training suggested for working age population of the village. So, that they can have additional income generation opportunities at village level for their economic growth.

Conclusion of this paper is that rural skill needs assessment survey must be conducted considering village as an unit for addressing skill needs of villagers. On the basis of skill needs identification, professional skill training must be provided at village level itself for the success of 'SKILL INDIA' and 'MAKE IN INIDA' programs.

Key words : Skills, skill needs, village, survey, training needs, Assessment.

1. INTRODUCTION

The proportion of working age population in India is likely to increase from around 58 percent in 2001 to more than 64 percent by 2021. India with a large and young working population has a great demographic advantage. According to Economic Survey 2013-14, India has to develop the skills of its large working population to fully reap the benefits of the demographic advantage.

To convert demographic advantage into dividend skill development is necessary. Almost, three fourth of Indian popluce lives in 638,000 villages. Therefore, rural household empowerment must be given emphasis for the success of initiatives like “SKILL INIDA” and “MAKE IN INDIA”.

In rural villages households mostly engaged in agricultural activity due to their low education and skill levels, stimulated by their poor economic background. The agricultural farming activity operated in villages is as an own account workers and mostly household enterprises assisted by all family members as an unpaid helpers.

Due to low level of literacy, skills and awareness in villages there are limitations for alternative options of livelihood. Therefore, it is necessary to encourage school dropouts, adolescent girls, housewives and farmers of villages to take non farm economic activities along with their mainstream agri farming activity, through appropriate skill training. Without bringing rural India under the ambit of skill development, holistic progress of the nation is impossible.

Government of India launched Deen Dayal Upadhyay Gramin Kaushal Yojna DDU-GKY for skill training in rural area for those having age 15 to 35 years and under BPL

category. This is insufficient for skill development to cover all category of people from villages. Hence, emphasis must be given on dedicated schemes for capacity building through skill training and enable rural communities to become self dependent with economic empowerment.

Authors of this paper are of the views that the skill strategy for rural areas needs to focus on skilling, reskilling and upskilling according to local opportunities available at village levels. Further, skills needed for supplemental economic activity at village level must be assessed by considering every village as an unit. Skill needs assessment for a village can be identified through vocational skill needs survey conducted at village level.

One such skill needs assessment survey has been conducted for ZADGAON village of PARBHANI district from Maharashtra State. This field survey was conducted in ZADGAON village and data collected through specially designed survey form. The collected data tabulated and analysed. On the basis of analysis of data, assessment for skill needs was done. For the identified skill needs, appropriate training program for each individual has been recommended.

2. Skill Needs Assessment

Skills and knowledge are key factors for the socio economic growth of rural area. If we can able to provide appropriate skills at village level, then not only workforce migration can be stopped but also, economic activity can be generated at village level.

To identify skill needs of rural populace 'SKILL NEEDS ASSESSMENT SURVEY' at village level is a prerequisite. Once skill needs of each individual household from the

village is indentified through survey, next step is to see potential of identified skill for supplemental income generation at village level itself.

Therefore, a comprehensive survey based skill needs assessment for every village must be conducted and accordingly skill action plan for rural area required to be designed.

3. Objectives of skill needs assessment

The primary objective of skill needs assessment is to suggest appropriate skill sets for villagers for achieving rapid and inclusive growth of rural household.

The survey will give skill sets to organize appropriate training program.

The secondary objective will be to increase productivity and per capita income of rural household by imparting skill training.

4. Skill needs assessment survey for ZADGAON village

Village ZADGAON is located near Parbhani district headquarter in Maharashtra state. More than 75 percent of total working population of village depends on agriculture for livelihood. Total population of village is 1187 having 212 households. It has been found that the farmers of ZADAGON lack the ability to use the latest technology and unable to use the most advanced machinery because of lack of knowledge and skills about their capability to increase productivity.

Based on preliminary pre-survey study, it has been found that there is a need for skilling, re-skilling and upskilling efforts for villagers of ZADGAON to increase productivity and income.

Also, it has seen that there is a scope for many allied activities. Thus, if skill training is imparted in identified areas then, that will boost the economy at village level.

5. Methodology of Survey

Method adopted for skill needs assessment for ZADGAON is collection of data through specially designed survey form. Data was collected in survey form by visiting each household. For survey purpose residential NSS camp of govt. I.T.I Parbhani was organized in ZADGAON. Program officers of NSS along with NSS voluntairs were briefed about method of data collection. The cooperation from panchayat officials of ZADGAON has been sought.

The specially designed skill needs assessment survey form contains information of each member of family who is living in ZADGAON. The information is collected by visiting each household of ZADGAON. Authenticity of information was verified on the spot from village panchayat officials.

In the survey form information pertaining to education, age, gender, land & other holdings, willingness for skill training area etc has been recorded. Completely filled survey form for each household get signed from head of the family.

The survey from used for ZADGAON is given in local Marathi language, one such format for survey form is given in following Fig. 1

SKILL NEED SURVEY FORM

1. Details of family members

Sr.No	Name of member	M/F	Age	Religion /Caste	Education	Occupation	Monthly Income	Remarks

2. Details of vehicle owned

3. Telephone / Mobile No.

4. Details of Electronics Appliances

5. Cooking Gas : Yes / No

6. House details :

7. Total land holding :

8. Total loan :

9. Skill training area for income generation : (Specify willingness)

10. Electrical appliances

11. Live stock details

Name & sign of head of the family

Fig.1 Skill Needs Survey form Format

6.0 Data Tabulation

Data collected through survey has been organized and tabulated for analysis purpose. All 212 families living in ZADAGON were surveyed.

During data processing, childrens below 15 years of age and persons above 40 years of age were excluded for skill need assessment. It is because they are not the fit candidates for skill training. Thus, age group from 15 years to 40 years was selected. It was found that there were 213 candidates including both male and females requires skilling, re-skilling or up-skilling.

6.1 Data Analysis

The selected 213 candidates which includes 98 females and 115 males were assessed for skill needs. These candidates primarily engaged in agri-farming activities which has low productivity. They are school leavers having education from 8th class to +2 level. After studying potential for village level income generation activities and expenditure saving opportunities skill needs was identified.

It was found that following areas of skill training opens opportunities either for income generation or expenditure savings to these 213 candidates.

Skill training areas identified are Tailoring, Beautician, Electrician, Auto servicing, Tractor- mechanic, painter, Fabricator/ plumber, electronics Mechanic, computer operator and plastic processing.

Accordingly, these 213 candidates requires skill training in selected identified skill areas which is given as follows.

1	Tailoring	61
2	Beautician	20
3	Electrician	40
4	Computer operation	10
5	Auto servicing	21
6	Painting	10
7	Tractor repairing	21
8	Fabricator cum plumber	10
9	Plastic processing	10
10	Electronic mechanic	10
	Total	213

The above distribution of candidates amongst the different skill areas can be depicted pictorially with the help of pie chart which is shown in the Fig.2

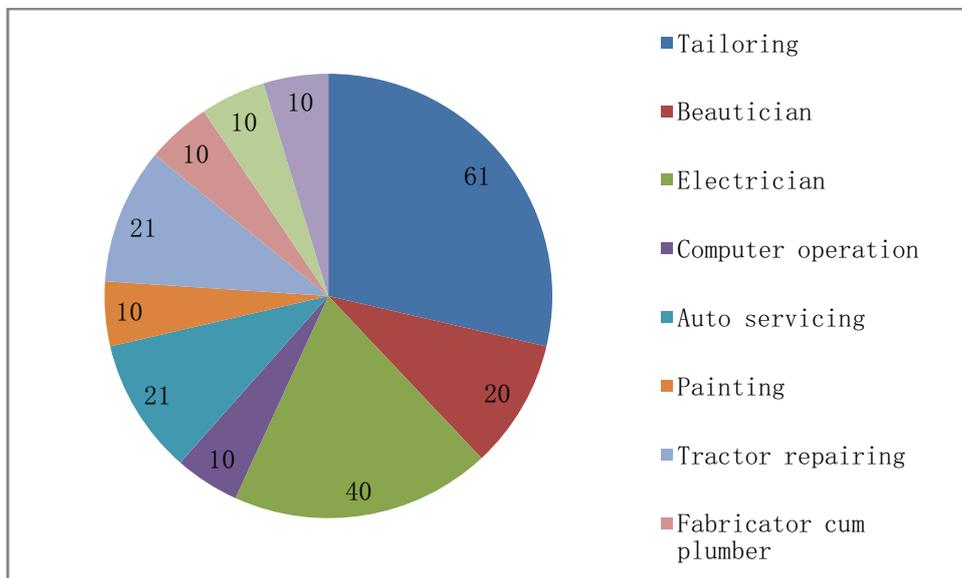


Fig.2 Distribution of Skill Needs Assessment

7. Conclusions:

The skill needs survey conducted for village ZADGAON shows that there is a wide skill gaps in rural areas. Also, it has been found that at village level there is potential for non-farm activities, if appropriate skill training is given at village level then farm and non farm activities taken together will enhance total income for rural household. Intensive and detail skill needs assessment if done through survey for each village then clear skill landscape for that village would emerge. Mahatma Gandhi's idea of rural empowerment will come true in today's modern era through such an exercise.

To add value in individuals skill landscape from rural area, appropriate skill training is necessary and to find kind of training skill needs assessment survey is need of the hour.

8. Recommendations

1. For conducting skill needs assessment survey's for villages, services of village level government officials like Gramsevak, Talathi and kotwals can be sought.
2. Village or block level skill development centers will be set up to serve the skill needs of local community
3. Various mobile training arrangements should be deployed to reach out to remote & difficult areas.
4. The delivery of training should be flexible in terms of hours and duration to encourage participation.
5. Each village will be linked to nearest ITI for capacity building.

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