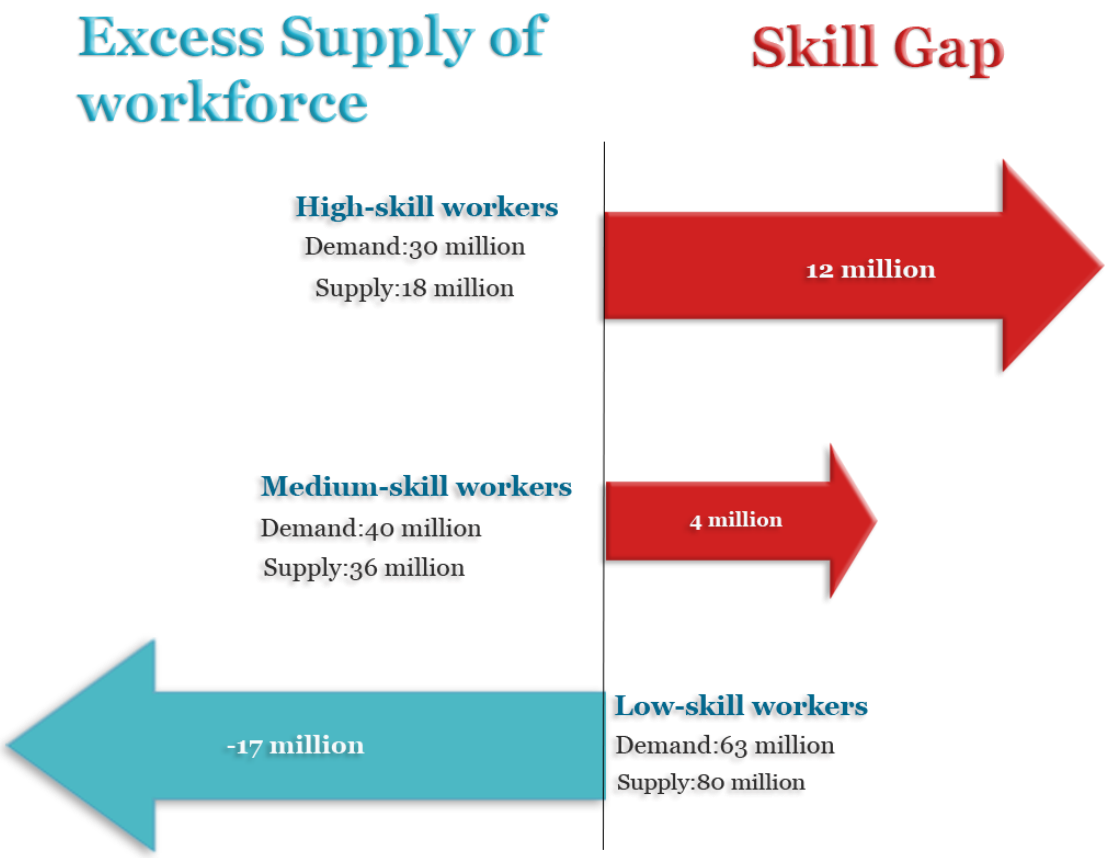
Highlights

The gap of required and available skilled manpower in order to fulfill an organizations desired goal is what we call a skill gap. With industrial growth and development, there is a high demand of skilled manpower. In coming 10 year, around 134 million people will be ready to enter the work force (NSDC Data). As of now skill development capacity (high and medium skill) of India is only 4-5 million annually, i.e. the country will be able to train at most 50 million people in next 10 years. High and medium skilled jobs contribute the largest demand. This gap itself implies a challenge for skill development.

Skill gap scenario in India

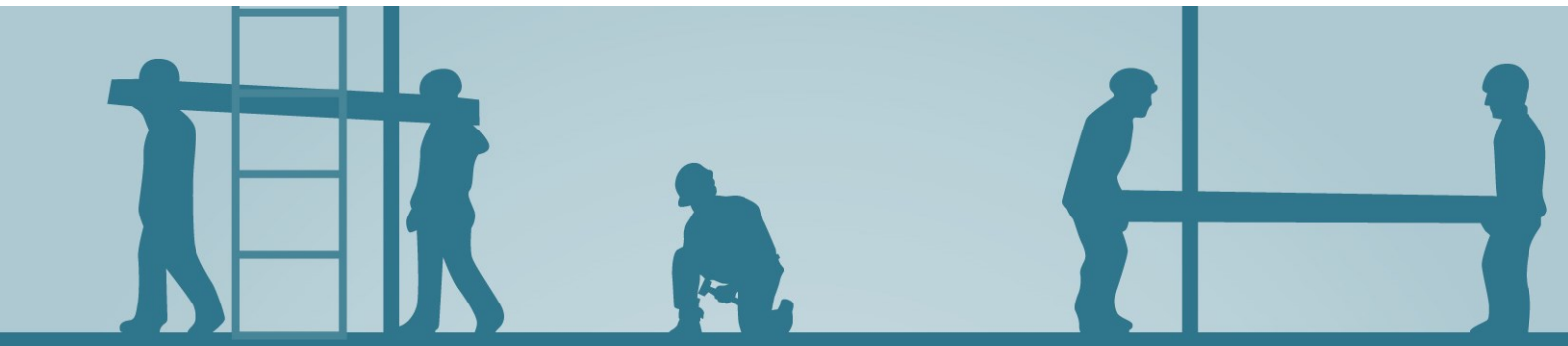


According to the NSDC (National Skill Development Corporation), in coming 10 years (2012-2022), about 134 million manpower will be added to the skilled workforce. In the same period the additional demand for the skilled workforce will be about 133 million. Overall India will have a surplus of only 1 million skilled manpower. However, if we analyze the distribution of skilled workforce for different segments namely high skilled, medium skilled and low skilled, the skill gap scenario changes (see the figure). Most of the skill gap can be seen in high skill and medium skill level accounting the skill gap for 16 million. High skilled workforce is made up of graduates or postgraduates coming from the higher educational institutes. High skilled workforce performs tasks requiring analytical ability, problem solving, and creativity. They work at managerial, professional, and technical occupations, such as engineering, finance, management, and medicine.

On the other side workers from the medium skills are vocationally trained, ITI Passouts, 10th & 12th Pass-outs, and are mostly involved in manufacturing, construction, infrastructure development and clerical jobs. They perform routine tasks that are procedural and rule-based.

In contrast, workers in low-skill occupations, typically have no formal education beyond high school. They are early School dropouts, 10th & 12th drop-outs. They work in occupations that are physically demanding and cannot be automated. Many of these occupations are service oriented, such as food preparation, cleaning, security, protective services etc.

There is excess supply of 17 million workforce at the minimally skilled level. It needs to be trained and up-graded to meet the skill requirements at the medium and high skilled levels.



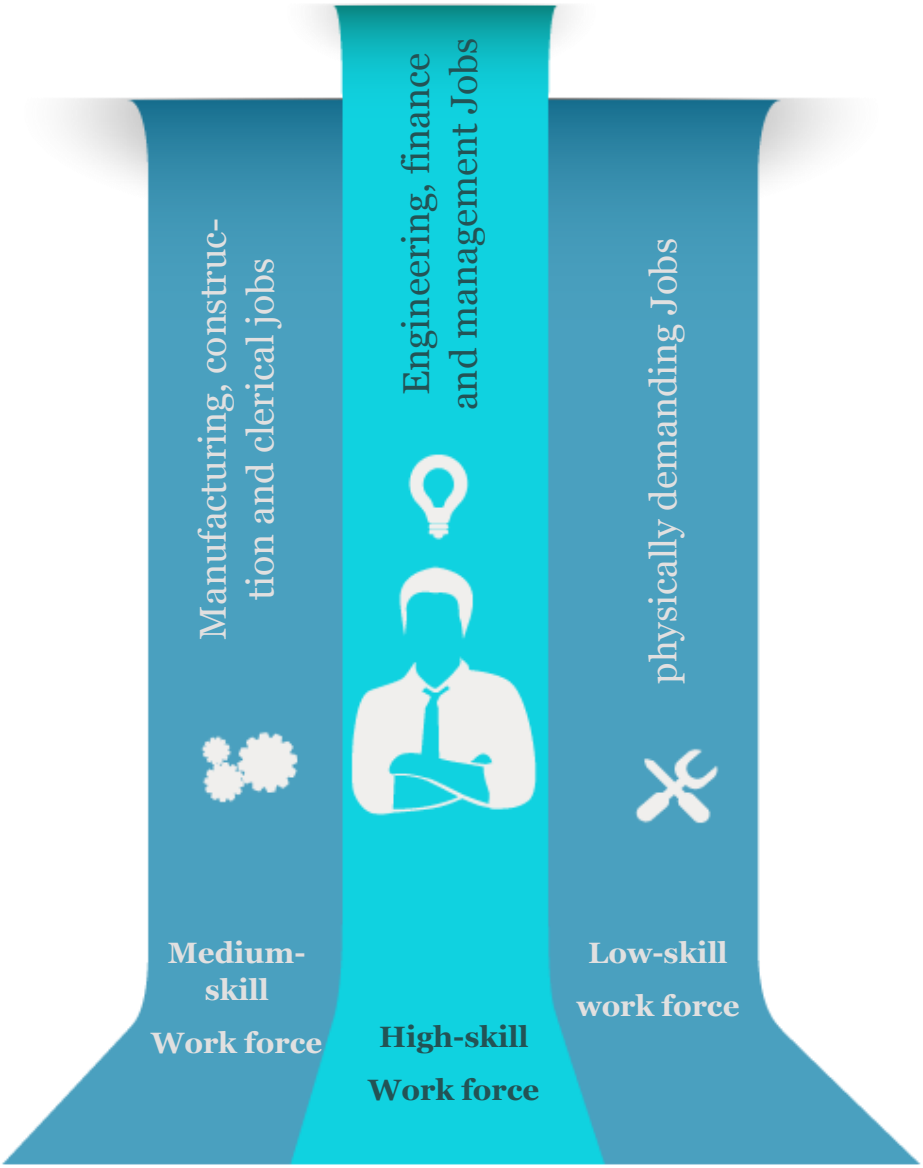
Andhra Pradesh and Maharashtra alone shows the skill gap of 9.5 million in **high skill work-force**. The main sectors contributing to high skill gap in Maharashtra are Building/ construction, organized retail, BFSI, IT & ITES, agriculture & allied, transportation and logis-tics, education and skill development etc.

Orissa, Andhra Pradesh, Rajasthan and Tamil Nadu and Gujarat accounts 71% share of the 18 million skill gap in **medium skill** work force.

Most of the gap in the **low skilled** workforce is coming from Himachal, Haryana, Orissa, Maharashtra and Tamil Nadu. Around 4.4 mil-lion work force is required in the areas of con-struction, transportation, hospitality and retail sector.

Alone Maharashtra shows the skill gap of 5 million workforce with 69% in high skill level and 22% in the medium skill level.

Northeast will have a surplus of 14 million skilled manpower mostly with medium skilled (69%) and low skilled (30%) workforce.



Andhra Pradesh need more than 4 million work force with high and medium skills. Similarly in these two area, Maha-rashtra has a skill gap of 4.5 million workforce and Tamil Nadu shows skill gap of 5.9 million workforce.

Whereas, Gujarat shows skill gap for the 2.1 million work-force mostly for the medium and low skilled jobs.

Uttar Pradesh shows a completely different picture. State has excess of 5.1 million medium and low skilled manpower but skill gap exist in high-skill area. The major sectors that comprise high skill gap are agriculture and allied, chemical and pharmaceutical, food processing, BFSI, education and skill development, health care services, organized retail, tourism travel and hospitality. The high skill gap can be ad-dressed by adequately skilling the excess minimally and me-dium skilled manpower.

Solution to the skill gap challenge

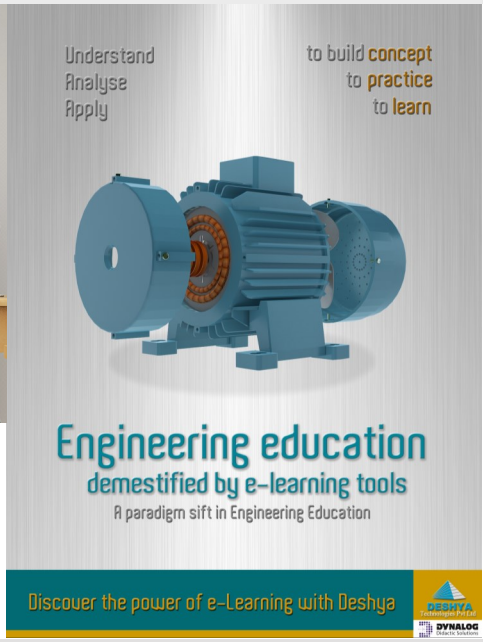
Although in coming 10 year, around 134 million people will be ready to enter the work force in Indian market, yet high and medium skills jobs comprise the largest gaps.

As high-skills jobs become more specialized, training and education are necessary for closing the nation's skills gaps. Solution to the skill gap challenge rest on three familiar pillars:

A) confidence gained from subject-specific support;
B) Industry – Academia linkage;
C) Student training by using advance technologies, multimedia applications and smart learning.

Students can be trained with the help of a virtual learning environment which is far more effective than that of instructor led training. Moreover, the infrastructure and investment required is also negligible compared to instructor led training.

Company's Announcement



With our sales partner Dynalog Didactic solution we presented our solution of Smart learning at the EFY Expo 2014-West India Edition, from November 26 to 28, 2014, at the Bombay Convention & Exhibition Centre in Mumbai. Through this, we connected and interacted with different participants from education sectors, under the sub-themes of: smart education a paradigm shift in engineering education.

eLearning Events in December

1. Online Educa Berlin 2014

3rd to 5th December 2014
Berlin, Germany

2. 6th International Conference on Information Management and Engineering 2014

6th to 7th December 2014

Paris, France

3. 6th International Conference on Information and Multimedia Technology 2014

8th to 10th December 2014

Dubai, UAE

4. International Conference On Education & E-Learning 2014

11th December 2014

Dubai, UAE

5. The International Conference on Computer Science, Computer Engineering, and Social Media 2014

12th to 14th December 2014

Thessaloniki, Greece

6. Retention: Assessing Why Students Stay And Why They Leave 2014

17th December 2014

Online, USA

Deshya Technologies Pvt Ltd
TIC-04,
Technology Incubation Centre
IIT Guwahati
Assam - 781039

DESHYA
Technologies Pvt Ltd

Phone: +91(0361) 2583196
E-mail: contact@deshya.com
Website: www.deshya.co.in