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## CURBING BRAIN DRAIN: THROUGH SKILL DEVELOPMENT

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**ASST. PROFESSOR**

**SANT BABA BHAG SINGH MEMORIAL GIRLS COLLAGE**

**SUKHANAND**

### ABSTRACT

*Brain Drain is "The movement of highly skilled and qualified people to a country where they can work in better conditions and earn more money". The Government of India estimated that there are 30 million Indian Diaspora spread across the world. To overcome this, Government of India has launched various skill development initiatives. Today all economies need skilled workforce so as to meet global standards of quality, to increase their foreign trade, to bring advanced technologies to their domestic industries and to boost their industrial and economic development. Thus, skills and knowledge becomes the major driving force of socio-economic growth and development for any country. This paper mainly focuses on NSDE and Indian ministry who provides various schemes for the skill development in county and curbing the brain drain in country.*

### KEYWORDS

brain drain, skill development.

### INTRODUCTION

**S**kills and knowledge are the driving forces of economic growth and social development for any country. Countries with higher and better levels of skills adjust more effectively to the challenges and opportunities of world of work. As India moves progressively towards becoming a 'knowledge economy' it becomes increasingly important that the country should focus on advancement of skills and these skills have to be relevant to the emerging economic environment. In order to achieve the twin targets of economic growth and inclusive development, India's Gross Domestic Product (GDP) has to grow consistently at 8% to 9% per annum. This requires significant progress in several areas, including infrastructure development, agricultural growth coupled with productivity improvements, financial sector growth, a healthy business environment, ably supported by a skilled workforce. Having knowledge alone is not adequate to bring the changes, the need of skill to execute properly is important. Now the new ministry introduced "Skill India Mission" for the youth to meet their domestic demands and also for the betterment of economic growth of our nation. Through this mission, Jobless, school dropouts, graduated, uneducated, and women will be given training based on their knowledge and ability which will certify them to get the jobs. For the students it will be starting from the school to provide communication skill, entrepreneurship, problem-solving skills, etc.

### BRAIN DRAIN

According to Oxford Advanced Learner's dictionary Brain Drain is "the movement of highly skilled and qualified people to a country where they can work in better conditions and earn more money". Cambridge Online Dictionary defines "when large numbers of educated and very skilled people leave their own country to live and work in another one where pay and conditions are better".

The term brain-drain was introduced by observing the emigration of the various technologists, doctors and scientists, from various developing countries to more developed nations like USA, UK, Germany, England etc. Now this phenomenon of brain drain has a conversed effect for a country in which people are getting migrated and brain-drain of a nation becomes brain-gain for that particular country. Usually all developing countries including India are suffering from brain drain and developed countries like USA are having brain gain from this phenomenon. More or less, all the backward countries are suffering from this problem. India is also one of the major nations in the world which is suffering from this brain drain seriously at the present moment. Indian Diaspora is a geographically diversified Diaspora, which is spread in as many as 110 countries. The nature of settlement of Indian Diaspora can broadly divide into two parts, namely „old Diaspora“ and „new Diaspora“. The prominent countries that figure in the old Indian Diaspora are Malaysia, Mauritius, Trinidad and Tobago, Fiji, Guyana, and Suriname and the important countries with the new Diaspora are all the developed countries like – USA, UK, Canada, Australia and New Zealand.

### CAUSES FOR BRAIN DRAIN

- 1- **Unemployment**-One of the main reasons is the widespread unemployment and underemployment in our country. The excess of skilled professionals in India has bred an army of educated unemployed. Rather than return home to unemployment, skilled Indians prefer to stay back in the West, where professionals command at better market value.
- 2- **Lack of research facilities** -lack of research facilities in India is also one of the causes for Brain Drain from India. Scientists and other research professionals need sophisticated equipment to carry on their research related works. The better job conditions and higher standard of living in those countries lure these qualified professionals to decide to stay on there.
- 3- **Lack of interesting work.**US/UK or other developed nation has been sending their dirty jobs to India since ages. Earlier we used to take up call centre jobs of other countries, now we take the back-end IT support for them. It's horrible and totally uninteresting. We don't have any designing, conceptualization or thought process involved in our work. We get a set of instructions from them and we have to implement that by the coding standards given by them. There's no creativity involved. After a certain amount of time, it becomes horribly boring and that's when the engineer flips out and takes a rapid decision of doing an MBA and hoping desperately that in the managerial position the scenario will be different. No, it's not. Then comes the depression and angst and we move to U.S. that at least there we'll find something exciting to do.
- 4- **Psycho-social problem:** The main flow of brain drain as a change of domicile starts from the under developed countries towards the developed one, due to social, cultural and psychological factors due to references for living in certain countries. The major geographical direction of brain drain is from the South to the North, i.e. from Latin America to the United States, from Africa to Europe and to the U. S. and from the East to the West, i.e. from the Asian non-socialist countries to Europe, and from Europe to the United States and also from Asian countries to the middle East North African (MENA) Nations.

### SKILL DEVELOPMENT NECESSARY TO ABSORB THE BRAIN DRAIN

For India to confront brain drain, skill development programme must be spread in the youngster and talented worker among the country. As India targets to becoming a global economic powerhouse, it needs to equip its workforce with employable skills and knowledge to make India a developed economy. India is today one of the youngest nations in the world with more than 62% of the population in the working age group (15-59 years), and more than 54% of the total population below 25 years of age. In fact, in next 20 years, the labour force in the industrialised world is expected to decline by 4%, while in India it will increase by 32%. However, current statistics shows that only 2% of the total employees in India have completed skill development training. In today's age of globalisation and technological volatility, skill building is an important instrument to increase the efficacy and quality of labour for improved productivity and economic growth. Skills and knowledge development are the driving forces behind the financial growth and community development of any country. Skill building is a powerful tool to empower individuals and improve their social acceptance. It must be complemented by economic growth and employment opportunities to meet the rising aspirations of youth. The challenges lie not only in a huge quantitative expansion of facilities for skill training, but also in raising their quality. India can then

become the global sourcing hub for skilled employees. Today, the world and India need a skilled workforce. If we have to promote the development of our country, then our mission has to be 'skill development' and 'Skilled India'. Millions and Millions of Indian youth should acquire the skills which could contribute towards making India a modern country.

**INDIGENOUS SKILL DEVELOPMENT PROGRAMME**

**TABLE 1**

Ministry/ Department/ Organisation	Scheme Covered
1. M/o Labour & Employment	1. Craftsmen Training Scheme (CTS through ITI/ITCs). 2. Modular Employable Skills (SDIMES) scheme 3. Apprenticeship Training Scheme (ATS)
2. M/o Micro, Small & Medium Enterprises	1. Entrepreneurship Development Program Scheme 2. Business Skill Development Program (BSDP) 3. Entrepreneurship Skill Development Prog.(Biotechnology) 4. Skill development through tool rooms and other autonomous MSME institutes 5. Skill development through KVIC and Coir Board
3. M/o Agriculture	1. National Food Security Mission Farmer Field Schools 2. National Horticultural Mission 3. National Project on Management of Soil Health and Fertility 4. National Scheme on Promotion and Strengthening of Agricultural Mechanization through training, testing and demonstration 5. Establishment of Agric-clinics and Agribusiness Centres Scheme 6. Diploma in Agricultural Extension Services for Input Dealers 7. Support to State Extension programs for Extension Reforms (ATMA -Farm Schools)
4. M/o Rural Development	1. SGSY (Swarnajayanti Gram Swarozgar Yojana) scheme 2. Skill Development through R-SETIs
5. D/o Higher Education	1. Community Development through Polytechnics 2. Graduate apprenticeships
6. M/o Women & Child Development	1. Women Empowerment & Livelihood program in the mid genetics plain -Priyadarshini scheme 2. Support to training and employment program for women (STEP) 3. Advanced Diploma in Child Guidance and Counselling (NIPCCD) 4. Training courses in Home Scale Preservation of Fruits and Vegetables and Nutrition (FNB) 5. Short Stay Home (SSH) 6. Condensed Course of Education for Women (CSWB) 7. Rajiv Gandhi Scheme for Empowerment of Adolescent Girls (SABLA) -formerly Kishori Shakti Yojana scheme
7. M/o Housing & Urban Poverty Alleviation	1. SJSRY (Swarna Jayanti Shahari Rozgar Yojana) Scheme
8. M/o Tourism	1. Hunar se Rozgar tak Scheme
9. M/o Social Justice & Empowerment	1. Skill development through 4 corporations (National Scheduled Caste Finance and Development Corporation (NSFDC), National Backward Classes Finance and Development Corporation (NBCFDC), National Safai Karamcharis Finance Development Corporation(NSKFDC) and National Handicapped Finance and Development Corporation (NHFDC) and 7 national institutes 2. Skill development to be further opened up through Babu Jagjivan Ram Chhatrawas Yojana and Scheme of Special Central Assistance (SCA) to Special Component Plan for the Scheduled Castes
10. M/o Textiles	1. Integrated Skill Development Scheme (ISDS)
11. D/o Heavy Industries	1. Skill development through CPSEs
12. Department of IT	1. Training through C-DAC (Centre for Development of Advanced Computing) 2. Training through NIELIT
13. Ministry of Food Processing Industries	1. National Mission on Food Processing (through States)
14. Ministry of Road Transport and Highways	1. Scheme for setting up Institutes on Driver Training & Research (IDTRs)
15. Ministry of Tribal Affairs	1. Vocational Training Centre in Tribal Area (VTC) scheme 2. Skill development through grant-in-aids to NGOs
16. Ministry of Chemicals and Fertilizers	1. Trainings through own institutes -CIPETs
17. Ministry of Commerce	1. Placement linked skill development scheme (under the Indian Leather Development Programme)
18. M/o Skill development & Entrepreneurship	To provide encouragement to youth for development of employable skills by providing monetary rewards by recognition of prior learning or by undergoing training at affiliated centres.

**NATIONAL SKILL DEVELOPMENT & ENTREPRENEURSHIP**

Skill India is an initiative of the Government of India which has been launched to empower the youth of the country with skill sets which make them more employable and more productive in their work environment. Our National Skill Mission is chaired by the Hon'ble Prime Minister, Shri Narendra Modi himself. India is a country today with 65% of its youth in the working age group. If ever there is a way to reap this demographic advantage, it has to be through skill development of the youth so that they add not only to their personal growth, but to the country's economic growth as well.

Skill India offers courses across 40 sectors in the country which are aligned to the standards recognised by both, the industry and the government under the National Skill Qualification Framework. The courses help a person focus on practical delivery of work and help him enhance his technical expertise so that he is ready for day one of his job and companies don't have to invest into training him for his job profile.

The Skill Mission launched by the Prime Minister on 15 July 2015, has gathered tremendous steam under the guidance of Shri Rajiv Pratap Rudy, Union Minister of State for Skill Development and Entrepreneurship, during the last one year. The target to train more than a crore fresh entrants into the Indian workforce has been substantially achieved for the first time. 1.04 Crore Indians were trained through Central Government Programs and NSDC associated training partners in the private sector.

For the first time in 68 years of India's independence, a Ministry for Skill Development & Entrepreneurship (MSDE) has been formed to focus on enhancing employability of the youth through skill development. The skill ecosystem in India, is seeing some great reforms and policy interventions which is reinvigorating and re-energising the country's workforce today; and is preparing the youth for job and growth opportunities in the international market. The Hon'ble Prime Minister's

flagship scheme, Pradhan Mantri Kaushal Vikas Yojana (PMKVY) alone, has till date seen close to 20 lakh people get skilled and prepared for a new successful India. Skill India harbours responsibility for ensuring implementation of Common norms across all skill development programs in the country so that they are all standardized and aligned to one object. The ITI ecosystem has also been brought under Skill India for garnering better results in vocational education and training. The success of a nation always depends on the success of its youth and Skill India is certain to bring a lot of advantage and opportunities for these young Indians. The time is not far when India will evolve into a skilled society where there is prosperity and dignity for all.

The Ministry is responsible for co-ordination of all skill development efforts across the country, removal of disconnect between demand and supply of skilled manpower, building the vocational and technical training framework, skill up-gradation, building of new skills, and innovative thinking not only for existing jobs but also jobs that are to be created.

The Ministry aims to Skill on a large Scale with Speed and high Standards in order to achieve its vision of a 'Skilled India'. It is aided in these initiatives by its functional arms – National Skill Development Agency (NSDA), National Skill Development Corporation (NSDC), National Skill Development Fund (NSDF) and 33 Sector Skill Councils (SSCs) as well as 187 training partners registered with NSDC. The Ministry also intends to work with the existing network of skill development centres, universities and other alliances in the field. Further, collaborations with relevant Central Ministries, State governments, international organizations, industry and NGOs have been initiated for multi-level engagement and more impactful implementation of skill development efforts.

### SKILL DEVELOPMENT SCHEMES LAUNCHES BY THE MINISTRY

- **Pradhan Mantri Kaushal Vikas Yojana (PMKVY)**-Approved for another four years (2016-2020) to benefit 10 million youth Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE). The objective of this Skill Certification Scheme is to enable a large number of Indian youth to take up industry-relevant skill training that will help them in securing a better livelihood. Individuals with prior learning experience or skills will also be assessed and certified under Recognition of Prior Learning (RPL). Under this Scheme, Training and Assessment fees are completely paid by the Government.
- **UDAAN**-Udaan is a Special Industry Initiative for Jammu & Kashmir in the nature of partnership between the corporate of India and Ministry of Home Affairs and implemented by National Skill Development Corporation. The programme aims to provide skills training and enhance the employability of unemployed youth of J&K. The Scheme covers graduates, post graduates and three-year engineering diploma holders. It has two objectives:
  - (i) To provide an exposure to the unemployed graduates to the best of Corporate India.
  - (ii) To provide Corporate India, an exposure to the rich talent pool available in the State.
- **Standard Training Assessment and Reward (STAR) Scheme**-The National Skill Certification and Monetary Reward Scheme, known as STAR (Standard Training Assessment and Reward) was operational between August 2013 and September 2014.

NSDC is the designated implementing agency of the scheme and is working through various Sector Skill Councils (SSCs), Training Providers (TPs) and independent Assessment Agencies (AAs).

- **Higher Education**- In order to bridge the industry academia gap – NSDC has developed a unique model to integrate skill based trainings into the academic cycle of the Universities. These are based on National Occupational Standards set by industry through sector skill councils. The job roles offered are designed to be progressive in nature – from Level 5 – level 7 on National Skills Qualification framework. The key highlight of the model is as given below:
  - I. Based on state skill gap report – identification of Sectors and job roles
  - II. Development of implementation model and Integration into time table as per university norms
  - III. Training of Trainers by Sector Skill Council
  - IV. Curriculum Alignment and Capacity Building workshops
  - V. Student orientation sessions to take an informed choice of sector/job role based on career aspiration
  - VI. Standardised Training Delivery by NSDC Training Partners
  - VII. Internships and On- the – job Training
  - VIII. Assessment and certification by Sector Skill Council
  - IX. Last Mile Employability and Entrepreneurship Opportunities for the students Academia recognise the benefits of this model for integration of industry recognized skills with regular studies and post assessment the students receive industry endorsed and recognized certificate.

#### ➤ **World Skills- What Is World Skills India?**

World Skills India is an initiative of the National Skill Development Corporation (NSDC) under the Ministry of Skill Development and Entrepreneurship. NSDC, through its World Skills India initiative, has been leading the country's participation at World Skills International competitions since 2011.

#### **The key objectives of World Skills India are to:**

- Promulgate skills in the society and motivate the youth to pursue vocational education.
- Champion skills and learning for work through local, regional, national and international skills competition and contribute to the society.
- Invite sponsorships to organize the local, regional, national and international skills competitions and also host international competitions.
- Establish links and a long-term association with the WSI secretariat along with development of cooperation with the Government of India, state Governments, registered vocational skills training and awarding bodies.

### ROLE OF NSDC

- Establish linkages and contacts with various stakeholders of the industry to promote the association.
- Provide support and synergy for efforts of World Skills India through its Skills Development initiatives.
- Provide administrative and technical support to the participants and experts for the World Skills Competitions.

### CONCLUSION

For the balance of power and for the staggered development of the world, it is very important to stop the phenomena of brain-drain. To hold skilled workers at their native places, it is also important to provide them enough work opportunities and living facilities. By skill development programme and schemes provide the better option for the youth and experts to serve their country by their expertness and intelligence. This review paper concluded that era has been changed now, skilled people now give preference to work in own country. But these all schemes and programme successful until theses all implemented very carefully and approachable to the desired people.

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