

Employment and Skilling for Viksit Bharat@2047: A Vision of India

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Abstract

Employment generation and skilling plays an important role for development of any economy. India, whose population is among the youngest, has the potential to capitalize on its demographic dividend by developing a workforce capable of meeting industrial demands and possessing employable skills. High levels and excellent standards of talent enable nations to successfully negotiate the opportunities and obstacles found in both local and foreign labor markets. The main purpose of this paper is to provide light on the relationship between skilling and employment generation. India is the fifth largest economy in the world, and part of its aim to create 'Viksit Bharat' by 2047 includes equipping its young people with the skills needed to adapt to a changing labor market. This goal was emphasized in the most recent Union Budget 2024–25, which included large funding allocations for programs related to employment, education, and skill development.

Viksit Bharat is more than just a vision, it's a collective dream of seeing India emerge as a fully developed, inclusive, and self-reliant nation by 2047. It focuses on building a future where every citizen, whether a farmer, a young student, a woman, or someone from a marginalized community, has a real shot at growth and opportunity. This journey touches every corner of society, from better education and healthcare to smarter infrastructure, stronger national security, and cleaner energy. A big part of this transformation depends on how we reimagine higher education. By making learning more practical, digital, inclusive, and in tune with today's world, we can prepare a generation that's not just job-ready, but future-ready. Strengthening research, encouraging innovation, and building bridges between universities, industries, and government will be key. Through collaboration, creativity, and commitment, Viksit Bharat invites us all to be part of shaping a brighter, more equal India for the generations to come. This paper explores how skill development would support in generating employment which would ultimately help in fulfilling the goal of Viksit Bharat @2047 (A vision of India).

Keywords: *Employment generation; Viksit Bharat; skill development; Better education and healthcare*

1. Introduction

India's job skills are a crucial factor in its economic growth, with a large youth population that presents a "demographic dividend". While India has a competitive and adaptable workforce, significant challenges remain, including a mismatch between educational output and industry needs, low formal skill training rates compared to other nations,

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and an overemphasis on theory over practical application. Addressing these challenges through targeted skill development is essential to capitalize on the demographic dividend, create a future-ready workforce, and boost national economic prosperity. The Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is India's flagship skill development scheme, crucial for providing job skills by offering free, industry-relevant training aligned with the National Skill Qualification Framework (NSQF), aiming to bridge the education-employment gap, enhance employability, and boost livelihoods for youth by certifying them in both traditional and emerging sectors like AI, robotics, and drones. It works through short-term training, special projects, and apprenticeships, incentivizing certification and creating a skilled, job-ready workforce for a developed India. 'Employability' refers to an individual's ability to gain and maintain employment in a competitive labor market. In India, where the population is growing at an unprecedented rate, creating jobs and improving employability has become a priority for the government. Despite the availability of job opportunities, there is a significant skills gap between what employers require and what the workforce possesses. To bridge this gap, the Government of India introduced the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) as part of the broader Skill India initiative.

2. Review of Literature

Ganesh an, M K & .C, Vethirajan. (2020). According to the study the two main forces promoting macroeconomic expansion and socioeconomic stability are knowledge and skills. The development of the economy greatly depends on the implementation of appropriate policies for skill development. India must ensure that its workforce has the necessary skills in light of the demographic dividend. A lot of actions have been taken and are being planned for the future in support of skill development, which has become a national priority. It has long been acknowledged that the "power of ideas" will be the decisive factor in conflicts this century. Knowledge-based industries will be encouraged by societies as they become more knowledge-based themselves. India has clear advantages over the next 20 to 30 years due to its population profile being concentrated in the younger age range, where many new opportunities can be fully realized. These demographic differentials are evident.

Yadav R. (2022). On the topic of "skill development initiatives in India: challenges and strategies with reference to vocational training initiatives in Maharashtra," India is expected to face a shortage of 5.25 million employable graduates and vocationally trained workers in the coming years due to a number of factors including population growth, unplanned rural-urban migration that contributes to urban poverty, and high rates of high school dropout. The primary aim of Yadav's study was to enhance the number of workers in both organized and unorganized sectors, with a particular focus on young, women, disabled individuals, and disadvantaged groups. There are a few states where there is evidence linking the growth of the Technical and Vocational Education System to the state's economic advancement.

3. Objectives of the study

- To describe the Employment and Skilling for Viksit Bharat@2047.
- To assess the current status and major challenges in skill development in India.
- To explore the Key Initiatives & Strategies of skill development in India.

4. Research Methodology

The methodology employed in the above research combines a comprehensive review of government policies, legislative frameworks, and strategic initiatives pertaining to India's development trajectory towards becoming a developed nation by 2047. Utilizing diverse sources such as government publications, academic articles, and reputable organizations' reports, the research synthesizes current trends and challenges across key thematic areas.

5. Skill Development in India

Skill development in India has evolved significantly since independence, transitioning from traditional apprenticeship models to structured vocational training under the National Skill Development Policy (NSDP). The Ministry of Skill Development and Entrepreneurship (MSDE) and National Skill Development Corporation (NSDC) drive initiatives like Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and Skill India Mission. However, challenges persist in scalability, quality, and employability (MSDE, 2023).

6. India's Institutional Framework

• Industrial Training Institutes (ITIs)

India's 15,000+ Industrial Training Institutes, with over 2.5 million annual enrollments (70 percent private), face critical challenges: 60 percent of courses are misaligned with Industry 4.0 needs (CII, 2022), formal job placement remains at a low 30 percent (NSSO, 2022), and gender disparity persists with women comprising just 15 percent of trainees (AISHE, 2022). Addressing these gaps demands curriculum modernization, outcome-linked training, and targeted inclusion strategies—exemplified by pilots like Tata STRIVE's women-centric skilling hubs.

• Short-Term Training (PMKVY)

Since 2015, PMKVY has certified over 12 million youth (NSDC, 2023), but faces persistent challenges: placement rates remain stagnant at 40 percent against a 60 percent target, and RPL certifications often lack rigor, limiting credibility (FICCI, 2021). Models like Haryana's Saksham Yuva scheme integrating job fairs and employer incentives—offer replicable strategies to strengthen post-training outcomes.

• Apprenticeships

India's Apprenticeship Act, 1961 mandates firms with 30+ employees to engage 2.5–10 percent apprentices, yet uptake remains low just 0.5 million apprentices against a potential 5 million (ILO, 2021). Key barriers include cumbersome compliance procedures with over 27 forms (MSDE, 2022) and limited SME awareness, with 70 percent unaware of available incentives (ASSOCHAM, 2020). High-performing models like Maruti Suzuki's dual system pilot, which streamlines onboarding and partners with ITIs, offer replicable strategies for scale.

7. Critical Research Themes

• Education-Skill-Economy Integration

India's NEP 2020 aims to provide vocational exposure to 50 percent of school students by 2025, yet only 5 percent of schools currently have functional skill labs (NCERT, 2022). Bridging this implementation gap requires integrated models that blend academic and skill-based learning, such as Andhra Pradesh's Bala Vikas program, which boosted STEM enrollment by 20 percent (UNDP, 2021) through early interventions and experiential pedagogy.

• Industry Collaboration

Industry collaboration in India's skilling ecosystem has seen success through large-scale partnerships Tata STRIVE has trained over 500,000 youth with a 70 percent placement rate (2023), while Amazon's ML Academy has unskilled 50,000 in AI/ML (2022). However, MSME engagement remains a key gap, with only 10 percent of ITIs having active MoUs with MSMEs (MSDE, 2023), indicating the need for localized industry linkages and cluster-based apprenticeship models.

- **Gender and Inclusion**

Gender-inclusive skilling initiatives in India show promise through targeted models like Project Aadika, which trained over 5,000 tribal women in jewelry-making (Bhatt, 2020), and Prays JAC, which annually equips 15,000 marginalized youth with market-relevant skills (Kanth, 2023). However, systemic barriers persist 60 percent of families discourage girls from attending ITIs (NITI Aayog, 2021), and inadequate hostel infrastructure further limits female participation (AISHE, 2022). Bridging these gaps demands scalable solutions such as community-led mobilization, women-centric training hubs, and safe residential facilities, exemplified by initiatives like NSDC's Gender Action Plan.

- **Technology and Future Skills**

Technology-driven job growth in India is accelerating, with 3 million green jobs—like solar technicians and EV mechanics projected by 2030 (CEEW, 2022), and demand for 1.5 million AI/data science professionals by 2025 (NASSCOM, 2023). However, 90 percent of ITIs lack foundational infrastructure such as AI and robotics labs (FICCI, 2023), indicating a critical readiness gap. Scalable interventions like Kerala's Future Skills School and IBM's AI Horizons Network can help mainstream tech-enabled training across the skilling ecosystem.

India's skilling research landscape reveals critical gaps: hyper-local demand studies are absent, with no comparative insights into district-specific economies such as Jaisalmer's tourism or Coimbatore's manufacturing potential. The informal sector remains under-researched, especially in certifying traditional skills like handicrafts and waste recycling. Longitudinal impact assessments are rare, with few studies tracking the income mobility of PMKVY graduates beyond one year highlighting the need for a robust monitoring framework akin to Kerala's post-training placement dashboard or Maharashtra's skill-linked livelihood registry.

Thus, India's skill ecosystem has scaled impressively but continues to lag on quality, inclusion, and future-readiness. Comparative models like Germany's dual system and Singapore's Skills Future explains the need for decentralized governance (e.g., district skill councils like Tamil Nadu's cluster-based planning), robust industry-academia linkages (e.g., ITIs repurposed as MSME co-production units under the Karnataka Tool Rooms initiative), and gender-responsive policies (e.g., STEM scholarships under DST's WISE program). Future research must pilot AI-based labor market forecasting platforms (e.g., Rajasthan's Skill Intelligence Platform), analyze skilling in cultural economies (e.g., Kumbh Mela logistics and Chhau performers), and assess gig-focused apprenticeship reforms drawing from Australia's Group Training Organizations

8. AI Multiplier in the New Skills Paradigm

As India advances toward its vision of a Viksit Bharat by 2047, Artificial Intelligence is emerging not as a threat to employment, but as a powerful catalyst for job creation and economic resilience. The increasing frequency of urban flooding in cities like Gurugram and Noida highlights both the challenges and opportunities ahead AI-driven solutions combining drainage mapping, hydrological sensors, and predictive analytics could prevent an estimated ₹6,500 crore in annual economic losses (NITI Aayog, 2023). Beyond disaster mitigation, these smart city systems are generating new employment avenues, including roles such as AI model trainers, IoT maintenance technicians, and data stewards with 15 new jobs per smart city while boosting municipal workforce productivity by threefold through AI-assisted decision-making. To harness this potential, the Ministry of Skill Development and Entrepreneurship (MSDE) has launched the Skilling for AI Readiness (SOAR) initiative, a transformative step in redefining India's skills ecosystem. SOAR introduces a 15-hour AI fluency curriculum for students covering generative AI, cybersecurity, and ethical technology use, complemented by 45-hour up skilling modules for teachers to ensure future-ready education delivery. In collaboration with NASSCOM and AI startups, the program is rolling out industry-recognized certifications that align training with real-world demands. This foundational shift prepares learners for an evolving job market where 35 percent of positions now require AI competencies up from just 15 percent in 2019 and where 82 percent of employers

prioritize AI-certified candidates (CII Skills Survey 2023). The future of work lies in the synergistic partnership between humans and AI, transforming traditional roles into high-value, tech-augmented professions. Civil engineers are evolving into smart infrastructure designers, healthcare workers into AI diagnostics assistants, and agriculture technicians into precision farming specialists each requiring new competencies in AI tools, drone operations, and data interpretation. A phased national strategy starting with foundational AI literacy in ITI/NSQF programs, progressing to sector-specific AI vocational tracks, and culminating in global leadership in ethical AI training aims to skill millions and position India as a talent exporter to aging economies. For policymakers, educators, and learners alike, the call is clear: integrate AI into every skill pathway. As the Viksit Bharat imperative reminds us, “AI won’t replace workers but AI-skilled workers will replace the unskilled.”

Skill India is a cornerstone of the Viksit Bharat 2047 vision, which aims to transform India into a fully developed nation by the 100th anniversary of its independence. This initiative focuses on equipping India’s massive youth population with the expertise needed to drive a \$30 trillion economy and navigate a technology-driven global market.

8.1 Core Objectives for 2047

Economic Transformation: Building a workforce capable of sustaining nearly double-digit growth rates (compounded 9.6% annually) to achieve high-income status by 2047.

Future-Ready Workforce: Prioritizing skills in cutting-edge fields like AI, block chain, green technologies, and STEM to ensure global competitiveness.

Inclusive Growth: Empowering the four pillars of Viksit Bharat: Yuva (Youth), Mahila (Women), **Garib** (Poor), and Kisan (Farmers) through targeted vocational training.

8.2 Strategic Initiatives and Reforms

Upgrading Infrastructure: A **₹60,000 crore** national scheme is currently dedicated to upgrading 1,000 Industrial Training Institutes (ITIs) into centers of excellence.

Digital Integration: The Skill India Digital Hub provides accessible, industry-aligned digital content to bridge the gap between academic training and job market needs.

Voice of Youth: Launched in December 2023, the '**Viksit Bharat @2047: Voice of Youth**' platform allows the younger generation to directly contribute ideas and suggestions for the nation's developmental roadmap.

Certification and Employment: National Skill Development Corporation (NSDC) certifications are aligned with the National Skills Qualification Framework (NSQF), providing recognized proof of skills for domestic and international employment.

8.3 Key Challenges to Address

To realize this vision, India is actively working to overcome several systemic hurdles:

Skill Gap: Currently, only **5%** of the workforce has formal vocational training, highlighting the need to reach a target of nearly **500 million** skilled workers by 2047.

Curriculum Alignment: Modernizing outdated curricula and strengthening industry-academia linkages to ensure graduates are "industry-ready".

Regional Disparities: Bridging the developmental gap through focused skilling programs in regions like the Northeast and Tier 2/3 cities.

For Viksit Bharat@2047, India's vision for a developed nation by 2047, employment and skilling focus on massive up skilling via schemes like PM-VBRY (Employment Linked Incentives), promoting formal jobs, boosting female workforce participation (aiming for 70%), integrating digital & green skills, and fostering industry-academia collaboration for relevant, future-ready talent in high-growth sectors like AI, Robotics, and Green Tech. Key strategies involve incentivizing employers, up skilling first-timers, enhancing financial literacy, and linking skill development to market demand for inclusive growth.

8.4 Key Initiatives & Strategies

Pradhan Mantri Viksit Bharat Rozgar Yojana (PM-VBRY): Introduces Employment Linked Incentives (Part A for youth, Part B for employers) to boost formal employment, skills, and financial literacy.

Skill India Mission Enhancements: Focus on AI, Data Analytics, Robotics, Smart Manufacturing, and green skills to meet future industry needs.

Industry-Academia Partnership: Encouraging employers to co-design curricula, provide apprenticeships, and ensure skilling leads to real jobs.

Women Empowerment: Increasing female labor force participation (LFPR) through targeted skilling, digital literacy, and creating supportive ecosystems.

Decentralized Skilling: Implementing demand-driven, localized models (like Project Aadika for tribal women) aligned with regional economic strengths.

MSME Support: Utilizing Technology Centres (TCs) for skilling and entrepreneurship, especially for youth, women, and other disadvantaged groups, notes a PIB release.

8.5 Core Focus Areas

Productivity & Employability: Moving beyond numbers to ensuring quality livelihoods.

Formalization: Shifting the workforce into formal employment.

Future-Ready Workforce: Preparing for emerging technologies and global opportunities.

Inclusive Growth: Ensuring benefits reach all demographics, especially women and rural youth.

8.6 Challenges

- Bridging skill gaps between different regions (e.g., North & South India).
- Aligning skill supply with industry demand, especially in high-tech and labor-intensive sectors.
- In essence, India's skilling agenda for Viksit Bharat is about creating a dynamic, skilled, and formally employed workforce, leveraging technology and partnerships to achieve comprehensive economic transformation by 2047.

9. Yet Government Initiatives Strengthening India's Employment

By creating a skilling ecosystem with a high-quality, globally competitive workforce, India can enhance employability for youth in global job markets. The government's persistent efforts through diverse initiatives have led to higher workforce participation, reduced unemployment, improved incomes, and broader opportunities spanning traditional as well as new-age sectors.

Skill India: Under the Skill India Mission, the Ministry of Skill Development and Entrepreneurship (MSDE) provides skill, re-skill, and up-skill training through a nationwide network of centers. Key schemes include the following



- **Rozgar Mela**

The government has been organizing Rozgar Melas to boost employment initiatives in the country through the National Skill Development Corporation (NSDC), under the Ministry of Skill Development & Entrepreneurship (MSDE). These events aim to connect unemployed youth with suitable job opportunities in the private sector. It is a half-day event where employers and job seekers gather to apply for and interview for job positions. Notably, over 11 lakh aspirants got jobs in the last 16 months under the Rozgar Mela.

- **PM Vishwakarma**

This scheme aims to provide holistic support to artisans and craftspeople in scaling up their conventional products and services. As on 30 September 2025, there were ~30 lakhs registered artisans and craftsmen, with skill verification completed for 26 Lakhs+ beneficiaries.

- **ITI up gradation Scheme**

Approved in May 2025, the scheme envisages up gradation of 1000 Govt. ITIs in a hub and spoke model as state-led, industry-managed skilling institutions. 200 ITIs will function as hub institutions and 800 as spokes. Besides, 20 lakh youth are aimed to be skilled over a five year period.

- **The Employment Linked Incentive (ELI) Scheme**

It seeks to support job creation, enhance employability, and expand social security coverage, with focus on manufacturing sector. It aims to create 3.5 crore jobs in two years with an outlay of ₹1 lakh crore.

- **Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)**

It aims to enhance livelihood security by providing at least 100 days of guaranteed wage employment to rural households whose adult members are willing to undertake unskilled manual work. Rs 86,000 crore has been allocated for MGNREGA in FY 2025–26, the highest since the scheme's inception in 2005.

- **Pradhan Mantri Viksit Bharat Rojgar Yojana**

Launched in August 2025, aims to boost job creation by supporting both employers and employees through incentives. The scheme runs from August 2025 to July 2027, with a total budget of ₹99,446 crore covering FY 2025-26 to FY 2031-32. It has two parts- Part A offers incentives for hiring 1.92 crore new eligible employees. Part B incentivizes employers to create around 2.59 crore additional jobs.

Additionally, for creating industry-ready workforce, initiatives like internships in companies (PM Internship Scheme) and public-private partnership for skill development and vocational training are poised to go a long way. Besides, the Make in India initiative seeks to revitalize manufacturing, generate large-scale employment especially for semi-skilled and unskilled workers.

10. Initiatives Specifically for Women

Specific initiatives aim to empower women through skills, employment, and entrepreneurship. Below mentioned are some of the key government initiatives that are strengthening Indian women employment landscape, resulting in women's economic empowerment.

Namo Drone Didi: A central sector scheme, it aims to empower women-led Self-Help Groups (SHGs) by equipping them with drone technology to provide agricultural services. The scheme aims to provide 15, 000 drones to selected Women SHGs (2024-25 to 2025-2026) for providing rental services to farmers for agriculture purpose (application of liquid fertilizers and pesticides for the present). This initiative is likely to generate an additional income of at least Rs. 1 lakh per year for each SHG, contributing to economic empowerment, sustainable livelihood generation.

Mission Shakti: By promoting awareness, creating a secure environment, and offering workshops and training, Mission Shakti seeks to transform women's lives and foster an inclusive and empowered society. The Ministry of Women and Child Development is also implementing the 'Palna' component under Mission Shakti, aimed at providing daycare services and child protection.

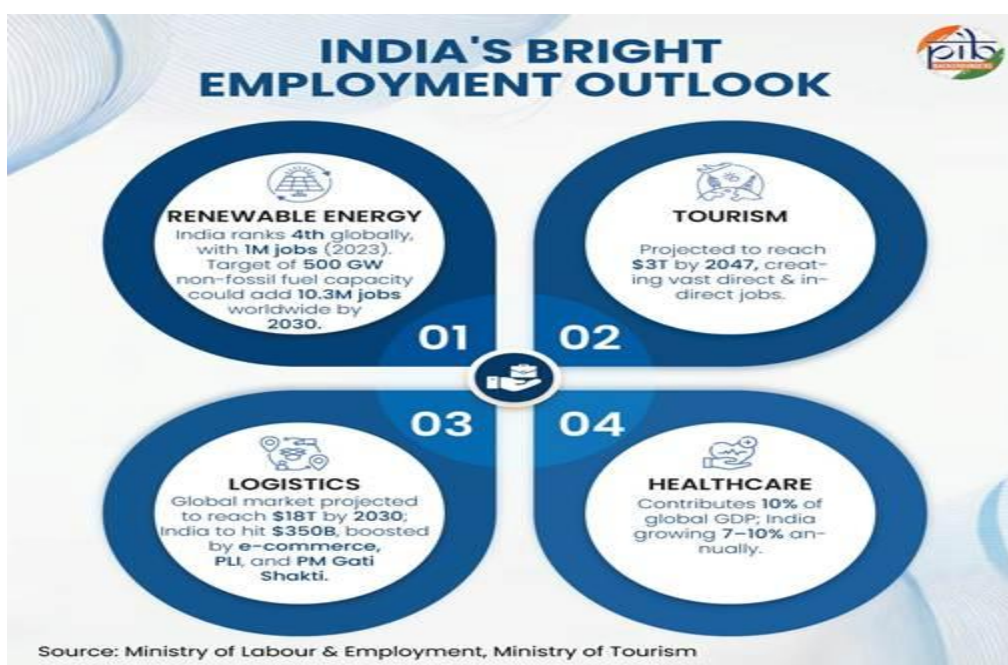
Lakhpatti Didi Scheme: A Lakhpatti Didi is a SHG member with an annual household income of ₹1, 00,000 or more. This income is calculated for at least four agricultural seasons and/or business cycles, with an average monthly income exceeding ₹10,000, so that it is sustainable. India aims to create 3 crore Lakhpatti Didis, and 2 crore women have already achieved this milestone.

Besides, various other schemes like Bank Sakhi, Bima Sakhi, Krishi Sakhi, and Pashu Sakhi have enabled women to find sustainable employment. To garner women entrepreneurship, the government has launched several initiatives in terms of easier access to credit, marketing support, skill development, and support to women start-ups, etc. Schemes and initiatives such as the PM Employment Guarantee Programme, SANKALP, PM Micro Food Processing Scheme, Adivasi Mahila Sashaktikaran Yojana, Swam Shakti Sahakar Yojna, DAY-NRLM, and others are fostering

women-led enterprises by providing financial assistance, skill training, and mentorship. These measures are empowering women entrepreneurs to launch and expand their businesses.

To further enhance women's participation in the workforce, the government is implementing several programs like Women in Science and Engineering (WISE-KIRAN) and SERB-POWER, which promote women in research and development. To thrive in a rapidly evolving landscape, three key questions emerge- How do we develop a digitally proficient workforce equipped to navigate an increasingly tech-driven job market? What strategies can we employ to build a truly inclusive workforce, where diversity is valued, and everyone is given equal opportunities? Additionally, as industries prioritize environmental sustainability, how can we integrate eco-friendly practices and values into our workforce culture?

Notably, India has well equipped answers to all three above as the government's initiatives to enhance skill development and focus towards technological up skilling is in full swing. The government has been fostering public-private partnerships for inclusive growth and promoting digital literacy and eco-friendly workforce values. Besides, it is prioritizing inclusivity and sustainability in workforce development.



Another interesting fact are GCCs, which are at the forefront of adopting emerging technologies, including artificial intelligence, data analytics, robotic process automation, digital commerce, cybersecurity, blockchain, augmented reality, and virtual reality. Notably, India is poised to become the "GCC Capital of the World," with 1,700 Global Capability Centres (GCCs) employing over two million people—a number projected to grow significantly by 2030.

As statistics prove, India's economic trajectory reflects consistent job creation across key sectors, reinforcing its position as one of the world's fastest-growing economies. Backed by a vibrant democracy, a resilient and dynamic economy, and a culture rooted in unity in diversity, the nation is steadily advancing on its path to becoming a global powerhouse.

India's medium-term growth trajectory is rooted in a decade of robust economic performance, with labor market reforms being integral along with other macroeconomic fundamentals and sustained structural and governance

reforms. As India continues to modernize and grow, aligning workforce development with industry needs will remain a critical pillar for sustainable and inclusive economic progress

11. Conclusion

India is in a good position to take advantage of its demographic dividend and realize the goal of Viksit Bharat@2047 because of its youthful and energetic workforce. Skill India is actively interacting with nations all over the world to increase cross-border exposure and opportunities in the global market. It is no longer solely focused on the home market. India is a young country, and its trained labor force will undoubtedly be able to meet both domestic and international market demands. A country's youth always determine its future prosperity, and Skill India will undoubtedly benefit and open up many chances for these young Indians. India will soon develop into a civilized nation with prosperity and dignity for all people.

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