

Report on National Workshop on Bharat Marching Towards Optimum Employability Through Education held on 1st October 2018.

National Workshop- An introduction

The technical disruptions and innovations have impacted economics significantly resulting in a compression on employment generation as well as availability of the resources. The effect is already showing on the employment elasticity in all sectors. Employment elasticity issues coupled with skill instability are worrying the policy makers. In a bid to address this issue, most of the economies, as industrialisation grew, gradually drifted towards service and manufacturing at the cost of agriculture sector. This transformation has been truly disruptive weaning many away from their traditional source of earning and employment.

India was and still is an agrarian country, is a fact many do not acknowledge. India is second largest producer of agriculture products and accounts for 7.68 per cent of total agricultural output. Despite the neglect, the contribution on agriculture sector towards the terrain, weather and crops & fruits that it has the 10th-largest arable land resources in the world.

In this context, SVSU in partnership with National Group on Employment organised a one day national workshop with a galaxy of learned people and experts in the area discussed the issue threadbare to arrive at some logical and practical solutions.

The National workshop has been attended by eminent speakers from different parts of India including State and Central University's Vice Chancellors, Industry, Agriculture, Service Sector, MSVE representatives and Government representatives. There were 350 participants which include 20 vice chancellors, 17 government officials and around 100 students. The entire day was segregated in four different panel discussion sessions in four different themes including 1. Micro Small Village Enterprise- Creating Employment & Accelerating Employability 2. Sustainable Start-up through enabling Ecosystem. 3. Employability centric Interventions Through Agriculture. 4. Skilling for Employability.



Inaugural Function

Inaugural Function started with National Song & Lamp Lightening, Hon'ble Vice Chancellor, SVSU Shri Raj Nehru welcomed the Chief Guest other dignitaries and participants and introduced the theme, need and objectives of the workshop to the participants. Shri Prakash Javadekar Hon'ble Union Minister MHRD, Chief Guest gave his Inaugural Address, Mr Bhagwati Prakash President, Pacific University and Convenor, National Working Group on Employment discussed the context of workshop. Ms. Padmaja Ruparel, President -Indian Angel Network, Sh Sanjeev Bhikchandani, MD - Naukri.com, Dr Anirudh Deshpande, Educator & Social Worker also addressed the participants during inaugural session. Dr. Rajkumar Mittal, Hon'ble Vice Chancellor CBLU proposed the vote of thanks. The inaugural session ended with National Anthem.



Annual report of the HVSU was release by the Hon'able Union Minister MHRD during the inaugural session of the workshop



Session-I: on Micro Small Village Enterprises- Creating Employment and Accelerating Employability”

The term Micro and Small Village Enterprises (MSVEs) broadly includes any enterprise that involves relatively few individuals or employees engaged in activities carried on in relatively small establishment in the rural context. The concept of smallness is with reference to the scale of operations. MSVE conceptualizes to include every type of human economic activities which broadly tends to fall under the category of Commercial, Service and Industrial activities. A rural enterprise comes in all types and tends to cover rural traders and merchants, service provider and rural industries, Street vendors, carpenters, machine shop operators, Seamstresses and peasant farmers etc.



Bharat is a large country with around 70 % population living in the rural areas where illiteracy still prevails and large industry is not in a position to absorb the work force. In view of this, it is necessary to create more employment opportunities in villages by utilizing local resources and skills so that rural people can get work in the villages itself. Today, the rural economy in Bharat and its subsequent productivity growth is predicated to a large extent upon the development of its 700-million strong rural population. The agricultural economy of Bharat is drafted according to the needs of rural Bharat since majority of the population lives in about 600,000 small villages.

The following were the Subthemes of the session.

1. Fostering rural entrepreneurship and development of micro and small village enterprise.
2. MSVE: steps for making it as sustainable employment creator.
3. Role of MSVE in strengthening apprenticeship for enhancing employability.
4. Role of Education Institutions to connect with needs of MSVE.

The Panellist for the session were Shri Rajiv Chawla, Founder Chairman, IamSMEofIndia, Prof. Ashok Aima, VC Central University Jammu, Shi Vijay Tiwari, President, IECSME, Shri Deepak Jain State President, Laghu Udhog Bharti and Prof. Ashwini Mahajan. Shri Sarad M. Marathe, Chairman Universal Technical System (India) moderated the session. There were more than 100 participants in the session. The Session was a great success.

Dr Raj S. Antil, Coordinator of the session, introduced the moderator of the session during context setting and Dr. Mohit Srivastava, Co-coordinator for the session, thanked the Chair, Eminent Panellists and the participants.

Session –II on Employability Centric Interventions Through Agriculture

The Indian agriculture and the farmers are facing multiple challenges – social, political, economic, technical and even divine. India has been and still is, an agrarian state. Our 60 percent population lives in the villages and the agriculture still employs about 50 pe cent of the national workforce. But, agriculture’s share to national GDP has been constantly declining from 52 per cent in 1951 to 18 per cent in 2014.



In the session, learned panel and the delegates had put forward their views on lifting agriculture and the farmers from a disadvantageous situation by introducing agropreneurship as an alternative and support system.

The following were the Subthemes of the session - II

1. Policy intervention for promoting village level agro enterprise to create local employment.
2. Doubling the income of farmers through policy interventions.
3. Interventions to overcome challenges of market forces and productivity for growth of agri-business.
4. Technological and policy interventions to connect agropreneurs

The panelists of the session were Shri Dwarika Singh Chairman of the Board at Asian Consortium of Farmers Producer Company Limited – Asian Consortium of Farmers, Dr. S S Yadav, Dy Dir, Deptt of Horticulture, Haryana, Dr. Neetu Bhagat – AICTE, Rajeev Tomer – Agro

Scientist, Dharmendra Sharma, Consultant, Crop Insurance, Govt of Haryana, Dr SS Arya, CEO, ASCI, Shri Rajeev Chhikara MD, Surabhi Skills. Prof. K.P. Singh Hon'ble VC, CCSHAU, moderated the session.

Col Utkarsh Rathore, Coordinator of the session, introduced the moderator of the session." during context setting and Dr. Dalip, Co-coordinator for the session, thanked the Chair, Eminent Panellists and the participants.

Session –III on Sustainable Start Up through Enabling Ecosystem

Bharat needs more than a 10 million jobs a year and the jobs which are generated are mostly from start-ups and not from big enterprises. Start-up entrepreneurship is crucial because it also brings new innovations, new jobs and competitive dynamics into the business environment and enterprises. This also brings great opportunity to be involved in dealings with new technology which generally lies at the highest end of value addition chain.

The Prime Minister's Start-up India campaign is a great initiative to boost entrepreneurship in Bharat. This initiative will play a very important role in further facilitating start-ups and providing a new dimension to entrepreneurship in the country.



Bharat needs to address the critical needs of the country in areas like affordable healthcare, education, financial inclusion, etc. In spite of a 'start-up unfriendly environment', Indian entrepreneurs have already made Bharat one of the top 4 entrepreneurial hotbeds in the world. It bodes well for the country that the current government, for the first time in modern Indian history, has understood the criticality of stratus for employment and economic growth and has launched 'The Start-up India, Stand up India mission'."

The following were the Subthemes of the session - III

1. Building a Sustainable Start-up Ecosystem for Total Employability.
2. Sharing Best Practice for Institutionalizing Start-ups.
3. Role of Higher Education Institutions in Developing Synergy among Component of Start-ups Eco-system.
4. Building Mind-set for Successful Start-up Ecosystem

The panellists of the session were Dr. K. K. Goyal, Assistant Director, MSME, Mr. Rajiv Gulati, Asst. General Manager & In-charge Hartron Multi Skill Development Centre Mr Tarun Kumar, Chartered accountant, tarun kumar & co, Mr. R.K. Sharma General Manager & Head Skill Development, JBM Group and The session was moderated by Mr. Rakesh Bhatt Managing Director, Shalimar Flooring Pvt. Ltd Moderator of the session moderated the session.

Dr J K Dubey, Coordinator of the session introduced the moderator of the session.” during context setting and Dr. Vikram Bansal Co-coordinator for the session thanked the chair, eminent Panellists and the participants.

Session- IV on Skilling for Employability

In rapidly growing economies like India with a vast and ever-increasing population, the problem is two-fold. On one hand, there is a severe paucity of highly-trained, quality labour, while on the other; large sections of the population possess little or no job skills. As the Indian economy continues to transform and mature, large scale sectoral shifts in the working population are inevitable, particularly from agriculture to other sectors of the economy. Skills 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. Highlights of the Panel discussion held in the theme Skilling for Employability are as follows.



The following were the Subthemes of the session - IV

1. Employment Elasticity: Challenges and opportunities.
2. Role of stakeholders in success of NAPS.
3. Skill strategy for inclusive development and employability.
4. Restructuring curriculum of higher education through innovative skill development models.

The panellist for the session were Mr Dharam Rakshit, Head HR, Hero Moto Corp, Ms Veenu Jaichand Associate Partner/ Advisory Services, E & Y, Mr. Nikhil Kumar Education Officer UGC, Prof. Me'raj Ud Din Mir Vice Chancellor Central University of Kashmir, Prof. Y.S. SIDDEGOWDA, Vice Chancellor Tumkur University Karnataka, Dr Ritu Bajaj Registrar HVSU and Mr. Kamal Singh, Executive Director Un Global Network India was moderator of the session.

Dr Ashok Shrivastava, Coordinator of the session introduced the moderator of the session. "Skilling for Employability" during context setting and Dr. Sanjay Bhardwaj Co-coordinator for the session thanked the chair, eminent Panellists and the participants

Sharing of outcomes of all Sessions by Respective Representatives

The moderators of all the sessions made their presentation on the recommendation of the respective sessions.



Valedictory Session

The valedictory session started with National song, Hon'ble Vice chancellor Mr Raj Nehru welcomed the Chief Guest and other Dignitaries and shared the context of the workshop. The valedictory session was addressed by Sh. Nishant Arya, Executive Director JBM Group address, Sh. Bansal, Co-Founder, Policy Bazar and Paisa Bazar, Sh Kashmiri Lal, Shri Ramesh Aggarwal MD, Bikanerwala and Valedictory address was given by the Chief Guest Sh. Dharmendra

Pradhan, Hon'ble Union Minister MSDE. Vote of thanks was proposed by Dr Sujata Sahi, VC, IILM and the program ended with National Anthem.



It was a brilliant show, a great team work. Congratulation to the HVSU team. A successful workshop. There were enlightening speeches and very thought provoking discussions. The speakers were good.

Other Highlights of the Workshop:



The Scientifically designed Alpha Pots by Alpha Advantech, one of start-ups promoted by the University, were presented to all the dignitaries who attended the workshop. These Alpha pots actively enhances the growth of plant as it develops a mass of healthier feeder roots. This maximizes the ability to absorb nutrients and water leading to faster growth in addition to facilitating proper gaseous exchange.



A Yearbook of SVSU “**Kaushal Kranti**” was launched by Sh. Parkash Jawdekar Hon’ble Union Minister of Human Resources Development. Govt. Of India.



A Souvenir of HSDM was released by Sh. Dharmendra Pradhan, Hon'ble Union Minister of Skill Development and Entrepreneurship, Govt. of India.



Banchari folk art is centuries old and seeped in the culture of *Brij*. It is a dying art form for want of patronage. Confined to just four villages in the districts of Faridabad and Palwal it being kept alive by village artists, who have passed it on to next generation through *guru-shisya parampara*. The art form is mostly dedicated to Radha-Krishna worship and comprises of singing, dancing and playing of various musical instruments. There is a repository of over 800 songs composed by as many as 108 local poets.

HVSU is starting a Diploma in Folk Art – Banchari, aligned to National Skill Qualification Framework (Level 5) based on dual education model. The programme is spread over one year (two semesters). The programme will prepare the students to grasp the knowledge and nuances of music – both vocal and instrumental with a special emphasis on stage performance of the folk art Banchari. On successful completion of the programme, the students can become professional Banchari artist or pursue higher levels of education in music.



The Abhivyaakti foundation, a start-up which is continuously working to expand and develop the primacy in rural women and it promotes women towards the personal development and encourages them. It also analyses situations of women with their power and weakness. It unveils different types of rural groups, identity and technology and vitae of different types.



Various Haryanvi Cuisines like Malpua with Sabudana Kheer, Sangri Ki Sabzi, Ghee-Bhura, Chulhe ki Roti and Kachri ki Chutney were served to all the participants during lunch in the Workshop.

Key Outcomes and recommendations of the Workshop

Key Outcomes

Inaugural Session

1. Hon'ble Chief Minister has taken the lead by establishing a skill university and the university is successfully running the its programme in the dual education mode.
2. There is strong evidence that the generic technical skills and occupationally specific skills provided in skill education increase worker productivity, skill transfer, job access, and job stability when skill graduates find training-related jobs.
3. As per Youth aspiration survey of HVSU, 8.48 per cent respondents wanted to pursue a degree, 23.48 per cent diploma and 18.04 per cent certificate course.
4. The reality of the labor market is quite different; a degree does not guarantee a job or high income. Further, across board, amongst the lower middleclass, skilled workers – carpenters, masons, tile layers, truck drivers etc.. earn a higher income that “non-employable” graduates with no specific occupational skill specialization.
5. The vocational education models of Finland, German, Swiss, Korean and finish shows that if the students are in vocational education at early age are more successful in their career.
6. As HVSU survey, 55.17 per cent prefer government service followed by Armed Forces 28.7 per cent. Only 11.8 per cent want to pursue their career either in private sector or in business.
7. A majority of respondents (70 per cent) have opted for “Earn plus Learn” model, followed by “Earning Livelihood through Job” and “Learning a Vocational Skill”.
8. Desire of youth is to learn by practical approach rather than being taught by traditional training delivery methods should be taken due cognizance of, as it would require radical changes in training methods, training infrastructure and curriculum.
9. Exposure during OJT substantially increases the employability. The students who undergo such training are more confident and better poised while looking for the jobs.
10. Non-proficiency of Haryana youth in communication skills has been eclipsing their careers for long, despite being hard working and diligent. The youth have realised this deficiency and are ready to overcome it.

Session –I on Micro Small Village Enterprises- Creating Employment and Accelerating Employability

1. Micro, small and medium enterprises (MSME) account for over 37% of Bharat's GDP and a major chunk of employment, with about 36.1 Million units, they contribute about 33.4% of Bharat's manufacturing output and over 45% of the overall exports from Bharat. This sector provides employment to over 120 Million people.
2. Bharat is a large country with around 70 % population living in the rural areas where illiteracy still prevails and large industry is not in a position to absorb the work force.
3. SIDBI has initiated loan for MSME upto Rs. 2 Crores without collateral
4. PSUs and Government departments are mandated to purchase minimum 20% of their requirements through SSI
5. Many states do not insist on pollution department clearance while releasing the power connection revise categories for industries thus benefiting SSIs. This facility should uniformly available to all the MVSE

6. Regular interactions and awareness programs for the members of MVSE on industry related issues like: waste management, solar energy, BIS, Labour Laws, Taxation etc should be organized.
7. Despite its high importance, the MSVEs sector in Bharat still facing neglected attitude by the govt. and the large enterprises in the country. The employment in cottage industries and consequently, rural industrialisation with the development and promotion of cottage industries may be increased by resolving the following issues.
8. The financial problem: Paucity of funds, Lack of Infrastructural facilities, Rise Element, Provide financial support to SSIs; tie-ups with 4 Small Finance Banks. Provide Venture Capital to start-ups in the small scale sector
9. Marketing Problems: High Competition, Middlemen. Providing the financial assistance and marketing platform.
10. MSVE faces Management Problems: Lack of Knowledge of I.T, Legal formalities, Lack of technical knowledge, Poor quality products
11. Human resource Problems: Low skill level of workers, Sunrise industries can provide major opportunities

Session – II : Employability Centric Interventions Through Agriculture

1. The sector enjoys maximum indigenous tech and practices, so, employability through innovation in indigenous nature aligned to national need is required.
2. Identify skill gaps and have bridge skill courses to cover the gaps.
3. Government should develop a mechanism to create demand for skilled manpower.
4. Convert agriculture into 'white collar' job by introducing new areas for the young & educated to take up farming in a modern perspective.
5. Doubling of farmer's income shall come from skilling and start-up.
6. Agriculture is unsustainable unless it is converted in to agri-business.
7. Agri-business policy intervention for promoting village level agro enterprise to create local employment.
8. Classification of farming and farmers as corporate, co-operative, big, small, marginal is needed for the government support.
9. Is Minimum Support Price counter-productive? It promotes single cropping system. Crop diversification through Farmer Producer Organisation in food processing should be encouraged.
10. Instead of big companies, local employability based micro companies/ startups, FPOs should be promoted through cluster approach.
11. Agricultural and food based local entrepreneurs must be promoted.
12. Need-based skilling is required rather than mass scale skilling.
13. Institutions/ universities must reduce the classroom study to accommodate skill programmes.
14. Government should promote industry institutions co-existence programme for exchange of experts and resources.
15. Multi-skill development should be promoted. For multi-location employment activities.
16. Efforts should be made to rope in youngster in agriculture allied sector to attract the youth, eg. In processing, marketing, cold chain, warehousing, protected cultivation, micro-irrigation, packaging, sorting, agri legislation, trademarking, quality control, etc.

17. Crop insurance can open new avenues for employment if we train youth in crop cutting experiment.
18. Para professionals in agriculture sector are important.
19. Photo voltaic protected cultivation, bio-control, artificial intelligence, robotics, e-marketing, smart agri waste management, value addition, bio fortification, root stock, anticipated production forecasting, energy crops and excessive food grains to bio-ethanol, bio CNG, customized compost, bio fertilizers, bio pesticide, bio carbon, bio char and several other incoming technology based on solar are the new upcoming of skills Indigenous breeds, dairy technology and scientific management of non-milking animals need innovative skill development.
20. Interventions to overcome challenges of market forces and productivity for growth of agri-preneurs.

Session – III: Sustainable Start Up through Enabling Ecosystem

1. Right mind-set for successful start-up more disruptive and more innovative thinking, diverse set of players from all departments and roles inside and outside the company are as important as the ideas they generate. Innovation can come from anywhere, anytime.
2. Industry and Academia interaction will provide opportunities for startup.
3. MSME and start-up should go hand in hand. (Two different side of same coin).
4. Entrepreneurial mindset should be introduced from school level itself.
5. Best practices-to bring new entrepreneur, we need to simplify the procedure so that they can easily create an enterprise.
6. For the incentives and schemes time bound program should be mentioned.
7. Creation of Hub for industry and individual student interaction and training.
8. The need of process simplification, state competitiveness, fee and tax relaxation.
9. Every state should be a specific amount for fund to startups in their annual budget.
10. Start-up need competition free market for survival point of view (Government and organisational support must be required)
11. The Incubation centre & Innovation centre should be established as per industrial cluster.
12. Higher Education and industry involvement for better presentation of policies and scheme.
13. Startup units does not come up because of hurdles by various governments.
14. There is a huge potential in the Ancillary industry for startups.
15. Academic curriculum should be aligned with the startup activities, awareness, research based.

Session – IV: Skilling for Employability

1. Looking at the large magnitude of the employment problems and government different initiatives to resolve the problem were discussed.
2. The apprenticeship training is one of the most efficient ways to develop skilled manpower for industry in Industry with Industry. As the Persons after undergoing apprenticeship training can easily adapt to industrial environment at the time of regular employment. The need of skilling for industry ready work force by imparting skilling on shop floor through OJT, the catalytic effect of NAPS in ensuring inspiration and

motivation to students. There should be policy around NAPS so that the pull ecosystem can be created instead of Push for NAPS integration.

3. The trends, the employment elasticity can be used to track sectoral potential for generating employment and in forecasting future growth in employment.
4. The shifting of skill sets requirements in the dynamic economy are keep changing and the need of the hour is to address this issue.
5. The skilling policy and intervention are required to bring out the solutions to these challenges.
6. The Job roles have to be realigned with faster pace so as to incorporate impact of disruptive technologies like 3 D printing as its impact in current jobs in construction industry or else our efforts will go in vain.
7. The demand has remained unfulfilled due to non-availability of workers with requisite skills and workers have remained unemployed or underemployed as they have no skills or their skills have no demand. This mismatch seems to have grown in recent years due to fast changes in production technologies and structures to which the skill supply mechanisms and institutions have not been quick enough to respond.
8. HVSU is creating a new education platform which address the demand supply gap.
9. The impact of various stake holders of skilling education system as, conceived/projected by UGC on skilling.
10. The need of reorientation and revamping of the existing institutions with a view to making them to respond more effectively and speedily to labour market demands and to introduce flexibility in order to accommodate the needs of informal sector.
11. the problem is essentially two-fold: a large part of the Indian workforce has no acquired skills and many have skills which are not in demand. The pattern of skills required by the labour market is rapidly changing and most of the new employment, and, therefore, demand for skills is taking place in the informal sector, the role of vocational training institutions like ITIs in meeting the new demands for skills is becoming marginal. while recalling the waste of last 60 years in recognizing the need of imparting skilling in education,
12. The skilling has to be incorporated in our education system from primary level itself, or else “present skilling boom” will have similar fate as the case of traditional technical education.
13. The need of overhauling present skilling eco system, from changing curriculum to changes in pedagogy and adopting new strategies/techniques for assessment/evaluation.
14. Skills 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.
15. In order for Skill Education to play its part effectively in the changing national context and for India to enjoy the fruits of the demographic dividend, there is an urgent need to redefine the critical elements of imparting Skill education and training to make them flexible, contemporary, relevant, inclusive and creative.

Valedictory Session

1. India has top requirement is employment because India is the first country with 35.6 million youth population in the world. our population is 17.6 % in the world's

Population, in 204 countries India is equal to the population of the lower 141 countries, it is a world in itself.

2. At the present, with 7.2 percent growth rate at the forefront of the world, with the economy of \$ 2.6 trillion, seventh position. It is expected that in the year 2028, India will be 1st after the US & China. the inflationary budget will be \$ 410 billion in foreign exchange reserves which is satisfactory except in the area of employment.
3. Currently, 44-45 percent of our employment comes from agriculture, about 27-28 percent comes from different level of manufacturing and 29 -30 percent from service sector. Currently India's total labour force is 49.66 million.
4. The total states, central Governments, semi Governments and large Industries jobs are around 34260 thousand, which are 7 percent of the total jobs from organised sector and the remaining 93 percent are from the unorganized sector viz. agriculture, retail and self-employment.
5. India has 148 million hectares of agricultural land, which is largest in the world, about 2.1-2.3 billion people are engaged in agriculture & related activities such as animal husbandry, fishing, horticulture etc, but due to their low income, they migrate to the cities, by tripling their income three times by 2025, 44-45 percent jobs will be stabilized.
6. Small and cottage industry is the second largest employment sector; there is a problem with the disappearance of product due to de-reservation of 1430 items, therefore it should be restored only for in-house purchases.
7. As America has been created BUY American Act 1933, under which it is mandatory to give priority to the American product in the purchase of projects of US government, in the same way, India has a GFR but it is very weak now, under which 80 percent of government's purchase Indian companies, especially small-scale industries must be made compulsory.
8. Entrepreneurship and Self Employment this is the highway of employment for a country like India. Our youth DNA(Nature) is in favour of Entrepreneurship. They are hard working, therefore, they should aim that 'Do not Be Job Seeker, be Job Provider'.
9. Education and Health are the pillars of employment and prosperity in which governmental organizations along with social, religious institutions and individuals, CSR, NRI funds should be invested in primary education and health so that good education and medical care to everyone at a low cost. Every 10 years, 25 percent of people come out of the poverty line but 16 percent of the population goes back from the poverty line due to health reasons.
10. India should focus on Tourism, Yoga, Panchgavya, Solar Power, other alternative energy, cleanliness and environment, which are Sun Rise Areas for employment growth.
11. The Skill Minister further repose his faith in the futuristic vision of HVSU to do due diligence and R&D to assess, estimate & project specific job market & their expected trends in Bharat Eco System, including effects of industry 4.0 for duration of 2025.

Recommendations for the consideration of Government: -

1. Hon'ble Chief Minister has taken the lead by establishing a skill university and the university is successfully running the its programme in the dual education mode. Such universities should be established in each states.
2. The vocational education models of Finland, German, Swiss, Korean and finish shows that if the students are in vocational education at early age are more successful in their

career. The skilling has to be incorporated in our education system from primary level itself, or else “present skilling boom” will have similar fate as the case of traditional technical education.

3. Government should develop a mechanism to create demand for skilled manpower. The skilling policy and intervention are required to bring out the solutions to these challenges.
4. Agri-business policy intervention for promoting village level agro enterprise to create local employment. Classification of farming and farmers as corporate, co-operative, big, small, marginal is needed for the government support.
5. Best practices-to bring new entrepreneur, we need to simplify the procedure so that they can easily create an enterprise. Every state should be a specific amount for fund to startups in their annual budget.
6. The apprenticeship training is one of the most efficient ways to develop skilled manpower for industry in Industry with Industry. As the Persons after undergoing apprenticeship training can easily adapt to industrial environment at the time of regular employment. The need of skilling for industry ready work force by imparting skilling on shop floor through OJT, the catalytic effect of NAPS in ensuring inspiration and motivation to students. There should be policy around NAPS so that the pull ecosystem can be created instead of Push for NAPS integration. Government should promote industry institutions co-existence programme for exchange of experts and resources.
7. As America has been created BUY American Act 1933, under which it is mandatory to give priority to the American product in the purchase of projects of US government, in the same way, India has a GFR but it is very weak now, under which 80 percent of government's purchase Indian companies, especially small-scale industries must be made compulsory.

Recommendations for consideration and Action by Universities: -

1. Desire of youth is to learn by practical approach rather than being taught by traditional training delivery methods should be taken due cognizance of, as it would require radical changes in training methods, training infrastructure and curriculum. Institutions/universities must reduce the classroom study to accommodate skill programmes.
2. Exposure during OJT substantially increases the employability. The students who undergo such training are more confident and better poised while looking for the jobs.
3. Non-proficiency of Haryana youth in communication skills has been eclipsing their careers for long, despite being hard working and diligent. The youth have realised this deficiency and are ready to overcome it.
4. Convert agriculture into ‘white collar’ job by introducing new areas for the young & educated to take up farming in a modern perspective.
5. Academic curriculum should be aligned with the startup activities, awareness, research based. Photo voltaic protected cultivation, bio-control, artificial intelligence, robotics, e-marketing, smart agri waste management, value addition, bio fortification, root stock, anticipated production forecasting, energy crops and excessive food grains to bio-ethanol, bio CNG, customized compost, bio fertilizers, bio pesticide, bio carbon, bio char and several other incoming technology based on solar are the new upcoming of skills Indigenous breeds, dairy technology and scientific management of non-milking animals need innovative skill development.

6. Looking at the large magnitude of the employment problems and government different initiatives to resolve the problem were discussed. The need of overhauling present skilling eco system, from changing curriculum to changes in pedagogy and adopting new strategies/techniques for assessment/evaluation.
7. The Job roles have to be realigned with faster pace so as to incorporate impact of disruptive technologies like 3 D printing as its impact in current jobs in construction industry or else our efforts will go in vain. The need of reorientation and revamping of the existing institutions with a view to making them to respond more effectively and speedily to labour market demands and to introduce flexibility in order to accommodate the needs of informal sector.
8. Skill Education to play its part effectively in the changing national context and for India to enjoy the fruits of the demographic dividend, there is an urgent need to redefine the critical elements of imparting Skill education and training to make them flexible, contemporary, relevant, inclusive and creative.
9. Entrepreneurship and Self Employment is the highway of employment for a country like India. Our youth DNA(Nature) is in favour of Entrepreneurship. They are hard working, therefore, they should aim that 'Do not Be Job Seeker, be Job Provider'.
10. India should focus on Tourism, Yoga, Panchgavya, Solar Power, other alternative energy, cleanliness and environment, which are Sun Rise Areas for employment growth.

Glimpses of the workshop













Dr Ritu Bajaj, Worthy Registrar, SVSU presenting a plant to Dr Sujata Shahi, Vice Chancellor, IILM.