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GAMIFY INDIA'S SKILLING INITIATIVES

Tackling Unemployment Through Skilling in India

- India faces a significant **unemployment challenge**, requiring **78.5 lakh non-farm jobs annually** until 2030. Bridging the gap between job seekers' skills and industry needs is essential to address this growing workforce demand.

Current Skilling Landscape

- India's skilling framework has limitations in reach and industry relevance. Only **21% of youth** aged 15-29 received vocational training, and just **4.4%** received formal training. The **Chief Economic Advisor** reported that **51% of graduates** are employable, highlighting gaps in skilling quality and industry alignment. The **2024-25 Budget** emphasizes improving these programs to better match industry needs.

Industry 4.0 and Skilling Gaps

- Industry 4.0** demands skills in **AI, robotics, and IoT**, but only **1.5% of engineers** possess the required skills. **60% of MSME workers** lack digital skills. Initiatives like **SAMARTH Udyog Bharat 4.0** aim to address these gaps, but equipping the workforce with relevant skills remains a challenge.

Innovative Skilling Approaches

- Gamified learning** and **simulation-based learning** are innovative methods that can enhance engagement and knowledge retention. These approaches have been successful in countries like **Singapore** and **Germany**. **Gamified learning** motivates through game mechanics, while **simulation-based learning** offers practical, hands-on experience.

Implementation in India

- Government platforms like **SWAYAM** and **Skill India Digital Hub (SIDH)** can integrate gamified and simulation-based modules. SWAYAM offers **over 4,000 courses**, with **93.45% successful completions** in engineering. SIDH has **752 courses** with significant digital content and enrollment, enabling real-world skill development.



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Conclusion

- Leveraging **gamified and simulation-based training** through digital platforms can significantly improve skilling outcomes. These measures are crucial for preparing India's workforce for **Industry 4.0** demands and effectively addressing unemployment.

Source: <https://www.thehindu.com/opinion/op-ed/gamify-indias-skilling-initiatives/article68962313.ece>

