

DO SKILL DEVELOPMENT PROGRAMMES ENHANCE EMPLOYABILITY? A STUDY OF ASAP

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ABSTRACT

ASAP, the Additional skill Acquisition Program (ASAP) launched jointly by the Higher Education Department and Department of General Education aims at tackling the issue of low employability among youth of Kerala. This paper enquires into the role of ASAP in enhancing the employability among youth. The study reveals that respondents chose the course to secure a decent job immediately after completion of their education, to improve communication skills and to improve the job prospects. Further the study shows that only 10 percent of the ASAP trained have been employed while 70 percent have enrolled for further studies.

KEYWORDS: Skill Gap, ASAP, Enrollment, Education, Employability, Human Resources, Employment Status

INTRODUCTION

Unemployment is a major hurdle in achieving the development goals of all nations especially developing countries. In India too this problem has assumed alarming proportions. The unemployment problem in Kerala compared to other states is colossal, particularly among educated youth. According to the census 2011, Kerala's literacy rate is 94% as against national the average of 73%. In spite of having attained remarkably good indices in human development indicators, Kerala has been struggling with high level of unemployment and low work force participation. Kerala also faces a unique problem of educated unemployment. It is highest among graduates 18% and more than 15% among diploma/certificate holder and people with post graduation and above level of education.

The real cause behind this educated unemployment is lack of skill. Skill gap is the grim reality which is indeed holding back our economy. Here skill gap is defined as the difference in the skill required and the actual skill possessed by the employee. The lack of quality trainers and training institutes created road blocks to growth and skill shortage affects the growth of every sectors of the economy. A skill-deficient state like Kerala has to skill its youth to overcome the existing skill gap among the educated youth.

The Kerala Government has initiated the State Skill Development Project, to be implemented jointly by the General Education, Higher Education, Labour (Employment & Training) and Local Self Government Departments. The project aims to cover 14.8 lack people over the Twelfth Five Year Plan Period. The project aims to focus on certain dream project in ten sectors including Hospitality, Organized retail, Health care, IT & ITES, Event Management, Business services, Median and Entertainment Industry, Banking and Finance Sector, Construction and Agriculture. The projects