

Fuelling Progress: Empowering India's Youth through Strategic Skilling

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In the tapestry of India's landscape, where bustling cities dazzle with modernity, there exists another realm, aglow with the dreams and aspirations of the nation's heartbeat - its youth. Beyond the glaring city lights, within the heart of smaller towns, resides a powerhouse of potential waiting to be unlocked.

Comprising a significant 68 percent of the country's population, the ambitious semi-urban and rural youth nurture grand visions of enhanced education, improved income, better housing, healthcare, and the very infrastructure to catapult their dreams into reality.

Having heard stories of peers who turned their fortune around through employment in foreign lands, these young Indians, between the employable ages of 19 – 29, dream of similar opportunities. However, in order to transform these aspirations into reality, they must first surmount a series of obstacles and challenges.

Roadblocks on the path to achievement

Seeking job opportunities in foreign lands presents distinct challenges for semi-urban and rural Indian youth, including:

- Language and cultural barriers, which may affect their communication skills and social integration
- Inadequate knowledge of current globally in-demand skills and limited access to quality training
- Low awareness of global opportunities
- Lack of recognition of their degrees and diplomas, by potential foreign employers
- Difficulty in obtaining work visas and permits, especially in countries with strict immigration policies and quotas
- Competition from the native and other foreign workers, who may have better networks and access to opportunities
- Prejudice from the native population, based on nationality, colour, ethnicity, religion
- Difficulties in finding living accommodation and access to basic amenities

These challenges oftentimes have a negative impact on the aspirations, motivation, and well-being of Indian youth who wish to pursue a career abroad.

The best way to address the issue is by skilling Indian youth for specialised jobs abroad, especially in emerging markets that have a high demand for skilled employees. Young India needs to be well-informed and well-prepared for the expectations of the foreign labour markets. This crop needs help to develop skills, competencies, and resilience to overcome obstacles and succeed in their chosen areas of work. Such assistance will not only enhance the employability and income of Indian youth, unlock their potential and turn around their lives but also benefit the country through increasing remittances, fostering cultural exchange, and strengthening diplomatic ties.

Organisations that aim to realise dreams and bring about social change

Today, we have several legitimate, recognised, licensed organisations that are committed to skilling India's youth for specialised jobs abroad and thereby act as the key that can unlock their potential.

These Employment Management Consultants aim to matchmake between global employers and Indian talent. The companies leverage the qualification packs created by the National Skill Development Corporation (NSDC) and the Sector Skill Councils to map the competencies of Indian workers to the requirements of foreign employers. The engagement starts with skill mapping and moves on to the interview process, ensuring pay parity and offer letter formalities.

Once the match clicks, they then provide end-to-end support to candidates, starting with specialised training, developing job-specific skills, soft skills, and other necessary nitty-gritty

such as visa assistance, pre-departure orientation, travel assistance, and post-arrival guidance.

India has several enterprises that provide internship opportunities, vocational training and placement services to its youth. Some of them have successfully placed thousands of Indian employees abroad, in sectors such as logistics, construction, manufacturing, retail, beauty, port operations, hospitality and healthcare, in countries like Russia, Germany, Japan, the US, Canada and Singapore.

They have partnered with governments, corporates, and industry bodies and cumulatively trained more than 700,000 Indian youth this far in different globally sought-after sectors. These internships, training and skill-building opportunities give Indian youth international exposure and knowledge of new skills. What is more, they empower candidates to earn attractive stipends and salaries.

Confronting the Truth: A Candid Examination

Today, despite the fact that India is standing at the cusp of building a great future for itself and its people, the much-touted 'demographic dividend,' primarily represents a numerical advantage. The truth is, that studies reveal that a significant proportion of the country's youth lack substantial expertise in their chosen fields, possess limited awareness of potential career paths, and have only a sparse collection of tangible abilities and proficiencies. Various surveys have demonstrated their inadequacy in terms of soft skills, encompassing areas like effective communication, competent decision-making, ethical conduct within a professional setting, adept relationship cultivation, cohesive teamwork, and proficient leadership aptitude.

While the Government of India is doing its bit to nudge its demographic dividend in the right direction through its new NEP, its various youth-centric programs, its mobility treaties with different countries and other initiatives, there lies a responsibility within every individual who dares to dream, to make a few decisions that will lead towards turning her or his dream into a reality.

[https://mospi.gov.in/sites/default/files/publication reports/Youth in India 2022.pdf](https://mospi.gov.in/sites/default/files/publication%20reports/Youth%20in%20India%202022.pdf)

[https://www.ilo.org/newdelhi/info/WCMS 175936/lang--en/index.htm](https://www.ilo.org/newdelhi/info/WCMS_175936/lang--en/index.htm)

<https://www.orfonline.org/expert-speak/indias-rural-youth-and-sdgs/#:~:text=Despite%20varying%20definitions%20of%20'youth,percent%20of%20India's%20total%20population.>

[https://www.orfonline.org/expert-speak/indias-rural-youth-and-sdgs/Creating benchmarks in skilling Indian youth for global opportunities \(nationalskillsnetwork.in\)](https://www.orfonline.org/expert-speak/indias-rural-youth-and-sdgs/Creating%20benchmarks%20in%20skilling%20Indian%20youth%20for%20global%20opportunities%20(nationalskillsnetwork.in))

[World Youth Skills Day 2022: Upskilling the youth of India | ORF \(orfonline.org\)](https://www.orfonline.org/expert-speak/indias-rural-youth-and-sdgs/World%20Youth%20Skills%20Day%202022%3A%20Upskilling%20the%20youth%20of%20India%20%7C%20ORF%20(orfonline.org))

[Skill India International Centre at Varanasi will prepare youth for overseas jobs \(hrkatha.com\)](#)

[CSR: Skilling Youth For Internships Abroad - The CSR Journal](#)

[Why India lags behind in imparting skills to its workforce – DW – 03/15/2021](#)