

# Skill Gaps in Haryana: The Unmatched Realities

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## Abstract:

*The much talked about demographic dividend of India may turn into the demographic disaster, if India fails to convert its population into human capital. The skill-driven twenty-first century is a clear signal to change the age-old education system producing lower quality white-collar job workers. Therefore, it becomes necessary to integrate education with a competency-based framework in a way which could skill a person enough to meet job markets requirement. Therefore, the National Skill Qualification Framework (NSQF) was implemented. This paper examines the current spread of vocational courses under the framework in terms of balancing the regional demand and supply of labor. The paper highlights the gaps in desired skills and those introduced at school level under NSQF in Haryana. It also examined bias towards a particular industry in the introduction of vocational courses at the school level. The analysis revealed that some skills related to industries with high employment potential growth are not part of the curriculum at the school level under the framework. The paper put forth possible solutions to fill the skill gap and manage skill shortages across the selected district in Haryana. It further raises questions that need to be addressed for the effective implementation of NSQF.*

**Keywords:** Demographic dividend, skill gap, vocational education, NSQF, Haryana, job roles, school-level, region- specific.

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