

Saarth

E-Journal of Research

ISSN NO: 2395-339X

YOUTH RETENTION POLICIES OF GUJARAT GOVERNMENT IN THE CONTEXT OF ENTREPRENEURSHIP

Dr. Dashrathkumar K. Patel*

ABSTRACT

In recent years, government have shifted their economic development strategies from an industrial-rooted economy, focused primarily on manufacturing, and to comprehension rooted economy geared toward innovation, information and technology services. The new comprehension creation and intellectual property have become more important in most advanced economies and even the main driver of augmentation in some regions. Traditional theories and past vocational constraints associated to need for proximity to natural resources & physical assets, no longer have the same importance due to this shift towards intangible assets like human assets. At today's comprehension rooted economy, the presence of abundantly proficient people in a region is important determinant for economic augmentation. Consequently, policy-makers too are eager to keep abundantly proficient people within region as well as to attract them from elsewhere. Now much management has stated analyzing the dynamics which persuade the human assets migration. The majority of these studies focus on traditional push and pull dynamics influencing the human assets migration, such as employment, higher edification, proximity to family and friends, and personal characteristics. Scholars have been analyzing the geographical human assets distribution for years. Over the past decades, scholars documented human asset importance, innovation and creativity in supporting economic development. Few years back, the literature has been centered on the work of "Richard Florida" who developed a theory of 'creative class'. His theory postulates that cities must foster the 3Ts: talent, tolerance and technology, to attract & retain what he calls the 'creative classes'.

KEY WORDS: Youth, Retention, Entrepreneurship, Edification, Environment.

INTRODUCTION

Talent, measured in terms of edifying attainment, is essential for economic augmentation & affluence at comprehension economy. Florida states that regions that offer amenities and good quality life have achieved greatest success at talent attraction & retention. As indicated by experts, "Talent does not simply show up in a region; rather, certain regional dynamics appear to play a function in creating an environment or habitat that can attract & retain talent or human assets". Although expert concepts are rooted on empirical data from large metropolitan regions in India, their findings have persuaded urban economic development policies in cities of all sizes across the world. Several studies have been published on the positive regional economic impact of post-secondary institutions in the comprehension economy. Post-secondary institutions are primarily known for human asset creations through comprehension transfer, by providing students with the range of skills necessary for becoming productive towards comprehension economy.

PRIMARY MISSION

The higher edification institutions' primary mission is edification and research; however, their activities extend far beyond this primary function.

*Dr. Dashrathkumar K. Patel

Saarth

E-Journal of Research

ISSN NO: 2395-339X

Postsecondary institutions have various direct and indirect, short & long-run impacts in the economic terms on their surrounding area. The majority of the publications discuss about impact by higher education on the stock of human assets; however, few studies specifically address function of a technology built environment at attracting & retaining human assets. Some authors examined the function of business incubators and research parks in attracting & retaining professionals; yet these is simply technology built environment features which attracts the talent.

In today's comprehension-rooted economy, states which develop attract & retain human assets distinct advantage as well as it is crucial towards economic augmentation and affluence of government, provinces and states, and entire countries. However, this sought after human assets are not dispersed evenly across nations. Rather, these abundantly mobile individuals tend to migrate along the urban hierarchy and cluster in cities. Many students move to middle sized cities to pursue their post secondary education. Upon completion of their degree, most professionals move to large urban centers. As a result, many middle-sized cities within and across Gujarat are faced with loss of comprehension resources due to continuous internal migration of human assets to large urban centers, commonly referred as 'brain drain'.

CHALLENGES

These cities are faced with challenges associated with a small or negative net migration rate of 20 to 34 age cohort to the point that some cities may soon be facing labor shortages. This poses demographic and economic concerns for small & middle-sized cities across Gujarat. The 20 to 34 age cohort captures recently graduated under graduated & professional students which are at the critical transitional moment of completing their studies and making decisions about where to locate and initiate their careers. Recent professionals are very mobile yet their spatial mobility is abundantly dependent upon a range of dynamics, which presents a challenge for policy makers. Since comprehension resources are intangible, they often are overlooked. In order for cities to develop comprehension resources, they must attract, develop & retain human assets by providing the infrastructure, technology built environment & support services necessary for fostering investment and development.

GOVERNMENT POLICY FRAMEWORK

Recently the Gujarat Government set a policy framework to address eight policy directions including: youth engagement, promotion and marketing, education, employment and job creation, quality life & access to regional services, culture and diversity, and incentives to stay or return. Although it is too soon to evaluate success of these strategies, their initiatives demonstrate need of net out-migration of youth. Due to out-migration of university and college professionals from middle-sized cities & importance of such talented individuals for local economic augmentation, it's important gaining better understanding dynamics which persuade migration of human assets.

States are in the race for talent and only those with attractive environments will be successful in attracting proficient human assets. Since quality of life, which includes various components of the technology built environment, is abundantly regarded throughout the literature as a magnet for talent, it is important understanding the infrastructure, design and technology built environment needs of university and college professionals and determine

Saarth

E-Journal of Research

ISSN NO: 2395-339X

whether their needs are being met through policies implemented by the local government, economic development institutions of Government and post-secondary institutions.

KEY INDICATORS

General policies to attract & retain talent, is included in such researches to answer the following research objective: to document and analyze the economic development policies implemented by local government, economic development institutions of Government and post-graduate institutions to counteract human asset loss. Three key indicators used to address this question were: 1) partnerships & entrepreneurship, 2) employment opportunities & technology enhancement 3) edification, innovation & training.

Partnerships help key community stakeholders combine resources and share comprehension, skills and experiences, in order to strengthen the region's economy, promote comprehension transfer and foster innovation in the comprehension economy. The partnership indicator can be set out to identify what policies are in place to support industry and community partnerships with the post-graduate institutions, with the view that strong partnerships help raise awareness of local opportunities and build students' ties within the community.

MOTIVE

This study identifies out-migration of abundantly proficient individuals from middle-sized city-regions of Gujarat. In today's comprehension-rooted economy, city-regions which attract, develop & retain constructive human assets have distinct advantage of crucial economic augmentation and affluence. However, this sought-after talent is not dispersed evenly across countries. Rather, these abundantly mobile individuals tend to cluster in large urban-centers. Therefore, by understanding out-migration from university and college graduates from middle sized city-regions, and understanding importance of such talented individuals in economic augmentation, firstly we have to understand the dynamics that persuade human asset migrations. City-regions are in the race for talent and only those with attractive environments will be successful in attracting proficient human assets. Since quality of life, which includes various components of the built environment, is abundantly regarded throughout the literature as a magnet for talent, it's important understanding the infrastructure, design and built environment needs of abundantly proficient and determine whether their needs are being met through the policies implemented by the local government, economic development institutions of Government and post-secondary institutions in middle-sized city-regions in Gujarat.

CONCLUSION

The economic development institutions of Government have adopted various strategies to attract & retain youth. These strategies include, in order of prevalence: 1) partnerships, 2) research parks and business incubators, 3) marketing, 4) edification and training, 5) infrastructure and transportation, 6) quality of life, 7) employment opportunities, 8) city size and location, 9) arts and cultural amenities, 10) housing and costs of living, 11) foreign talent, and 12) youth engagement in the community. Partnerships were the most commonly stated strategy to attract & retain youth. Partnerships help key community stakeholders combine resources, share comprehension, skills and experiences, which in turn help strengthen the region's economy and promote innovation in the comprehension economy. Despite the

Saarth

E-Journal of Research

ISSN NO: 2395-339X

numerous partnerships between post-secondary institutions and their respective city region, there appears to be limited institutional collaboration and a lack of policy coordination with regards to human assets attraction and retention. Universities and colleges are a significantly underutilized resource in the race for developing a strong workforce.

Post-secondary institutions seek to attract the brightest students regardless of their future location plans and prepare them for their professional careers, on the local, provincial, national and international stage. In other words, universities and colleges are not encouraging their graduates to remain in the area in which they completed their studies. On the other hand, local economic development institutions of Government have identified the need to develop and implement strategies to reverse the brain drain in order to prevent future workforce shortages, yet there appears to be limited action to address this issue. Policy makers have the option to either focus on keeping local talent within the region or attracting human assets from elsewhere. Since many graduates return home upon completion of their post-secondary degree, it raises the question whether cities should be creating policies to attract young professionals, or whether they should be targeting high school students by encouraging them to attend the local university or college.

REFERENCES

1. Andersen, K. V. (2010a). Nordic City Regions in the Creative Class Debate - Putting the Creative Class Thesis to a Test. *Industry and Innovation*,, 215-240.
2. Baxter, J. a. (1997). Evaluating Qualitative Research in Social Geography Establishing "Rigour" in Interview Analysis,. *Transactions of the Institute of British Geographers*,, 505-25.
3. Corporation, L. E. (2007). *A Workforce Development Strategy for London*. London: Municipality Of London. Retrieved from http://www.ledc.com/_pdf/workforce/Workforce_Strategy.pdf
4. Gertler, M. F. (2002, January 12). http://www.urban.org/UploadedPDF/410889_Competing_on_Creativity.pdf. Retrieved October 3, 2020, from [www.urban.org](http://www.urban.org/UploadedPDF/410889_Competing_on_Creativity.pdf): http://www.urban.org/UploadedPDF/410889_Competing_on_Creativity.pdf
5. Houston, D. F. (2008). Will Attracting the "Creative Class" Boost Economic Augmentation in Old Industrial Regions? A Case Study of Scotland. *Geografiska Annaler, Series B: Human Geography*, 133-149.
6. Modi, N. (2014, October 24). *NDTV Online News*. Retrieved February 26, 2020, from *NDTV News*: www.ndtvnews.com
7. Statistics Department of India. (2020, January 6). www.statisticsindia.gov/2020.html. Retrieved from www.statisticsindia.gov: <https://www.indiastat.com/>