



MEASURING THE EFFECTIVENESS OF VOCATIONAL TRAINING PROGRAM OFFERED BY GOVT. OF INDIA

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ABSTRACT

Skill education has been the buzz word for the past couple of years, but the concept of skill education is age old and has been prevalent among the traditional families. In the family run businesses, the child is always been taught and trained with the business skills which he later becomes an expert, he was made employable through the training provided by the experts running the family business. Traditional education, which is mostly a graduation degree, is more of an ornamental value to him.

KEYWORDS :

The model of skilling and employability of Youth is vital to study and needs to be incorporated in the skill training system. Until and unless the youth are made to be employable and expert in the vocational skills, it would be difficult for them to end up in an employment just by completing traditional schooling or graduation. It needs to be other way round. An expert in the vocational skills, with formal education is the need of the hour for the employable age youth. We need to link education to employment and only vocational skills may be a route to do so Hence the research question that arises out of this segment is "What is the **effectiveness** of Vocational Training Program offered by Government of India?"

The Result Benchmarking would be through the study of various parameters in terms of effectiveness in:

1. Standard of Living
2. Acquired Skill Set
3. Level of Confidence and Well being
4. Employment Status
5. Contribution in overall advancement of the Society

THE APPROACH

The approach by research conducted in the field of vocational studies has been restricted to employment scenario. The impact of Vocational training on Youth in holistic terms of progress is lacking from the studies. The study focuses on the mix of health, sanitation, community development and skill education. It is to be noted at this point that we need to identify a life changing activity in terms of Vocational education and establish a relationship between the skill training and upliftment of Youth.

Jamal and Mandal (2013) does provide a status of Vocational training in India, that constituted the host of programs launched by the government of India, but fails to identify the initiative taken by the Government to strengthen skill development for youth. Skill development is on priority in the 12th year plan to cater to the expanding workforce in the country. A target employment of 50 million non farming jobs has been set in manufacturing and retail sector. (Skill development.gov.in,2017)

The approach towards the vocational training lately has been systematic and consistent on a national scale. The credit goes to Ministry of Skill development and Entrepreneurship (MSDE). The Ministry is supported by three of the Institutions, namely NSDA (National Skill Development Agency), NSDC (National skill development corporation) and DGT (Director general of Training). The NSDC has created a framework that constituted of Industry, education, skill and planning experts. A common QP (Qualification Pack) and NOS (National Occupational Standard) (Nsdcindia.org, 2017) has been created for all the sectors of training and employment, giving a cutting edge to the training, development and subsequent placement.

This research study would identify the lacuna and loopholes in the system as well as the strength of the existing system.

DEBATE

The major debate in the in respect to the success of Vocational training is upliftment of social status and sustainable employment for Youth. No studies in this regard have been worth referring that established the effectiveness with employability social status of Vocational training in a sustainable nature. The time frame for the vocational course is another major debate in the studies conducted. Until a substantial time is dedicated to the learning of a skill, one can never expect to master or imbibe the intricacies of the domain. In terms of professional education, an engineering student dedicates himself to a particular stream of learning for 4 years but then too his employability is questionable.

As the formation of the skill ministry is relatively new, it is a matter of debate as to establish its success or failure on the basis of social or financial norms for Youth.

USEFULNESS

Vocational education in its initial phase was more of associated with the work that were of skilled nature and mainly comprise of mechanical nature, such as the welder, fitter, mechanic and like jobs but with the advent of technology innovation in several fields and acceptance of technology oriented skilled sectors the scenario has entirely changed. Previously the vocational education was closely associated with the age old apprentice system of training and learning. With the development of Economies worldwide the vocational system requirement has changed accordingly and the expectation of the market has been drastically modified. The labor market has become more specialized and hence the requirement for skilled professionals in even the women centric market such as cosmetics, hospitality, information technology etc has been felt. Need of Vocational skills has not only grown in the modern industries but the traditional industries such as cottage industries have too developed into a great source of employment through skill training.

On survey it has been found that some of the usefulness of the Vocational skill training are as under:

- a. A better understanding of the job with finer skills that are attained with training increases the productivity and hones the skill of the trainee.
- b. A youth can continue with his/her Academic education while simultaneously acquiring the skills related to the vocational stream which may help her earn a living alongwith continuing her education.
- c. The chances of employment are increased many fold in comparison to purely academic exposure.
- d. For the women who do not have the resources or the qualifying criteria for the higher education, vocational skill training may open doors of opportunity for employment.
- e. Vocational education provides the facility to opt for a job of choice once a person has acquired reasonable skills into it.
- f. Majority of the Vocational skills are global in nature and thus help the trainee to expand its horizon Globally.
- g. It is a blessing for the school and college dropouts giving them an

opportunity to start their journey of education and skill all over again.

Apart from the above the Vocational training for youth exceeds the written words in its importance as it not only creates a platform for the professional and social upliftment but also gives them self confidence to face the future with certainty and positively contribute towards the progress of the society as a whole.

DISCUSSION

Need of an Exhaustive study: Although the data sample was limited but a clear trend in the choices and preference is depicted through the analysis of the data. This propels the study to be more exhaustive and to cover many more variable that has been out of the scope of this study. A matter of study on specific income group respondents (girls) is a must as the needs and the requirement of the different income group is different from the other.

Catch them young: Another mantra for success of Vocational training is Catch them young. Until and unless the skill and talent is imbibed in the early stage of learning of a child he/she is not going to retain and develop upon it. This demand for a scientific study of the child development in relation to the schooling system. The Vomit system of study has to be avoided at all cost and a learning and implementing system is to be developed and instilled in the tender mind of the child at an early stage.

The necessity of including Vocational training at the higher school level is a must, as still the priority of the school in the matter of Vocational training is not amply highlighted in the curriculum.

Balancing act between Bureaucrats & Academicians: This brings us to the point of discussion the most hotly debated in our country. Who would make policies and systems that would govern the Education stream (Orthodox & Vocational). We still live in a country, govern by a system where the top person in the system is a neo politician and in no way an Academician or remotely related with science and technology.

Trend in India: Trend in India and the cities like Indore are changing fast and catching up with the metro cities. A vast majority of middle and lower middle class girls are stepping out of the school and opt for jobs to support their own education, and also their families for which it is extremely important to that they must have undergone an authentic training in Vocation skill program and must have a proper and authentic certification.

Finally: It is a duty of Govt. controlled education board under Ministry of HRD to formulate such policies in this regard and ensure the conduction of Vocational training in the High schools so that after the completion of the school the students, especially the Girls have the choice to go in for employment / self employment and the ability to support herself

POTENTIAL AND ADVANTAGES:

Let us first discuss the potential of Vocational training in the city of Indore. As Indore is a commercial hub of activities across the state of Madhya Pradesh, whatever changes in terms of advancement in Youth education and empowerment is concerned. The Indore city open hearted accepts and supports the advancement cause and specifically if it is concerned with the growth and increase in efficiency for youth folk. As skill and efficiency are the driving force of any economy, the more skilled the youth folk of a society are, the more advance the society.

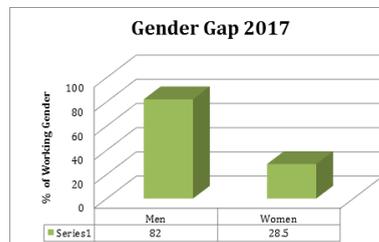
The Vocational education not only gives the power of advancement and economic sustainability to the youth but also make them self reliable and develops self respect, not to ignore the impact of the productive and competitive edge that is created within the society. Whenever we talk about the youth empowerment, we ensure that the end result is in favor of upliftment of the youth folk and the result is long lasting that may help in the progress of the society as a whole.

FEW INTERESTING STATISTICS

India would be the most populous country of the world by 2050. In India as per the current status 1,281,935,911 (CIA, India, the world factbook) people lives, which would be exponentially added by 323 million by 2050.

As the upon total numbers of boys is to girls ratio, India is again lacking by 100:90, which means in the year 2011, there were 35, 685,539 fewer girls than boys. In matter of percentage the youth constitute of 48.5% of the total population. (Census 2011, 2017)

In reference to the above mentioned figures it is extremely disturbing to note that the labor force participation by women folk is one of the lowest in the world in India. In 2017 it is 28.5% for women against 82% for men. (Gender Gap, 2017). A 10% added participation would add \$700 billion to India GDP by 2025 (An increase of 1.4%). By 2027 an interesting fact surfaces that the 20% of the entire working age population would be from India, ie. It would add up to 234 million in the labor work force across the world.



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