

VOCATIONAL LITERACY PROGRAMS – SOLUTION TO INDIA’S HR PROBLEMS

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“Develop skills that are needed, or you will need to lie, steal, cheat or depend on others for your survival.”

By: Lez Wright

Vocational studies helps to develop expertise in a particular trade related to technology, skill or scientific technique. Vocational education and training (VET) is an integral part of the education system. The vocational education programs are designed based upon needs of learners and market demands. Vocational schools train youth with the motive to provide vocational skills training and subsequent job opportunity. It helps them to develop the foundational skills needed to succeed in the professional world. Millions of young people around the globe are unemployed not because of lack of academic qualifications but because they lack practical, technical, job ready skills. Vocational courses give practical training unlike conventional courses like B.A, B.Sc, MA, M. Sc. etc which give theoretical knowledge. Vocational education acts as an instrument to develop workers into knowledge workers with more flexibility, adaptability and with multi skills. Apart from providing them specific-trade-skills they are trained in developing better professional, managerial, operational behavioral and functional skills.

The Government of India (GOI) keeping into consideration the important role of vocational education has already taken a number of important initiatives in this area. Ministry of Labor & Employment launched a Modular Employable Skills (MES) under Skill Development Initiative (SDI) Scheme through Directorate General of Employment & Training in May, 2007. Under this scheme, training is provided to early school leavers and existing workers especially in an unorganized sector for employable skills. Vocational training in India is provided on a full-time as well as part-time basis. Full-time programs are generally offered through I.T.I.s (Industrial Training Institutes). The nodal agency for granting the recognition to the I.T.I.s is National Council for Vocational Training (NCVT), which is under the Ministry of Labor, Government of India. Part-time programs are offered through State Technical Education Boards or Universities who also offer full-time courses. e.g Punjab State Board of Technical Education and Industrial Training is an advisory body for technical education institutions in the province of Punjab. The Department of Technical Education (DTE) is a higher education governance body under the Government of Kerala, India. These boards advise government on the co-ordinated development of technical education and manage funding schemes for technical education. In Kerala, vocational schools are running different courses in commerce & business, tourism, agriculture, automobile, air conditioning, livestock management, lab technician, agriculture etc. The students who emerge successful from these courses get reservation and preference in PSC appointments.

Vocational training has been successful in India only in industrial training institutes and that too in engineering trades. It helps to train school leavers, existing workers, ITI graduates to improve their employability by optimally utilizing the infrastructure available in the public sector, private institutions and the industry. The All India Council for Technical Education (AICTE) was set up in 1945 as an advisory body and later on in 1987 given the statutory status by an Act of Parliament. The AICTE grants approval for starting new technical institutions, for introduction of new courses and for increasing the intake capacity in technical institutions.

Under the Directorate General of Training (DGT), Ministry of Skill Development and Entrepreneurship conducts the various training courses run by the Government of India covering almost all trades i.e machine fitter & turner, foundry pattern maker, metal welder, motor vehicle body builder, electrician, wireman, cable Jointer, armature winder, building and furniture trades including carpenter, plumber, mason, building maintenance, mechanic tool maintenance, mechanic chemical plant maintenance, sewing machine

mechanic, refrigeration and air-conditioning mechanic, heat engine (motor, diesel, tractor etc) & driving, draughtsmanship and survey trades, civil construction trades, hotel and catering trades, textile trades, mining, chemical, cutting and tailoring, agriculture, leather craft, ship building, electronics, photography, iron and steel, beautician, glass and ceramic, painting etc.

As per the planning commission the skill development and employment services provide training facilities to women so as to enhance their participation in industry as skilled workers and help them in acquiring skills for taking up self employment and income generating services.

There are many private institutes in India (Vogue Institute of Fashion Technology, Bangalore; WLC College India, Noida; Symbiosis Technical Institute; VLCC Institute etc) which offer vocational training courses, but most of them have not been recognized by the government or governmental bodies.

One of the pioneers in vocational studies is The George Telegraph Training Institute (GTTI). At present this institute is a training partner of National Skill Development Corporation (NSDC), Government of India. This institute is run by a registered trust dedicated in providing underprivileged youth, the industry relevant training that enables them to become economically independent. The institute ensures that participants in training programs emerge with the ability to find employment or to become self-employed in their respective fields.

“Entrepreneurs create a business, the self-employed create a job”

Julian Hall

The economically prosperous countries have people with sufficient job with excellent salaries. India is basically an agricultural country with very high growth of population and poorly managed education system. The increase in population is much higher than the increase in number of jobs. Knowledge and trained skilled workers helps in economic growth and development of the country. India is the youngest nation with over half of the 1.2 billion people younger than 25 years old. Indian Government is taking steps to provide vocational training to the youth, which is helping Indians in getting jobs which in turn is solving economic and social problems. With increasing trend in technical education multi skilled manpower is getting generated. With high level of skills the job opportunities have also increased. Countries like United Kingdom and United States are hiring numerous Indian technical professionals. The rise in skill is leading to higher level of earning and is boosting the Indian economy. The companies hiring professionals' get better production as the workers meet the requirement of the industry.

Skill Development is the key to economic prosperity.

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