

VOCATIONAL EDUCATION & TRAINING IN INDIA – CURRENT SCENARIO

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***Abstract :** Vocational education and skill development are significant to improve the productivity and efficiency of workers hence leads to expansion of national development. India is in transition towards knowledge bases society where skills need to be developed effectively. It is absolutely necessary to have skilled workforce for rapid economic growth, high productivity and reduction of unemployment. Vocational and technical education are considered powerful tool for trained workforce required for the socio-economic development of a country. India has 69% of its population between 16-29 years. With the advent of LPG era, greater efforts have to make for vocational education and training so that employability of people should be increase worldwide. Indian government has considered VET key priority. But only 2% of total workforce in India has undergone skill training.*

India has the second-highest population of the working age (15–59 years) individuals in the world. The skill set of this population group plays a critical role in the growth of the country. It is imperative that adequate skill training is provided to this age group to make them productive. India is facing a skill deficit on account of the large demand-supply gap, which results in a large pool of potential learners.

This paper focuses on private sector initiative and various international collaboration in the field of VET in India.

Keywords : LPG era, VET

Introduction

The skilled workforce in India, compared to countries like South Korea (96%), Japan (80%), Germany (75%) and Britain (70%), is estimated at only 2% of the total workforce. Expected to bridge the existing skilled workforce gap of 30 Crore, the new policy aims to skill one in every four Indian by 2020.

The current education system does not lead to trained young people in employable skills who are open to immediate employment opportunities. With current and expected economic growth, this problem is expected to aggravate as more than 75% of the new job opportunities are expected to be skill-based. As a result, there is a need to develop an advanced curriculum framework derived from industry best practices. It is equally critical to use these upcoming and widely used learning approaches to design skill development programs in order to train learners with what is relevant and not obsolete.

Private Sector Initiatives

Manufacturing sector ¹³		
Sector	Company name	Training initiative
Construction	Larsen & Toubro	L&T has established Construction Skills Training institutes (CSTIs) in Chennai, Panvel, Ahmadabad, Bengaluru, Hyderabad, Delhi and Kolkata to impart construction vocational training.
Textile	Vardhman Group	The group has established the Vardhman Training and Development Centre (VTDC) at Ludhiana to enhance employee skills across all functions.
Electronic goods	Godrej Industries	Godrej has recently tied up with The George Telegraph Training Institute (the pioneer in vocational training in eastern India) to launch specialized courses in refrigeration, air conditioning and washing machine technology. On completing the course, deserving students will be offered employment with Godrej.
Automotive	Maruti Suzuki India Ltd. (MSIL)	<ul style="list-style-type: none"> MSIL has tied up with 17 ITIs (in November 2010) and has placed nearly 400 students in its service network. It plans to ramp up its network to 53 ITIs and absorb 500-600 more ITI students in coming months. The company has also tied up with other institutes such as the BGS Institute of Science & Management and the ABT Technical Institute to conduct Maruti-certified courses. MSIL has also set up a Technical Training Centre (TTC) to cater to the training needs of employees working in the manufacturing domain and train them on the latest technologies.

Services sector ¹⁴		
Sector	Company name	Training initiative
Retail	ITC	ITC Wills Lifestyle has tied up with professional courses provider NIS Sparta, which is a part of the Reliance ADA Group, to provide training in retail management.
Hospitality	Grand Hyatt	<ul style="list-style-type: none"> Hyatt Hotels Corporation has its in-house training initiative, School of Hospitality at Grand Hyatt Mumbai. It also has three more schools of learning – the School of Leadership, the School of Management Studies and the School of General Studies.
Information technology	Infosys	Infosys' global training center in Mysore is one of the largest corporate training establishments in the world and can accommodate 15,000 people.
Financial services	ICICI Bank	ICICI has established ICICI Manipal Academy (IMA), in association with Manipal Education, to train newly recruited junior managers of the bank in banking and finance. The institute has an intake of 550-600 students every three months.
Aviation	Pawan Hans Helicopters Limited (PHHL)	PHHL's training institute provides Aircraft Maintenance Engineering (AME) courses and imparts knowledge on helicopters and their systems to students.

Source: FICCI-ERNST & YOUNG: KNOWLEDGE PAPER ON 'STRATEGIC AND IMPLEMENTATION FRAMEWORK FOR SKILL DEVELOPMENT IN INDIA. SEPTEMBER 2011

Some Private Investment Examples :

A lot of private sector companies are investing into the skill development of the work force. Tata Motors contributes to skill development through a four pronged approach of upgrading existing technical training institutes while establishing New Technical training Institutes through public private partnership. They also provide special technical training to the economic and the socially disadvantaged, through social partnerships and in-house training.

IL&FS education has a joint venture with NSDC called the IL&FS Skills Development Corporation (ISDC), established with an objective to build and manage 100 multi skill schools across India. ISDC aims to train around 2 million people (over the next 10 years) across various skill sectors including textiles, engineering, construction, leather, auto and various service sectors. ISDC plays a major role in addressing India's demand for highly skilled workers.

Fiat India has launched a social initiative, 'Diksha' for providing technical training and educational avenues for the Indian youth. The company came together with the Don Bosco Vyawasaik Prashikshan Kendra in Pune for beginning this initiative. The main aim behind this programme is provide a respectable means of livelihood for the poor, disadvantaged and orphans who are deprived from having good educational amenities.

Bharti-Walmart in partnership with the Directorate of Employment Training and Karnataka Vocational Training and Skill Development Corporation had launched the Bharti Walmart Skill Centre at Bangalore. The skill centre will train 100 candidates every month and make them eligible for employment in the retail sector. The programmes are of 3-4 weeks' durations and will award certificates for floor assistants, sales assistants and team leaders to participants. Bharti-Walmart runs similar centres in Delhi and Amritsar in partnership with the Punjab and Delhi Governments.

OP Jindal Group gives the OP Jindal scholarship services for engineering and management institutes in

“Skill Development : The Key to Economic Prosperity”

India. The scholarships aims to identify meritorious post graduate/graduate students who emulate Shri OP Jindal's vision and values and have the potential to become leaders in entrepreneurial and innovation excellence.

The Mahindra Pride School provides vocational training to the youth from socially and economically disadvantaged communities, giving young people from scheduled castes and scheduled tribes access to skills that empower them to earn a livelihood for themselves and for their families. It offers three-month training programs in hospitality, customer relationship management, and IT-enabled services. Each student also receives training in English, Life Skills, and Computer Applications. It coordinates its training programs with the skill manpower requirements of booming sectors with high growth potential to make sure that all the students find rewarding employment after completing the courses.

Volkswagen India Volkswagen India focuses on employment and education initiative for locals - training, skill development and activities related to economic empowerment of local people and this includes donations and sponsorships, especially in local communities in the Khed district, local people in the state of Maharashtra and at national level. Through all these activities Volkswagen India would ensure sustainable partnerships in shaping the communities where its employees live and work.

Hero Mindmine, part of the Hero Group, is one of the India's premier and leading organizations providing Training and Development services to multinational corporations, Indian blue-chip clients and Government. It brings in best practices and deep local knowledge to each of its engagements, through global alliances and partnerships with a reputed Indian training organization with decades of experience.

International Collaborations :

The Government is fostering several international collaborations with developed and industrialized countries like the UK, Germany, Australia and so on.

The UK India Skills Forum (UKISF) established in April 2002 is an initiative led by the UK India Joint Economic and Trade Committee (JETCO). It provides a platform for organizations across the technical and vocational education sectors in UK and India, to tap the business opportunities in the sector by exchanging ideas for delivery of skills training by collaborations between the two countries.

The UK India Business Council (UKBIC) acts as the secretariat for the UKISF and the first point of contact for the UK skills providers, while the FICCI acts as the main point of contact for Indian skills providers. The UKISF works closely with UK Trade and Investment (UKTI). Opportunities shared among the UKISF members are made available through UKTI's free Business Opportunities alert service. Other services of the UKISF include UKBIC's Online Sector Service, and UKTI's Overseas Market Introduction Service (OMIS).

Efforts are being made to make the forum more active to foster the partnerships between UK and Indian Institutions. Two meetings of UKISF were organized in April and September. The UK - India Skills Forum Awards 2011 were announced in 4 categories in 2011. FICCI is Coordinating the working group under JETCO. FICCI is also exploring the possibilities of partnerships to promote UKIERI 2, UKCES - NSDC partnerships

Germany, a pioneer in the manufacturing industry has been providing both financial and technical assistance to India since 1958 through Ministry of Economic and Cooperation. Institutes like Foremen Training Institute (FTI), Bangalore; National Instructional Media Institute, Chennai or the Central Staff Training and Research Institute (CSTARI), Kolkata were all set up with assistance from Germany. Australia is also collaborating with India in various skill development initiatives so as to share expertise and experiences. This is facilitated through the new bilateral Australia India Education Links website. The website is an information portal which supports education and training collaborations between Australian and Indian education and training institutions, business and industry.

A forum for facilitating linkages in the skills area is the Bureau for Vocational Education and Training Collaboration (BVETC), established by Australia and India in 2010. The BVETC meets regularly to consider collaboration proposals from the vocational education and training sector and provide advice on the best ways to achieve successful partnerships between the countries.

Projected growth and sector demand :

In its Twelfth Five Year Plan, India has set a tough challenge in the field of vocational education and training in its approach paper. It aims to increase the percentage of workforce with formal skills to 25% at the end of

the plan.

It is estimated that 50–70 million jobs will be created in India over the next five years and about 75%–90% of these additional employment avenues will require some vocational training.

The following table presents the projected employment in the various sectors of economy for diverse growth scenarios till 2017.

Year	GDP Growth Rate	Projected employment (in million)			
		Agricultur	Industry	Services	Total
2011–12	9%	229.2	105	153.5	487.7
	7%	225.4	102	149	476.4
	5%	221.5	99.1	144.6	465.2
2016-17	9%	240.2	126.2	189.5	555.9
	7%	232	116.8	174.8	523.5
	5%	224	108.1	161.2	493.3

Source : NSDC

Roadblocks to quality skill training

There are several challenges that are faced by the government in imparting quality skill training to the youth of the country. These challenges include:

- ✍ Increasing capacity and capability of the existing system to ensure equitable access for all.
- ✍ Maintaining quality and relevance
- ✍ Creating effective convergence between school education and the government's skill development efforts
- ✍ Creating institutional mechanism for research development quality assurance, examinations and certification, affiliations and accreditation
- ✍ Mobilizing adequate investment for financing skill development

After 'Digital India' and 'Make in India', the NaMo Government is to launch yet another programme. This one is a revised version of programmes launched earlier under the skill development policy. This new programme, called 'Skill India', is supposed to be a multi-skill programme. It will be launched in March 2015. Like all other programmes, 'Skill India' too is a dream project of Narendra Modi and the work to launch this programme has already been initiated.

Features

- ✍ The emphasis is to skill the youths in such a way so that they get employment and also improve entrepreneurship.
- ✍ Provides training, support and guidance for all occupations that were of traditional type like carpenters, cobblers, welders, blacksmiths, masons, nurses, tailors, weavers etc.
- ✍ More emphasis will be given on new areas like real estate, construction, transportation, textile, gem industry, jewellery designing, banking, tourism and various other sectors, where skill development is inadequate or nil.
- ✍ The training programmes would be on the lines of international level so that the youths of our country can not only meet the domestic demands but also of other countries like the US, Japan, China, Germany, Russia and those in the West Asia.
- ✍ Another remarkable feature of the 'Skill India' programme would be to create a hallmark called 'Rural India Skill', so as to standardise and certify the training process.
- ✍ Tailor-made, need-based programmes would be initiated for specific age groups which can be like language and communication skills, life and positive thinking skills, personality development skills, management skills, behavioural skills, including job and employability skills.
- ✍ The course methodology of 'Skill India' would be innovative, which would include games, group discussions, brainstorming sessions, practical experiences, case studies etc.

Conclusion:

Thus, vocational education and training are very important to enhance worldwide employability of Indian population . it can be progressed through various private sector initiative and international collaboration in India. short-term training-training can be imparted in degree colleges along with graduation. Universities and colleges can arrange various discussion forums with industry personnel to make youth aware of skill required in the market.e.g. Education-industry conclave.

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