

# Skill based and Vocational education in India and its role in addressing the problems of unemployment.

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“Vocational education programs have made a real difference in the lives of countless young people nationwide; they build self-confidence and leadership skills by allowing students to utilize their unique gifts and talents.” – Conrad Burns.

## Abstract

Education is a process of facilitating learning knowledge, skills, values, beliefs etc. So, education determines the country's future as it is having all the powers to change everything. In the present day situation, general education and vocational education are major divisions of the total education process. Each of term is of equal importance, and both of them are necessary in the education of workers. India is a developing country and to become developed it needs more skilled manpower who can contribute to the national growth and development. Unemployment is the educated class has become a burning problem for the country. The increasing number of educated unemployment day by day is a matter of great concern for all. Present study highlights the concept and significance of vocational education, list of different courses of vocational education available in India. So present paper is an effort which try to give a description about the influential role of skill based and vocational courses in addressing the problems of Unemployment.

**Key words:** Skill based and vocational education, Unemployment.

## Introduction

Through the ages man has worked for his livelihood, has learned through accumulated experiences how to face and control natural forces and how to live within the limited physical resources for the good of all. All this mass of rich human experience achieved through work has stimulated man to seek means and methods of increasing his efficiency in work. As a result, the method of learning through organized experiences has come into use. The greatest challenge for education is to meet the needs of the society. This challenge of society can be achieved by giving a strong vocational basis to secondary education and by giving more emphasis on agricultural and technological, job-oriented education at the university stage. Then only we are able to solve our various burning issues like poverty, unemployment, Brain-drain etc.

**Title:** Skill based and vocational education in India and its role in addressing the problems of unemployment.

**Objectives of the paper:** Following are the main objectives of the paper

1. To discuss the concept and major areas of skill based and vocational education in India.
2. To show the Academic, Technical and Vocational parallel training structure/system in India.
3. To highlight the popular vocational courses of India.
4. To make an analysis of the benefits of skill based and vocational education.

5. To study and discuss the challenges related to skill-based and vocational education.
6. To give suggestions to improve the vocational education in India.

## Methodology

This paper is conceptual and analytical in nature. The data has been collected from various secondary sources like books, journals, internet etc. for the fulfilment of formulated objectives of the paper.

## Analysis of the objectives

Following are the analysis of formulated objectives of the paper:

### 1. Concept of skill based and vocational education and its importance:

In broad sense, vocational education and skill based courses becomes that part of the total experience whereby man learns to carry on a gainful occupation proficiently and efficiently. The term “vocational education” as used in this broad sense is meant to cover both unorganized and organized methods of transmitting knowledge, skills and competencies. There are several differing concepts and meanings of vocational education or training.

One of such concept is that vocational education is the education or training of workers. This concept implies that any kind of education or training in which a worker participates is vocational education.

Another concept is that vocational education is the education for manual work. This concept centres on the ideas of ability to work with hands rather than mind- with a curriculum of certain manual activities like leather work, wood work, metal work etc. The

Knowledge and skills learned from such education or training just underlie mental activities relevant to the curriculum but without relevance to specific occupational competence.

Yet another concept is that vocational education is that education which is craft oriented which main objectives is to aid learners in greatest work efficiency possible in earning their living by providing special instruction in single crafts or trades.

Finally there is a concept that vocational education for productive purposes or socially useful productive work. The individual seeks and finds new and improved ways of working through education or training, he increases his vocational efficiency. It may be defined as that part of one’s education intended to help one to choose an occupation, prepare to enter income generating employment, hold employment, keep abreast of changes in a speciality, secure promotion, or to change occupations.

### Major areas of vocational education:

#### Commerce based:

1. Office Secretaryship
2. Stenography and Computer Applications
3. Accountancy and Auditing
4. Marketing and Salesmanship
5. Banking
6. Retail
7. Financial Market Management
8. Business Administration

**Engineering based:**

1. Electrical Technology
2. Automobile Technology
3. Civil Engineering
4. Air Conditioning and Refrigeration Technology
5. Electronics Technology
6. Geo Spatial Technology
7. Foundry
8. IT Application

**Health and Para Medical based:**

1. Ophthalmic Techniques
2. Medical Laboratory Techniques
3. Auxiliary Nursing & Midwifery
4. X-Ray Technician
5. Healthcare Sciences
6. Health and Beauty Studies
7. Medical Diagnostics

**Home Science based:**

1. Fashion Design & Clothing Construction
2. Textile Design
3. Design Fundamental
4. Music Technical Production
5. Beauty Services

**Others:**

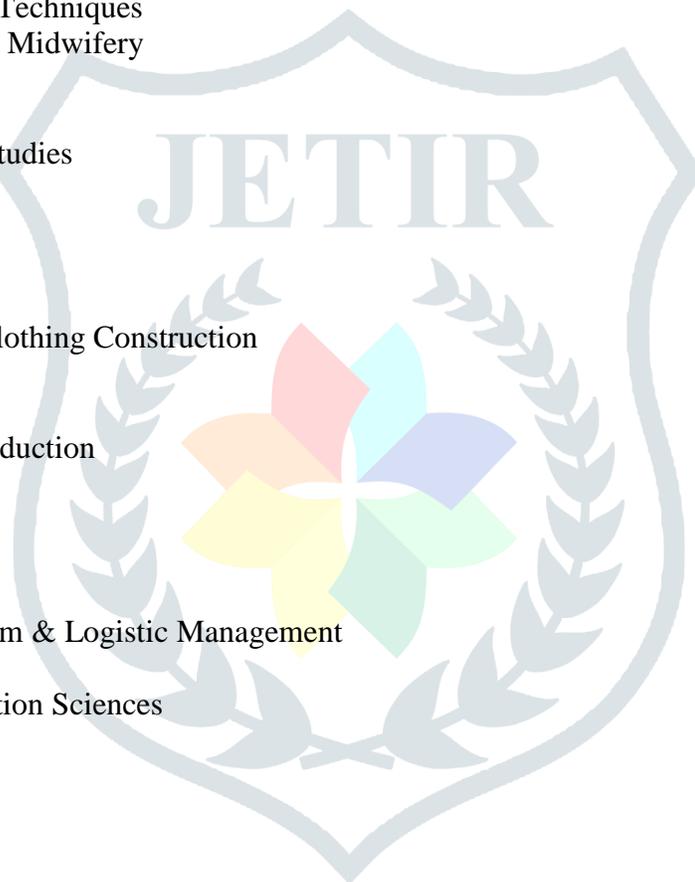
1. Transportation System & Logistic Management
2. Life Insurance
3. Library and Information Sciences

**Agriculture based:**

1. Poultry Farming
2. Horticulture
3. Dairying Science and Technology

**Hospitality and Tourism based:**

1. Food Production
2. Food and Beverage Services
3. Mass Media Studies and Media Production
4. Bakery and Confectionery
5. Front office
6. Travel and Tourism



## 2. ***Academic, Technical and Vocational parallel training structure/system in India:***

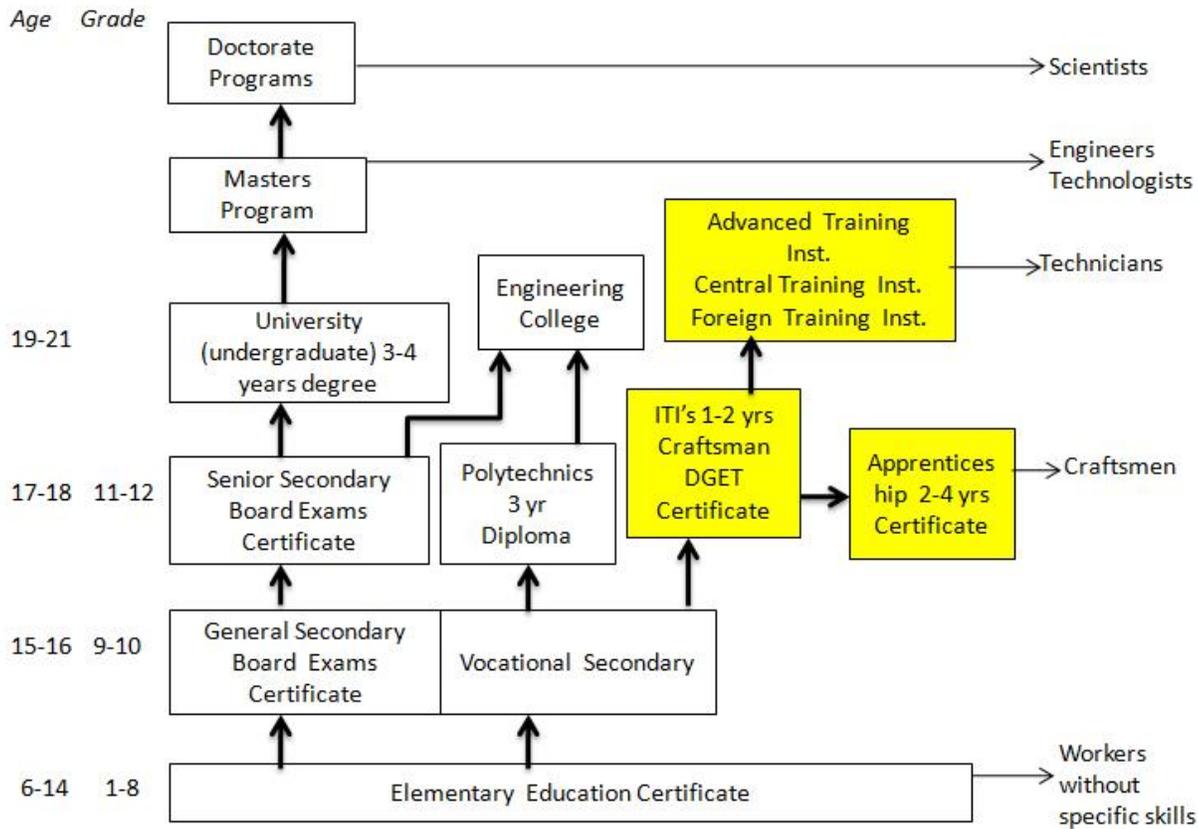


Fig 1 Academic, Technical and Vocational parallel training structure/system in India flow chart

Source: Skill development in India: The vocational education and training system report no.-22 World Bank

## 3. ***Popular vocational courses available in India***

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 NCVT, which is under the Ministry of Labour, Govt. of India. Part-time programs are offered through state technical education boards or universities who also offer full-time courses.

The technical and vocational education and training system (TVET) in India develops human resource through a three-tier system:

- Graduate and post-graduate level specialists (e.g. IITs, NITs, and engineering colleges) trained as engineers and technologists.
- Diploma-level graduates who are trained at Polytechnics as technicians and supervisors.
- Certificate-level for higher secondary students in the vocational stream and craft people trained in ITIs as well as through formal apprenticeships as semiskilled and skilled workers.

Vocational courses are offered in various fields including health care, creative fields like graphic and web designing, food technology and cosmetology etc. There are various vocational and skill based courses offered by various institutions in India are as follows:

**a. Degree Courses in Vocational Courses:**

- B.A (Advertising, Sales Promotion and Sales Management). Bachelor of Arts in Advertising, Sales Promotion and Sales Management.
- B.Sc. (Catering Management) Bachelor of Science in Catering Management.
- B.Voc. (Beauty and Wellness) Bachelor of Vocation in Beauty and Wellness.
- B.Voc. (Food processing) Bachelor of Vocation in Food Processing.
- B.Voc. (Organic Agriculture) Bachelor of Vocation in Organic Agriculture.
- B.Voc. (Retail Management) Bachelor of Vocation in Retail Management.
- B.Voc. (Software Development) Bachelor of Vocation in Software Development.
- B.Voc. (Tea Husbandry and Technology) Bachelor of Vocation in Tea Husbandry and Technology.
- B.Voc. (Tourism) Bachelor of Vocation in Tourism.

**b. Diploma Courses in Vocational Courses:**

- Advanced Diploma in English Communication and Presentation Skills.
- Diploma course in Communication Skills in English.
- Diploma in Advanced Painting.
- Diploma in Beauty Care.
- Diploma in Beauty Culture.
- Diploma in Beauty Culture and Hair Dressing.
- Diploma in catering Management.
- Diploma in Computerised Accounting and Financial Decision-Making (DCAFP).
- Diploma in Cosmetology.
- Diploma in Cutting and Tailoring.
- Diploma in Food Production.
- Diploma in Food Preservation.
- Diploma in Garment Making.
- Diploma in Hair Designing.
- Diploma in Hoteliering and Catering.
- Diploma in Mobile Repairing.
- Diploma in Television and Video Production.
- Diploma in Videography.
- Post Graduate Diploma in Cookery and Catering.
- Post Graduate Diploma in Future Studies Explorations towards a New Creation (PGDENC).
- Post Graduate Diploma in Spoken English.

**c. Certificate Courses in Vocational Courses:**

- Advance Certificate Course in Industrial Training.
- Advance Certificate Course in Beauty Culture.
- Advance Certificate Course in Hair Designing.
- Certificate course in Domestic Wireman.
- Certificate course in Leather craft.
- Certificate course in Advertising Design.
- Certificate course in Banking Management.
- Certificate course in Call Center.
- Certificate course in Catering Management.
- Certificate course in Handloom weaving.
- Certificate course in Mobile Phone Repairing.

- Certificate course in Sports and Fitness Nutrition.

**d. Some other Vocational Courses:**

- Cutting/Tailoring and Dress Making.
- Electrical Technician.
- Electronics (Radio/TV/Tape Recorder Mechanic)
- Fruit and Vegetable Preservation Program.
- Hair and Skin care.
- Library Assistant.
- Plumbing.
- Secretarial Practices.
- Stenography.
- Typewriting.

Vocational course are primarily designed in such a way that they impart a thorough application-based study wherein theoretical concepts of a field are not studied independently, but are subordinated to the understanding of techno-operational aspects of specific jobs. These courses are offered at comparatively less cost than the university or college degree and some are also available online.

**4. Benefits of skill based and vocational education:**

Vocational, or skills-based, education is becoming more and more important today, with many employers expecting new employees to have all the practical skills they need to start work and also for those who have to support their families immediately after senior secondary education. There are various benefits of vocational education which help the individual to earn his or her livelihood. Following are the main benefits:

- Skills development courses and training programs improves people's ability to work & creates opportunity for them at work, offering scope for satisfaction and progress.
- Vocational Education is crucial. It is instrumental in making the significant contribution towards economic growth of the underdeveloped countries by providing suitable and sustainable manpower corresponding to the needs of the industry & society both at national and global level.
- Access to vocational training and skills development gives way for and opens up the opportunities, benefits of initial & lifelong learning, thus empowering men and women of all ages, in urban and rural areas. It gives them platform to achieve & realize their aspirations of earning livelihood and live a respectable and dignified life.
- Vocational Education provides the students with a gateway to employment through their development of specialized knowledge and commercial skills. The instruction gives emphasis mainly to the development of basic manipulative skills, technical skills and work.
- Vocational courses provided through mutual arrangements with the appropriate professional institutions give lots of emphasis on the training. These important techniques bridge the gaps between school and employment and provide the student the opportunity to earn while learning.
- The ongoing trends in the global job market favors specialized learners in every field and at all levels while others are unable to adjust to the dynamics of competitiveness. It is in this regard that a vocational course comes to the rescue of those who had specialized learning.
- They develop skilled manpower through diversified courses to meet the requirements of mainly the unorganized sector.
- They scale the bridge between the skilled manpower required and skilled manpower available.

## **5. To study the challenges related to skill-based and vocational education**

- Vocational Education is presently offered at Grade 11, 12th – however students reaching this Grade aspire for higher education. Since the present system does not allow vertical mobility, skills obtained are lost. Enrolment in 11th & 12th Grade of vocational education is only 3% of students at upper secondary level. About 6900 ITIs & ITCs enroll about 9.5 lakhs students. Students with 12<sup>th</sup> vocational/two-year ITI certification are not given lateral entry into equivalent academic year in polytechnic diplomas.
- International experience suggests that what employers mostly want are young workers with strong basic academic skills and not just vocational skills. The present system does not emphasize general academic skills. The relative wages of workers with secondary education are increasing.
- Private and Industry Participation is lacking. There are no incentives for private players to enter the field of vocational education
- Present regulations are very rigid. In-Service Training is required but not prevalent today. There is no opportunity for continuous skill up-gradation.
- There is a lack of experienced and qualified teachers to train students on vocational skills. In foreign countries Bachelors of Vocational Education (BVE) is often a mandatory qualification for teachers. However, in India no specific qualifications are being imparted for Vocational Education teachers.
- Vocationalization at all levels has not been successful. Poor quality of training is not in line with industry needs.
- There is no definite path for vocational students to move from one level / sector to another level / sector. Mobility is not defined and hence students do not have a clear path in vocational education.
- No clear policy or system of vocational education leading to certification / degrees presently available for the unorganized/ informal sector. No Credit System has been formulated for the same.
- Social acceptability of skilled manpower is another issue which has affected the growth and popularity of this sector.
- Expansion of vocational sector is happening without consideration for present problems.

## **6. Role of Skill based and Vocational education in addressing the problem of unemployment**

Unemployment and under employment are huge and growing global problems. The economy of any given society is characterized by both active and in-active population. The economically active persons refer to population willing and able to work and include those actively engaged in the production of goods and services and the inactive ones are those who are unemployed. According to Ochepe and Lgbanyam (2013) unemployment refers to a situation where people who are willing and capable of working are unable to find suitable paid employment. It is one of the macro planning problems which every responsible government is expected to monitor and regulate. The higher the employment rates in any economy the higher the poverty level and its associated welfare challenges. So in this regard vocational education plays a very important role to minimize the problem of unemployment.

- One of the major causes of unemployment is lack of skilful person in our country. Because the current system of education being practiced in India continuous to turn out graduates into the labour market who seek white collar jobs. These graduates have little or no skill to enable them venture into private business in a way of self-employment. In this regard, various vocational and skill based courses helps the individual to become skilful.
- The problem of unemployment is greatly influenced by the attitude of the individual. In our country, we can noticed that after having graduate or post graduate degree they are not able to earn their livelihood. Because they are waiting for a government job. They are become job seekers not job

creator. In this regard vocational education plays an important role to change the attitude of the individual by providing various certificates, diploma courses, so that they are able to create job opportunities for themselves to earn their livelihood.

- Absence of respect for work and dignity of labour is the major cause of unemployment. In India, most of the people prefer general education rather than skill based and vocational education. But, general education are failed to realize the dignity and respect for work among the people of India. But there are various skill based and vocational courses like- tailoring, catering, fashion designing, hotel management, shoe making, carpentry work, coloring work help the individual to become self-employed.
- In our country, most of the government job demand specific skilled and trained person who can able to run the institutions more effectively for ensuring development of the country. But lack of skilled and trained persons of our country raise the problem of unemployment. For this purpose vocational education is require doing a particular profession and trained the individual.
- We know that India is an agro based country and most of the people depend on agriculture activities. But in India people follow traditional methods of agriculture which does not help to increase in the production of agriculture. There are various scope of agriculture. If we apply scientific method and techniques which help to increase the productivity level. There are various vocational courses based on agriculture, which help the individual to do their activities more scientifically and efficiently. It automatically helps to reduce the problem of unemployment.
- Lack of industrial development is one of the major causes of unemployment. It is true that there are some skill based and vocational course which requires sufficient industries in order to engage individual who got industry based vocational and skill based courses. But instead of this technical courses other courses which do not require industry. So if the student can receive these non-technical courses, it will help them to earn money from their livelihood.
- 21<sup>st</sup> century is the age of science and technology. In every aspect of our day to day life we use science and technology. In all the field of production sector requires the knowledge of ICT. So if the student takes diploma course of computer science, tele communication, English communication; he or she will able to get job easily.
- We all know that India is a resourceful country. If we properly utilised our available resources then India will become a developed country very soon. One of the major causes of unemployment is lack of awareness about the utilization of available resources. There are various vocational and skill based courses like- tourism, hospitality management, photography etc. which help the individual to become self-employed.
- In India various hazards like- flood, earthquake, draught, Tsunami affects very badly which influence on the economic growth and development of the country. In this regard various courses like- disaster management and other related courses provided by different institutions help to makes the individual professionally trained which help the people to live intelligently.
- In India, OIL, ONGC and other multinational companies are considered as a greater source of production. For example- get job in OIL and ONGC they require certificate holders of ITI courses, diploma holder of polytechnic courses and other PG level and UG level vocational and skill based courses. If the student take such courses they can easily get job in those companies.

## **7. Suggestions for improving Skill based and vocational courses in India**

For successful vocational entrepreneurship skill acquisition for self-reliance, thus overcoming youth unemployment, the following suggestions have been made:

- There should be collaboration between the Federal, State and Local Governments in setting up well equipped mobile workshops in each local Government area of the federation to help the youths in skill acquisition.
- Soft credit facilities should be provided to train the youths to enable them start doing something on their own and avoid wandering from place to place.
- Credit facilities should be given to the trainees immediately they have had their training instead of directing them to commercial banks.
- Government should be more consistent in her policies to sustain programmes.
- The three levels of government should be more honest in handling the issue of unemployment instead of playing politics.
- The issue of corruption in this country should be tackled religiously on the part of policy implementers so as to ensure sufficient success of some of their policies and programmes.
- Federal Government should provide more funds in her annual budget for vocational schools and centres since vocational education and its programmes are cost incentives.
- Vocational training both in schools at the training Centres should be more practical oriented than theoretical.
- Additionally parents should encourage their children to take vocational and skill based courses to secure their future life.
- Private individuals, organizations and NGO should assist the government in providing employment opportunities for youths as a way of completing government efforts.

### **Conclusion**

The greatest challenge for education is to meet the needs of the society. The present day need of Indian society is not simply to acquire general education, but to increase productivity. Obviously, therefore, education should come into closer relationship with productivity. This function of education can be achieved by giving a strong vocational basis education. Vocational courses are an educational disciplines that enables individual to acquire skills that are required for a particular trade. The ongoing trends in the global job market favours specialized learners in every field and at all levels. It is in this regard that a vocational course comes to the rescue of those who had specialized learning. To develop our economic conditions vocational courses are very much needed. It plays a very significant role in addressing the problem of unemployment by making the persons skillful and competent. But due to various reasons vocational education are unable to fulfil its aims and objectives so there is an urgent need to take necessary steps for the development of the course. Government should give proper attention in this regard and to change the attitude of the parents as well as society about the course is very important

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