ROLE OF GOVERNMENT IN VOCATIONAL TRAINING AND SKILL DEVELOPMENT

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ABSTRACT

India has the opportunity of having 18% of population under the age group of 15-59 of workforce by 2020 next to China (18.9%). The largest when compared to different countries like UK (8%), Japan (1.4%) and many more as to this inadequacy of skilled labour existing in present. Only for about 10% is receiving skill based training in India (Planning Commission Report 2008) which is far away from other countries performance. This drawback should be rectified and the growth of skilled workforce should be made as opportunities, which would lead to a path of success. This paper depicts the role of Indian Government and its initiative measures taken to uplift the employable skills of individuals to meet the competitive world.

Key words: Skill Development and Training, National Skill Development Policy, VET

INTRODUCTION

Vocational Training and Skill development programs lead to the optimum productivity of individuals, profitability to the traders and also develop the nations through capable Human Resource. The vocational and Training System helps to meet the Global Competitiveness and also has a positive impact on Socio-Economic Development of our country. The Union Government in order to reach the target of creating skilled work force of 30 crore by 2022 as to this The New Ministry for Skill Development and Entrepreneurship had also been established. Free vocational training classes for 200 jobless female youth in Islamabad, New vocational training centre in building trade in llb Sina etc. are the few instances to know the importance given to skill development training and development globally.
Concept of Vocational Training and Skill Development

Vocational Training and Skill Development is a program conducted by government in order to enhance the practical and applicability skill of the participants through institutes on the basis of fulltime by Industrial Training Institutes (ITIs) and part time programs on a specific vocation or occupation with other institutions. Vocational Training Programs enrich the practical applicability knowledge of work, makes self employable, builds self-reliance, increase the productivity, reduce the untapped resource and unwrap the opportunities, leads to skill based development in every individual and which ultimately escort towards the intensification of individual and nation.

Vocational Training and Skill Development System in India

VET (Vocational Education and Training) Vocational education makes an individual to specialize in particular field like engineering and technology, business, commerce, humanities, home science etc. through an appropriate learning system of schooling and Universities. Vocational training in India is being undertaken by the Directorate General of Employment and Training (DGET) under the Ministry of Labour and Employment (Mole), Government of India.

Fig.1
Current Structural Framework of Education and Skill development Sector in India

Source: SANNAM S4 Market Entry simplified
Both the Central and State Government split the errands for the growth of vocational training in India. The NCVT (National Council for Vocational Training) and SCVT (State Council for Vocational Training) support and advice the National and State government regarding the issues related to vocational training schemes. Mole, MHRD, Ministry of Rural Development etc. also come up with various skill development.

**Current Scenario of Skill development in India**

Currently, 59 corporate houses/private players/private education institutions are associated with NSDC for imparting vocational education and training in India. The Government spends INR 65000 per child on school education under RTE (The Right to Education). Certificate level crafts training provides about 400000 places a year and CTS operates through 5253 ITI/ITCs which spaces about 7,40,000 students in two year course. India also collaborated with, Australia for the purpose of skill development, Germany for knowledge sharing (MoU signed to support 100 Multi Skilled Schools), Switzerland and formed dual-track vocation system to help the factory labour, Canada and provides various educations through institutions and much more for the upgrading employability skill and development.

As to the report on Planning Commission, India stands far behind other countries in getting training.

![Fig.2](image)

Even the employers in India face great problems in filling the jobs it accounts nearly 48% which is high when compared to china which shows the lack of employable skills including soft and hard skills suitable to the jobs.
About 12 million people are added in the job profile every year in India however the current capacity of the county is about four million only. Initiative measures are taken for the betterment of workforce but on other side quality and capacity of the employees/workers are not up to the mark.

Players in Skill Development

The industry associates are the voice of the business needs and also do the policy related debates. The international bodies act as an advisory role on the formulation of policy and also do financial aid regarding vocational education and training. PPP Models supports the development of private training institutes. Knowledge transfer and institutional collaboration are possible with tie ups with other countries.

Government Initiatives’ and Policy support

The Indian Government is taking various measures to bridge the gap demand and supply of skilled and potential employees to meet the global competitiveness. As to substantiate this in May 2012 government spend around 5% on its GDP on educating along with the FDI inflow of $31.22 million. Some of the initiative measures are:
• Private Industrial Training Institutes
• Private Partners of NSDC
• Craftsmen Training Scheme (CTS)
• Skill Development Initiatives Schemes (SDIS)
• Establishment of New Polytechnics
• Women Training
• Modular Employable Skills (MES)
• Public Private Partnership (PPP)

Other Ministries also join hands to initiate vocation education and training on their ministry/department. Some of them are Agriculture, Food processing, Health and Family Welfare, Information Technology etc.

NSDC collaborates with SEWA (Self Employed Women’s Association) to train 1.37 lakh women workers in informal sectors. MoU signed between NSDC and Shri Mahila Sewa Sahakari Bank Limited to support the project ‘Kaushalaya’ to finance 96000 women workers in Gujarat to procure skills and invest in livelihood.

**Snapshot of National Skill Development Policy**

**Mission**
National Skill Development Initiative will empower all individuals through improved skills, knowledge, nationally and internationally recognized qualifications to gain access to decent employment and ensure India’s competitiveness in the global market.

**Aim**
- Enhancing individual employability skill
- Recuperating productivity and Living Standard of People
- Strengthening competitiveness of the country
- Pooling investments on skill development

**Objectives**
- Create opportunities for all
- Promote commitment by all stakeholders to own skill development initiatives
- Generate high-quality skilled labours including current and prospect employees
- Enable establishment of flexible delivery mechanism

**Statistical Targets of National policy and on Skill Development**

NPSD had set a target of 500 million persons by the year 2022 through various public and private sector.
Governance of Skill Development Initiatives

In spite of achieving employability skill throughout the workforce government had made some through institutional arrangement, Social Partners and Employers.

Fig.5
Governance of Skill Development

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<td>National Skill Development Co-operation</td>
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<td>National Council for Vocational Training</td>
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| Social Partners in Skill Development | Government, Industry, Trade Unions, Local Government Civil Society and Skill providers which includes co-operatives, NGOs, Shelf Help Groups |

| Through Stake Holders | Government and Employers/Industries |

Source: Various Report of MoLE

Mark of Quality and Relevance

The mission is not only to put forth in numerical terms but also to bring quality in executing it. Quality assurance is based on five key functions: Validation of Qualification, Validation of Training Process, Quality Assured Assessment of Learners, Accreditation of Training Providers and Training Institutions and Research and Information. The policy enforced to ensure the quality in infrastructure, trainer, vocational qualification framework, MIS and HR Planning Mechanism.

View of 12th Planning Commission on Skill Development

As the skill development is the way to positive progress on production, productivity, profitability, growth of an economy, empowerment of an individuals’ etc. The Planning Commission focuses on skill development or skill building. They have planned to Enhance Skills and Faster Generation of Employment through:

- Enhancing Skills to Reap Demographic Dividend
- Developing efficient and Fair Labour Market for All Categories of Workers
- Creating Sustainable Livelihoods for Alleviation of Poverty
Conclusion

Thought of skill development and training to the workforce and initiatives taken for the betterment will persuade to qualitative and competitive growth of Indian economy. The early start will make better results so to this saying the knowledge, requirement, awareness and implications of skill development should reach the students assortment. Indian Government had step forward to the right track of growth but it should also ensure the availability, awareness and accessibility of programs to the talents and potential individual without any bypassing. The opportunities and scope of skill development are wide with the availability of infrastructure, financial support and government policies. The success and quality depends on awareness, acceptability and adaptability of individuals.

BIBLIOGRAPHY