

Empowering Youth with Vocational Skill through Training

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Abstract-----Vocational education or career and technical education is the skill based education in a specific field which enables students to acquire training and practical skills in a specific discipline or trade, vocation or occupation through manual practice. Vocational courses focus more on application based study. Diverse job functions from various sectors such as banking and finance, food and beverage, tourism, computer network, designing, healthcare, cosmetology, skilled trades etc, are included in vocational education. It is an advantage as VET programs offer practical skills and hands on training that trains students for specific jobs. It prepares students to take up highly rewarding jobs and help them become independent at young age. Therefore the Government of India offers many schemes to provide vocational training to the underprivileged or economically backward sections. A quality vocational education provided by skilled trainers will generate young and efficient workforce, which will contribute immensely to the progress of the nation. In this paper, the authors focused on growing needs of vocational education, its importance, various schemes offered by Government of India to promote vocational skills and the various benefits of vocational training.

Keywords-----Vocational Education, Skilled Professionals, Economic Development, Vocational Educational Training (VET).

Introduction

Vocational Education is the skill based training provided to students through diverse courses available in several career fields such as health care, banking and finance, computer technology, trade, tourism and so on. The education imparted to students focuses more on providing manual training and giving more practical exposure.

Every industry or company today is looking for skilled and efficient employees. Vocational education helps students apply their learning practically and expertise in a specific field. It also gives opportunity to students who are unable to cope with academic education. Vocational educational organizations generate

skilled manpower to meet the job demands. Vocational education also known as career and technical education enables students to gain specialized skills and training in various fields such as trade, craft or technical field. Vocational education involves less academic learning and basically focuses on manual or practical activities and training. The students develop expertise in specific techniques or technology.

Growing Need of Vocational Education

With the development of our nation, there is a growing need of skilled manpower and vocational education prepares students for a job. Demand for skilled labor has increased both in business and government sectors. There has been a speedy increase in vocational education owing to the increasing demand of skilled professionals. Vocational education has immensely diversified over the period of time. Demand for skilled professionals has increased in various industries such as tourism, information technology, banking and finance, retail management, BPO, hospitality and traditional crafts. There are various institutes that provide vocational training to the youth to make them job-ready.

Present day education puts more emphasis on rote-learning and not on the practical work. There is a lot of pressure on students due to rise in competition. Vocational learning allows students to choose the career of his/her interest, gain practical knowledge and get groomed.

In India there is a disparity between skills of educated youth and demand in various sectors. There is greater need of skilled manpower that can meet the job expectations. Vocational education can train students to meet the job expectations. In order to meet the job demand and expectations students should be motivated to take up vocational education.

Students in India are encouraged to score well and seek admission in a good college whether it imparts vocational training or not. Students should get the opportunity to pursue the career as per their interests as well as according to their caliber rather than pushing them to become doctors and engineers even if they don't have the required mindset. They must seek admission in courses that offer vocational training and don't focus solely on theoretical part. The absence of skilled professionals in various technical fields is costing us economically.

Some students may come as a surprise package when they get opportunity to be trained and enhance their natural skills and talents. They become highly successful in their field and fetch good pay packages. The good news is that there is growing demand and scope for diverse skills globally. Sometimes the grades on mark sheets really don't matter. Most of the students can really be good when it comes to displaying their practical skills. It is seen that many students who are not very good academically in their school prove to be good employees and attain great heights professionally.

Importance of Vocational Education

- In today's fast paced life and competitive world it is really hard to find a good Job. Vocational education is an advantage as VET programs offer practical skills and hands on training that trains students for specific jobs. The students who develop practical skills for particular field are more confident and perform better in interviews as well as jobs than the students with general academic background.
- Vocational education also popular as technical or career education provides clear edge in career goals as it provides expertise and knowledge in specific discipline. The courses prepare them for specific job. Vocational education programs are of short duration and are less expensive than the conventional academic educational programs. They eliminate the disadvantages of rote-learning and give practical learning experience that makes the students job ready.
- Not only are the students at advantage but there is also the growing need of skilled labor. High quality vocational education and skilled manpower is prerequisite for economic development. The graduates with conventional academic learning and degrees are not job ready and mostly lack the skills to meet the job expectations. There is high demand of skilled man power in various industries across the world. High priority is given to skilled manpower globally. Some of the profiles for which skilled manpower is high in demand across the world include computer specialist, nuclear technician, fashion designers, electricians, cardiovascular technologist and web-developer.
- Vocational education helps youth to acquire practical experience and learn modern methods of diverse vocations. Students are now aware of their skills and choose their careers wisely. Vocational education prepares students to take up highly rewarding jobs and help them become independent at young age.

Schemes Offered by the Government of India

Vocational training historically has been a subject handled by the Ministry of Labor, other central ministries and various state-level organizations. To harmonize the variations and multiplicity in terms of standards and costs, the National Skills Qualification Framework was launched in December 2013.

The National Skills Qualifications Framework (NSQF) is a competency-based framework that organizes all qualifications according to a series of levels of knowledge, skills and aptitude. These levels, graded from one to ten, are defined in terms of learning outcomes which the learner must possess regardless of whether they are obtained through formal, non-formal or informal learning. NSQF in India was notified on 27 December 2013. All other frameworks, including the NVEQF (National Vocational Educational Qualification Framework) released by the Ministry of HRD, stand superseded by the NSQF.

In November 2014 the new Government in India formed the Ministry of Skill Development & Entrepreneurship. Articulating the need for such a Ministry, the Prime Minister said, "A separate Ministry, which will look after promoting entrepreneurship and skill development, would be created. Even developed countries have accorded priority to promoting skilled manpower".

As a continuation of its efforts to harmonize and consolidate skill development activities across the country, the Government launched the 1st Skill India Development Mission (NSDM) on 15 July 2015. Also launched on the day was the National Policy for Skill Development & Entrepreneurship.

Today all skill development efforts through the Government (Directorate General of Training) and through the Public Private Partnership arm (National Skill Development Corporation) are carried out under the Ministry, through the Skill India Mission.

The Ministry works with various central ministries and departments and the State government in implementing the NSQF across all Government funded projects, based on a five-year implementation schedule for complete convergence. The involvement of the private sector in various aspects of skill development has enhanced access, quality, and innovative financing models leading to sustainable skill development organizations on the ground. The short-term skill development programs (largely offered by private organizations) combined with the long-term programs offered by the Indian technical institutes (ITIs) complement each other under the larger framework.

The Government of India offers many schemes to provide vocational training to the underprivileged or economically backward sections. Some of the most significant of such schemes are given below.

- i. **Udaan:** -This program is specifically designed for the state of Jammu and Kashmir. The program has five year duration and offers vocational training and employment in the fields of Information Technology, BPO and retail.
- ii. **Polytechnics:** - Polytechnics are a kind of Industrial Training Institute present in almost all states of India. It provides three year diploma courses in various discipline of Engineering and computer science.
- iii. **Industrial Training Institutes:** - Industrial Training Institutes offer vocational training in various engineering and non-engineering disciplines. ITIs are managed by the Directorate General of Training and Employment, Government of India.
- iv. **NRLM (National Rural Livelihood Mission):** - Launched in June 2011, NRLM is specifically targeted at BPL (Below Poverty Line) group. It is aimed at providing vocational training in various trades to the people residing below poverty line, differently able and women, in order to make them self-employable.

- v. **Craftsmen Training Scheme:** - This scheme provides vocational training in various engineering disciplines as well as in the fields of paramedical, agriculture and commerce etc. It is governed by the Directorate of Vocational Education and Training.

Benefits of Vocational Training

- **Job Ready:** Vocational education makes a student employment ready. It provides students required skills and training for a particular job such as Interior Designing, Fashion Designing, Computer Networking, etc. Along with the classroom instructions students also get practical knowledge. This makes the students job-ready and experts in their field.
- **Low Education Cost:** Private and Government institutes provide vocational education and the fees for such courses are quite economic. Vocational courses are easy and cheaper alternative for students who do not want to take a three year degree course and cannot afford the hostel fees, commuting and added costs. Many vocational courses are as good as degree courses and provide employment to the students. Vocational course is the best option for those who cannot manage the expenses for college degree.
- **Easy Employment:** Vocational training makes it easy for the students to find employment opportunities. There is a growing need of skilled and efficient manpower for jobs in various sectors. The students with vocational training have advantage over the college pass outs. The students with vocational training are preferred as they possess right skills, education and knowledge for the job. Thus, easy and fast employment is a major advantage that students with vocational training have. Vocational education and skills can also provide students employment opportunities in foreign countries.
- **Career Advancement:** For people who already have a job and want to acquire further skills to enhance their career, vocational education is the best alternative. The duration of the course is quite less compared to the degree courses but the skills imparted are quite important and useful. Professionals can improve their career prospects and be successful. Students who are less interested in academic studies or the drop outs can choose from the diverse courses available and enhance their skills in the field of their interest. Vocational education can help students make a successful career.
- **Meet Market Demand:** Employers in various industries rely on training organizations to impart knowledge and skills to the workers. These training organizations need to train the workers and ensure that their services meet the needs of employers and the students are job ready. Students who pursue vocational courses at college level do not require undergoing such training programs. This saves the company cost spent in training.

- **Economic Development:** There is a growing need of skilled professionals in various sectors across the world. The existence of skilled manpower is beneficial to the society and also for the economic development of the nation. There would be lesser need to import manpower from foreign countries at higher wages.
- **Job Satisfaction:** There are also various indirect benefits. For instance, vocational education boosts confidence of the students and they are well groomed and trained that makes them eligible for specific jobs. It also increases the job satisfaction and results in high productivity.
- **Real practical situations:** Vocational Education is an unconventional method to generate skilled workforce having practical knowledge and experience. These students are trained in real practical situations, making them instantly employable in their specific trade. It requires less time than professional courses and is much cheaper to pursue. At a relatively young age and in considerably less time, a vocational student learns the skills of the trade and gains practical working experience, securing his career and growth.
- **Reduces unemployment:** Being cheaper to pursue and with no age bar, vocational education provides an option to the students from economically weaker section or for the elders who never had the opportunity to study. Therefore, vocational education reduces unemployment and hence poverty graph of a nation. More skilled students mean more employability quotient and more jobs, thereby resulting in overall growth of the nation.

Conclusion

Vocational Education is nothing less than a blessing for those who cannot go for professional courses for some reason or the other. It provides a wonderful and affordable opportunity to acquire technical skills and improve their employability factor. A quality vocational education provided by skilled trainers will generate young and efficient workforce, which will contribute immensely to the progress of the nation. It also provides an opportunity to generate self-employment to the people residing below poverty line, differently able or women. With changing times people have started understanding the importance of vocational education. More skill and knowledge based jobs will be generated in future. Close cooperation between industries and educational organizations with regard to vocational training is essential to ensure that the education offered is relevant to the market demand and job expectations.

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