

## How to improve Quality in Vocational Education & Training

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### A: The Challenge

In order to ensure access to essentials of healthy life for all citizens India faces the challenge of generating one crore new employment opportunities per year.

1. The knowledge & skill of our workforce (approx 40 crores now) will be a major determinant of India's future rate of economic growth. Currently only 5% of the country's labour force in the 20 - 24 yrs. category has undergone formal Vocational Education compared with 28% in Mexico, 60 - 80% in most industrialized nations & as much as 96% in Korea.

A strategy to ensure that all new entrants to the workforce are equipped with knowledge, skill & attitude is needed for high productivity & high quality.

2. The sector wise break up as projected at the end of the 11<sup>th</sup> plan by the Planning Commission of the GDP is 56.6% services 15.3% Agriculture, 28.1% Industry by 2010-11 (GDP \$ One Trillion). The strategy needs to take into consideration phenomenal growth of services sector.
3. The unemployment & un-employability of the masses can be removed by Vocational education technical trades for repairs, maintenance, servicing & replacement of electrical, mechanical gadgets, equipment which has demand for Self-employment.
4. Knowledge has replaced capital as the most important determinant of development. So potential of Information & IT are to be fully understood & implemented.
5. The developed nations will either admit more & more immigrant highly skilled labour or outsource jobs. So pressure for export of highly educated & skilled individuals will Increase.
6. India is emerging as a global hub for IT Services. The key is for a few more such globally competitive industries to emerge so as to capture business opportunities, which are shifting from Volume production to special value added categories of products & services.
7. Considering the fact that India missed the Commercial and Industrial revolution and is just picking up on industrialization while knowledge revolution is set in, our masses with agricultural mindset need to be geared up for globalisation which is a complex affair.

## B: The Solution

1. Quantitative: Considering the above challenge the education and training departments of West Bengal have taken up many steps to increase the numbers of Engineering Colleges, Polytechnics, ITI's. Now Vocational Education council is also established besides Short Term Vocational training Program. Yet the system faces a number of important problems, which are directly related to, & affect its capacity to respond to the changing need of the Society, the quality of graduates that it produces and efficiency with which it is operated. It is felt that the Quality is not in pace with the quantitative growth.
2. Quality Education & Training: Vocational Education & Training is given to a person so that he can
  - a) Perform the task given to him commensurate with quality standards set up for it.
  - b) Able to work in a team.
  - c) Accordingly,
    - The terminal behaviour of the trainee is to be defined.
    - The procedure for admissions, training, evaluation and certification have to reflect the Quality Standards.
    - Selections of courses have to be need based and saturation due to repetition has to be avoided. A Socio Economic Survey a must before commencement.
    - Implementation has to be thorough & true to the spirit of the intentions.
  - d) Things necessary for quality Education & Training:
    - Conducive atmosphere and surroundings free from vested interest.
    - Creation of a collective mindset for learning by prayers & meditation together before commencing classes.
    - Selection of the trainers who are accomplished in the trade and trained to lead the class.
    - Like B. Ed. for School Teachers a special course to train Vocational Trainers can be arranged by Vocational council.
    - Selection of trainees as per their aptitude in a trade.
    - Theory inputs integrated with practicals preferably towards reverse engineering.
    - Emphasis on Entrepreneurship throughout the course.
    - Inputs on drawing skill and soft skills like communication, finance elementary management and marketing.
    - Visits to concerned trade business in Market for exposure.
    - Evaluation through projects including process.
    - Certification to show graded competency level and attendance.
    - Media exposure to hands on training for creation of dignity of labour in the society.
    - Certificate distribution by dignitaries.
    - Feedback mechanism of the alumnous & visits by Managers / teachers to the alumni in place in market.