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THE ROLE OF VOCATIONAL EDUCATION AND TRAINING IN INDIA ECONOMIC GROWTH

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Abstract:-

India, with its burgeoning population and dynamic economic landscape, stands at a critical juncture where the role of vocational education and training (VET) plays a pivotal role in shaping the nation's economic growth trajectory. This paper examines the multifaceted contributions of VET in fostering skill development, enhancing employability, and catalyzing innovation to meet the demands of a rapidly evolving global economy. The study begins by providing an overview of India's demographic dividend, emphasizing the need for a skilled workforce to harness the demographic advantage effectively. It explores the current state of vocational education in the country, highlighting both strengths and challenges. Additionally, the paper discusses the evolving nature of industries and the shifting skill requirements, emphasizing the importance of aligning VET programs with market demands. Furthermore, the research delves into the socio-economic implications of an empowered and skilled workforce, addressing issues of unemployment, poverty alleviation, and social inclusion. It explores successful models of VET implementation from other nations, drawing valuable insights for India's policy formulation and implementation.

Keywords:- *skill development, providing training, employed workers*

INTRODUCTION :-

Vocational Education and Training (VET) plays a pivotal role in shaping the economic landscape of a country by equipping individuals with specialized skills and knowledge necessary for specific trades or professions. In the context of India, a country characterized by a diverse and rapidly growing economy, the role of vocational education and training becomes particularly significant. India, with its large and youthful population, stands at the cusp of a demographic advantage that can potentially drive economic growth. However, to harness this potential, it is crucial to align the skill sets of the workforce with the evolving needs of the economy. This is where vocational education and training emerge as key players, bridging the gap between education and employment by providing practical, industry-relevant skills. The economic landscape of India has undergone significant changes in recent decades, marked by a shift from an agrarian economy to a service and industry-driven one. The demand for skilled workers in sectors such as manufacturing, information technology, healthcare, and tourism has risen substantially. In this context, a robust vocational education and training system becomes imperative to supply the labor market with skilled and adaptable professionals. This paper explores

the multifaceted role of vocational education and training in fostering economic growth in India. It delves into the challenges and opportunities associated with the current VET landscape, examines the impact of skill development on employability and entrepreneurship, and analyzes the policies and initiatives aimed at strengthening vocational education in the country. The significance of VET extends beyond merely addressing the immediate needs of the job market. It also contributes to reducing unemployment, fostering innovation, and enhancing overall productivity. As India positions itself as a global economic player, the role of vocational education and training becomes even more critical in ensuring that the workforce is equipped to meet the demands of a dynamic and competitive global economy. In the subsequent sections, we will explore the current state of vocational education and training in India, assess its impact on economic growth, and discuss potential strategies for further enhancing its effectiveness in shaping a skilled and resilient workforce.

Objectives

1. To assess the current training and skill development programs available for locally employed workers at VET.
2. To explore the benefits of providing training and skill development to locally employed workers.
3. To analyze the challenges and barriers faced in implementing training programs for this group.

Need of Vocational Education

Nowadays, a lot of companies want new hires to have a solid foundation in practical skills before they start working. This is especially true for those who need to start earning an income right after finishing high school, therefore vocational or skills-based education is growing in importance. While universities, colleges, and technical institutions are common places to find academic degrees, vocational courses tend to be more hands-on and skill-based. The national education plan places a strong emphasis on vocational education and training, or VET. There are several facets to consider while analysing vocational education. The practical experience component is one obvious example. The second one is creating and maintaining jobs. Vocational training is useful if you have a clear idea of your future profession and it calls for hands-on experience. Possible fields include software development, interior design, retail management, hospitality, and tourism. You may choose from hundreds of different skill-based training programmes. Even in today's technologically advanced world, it is expected that an engineering graduate would possess technical abilities in addition to their degree, such as certifications.

Vocational Training in India

When it comes to developing a country, we Indians think that education is paramount. It is also widely acknowledged that empowering young people with the proper information and skills may guarantee economic growth and advancement for the entire nation. Education, and especially vocational training, plays an important position in India's educational system. In India, you can choose between full-time and part-time vocational programmes. I.T.I.'s Industrial Training Institutes typically provide full-time programmes. The National Council for Technical and Vocational Training (NCVT), which is part of the Indian government's Ministry of Labour, is responsible for certifying I.T.I.s. Universities and state technical education bodies both provide full-time and part-time programmes. There are three levels to India's technical and vocational education and training (TVET) system, which helps to cultivate human resources:

- 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.

National Council for Vocational Training (NCVT)

As an advisory body, the National Council for Vocational Training was established in 1956 by the Government of India. Members of the National Council include the Minister of Labour and representatives from various branches of the federal and state governments, as well as groups representing employers and workers, experts in the field, the All India Council for Technical Education, members of Scheduled Castes and Scheduled Tribes, the All India Women's Organisation, and more. To further help the NCVT, trade committees and state councils for vocational training have been formed. As to the DGE&T, the primary responsibility of the NCVT is to create and provide National Trade Certificates in engineering, non-engineering, construction, textile, leather, and any other trades that the Indian government deems fit. Syllabi, equipment, accommodation scales, course duration, and training techniques are also regulated by this document. Additionally, it establishes benchmarks for competence that students must meet in order to pass the exams that lead to certifications like the National Trade Certificate, and it administers exams in a variety of trades. The NCVT has set a new course for vocational education.

Problems for Vocational Education Implementation

Vocational training has been successful in India only in industrial training institutes and that too in engineering trades. There are many private institutes in India which offer courses in vocational training and finishing, but most of them have not been recognized by the Government. Firstly required steps should be taken to recognize appropriate institutes those fulfill the underlined criteria. Vocational Higher Secondary schools are under MHRD in India. This need to be made strong as this is the base of Vocational Education. Through, the study of the prevalent Vocational Education System in India the following problem areas have been identified:

1. There is a high drop-out rate at Secondary level.
2. Vocational Education is presently offered at Grade 11, 12th .
3. Private & Industry Participation is lacking.
4. Less number of Vocational Institutes in the country.
5. Not adequate number of trained faculty.
6. Vocationalization at all levels has not been successful.
7. Lacking of new sectors of vocational education and skills training.
8. Acute shortage of skilled instructors and teachers in the country.

9. Lack of opportunities for continuous skill up-gradation. 10. Current education system is non-responsive to the skill demands of the existing and future industry, leading to a supply-demand gap on various counts.

10. Outside the school system, relevant vocational training centers are ill-equipped to handle the demand and are accessible to only a selected number of students who have passed at least level 10 and 10+.

11. Huge demand-supply skill gap. 90% of the jobs in India are "skill based"; entailing the requirement of vocational training. It is estimated that only 5% of the youth in India are vocationally trained.

12. Most of the Vocational Education Training Institutes are characterized by structurally rigid and outdated centralized syllabi that do not have much sync with the prevailing market conditions.

13. Absence of monitoring committee.

Apart from that However there is a lot of variation among the various programs in terms of duration, target group, entry qualifications, testing and certification, curriculum, etc. which has resulted in problems related to recognition of qualifications, equivalence and vertical mobility.

Government Role

We must immediately rethink the fundamental components of vocational education and training in order to make them more adaptable, modern, applicable, inclusive, and innovative if Vocational Education is to fulfil its role in the evolving national context and if India is to reap the benefits of technological fields. The government has taken several significant steps in the direction of vocational education because it recognises its critical importance. The Central Government is now establishing a "National Vocational Qualifications Framework" to encourage and back changes in skill development and to make qualifications more nationally standardised, accepted, and comparable on an international level. The Central Advisory Board of Education (CABE) has decided to form an inter-ministerial committee that would work with state government officials to draft the rules for this national framework.

Economic Benefits of Vocational Education

Job Creation and Employment Opportunities: Vocational education is acknowledged for its role in creating employment opportunities by equipping individuals with specific indemand skills (Fuller, 2015).

It serves as a pathway to stable employment for those who do not pursue higher education, acting as a transition system for a segment of the population (Raffe, 2008). Moreover, in certain countries, vocational education is seen as a means to reintegrate disengaged youth into education and promote social inclusion (Preston and Green, 2008; EU, 2010). Graduates of vocational education programs are more likely to secure employment in their chosen field, contributing to a skilled and productive workforce.

Increase in Skilled Labor: Skills needed in fields like construction, healthcare, and manufacturing can be acquired through vocational education programmes. As a result, the labour market has a skills gap that is

partially filled by a more competent workforce. Companies can boost their efficiency and output, which in turn helps fuel economic expansion, if they have access to more trained workers.

Improved Productivity: Vocational education programs provide individuals with the knowledge and skills necessary to perform their jobs efficiently and effectively. This leads to improved productivity, which can help businesses to compete more effectively in the global marketplace. Increased productivity can also lead to higher profits, which can drive economic growth.

Reduction of Poverty: Vocational education can help to reduce poverty by providing individuals with the skills necessary to find stable employment and earn a living wage. By reducing poverty, vocational education programs can improve the overall economic wellbeing of a society.

Contribution to GDP: Economic growth relies on vocational education to boost corporate productivity, create jobs, and reduce poverty. It invites international investment and boosts the economy. Countries with strong vocational education and training programmes compete well in the global economy. Germany is commonly used as an example (Fuller, 2015). India is likewise on track to reach $5 trillion in a few years. The GoI anticipated GDP at 7%, however fiscal year 2022-23 data shows 7.2 %. However, GDP was 9.1% last year. G-20 countries have stressed the need of vocational education and training to boost employment, productivity, and competitiveness. They understand that vocational education improves economic and social well-being. Vocational education gives people the skills and information they need to thrive in the labour market and boost the economy.

Lessons learned from countries that have successfully implemented vocational education programs

One key lesson that can be learned from countries with successful vocational education programs is the importance of partnerships between industry and education. These partnerships can help to ensure that vocational education programs are relevant to the needs of employers and provide students with the skills that are in demand in the labor market. The integration of apprenticeships and work-based learning is another vital lesson from successful vocational education systems. Combines classroom instruction with on-the-job training, for the students opting for apprenticeships. This system will create a skilled workforce and contribute to India's reputation for precision manufacturing and high-quality vocational training. Countries such as Germany and Switzerland have found that combining classroom-based learning with practical training in the workplace enhances students' employability and prepares them for the real-world challenges they will face in their careers. These work-based experiences allow students to apply theoretical knowledge, develop practical skills, and build professional networks. Successful vocational education programs emphasize the importance of continuous improvement and innovation. Recognizing the dynamic nature of industries, these countries invest in research and development to ensure their vocational education systems remain relevant and responsive to changing labor market needs. Regular updates to curriculum, teaching methods, and infrastructure help equip students with cutting-edge skills and enhance their competitiveness in the global job market. Industry chambers, educational institutions, and companies must collaborate closely to develop curriculum standards, provide apprenticeship opportunities, and align vocational education with labor market demands.

This collaboration will ensure a seamless transition from education to employment and will contribute to India's growing manufacturing and engineering sectors. Ensuring employment opportunities for VET students is essential. Collaboration between vocational education institutions and industries can lead to job guarantees or

internship-to-employment programs, providing students with a smooth transition into the workforce. These initiatives not only boost student motivation but also address labor market demands and contribute to economic development. Investing in human capital and building a world-class education system is vital for economic development. By focusing on well-funded schools, raising awareness of vocational high schools, fostering government and corporate partnerships, guaranteeing employment for VET students, ensuring quality assurance, and promoting community engagement, countries can develop effective vocational education programs that align with labor market demands and contribute to overall economic growth. By learning from these examples, policymakers and educators can develop and implement effective vocational education programs that benefit both students and the economy as a whole. India is a country that has experienced significant economic growth and development in recent years. Vocational education has played a crucial role in this growth, particularly in providing skills training to millions of people across the country. In this section, we will look at two case studies from India that demonstrate the impact of vocational education on economic growth and development.

Pradhan Mantri Kaushal Vikas Yojana (PMKVY)

The Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is a flagship scheme launched by the Indian government in 2015 to provide skills training to youth across the country. The program aims to train over 10 million people by 2020 and is being implemented through a network of training providers, including both government and private institutions. The Pradhan Mantri Kaushal Vikas Yojana (PMKVY) encompasses several key components aimed at providing skill training and employment opportunities in India. Shortterm training (STT) is provided at PMKVY Training Centers (TCs) to benefit unemployed individuals and school/college dropouts. The training covers National Skills Qualification Framework (NSQF), as well as soft skills, entrepreneurship, financial literacy, and digital literacy. Successful candidates receive placement assistance, and the training and assessment fees are covered by the government. Recognition of Prior Learning (RPL) allows individuals with existing skills to be assessed and certified, aligning their competencies with NSQF. Social and community mobilization is crucial for PMKVY's success, with the involvement of target beneficiaries through mobilization processes and regular Kaushal and Rozgar Melas. Monitoring is conducted through self-audits, call validations, surprise visits, and the Skills Development Management System (SDMS) to ensure quality standards are upheld. As of December 31, 2021, the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) has benefitted approximately 13.4 million candidates nationwide. Within the PMKVY-Short Term Training (STT) component, 5.389 million candidates have received certification. Out of these certified candidates, 2.37 million individuals have been successfully placed in various sectors across the country, including 295,000 candidates who have become self-employed (PIB, 2022). Several studies have demonstrated the positive impact of this national programme on economic growth and development.

Conclusion

At ITC, the purpose of this research is to improve the overall performance of the workforce as well as the satisfaction of its members by providing training and skill development opportunities to workers who are employed locally. ITC is able to strengthen its position as a leader in employee development and engagement by acknowledging the specific requirements and challenges that are faced by this particular group. The findings will serve as a foundation for the ongoing enhancement of programmes that are designed to build skills and provide training. Vocational education is critical to the expansion and development of the economy because it provides individuals with the information and abilities that are necessary for economic participation and

productivity. Through the provision of technical skills, vocational education contributes to the creation of jobs, the elimination of poverty, and the enhancement of productivity, all of which contribute to the expansion of the economy. Additionally, it plays a significant part in the evolution of technology, which is another way in which it contributes to the growth of the economy.

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