

Skill Oriented Education

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Abstract

Skill based learning focuses on increasing employability through series of inputs to: Equip students with appropriate hands-on skills which helps them to be job- ready. Core focus on job role based skills leads to comprehensive specialisation, thereby increasing efficacy of the candidate. India's population is huge and is fast expanding at a rate of 17% and integrating rapidly into the global economy. India is among the 'young' countries in the world, with the proportion of the work force in the age group of 15-59 years. However, presently only 2% of the total workforce in India have undergone skills training. India has a great opportunity to meet the future demands of the world and can become the worldwide sourcing hub for skilled work- force. Education has a very broad connotation. It is not to be straitjacketed with schooling . About 90 per cent of employment opportunities require vocational skills. Only 20 per cent of our graduates get employed. The rest are unable to get suitable employment due to the lack of employable skills. In the present context of globalisation, the demand for skilled and multi skilled workers has increased. Therefore in the context of developing countries, such as India, there is a critical need for quality skill development and training. Skill Training interventions raises confidence, improves productivity & competency of an individual through focussed outcome based learning.

Introduction

Skill oriented education ... Technical schools will impart a much more **skills-oriented education** than the present curriculum does. As a result, students can get jobs more easily with less pressure to seek employment abroad.

Competency-based learning or competency-based education and training is an approach to teaching and learning more often used in learning concrete skills than abstract learning.... Rather than a course or a module, every individual skill or learning outcome (known as a competency) is one single unit.

Life skills

- decision-making and problem-solving;
- creative thinking (see also: lateral thinking) and critical thinking;

- communication and interpersonal skills;
- self-awareness and empathy;
- assertiveness and equanimity; and.
- resilience and coping with emotions and coping with stress.

Why is it important to get employable skills?

About 90 per cent of employment opportunities require vocational skills. Only 20 per cent of our graduates get employed. The rest are unable to get suitable employment due to the lack of employable skills. In the present context of globalisation, the demand for skilled and multi skilled workers has increased. Therefore in the context of developing countries, such as India, there is a critical need for quality skill development and training.

What is the current scenario of skill based learning in India

Skill based education is not a choice but a need in India where the demand for skilled professional is still very high and the desire to get skilled is low. learners, parents and society prefer socially acceptable qualifications in pure academic subjects. Youth in the country still incorrectly believe that skill based education leads to low paid jobs and it is perceived to be meant for only academically weak students, school dropouts and for people in the lower strata.

Besides, it is not about skilling alone. Challenge is to create right kind of jobs for which people are skilled.

Make Education more Skill - Oriented:**Kalam**

Former President A P J Abdul Kalam called for a review of syllabi in universities and senior secondary schools to make the education system more skill-oriented. "I believe that the syllabus in our universities and schools should be changed and 25 per cent of it be dedicated for skill development. When the students pass out of senior secondary schools, they should have two certificates - of passing 10+2 examination and of a specific skill acquired by him during schooling," Kalam said while interacting with a gathering of principals and teachers at Delhi Secretariat. Addressing the gathering, the former President said that there were 9,000 schools in Delhi and in each school 300 to 400 students should be enrolled in senior secondary classes. Every child should be given skill training near their schools. He advocated mobile van for skill training. The van should go twice a week to each school. He said before implementing this system, the syllabus should be reduced to 35 per cent of the present syllabus so that skill training should not be as a burden on the students. There are 70 MLAs in Delhi. The schools can function better if the MLAs concentrate on their constituencies, he said.

Kalam said that teachers had tremendous duty towards children for inculcating in them value education. He said that father and mother inculcate spiritual education in their children, but teachers, particularly primary teachers impart value education.

Young India can become a Powerhouse with Skill Based Education

About a decade ago India's growing population was a huge cause of concern for the country. Nobody realised back then that the population could turn out to be the country's biggest asset today. With a size of over 500 million plus workforce, India is destined to become a leader in the global skills-based economy.

However, the biggest challenge that plagues the country is the shortage of skilled labours across all sectors. Each year over 60 million plus students graduate and more than 70 percent of them are left unemployed because of lack of requisite skills. This could be addressed by introducing a skill based training curriculum to close the gap between unemployment and education.

What do study reports infer?

A recent study by Man Power group suggests that 67 percent of Indian employers are trying to find skilled manpower to meet their requirements and the reason for this is the lack of employability skills, such as communication, presentation, interpersonal skills, team working, etc. Introducing employability skills in our education system, enhancing the students to develop work skills and better preparing them for the job the market is a humongous mission that needs immediate attention.

As per statistics, 75 percent of India's population falls in the working age group of 15 to 59 years. By 2050, the nation's estimated working population is said to grow in excess of 1 billion in numbers which means more job seekers and a bigger employment crisis.

Currently, we have only 10 percent of the youth population of India that possess proper vocational training. It is therefore necessary to convert the existing opportunities into a reality for youngsters by addressing their needs at a massive scale across fields including engineering, technology, architecture, pharmacy, management, applied arts & crafts. This could be achieved through vocational education. These courses are designed to provide dual advantage of education and skill development which will better career prospects for these individuals.

School Education in a country of 1.3 Billion

Currently, there are over 1.3million schools operating in India where over 228 million students are enrolled for traditional education. The need to include vocational programs along with the regular programs in institutions would have a lasting impact among people.

If one could notice, there are huge dropout rates in high school, with as much as 56.8 per cent of the students discontinuing from regular schools before even reaching Class 10 exam. What happens to these dropouts? This is something one needs to worry about as these youngsters lack basic education and the necessary skills to survive in society. Vocational development at an early stage in schools would definitely help provide a solution to this section of the masses.

It would be wrong if one suggested that skill based knowledge alone is necessary as compared to regular education. Any skills would have to be taught through a medium which would naturally include knowledge of the subject and complement it. Both together would benefit the overall development of the students to sustain themselves in the future.

How do other countries fare?

Globally these courses are highly regarded and accepted among students and employers as it provides them an opportunity

to choose a particular field and master it during the course duration. Currently, Germany is the leader when it comes to vocational the training system and it is widely acknowledged that this is one of the main reasons that their engineering products are highly valued and their economy is recession proof.

Similarly, other Asian heavyweights China, Singapore and, Japan are all promoting the need for vocational training for better development. With just 12.3 percent of skilled labours, India has a huge need and necessity to act quickly to cope with and compete with global markets.

What is the solution therefore?

It is however pertinent to note that with the launch of the Make-in-India initiative, vocational education has been pushed to the forefront. The government has been trying hard to push these courses but have failed to find takers for them. Bringing in private firms to engage vocational education as a part of CSR could be a solution for the government to reach out to people in an attempt to promote vocational education. This could be done by providing private players tax concessions and financial aid. Students would benefit from these training programs as professionals from the industry would be able to train and mould them according to the global trends. Companies would also be able to hire potential jobseekers directly from these programs.

India has always been known for producing excess number of engineers and doctors this is because of the false assumptions people hold as these are high paying careers. Pride is something that has always been associated with Indian families when it comes to choosing a course, peer-pressure and lack of awareness has also affected the youths in the country. Not many are aware that a recent study suggested that students opting for the vocational ITI course have seen an almost 100 percent placement on campus despite the

uncertain economic scenario. There is a wrong notion in the minds of the people about vocational education programmes, as many feel these courses only are opted by school dropouts or students who are academically poor.

The society has to agree that skill based education is not a choice anymore but a need that could answer India's unemployment crisis. Not many are aware that companies are now looking for candidates who know their job rather than the ones who are seeking a job.

It is time Indians start building awareness highlighting the career opportunities that skill based education would offer in the present global market. It is therefore time for students, parents, authorities on their part to understand the importance of vocational education and take the necessary steps towards adopting skill based education. This could in turn work as a solution for the large unemployed labour market of India and therein help propel the country towards better progress and prosperity.

India Needs Skill-oriented Education to Boost Employability

Trade and industry sectors want their potential employees assessed in various ways. It is done to evaluate the candidates' abilities matching the desired work profile. However, most often the grudge is skill deficit or skills mismatch. **Elets News Network (ENN)** presents a report based on an interaction with industry-academia experts on how government, industry and academia can play a helpful role in skill development.

On the occasion of the launch of Skill India Mission in 2015, Prime Minister Narendra Modi said: "In the coming decades, the largest workforce required by the world will be provided by India." The Government thus set a target to create 500 million skilled workforce by 2022, accordingly. India is steadily working to become a pool of market-ready talent for the world at large and not just for domestic needs. With India having the

world's largest youth population (64 per cent of 1.3 billion in the working-age group); it is well-known that the education system will have to continue to take the lead role to provide the youngsters required skills and training, especially to higher education students.

Include Skills, Training in the Curriculum

According to the government statistics, India's youth literacy rate (15-24 years) and adult literacy rate (15 years and above) in 2011 were 86.1 per cent and 69.3 per cent, respectively. It has set a target to increase the Gross Enrolment Ratio (GER) in higher education to 25.2 per cent in 2017-18 and further to 30 per cent in 2020-21. The Government's Draft National Education Policy 2016 also envisages to include skills and training in the curriculum to expand opportunities for students to acquire relevant skills, including skills needed for work and entrepreneurship, to name a few. "There is a need to renew curricula at all levels of education with special emphasis on the emerging learning areas," states the Draft Policy.

According to Associated Chambers of Commerce and Industry of India (ASSOCHAM) report published last year, only 20 per cent of the five million students who graduate every year get employed. "India's demographic dividend will be a huge deficit if we continue to have only 20 per cent of our graduates employable. The evident gap in the industry requirements and curriculum has emerged as one of the most common reasons highlighted for this figure," said Chief Executive Officer of MeritTrac Gopal Devanahalli.

Importance Of Skills Training In Today's Education Ecosystem

Despite being world's youngest country in terms of demographic dividend, India has only 2% of the workforce skilled compared with 96% in South Korea, 45% in China, 50-

55% in USA & 74% in Germany. All these years, we focussed on building Higher Education and very little did we think of enhancing the Employability Quotient (EQ) and produce skilled manpower through skill training Interventions.

Indian Education sector has seen rapid growth in nos. of Institutions and students over last few decades. As per UGC report, in 1950-51 there were approx. 750 colleges affiliated to 30 universities, which has grown to over 727 universities, 35000 colleges & 13000 standalone Institutions in 2014-15 and counting.

Regardless of the tremendous growth, higher education has not proved too efficient to make youths of the country employable as per need of the employer due to low Skill Quotient (SQ).

In today's world of Globalisation, Skill Training is an Integral component of increasing efficiency & productivity for sound economic development of any economy, In India, it's still at a nascent stage, however the demand for skilled manpower is huge and to cover this gap, it is very pertinent to re-engineer the skill ecosystem.

As India paves its path to be a Global Economic Powerhouse, it is imperative to equip its working population with employability skills. Today, India is one of the youngest country in the world with more than 62% of the population in the working age group (15-59 years) and more than 54% of the total population below 25 years of age.

Skill based learning focuses on increasing employability through series of inputs to:

- Equip students with appropriate hands-on skills which helps them to be job- ready.
- Core focus on job role based skills leads to comprehensive specialisation, thereby increasing efficacy of the candidate.

Skill Training interventions raises confidence, improves productivity & competency of an individual through focussed outcome based learning.

In 2014, Skill Development started getting booster from the Govt. under the visionary leadership of our Hon'ble Prime Minister, Shri. Narendra Modi-he encouraged Skill India Mission and also formed Ministry of Skill Development & Entrepreneurship Skill (MSDE) to coordinate all skill development activities, capacity & technical/vocational training framework building, assessments framework. The Ministry is dedicated to skill 400 million workforce by 2022.

MSDE has launched Pradhan Mantri Kaushal Vikas Yojana (PMKVY) which is the flagship outcome- based skill training scheme, the objective of this skill certification and reward scheme is to enable & mobilise a large no. of Indian youths to take up outcome based skill training & become employable and earn their livelihood.

National Skill Development Corporation (NSDC) is a central nodal agency under MSDE responsible to build strong skill training capability through funding training partners.

NSDC has been working to define and align all the training nationally under National Skill Qualification Pack (NSQF) as defined in the National Skill Development Policy which aims at bringing standardised ecosystem well-recognised by the industry across the Globe.

India is poised to standout as one of the Skilled nations in coming years and it's time for Higher Education & Skill Training to exists in same space with seamless Integration as part of curriculum. To enable this, it is very important for the Industry and Academia to work together to generate focussed hands- on candidates with right blend of learning and employability traits.

Conclusion

India's population is huge and is fast expanding at a rate of 17% and integrating rapidly into the global economy. India is among the 'young' countries in the world, with the proportion of the work force in the age group of 15-59 years. However, presently only 2% of the total workforce in India have undergone skills training. India has a great opportunity to meet the future demands of the world and can become the worldwide sourcing hub for skilled work-force. Education has a very broad connotation. It is not to be straitjacketed with schooling. About 90 per cent of employment opportunities require vocational skills. Only 20 per cent of our graduates get employed. The rest are unable to get suitable employment due to the lack of employable skills. In the present context of globalisation, the demand for skilled and multi skilled workers has increased. Therefore in the context of developing countries, such as India, there is a critical need for quality skill development and training.

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