

EXECUTIVE SUMMARY

There is dire need in country to streamline vocational education, policy and programs to sustain economic growth and global competitiveness. It was therefore decided to take up a research study of vocational educational system in India with special focus on Power Distribution Sector and thereby develop a National Vocational Qualification Framework – NVQF of accreditation delivery quality assurance and evaluation for uniform application all over the country.

Important issues which merit attention are - As a logical step to design futuristic VET system for our business needs existing system has been studied in depth both for organized sector which employ 10% and unorganized sector which employs 90% of workforce.(National Commission Enterprise in unorganized sector NCEUS, 2005)

After opening of economy in last 2 decades, policy on / reforming education has mainly focused on school/ higher education without due emphasis on vocational education. During this period, workforce addition in country has increased from 9 million/yrs. to 13 million per year where as skill building capacity, increased from 1million to 3million per year covering barely 20% of requirement, which is far inadequate to meet economic growth.(Planning Commission Report on vocational education, inclusive growth in 12th 5 yr plan, 2012)

Similar figures for developed countries like Japan 60%, Germany 60%, Taiwan, Korea 96%-ours is one of lowest trained manpower in world. Besides we impart limited skills, 5-10% of China, Japan, with considerable mismatch / poor quality. Our productivity in engineering industry is 1/4 and Agro 1/3 of developed countries -through this study, we have addressed this issue (ILO report year , 2009)

Capitalizing on demographic dividend-By year 2020, India would be youngest nation in world with median age of 29 yrs. a massive workforce of over 600 million and age advantage of 10-15 years, compared to developed countries. Due to young population and right skills, India can meet outsourcing of 56 million skilled man power with foreign exchange earning potential of 400 billion dollars annually, against our total Foreign Exchange earnings of 300 billion dollars currently, thus a great opportunity for us.(world Bank report of Vocational Education, 2008)

Study of leading international practices of VE and lessons to be learnt. Through secondary research we have made an extensive study of VET practices in countries like China, Japan, Korea, Germany, UK which could serve as role model especially China which is comparable with our size and complexity and drawn a list of practices that serves as foundation to design a system for us. Study has attempted to evolve a world class model based on our strengths (International comparison of Vocational Education & Training , 2008)

VET-imparted through two streams formal i.e. VE in schools, Technical institutes-ITI, SDC, polytechnics. Apprenticeship training Schemes through Government, distance learning thru National Open Schools etc. and informal training in traditional system of learning thru trial and error. Formal and informal training constitute about 20% of our total workforce and balance 80% enter the careers as untrained which not only explain the malady of poor productivity, quality but also neutralizes, the low cost advantage of our Labor costs in global competition

In order to evolve a pragmatic NVQF, research was undertaken by establishing business problem by examining need for research/gaps from a thorough review of literature .Based on data collected, a validation research has been conducted, through structured survey, to understand ground realities by collating views of stake- holders viz Industry, Government Departments, Vocational institutes, employees trade associations, rural training schemes etc. and power distribution cos to identify gaps and to draw action plan (objectives) to overcome them. Though analysis is placed in report, but major policy limitation of existing system are-

Vocational Programs are monitored by 17 Central Ministries and 35 State Governments. Which lack coordination and market orientation Government talks of private participation on paper but ground realities are not promising (Majumdar, Director, Symbiosis, Poona , 2012)Unorganized sector which employs 80% of work force-in agro, construction, small medium industry, act as drag on economy.

Framing of National Skill Development Policy by Government in March 2009- It took 60 years, for Government to frame Skill Development Policy,. it is commendable conceptual framework of skill policy which clearly laying down mission, objectives, setting up of National Skill Council headed by Prime Minister in central government. Skill Development Board headed by Deputy Chairman Planning Commission, Skill

Development Corporation to coordinate with trade (Ministry of HRD, Skill Development Policy, March, 2009)

Our analysis show, planning on paper is good but implementation is poor national targets were set to create Skill Development capacity of 15 million per year in 5 years, and pool of 500 million trained manpower in next 10 years However in last three years, addition in skill development is less than 1/3 of target. (FICCI, 2010)

Essence of our research shows that over the years, VET under bureaucratic control, is positioned as a low cost model with, low quality and wages, inferior to academics, meant for lower strata of society. This has impacted skill capability. In the report we have addressed this problem through following 12 Step Strategy -

1. Foremost need is to delink VE from bureaucratic control to professional bodies
2. Urgent need is change of outlook and philosophy of positioning Vocational Education in our national policy, by focus on human behavioral factors
3. Sizing up skill development task in country- classification of skill levels,
4. Appraisal of existing national vocational education and training policy
5. Based on international practices, suggested vocational education structure
6. Setting up sector skill councils for market linkage and skill assessment
7. Establishing NVQF for, delivery, quality assurance, flexibility, standardization
8. Creation of vocational university, related infrastructure to accelerate pace
9. Faculty training and development for vocational education
10. Plugging the biggest gap effective training system for unorganized sector
11. Setting up National Labor Market Information System (LMIS)
12. Role of National Skill Development Corporation in skill development

Focal theme of research is to put in place an Integrated National Vocational Qualification Framework-NVQF for power distribution sector with related infrastructure of accreditation, delivery and Quality assurance. The same concept can be extended to evolve a universal framework for other sectors.

Through this study vocational education to be redesigned as per global standards to cater to domestic requirements of knowledge workforce but also meet outsourcing demand of foreign markets of 50 million skilled manpower with a earning potential of 400 billion dollars per annum, a great opportunity which needs to be channelized through a pragmatic skill building plan