

Study on “Understanding of Skill Training Institutional Model
of Selected Countries and Employability Status & Labor Market
Outcomes of ITI Graduates in Patna, Bihar, India”

By

Anand Gaurav

*Dissertation submitted for the partial fulfillment of the
MBA Rural Management*

Academic year, 2017-2019



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TO WHOMSOEVER MAY CONCERN

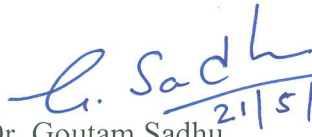
This is to certify that Mr. Anand Gaurav, student of MBA Rural Management (2017-19) from The IIHMR University, Jaipur has undergone internship training at Help A Village Foundation, Patna from February 25 to May 3.

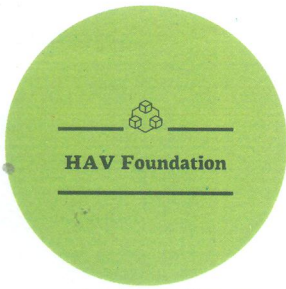
The Candidate has successfully carried out the study designated to him during internship training and his approach to the study has been sincere, scientific and analytical.

The Internship is in fulfillment of the course requirements.

I wish him all success in his future endeavors.


Prof. Rahul Ghai
Dean In-charge (SDS)
The IIHMR University


Dr. Goutam Sadhu,
Professor
The IIHMR University, Jaipur
21/5/2019



www.havfoundation.org

CERTIFICATE

The certificate is awarded to

Anand Gaurav

In recognition of having successfully completed his
Internship in the department of

AXIS BANK CSR PROGRAM

and has successfully completed his Project on

**A Study on "Understanding of Skill Training Institutional Model of Selected Countries and
Employability status & Labor market outcomes of ITI Graduates in Patna, Bihar, India"**

**25 FEBRUARY 2019 TO 3 MAY 2019
HAV FOUNDATION**

He comes across as a committed, sincere & diligent person who has a strong
drive and zeal for learning

We wish him all the best for future endeavors

Priganka Singh
Director- HAV Foundation

Help A Village (HAV) Foundation

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THE IHMR UNIVERSITY, JAIPUR

CERTIFICATE BY SCHOLAR

This is to certify that the dissertation titled **A Study on “Understanding of Skill Training Institutional Model of Selected Countries and Employability status & Labor market outcomes of ITI Graduates in Patna, Bihar, India “**and submitted by **Anand Gaurav** , Enrollment No **0022** under the supervision of **Dr.Gautam Sadhu** for award of MBA in Rural Management of the University carried out during the period from **February 25 to May 3** embodies my original work and has not formed the basis for the award of any degree, diploma associate ship, fellowship, titles in this or any other institute or other similar institution of higher learning.


Signature

List Of Abbreviations

AP.....	Andhra Pradesh
ATI.....	Advanced Training Institute
ATO.....	Assistant Training Officer
BBBT.....	Broad Based Basic Training
CoE.....	Centre of Excellence
CSS.....	Centrally Sponsored scheme
CTS.....	Craftsman Training Scheme
DGT.....	Directorate General of Training
GOI.....	Government of India
HP.....	Himachal Pradesh
IDP.....	Institutional Development Plan
IMC.....	Institution management committee
ITC.....	Industrial Training Centre
ITI.....	Industrial Training Institute
ITW.....	Instructor Training Wing
J&K.....	Jammu & Kashmir
MoU.....	Memorandum of Understanding
MP.....	Madhya Pradesh
NPD.....	National Project Director
NPIU.....	National Project Implementation Unit
PIP.....	Project Implementation plan
SM.....	Specialized Module
TCPC.....	Training Counselling and Placement Cell
TCPO.....	Training Career and Placement Officer
VTIP.....	Vocational Training Improvement Project
WB.....	West Bengal

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Introduction

Mastery/Skill improvement is essential for money related advancement and social headway. The skill advancement in India is must for almost 12 millions youth entering workforce every year to sustain themselves in the competitive market. It is assumed that in the period of seven years 2005 – 2012 ,only 2.8 million jobs were created formally across the nation. To engage business arranged workforce later on, the youthful ought to be outfitted with fundamentals and preparing.

As India is putting foreword several steps in the process of transformation in to a Knowledge Economy, it ends up being continuously critical that the nation must focus on progress of skills and these steps must be relevant towards attaining the goal. In order to achieve the twin focal points of money related advancement and positive impact on nation's youth requires the GDP to grow dependably at 8-9% per annum. This requires enormous progression in a couple of zones, including establishment improvement, cultivating advancement joined with gainfulness upgrades, budgetary part improvement, a strong business condition, competently reinforced by a talented workforce.

The country faces a double trial of extraordinary absence of significantly arranged quality work, similarly as non-employability of tremendous portions of the trained & skilled work force having essentially no movement capacities. The ability improvement issue in India is hence significant both at the intrigue and supply level. To satisfy the need side test, consistent undertakings are being made towards advancement of budgetary activities and creation of tremendous work openings. On the supply side, a direct look at the foreseen youth people gives a sensible inspiration to believe that this nation has the solidarity to consider this intrigue. Regardless, the employability leftover portion is scrappy and remains an essential zone of concern. Viably gigantic openings exist between the business necessities and the element of capacities of workers on account of contrasted reasons including lacking getting ready establishments, wrong mix of abilities and preparing, out of date instructive module, confined industry interfaces,

obliged models, etc. The capacity progression condition in India is slanted towards a formal guidance structure with limited proficient getting ready.

India is at present moving toward a united vision of:

- Scaling up: Increase aptitude improvement limit.
- High inclusivity: The expertise improvement exercises will handle inclusivity and lessen divisions, for instance, male/female, provincial/urban, dealt with/messy business and regular/contemporary workplace.
- Dynamic and solicitation based system organizing: The aptitude improvement exercises support the supply of arranged workers who are adaptable dynamically to the changing solicitations of business and advances.
- Choice, competition and duty: No isolation between private or open transport - criticalness on results, customers choice and contention among getting ready providers and their obligation.
- Policy coordination and comprehension: Skill improvement way to deal with be a crucial bit of exhaustive fiscal, work and social game plans and activities. A framework for better coordination among various Ministries, States, industry and various accomplices will be set up.

To be sure, even after more than fifty years of Indian self-rule the clash of underprivileged to get identical rights openings so far continuing in the country. Regardless, consistently, while the status of capable people in the states of south India has showed up of essential improvement, various states, particularly the Hindi heartland states, which join Bihar, have fallen behind. Much has been said about the inescapable thought of social and budgetary backwardness in Bihar. As shown by a progressing report driven by Rajiv Gandhi Foundation 26 out of the 100 most tragic area in India, are from

Bihar. This sets up more than two third of the state (Source: District level hardship in the new thousand years).

Bihar Context

Bihar is a champion among the most skilled states of the country to the extent its land zone, ready soil, plenteous water resources, and an enthusiastic culture well off ever. Bihar is a land catapulted State, having huge work intensity of continuing on shrewd people and the huge supplier of HR in the country. The workplaces for giving getting ready are exceptionally inadequate in context on its masses. Bihar needs to make a large number of capable work to fulfill the enthusiasm of Industry to keep pace with its inventive solicitations for the creation of such skilled work. The state must have getting ready foundations of high gauge. It requires creation of new Hi-tech Training establishments and up level of existing ITIs. Government has opened at any rate one ITI in all zones and one WITI in all divisions. Full scale Seating Capacity of ITIs and ITCs is 8890

Review of literature

A literature review empowers the researcher to get more deeper in the research and more extensive pertinence of the issue close by, to give new thoughts, clarifications and speculations. The last and explicit explanation behind reviewing on related writing is to know the proposals of the past researchers for further research which they have recorded in their study.. Review of the related writing encourages the researcher to familiarize himself with flow learning in the field or zone in which specialization is going to lead his examination.

Singh and Kaur (2018).

Singh and Kaur led an investigation entitled "A Study on Skill Development of Paint and Coating Industry". This examination meant to recognize the reasons behind deficiency of skills in paint industry and to decide how to manage ability hole among painters. Essential information sources were utilized for the investigation.. The findings of the investigation showed that absence of work force and deficient arrangements for the preparation of painters are the fundamental explanations for the lack of skill in paint industry. The consequences of the present examination show that there is lack of talented workforce in paint industry. Abilities are dependably appeared in the nature of work. Low quality of works could be the consequences of the absence of gifted painters. Unskilled painters produce low quality of works. Required trainings has a positive and huge impact on execution of workforce. The outcome demonstrates that painters need formal training... There is an ability hole in paint industry. There are different issues looked by the painters. Painters face trouble in getting work. They don't get auspicious installment for their work. The painters take a shot at statutes and there is no arrangement for their security against hazard. To diminish the hazard there ought to be the protection of painters.

Ansari and Khan (2018)

Ansari and Khan (2018), led an examination on "Job of Education and Skill Development to Promote Employment in India". The objective of the investigation were to break down and feature the status of contemporary instruction as for ability improvement and to give a few recommendations dependent on the perceptions and examination of the investigation. The investigation depends on optional information gathered from distributed reports, studies, books, conspicuous locales, media reports and so forth. Investigating prerequisites of the goals of the examination the exploration configuration utilized for the investigation is of enlightening kind. It is inferred that to whole up expertise improvement for India is basic from both the financial and statistic perspectives. It is a significant device for diminishing destitution, upgrading intensity and employability and to advance the self-business among young people. With this new methodology, our economy can doubtlessly accomplish its focused on results. In India, around 12 million youth enter the workforce consistently, with poor training and unimportant work abilities, on the off chance that they are jobless because of absence of aptitudes, enormous social distress could emerge. Presently the time has come to quit spending on that defective methodology and completely grasp the all around demonstrated preparing based model. Specifically, to move further into an information based economy, to elevate modern improvement and to accomplish high financial

Gupta and Agarwal (2018),

Gupta and Agarwal (2018), led an examination on "Preparing Prospects in Power Sector in India". The target of the investigation were to discover the different preparing exercises going on in the power segment. It likewise centers around the sort and dimension of trainings gave, sort of association engaged with giving such sort of trainings and the term of the preparation. The examination will cover open and private players engaged with bestowing preparing in power area. The investigation presumed that preparation programs in power area are directed for each dimension through different

modes like present moment, long haul, and workshop, graduate and post-graduate projects. With the developing limit of the division the requirement for labor necessity is as of now followed out and control part expertise board is working for conferring abilities and expanding the employability proportion accessible for the immediate utilization of individuals to the business with new procedures and skill. Endeavors are being taken to re-expertise the current workforce and refreshing them with the new roads accessible and drawing nearer into the segment. Still there is a hole between the labor required and the labor accessible. Power Sector Skill Council alongside National Skill Development Corporation has thought of new projects, and to keep up the measures, included the private players in bestowing abilities to the adolescent of India.

Shrivastav and Jatav (2017)

Shrivastav and Jatav (2017), directed an investigation entitled "An Analysis of Benefits and Challenges of Skilling India" The primary point of this paper was to think about the prospects and difficulties for skilling in India. The particular targets of the investigation were to contemplate and break down the Indian experience of ability improvement in India and examine the difficulties looked for aptitude advancement in India as far as budgetary assets. Information has been assembled from the auxiliary hotspots for the examination. The information fundamentally gathered from the Ministry of Micro, Small and Medium Enterprises (MSME), sites of the separate new businesses organizations, sites of the different Government offices and their yearly reports. The examination uncovered how the various kinds of projects propelled by Government of India can produce openings for work in India with new Industrial aptitude necessity. The examination discovers the general status of Skill limit accessible, expertise necessity, ability hole and activities taken by Government of India for Skill Development. The current ability advancement approach in India needs a dire treatment. The institutional structure needs improvement with more prominent interest in preparing foundation and an accentuation on supporting an easygoing work power that should be went with motivating forces for private segment investment as well.

Legislature of India Initiatives

Govt. of India Minister revealed the Skill India fight on 15 July 2015 with an arrangement to get ready in excess of 40 crores people across India in different aptitudes by 2022 for which GoI has impelled a heap of capacity improvement exercises went for skilling jobless youth to make India the ability capital in the world. A segment of the exercises in such way are:

- Ministry for skill development & Entrepreneurship (MSDE) has been surrounded all of a sudden to focus on overhauling employability of the pre-adult through capacity improvement.
- Pradhan mantri kaushal vikas yojana (PMKVY) plans to enable incalculable youth to take up industry-significant aptitude setting up that will help them in checking an unrivaled occupation. National skill development mission has been made to make association transversely over divisions and States the extent that capacity planning works out.
- Pradhan Mantri kaushal vikas Kendra : Skill India Mission pictures setting up of more than 400 kaushal Kendra (PMKKs) in 415 area the country over centering to get ready in any event
- Deen dayal upadhyaya grameen kaushalya yojana (DDU-GKY) under the Ministry of rural development, Government of India means to get ready nation youth who are poor and give them livelihoods having standard month to month remuneration or over the base wages. It is one of the pack of exercises that endeavors to propel common occupations. It is a bit of the national rural livelihood mission (NRLM) , the Mission for poverty decline called Aajeevika.

- The primary Indian Institute of Skills is being developed at Kanpur by the Union Ministry of Skill Development and Entrepreneurship in relationship with Institute of Technical Education, Singapore. Pushed by the Singapore model of setting up, the Indian Institute of Skills means to grasp diverse acknowledged methodology the country over.
- National Apprentice Promotion Schemes and Drivers' Training Institutes helps in apprenticeship planning as it is a noteworthy gadget for keeping an eye on mastery confounds.
- Sector skill councils have been set up as self-administering industry-drove bodies by NSDC. They make occupational standards & qualification bodies, make competency structure, lead train the trainer programs, direct ability gap studies & assess and certify students on the instructive modules acclimated to national occupational standards made by them. NSDC has total 38 Sector Skill Councils (SSC) supported in organizations, creating, cultivating and bound together organizations, and easygoing zones.
- To meet the objectives of ITI qualified plausibility for accomplishing higher insightful ability Directorate General of Training (DGT), MSDE and National Institute of Open Schooling (NIOS) have agreed to a game plan and pushed Dual System of Training and Space based Distance Learning Program (SDLP) for MSDE. Through these undertakings, a broad number of understudies arranged at various ITIs including remote zones the country over can get to the addresses of benefit individuals, subsequently making a virtual homeroom.
- SANKALP (Skills Acquisition and Knowledge Awareness for Livelihood Promotion moved by MSDE): The essential focuses of the endeavor join strengthening institutional segments at both national and state levels, developing a pool of significant worth mentors and assessors, making intermixing among all mastery getting ready activities at the state level, setting up solid checking and evaluation structure for aptitude planning programs.

Tries taken by NABARD towards Skill Development

NABARD supports Skill development programs for empowering time of pay business open entryways similarly as autonomous work for the common youth. In the midst of 2017-18, cash related assistance of Rs.969.76 lakh was approved for coordinating 1500 tasks covering 35462 candidates on Entrepreneurship and Skill improvement.

- NABSKILL: To give further main impetus for nation business endeavor, on 29th November 2017, NABARD has moved an automated interface action - NABSKILL (www.nabskillnabard.org) to find the nuances everything being equivalent (Training Seeker, Training Provider, Placement Agencies and NABARD) related with mastery improvement exercises of NABARD
- NABARD supports ability improvement in a from beginning to end model on specific reason through NGOs/VA Skill headway/business venture improvement through commonplace free work, getting ready establishments to ensure enthusiasm of lenders in the business endeavor improvement natural framework.

Objectives :

The presented study has major four objectives,

- The specific objective of the study is to understand the skill training institutional model of selected country including India
- To access the employability level & Labor market status of ITI pass outs from ITI patna
- To identify the gaps & providing skill training by ITI's for suitable
- To suggest potential arrangements or ways. for effective institutional environment

RATIONALE OF THE STUDY & Methodology

The foremost purpose of the study is to assess the employability status of ITI pass outs & labor market outcomes associated to them. The study tends to document the performance and financial stability along with placements assistance provided to ITI Graduates by existing set ups. Four trades which was reported highest number of enrollments is taken, Electrician, M.Electronics, Welder & Mechanical. The current study also tends to examine the present skill eco system in India , challenges faced by them and will provide possible solutions based on the research outcomes.

Three major indicators has been taken,

- Assessment of employment status
- Labour market outcomes
- Training & placement assistance provided.

Study Design & Sampling

Nature of study : -

Cross sectional Descriptive study in Government ITI Patna. A total of 60 pass outs have been interviewed out of total 202 reachable on random basis.

Data Collection & Analysis :-

Data has been collected using a structured questionnaire using ODK collect. Further Data will be analyzed using EXCEL & SPSS tool.

Inclusion & Exclusion Criteria:-

Pass outs of the year 2017 who were reachable at the time of assessment has been included as a part of the study to analyze the present market trends while all other alumni has been excluded.

Research Questions :

- Is the skill set which the students gain is capable for sustaining in the market ?
- To what extent does the institution help the trainees to gain the required skill set?

Study Limitations

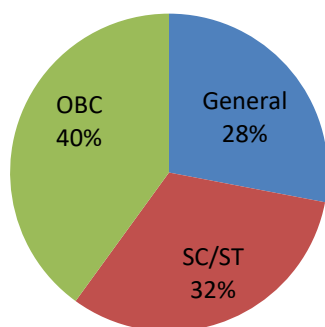
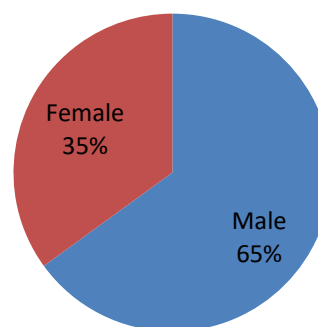
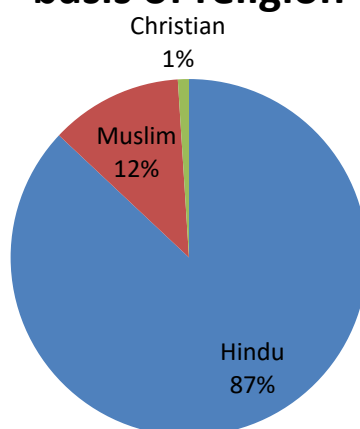
- Several attempts, visits, and follow-up calls must be made to procure reasonable data from the principals even after the assistance, co-errand and intervention of specialists of district and their state accomplices.
- Data obtained from ITIs had inconsistency including inaccurate contact numbers and addresses of participants, various ITIs in like manner given understudies go out data to some other year paying little mind to evident direction on sharing data for simply those understudies who have gone out in year 2012.

Findings from the Study

The table distributes the respondent on basis of Caste, Gender & Religion. General caste represents 28% of sample followed by 32 % & 40% belonging from SC / St and OBC respectively.

Participation of male pass outs in the research is 65 % where as female participation is counted 35 %. Hindu constitutes the maximum of 87% followed by Muslim & Christian.

Table 1 ; Demographic Profile of Pass outs			
(N = 60)			
Determinants		Numbers	%
Caste	General	17	28
	SC/ST	19	32
	OBC	24	40
Gender	Male	39	65
	Female	21	35
Religion	Hindu	52	87
	Muslim	7	12
	Christian	1	1

Graph 1 : Distribution of respondent on basis of Caste**Graph 2 : Distribution of pass outs on basis of Gender****Graph 3 : Distribution of respondents on basis of religion**

Trade Analysis of Pass outs

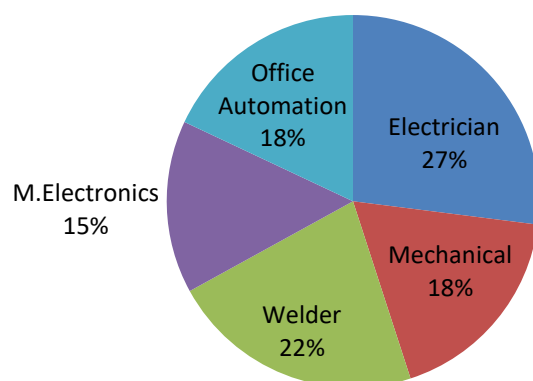
The following table states Pass outs respondents from different trades of ITI were taken to consider the market trend of those trades, Five major trades Electrician, Mechanical , Welder , Motor Electronics & Office Automation represents almost equal participation .

Electricians trade pass outs were the majority participants with 27% where as Motor Electronics is the lowest with 15%.

Table 2 : Trade selection

(N = 60)		
Trade	Numbers	%
Electrician	16	27
Mechanical	11	18
Welder	13	22
M.Electronics	9	15
Office Automation	11	18

Graph 4 : Distribution of pass outs as per trade

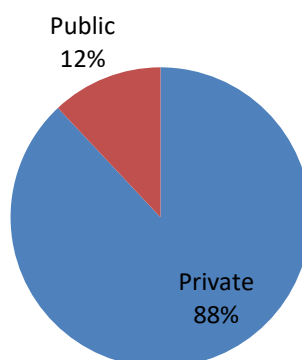


Status of Employability among pass outs respondents

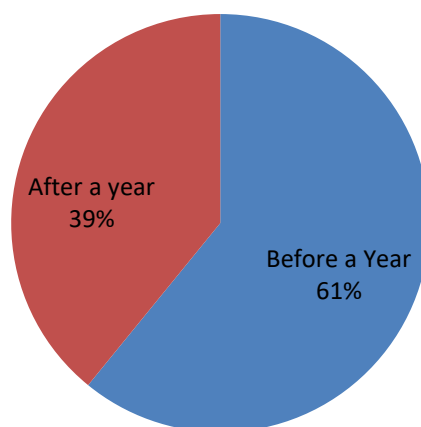
Table demonstrates that 65% of the total respondents were employed at the time of assessment where as rest 35% were looking for a job, among all the employed pass outs 88 % are working in private sector & the rest 12 % represents government sector . On further analysis it is found that 1.5 % percentage of pass outs who were the part of labour force got the opportunity before a year where as other got the jobs a year after certification.

Table 3 : Employment status of Pass outs

(N = 60)	
Employed	65%
Un Employed	35%

**Graph 5 : Distribution of working pass outs
bas per sector of employment**

**Graph 6 : Distribution of working pass outs
on basis of time taken to get the employment**



Employment status on basis of demographic profile

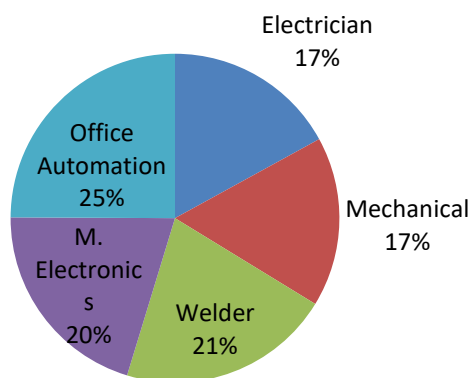
Table 4 represents the status of employment among pass outs on basis of their Gender, Caste & Religion. Male employments is 56% while female has more opportunities 81%, SC / ST has the highest % of employment of 79% against general caste 71% and OBC having 50%, Study reveals that there is a slight difference concerned to employment status between Hindu & Muslim which is 65% and 57 % respectively.

Table 4 ; Employment of pass outs on basis of demographic profile		
(N = 60)		
Determinants		Employment in %
Gender	Male	56

	Female	81
Caste	General	71
	SC/ST	79
	OBC	50
Religion	Hindu	65
	Muslim	57

Graph 7 demonstrates the status of employment on basis of trade opted by the pass outs candidates, Office automation pass outs contributes the highest percentage of 25 followed by 21% in welder segment, 20% in M.electronics, 17% both in electrician and mechanical segment.

Graph 7 : Distribution of working pass outs on basis of trade



Labor Market outcomes among pass outs graduates

The table below demonstrates the Average salary of pass outs graduates on basis of Religion, Caste, Gender & trade. Average salary in Muslim is found highest INR 11071 followed by Hindu INR 8906 & Christian INR 6500. General and SC/ST has a minute difference of Rs.19, Average compensation to general candidates is found INR 10424

while in SC/ST it is 10405.OBC having the lowest monthly compensation of INR7175. Male participants is receiving a monthly wages of INR9697 where as female participants with INR8308.

Mechanical branch provides the highest compensation opportunity of INR10863 followed by welder INR 9477 and Motor electronics INR 9122. Pass outs from Office Automation trade & Electrician is getting a monthly Compensation of INR9000 and INR7706 respectively.

Table 5 : Average Monthly salary of pass out graduates on basis of demographic profile and trade.		
(N = 60)		
Determinants		Average salary
Religion	Hindu	8906
	Muslim	11071
	Christian	6500
Caste	SC/ST	10405
	OBC	7175
	General	10424
Gender	Male	9697
	Female	8308
Trade	Electrician	7706
	M.Electronics	9122
	Mechanical	10863
	Welder	9477
	Office Automation	9000

The month to month pay of the graduated class has been differentiated and the National per capita use utilization 2014 in urban locale, as dispersed by Planning Commission (Source: Report of ace social event, Planning Commission, Government of India June

2014). The nuclear family gauge is taken from census 2011, considering this family use has been resolved and after that differentiated and the month to month compensation of the graduated class. The examination demonstrates that graduates were increasing 15.2% over the poverty line, kind of ITI wise nuances has been sorted out underneath.

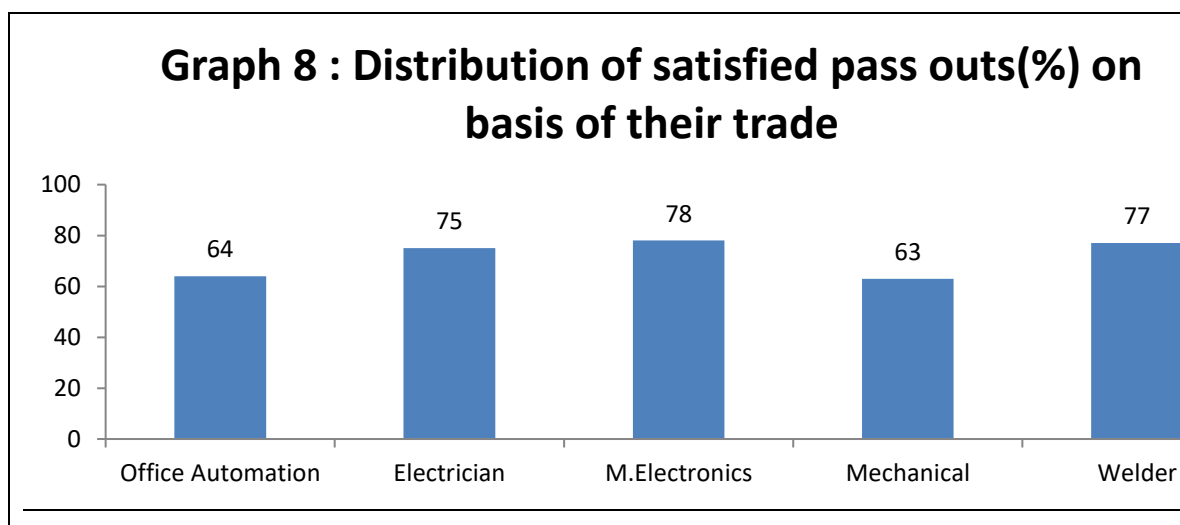
Distribution of sample by their Monthly income and its comparison with Poverty Line

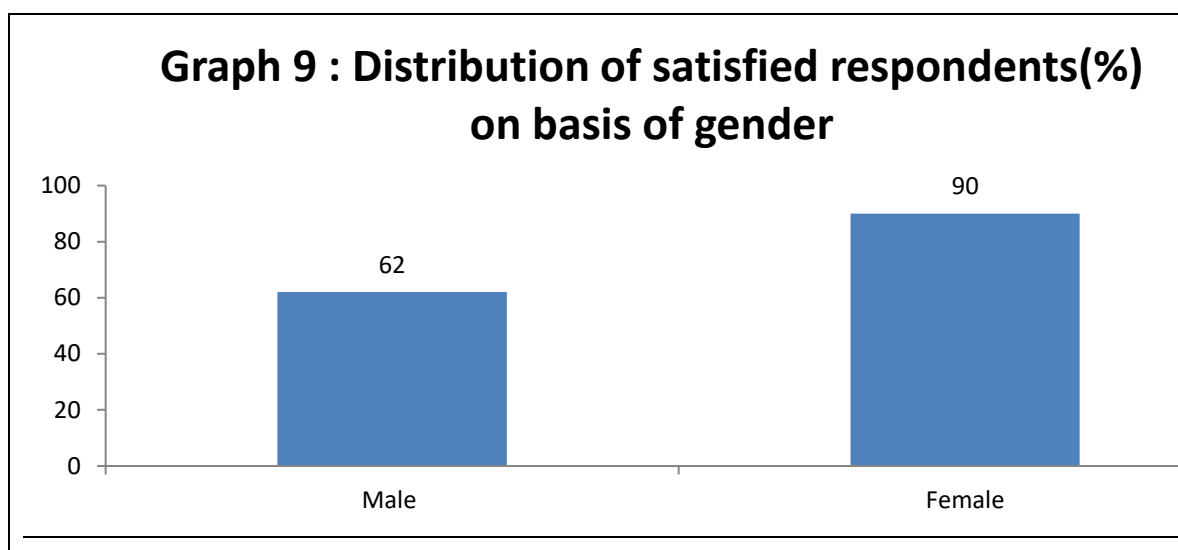
Type of ITI	Average Monthly Income			Average monthly per capita Consumption-Urban			Additional Income	% above poverty line
	Average	Minimum	Maximum	Monthly per capita income	Household size	Household Income		
Government	8918	4500	26000	1407	5.5	7739	1179	15.2
Average monthly per capita consumption in urban area (1407) planning commission Household size (5.5) census 2011								

Analysis of level of satisfaction among pass outs

The table below tends to check the satisfaction of respondents with the current employment band employers, It is found that 71% of respondents were satisfied at the time of assessment while the rest 21% were unsatisfied with their job. Pass outs from Motor electronics, welder and Electrician were highly satisfied with percentage of 78%, 77%, and 75% while office automation graduates were least satisfied with 64%. Level of satisfaction was found high in females (90%) and Male (64%)

Table 6 : Satisfaction with the current employment	
(N = 60)	
Satisfied	43 (71%)
Unsatisfied	17 (29%)



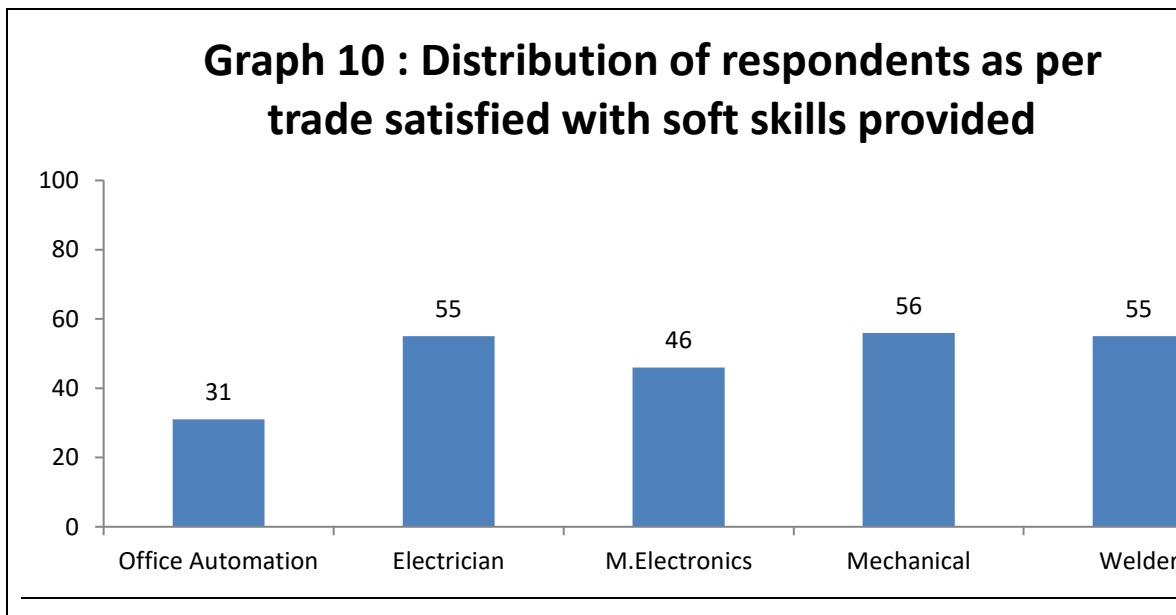


Assessment of quality of soft skills provided by the Institution

The table below demonstrates the satisfaction of impact of soft skills on pass outs graduates provided by the institution. Several ways to develop soft skills among graduates were analyzed, Use of computers, Spoken English, has the highest acceptance of 68% and 67% while preparation for interview and personality development has the lowest acceptance of 12% and 23%. After further analysis it is found that Mechanical, Electrician & Welder trade students were most satisfied with 56% and 55% both while office automation students were least satisfied with 35%.

Table 7 : Soft skills quality provided by the institution	
(N = 60)	
Soft Skills	% satisfied with quality of delivery
Personality Development	23
Placements Service	32
reasoning	24
Spoken English	67
Use of computer	68

Attending Interview	12
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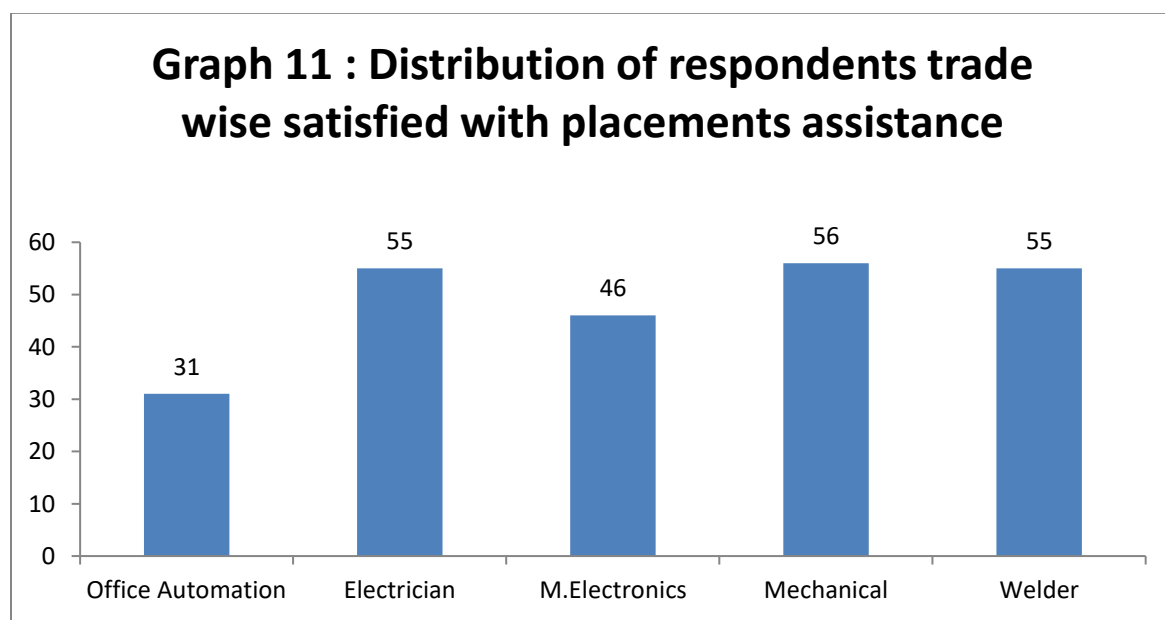


Assessment of placements assistances provided by the institution

The table below demonstrates the satisfaction of impact of placements assistances provided by the ITI on pass outs graduates. Several ways to develop soft skills among graduates were analyzed, Career related information, linkage with employers and organizing job fairs, has the highest acceptance of 56%, 48% and 43% while recommending suitable profile for candidates and apprenticeship has the lowest acceptance of 21% and 28%. After further analysis it is found that Mechanical, Electrician & Welder trade students were most satisfied with 56% and 55% both while office automation students were least satisfied with 35%.

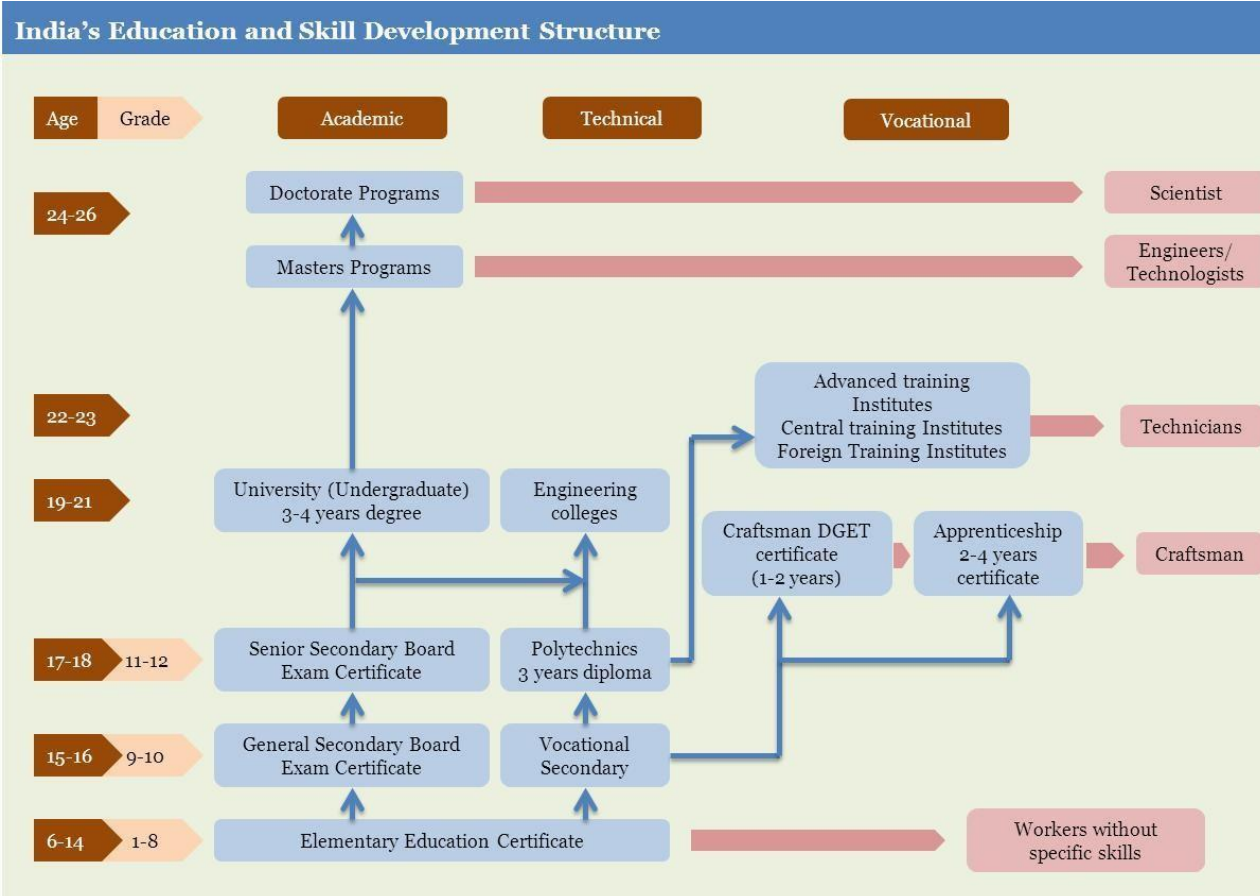
Table 8 : Placements Assistance provided by the institution	
(N = 60)	
Placements Assistance provided	% Satisfied
Apprenticeship	28
Career information	34

Company details	27
CV Preparation	41
Career information	56
Job application form	39
Linkage with employers	48
Position Display	43
Profile Recommendation	21
Job fair	43



Present scenario of vocational training in India

The current structure of India's vocational training can be described as,



Required skill gain in India takes place largely through two channels, formal and informal way. Formal way comprise of vocational institutes like ITI/ITC and others while largely it is happening through a peer to peer learning that's informal way.

Current seating capacities of various vocational training providers in India

It is estimated that a total of almost 13 million youth are entering the labor market every year to complete and it is very desired to carry the required skill sets ,in the formal channel seating capacities 1.7 million only which is huge deficit as per the demand. The following table represents the seating capacities of institutions providing vocational trainings in india, both government and private.

Region	No. of Govt. ITIs	Seating capacity (Govt.)	Number of private ITIs	Seating capacity (private)	Total ITIs	Total seating capacity at ITIs
North India	813	130818	3757	458837	4570	589655
South India	437	100828	3056	347926	3493	448754
East India	209	58250	1569	250301	1778	308551
West India	825	208474	1298	137402	2123	345876
GRAND TOTAL	2284	498370	9680	1194466	11964	1692836

Source : Ministry of labour

World bank says that in India person aged from 15 – 29 , only 3% of the labor force receive the required skill sets which is desirable to sustain in different fields through formal ways and other 8% receive it through informal ways. Tragically, the present size of India's formally talented workforce is little. According to the most recent overview by the Labor bureau for 2013-14, just 6.87percent of people above 15 years of age or more have gotten or were getting professional preparing, of which just 2.81 percent was through formal channels while 4.2 % was through the casual framework. Conversely, talented workforce in different nations is a lot higher – Korea (95%), Germany (around 75%), Japan (=80%) and United ingdom (66%)

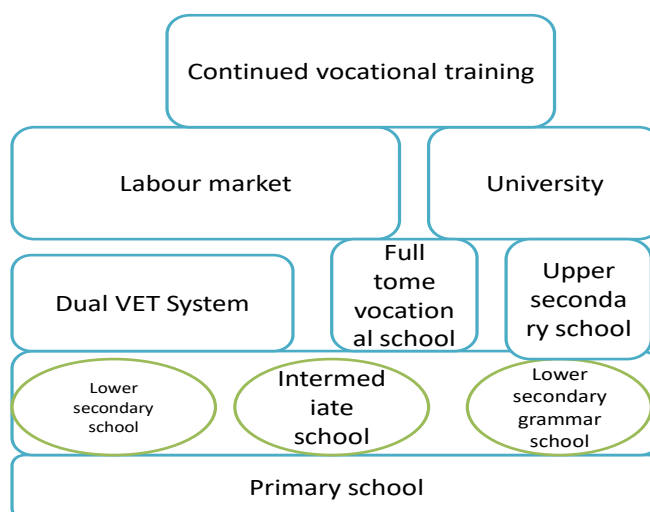
Vocational training and Education : Global context

Germany:

Germany basically follow a two tier system for vocational education & training (VET) for students of age group 15 - 29. This system is called “dual” because training, is conducted in two different places one in the company itself and other in vocational schools. The company provides practical learning while vocational school supplements on-the-job-learning with theoretical knowledge and its economical background.

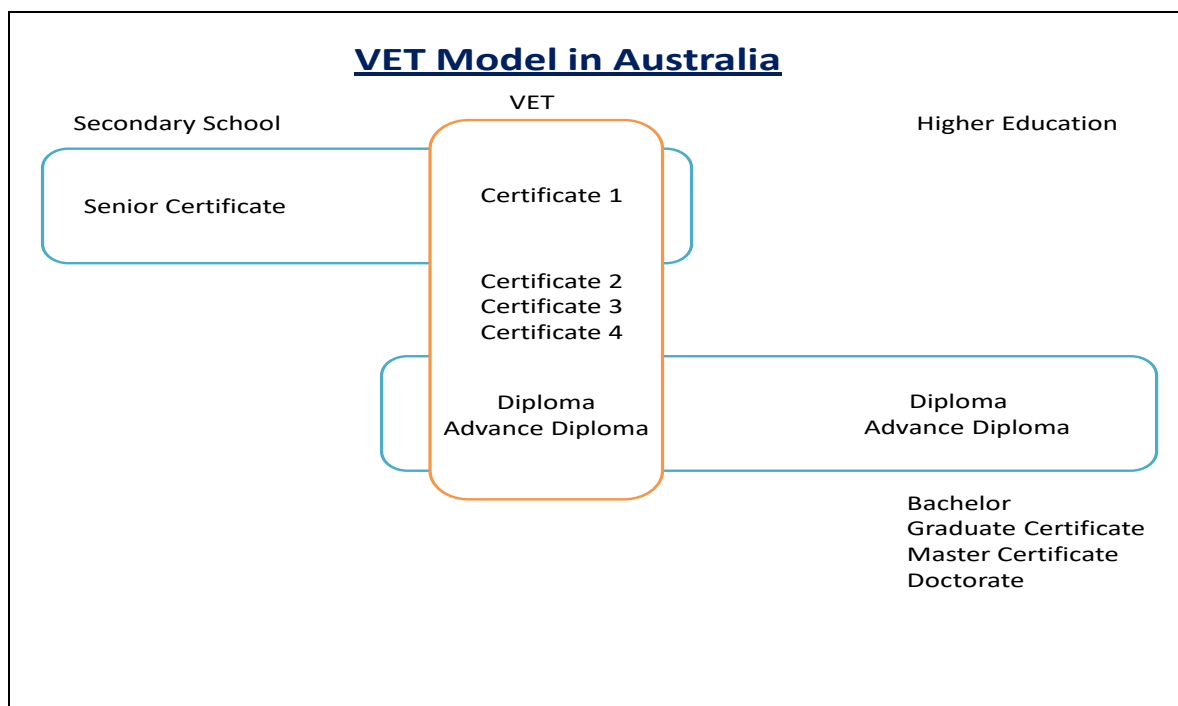
The dual system improves mobility and impart more practical knowledge to students it offers more flexibility in terms of more option and career opportunities. The system ensures that the course curriculum and the contents delivered is abreast with the changes happening in the industry or that particular sector. It offers a great industry linkage as keeps the quality of training supreme.

Figure : Model of vocational studies in Germany



Australia

Australia's vocational and educational training is well known for the unique model which emphasizes more on competencies based outcomes rather than the schooling process or the number of hours of a particular course attended by an individual. Additionally this present system enables a person to gain formal certification regardless of when, how and where the training was conducted. It focus on lifelong learning. Education in Australia for age group 4 – 15 is compulsory; people are free to get enrolled in vocational learning after the age of 15.



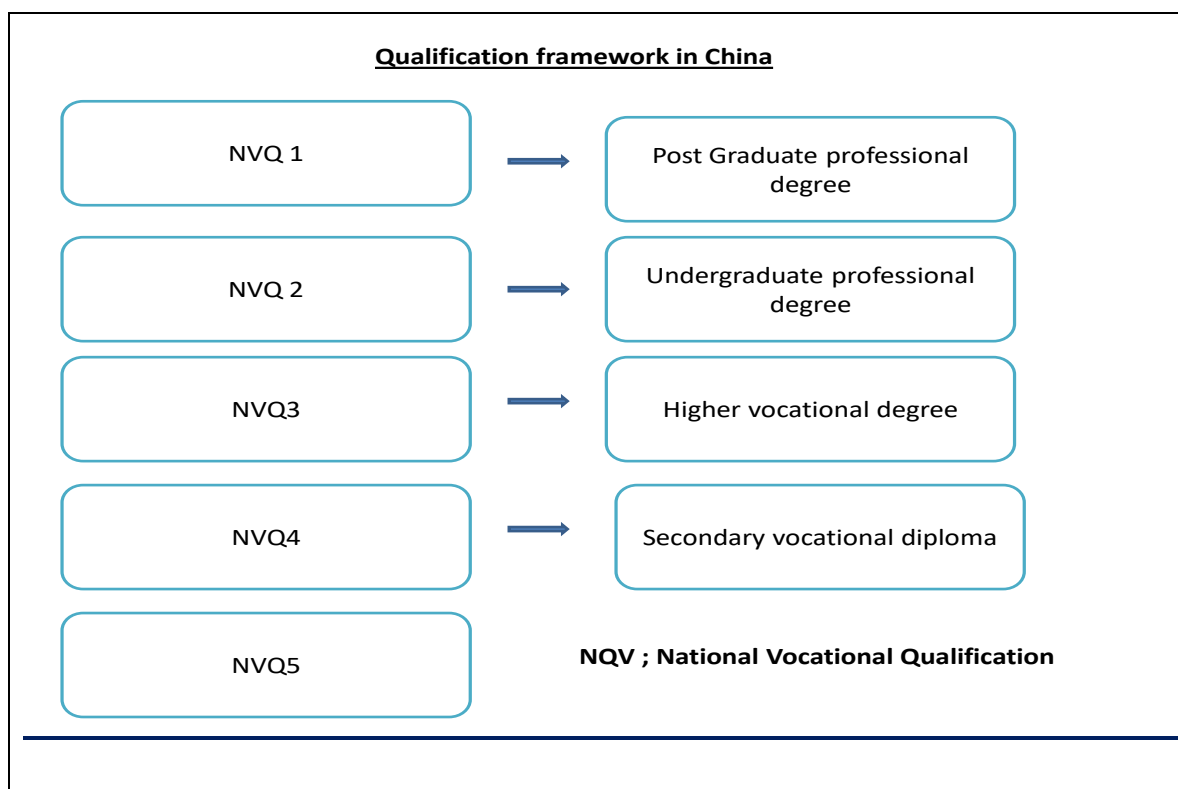
Silent features

- Level one certified candidates are treated equivalent to degree from a secondary school,
- Diploma or advanced diploma certificates can be issued by VET system
- Some types of certificates can be issued to a person with very little or no formal training depending on the numbers of years a person has worked in a particular sector / company.

China

Chinese vocational & Technical education has produced a huge low skilled workforce and lower level managerial positions in recent years. It is more associated with specialized training institutions, two or three years degree with the close linkage with local based industries and local demand.

Post secondary education system in China can be categorized in four segments, A four year course degree three and two years courses.



Silent Features

In China, school-education just as professional education focus more on practical knowledge to the students. Industry support in professional courses is guaranteed through the 1996 Vocational Education Law. As per the approved law, every student must spend one year on working environment for their upper secondary program. Industry cooperation is an inbuilt approach for the whole framework. The enterprises also participate in curriculum design, teacher training, provision of training equipment in the schools, and placing students for internship etc.

Major findings / Observatio

- Vocational education training model adopted by the developed countries ensure the participation of employers/Industry in developing curriculum, training contents, training of trainers & on site training procedures, More emphasis on practical teaching rather than class room teaching establishes a better coordination between industry & trainees, trainers are well updated about new innovations & demand of market, boosts the chance of absorption of trainees in specialized fields. On the contrary Indian model is more focused on theoretical content delivery ,very seldom updated curriculum leads to less mobility of candidates and create a huge gap between trainees & Industry requirements.
- The employability percentage among ITI graduates is quite low of 61% as compared to 92% in Germany, 86% in UK. Students mobility , Outdated curriculums and lack of diversified trades lead to less employability. Though there is no such evidence from the study which demonstrates the difference in working percentage on basis of Gender ,Caste and religion. It can be concluded as each section of the society has an equal representation.
- The average compensation received by the pass outs is far below (INR8900) just above the minimum skilled labour wage in Bihar of Rs.266/day to compare from Germany(INR 37000) & China(INR 31000) against the two year training provided to them. Institute Management can play a vital role in improving the linkage with industries to provide a better wages as per market trends. Though there is no such evidence from the study which demonstrates the difference in working wages on basis of Gender ,Caste and religion..
 - Only 42% of the pass outs were satisfied with the quality of soft skills imparted by the institution and about 38% were satisfied with the placements assistance provided by the ITI's,system needs to be strengthened.
 - Comparison of current wages earned by the pass outs with Average monthly per capita consumption in urban area (1407) planning commission & Household size (5.5) census 2011,revealed only 15% wages above the line of poverty.

Challenges in skill development

- **Mobility issues**

During the data collection phase several un employed graduates revealed that fact of having a job in hand but they refused as the employer's demand was to work in a city away from home, it is found that almost 32% among unemployed would have been employed in private sector if he would have agreed to work away.

- **Lack of female centric trades**

Many ITI have a separate trades to offer to females but others do lack the options provided to them. They have a choose a trade where it demands a lot physical work with what females deem unsuitable and the system virtually ends up unwillingness of the females to be a part of work force even after getting certified. During the analysis it is revealed that 62% of females graduates have accepted this fact of lack of options for them at the time of admission.

- **Outdated content delivery & average Infrastructure**

The study tried to capture student's perception on quality of training and asked them the required areas of improvement. The analysis of the data indicates that 70.7% of the respondents think that increase in hours of practical class will help them to gain more, 62% of the respondents think that up gradation of equipment's in the ITI may help them to learn better, 48.3% think increase in hours of theory classes can help them to receive better training. Regularity of teachers and improvement in their quality is also indicated by 47% and 50% of the graduates respectively.

- **Lack of awareness about industry and linkage to employers**

Students during the interview process often put weight on off the curriculum awareness about markets, possible employers and linkage with them, Computer literacy and spoken English classes. Vocational training providers must think in this direction to upgrade to a system where all students must be linked to their potential recruiters and must aware of all necessary soft skills which is required in market to sustain.

- Social acceptability of Skilled work force is another issue that affects the growth of this sector, there is limited acceptance of skill development courses as a viable alternative to formal education. Skilling is often viewed as the last resort meant for those who have not been able to progress in the formal academic system.

Suggestions

- Some policy level changes are required to ensure maximum participation of industry/employers in vocational studies in course design to ensure that the curriculum is in line with the industry needs, faculty training, supply of modern training equipments which is used by industries for production , and students internship to be updated about the current market demand & trend etc, incentive provision to encourage participation like allotment of land at subsidized prices, and preferential treatment in case of award of government projects.
- Students undergoing for at least 2 year vocational course can be certified with a degree as equivalent to upper secondary degree to bridge the gap between formal education system & vocational education.
- Curriculum revision must be undertaken on annual basis to be in the same line of industry requirements.
- Strong linkage with local industries are required through in-service training of faculties, internships for students, guest lectures, production oriented trainings and for placements
- Change of perception with respect to vocational courses are required to boost the social acceptability, student & parents must look beyond the traditional jobs and formal education system. Different mechanism of communication should be adopted. at different levels , school can be engaged to counsel at early stage.
- Vocational training must be integrated with other general curriculum at school & colleges. A smooth facilitation is required if a student choose to take vocational course from secondary level.