Perception of Trainees Towards Skill Development Program

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Abstract:- The world is evolving persistently; several nations attempt to become a superpower. Youth plays a significant role as they are the engines of the socio-economic development of any country. Nations with an elite and sophisticated level of understanding, versatilities, and skills respond efficiently to the obstacles and opportunities of globalization.

I. INTRODUCTION

"A skilled mind is an asset than a liability." Like habits we all have preferences, students during the age of cognitive development explores hidden realms of thoughts and with extensive application of creativity improves their intellect. The major population of the new-generation prefers and applies for the IT sector: web app stream, Automobile sector, Fashion Design, and Textile Design. With their innovative perspective, adaptive approaches, and advancement in industrial science/technology youth turn over a new leaf and shifted their focus on skill streams.

Higher education at major research universities and best educating practices are not mutually exclusive. The youth is academically underprepared and share common traits with those who have development needs. Many of them need an exceptional approach to facilitate higher-level education and concurrent development of lifelong learning skills among all students.

The prime intent/purpose is to manufacture favorable opportunities, the scope for developing the ability of the Indian youth, and also to recognize new sectors for skill development.

The government has recognized the need for Skill Development Plan providing a framework to address the situation. Initially, the Ministry of Youth Affairs and Sports in July 2014 administered the Department of Skill Development and Entrepreneurship highlighting the project SKILL INDIA, whose objective was to enhance productivity and provide expert guidance via genuine skill development coaching.

Recently, the Ministry of Human Resource and Development (MHRD) adapted and upgraded various measures and initiatives for the effective implementation of the skill development system in the economy. The new policy suggests that skill courses should be linked with secondary education. Trends are expected to shift from conventional subjects to skill streams in order to build a considerable degree of expertise.

II. LITERATURE REVIEW

(Goyal, Kaur, & Singh, 2015). If manufacturing operations are initiated in India, it will attract significant investments from the global and domestic markets. It will produce major business opportunities for skilled laborers.

Okada A. (2012) This research paper has analyzed and elaborated the fundamentals of skill development. Obstacles and favorable circumstances youth are dealing with in order to recover the gap between business opportunity and industrial demands. Therefore, to achieve sustainable growth, it is suggested that India must raise investment in Ed-Tech and adapt to modern approaches.

Yadav. R. revealed The prime purpose is to improve workforce productivity in both organized and unorganized sectors, especially among youth. It has been noted that a state's socio-economic growth is directly proportional to vocational and Ed-tech development.

Grover and Dak (1986) Skilled labor is an advantage to the nation for socio-economic development, thus there's a major demand to gather victorious entrepreneurs who can mentor and coach small businessmen or entrepreneurs.

Nagendra (2016) The study reveals edifying information regarding the skill training models. At the developmental stage with the support of benefiting policies and active involvement of global and domestic investments, India can generate maximum output in order to provide a workforce to the world.

Hazarika (2016), The key objective of this paper was to examine prospects of skill in India and analyze the skill development sector in terms of financial resources. Study explained various government programs to encourage

successful entrepreneurs to mentor small businessman for socio-economic development.

Misra (2015), The thesis highlights the idea to upgrade skill development project, With correct policy support and investment, India can emerge as the youngest and maximum skilled workforce generator.

Amandeep (2015), The study revealed trends and students perspective in constantly evolving world and their preferences in skill streams to produce the best output. Students have to fulfill the gap of industrial demand and skill improvement.

Kanchan and Sakshi (2015), Study concluded that there's a need to understand students perspective and bridging the gap via various skill development initiatives. The data suggests various strategies can impact skilled workforce.

Venkateshwarlu et al. (2016) has discussed ways to produce skilled workforce and it's impact on GDP. With rise in demand of Skill sector formation of coaching policies in IITs, NITs can support in training and developing skilled minds. A skill development project in IT sector can boost Indian economy to an extensive level.

III. RESEARCH OBJECTIVE

1. To know students perception about skill development program, what other options they could have opted if skill development program being not there.
2. To know students perception about the way program was conducted in respect to training, infrastructure, syllabus, library, teaching aids, etc.
3. To know whether students are aware of NSQF, Vocational, University Degree,,ITI, EDP, Training Cum Production Centre, Apprenticeship Training, Any Other Initiative by Government.
4. To know that what students think who is responsible for the failure of skill development mission and what may the reasons behind it.

IV. RESEARCH METHODOLOGY

In the paper data is taken from both primary and secondary sources and analysed.
For secondary sources relevant data and information is taken from newspaper articles, journals, magazines, various reports and government websites.

For primary data collection a questionnaire was prepared and circulated among the students / trainees undergoing with skill development training. Opinion collected was analysed and presented graphically.

V. ANALYSIS

Trainees who are still undergoing with the trainng under skill development program were asked few questions through the structured questionnaire. The results from the opinion received are as follows:-

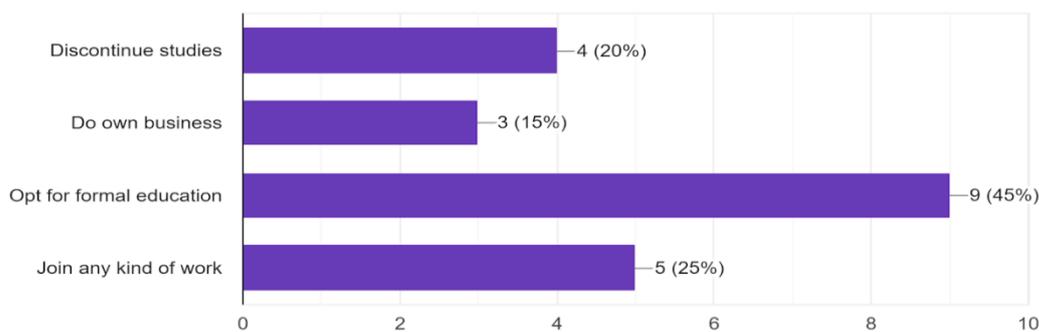1) **In the absence of skill development courses, what could students have done?**

Figure 1

Inferences: 45% students are inclined towards to opt for formal education

2) **Opinion was taken for the following statements ranging from (P) Poor, (S) Satisfactory, (G) Good and (E) Excellent.**
a) Teachers/ Faculty of Course
b) Instructors for internship
c) Theory teaching in the class
d) Practical training in the institution
e) Syllabus framed for the course
f) Class room
g) Library

h) Teaching Aids
i) Infrastructure
j) Curriculum of the course
k) On the Job Facility
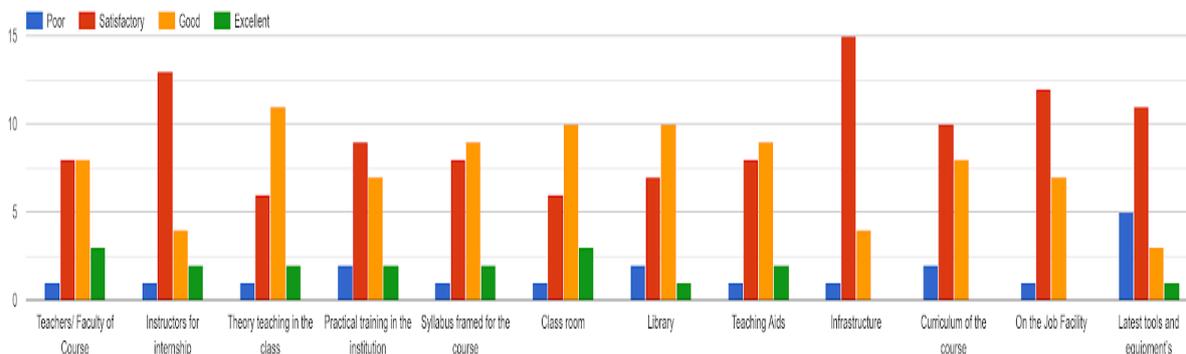l) Latest tools and equipment's

Figure 2

Inferences
a) Mostly students found faculties of course satisfactory and good
b) Mostly students found instructors satisfactory
c) Mostly students found theory teaching in the class good
d) Mostly students found Practical training in the institution satisfactory
e) Mostly students found syllabus framed for the course is good
f) Mostly students found classroom good
g) Mostly students found library are good
h) Mostly students found teaching aids good
i) Mostly students found infrastructure satisfactory
j) Mostly students found curriculum of course satisfactory
k) Mostly students found on the job facility satisfactory
l) Mostly students found latest equipment and tools satisfactory

3)   Opinions was taken on the following parameters from students
a) Sufficient practical training is provided by the institution
b) Adequate knowledge and skills is acquired within the class hours provided by the institute
c) Institute provide the adequate internship
d) Adequate hours of internship was provided during the course
e) After completion of course I am confident that I will get the job.
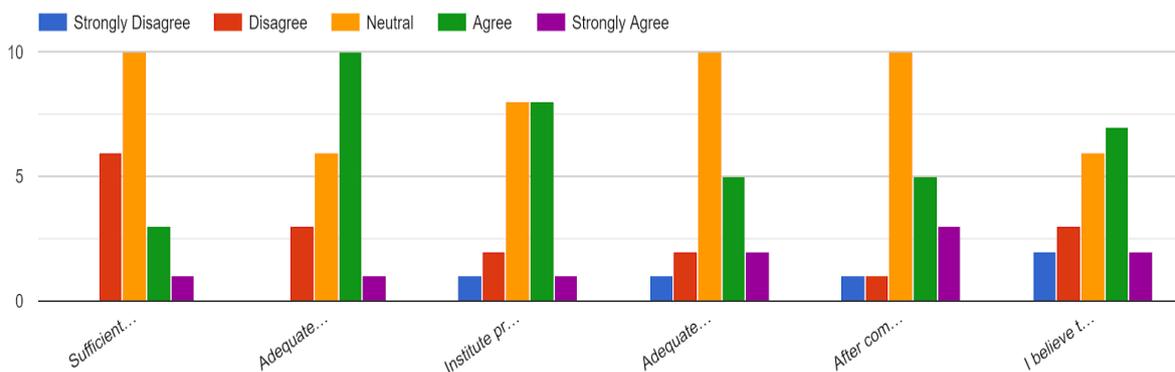f) I believe this course is worth to get me the job

Figure 3

Inferences
a) According to students average Sufficient practical training is provided by the institution
b) According to students good adequate knowledge and skills is acquired by them within the class hours provided by the institute internship is provided by the institute
c) According to students Adequate hours of internship was provided during the course
d) On an average students are confident to get the job after completion of course
e) Majority students found the course value for money

4) According to students when compared with the general stream they ranked from 1-5, among the following about which they are aware of
a) NSQF
b) Vocational
c) University Degree
d) ITI
e) EDP
f) Training Cum Production Centre
g) Apprenticeship Training
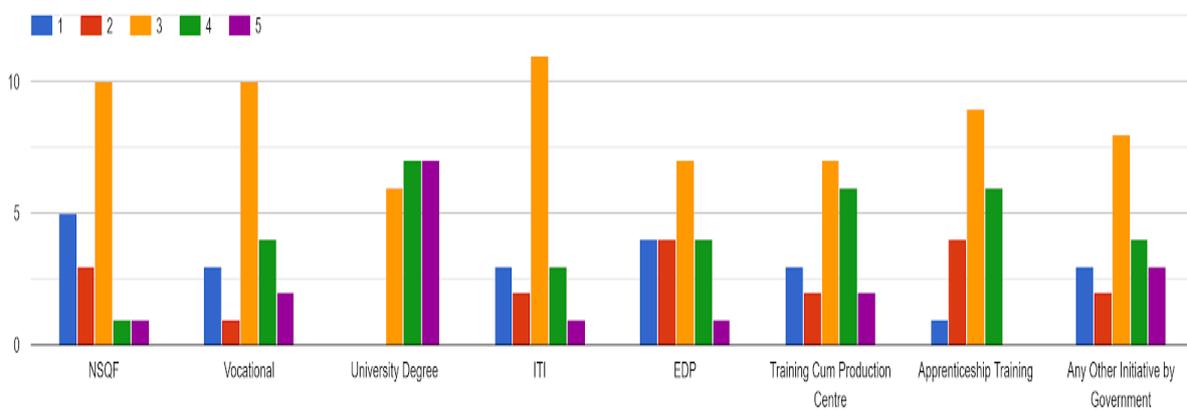h) Any Other Initiative by Government

Figure 4

Inferences
It was found that 50% of students are aware of the other stream like NSQF, Vocational, University Degree, EDP, Training cum Production Centre, Apprenticeship, any other initiative by Government.

5) If failure of skill development program, according to students who is responsible for failure of skill development mission?
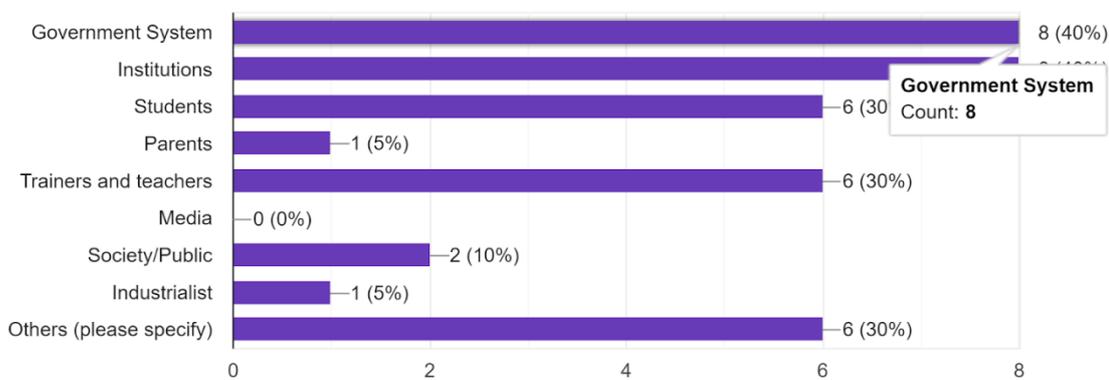

Figure 5

Inferences

According to the response the mismanagement in government system and the inefficiency of institutions involved in skill development program are the major stakeholders responsible for failure of skill development program

6) According to students what are the reasons for failure of skill development mission?
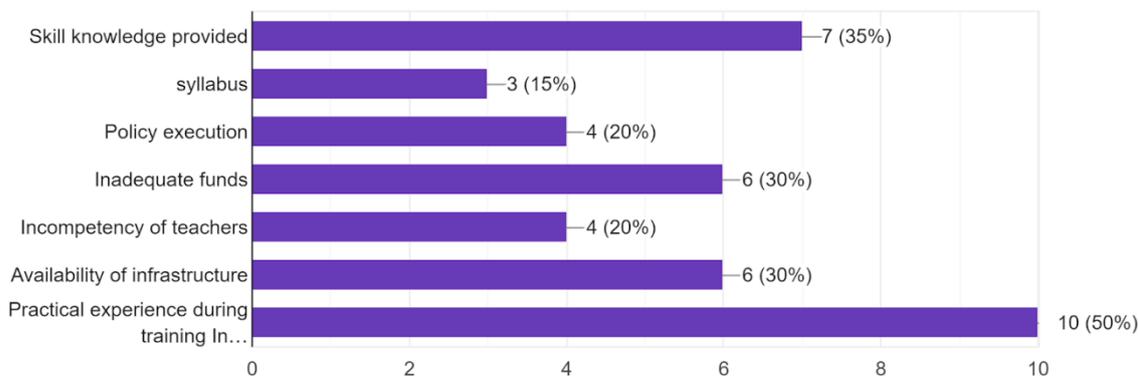

Figure 6

Inferences

The incomplete practical experience with candidate and low possession of skills and knowledge due to may be lack of funds is the major factors for failure of skill development mission

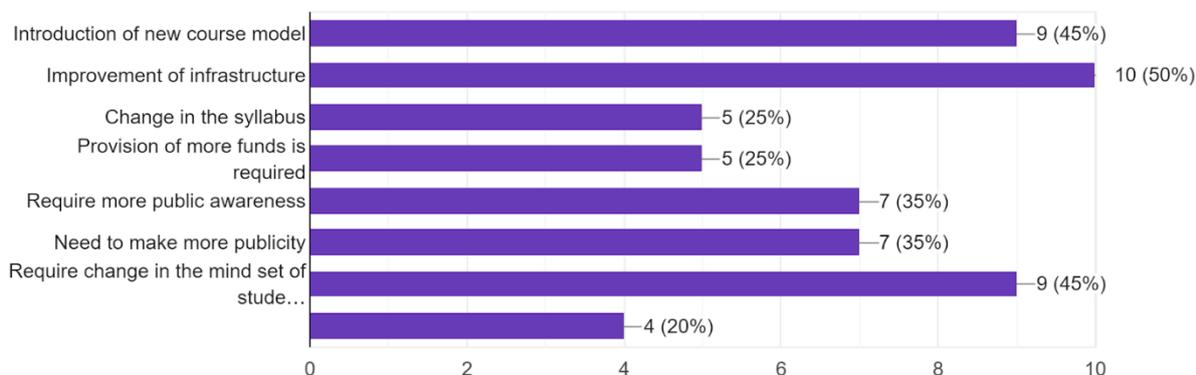**7) Measures that can be taken to improve the skill development program**

Figure 7

Inferences

Improvement of infrastructure, introduction of new course model and change in mind set of people are the most priority factors to be work upon for making the skill development program successful.

VI.   CONCLUSION

The purpose of launching the skill development mission was very to take the advantage of demographic dividend India is going to enjoy. It should also be noted that if the necessity to train and develop our people to become skilled manpower is not addressed then the blessing of having the favourable demographic dividend can become the curse for India. Unskilled manpower with no jobs will create a lot of chaos and panic situation from then economic point of view.

Although it is observed that the results of skill development program is not as expected and the mission is a failure. The reasons identified was improper infrastructure, lack of available to skilled trainer, unmatched syllabus with the industry requirements, most importantly not able to provide employment as it was expected. So at the end we can conclude that being a mission with refined and clear objective still many dark areas are their which need to be addressed for revamping the whole mission and making it successful.

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