

Skill Development Training Programme: A Case Study of IGNOU

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Abstract

There are two important education systems. One is distance education and the other is skill development training. Distance education is an important education system provides education to the adult learners where ever they want and when ever they want. This type of distance education reaches to the door steps of the learners of masses with learner kits. The skill development training is nothing but providing training in different skills required for employable for example carpenter training, motor mechanic skill training, electrical technician skill training, computer operator skill training, construction worker skill training, beautician skill training, hair cutting skill training, hospitality and clinical health care skill training etc;. According to Jain (2013), skill development is seen as a means to empower the individual and improve his/her employability. This paper discusses about importance of skill development and its impact on Indian GDP growth rate. Now days all the states are establishing skill development centres/skill development institutes in their own state to enhance the capability of skilled man power. The central government is also emphasizing on skill development to train the youth in different employable skills. The central government is providing a budget for skill development through Skill India initiative. In this paper, the role of IGNOU in distance education and skill development training has been discussed. The skill development training programme as a case study on electrical technician programme run by one of its school (School of Engineering and Technology) has been analyzed in the paper.

Keywords: Skill, Training, Worker, Construction, Development, IGNOU

1. Introduction

Open and Distance Learning (ODL) mode is one of the oldest mode for providing education to the adult learners, employed learners, house wife etc. This method was first implemented in A.P. state and designed various graduation programmes like, B.A., B.Com., MBA etc; Main moto of these programme was to provide graduate education to the uneducated youth, working youth or house wife, who wants to improve their education qualification while working. In India, there exists various forms of distance education system. For example:

- (i) Correspondence Education
- (ii) Distance Education
- (iii) Continuing Education
- (iv) Life Long Learning
- (v) Skill Development Education

2. Skill Development Education

The paper will discuss about Skill Development Education and its implications, impact on the GDP. Since 10 years the Government of India developing new policies for enhancing the capacity of skilled man power available in India. Earlier Govt. in 2010 initiated it as Skill India and created a separate wing under MHRD to make success of developing 3 Crore of skilled man power available in the country by 2022. But present Govt. plan is to develop 500 million skilled man power available in the country by 2022 under Skilling India project.

The ministry has established different skill development and knowledge centres across the country. Which are National Skill Development Corporation (NSDC), Skill Development Institutes (SDI), National Skill Development Authority (NSDA) etc; The govt. has released funds to various institutes and corporations

who are involving in Skill Development Mission and developing skill manpower in various disciplines such as;

- (i) Computer skilled man power
- (ii) Hospital services skilled man power
- (iii) Hospitality services skilled manpower for Air Lines and Hotels.
- (iv) Skilled man power in electrical section.
- (v) Skilled man power in motor mechanics
- (vi) Skilled man power in construction
- (vii) Skilled man power in painting
- (viii) Skilled man power in sensing
- (ix) Skilled man power in security training
- (x) Skilled man power in electronics and hardware

3. Literature Review on Skill Development in India

Indian govt. has taken great initiative of make in India to enhance the manufacturing capacity, as well as exporting Indian products for getting foreign money. It enhances the India GDP growth. When manufacturing Industries are coming up with fast phase, but there is need of skilled man power available according to the specific industries here the Institutes and universities plays vital role in giving training to the unemployed and uneducated youth in specific skills like, computers, electronics hardware, electricians, masons, plumber, painting mechanics, CNC Machining etc.;

According Uttar Pradesh Skill Development Mission (UPSDM) the state govt. is going to develop 45 lakh youth in skill development by 2016-17. The UPSDM is having keen interest in developing skilled man power in various skill development areas by collaborating with govt. and private institutes, who are providing skill training to the youth having age between 14 and 35. UP govt. is providing this skill training to the youth on free education initiative. UP govt. also planned to modernize the Industrial Training Institutes (ITI's) according to the industry requirements. The ITIs should provide various skill development courses to the youth as per industry requirement (TOI 28/11/15).

According to Prime Minister of India Narendra Modi, if we modernize all the ITIs in India and run all the skill development courses excellently, we may expect lakhs of youth will get employment in manufacturing and skill development areas. Indian Prime Minister Mr. Narendra Modi says that "If we have to promote the development of our country then our mission has to be Skill Development and Skilled India".

Job oriented skill training is more important for immediate placement after training. In China, about 9 crore youth are get-

ting skill developments training, but in India it is only 40 lakhs youth are getting training in skill development. So there is a need of skilled man power development in India according to the Industry requirements.

Skill Development training is becoming more important for growth of GDP of India. In recent past, UPSC of India is planning to set up a new cadre called as Skill Development Services (SDS) like IAS, IPS etc. The UGC of India also wrote letters to all the Universities and colleges to implement skill development courses in their existing curriculum or they may develop new skill development programmes according to the needs of the Industry. The Pradhan Mantri Kaushal Vikas Yojana (PMKVY), planning to develop 2.4 million skilled trained manpower youth in 2015-16.

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is an unique skill development initiative taken by the Government of India. Under this scheme, the trainees will be offered a financial reward and a government certification on successful completion of training and assessment, which will help them in securing a job for a better future (TOI, 17/12/15). Now a days skill development, skill training is gaining very importance because the central and state governments are fussing on improving skilled manpower to 1.5 crore by 2020.

In Delhi, the Delhi Urban shelter Improvement Board (DUSIB) providing shelter to homeless around 20000 people. The board is planning to focus on improving the quality of their lives by providing skill development courses and giving training on acquiring skills in various fields, so that they can earn them self by gaining skills. The DUSIB has asked the social welfare department to identify skill development courses for homeless people and train them accordingly (HT, 20 Dec. 2015).

In recent past, National Institute for the Mentally Handicapped (NIMH), Secunderabad, designed and developed various skill development courses specially for persons with mental retardation. The NIMH is offering various skill development courses to the persons with mental retardation at its main campus, Secunderabad and its Regional centers at Noida, Navi Mumbai and Kolkata (TOI 22/12/15). Telangana govt. has strong opinion on skill development programmes for educated unemployed youth. Telangana Govt. has set up an high civilized institution named as "Telangana Academy of Skill and Knowledge" (TASK)" centre in Hyderabad to train the educated youth in specific skills and knowledge such as computer software and hardware. The Telangana govt. is planning to set up its TASK centres in all the districts of Telangana and planning to train and develop around 1.5 lakhs skilled manpower by 2020.

4. Establishment of Skill Development Institutes (SDIs)

Announcing various projects is good, but there is a need of developing good strategies, best practices, identifying and establishing new centers. All the governments are failing in establishing and implementing the new projects. Here, I would like to explain you about the establishment of Skill Development Institutes (SDIs) for skilling India in various disciplines. The Skill Development Institutes (SDIs) should be established in IITs, NITs, and IIITs and well known State Government Engineering Colleges, by giving a special status and allocating special budget under skill mission project. These SDIs will work to identify different skills required for different projects continuously. The SDIs also plans to start all short term skill development programmes, which are useful for the different industries at various levels. Through these SDIs, we may develop skilled manpower available readily for the industry requirements. Through these each SDI, we will certify about 500 learners every year initially for 3 years continuously. The SDIs will strive to enhance this capacity in next consequent years.

(i) These SDIs will work towards achieving “Academic Excellence Award” for skilling India and under the “Make in India” project.

(ii) These SDIs will work for achieving “Awareness Creation Excellence Award” for “Make in India”, “Smart Cities” and “Swatch Bharat” projects.

(iii) These SDIs will work for gaining “Skilled Manpower Development Award” for “Make in India” and “Smart Cities” projects.

In this way these SDIs will progress by developing need based skill development programmes to fulfill the needs of the Industry according the government plans. With this, I hope the need of the establishment of these SDIs is understood.

5. Skill Development Training Programme in Electrical Engineering

There is a high demand of the electricity in the country, either for agriculture, housing or industry. To develop sufficient power there is need of various resources available on hand for producing sufficient electricity. Mainly it is very important of trained man power available in specific field that is in power sector. It is also important that the trained man power should be available at various levels, starting from skilled electrician, skilled electrical supervisors and managerial skills in managing the power plant efficiently. The demand for power may increase in the coming

10 years due to more number of industries may come up under “Make in India” project announced by Prime Minister of India, Narendra Modi. The “Make in India” slogan is in the boom in various countries in recent past when our PM visited various countries. It is expected that more number of foreign investors, NRIs may invest in India for establishing manufacturing industries. Keeping all these in mind, we have planned to develop trained man power readily available in this power sector by launching various skill development programmes.

For *developing* required trained man power in the power sector at various levels such as:

(a) Skill development programme for level-1 (i.e; 8 pass outs)

(b) Skill development programme for level -2 (i.e; 10 and 12 Pass outs)

(c) Skill development programme for level-3 (i.e; Diploma holders)

6. Conduction of Conferences and Workshops on Skill Development

Under these SDIs, we can conduct various workshops, conferences, seminars for getting awareness and success in implementation of our PM’s dream mission projects, “Skill India”, “Make in India”, “Smart Cities”, “Swatch Bharat” etc;.

(i) By conducting workshops, conferences, seminars on “Skill India” project, we may bring awareness about challenges, strengths, advantages and opportunities for employment creation, skill development and economic development.

(ii) By conducting workshops, conferences, seminars on “Make in India” project, we may bring awareness about challenges, strengths, advantages and opportunities for employment creation and economic development.

(iii) By Conducting workshops, conferences, seminars on “Smart Cities” project, we may bring awareness about advantages, challenges in infrastructure development, strengths and opportunities for employee creation, skill development and economic growth of states and the India.

(iv) By conducting workshops and conferences on “Swatch Bharat” project, we may bring the people together to getting knowledge on “Swatch Bharat” and its impact on clean and green India. It also helps people to participate in “Swatch Bharat” project at home, at office and in different societies formed by them. “Swatch Bharat” project is a mission to make India clean and green by best practicing day to day work hobbies and culture with spending minimum resources and minimum cost. By implementing “Swatch Bharat” mission effectively all the people get their own satisfaction and achieve the great change in their work culture.

7. Case Study on “Competency Certificate in Power Distribution” at IGNOU

IGNOU has planned employment related technician training for 8th pass and ITI holders employed in Electrical Sector. In Engineering and Technology areas, the University has planned to develop employment related skill development programmes aiming at increased job potential and economic advantage for the learner. Towards this, the University has identified the manpower training needs of employment sector and has launched its 6 months skill development programme on “Competency Certificate in Power Distribution (CCPD)” for employed technicians. After successfully completion of the programme, the learner will get “*Competency Certificate in Power Distribution*”. This programme is designed to provide specialized on the job training of electrical power distribution knowledge appropriate for upgrading the 8th pass manpower engaged in managing power distribution tasks.

In concrete terms, the University proposes to identify specific areas in skill development programmes in consultation with employing agencies at central and state levels including Governmental, Public and Private Sector organizations and Professional Bodies, so as to reflect in the curriculum design, the functional education and training needs of the targeted learner group at the workplace. Subsequently, the University visualizes that these industrial organizations and professional bodies and their professionals and experts will participate with the University in the tasks of preparation of instructional material for such functional curriculum as also in its implementation, thereby making the programme preparation and implementation endeavor a participative outcome between the University and Industry. The methodology of instruction in this University is different from that of the conventional universities. The Open University system is more learner-oriented, as the student is an active participant in the teaching and learning process. Most of the instruction is imparted through distance rather than face-to-face communication.

The university follows a multimedia approach for instruction. It comprises:

- **Written Study Material:** The written study material for both theory and practical components of the programme is supplied to the students in batches of blocks for every course booklet comprises 3 to 5 units.
- **Audio-Visual Material Aids:** The learning package contains audio and video cassettes which have been produced by

the University for better clarification and enhancement of understanding of the course material given to the student. A video programme is normally of 25-30 minutes duration. The audio tapes are run and video cassettes are screened at the study centers during the hours of the counseling session.

- **Counseling Sessions:** Normally counseling sessions are held as per a schedule drawn before hand by the Coordinator. They are held on week-ends, that is to say, Saturday and Sunday of the week. There will be a minimum of 10 counseling sessions of 2 hours duration for each course (20 hours for each course on an average) of the programme devoted to theoretical aspects.
- **Teleconferencing and EDUSAT Lecturers:** Some of the lecturers will be telecast through teleconferences and some will be telecast through interactive EDUSAT lecture sessions.

The Study Centre will organize counseling sessions for all courses of study. Here, students can take help from the counselors in their study. The counselor will also organize sessions on audio-video programmes. The counseling sessions will be conducted on every Saturday and Sunday and also on government holidays. The laboratory practicals will be conducted at the study centres and as well as at specific study centres identified for this particular programme on Government holidays, Saturday and Sundays. After completing the counseling at study centres, they need to write the Term End Examinations at the IGNOU examinations centres available throughout in India during June and December every year. After passing the TEE the students will be issued a grade card, provisional certificate.

The enrolment status data of “Competency Certificate in Power Distribution (CCPD)” is Shown in Figure 1 as follows: These data are on the basis of the candidates sponsored for training by the activated programme study centres during the mentioned period.

8. Conclusion

Skills are very much important for performing any task or a machining operation. Those acquired specific skills for particular operation will be able to perform very well. The learners who are having the certificate on specific skill training will be able to get the job or he may startup his own enterprise and will become an entrepreneur. That is the reason the skill training got very high importance from central government as well as state governments. In the paper, role of IGNOU in distance education and skill development training has been discussed. A case study has been developed to describe the skill development training programme on electrical technician.

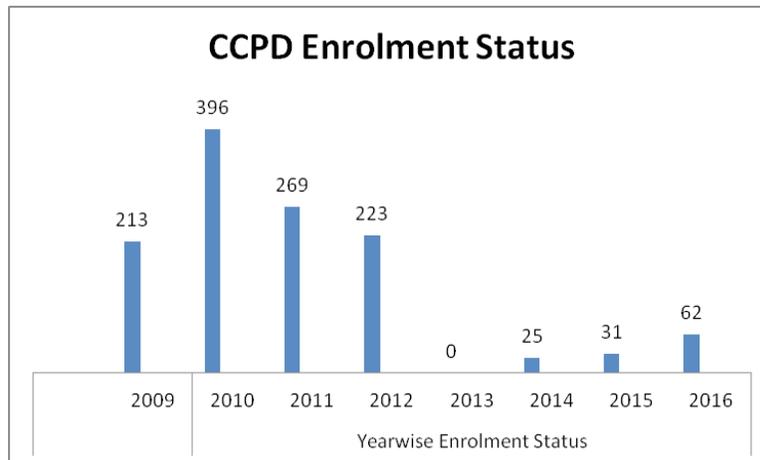


Figure 1. Year Wise Enrolment of Students in CCPD.

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