

The Empirical study on the effectiveness of Vocational Education Training [VET] \*

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### **Abstract**

Employment Opportunities are essential for the survival of the community. The scopes of vocational training awareness, opportunities after specific education, skill development, and Business opportunities are essential for the community. Capacity building through vocational training is an important aspect of human resource management, per 2011 census data (NEP2020, 2020). In the (NSSO Report, 2011) National Sample Survey (NSS) 68th round, information regarding non-formal vocational training received, and any formal vocational training received were collected for persons aged 15-59. Through the VET training, the living standard of the rural area of India will be improved. This empirical study shows research gaps in the impact of the VET on the deprived section of India.

Keywords: vocational training; skill development; tribal, society;

### 1 Introduction

Skill development program focus on practical skills. Generally, secondary and higher secondary have one or two vocational subjects. It provides an opportunity to learn the skills of your choice and make a promising career; Vocational education consists of practical courses in which a person acquires skills and knowledge that are directly related to work in the future. It helps the student to become competent again, giving him better job opportunities. Managing the time and last days of

meetings play an essential role in the success of vocational courses. During their studies, the student often produces a portfolio of evidence that indicates student work skills.

According to a report by the (NSSO Report, 2011) National Sample Survey Organization (NSSO), two types of vocational training are available in India: \*Selected Paper prepared for literature review for the vocational training in India 1 a) Formal and b) Informal. In India, technical education and vocational training program follow patterns such as qualifications - graduates, engineers - professionals through training colleges, diploma in polytechnics, and certificate level training in Industrial Training Institute (ITI)s through formal vocational training. The (NEP 2020, 2020) National Education Policy (NEP) 2020 suggests vocational education provided at the secondary and higher secondary level. Per the new NEP 2020 policy, by 2025, at least 50 percent of learners will have vocational exposure through schooling and higher education. The NEP 2020 stated that "be no hard separation between vocational and academic streams. (Chang, 2020) Vocational Education Training (VET) courses aim to fill the gap between job and job seekers. VET improves employability factors. VET is also called Career and Technical Education (CTE). There are four stages of vocation development, i.e., career awareness, career exploration, career preparation, and career placement.

## 2 Research Objectives

Our research objectives are:

1. To identify the vocational training provided by Government.
2. To analyze the effectiveness of vocational training.

## 3 Literature Review

Vocational training is the instructional program that prepares a person for an occupation requiring specialized skills. It may involve classroom instructions, hands-on training, or a combination. Secondary and higher secondary education in India usually includes two vocational subjects. Some research studies are reviewed as follows. (Pilz, 2021) et al. studied an overview of the Indian VET system policies to reform VET education in India to avoid skilled worker shortage issues. (Kumar, 2019) et al. studied factors affecting an individual's participation in formal vocational training. They conclude that formal training can increase wages by 4.7 percent in the overall economy after VET training. (Tutan, 2016) et al. This study investigates the wages and employment status of the persons who took part in the labor market after completing VET training; it shows a positive effect on an increase in income or wages. They used two rounds of NSSO data. (Chavan R, 2015) et al. studied that most male-headed houses are higher than female-headed ones. Moreover, most of them are illiterate, so Government should give more attention to their education. The study area belongs to Bill and Pawara communities. As the majority of heads of the families are illiterate, their progeny are also illiterate. (Herman G, 2011) investigated the level of employability skills among the students of technical and vocational training institutes. A total of 436 final-year students were chosen for the sampling for the study. (Singh, 2016) et al. Explain the creation of a skills acquisition channel and empower the international community by providing training and skills through institutional establishment, sustainable livelihood policies, and social development. Skills development is a broader context; should it highlight what is needed? Why is it necessary? Moreover, how does it reach? He also proposes a community-based program and the training needed for community development.

(Joseph D, 2020) et al. learns to give up solid and solid grounding in the second, higher, professional, and technical levels. It is noteworthy that students with illiterate parents do not choose higher education in most cases. Opportunities to pursue higher education must be nurtured and developed

in society. The change created by the Right to education act is seen in the light of the changes you have brought to the community. Something that can be found in all contrary to the basic principle of education is that social inequality is often a fruitless competition. Therefore, preference and extra care should be given to communities far behind some other communities' progress. (Gawali, 2009) et al., in their article "Effectiveness of Employee Cross Training as a Motivational Technique," points out that Organizations can provide this opportunity to their employees through various training. Conflict training of staff is an effective way to promote, as it prevents instability, provides learning opportunities for development, improves understanding of various departments and the organization as a whole, leads to better cooperation and cooperation, and ultimately eliminates conflict, hostility, and unhealthy competition. Therefore along with other motivating strategies, the organization needs to provide alternative training to employees. (Arora, 2015) et al. The current study was conducted to verify the Impact of the Vocational Training Program on SelfEstablishment for Self-Establishing Mushrooms and the adoption rate % of mushroom cultivation among trainees who received training at KrishiVigyan. Kendra. Farmers and unemployed youth were participants in the Vocational Training Program. The training was provided through a skills development program. The second data, namely the main media, will be used to assist with information on the provision of On-Campus craft training.(Bisawa, 2018) et al. The importance of VET for poor, disadvantaged women and women has been identified. It creates opportunities for the development of highly skilled workers in line with the needs of the current and emerging labor market. Sex is not clearly defined. (Yusri K, 2013) et al. This study noted the acquisition of skills and attitudes to get a decent job in a particular job or area. The focus should be on employment skills to improve the quality of life and to assist in efficient and effective work. A theoretical framework should be developed for this study. Respondents would be graduates who have undergone training at the VET center. (Lama, 2012) In this study, the researcher provides state-of-the-art education and training as

provided in the grade mode by grade educational institutions. It also tries to focus on the degree of distance learning through this program. The vocational training program for primary education can be beautiful by providing the student with high-quality infrastructure, state-of-the-art equipment, and trained staff, and Secondary data will be used. The researcher will conduct his or her research on IGNOU.

#### 4 Research Gap of the study

Currently, research is based on the (NSSO Report, 2011) Indian census 2011 NSSO data. The lag between available data and the current scenario had a huge gap. The studies are focused on the urban population of India. The idea was developed after reviewing books, journals, and articles related to the vocational training program. After reviewing related books and available information, it has been identified that there should be a skills development program and a technical and vocational training program in India among rural youth and students. However, it was found that limited studies were conducted on the impact of the vocational training program on native employment in India. The basic thrust of our research is based on understanding unemployment in rural and economically weaker sections. There is an alignment between different VET programs and their hierarchies and alignment of VET and general education. Thus, career progression for the candidates in VET has been uncertain. The (NEP2020) National

Skills Qualifications Framework (NSQF) framework has been brought in to address this issue of career progression. The Skill University concept is being pondered upon by the Ministry to facilitate the upward movement of individuals in the VET system.

#### 5 Discussion and Conclusions

In recent years, the researcher investigated the effect of vocational training on skill knowledge development. Some of the researchers worked on the VET curriculum program and how it will help improve people's standard of living. It also helps to fulfill their daily household needs. Though the literature dedicated 5 to VET is scanty in India, existing evidence suggests that the return from formal VET is positive (ILOReport2003). Most of the existing studies are at the micro and plant levels and are focused on in-firm training as against out-of-firm training. There are few studies analyzing unemployment and wage from the perspective of comparison between general education and VET. Several issues bear further probing, which could not be addressed in this research. First, we need to understand further the nature of unemployment that affect individuals. Often, youth unemployment could be a reason which may inflate the unemployment figure. Also, unemployment in developing and developed countries could be quite different(ILOReport2003)] The Limitations are, The sample taken for the study is restricted to a particular region. The bias of the interviewee may also affect the results of the study. The Vocational and Skill training program and schemes are limited for research. The time lag between questionnaire sending and actual responses may be large.

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