

MACRO LEVEL INDUSTRY INITIATIVE FOR EXCELLENCE IN TECHNICAL AND VOCATIONAL EDUCATION SYSTEM

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Technical and vocational education system in India is managed by AICTE, MHRD, UGC and Ministry of Labour at national level (Macro level). A large number of initiatives have been taken at National level for bringing improvement in the existing Technical and Vocational Education (TVE) system. These initiatives have not brought the desired results because of lack of required involvement of industry and their associations in these. MoU's signed between apex bodies of industries and AICTE etc. i.e. setting up of groups of experts for dealing with Technical and Vocational Education and training has resulted in little change in the working of the system. A time has come when policy, planning and management of technical education has to be considered as joint responsibility of industry and national bodies like MHRD and AICTE. It may be essential for industry, Industrial Associations and Ministry of Industry to play a proactive role for educating and training manpower for meeting challenges of globalisation of industry.

Another significant shortcoming in the TVE system is the lack of well defined articulation and integration of certificate, diploma and degree level organisations.

At present industries role in defining the type of manpower, their specialisation, competency and certification is very limited. This is causing mushrooming of organisations all over country which are awarding varied type of qualifications of different level and quality.

Most of the institutions, training manpower for industry, are financed by Govt. of India. Although pass out students from these institutions work for industries, the contribution of industry in meeting the cost of training of these students is very less. A time has come when industry and industrial associations should come forward for increasing their contributions in setting and running these institutions and sponsoring their programmes.

Although, there are organisations of industry at national level like PHDCCI, CII, FICCI and industry specific associations which participate in meetings called by MHRD, AICTE and other national level bodies, the frequency of their participation in the activities and commitment towards the implementation of decisions taken during these meetings is lacking. In order to make industries contribution effective it is essential to define

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the mission and role of national and state level industrial bodies with regard to improvement in TVE.

Since industry provided employment to certificate diploma and degree holders, the policy makers of technical and vocational education always look towards them for guidance. At present industries acceptability with Ministry of Labour, MHRD and AICTE is existing. It is industry which has not been able to contribute in making desired changes in TVE inspite of their acceptability with the national level bodies. This is possibly due to structure and system adopted in decision making. In India decision about TVE policy matter and innovation are taken through committee approach in which few representative of industry participate, whenever some problem arises and solutions are to be found. There are no group of experts from national level bodies and industry who have been involved in the above activities on long term basis. It is therefore essential to have some sort of structure and systems developed in industry for contributing in these areas.

In view of the above, industry will have to play proactive role in policy, planning, implementation and quality control of technical and vocational education for achieving excellence instead of a passive and supporting role to MHRD, AICTE, Ministry of Labour and other bodies. Some of the initiatives to be taken from industry side for qualitative improvement of TVE are following :

1. **Setting up of Group of Experts :** Industry should set up a permanent group of experts in the field of TVE for providing guidance in policy matters to MHRD and other national bodies. This group should time to

time publish findings on the growth and development of quality manpower and their education, education structure and integration of certificates, diploma and degree qualifications.

2. **Setting up of Technical Institute (s) in Engineering Areas :** Setting up of technical institute in emerging areas of technology require lot of investment. Many times, faculty for training students in these areas is not available. Industry/group of industries/associations of industries should come forward for setting up institute for training manpower in these areas. It has become all the more essential because of financial crunch faced by the institutes and encouragement given by Government to provide investment in education.
3. **Establishing System for Certification of Qualifications :** India is one of the few countries in which standards of manpower working in industry and service sector are not developed. There is no organisation where one can approach for evaluation of his learning and getting certification of competencies possessed by him in the area of his work. Not only this, persons working on a job in industry after acquiring higher skills are not able to have a certificate of this. Industry should develop skill standards for manpower working in various industries and service sector. Further a network of organisations at national level and state level should be set up for awarding competency certificate to

all those who possess these to the desired level, depth and breadth. These certificates should be recognised and acceptable by all those who employ such people.

4. **Teacher Placement Service :** Industry should organise Teacher Placement Service for training teachers in production processes, construction practices etc., PHDCCI, CII, FICCI should give a target to MHRD or AICTE of training teachers in a year which may be 5000 to 10000. This target can be fulfilled by coordinating this activity with the state level bodies.
5. **Bank of Experts :** At national level industry should make a bank of experts in different disciplines. These experts should be involved in accreditation of institutes, courses and qualifications, thereby assuring the quality and standards of training of technicians.
6. **Research and Development Group :** Industry should set up Research and Development Group at national level who should accept proposal of research every year, evaluate these proposals, finance them and monitor progress and ultimate application. This is required in the area of technology as well as education.
7. **Awards :** Industry should set up awards for innovations in education. Institutions/organisations / persons coming out with innovative policy, plans, proposals, projects, should be given recognition.
8. **Continuing Education :** Industry or Association of industries can play a very important role in providing

continuing education to working professionals through on-the- job training or in collaboration with technical institutions. It may offer programmes for professional development in the emerging areas of technology for which no facilities exist in technical institutes or universities.

9. **Student Training :** Industry should have a target at national and state level for training students in industry, giving problems to institutions for solving and visit of industrial experts in the institutions or organisations. Once these targets are fixed and implemented, the work culture in the institutions will change.
10. **Centre for Dissemination of Information :** In India production and dissemination of information of technology, processes, manpower, job opportunities etc., is lacking. Industry should set up a centre for developing print and non-print media for disseminating relevant and up-to-date information to the large population.
11. **Networking of Resources :** There should be networking of resources between industry and institutions for undertaking mutually beneficial projects.

CONCLUSIONS

All these initiatives will result in vital improvement in technical and vocational education system of the country, thereby, producing technical manpower professionally competent, knowledgeable and trained, ready to take up any challenge to our industry as well as society.

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