

Employability Skills among the students of Vocational Training Institutes in India

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Abstract

Vocational Education and Training system play a crucial role in giving a highly skilled workforce to accomplish the need of the industries. The motive of the research is to explore the level of employability skills among the student of vocational training institutes. The students from the institute were selected as a sample for the research. The data was gathered by questionnaire. The data revealed that the employability skills among student were average. The data shows that there was a significant relationship between employability skills and area of specialization. There was a significant difference between employability skills and informational skills. The institutions and the industry should also organize a compact joint venture for students need to produce a higher quality workforce. The paper concludes that employability skills should be given greater attention in Technical Vocational Education by establishing that employability skills are combined into the schedule of Vocational .Training Institutions to assure that students have such skills to be able to fit into the skilled workforce.

Keywords: Employability skills, Vocational Training.

1. Introduction

Entering into the 21st century most of the important changes take place in society's social life. This is the result of the change, development of technology from previous times. Information and communication technology has been playing an extensive role in boosting products to the world market and it, in turn, enhances the efficiency of the economy. Globalization also speeds up the expansion of technology and delivers changes at work to give an impact of the skills of individual students. The new generation of works requires a highly skilled workforce to use new technologies. The major characteristics that describe jobs in present times include nanotechnology, fast growth of science and growth of workers on the basis of job networking and teamwork. The advancement of new technologies changes the way of working and bring about in the shift of workforce requirement from low skills workforce to work as well and being well-informed. To overcome these challenges need education and training of student with the requirement. In view of the present changes at a workplace, current and future generation of workers have to be well trained and vocational education and training play a vital role in producing workforce needed by the industries. The Vocational

education system is designed to help students become successful workers with the purpose of fulfilling the manpower demand of the industries by giving skills.

What is The Employability Skills?

Employability skills are a general skill which is the demand to get most jobs, but they also help the youth to stay in a job and work as their way to reach the top. While there will consistently some job-specific skills that an employer is looking for, most employers will also want to have some general skills.

Employability skills generally talk about two areas which are the job-specific skills and the second general skills. The question is coming up why students lack job-specific skills this is because of two reasons – Our education systems are more academic oriented. It gives more burdens on acquiring bookish knowledge rather than understanding and using its application. The picture is slowly changing, but there needs to be a perfect balance between these two. Secondly, there is a tradition in our Indian culture that we have strongly believed that to acquire a degree and will get a job. What degree? It doesn't matter only just become a graduate. While pursuing the degree students rarely give thought about what job-specific skills they must acquire so that they have a better chance of employment. Basically the skills which a company wants in a student is that communication power, having a team spirit, to know a problem-solving technique, having a numerical ability, have a leadership quality, come up with a new ideas, with new innovation, with new technology and the last that think out of the box which means have a creative thinking. These skills are not taught for an education or for the schedule in our academic years. They need to be accomplished. Here most of our graduate students fail. Nowadays in colleges and by various soft skills or job-ready skills institutions these skills are taught. The graduate students are approx around 20 years of age. If they are not capable in any of the above or all of the above general skills they are not going to fit in the job world. According to Government of Rajasthan, Monthly Skill Employment and Education fair hold wherein at a designated place, various employers, training partners, bankers and those who help with entrepreneurship get together. This becomes a hub for counseling the youth, placing them in jobs and providing entrepreneurship loans like [Prime Minister's Mudra Yojana](#). Directly, it helps job seeks and indirectly it benefits several others since they become aware of various training and employment opportunities that are available, and new the options they have.

Vocational Training Institution

Vocational Training is a circumstantial subject of both Central & State Government. At the National level, the Directorate General of Employment and Training, DGE&T, Ministry of Labour is the modal department for formulation of policies, laying down standards, grant of affiliation to institutes giving training courses under NCVT, monitoring training programmes, trade testing & certification and matters connected to the fields of vocational training and providing employment services. However,

the day-to-day administration of Industrial Training Institutes (ITIs) offer rest of the training courses with the respective State Governments/ Union Territories Administrations. An Opening of new institutes, the certain strategy of training programmes through Industrial Training Institutes/Centers are also the responsibilities of State Governments. Directorate General of Employment & Training (DGE&T) in Ministry of Labour is an apex organization for development and coordination of the vocational training including Women's Vocational Training to employable the women in the country and to provide skilled labor workforce to the industry besides providing Employment Services.

Every activity performed by an individual student having a certain level of skills to achieve the desired success in that activity. Simply occupying the knowledge about the activity is not sufficient to gain an employment. The skills to perform that activity effectively is more desirable and is preferred by most of the employers as it diminishes the need for the employer to invest his time and resources in making the individual ready to start the activity immediately. According to the business dictionary, vocational training is the training which focuses and knowledge desired for a particular job function.

Generally, all the vocational institutes provide craftsman training scheme and apprenticeship training to the students. According to the apprenticeship training schemes, they are trying to persuade more industries to engage apprentices. Typical ITI programs of 1 or 2 years on Craftsman Training Scheme (CTS) are getting remarkable in close association with the industry. We have created very unique partnerships by setting up Centers of Excellence (CoE) with a number of industry leaders and multinational companies like Cairn India, Toyota, L&T, Caterpillar, Schneider, Asian Paints, and Bosch and so on. The courses will be in tight cooperation with the industry needs. Since Rajasthan is an attractive and famous tourist destination; we have set up a dedicated CoE in tourism at ITI Udaipur in collaboration with ITES Singapore.

According to Vocational training institutes, the challenge is not unemployment but unemployability: there are jobs in the market and there is the youth who wants to do the jobs. But somewhere there's a disconnect. So, looking at this situation, Government start planning to provide skilling program for employability in colleges or universities and build skill universities ultimately will offer skill oriented degree and higher education.

2. Literature Review

Employability skills are referred to as the skill required to protect and maintain a job and recent form of the term is generally used to describe the vocational training skills upon which a person must develop job-specific skills. Employability skills are those imperative skills necessary for acquiring, keeping and performing well on a job. This type of skills includes managing resources, communication and interpersonal skills, teamwork and problem-solving and acquiring and maintaining a job. Usually, employability skills are required for students to train themselves to confirm the needs of various occupations after graduation. Employers today are afraid about getting

good workers who not only have basic academic skills like reading, writing, science, mathematics, oral communication and listening but also higher order thinking skills like learning, reasoning, thinking creatively, decision making and problem solving. (Shafie & Nayan, 2010)

Around 200 million people, including 75 million under the age of 25, are unemployed, and youth unemployment levels are often twice or more the national unemployment average. The way to deal with this issue is through targeted job training programs, which provide young people with opportunities for skill acquisition and employment. Although their popularity, the existing evaluations of such programs are mainly from developed countries and rely on non-experimental techniques, leaving little reliable evidence on the effects of such programs in developing countries. Making student entrepreneurial, vocational training programs in this context more relevant than formal job training programs. Vocational training plan to impart practical skills, increase awareness of higher-paying job opportunities and improve knowledge of how to access better jobs and how to connect with potential employers. Apprenticeship training is a way for youth where they can gain employable skills without access to formal education. (Mushfiq mobarak & Victor Orozco, 2011).

Employability skills must be asserted in Vocational Training institutions because these skills can stimulate employment among youth. Without these skills, youth can be disabled in competition for employment. It investigates that different effects of various skill requirement having the assumptions that employability skills were isolated from actual work context in which they are learned and developed. A Student should achieve employability skills while they are at vocational institutes or at school. According to Knight & Yorke, employability skills, or generic skills, include the achievement, understanding and personal attributes that make an individual deliberately to work, develop a career and be successful in their employment choices. Based on the factor that devotes to employment, employability skills should be redefined to include both generic skills and technical skills. It may be difficult to become employed with only employability skills; besides, employers may delay employing individuals who know how to perform a task but may not be ready to contribute to the development of the organization. (Omar, eta'l, 2012)

3. Objectives

The specific objective of this research is to evaluate the employability skills in Vocational Training Institutions. The objectives are as listed below:

1. To identify the level of employability skills among the students.
2. To identify the level of employability skill in terms of the perspective of basic skills, informational skills, interpersonal skills, and personal quality.

4. Hypotheses of the study

H1: There is no significant relationship between employability skill in terms of the perspective of basic skills, informational skills, interpersonal skills, and personal quality.

5. Research Methodology

The present study is exploratory as well as descriptive in nature. Both primary and secondary methods have been used for collecting the data. A Structured questionnaire has been administered for the purpose of collecting primary data. The questionnaire was distributed amongst 100 respondents. The stratified random sampling method is used. The questionnaires were designed using 5point Likert's Scale. Coding and tabulation were done and analyzed by using SPSS software. Findings are presented in form of table and charts.

6. Universe of Study

A sampling plan is detailed outline of which measurement will be taken at what times, on which material, in what manner, and by whom. The criteria of sampling plan undertaken are as follows:

Table 3

1.	Target Population or Universe	Students of different vocational training institutes in India
2.	Sampling Method	Stratified Random Sampling Method
3.	Sample size	100 Students
4.	Area of Survey	Jaipur, Gurugram, Mohali,

7. Source of Data Collection

Data collection is the method of collecting and evaluating the information or variables of interest, in an established systematic manner that enables one to answer stated research question, test hypothesis and evaluate outcomes.

In the present study primary data is collected with the help of structured questionnaire. Questionnaire will be filled by the students of different vocational training institutes in India. Primary data is collected through questionnaire from 100 students.

8. Research Design

Present study is an empirical analysis of “Employability Skills Among the Students of Vocational Training Institutes in India”. The research design has been adopted so as to suit in empirical analysis based on primary data which is collected through questionnaire. The inner reliability has been tested with the help of Cronbach's Alpha and value attained by using SPSS (version 22.0) is more than 0.700 in all variables, which is usually considered.

In the present study various tools of analysis are used depending upon the nature, need and suitability of the data available and to study the analysis of employability skills among the students. Various tests are applied on the data collected to get significant output and results. Findings, suggestions, limitations and further scope for the study are also discussed.

9. Test of Reliability

Table: Reliability Statistics

Reliability Statistics	
Parameters	Cronbach's Alpha
Basic Skill	0.787
Information Skill	0.712
Interpersonal Skill	0.890
Personal Skill	0.798

Source: Output of IBM-SPSS 22

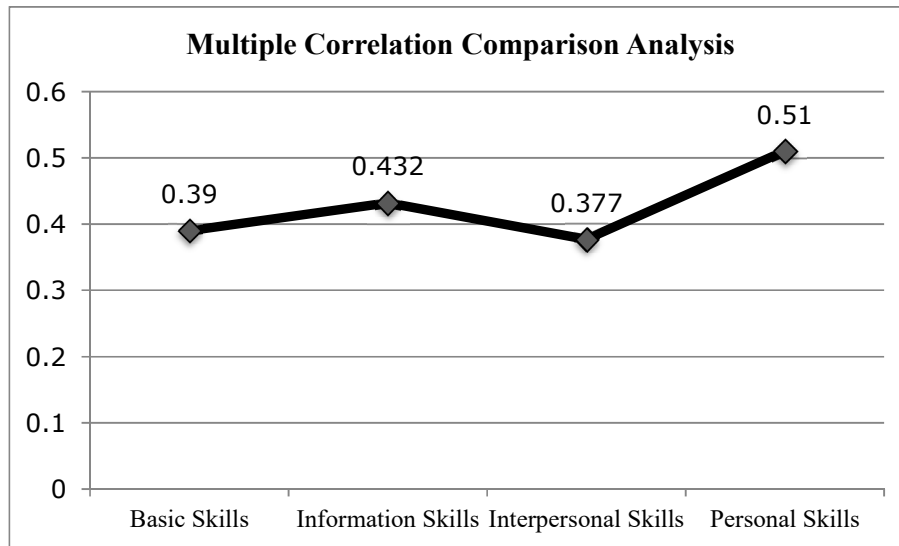
Reliability of Data: From the above table we can see that Cronbach's alpha is more than 0.700 which indicates a high level of internal consistency for our scale with this specific sample.

H1: There is no significant impact of employability skill in terms of the perspective of basic skills, informational skills, interpersonal skills and personal quality.

Table: Table: Results of the Multiple Correlation Analysis

Correlations					
		Basic Skills	Information Skills	Interpersonal Skills	Personal Skills
Employability Skill	Pearson Correlation	.390	.432	.377	.510
	Sig. (2-tailed)	.000	.000	.000	.000
	N	100	100	100	100

Source: Output of IBM-SPSS 22

Figure: Multiple Correlation Comparison Analysis

The above table and figure revealed that there is a significant relationship between **Basic Skills, Information Skills, Interpersonal Skills and Personal Skills** and **Employability Skills**. It has found that **Personal Skills** has highest **Pearson correlation 'r' value 0.510** and **sig value (p value) is 0.000** which indicates that there is a statistically significant correlation between **personal skills** and **employability skills**.

In case of **Information Skills** the **Pearson correlation 'r' value 0.432** at **sig. value (p value) is 0.00** which indicates that there is a statistically significant correlation between **informational skills** and **employability skills**.

Basic skills have **Pearson correlation 'r' value 0.390** and **p value (sig value) is 0.000** which indicates that there is a statistically significant correlation between **basic skills** and **employability skills**.

Interpersonal Skills has **Pearson correlation 'r' value 0.377** and **p value (sig value) is 0.000** which indicates that there is a statistically significant correlation between **interpersonal skills** and **employability skills**.

10. Discussion & Conclusion

Discussion concludes that all variables have a significant relationship between employability skills among the students of vocational training institutes in India. It has found that Personal Skill have r value 0.510 (p= 0.000), information skill have r value 0.432 (p= 0.000), basic skill have r value 0.390 (p= 0.000) and interpersonal skill have r value 0.377 (p= 0.000).

As per the above discussion, we can draw the conclusion that all the variables have significant impact on employability skill. It has found that personal skill have highest relationship between employability.

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