

SKILL DEVELOPMENT AND CAPACITY BUILDING - ROLE OF EDUCATIONAL INSTITUTIONS

Dr. Sanjay S. Kaptan,

Head,

Department of Commerce and Research Centre
University of Pune, India.

ABSTRACT

The concept of skill development has gained great importance due to growing population of young and employable youths of India. Mere offering education for the sake of award of degree to youths may not carry due importance. It is equally necessary that the educational inputs should be transferred into meaningful employable skills. Capacity building of youths through skill development has become a major challenge for our planners. The whole idea of demographic dividend cannot be achieved unless and until proper and systematic efforts are made for skill development of youths. Youths can contribute significantly to economic and industrial advancement only if they are capable, competent and qualified.

This paper deals with various issues related with skill development and capacity building

Keywords: *Employability, skill development, capacity building, skill development through industry-institute interaction.*

Introduction:

Today the focus of educational has changed. Earlier the emphasis was on delivering information and making the learner know as to what they do not know. However, the focus has now shifted to a new aspect and that is creating awareness and cultivating skills amongst the learners. The purpose of education in the present day context is to give knowledge, build skill sets and develop capacity. A learner who can apply in practice what he has learned is acknowledged as rightly developed human being.

With the advent of advanced technology and advancement of various new system of deliverance the idea and purpose of education has also changed considerably. Today we are encouraging skill development and capacity building as the principal purpose of education. It is the right of every learner to apply in practice what he has learned. From this point of view the purpose of learning has a different objectives i.e. skill development and capacity building.

Concept:

India is one of the fastest growing economy in the world. It is on average 6 to 7% growth rate. The

economy has now entered in post take off stage. In order to maintain the pace of this growth rate our economy required a variety of resources. The most important of these resources is human resource. However, unless and until our manpower is technically competent and possesses appropriate skills the presumed demographic dividend will be managed and the excessive population may turn into huge liability whose burden cannot be shared by the economy. We have a large band of youths with energy, drive and capacity. However, unless and until this youth is supplemented with suitable skills to build their capacity we cannot put the youth's effective usage. There will be a paradoxical situation which will be paradoxical situation which cannot be rightly addressed. On one hand a large number of youths will remain unemployed and idle. On the other hand there will be dirth of skilled and qualified manpower, which will reduce the pace of economy. In order to offer the right solution to this situation it is necessary that proper alignment has to be made between the existing educational system and various skill development programmes. Hence, it is necessary that our educational system on capacity building and skill development programmes.

Statement of the Problem:

India is passing through a phase of unprecedented demographic change. The working population in the age group between 18 to 25 years is growing and it is around 35%. India will have highest young population in the coming decade. However, it is equally important that this increased labour force should be given proper training, help in bringing suitable skills and build their capacity. Unless and until suitable arrangement is made to develop skills, the young population may pose a serious threat to the stability of the concern. Hence, training of skills development is the most crucial issues associated with human resource enrichment in our country. The present paper deals with the issue and hence the title of the paper is "Skill development and capacity building – Role of educational institutions".

Relevance of the Study:

Today development of employable quality is considered as a critical issue. Mere possession of certificate and degree provide no guarantee of having necessary skills. Unless and until efforts are made to improve the abilities and skills by combining educational inputs and skill sets to be nurtured the meaningful development of youths is not possible. Similarly the economy will not receive right human resource inputs resulting in decline of quality, productivity and efficiency. This will be a very severe setback to our economy. The growing pace of growth rate cannot of availability of desired human resources. The purpose of educational has to be linked with economic and social growth which will not be achieved unless and until the demand supply balance of suitable and qualified manpower is rightly maintained. Hence the growing importance of skills development and capacity building has to be rightly understood. This is the crux of our economic development.

If our economy through growing fails to offer suitable and necessary inputs to employment generation then the purpose of development is nullified. There cannot be a situation where economy is growing and unemployment is on rise. This has to be rightly addressed. Hence the importance of skills development and capacity building cannot be discounted.

Objectives of the Paper:

The present paper is written with the following objectives:

1. To understand the need and importance of capacity building amongst youths.
2. To justify the role and importance of skills development programme.
3. To identify the problems associated with capacity building and skills development.

4. To offer suggestions for introducing various capacity building and skills development programmes.

Discussion:**Building capacity amongst youth – need of the hour:**

Capacity building is very important issue associated with development of employment potentials. Mere possession of a certificate or degree cannot ensure a guarantee or the competence acquired by a person. Competence has a different meaning than mere possession of certificate. Competence is a proven ability. Competence indicates how a person can efficacy and therefore competence development is closely associated with development of abilities and skills.

In the educational set up where more emphasis is given on mere deliverance of information, meaningful knowledge is not given. The focus is restricted to passing information from one person to another. This is not enough and adequate. When the labour markets are short of qualified and able youths it is futile to develop a system which fails to enrich the quality and competence of employable youths. The focus of education system cannot be limited to allowing youths pass as examination without having sufficient and appropriate employable skills. Therefore we need to redraft our systems in a different way. Our education has to be suitable enough to meet the requirements of labour market, employees and industries. So, that the mismatch between non availability of qualified and employable youths on one hand and educated but not employable on other. This clearly indicates the need for a new system that will encourage capacity building and skill development.

Skill development programme – A right approach towards efficiency driven economy:

Today the biggest challenge before our economy is to maintain its growth threats and pace rate of development. When all the economies of the world facing critical problem of poor development and low growth rate. Only India and China have a satisfactory economic performance. In order to maintain the growth rate it is necessary that we should keep pace with technological and social changes. Economic growth is a function of resource utilization in an effective manner and utilising the labour cost in the economy grows it automatically adversely influences every other sector of economy. However, reduction of labour cost is not possible and productivity of the labour. For this purpose it is necessary that quality of labour should be enhanced.

The term quality of the labour indicates the education skills, competence and calibre of the labour class. However, competence of the labour class is related with kind of skills and capacity acquired. Unless and until appropriate programmes are designed for

capacity building and skills development for employable youths a meaningful change cannot be brought. It is necessary that suitable trade skills, vocational abilities and other employable qualities should be nurtured amongst the youths. This requires various skills development programmes along with regular educational inputs. The conventional educational system lacks on certain consideration. It is necessary that the gaps in the system should be filled through supplemented skills aptitude development programme along with regular learning inputs. Our view should be given opportunities to learn trade skills, soft skills as well as various mechanical and business related abilities. This initiative to develop competence and calibre can help our youths to become employable and bridge the gap between what the industries aspect and what educational institutes offer.

Skills development programme – problem and challenges:

There are various issues and problems associated with the concept of skills development programme. The conventional educational system is not designed accordingly to the expectations of employees. It is not market friendly and has many limitations in terms of developing employable competence. This poses various challenges when it comes to skill development and capacity building. It should be remembers that any initiative to develop capacity skill has to have practical and applied knowledge support. No skill can be learned without hands on experience, exposure to various real life situations, an idea of concept building and theoretical knowledge. Thus gap between knowledge applicability and learning inputs widen. This becomes a major hurdle of developing competent youths.

The problem in developing skills and competence is further aggravates because of lack of symbiosis between industries and institutions. Industries often fail to spell out their actual needs and requirements in proper manner which result in gap between the activities undertaken by the educational institutions and skills or traits required by the industries. Industrial managers have to come forward and assist the academicians, educational institutions designing specific and need based curriculum without having a concrete collaboration between industries and educational institutions cannot be developed. And this is a root cause of widening gap between the quality of employable youths required and type of graduates produced by the educational institutions.

Many educational institutions do not have adequate and sufficient infrastructure useful for skills development programme without appropriate facilities, instruments, laboratories and info structure, it is not possible to concrete a structure which will help in skills development. In order to develop these

infrastructure industries should establish strengthen and develop laboratories and other infrastructure necessary for undertaking various skills development programme. This will facilities and improve the quality of training inputs. This will also enrich the institutions efforts to develop high skill employable youths and also help in promotion of various self-employment programmes.

Introducing capacity building and skill development:

It is not enough only to through light on the problem side of the issue. It is essential that ways and means should be found out to resolve the problems. A mere academic debate as to why skill development is not taking place of view a few suggestions are offered here. These are:

- i) Developing institutional-institutional interaction with necessary, concrete and specific objectives.
- ii) Identifying areas where such collaborations are possible.
- iii) Developing a pragmatic policy acceptable to both for skills development and capacity building.
- iv) Identifying model institutions where skill development programme can be easily instituted.
- v) Encouraging other institutions to follow the role model institutions by strengthening their infrastructure and info structure. Further the associated staff should be trained to offer appropriate instructions and develop the skills. A positive climate encouraging skill development programmes should be promoted at the institutional level.

Conclusion:

It is now a high time that our educational institutions should come forward and participate in various skill development programmes. This is necessary not only for industrial and economic development but also for social stability. The growing unemployment leads to unrest which in turn may affect the fabric of growth and stability adversely. Therefore academic institution should now accept skill development programme as their basic objective. It should become their mission which they should perform with zeal and enthusiasm.

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