



Effectiveness of Enterprises Development Centers in Providing Vocational Training Identified by Spur Bihar in Bhagalpur Cluster

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ABSTRACT

This paper is the study of assessing the effectiveness of EDCS in providing vocational training. The capacity of EDCS in providing vocational training needs to be evaluated. The analysis is made by using regression analysis and testing of hypothesis. Chi-square (X^2) to test the relationship between variables. The hypothesis tested significantly at .05 level. Regression analysis showed the cause and effect relationship between two or more dependent and independent variables. The facilities for imparting vocational training are quite inadequate in view of its population of Bihar. To overcome this gap Market Based Skill & Entrepreneur Development and Vocational Trainings was started by Government of Bihar under the programme "Support Programme for Urban Reform" (SPUR) with the help of Department for International Development, Government of United Kingdom. The study of this paper is based on Bhagalpur cluster under which there are three towns namely Bhagalpur, Munger, Jamalpur.

KEYWORDS

Enterprise development centre, Skill training, Support programme for urban reform, Vocational training, Vocational training centers.

INTRODUCTION

Bihar is the third most heavily populated state in the country having 104 million populations (Census 2011). About 54.4 per cent of the population still living below poverty line (Tendulkar Committee Report, 2009). At the same time as the population under the poverty line at the national level declined by 7.3 percent between 2004-05 and 2009-10, the decline in the case of Bihar was a merely 0.9 percent (As per a Planning Commission bulletin of March 2012). Bihar has made rapid progress since 2006 in terms of growth rates and human development indicators. In spite of that the poverty levels in the state showed signs of slowness. Out of the total population of 104 million, 40 million were in the age group of 15 to 29 years and the child population in the age-group 5 to 14 years was 20 million (Census 2011). The age group of 15-29 years, only 0.3 percent reported 'to be receiving formal vocational training' and 0.2 percent reported 'to have received formal vocational training'. An additional 1-2 percent population had received non-formal vocational training. Hence, in each group, the all-India averages were 4 to 12 times of their Bihar counterpart. (IIPA study on skills development commissioned by the Government of Bihar reports). So to provide vocational training to the young population of Bihar SPUR divided 28 towns in six clusters and identified Enterprises Development Centers and their partner training centers to accomplish its Market Based Skill & Entrepreneur Development goal. All the Enterprise Development Centers and their partner training centers are covered for data collection. The capacity of EDC_s and their partner training centers can be analyzed. It is the assessment of EDC_s and their partner training centers in providing vocational training. Through the vocational training unemployed population can be transformed into skill working population through EDC_s and their partner training centers. The capacity of Enterprises Development Centers reflects the effectiveness in providing vocational training. India is fast developing economy in the world. To enable the young population to participate in the developing economy India need skilled workforce to reap the benefit of growth. This skilled workforce can be supplied by effective EDC_s and their partner training centers. Currently in Bihar there are numerous vocational training centers private and Government among which SPUR identified few centers.

SUPPORT PROGRAMME FOR URBAN REFORM (SPUR)

The goal of this program is to enable urban areas in Bihar to become source of economic growth and to decrease the rate of poverty by 2015. SPUR aimed to cover 28 urban centers

directly to make services better and also their quality, rendered by ULBs to its 6.36 million urban people, whom 2.83 million people are poor. It is also aimed to benefit those populations whose livelihoods are dependent on the economy of these cities. SPUR programme is designed to implement the Local Economic Development (LED) component. The goal of this programme is to implement the LED structure recommended City Business Plan (CBP). SPUR also identified human resource development as a key element. To develop the human resource, setting up of an Enterprises Development Centre and their partner training centers for vocational training centre was one of the strategies. To promote employment and provide opportunities for local people and entrepreneurs, the Local Economic Development (LED) component of the program aimed to set up Enterprises Development Centers (EDCs) and their partner training centers under Market Based Skill & Entrepreneur Development for providing vocational training in urban clusters in Bihar. The Enterprises Development Centers (EDCs) and their partner training centers was established in various urban clusters.

GEOGRAPHICAL AREA COVERED

Bhagalpur cluster is identified as the area of research because in the year 2006 the Indian government named Bhagalpur and Munger in the list of backward district of the country. All the 38 districts of Bihar was receiving fund from the Backward Regions Grant Fund Program (BRGF). One of the aspects of backwardness of these cities is income generating activity. Bhagalpur and Munger is among them. Second reason of choosing Bhagalpur cluster because of National Thermal Power Corporation (NTPC) and Silk industry in Bhagalpur, because of ITC Ltd (Tobacco Company) and gun factory in Munger, and because of Jamalpur Locomotive Workshop in Jamalpur.

TABLE NO. 1
NUMBER OF TRAINEE RESPONDENT

Trade Covered	Bhagalpur	Munger	Jamalpur	Total
Computer	15	13	12	30
Warden	18	14	10	42
Bangles Making	14	10	8	22
Cloth Cutting	15	13	12	30
Total	62	50	42	154

RESEARCH OBJECTIVE

To assess the effectiveness of EDC_s and their partner training

centers in providing vocational training and capacity of EDCs and their partner training centers.

HYPOTHESIS

- Hypothesis (H₁): Is that there is significant relationship between the skills developed in trainee beneficiaries and vocational training centers study material level.
- Hypothesis (H₂): Is that there is significant relationship between the skills developed in trainee beneficiaries and vocational training centers infrastructure.
- Hypothesis (H₃): Is that there is significant relationship between the skills developed in trainee beneficiaries and vocational training centers faculty.

ANALYSIS AND INTERPRETATION

The correlation coefficient, R, is 0.552, it means intermediate correlation between the Effectiveness of EDCS/ VTC and Faculty, About Placement/ Employment, Study material level, Training centers infrastructure. Since the p value for the F statistic is < .05. This means that at least one of the independent variables is a significant predictor of the DV (standardized reading scores). The "Sig." column in the Coefficients table showed which variables are significant. Regression equation is Effectiveness of EDCS/ VTC (Dependent Variable) = aW + bX + cY + dZ + C, in which a = -.164, b = .365, c = -.122, d = -.428 where as a, b, c, d are intercept and C is Constant.

**TABLE NO 2
SIGNIFICANT/INSIGNIFICANT**

Variables	T	Sig	Result
(Constant)	4.674	.000	Significant
About Placement/ Employment	1.804	.073	Insignificant
Study material level	3.898	.000	Significant
Training centers infrastructure	1.228	.221	Insignificant
Faculty	2.964	.004	Significant

Skill development in trainee beneficiaries* Study material level

**TABLE NO 3
CHI SQUARE TEST**

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	52.665 ^a	4	.000
Likelihood Ratio	40.251	4	.000
Linear-by-Linear Association	29.459	1	.000
N of Valid Cases	154		

a. 1 cells (11.1%) have expected count less than 5. The minimum expected count is 2.44.

Association between skill development in trainee beneficiaries and study material level, it has been found out that the calculated chi square value > tabulated value at .05 level. Thus null hypothesis is rejected and alternate hypothesis accepted. It means that there is significant relationship between skill development in trainee beneficiaries and study material level. Cramer's V is .414, it means large effect. So the vocational training centers can increase skill in trainee beneficiaries by improving the level of study material.

Skill development in trainee beneficiaries* Training centers infrastructure

**TABLE NO 4
CHI SQUARE TEST**

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	49.878 ^a	4	.000
Likelihood Ratio	36.785	4	.000

Linear-by-Linear Association	23.362	1	.000
N of Valid Cases	154		

a. 3 cells (33.3%) have expected count less than 5. The minimum expected count is 1.79.

Association between skill development in trainee beneficiaries and training centers infrastructure, it has been found out that the calculated chi square value > tabulated value at .05 level. Thus null hypothesis is rejected and alternate hypothesis accepted. It means that there is significant relationship between skill development in trainee beneficiaries and training centers infrastructure. Cramer's V is .402, it means large effect. So the vocational training centers can increase skill in trainee beneficiaries by improving their training centers infrastructure.

Skill development in trainee beneficiaries* Faculty

**TABLE NO 5
CHI SQUARE TEST**

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	72.408 ^a	2	.000
Likelihood Ratio	62.428	2	.000
Linear-by-Linear Association	58.711	1	.000
N of Valid Cases	154		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 5.68.

Association between skill development in trainee beneficiaries and training centers faculty, it has been found out that the calculated chi square value > tabulated value at .05 level. Thus null hypothesis is rejected and alternate hypothesis accepted. It means that there is significant relationship between skill development in trainee beneficiaries and training centers faculty. Cramer's V is .686, it means large effect. So the vocational training centers can increase skill in trainee beneficiaries by recruiting qualified trainer at their training centers infrastructure.



Lack of study material/ Qualified Faculty in NGO



Lack of Infrastructure in NGO

Discussions

Unemployment is more frequently due to the result of lack of proper education and skill acquisition to a certain extent than that of a shortage of job opportunities. The demand for knowledge, skills, and competencies is direct, specialized and immediate, so there is need for organized systematic ways to train and retrain population for a wide variety of occupations with higher and newer grades of occupational knowledge and skills so training are crucial for better economic activities of people engaged in dependent employment, self-employment or survival work. Non formal vocational training or skill

training helps an individual in learning some kind of expertise, which enables an individual to become self employed. The skill training at the institutional level can be possible only in the areas of basic skill related to particular trades or occupations. If vocational training is not carried to that point with that individual it is neither personally nor socially helpful. It should meet the certain training time that individual need and in such a way that they can most effectively profit by the instruction received by the trainer.

CONCLUSION DRAWN FROM THIS RESEARCH

The finding in this research revealed that all the vocational training centers and EDC_s are NGO selected by SPUR identified in Bhagalpur clusters. It means that SPUR had not selected professional vocational training providers for providing skill training.

There is lack of regular skill training by these NGO's. All the selected NGO's are engaged in different kind of activity. They provided training first time and ended skill training programme with the end of DFID (UK) project.

In this research it is found that these NGO's does not provided proper infrastructure, study material and qualified trainer. It is also found that practical work is also missing for the trainee beneficiaries.

A regular system of training is also missing in this market based skill & entrepreneur development programme. This market based skill and & entrepreneur development was not regular training programme, it was not the Government of Bihar programme on regular basis.

The link between the training programme and the learner's needs or beneficiaries need is also the key issue. There is lack of identification of need of beneficiaries is also found in this research. It means that training was provided but not on the basis of need of beneficiaries.

The quality of the training provided is also issue of worry. As the toolkits, trainer, and training material are of low standard. The NGO's who provided skill training to beneficiaries, their trainer and study material are of low standard.

The existing training centers also lack financial and administrative sufficiency. These NGO's financial capacity is dependent on Government fund. They don't have permanent staff to administer administrative function. They don't have capacity to generate financial resources for themselves for providing skill training.

The certificate provided by these NGO's to beneficiaries after completing their skill training are weak, it is awarded by Delhi based private agency who bagged contract for implementing the programme.

The problem is further accelerated with lack of industry related training course. These skill training programme don't have any link with industry.

Although there was a system of inspections by private consultancy is in place, to monitor the training programme of these NGO's but it is of sub standard it permits the creation of mal-practices and does not achieve its stated objectives of inspections.

Bhagalpur city is famous for silk. It is also known as silk city of Bihar. Silk industry in Bhagalpur is 200 years old. This city is also well known for its manufacture of silk yarn and sericulture weaving them into beautiful products. It is known as Tusseh or Tusser Silk. There is lack of skills training in this particular field by EDC_s and their partner vocational training centers.

SUGGESTION FOR IMPROVING THESE NGO'S AS TRAINING PROVIDER

Non Formal Training at these NGO's can be a powerful strat-

egy to address a set of skills to the beneficiaries and enable them to convert their skills into practice in their daily life. In the context of rapid social economic and technological changes non formal training (NFT) is gaining an important place in the field of skill building and development.

A limited number of suitable NGO should be selected as training centers in selected regions, and it should be upgraded and officially recognized as providers for providing non formal demand oriented training and income generating skills training for young peoples and adults.

Study material for non formal skills training at these NGO, training centers and for similar institutions who want to be skill trainer should be developed.

Handbooks and manuals, teaching and learning materials should be developed for trainers and coordinators for NGO working in the field of vocational training or skill training.

Trainers with different profiles should be trained by higher education institutions so that quality of training can be improved.

The NGO those are engaged in providing skill training, should have adequate management, teaching/training and support staff, with appropriate qualifications and competencies to carry out the administration and skill training activities.

Equipment for training and learning process which includes accessories, supplies and consumables, hand tools and equipments and audio visual aids should be available with NGO in sufficient number.

The training methods at these NGO should include both theoretical based classes and skill based practical classes to facilitate understanding of concepts and skill based practical activities.

The NGO as a vocational training provider does not bring work from the market as live project. Live project helps trainee to understand and solve practical problem. It also increase the learning skills of trainee.

LIMITATIONS AND FUTURE SCOPE OF STUDY

Like most other research work the present study has its own limitations. There remains a scope to cover all the EDC_s and their partner training centers in whole Bihar identified by SPUR. There remains a scope to study the impact on trainee beneficiaries with respect to socio-economic condition. Standard study material can be designed for both NGO engaged in providing vocational and skill training and also for trainee beneficiaries.

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