CHAPTER 6
RECOMMENDATIONS, LIMITATIONS AND SCOPE FOR FUTURE STUDIES

The recommendations are based on the results of the data analysis and observations of the researcher.

Effect of Vocational Education and Training on Employability and Socio-economic status of students

It was found that the employability and socio-economic status of employees who have completed their technical education through vocational education has improved significantly due to their skillsets. Therefore, Government agencies and corporate should take initiatives to give opportunity to deprived group of people to undertake technical education. If such initiatives take shape in reality then the economy of our country will also improve slowly and gradually. The educational system should be made more flexible so as to make this possible. As of now only few eligible people can undertake technical education. The number of polytechnic students in India is increasing. Today the number of engineers is higher than polytechnic students. However employability is the key issue with the passing engineers. Therefore focus of technical education should be to make students skilled and exposed them to real life problems of shop floor. It is high time to make this major change in technical education. Today Indian population is the youngest one across the globe. If appropriate changes are made in delivery of technical education then India can become global supplier of skilled manpower. Otherwise the energy available in the form of youths may not be put to its best use. Vocational education is the key to do so. Many people cannot continue their education due to some or the other reasons. Some of them are really capable of going for technical education, however due to poor family background or less educated parents they do not get opportunity to go for technical education. If appropriate platform like Yashaswi Institute of Technology made available to such students, they can improve their skill level and
thus their own employability. This ultimately may result in improved socio-economic status of these people.

Effect of vocational education (learn and earn programme) in reducing the cost on training the employed candidates.

It was also found from responses of HR professionals, that the cost incurred in recruiting YIT students is much less than recruiting and employing technicians who have completed their technical education through conventional education system. This is because YIT students are considered as trainees and not full time employees. Thus organizations employing such students need not to be paid with provident funds. Therefore expenses of organizations on provident funds have reduced significantly. Furthermore such students work on shop floor from day one of their admission to vocational education system. This helps them to acquire required skills in short period of time compared to their counterparts who join organization after their technical education. Therefore HR professionals prefer YIT (vocational education) students over other pass out students. This underlines the issue of employability of students who take their technical education through conventional system. Therefore it is strongly recommended by the researcher that approach of delivering technical education should be revamped. The manufacturing organizations should also be involved in curriculum designing for technical program.

Improvement in educational system may be done in two ways; exclusively or using both of them simultaneously. In first way YIT’s curriculum can be adopted for conventional education system with some modification. At present students of YIT undergo on the job training in manufacturing company daily for 8 hours. After on the job training, classes are conducted by experienced faculty members for 2 hours. However such model is difficult to be adopted by conventional education system. Therefore, research recommends that in conventional education system on the job training should be for at the most 4 hours in the first year of the program and
rest 4 hours should be classroom training. On the job training can be increased gradually in subsequent years of the program. At the same time classroom training should remain for 4 years throughout the program. For such program to come in reality manufacturing organizations must compromise on the man hours. Without their participation such program will remain only on paper and will not take real shape.

The second way recommends that manufacturing organizations should simulate the training institute which can be used by technical students of different educational institutes. Such institutes will be simulation of real shop floor of particular industry. For making such facilities available to institutes they may be charged with some amount, which in turn can be collected from students through their tuition fees. Students will get good exposure of real working on machines and will gain the required skills. These students after completion of their education can be absorbed by the same manufacturing companies for long term employment.

**Limitations of the study and Scope for future studies**

This study has included only few selected organizations in Pune. This limits the strength of findings of the study in generalizing. Furthermore the study; as it has been mentioned earlier focuses only on students of YIT Pune. There may be some other vocational program also which run on the same models which are not studied. Future studies may include such program in their scope.

This study focuses only on technical education to examine the effect of vocational training. Future studies may include other courses along with technical course to study impact of vocational training.
Conclusion

The study concludes that Vocational Education and Training enhances not only the employability but socio-economic status of the participants also. Therefore the focus of technical education should be to make students skilled and exposed them to real life problems of shop floor. It is high time to make this major change in technical education. Today Indian population is the youngest one across the globe. If appropriate changes are made in delivery of technical education then India can become global supplier of skilled manpower. Otherwise the energy available in the form of youths may not be put to its best use. Vocational education is the key to do so. Through this study one thing is made very clear that the vocational training should be promoted at large. All the stakeholders of vocational education viz. Educational institutes, Government departments and agencies and most importantly corporate (organizations) must join hands to make the India skilled India in real sense. At the other end VET also helps organizations to reduce total cost incurred on salaries of technical personnel. Therefore VET program is proved to be beneficial to all stakeholders such as participants, organizations and society at large.