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## IDENTIFYING AND EVALUATING THE EMPLOYABILITY SKILLS OF STUDENTS OF GOVERNMENT INDUSTRIAL TRAINING INSTITUTE KOLHAPUR.

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### ABSTRACT:

**T**his study is performed to identify and evaluate the employability skills of ITI students from Government Industrial Training Institute (ITI) Kolhapur. In the context of emerging flexible labour market lifelong employment is receding. Technological changes and rapid product and service changes require individuals with ability to adapt these changes. Employability through education is an alternative strategy in which individuals, corporate businesses, education system and government need to place concerted effort. The employability practices in India are focused on depositing skill sets in individuals, and need to be enhanced. Government Industrial training institutes (ITIs) in India give the largest volumes of technical training to the students to supply skilled human resources required to the industries. Therefore this paper shows the present situation of the employability skills possessed by the students of Government ITI Kolhapur.

For the present study, research sample has been selected using a simple random sampling method from the final year ITI students doing various courses related to mechanical and electrical engineering having basic qualification 10th pass for the course. A sample of 196 final year students is taken for the study and the questionnaires are filled by them for the study. The result showed that, the students have acquired the employability skills to a good extent. However their problem identification and solution skills and conflict resolution skills are slightly lower than the other skills.

**KEYWORDS:** Employability skills, ITI students, Technical training, Skill development.

### INTRODUCTION

India is fast moving towards a knowledge-based economy and is continuously competing with other economies with rising influence of globalization. The golden growth era in the demographic dividend context is no longer a progression of thoughts but a reality that reflects youthful India's firm strides towards overall economic development. Currently with one of the highest youth population in the world India faces its greatest opportunity as well as challenge. It is stated to become the world's youngest nation by 2022 and this population bulge not only provides for a huge reservoir of manpower, but also draws unprecedented focus towards making this talent pool employable.

For decades, lack of employment opportunities and underemployment of educated masses have been important issues in Indian labour market. Interestingly, during contemporary times the tide is reversed and industry is not finding 'employable work force'. Skill development means developing the skill sets to add value for the organization and for the career development of the employees. Skill building can be viewed as an instrument to improve the effectiveness and contribution of employees to the overall production. Skills and knowledge are

the driving forces of economic growth and social development of any country. Skill development could also be seen as an instrument to empower the individual and improve his/her social acceptance or value.

Thus, the new analytical category of employability skills has become an important aspect to be studied and clarified. Industrial Training Institutes play a vital role in economy of the country especially in terms of providing skilled manpower.

Technical education and training system is very important in providing highly skilled workforce to fulfill the needs of industries. Ministry of Labour and Employment has been working for last several decades towards developing skilled manpower for the labour markets in India and abroad. The Craftsmen Training Scheme (CTS), the flagship scheme initiated in year 1950 for imparting skills in various vocational trades, today runs ITIs with a total seating capacity of about 17 lakhs in all over India. According to a recent report published in The Economic Times, employability of candidates from IITs is 70%, from NITs is 35% and from other colleges is just 27%. But, the employability of candidates passing out from the government ITIs, as per the tracer study conducted by the Ministry, is about 60%. As per India skills report 2016 by Wheebox Maharashtra state topped the list of states where hiring activity was the highest.

At present about 23,800 establishments are covered under the Apprenticeship Training Scheme imparting training to 2.58 lakh apprentices. Over the next five years, this will be increased to about 1 lakh establishments covering about 1 million apprentices. The existing Apprentices Act, 1961 will be revisited to meet desired target.

Therefore this research on employability skills of ITI students is necessary to successfully equip them with skills that would enable them to fulfill the current work demands and professional expectations. This paper examines the concept and identifies and evaluates the employability skills among the ITI students.

### WHAT IS EMPLOYABILITY?

There are many definitions of employability. Some of them are as follows :

- 1.The Confederation of British Industry (CBI) (1999) defines employability as: Employability is the possession by an individual of the qualities and competencies required to meet the changing needs of employers and customers and thereby help to realize his or her aspirations and potential in work.
- 2.Employability refers to a person's capability for gaining and maintaining employment (Hillage and Pollard, 1998).

Employability is a measure of how easily new graduates can gain employment, maintain and obtain new employment if required to achieve success in the world of work. Employability is therefore mainly focused on a person's skill, knowledge and attitude. Therefore, employability is about the ability to make plans for the future, and the skills, knowledge and confidence to progress these plans further.

### WHAT ARE EMPLOYABILITY SKILLS?

Skill is an ability to perform a specific task and employability is about having the capability to gain initial employment, maintain employment and obtain new employment if required.

Employability skills are those basic skills necessary for getting, keeping and doing well on a job.

Employability skills are those skills that indicate the knowledge, skills, and attitudes required by the 21st century workplace. It is necessary for career success at all levels of employment and for all levels of education. These are the skills, attitudes and actions that enable employees to get along with their fellow employees and supervisors and to make sound, critical decisions.

1. Employability skills are "those basic skills necessary for getting, keeping, and doing well on a job." Robinson (2000)
2. Employability skills are "A set of achievements, skills, understandings and personal attributes that make individuals more likely to gain employment and be successful in their chosen occupation, which benefits themselves, the workforce, the community and the economy (Yorke & Knight 2006).

Employability skills are all about the ability of individuals to exhibit their skills to the prospective employers and the ability to execute the tasks thereby achieving organizational goals and objectives. Besides, it

also talks about the ability to switch over to other jobs comfortably. Employability skills refer to specific skills essential for employment. These are the critical tools and traits required to perform tasks at workplace. The needs of employability skills differ from country to country and from sector to sector and from time to time. In simple Employability skills are the 'ready for work' skills vital to do the job!

### Employability Skills

Following are the employability skills that are considered while doing the present study.

#### A) Personal Qualities :

- |                                   |  |
|-----------------------------------|--|
| 1) Self Confidence and discipline | 2) Flexibility                         |
| 3) Initiative & Responsibility    | 4) Self management and cooperativeness |

#### B) Communication Skills :

- |                                     |                      |
|-------------------------------------|----------------------|
| 5) Verbal and written communication | 6) Listening Skills  |
| 7) Motivational Training            | 8) Behavioral Skills |

#### C) Interpersonal Skills :

- |                         |                                    |
|-------------------------|------------------------------------|
| 9) Leadership           | 10) Teamwork                       |
| 11) Conflict Resolution | 12) Planning and Organizing skills |

#### D) Higher –order thinking Skills :

- |   |                        |
|---|------------------------|
| 13) Creativity and Innovation           | 14) Strategic Thinking |
| 15) Problem identification and solution | 16) Risk taking        |

#### E) Technical Skills :

- |                                      |   |
|--------------------------------------|---|
| 17) System/ Process designing skills | 18) Solving Technical Problems          |
| 19) Application of Knowledge         | 20) Development of Technical Competence |

### OBJECTIVES

1. To identify the employability skills that have been acquired by the ITI students in Government Industrial training institute Kolhapur.
2. To study the level of employability skills among the ITI students in Government Industrial training institute Kolhapur.
3. To evaluate the employability skills that have been acquired by the ITI students in Government Industrial training institute Kolhapur.
4. To find out the specific steps taken by the Government ITI Kolhapur to improve employability skills among the ITI students.

### HYPOTHESES

#### Hypothesis 1 :

**H<sub>0</sub>** : There is no significant improvement in the employability skills of the students after the apprenticeship training.

**H<sub>1</sub>** : There is significant improvement in the employability skills of the students after the apprenticeship training.

#### Hypothesis 2 :

**H<sub>0</sub>** : There is no significant improvement in the employability skills of the students after introducing the Employability Skills subject in ITI course.

**H<sub>1</sub>** : There is significant improvement in the employability skills of the students after introducing the Employability Skills subject in ITI course

## RESEARCH METHODOLOGY

This study is the result of information and data collected from both Primary and Secondary sources. Newspapers, journals, magazines, college records and files and websites of Directorate General of Training (DGT) Ministry of Skill Development and Entrepreneurship, Government of India and Directorate of Vocational Education and Training Maharashtra State formed the source of secondary data.

Primary data emphasized on a detail study covering the final year ITI students, using questionnaire as a research instrument, information was collected from ITI students on employability skills. The survey was conducted in Government ITI Kolhapur.

## SAMPLE

This study survey is conducted in Govt. Industrial Training Institute, Kolhapur. The population consists of 922 final year students doing various courses related to mechanical and electrical engineering having basic qualification 10th pass for the course. The researcher has adopted simple random sampling method for sample selection. The researcher randomly distributed 200 questionnaires to the students from which 196 students returned properly filled questionnaires. Thus sample size for the present study is 196 students using simple random sampling method.

## DATA ANALYSIS

A descriptive analysis of ITI student's employability skills is given below. The analysis is done with the help of SPSS software.

### A] Personal Qualities (Table No. 1)

Sr. No.	Employability skills	Mean	Standard Deviation
1	Self confidence and discipline	4.62	0.486
2	Flexibility	4.14	0.971
3	Initiative and responsibility	4.43	0.848
4	Self management and cooperativeness	4.58	0.514

Above table no.1 shows the mean scores and standard deviations of personal qualities of ITI students. The mean score of self confidence and discipline is 4.62 (SD=0.486) which is the highest score in personal qualities. The mean score of flexibility skills is 4.14 (SD=0.971) which is the lowest score in personal qualities. The mean scores of initiative and responsibility and self management and cooperativeness are 4.43 (SD=0.848) and 4.58 (SD=0.514) respectively. This shows that, the ITI students have gained more self confidence and discipline during the course.

### B] Communication Skills (Table No. 2)

Sr. No.	Employability skills	Mean	Standard Deviation
1	Verbal and written communication	4.16	1.039
2	Listening Skills	4.23	0.781
3	Motivational Training	4.38	0.779
4	Behavioral Skills	4.22	1.086

Above table no.2 shows mean scores and standard deviations of communication skills of ITI students. The highest mean score among communication skills is 4.38 (SD=0.779) and it is of motivational training skills. The lowest mean score is 4.16 (SD=1.039) and it is of verbal and written communication skills. The mean scores for behavioral skills and listening skills are 4.22 (SD=1.086) and 4.23 (SD=0.781) respectively. This shows that, ITI student's level of motivational training skills is quite high.

### C] Interpersonal Skills ( Table No. 3 )

Sr. No.	Employability skills	Mean	Standard Deviation
1	Leadership	4.17	1.100
2	Teamwork	4.30	0.789
3	Conflict Resolution	3.73	1.211
4	Planning and Organizing skills	4.18	0.839

Above table no.3 shows mean scores and standard deviations of interpersonal skills of ITI students. The mean score of teamwork skills is 4.30 (SD=0.789) which is the highest score in interpersonal skills. The mean scores of planning and organizing skills and leadership skills are 4.18 (SD=0.839) and 4.17 (SD=1.100) respectively which are slightly less than teamwork skills. The mean score of conflict resolution skills is 3.73 (SD=1.211) which is the lowest score in interpersonal skills. This shows that, level of teamwork skills of ITI students is increased during the course.

### D] Higher order thinking Skills ( Table No. 4 )

Sr. No.	Employability skills	Mean	Standard Deviation
1	Creativity and Innovation	4.44	0.786
2	Strategic Thinking	4.31	0.765
3	Problem identification and solution	4.10	0.997
4	Risk taking	4.27	0.891

Above table no.4 shows mean scores and standard deviations of higher order thinking skills of the ITI students. The mean score of creativity and innovation skills is 4.44 (SD=0.786) which is the highest score in higher order thinking skills. The mean scores of strategic thinking skills and risk taking skills are 4.31 (SD=0.765) and 4.27 (SD=0.891) and respectively which are slightly less than creativity and innovation skills. The mean score of problem identification and solution skills is 4.10 (SD=0.997) and which is the lowest score in higher order thinking skills. This shows that, the level of creativity and innovation skills of ITI students is quite high.

### E] Technical Skills ( Table No. 5 )

Sr. No.	Employability skills	Mean	Standard Deviation
1	System/ Process designing skills	4.50	0.774
2	Solving Technical Problems	4.27	0.979
3	Application of Knowledge	4.32	0.844
4	Development of Technical Competence	4.38	0.696

Above table no. 5 shows the mean scores and standard deviations of technical skills of the ITI students. The highest mean score among technical skills is of system/process designing skills and which is 4.50 (SD=0.774). The mean scores of development of technical competence skills and application of knowledge skills are 4.38 (SD=0.696) and 4.32 (SD=0.844) respectively which are slightly less than system/process designing skills. The lowest mean score is of technical problem solving skills and it is 4.27 (SD=0.979). This shows that, system/process designing skills of the ITI students are quite high.

### TESTING OF HYPOTHESIS

In the present research, the researcher has formed two hypotheses. These hypotheses are tested by using hypothesis testing of proportions. The significance level is taken at 5%.The researcher has made use of the

test statistic 'z' as follows :

**Hypothesis 1 :**

**Null Hypothesis (H0) -**

**H0 :** There is no significant improvement in the employability skills of the ITI students after the apprenticeship training.

**Alternate Hypothesis (H1) -**

**H1 :** There is significant improvement in the employability skills of the ITI students after the apprenticeship training.

Table No.6

Opinion	Frequency	Percentage
Agree	182	0.92
Disagree	12	0.061

Proportion of agree respondents = p

H0:  $p < 0.5$

vs

H1:  $p > 0.5$

Table No. 6.1

Sample	Frequency	n	Proportion
Agree	182	194	$\hat{p} = 0.93$
Disagree	12		0.061
Ho: $p \leq 0.5$ vs H1: $p > 0.5$ ,			
z = 12.605		p-value = 0.00001	

By applying one tailed test i.e. right tailed test,

Acceptance Region A :  $Z < 1.645$

Rejection Region R :  $Z > 1.645$

The observed value of  $z = 12.605$  which comes in the rejection region as  $R : Z > 1.645$

Therefore H0 is rejected at 5% significance level and H1 is accepted.

Also reject H0 if p-value  $< 0.05$  otherwise accept H0.

According to table no. 6.1, p-value = 0.00001.

Since p-value is  $0.00001 < 0.05$

Thus H0 is rejected at 5% significance level and H1 is accepted.

Thus it is concluded that, there is significant improvement in the employability skills of the ITI students after the apprenticeship training.

**Hypothesis 2 :**

**Null Hypothesis (H0) -**

**H0 :** There is no significant improvement in the employability skills of the students after introducing the Employability Skills subject in ITI course.

**Alternate Hypothesis (H1) -**

**H1 :** There is significant improvement in the employability skills of the students after introducing the Employability Skills subject in ITI course.



Table No. 7

Opinion	Frequency	Percentage
Agree	188	0.96
Disagree	8	0.040

Proportion of agree respondents = p

H0: p < 0.5

vs

H1: p > 0.5

Table No. 7.1

Sample	Frequency	n	Proportion
Agree	188	196	$\hat{p} = 0.96$
Disagree	8		0.040
Ho: p ≤ 0.5 vs H1: p > 0.5,			
z = 12.921		p-value = 0.00001	

By applying one tailed test i.e. right tailed test,

Acceptance Region A : Z < 1.645

Region R : Z > 1.645

The observed value of z = 12.921 which comes in the rejection region as R : Z > 1.645

Therefore H0 is rejected at 5% significance level and H1 is accepted.

Also reject H0 if p-value < 0.05 otherwise accept H0.

According to table no. 7.1, p-value = 0.00001.

Since p-value is 0.00001 < 0.05

Thus H0 is rejected at 5% significance level and H1 is accepted.

Thus it is concluded that, there is significant improvement in the employability skills of the students after introducing the Employability Skills subject in ITI course.

### FINDINGS

The findings of the study reveal that the students of Government ITI Kolhapur have acquired the employability skills to a good extent. However their problem identification and solution skills and conflict resolution skills are slightly lower than the other skills. The institute has taken necessary steps to improve the employability skills of the students. The ITI students have to undergo one year apprenticeship training after completion of two years. The trainees are selected for the training through campus interviews of various companies in different fields. During the training the trainees get practical knowledge and actual work experience of the industry. For that they get stipend from the concerned company. So it is like an earn and learn programme which is beneficial to the social and economically backward candidates especially from rural area.

Also "Employability Skills" subject is introduced into the syllabus of the ITI students from August 2012. This subject helps the students to learn and adapt, read, write and compute competently, listen and communicate effectively, think creatively, solve problems independently, manage themselves at work, interact with co-workers, work in teams or groups, handle basic technology, lead effectively as well as follow supervision. These core skills for employability are both important to employers recruitment and enhance an individual's ability to secure a job, retain employment and move flexibly in the labour market as well as engage in lifelong learning.

## CONCLUSION

Any company requires skilled labour for their production. To train the unskilled labour is a very difficult job for the employers which requires large amount of resources like infrastructure, time, money and skilled trainers. So because of these ITI courses companies can get skilled workforce which can directly work on the production line by giving short term training. Thus the employers can get the required skilled human resources possessing the employability skills as per their need directly from such industrial training institutes.

During the study it is found that, student's problem identification and solution skills and conflict resolution skills are slightly lower than the other skills. Therefore in order to improve the problem identification and solution skills of the students the Government Industrial Training Institute, Kolhapur should introduce practicals on problem solving in the processes or in the machines and equipments maintenance and repair. This will help the students to identify the problems in future and they can easily overcome them.

Due to improvement in employability skills of the students after completion of ITI course, the chances of getting job or establishing their own business are increased significantly which helps to improve their living standard. Thus this type of courses can produce large amount of entrepreneurs in the country.

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