

## Role of Education and Skill Development Programs in Skill Advancement: An Empirical Study at School Level

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### **Abstract**

The purpose of this study is to understand impact of level of education and level of skill development program attended on skill of students. Under convenience sampling method, following a personal survey method, 201 sample data was collected from the North Gujarat from different schools. for understanding impact of level of education and level of skill development program attended on level of skill among school students with use of multiple regression was done. This study found that the level of skill is important for the good employment opportunity, however, the level of skill has a dependency on the education system. This study also reported a very minor impact of level of education on level of skill. This study also found that the level of skill is required special training or vocational training to even school students for improves their skill level. This research helps to identify importance of education and skill development program at different education institutes in addition to their regular school curriculum.

### **Keywords :**

skill development program, skill enhancement.



### **Introduction**

After 'Digital India' and 'Make in India', Shree NarendraModi's Government had launched another program. This one was a revised version of program launched earlier under the skill development policy. This new program, called 'Skill India', was supposed to be a multi-skill program. It was launched in March 2015. Like all other program, 'Skill India' too is a dream project of Shree NarendraModi and the work to launch this program has already been initiated.

However, it is yet not supported by any of survey regarding at what level, to whom and up to what extend skill development program have relevance in Indian context. Thus, here it was humble try during research to understand need of skill development for school level students. This research helps to identify importance of education and skill development program at different education institutes in addition to their regular school curriculum.

### **Literature Review**

he skill development of the working population is a priority for the government. This is evidently the

exceptional progress India has witnessed under the National Policy on Skills (2009) over the years. The objective of the policy is to expand on outreach, equity and access of education and training, which it has aimed to fulfil by establishing several industrial training institutes (ITIs), vocational schools, technical schools, polytechnics and professional colleges to facilitate adult learning, apprenticeships, sector-specific skill development, e-learning, training for self-employment and other forms of training (as per 12<sup>th</sup> Plan). The government therefore provides holistic sustenance through all its initiatives in the form of necessary financial support, infrastructure support and policy support.

It is also high time now measures are taken to improve the physical and mental development of the youths of the country so that none of them remains unemployed and the country's unemployment problem also gets reduced. It is time to open up avenues by which the youth accepts responsibility and no one remains idle because an idle youth is a burden to the economy (Agrawal, 2012). The economy should concentrate on job creation and social security schemes. With this new approach towards skill development, India can definitely move forward towards its targeted results (Chenoy, 2014).

Thus, this project is trying to develop model that helps in exploring need for institutional strengthening through skill development program at school level.

### **Objective of the Study**

Main objective of the study is to understand impact of level of education and level of skill development program attended on skill of students.

### **Research Methodology**

#### ***Sample Size***

Based on requirement of the study and time convenience total 201 sample data was collected from the North Gujarat from different schools (Mahesana urban bank vidyalaya, Divine Child School, Shree J. M. Chaudhary Sarvajanic Vidyalaya and many other)

#### ***Data Collection Method***

Data were collected using questionnaire method. For the collection of the data structured questionnaire created and got approved through experts from academic and industry that make it possible to cover the objective of the study Thus, all the data collected through the primary survey method for the purpose of the concluding the study through statistical analysis.

#### ***Research Instrument***

Questionnaire was used as research instrument with three sections in it. First section is about general information of respondent. Second and third parts are related to level of skill and level of program attended for different skill development respectively. Second part is consists of the six statement that help in identifying level of comfort with practical respond of student. On the other side, third part is consists of four statement that helps in measuring their level of exposure to skill development program available in market. This answers further coded in scale of 1 to 5 for the purpose of analysis and interpretation.

#### ***Data Analysis Method***

As per objective defined, for understanding impact of level of education and level of skill development program attended on level of skill among school students with use of multiple regression was done.

Multiple Regressions: Multiple regressions help to understand impact of more than one independent variable on dependent variable with matrix data set. Multiple regressions create the model as below:

$$Y = a + b * X_1 + c * X_2 + d * X_3 + \dots + z * X_n$$

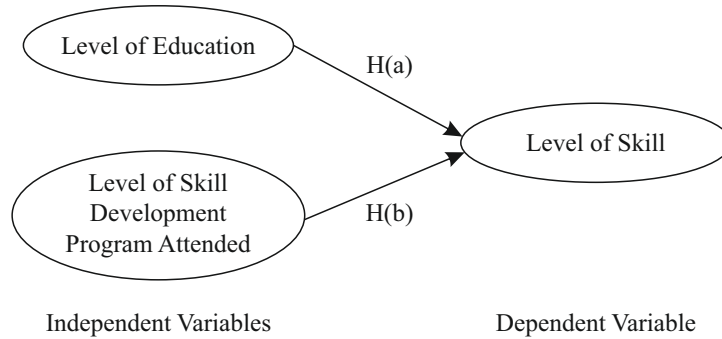
Where,

Y = Dependent variable under observation

a, b, c, ... , z = parameters that define model explanation to dependent variable

X<sub>1</sub>, X<sub>2</sub>, X<sub>3</sub> ... X<sub>n</sub> = Independent variables that help in explaining variation of dependent variable

**Figure 1: Proposed Model for Analysis**



**Hypothesis of the study**

Finally, based on objective and method of analysis following hypothesis were concluded to check for its reality as follow:

H<sub>0(a)</sub> : There isn't any significant impact of level of education on level of skill

H<sub>1(a)</sub> : There is significant impact of level of education on level of skill

H<sub>0(b)</sub> : There isn't any significant impact of level of skill development program on level of skill

H<sub>1(b)</sub> : There is significant impact of level of skill development program on level of skill

**Data Analysis and Interpretation**

**Table 1: Sample Profile- Age, School level and Gender wise:**

Age(Years)	Number	Percentage	Standard	Number	Percentage
10	3	1.49	Below 7	11	5.47
11	5	2.49	8 or 9	17	8.46
12	3	1.49	10	23	11.44
13	7	3.48	11	95	47.26
14	9	4.48	12	55	27.37
15	24	11.94	Total	201	100
16	95	47.26	<b>Gender</b>	<b>Number</b>	<b>Percentage</b>
17	55	27.37	Boys	145	72.14
Total	201	100	Girls	56	27.86
			<b>Total</b>	<b>201</b>	<b>100</b>

Table 1 has shown demographic profile of the 201 respondent based on their age, gender and level of education. Highest samples were collected for the 16 years of age with 47 percent. Similarly, most of the respondents were of the standard 11 with same percent. Out of 145 major around 145 respondents are boys with 72 percent of sample.

Model under consideration is  $LOS = a + b * LOE + c * LOSDP$

Where,

LOS = Level of Skill

LOE = Level of Education

LOSDP = Level of Skill Development Program

**Table 2: ANOVA**

	<i>Df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance</i>
Regression	2	38.05	19.03	49.23	<b>0.000*</b>
Residual	199	76.52	0.3832		
Total	200	114.57			

\* Significant at 5%

As shown in ANOVA table 2, it is clear that model shown is significant ( $p < 0.05$ ). It also indicates both independent variables together explain variation in dependent variable significantly.

**Table 3: Model Summary**

<i>Regression Statistics</i>	
Multiple R	0.576
R Square	<b>0.332</b>
Adjusted R Square	0.325
Standard Error	0.6213
Observations	201

As shown in Model Summary table 3, it is clear that LOE and LOSDP together able to explain 33.2 per cent variation ( $R \text{ Square} = 0.332$ ) of LOS among school students for given sample of 201 students.

**Table 4: Coefficients Table**

	Unstandardized		Standardized	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.3978	0.2325		6.01323	0.00000*
LOE	0.0819	0.0405	0.1183	2.02168	0.04456*
LOSDP	0.5190	0.0553	0.5497	9.39344	0.00000*

\* Significant at 5%

Note: LOS is dependent variable

As shown in Coefficients table, it is clear that LOE and LOSDP both are significant at 5 per cent level of significant. Thus, both developed null hypotheses were rejected. However, Impact of LOSDP is higher than LOE on LOS among school students as given in below equation:

$$\text{LOS} = 1.3978 + 0.0819 * \text{LOE} + 0.519 * \text{LOSDP}$$

Hence, with increase in on an average one LOE will results in increase of on an average 0.0819 LOS only. On the other hand, with increase in on an average one LOSDP will results in increase of on an average 0.519 LOS.

### **Findings**

This study found that the level of skill is important for the good employment opportunity as clearly indicated by recent review of literature. Level of skill has depicted that it has a dependency on our education system. However, very minor impact shown of level of education on level of skill. This study also found that the level of skill is required special training or vocational training to even school students for improves their skill level. In fact, level of skill develop program attended by students has very high impact on their level of skill.

### **Discussion And Recommendation**

As above findings, it is clear that in today's word only traditional education system may not help in improving skill. Hence, there is good opportunity for developing skill development program at school level to achieve skill improvement among school students. Based on study, it is recommended to NCD to come up with some skill development scheme and program that helps institute to strengthening through skill development program.

### **Limitations Of The Study**

- Study conducted is at only North Gujarat due to resources constrains and hence general applicability may need to check with bigger population.
- Study had focus on students only and hence skill level among normal population can't commented
- All limitations of tool and technique used in study also applicable to the study.

### **Scope OF Further Research**

This study has scope limited to North Gujarat students who currently study from standard 1 to 12. Also, scope of study limited to skill development program that emphasize on the school level students development. So, one can extend study for overall country, college level students and overall skill development complaining by prime minister in 12<sup>th</sup> Plan.

### **Conclusion**

As shown in data analysis, main focus of the study is impact of LOE and LOSDP on their LOS. Here it was concluded that clearly our traditional system of education helps student in developing their skills but not extensively. Hence, there is real need of skill development program at school level to increase future employment through increase in LOS.

### **Reference :**

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