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AN ECONOMICAL ANALYSIS ON IMPACT OF VOCATIONAL TRAINING (THROUGH ITIS) OF YOUTH OF UDHAMPUR DISTRICT IN J&K, (INDIA)

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Abstract-

It is fact that India is one of the youngest nations in the world and it needs quality education and vocational skills to the young Indians to meet the nation's domestic requirement. Vocational education plays an important role in the present time along with general education and it also should be introduced to all the students in this period as it gives employment. Majority of the youth are trained at un-registered garages and gaining vocational skills. Many youth engage on daily wage work unaware of the opportunities available to them. In work force they can perform efficiently and productively but they do not get any certification to obtain a job in the organized sectors or in multinational companies. Providing vocational training will bridge the gap between skilled and unskilled labour and will help people with better employment opportunities. So young Indians are needs to be provided better opportunities in vocational training and employment, interpersonal and communication skills through a certified institution to enable them to get better employment across the world. Collaboration were initiated in the country with the selected central ministries, state government, international organizations, industries and NGOs for multi-level engagement and more impactful implementation of the skill development efforts. Present study also discusses the role of formal and informal skills providing institutions in imparting the vocational training and employability skills to the young India in brief. In this regard present paper have been represented by economical analysis about the impact of vocational training on youth under study

Keywords: *vocational skills, general education, youth, certification, human resources, collaboration and institutions*

INTRODUCTION

Human capital is one of the essential determinants of economic growth. This broad term covers various factors like education, health, migration, vocational training, IT development. Vocational Training and Skill Development is one of the main component and is of course the main issue as far as the domain of the present study is concerned. Vocational education is a type of education that prepares people to work in various forms of jobs-trade, a craft or may be a technician, etc. and so forth. This term is sometimes used as synonym to career education or technical education. Vocational education may take place at the secondary, post-secondary, or higher education level and can well interact with the apprenticeship system. The concept of Vocational Education, Training and Skill Development may be understood as follows: (a) a means of preparing for different occupational fields and for enabling effective participation in the world of work; (b) an aspect of lifelong learning and to prepare workforce for being responsible citizens; (c) an instrument for promoting environmentally sound sustainable development.

Skill development is crucial for achieving faster sustainable and inclusive growth on the one hand and for providing decent employment opportunities to the growing young population on the other. It is mainly because of the complementarities that exist between physical capital and human capital on the one hand and between technology and human capital on the other. India would be in position to meet the requirement of technically trained man power not only for its growing economy but also of the aging advance economies of the world. However, skilling this large and growing young population from an exceedingly small base would be a big challenge for India.

In India, skill formation is broadly through general education as a provider of generic skills. Vocational education and training provides marketable industry specific skills for better employability. Other than general education, skill formation efforts consists of the following: (a) vocational education, (B) vocational training and (C) sectors specific programmes to address the issues of skill formation and enhancement.

Within vocational training, distinction can be made between the formal and informal streams both of which take place under the aegis of the government as well as the private and non-government agencies. Human capital is an essential determinant of economic growth and it is through training and skill development that humans can contribute a lot in economic development of any nation. Vocational training improves the productivity and enhances the efficiency of the labour force for better participation in economic development. Vocational training is thus an important aspect of economic development. The main objective of vocational training is to raise the standard of living and the general well-being of the people in an economy through increasing opportunities for productive employment. In the present paper, an attempt has been made to analyse the impact of vocational education and training on economic conditions of respondents (beneficiaries and non-beneficiaries) under study.

REVIEW OF LITERATURE

Review of literature helps the researchers to form an organized framework of the study, refine the study and analyze the research gap to establish the noteworthy recommendations with respect to improvement in skill development training, their socio-economic conditions, economic growth and overall well-being. A lot of studies have been conducted in this record. The review of literature has been divided into three sections where Section-A with general impact of vocational training, Section-B highlights the social impact and Section-C analyses the economic impact of vocational training.

Section-A (General impact of vocational training)

In this section, different studies have been conducted which helps to organize the general impact of vocational training. These are following findings of impact:-

Arriagada and Ziderman et.al, (1992) in their study emphasized that the vocational education refers to those practical subjects which generate some basic knowledge among the students. Skills and dispositions that might prepare the students to enter into manual occupations. Chinnappan Gasper, (1995) has discussed that vocational education plays a significance role particularly in expanding the employment opportunities and economic returns. Tripathi, M., (2003) in his book has depicted that skill development and general training particularly in trade plays a vital role in the development of individual and overall economic growth. Sushma Berlia, (2006) in her study revealed that both vocational education and skills development have been existing to increase skilled workforce, profitability of employers and expansion of national development. Goel, (2009)

has concluded that the skills and development are the engines of economic growth and social development of any country. Sharad Tiwari (2014) has found that skills and knowledge are the driving forces of economic growth and social development of any country. The economy becomes more productive, innovative and competitive through the existence of more skilled human potential.

Section-B (Social impact)

It is observed that the review of literature under this study depicted how vocational training has made an impact on the basic amenities, housing conditions, the standard of living, quality of life etc. of the beneficiaries. Inspired by Becher and Mincer (1975) that vocational education and training are the main components of human capital development and from human capital, lifetime earnings benefits and indirect positive benefits are found for an individual. Edwin, B. Flippo (1984) has been described that vocational education and Training is the act of strengthening the knowledge and skills of an employee for doing a particular job. Michel Armstrong (2001) has stated that Training and skills are a systematic development of the knowledge and attitudes which are required by an individual to perform adequately a given job or task. Adam Dasmani (2011) in his study concluded that the technical skills that have been acquired through training are supposed to raise the individual's job opportunities and productivity. Sadhana (2013) in his study has been addressed that skill education and vocational training programme play a significant role in rendering practical knowledge among the trainees.

Section-C (Economic Impact)

Many studies have assessed the impact of vocational training in terms of economic output. The following are the findings of some research studies here:

Tsang, (1990) has concluded that in the late 1970s and early 1980s many significant changes have occurred such as vocationalization of education at the upper-secondary level. A. Y. Adamu, et.al (2007) in their study has described that education is the common property of everyone. Indranil Biswas (2008) has been analyzed that throughout the post-independence period there have been many attempts to reform the Indian vocational education system and make it more applicable. Soyolmaa Batbekh (2013) has pointed out that one of the suitable ways to reduce unemployment is to provide unemployed youth with more skills through formal training. K. Kaushik, (2015) has told that the vocational education and training assistance to boost the country's employment and its economy.

The review of the literature has highlighted that vocational education through ITIs one is able to gain, skills, knowledge, and competencies through which the beneficiaries can enjoy a better quality of life, improved earnings and employment opportunities.

Since no empirical study on the impact of vocational training on socio-economic conditions of the youth of Udhampur district has been found in the review of the literature, therefore an apparent need was felt to address this gap by conducting the present study.

OBJECTIVES AND RESEARCH METHODOLOGY

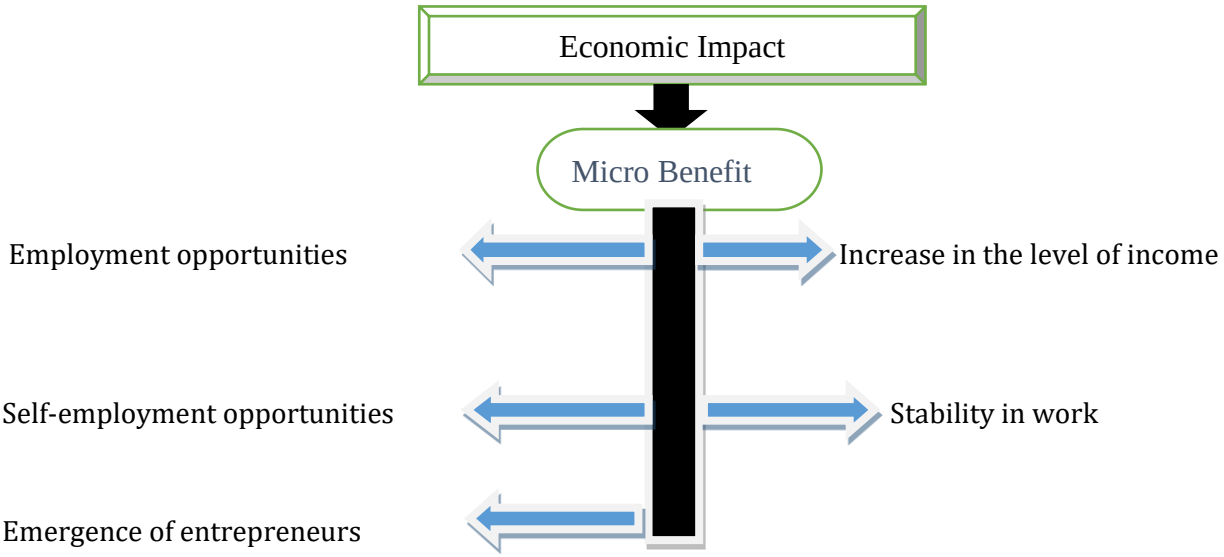
In this backdrop the objectives of the present study are, to examine the economic impact of vocational training on beneficiaries and non-beneficiaries & to find out the problems faced by them and to make possible suggestions under study. The present study is based on primary and secondary sources. The secondary data has been collected from various sources such as books,

journals, government reports and websites. For conducting the primary study Udhampur district (from J&K) has been selected randomly, from Udhampur district three blocks, namely-Udhampur, Chennai and Ramnagar have been selected randomly and from each block 120 respondents have been selected purposively (who have attained formal and informal training in seven types of trades during the period of 2012-14).

The data for a sample of 360 respondents has been collected through the personal interview method on a well-structured questionnaire. After the collection of data, it has been tabulated and analyzed with simple statistical tools to realize the objectives of the study.

Economic impact of vocational training on beneficiaries and non-beneficiaries:

Skill development is crucial for achieving faster sustainable and inclusive growth on the one hand and for providing decent employment opportunities to the growing young population on the other. Skill development is of immense importance because of its contribution in enhancing productivity at the individual, industry and at national levels. It is mainly because of the complementarities that exist between physical capital and human capital on the one hand and between technology and human capital on the other. Vocational technical education has played a vital role in enriching human resources through skill development. Vocational training is thus an important aspect of economic development. The main objective of vocational training is to raise the standard of living and the general well-being of the people in an economy through increasing opportunities for productive employment. The focus of present paper is about the economic impact of vocational training i.e. how vocational trainings (both formal and informal) has made a difference in improving the economic conditions of the beneficiaries and non-beneficiaries under study. Economic impact of vocational training can be captured as under:



In the present study, an attempt has been made to analyse the impact of vocational education and training on economic conditions of beneficiaries and non-beneficiaries under study. Economic impact can be captured through status of employment, emergence of entrepreneurship, ownership of assets, employment generation, and an improvement in the level of income, employment, self-employment opportunities etc.

Type of trades in which the beneficiaries and non-beneficiaries have attained formal and informal training:

The type of trades in which the beneficiaries and non-beneficiaries have acquired training has been shown with the help of table 1.1

Table 1.1 Type of Trades Acquired by the Respondents through Formal and Informal Training

Type of Trades	Beneficiaries with Formal Training									Grand total
	Udhampur			Chenani			Ramnagar			
	M	F	Total	M	F	Total	M	F	Total	
Stenographer	3 (5)	2 (3.33)	5 (8.33)	1 (1.66)	--------	1 (1.67)	2 (3.33)	1 (1.67)	3 (5)	9 (5)
COPA	6 (10)	5 (8.33)	11 (18.33)	5 (8.33)	2 (3.33)	7 (11.7)	4 (6.67)	2 (3.33)	6 (10)	24 (13.33)
Electrician	12 (20)	---------	12 (20)	14 (23.3)	--------	14 (23.3)	10 (16.67)	--------	10 (16.67)	36 (20)
Welder	10 (16.66)	---------	10 (16.7)	13 (21.7)	--------	13 (21.7)	13 (21.66)	--------	13 (21.66)	36 (20)
Cutting & Sewing	---------	11(18.33)	11 (18.33)	---------	4 (6.67)	4 (6.67)	---------	9 (15)	9 (15)	24 (13.33)
Plumber	7 (11.66)	---------	7 (11.7)	21 (35)	--------	21 (35)	18 (30)	--------	18 (30)	46 (25.25)
Software Application	3 (5)	1 (1.67)	4 (6.57)	---------	--------	---------	1 (1.66)	--------	1 (1.66)	5 (2.77)
Total	41 (68.33)	19 (31.67)	60 (100)	54 (90)	6 (10)	60 (100)	48 (80)	12 (20)	60 (100)	180 (100)
Non-Beneficiaries with Informal Training										
Stenographer	1 (1.66)	0 (0)	1 (1.66)	---------	--------	---------	2 (3.33)	--------	2 (3.33)	3 (1.66)
COPA	6 (10)	3 (5)	9 (15)	2 (3.33)	1 (1.66)	3 (5)	3 (5)	--------	3 (5)	15 (8.33)
Electrician	11 (18.33)	---------	11 (18.33)	14 (23.33)	--------	14 (23.33)	12 (20)	--------	12 (20)	37 (20.55)
Welder	11 (18.33)	---------	11 (18.33)	13 (21.66)	--------	13 (21.66)	12 (20)	--------	12 (20)	36 (20)
Cutting & Sewing	4 (6.66)	16 (26.66)	20 (33.33)	8 (13.33)	6 (10)	14 (23.33)	9 (15)	9 (15)	18 (30)	52 (28.88)
Plumber	8 (13.33)	---------	8 (13.33)	16 (26.66)	--------	16 (26.66)	13 (21.66)	--------	13 (21.66)	37 (20.55)
Software Application	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------
Total	41 (68.33)	19 (31.66)	60 (100)	53 (88.33)	7 (11.66)	60 (100)	51 (85)	9 (15)	60 (100)	180 (100)

Source: Filed Survey 2018-19

Note: *Figures within brackets represent the percentage level with respect to total responses*
Note: *COPA stands for Computer Operator and Programming Assistant*

Table 1.1 shows that out of total (180), 5 percent of the beneficiaries have acquired formal training in stenographer, 13.33 percent in COPA, 20 percent each in electrician and welding, 13.33 percent, 25.25 percent and 2.77 percent of the beneficiaries have acquired training in trades such as cutting & sewing, plumber and software application respectively. COPA, electrician, cutting & sewing are the most demanded trades by majority of the respondents in Udhampur block whereas software application trade is least preferred in the same block. Except plumbing, electrician and welding in all trades, both male and female have acquired formal vocational training. Similarly, in block Chenani, the most demanded trades have been plumber, electrician, welding and the least preferred one is stenography. No one has opted for training in software application trade in Chenani. In case of Ramnagar block, welding and electrician are the most demanded trades by majority of the respondents and software application trade is least preferred. Both male and female have acquired formal vocational training but no women has attained the training in trades such as plumber, electrician, welder and software application. Reasons behind the attainment of vocational training were unemployment, rising competition level in general education and more demand for skill education and urbanization.

Among non-beneficiaries, out of total 180, 1.66 percent acquired informal training in stenography, 8.33 percent in COPA, 20.55 percent, 20 percent, 28.88 percent and 20.55 percent in electrician, welder, cutting & sewing and plumber respectively. Electrician, welder, cutting & sewing are the most demanded trades by majority of the respondents in case of Udhampur block and stenographer trade is least preferred in Udhampur block. Whereas no one has attained informal training in software application applications. In stenography, electrician, welding and pluming trades, only male have acquired training, whereas in cutting & sewing, COPA trades, both male and female have attained informal training.

In case of block Chenani, the most demanded trades were electrician, cutting & sewing and plumbing and the least preferred one was COPA and no one has opted for software application trade. In Ramnagar block, cutting & sewing and plumber were the most demanded trades and stenographer trade was least preferred. Except plumber, electrician, welder and software application (where no women has attained training) among all the trades, both male and female have acquired informal training. No one has opted for software application trade in all the blocks i.e. Udhampur, Chenani and Ramnagar under study. Majority of the non-beneficiaries who attained informal training were male in all the three blocks of Udhampur, Chenani and Ramnagar and the percentage of female who attained informal training has been much higher in Udhampur in comparison to the other two blocks because of the urbanization and demonstration effect.

The percentage of female beneficiaries who attained formal training has been much higher in both Udhampur and Ramnagar blocks in comparison to Chenani because of greater demand of these trades, whereas number of male beneficiaries in case of Chenani block is relatively higher than both the blocks of Udhampur and Ramnagar because of the higher level of unemployment and low level of education attained by them. Thus, it is concluded that the female beneficiaries have attained formal training in COPA, stenography, cutting & sewing whereas male beneficiaries have attained formal training in all the trades except cutting & sewing in the study area. Among non-beneficiaries, females have acquired training in COPA, cutting & sewing and the males have attained informal training in all the trades including cutting & sewing. Apart from this, no one has

opted for software application training in the study area.

Nature of employment among beneficiaries and non-beneficiaries under study area

The nature of employment has been shown with the help of table 1.2

Table 1.2 Nature of Employment among the Respondents under study

Name of the Blocks	Beneficiaries (Nature of employment)											
	Before Vocational Training						After Vocational Training					
	1	2	3	4	5	Total	1	2	3	4	5	Total
Udhampur	3 (5)	-----	3 (5)	4 (6.66)	50 (83.33)	60 (100)	11 (18.33)	6 (10)	33 (55)	6 (10)	11 (18.33)	60 (100)
Chenani	2 (3.33)	-----	0 (0)	1 (1.66)	57 (95)	60 (100)	6 (10)	4 (6.66)	23 (38.33)	7 (11.66)	15 (25)	60 (100)
Ramnagar	1 (1.66)	-----	1 (1.66)	3 (5)	55 (91.66)	60 (100)	9 (15)	5 (8.33)	26 (43.33)	5 (8.33)	13 (21.66)	60 (100)
Total	6 (3.33)	-----	4 (2.22)	8 (4.44)	162 (90)	180 (100)	26 (14.44)	15 (8.33)	82 (45.55)	18 (10)	39 (21.66)	180 (100)

Non-Beneficiaries (Nature of employment)						
Name of the Blocks	1	2	3	4	5	Total
Udhampur	22 (36.66)	4 (6.66)	11 (18.33)	18 (30)	5 (8.33)	60 (100)
Chenani	17 (28.33)	2 (3.33)	8 (13.33)	31 (51.66)	2 (3.33)	60 (100)
Ramnagar	19 (31.66)	2 (3.33)	14 (23.33)	21 (35)	4 (6.66)	60 (100)
Total	58 (32.22)	8 (4.44)	33 (18.33)	70 (38.88)	11 (6.11)	180 (100)

Source: Filed Survey 2018-19

Note: Figures within brackets represent the percentage level with respect to total responses

Coding:

1 = Regular Employment
2 = Permanent Employment (only Govt. Employees)
3 = Self-Employed
4 = Casual Employment
5=Unemployed

In India, during the year of 2011-12, 50.7 percent of males and 56.1 percent of females were self-employed, whereas 19.8 percent males and 12.7 percent of females were regular employees and 29.4 percent male and 31.2 percent female were casual employees. At the same note, table 1.2 reflects the nature of employment of all the beneficiaries before and after obtaining formal training in the study area.

Before vocational training, out of total, 3.33 percent of the beneficiaries got regular employment, 2.22 percent self-employment and 4.44 percent were employed on casual basis and 90 percent of the beneficiaries were unemployed. But, after attaining vocational training, out of total, 14.44 percent of the respondents had regular employment, 8.33 percent were government employees, 45.55 percent were self-employed in different trades, while 10 percent were casually employed and 21.66 percent of the beneficiaries were unemployed which shows that the level of unemployment after vocational training has shown a decline.

Out of total non-beneficiaries, 32.22 percent were working on regular basis, 4.44 percent were govt. employees, while 18.33 percent self-employed and 38.88 percent employed on casual basis,

6.11 percent of the non-beneficiaries were still unemployed. Therefore, the percentage of those who were employed on regular basis in Udhampur block is relatively high and in case of Chenani and Ramnagar, it was casual employment. Hence, the percentage of the non-beneficiaries who were engaged on casual and regular basis in case of Chenani block is higher than Udhampur and Ramnagar blocks.

While making a comparison of the nature of employment among beneficiaries and non-beneficiaries in the study areas, it is clear that majority of the beneficiaries were self-employed. Whereas majority of the non-beneficiaries were employed on casual basis.

The level of government employment opportunities is relatively higher in case of beneficiaries with formal training than non-beneficiaries with informal training because of recognition and more weight age to the certificates of ITIs. One of the important findings is that the level of unemployment is relatively higher in case of beneficiaries than in case of non-beneficiaries showing that the level of training imparted to the formal trainees needs an improvement and new methods with more thrust on practical are needed to be exhorted upon to further increase and improve the scope of employability in future.

NATURE OF EMPLOYMENT OF THE BENEFICIARIES UNDER STUDY

Hypothesis: Vocational training has not made any changes in the nature of employment of the beneficiaries under the study area.

Null Hypothesis = Zero (Ho= 0), Alternative Hypothesis ≠ 0 (Ha ≠ 0)

Table 1.3 Applied T- Test, Paired Sample

Nature of employment	Mean	S. Deviation	S. Error Mean	T	df	Sig. (2-tailed)
Regular employment	-6.667	2.309	1.333	-5	2	0.038
Government employment	-5	1	0.577	-8.66	2	0.013
Self- employed	-26	3.606	2.082	-12.49	2	0.006
Casual employment	-3.333	2.309	1.333	-2.5	2	0.13
Unemployed	27.667	22.279	12.863	2.151	2	0.164

Source: Field Survey, 2018-19

The P (Critical values of t) is less than 0.05 (Alpha) in case of Regular, government and self-employment. Therefore, P < 0.05 (alpha), the null hypothesis has been rejected in case of the Regular, Government and Self-employment. Hence vocational training has made a statistically significant difference in the above stated nature of employment among the respondents. On the other hand, the value of P is greater than alpha (0.05) in case of casual employment & unemployment, as such null hypothesis is accepted. Hence, the vocational training has not any made statistically significant difference in case of casual employed and unemployment.

TYPE OF OCCUPATIONS AMONG BENEFICIARIES AND NON-BENEFICIARIES

Table 1.4 Type of Occupations among the Beneficiaries and Non-Beneficiaries

Name of the Blocks	Beneficiaries													
	Before Vocational Training							After Vocational Training						
	1	2	3	4	5	6	Total	1	2	3	4	5	6	Total
Udhampur	2 (3.33)	3 (5)	2 (3.33)	---- -	3 (5)	50 (83.33)	60 (100)	1 (1.66)	33 (55)	3 (5)	6 (10)	6 (10)	11 (18.33)	60 (100)
Chenani	1 (1.66)	0 (0)	1 (1.66)	---- -	1 (1.66)	57 (95)	60 (100)	2 (3.33)	23 (38.33)	2 (3.33)	4 (6.66)	14 (23.23)	15 (25)	60 (100)
Ramnagar	2 (3.33)	1 (1.66)	0 (0)	---- -	2 (3.33)	55 (91.66)	60 (100)	1 (1.66)	26 (43.33)	5 (8.33)	5 (8.33)	10 (16.66)	13 (21.66)	60 (100)
Total	5 (2.77)	4 (2.22)	3 (1.66)	---- -	6 (3.33)	162 (90)	180 (100)	4 (2.22)	82 (45.55)	10 (5.55)	15 (8.33)	30 (16.66)	39 (21.66)	180 (100)

Non-Beneficiaries							
Name of the Blocks	1	2	3	4	5	6	Total
Udhampur	5 (8.33)	11 (18.33)	16 (26.66)	4 (6.66)	19 (31.66)	5 (8.33)	60 (100)
Chenani	20 (33.33)	8 (13.33)	8 (13.33)	2 (3.33)	20 (33.33)	2 (3.33)	60 (100)
Ramnagar	15 (25)	14 (23.33)	9 (15)	2 (3.33)	16 (26.66)	4 (6.66)	60 (100)
Total	40 (22.22)	33 (18.33)	33 (18.33)	8 (4.44)	55 (30.55)	11 (6.11)	180 (100)

Source: Field Survey 2018-19 ***Note:*** *Figures within brackets represent the percentage level with respect to total responses*

Occupations code:

1= Agricultural and allied agricultural activities 2= Self-employed

3= Private Service such as LIC agent, travel agent etc. 4= Government Service

5= any other e.g. Casual labour, Temporary & contractual basis 6= Unemployment

Table 1.4 shows the nature of occupations in case of beneficiaries, before and after training. Before vocational training, it has been found that in aggregate, 2.77 percent of the beneficiaries had agricultural and allied activities as occupation for earning their livelihood, 2.22 percent were self-employment, 1.66 percent were in private services and 3.33 percent were employed on casual, temporary & contractual Basis, 90 percent were unemployed. Apart from this, nobody was government employees before attaining vocational training.

On the other hand, after vocational training, it was found that out of total, 2.22 percent of beneficiaries were engaged in agricultural and allied activities, 45.55 percent were self-employed, 5.55 percent were in private services, 8.33 percent were in government services and 16.66 percent were engaged in other source of occupation, 21.66 percent were remained unemployed.

Among non-beneficiaries, it found that in aggregate 22.22 percent of the non-beneficiaries were having agricultural and allied activities as occupation, 18.33 percent were self-employed, 18.33 percent were engaged in private services, 4.44 percent were employed in government services and 30.55 percent of the non-beneficiaries were having other sources of occupation such as casual labour, temporary & contractual basis, whereas 6.11 percent were unemployed.

Thus, it is clear that before attaining vocational training in all the three blocks, majority of the beneficiaries were unemployed, but after attaining vocational training, the majority of the beneficiaries in all the blocks were self-employed. The percentages of the beneficiaries who were self-employed in case of Udhampur block were much higher in comparison to Chenani and Ramnagar blocks.

While making a comparison of the main occupation of beneficiary and non-beneficiary respondents in the study area, it is clear that majority of the beneficiaries were self-employed,

whereas majority of the non-beneficiaries were engaged on casual labour, temporary & contractual basis.

TOTAL MONTHLY INCOME OF THE EMPLOYED BENEFICIARY AND NON-BENEFICIARY RESPONDENTS (INCLUDING ENTERPRISES)

Table 1.5 Total Monthly Income of the Employed Beneficiaries and Non-Beneficiaries including Enterprises (in Rs.)

Composition of income		Employed Beneficiaries							
		Before vocational training				After vocational training			
		Udhampur	Chenani	Ramnagar	Total	Udhampur	Chenani	Ramnagar	Total
Self-Employed	Income	22550 (7516.66)	--------	10000 (10000)	32550 (8137.5)	302780 (9175.15)	296285 (12881.95)	299890 (11534.23)	898955 (10962.86)
	Number of Ben.	3	--------	1	4	33	23	26	82
Permanent Employment (only Govt. Employees)	Income	--------	--------	--------	--------	92910 (15485)	101890 (25472.5)	130570 (26114)	325370 (21691.33)
	Number of Ben.	--------	--------	--------	--------	6	4	5	15
Regular Employment (private s.) + Casual Employment	Income	89590 (2297.17)	98470 (1893.65)	88987 (1934.5)	277047 (2022.24)	120200 (7070.58)	190860 (14681.53)	210970 (15069.28)	522030 (11864.31)
	Number of Ben.	39	52	46	137	17	13	14	44
Total	Income	112140	98470	98987	309597	515890	589035	641430	1746355
	Number of Ben.	42	52	47	141	56	40	45	141
Average total monthly income		**2670**	**1893.65**	**2106.10**	**2195.72**	**9212.32**	**14725.87**	**14254**	**12385.49**

Employed Non-Beneficiaries					
Composition of income		**Udhampur**	**Chenani**	**Ramnagar**	**Total**
Self-Employed	Income	106680 (9698.18)	98870 (12358.75)	114515 (8179.64)	320065 (9698.93)
	Number of Non-ben.	11	8	14	33
Permanent Employment (only Govt. Employees)	Income	30220 (7555)	55780 (27890)	75590 (37795)	161590 (20198.75)
	Number of Non-ben.	4	2	2	8
Regular employment (Private s.) + Casual Employment	Income	95610 (2390.25)	88870 (1851.45)	215302 (5382.55)	399782 (3123.29)
	Number of Non-ben.	40	48	40	128
Total	Income	232510	243520	405407	881437
	Number of Non-ben.	55	58	56	169
Average total monthly income		**4227.45**	**4198.62**	**67239.41**	**5215.60**

Source: Field Survey 2018-19

Note: Figures within brackets represent the average income

It is seen in the table 1.5 that there are total 141 beneficiary respondents, who are employed in different occupations. Before vocational training the monthly total income of employed beneficiaries of the three blocks of Udhampur District was Rs.309597, having average total monthly income of Rs.2195.72, but after acquiring vocational training, the total earnings and average monthly income of the employed beneficiaries reached to Rs.1746355 and Rs.12385.49 respectively.

Further, first slab of monthly income source i.e. self-employment, it is observed that before vocational training, the total monthly income of employed beneficiaries was Rs.32550 having an average monthly income of Rs.8137.5, but after training, the total earnings and average monthly income of the respondents reached to Rs.898955 and Rs.10962.86 respectively. Thus, before vocational training, it is examined that a total of 4 employed beneficiaries were found from the source of self-employment and after attaining training, 82 respondents were found in this income source. It shows that the vocational training has increased the self-employment opportunities among respondents. In

the second source of monthly income i.e. permanent employment, it is viewed that before

vocational training, no one was found in the same source of monthly income and after acquiring training, it is scrutinized that the total monthly income of a total of 15 employed beneficiaries is Rs.325370, with an average monthly income of Rs.21691.33. It shows that the vocational training has increased the total monthly income and permanent employment opportunities among the beneficiaries. In the third monthly income source i.e. regular employment including private services and casual employment, it is found that before vocational training, 137 employed beneficiaries were found with an average monthly income of Rs.2022.24, but after acquiring vocational training, 44 employed beneficiaries were found from the same income source with an average monthly income of Rs.11864.31.

The study shows the monthly total income from all sources in case of employed non-beneficiaries was Rs.881437 with average monthly income of Rs.5215.60. 33 employed non-beneficiaries have been found in the first monthly income source i.e. self-employment with an average monthly income of Rs.9698.93. A total of 8 employed non-beneficiaries were found in the second income sources i.e. permanent employment (Govt. employees), with an average monthly income of Rs.20198.75. lastly, it is shown that the 128 employed non-beneficiaries were found from the regular employment including private services and casual employment with an average monthly income of Rs.3123.29.

While making a comparison, it is shown that in the study area, the total monthly income of employed beneficiaries is much higher in comparison to employed non-beneficiaries because of getting various employment opportunities by improving their technical knowhow and skills power through formal vocational training.

Before training, the average total monthly income of the employed beneficiary respondents in all the blocks is Rs. 2195.72, but after vocational training acquiring, it reaches to Rs.12385.49. On the other hand, in case of employed non-beneficiaries, the average total monthly income is Rs.5215.60.

Thus, the average total monthly income of the employed beneficiaries is much higher as compared to employed non-beneficiaries in the study area.

STATUS OF SAVINGS OF THE BENEFICIARIES AND NON-BENEFICIARIES IN THE STUDY AREAS

Table 1.6 Status of Savings among the Respondents

Name of the blocks	Beneficiaries					
	Before vocation training			After vocational training		
	Yes	No	Total	Yes	No	Total
Udhampur	22 (36.66)	38 (63.33)	60 (100)	38 (63.33)	22 (36.66)	60 (100)
Chenani	14 (23.33)	46 (76.66)	60 (100)	32 (53.33)	28 (46.66)	60 (100)
Ramnagar	19 (31.66)	41 (68.33)	60 (100)	31 (51.66)	29 (48.33)	60 (100)
Total	55 (30.55)	125 (69.44)	180 (100)	101 (56.11)	79 (43.88)	180 (100)
Non-Beneficiaries						
Name of the blocks	Yes			No		Total
Udhampur	41 (68.33)			19 (31.66)		60 (100)
Chenani	35 (58.33)			25 (41.66)		60 (100)
Ramnagar	39 (65)			21 (35)		60 (100)
Total	115 (63.88)			65 (36.11)		180 (100)

Source: Field Survey 2018-19

Note: *Figures within brackets represent the percentage level with respect to total responses*

Table 1.6 shows the status of savings among the beneficiaries. Before vocational training**,** in the study area, out of total (180), 30.55 percent of the beneficiaries had savings out of their income, whereas 69.44 percent did not make savings. But, after attaining vocational training, out of total, 56.11 percent had savings out of their money income, whereas 43.88 percent do not save. In Udhampur block, out of total, 63.33 percent did saving, while 63.66 percent have used their entire. In block Chenani, out of total, 53.33 percent of the beneficiaries had savings, while 46.66 percent had no savings. In Ramnagar block, out of total beneficiaries, 51.66 percent saved and 48.33 percent do not save their money income.

Thus, before vocational training, the proportion of beneficiaries with saving was lower in Udhampur, Chenani and Ramnagar, whereas after attaining vocational training, the percentage of the beneficiaries who save their money income was higher in the three blocks. Due to an improvement in the socio-economic status of the respondents, more employment opportunities, more awareness the level of savings has shown an improvement.

Among non-beneficiaries, out of total, 63.88 percent of the non-beneficiaries had savings out of their income, whereas 36.11 percent do not save. In Udhampur block, out of total, 68.33 percent of the respondents do save, 31.66 percent have used their saving. In block Chenani, 58.33 percent do save, while 41.66 percent do not save. In Ramnagar block, out of 60 non-beneficiaries, 65 percent had savings, while 35 percent do not saving out of their money income.

Hence, the majority of the non-beneficiaries in all the three blocks have preferred to hold savings out of their money income to face the unexpected expenses in the future. Thus, it is concluded that after training, both beneficiaries and non-beneficiaries in all the blocks i.e. Udhampur, Chenani and Ramnagar do have higher level of savings.

MODE OF UTILIZATION OF SAVINGS AMONG BENEFICIARIES AND NON-BENEFICIARIES UNDER STUDY

Table 1.7 Mode of Utilization of Savings among the Respondents

Mode of savings utilization	Beneficiaries							
	Before Vocational training				After Vocational Training			
	Udhampur	Chenani	Ramnagar	Total	Udhampur	Chenani	Ramnagar	Total
Banks	6 (27.27)	2 (14.28)	4 (21.05)	12(21.81)	12 (31.57)	9 (28.12)	8(25.80)	29 (28.71)
Post-office	4 (18.18)	3 (21.42)	5 (26.31)	12(21.81)	14 (36.84)	11(34.37)	13(41.93)	38(37.62)
Home	9 (40.90)	7 (50)	4 (21.05)	20(36.36)	2 (5.26)	7 (21.87)	6(19.35)	15(14.85)
Others	3 (13.63)	2 (14.28)	6 (31.57)	11 (20)	10 (26.31)	5 (15.62)	4(11.42)	19(18.81)
Total	22 (100)	14 (100)	19 (100)	55(100)	38 (100)	32 (100)	31(100)	101 (100)

Non-Beneficiaries				
Savings utilization	**Udhampur**	**Chenani**	**Ramnagar**	**Total**
Banks	14 (34.14)	6 (17.14)	5 (12.82)	25 (21.73)
Post-office	12 (29.26)	13 (37.14)	18 (46.15)	43 (37.39)
Home	6 (14.63)	4 (11.42)	9 (23.07)	19 (16.52)
Others	9 (21.95)	12 (34.28)	7 (17.94)	28 (24.34)
Total	41 (100)	35 (100)	39 (100)	115 (100)

Source: Field survey 2018-19

Note: *Figures within brackets represent the percentage level with respect to total responses*
Note: *other modes such as kitty, local financial committees, self-help group etc.*

It is evident from the table 1.7 shows the mode of savings utilization among the beneficiaries non-beneficiaries.

Before vocational training, out of total, 21.81 percent of the beneficiaries had saved their money in banks, 21.81 percent in post-offices, 36.36 percent kept savings with self/ home them and 20 percent had deposited their savings through kitty, local financial committees, self-help group etc. But after attaining vocational training, out of total (101) respondents, 28.71 percent had deposited their savings in banks, 37.62 percent in post-offices, 14.85 percent with self/home and 18.81 percent had saved their money through other modes such as kitty, local financial committees, and self-help group.
Among (115) non-beneficiaries, 21.73 percent of the non-beneficiaries had saved their deposited money in banks, 37.39 percent in post-offices, 16.52 percent had kept their savings at home with them and 24.34 percent saved their money through other modes such as kitty, local financial committees and self-help group.

In all the blocks of Udhampur, Chenani and Ramnagar, awareness about savings through different modes among the non-beneficiaries and beneficiaries had improved i.e. why most of the respondents had saved their money income in different institutions.

Thus, majority of the beneficiaries and non-beneficiaries had improved level of savings through formal and informal training.

PROBLEMS AND POSSIBLE SUGGESTIONS UNDER STUDY

Problems:

Skill development through formal and informal vocational training among youth has led to the economic transformation in the study area but there are some problems which are faced by both beneficiaries and non-beneficiaries in the study area. Some of the problems faced by them are as under:

Table 1.8 Problems faced by the beneficiaries and non-beneficiaries

Problems faced by the beneficiaries with formal training	Frequencies of respondents	% (Out of total)
There is lack of collaboration between ITI Udhampur & Pvt. industrial sectors.	39/180	21.66
The present vocational education system through ITI is not able to keep pace with the industrial development and technological advancements.	130/180	27.23
The number of instructors/teaching faculty is inadequate in the Industrial Training Institute of Udhampur	60/180	33.34
Vocational training through ITI in Udhampur has outdated syllabus.	99/100	55
Have failed to avail training in the field of their own choice	72/180	40
Problem of job security	107/180	59.45
Lack of thrust on practical training	61/180	33.88

Problems faced by the beneficiaries with formal training	Frequencies of respondents	% (Out of total)
Vocational education institution like ITI of Udhampur has failed to identify the skill needs of the market in the changing economic scenario.	105/180	58.33
Poor quality of training	70/180	38.88
Beneficiaries have faced the problem of unemployment	39/180	21.66
Lack of confidence to venture capital for self-employment.	83/180	46.12
Stress on eyes due to sparking while welding and cutting & sewing	63/180	35
Increased competition in the market	99/180	55
Enterprises competition has increased	20/82	24.39
Low wages	49/180	27.23
Domestic violence (in case of females)	13/180	7.22
Lack of permanent employment opportunities	40/180	22.23
Occurrences of accidents while working	22/141	15.60
Poor availability of work among enterprises	20/82	24.39
Poor working conditions	43/180	52.43
Poor work culture	61/180	33.88
Problem while migrating	93/180	51.66
Cumbersome process of borrowing money	70/180	38.88
Poor confidence level of skills	33/180	18.33

Problems faced by the Non-Beneficiaries with informal training

Problems faced by the non-beneficiaries with informal training	Frequencies of respondents	% (Out of total)
Unorganized set up for training	120/180	66.66
Informal training in the study area is not able to keep pace with the technological advancements.	135/180	75
Informal training has no formal recognition	151/180	83.88
Non-availability of training opportunities in the field of their own choice	95/180	52.77
Poor stability in work	117/180	65
Problem while migrating	35/180	19.44
Domestic violence (in case of females)	45/180	25
Problem of stress on eyes due to sparking while working	67/180	37.22
Increased competition	90/180	50
Lack of proper training Infrastructure	60/180	33.33
Problem of low wages	69/180	38.33
Problem of unemployment	11/180	6.11
Occurrence of accidents while working	56/169	33.13
Less number of working days	55/180	30.55
Poor work culture	76/180	42.22
Poor confidence level of skills	34/180	18.89

Source: Field Survey 2018-19

Suggestions

No doubt formal & informal training has changed the economic conditions of the respondents

under study but still they have to face the problems. In order to overcome the problems faced by them accordingly some possible suggestions are made and these are as under:
The collaborations between ITI of Udhampur and private industrial sector should be made so that the pass out beneficiaries form this institution are able to get work opportunities. Since technology and industrial development is changing therefore ITI of Udhampur must keep pace with it to reduce the problem of unemployment among ITI pass out. The number of teaching faculty in the institutions should be increased so as to better equip the trainees in different trades. Orientation, refresher programmes and workshops should be organized on regular basis for them so as equip them with latest development in different trades. This can lead to improvement in the quality of training. Moreover, the syllabus of course in different trades should be revised/updated so as to match it with the market requirements. The number of seats in the industrial training institute of Udhampur should be increased in different trades so that the trainees could exercise wider choices among trade. The industrial training institute of Udhampur must develop a mechanism to identify the manpower needs of the market in the changing economic scenario.

Thrust should be given more on practical training rather than on theoretical part so as to improve the confidence level of the beneficiaries in handling different trades and this could enable them to enjoy better jobs opportunities and can reduce job insecurity among them. Working conditions, wage rate should be formalized in informal sector of Udhampur. Health safety nets should be adopted to minimize the effect of different trades on health of the beneficiaries. Health insurance coverage should be given to the trainees of the industrial training institutes & to the non-beneficiaries of the informal sector. More Awareness needs to be created regarding laws in case of domestic violence.

In the changing economic environment where workers are experiencing casualization and contractualization of work thrust should be given on reskilling, retraining so as to minimize the rate of accidents while working, to ensure availability of better employment opportunities and to improve their level of confidence in the specific skills in which they had attained training.

The financial literacy needs to be imparted among the beneficiaries of the study area so as to overcome the problem of financing the entrepreneurs. The cumbersome process of providing loans to the beneficiaries should be made easier so that common beneficiaries are able to borrow money from banks .More awareness about ethical values should be given to the beneficiaries and non-beneficiaries to improve their work culture.

There is possibility of exploring more development opportunities for both beneficiaries and non-beneficiaries by providing urban amenities in rural areas.

India is a young country where vocational education and technical training should be made compulsory even after middle class of education so that while learning one can earn. Career counseling & awareness programmes should be organized on regular basis to explore the scope of self-employment opportunities at the time of training through formal and informal institutions. In the ITI of Udhampur there is need to create a job placement cell which should devise the mechanism of placements.

Awareness about labour laws, labour legislations, industrial relations, needs to be created among both beneficiaries and non-beneficiaries of formal & informal training.

These suggestions could be adopted to make vocational and technical education more flexible because it is critical for achieving faster, sustainable and inclusive growth of the study area. Thrust should be given on providing urban amenities in rural area so that more employment opportunities could be generated. More incentives should to be given to improve the work culture. In order to promote the confidence level of the trainees, practical tests should be organized on regular basis in the ITI of Udhampur, moreover women should be encouraged to participate in non-traditional trades.

Accelerating entrepreneurship and self-development is crucial for large scale employment generation in India. Therefore, vocational training initiatives focusing on specific trades is the key to promote self-employment among both beneficiaries and non-beneficiaries under study to face the challenges of growing unemployment.

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