

Policy Workshop and Round Table

VOCATIONAL EDUCATION AND TRAINING IN INDIA

19 January 2024
IIT Bombay



Ashank Desai
Centre for Policy Studies
Indian Institute of Technology Bombay
Insight ♦ Dialogue ♦ Impact



**NEW POLITICAL
ECONOMY INITIATIVE**

Concept Note

Policymakers are scrambling to respond as disruptive technologies transform production processes across the world. Early decades of policy history in India saw Vocational Education and Training (VET) linking the manufacturing and education domains under the larger vision of state-driven industrial policies and redistributive development goals. The turn of the new century saw the initiation of several policy responses to the market-driven transformations to production practices on the one hand, and rising underemployment and joblessness among the youth on the other. The creation of employment opportunities and the skilling and reskilling of the workforce were considered critical to benefit from a 'demographic dividend' and accelerate economic growth.

A National Skill Development Corporation has been created in 2008 to contribute to skill development by strengthening vocational training in the country. Major policy initiatives to streamline the skill sector include developing the National Vocation Qualification Framework (2011), National Skill Qualification Framework (2013) and National Higher Education Qualification Framework (2023). A direct consequence for education policy is the blurring of distinctions between education and skills - while 'education' can be for the sake of knowledge and 'skill' imparts training for practice. National Education Policy (NEP) 2020 also calls for promoting vocationalisation by reducing the rigid separation between skill and academic streams. Recent policy interventions on VET in India is being influenced by purely economic rationales.

Against this larger context of ongoing reforms in VET, this workshop aims to bring together scholars on industrial policy and education policy to debate the present scenario and future direction of VET policy in India. The workshop includes presentations of invited papers and discussions. The theme of the Round Table in the afternoon is "Future Direction of Vocational Education and Training in India". The panel includes academics of education and skill, leaders from higher education and representatives from policymaking bodies.

Policy Workshop

Vocational Education and Training in India

Program Schedule

19 January 2024, 09.30-16.00
ADCPS Conference Room

9.30-10.00	Registration	
10.00-10.10	Welcome Address	Prof. N.C. Narayanan (ADCPS, IIT Bombay)
10.10-10.20	Introduction to the Workshop	Prof. Malish.C.M (ADCPS, IIT Bombay)
10.20-10.50	Keynote Address <i>Vocational Education and Training, Just Transitions and Neo-liberalism: Conceptualising Vocational Education and Training in a Global Context</i>	Prof. James Avis (University of Derby, UK)
10.50-11.20	Tea break	
Session 1: VET, Skill and Economy		
11.20-11.40	<i>Reforms in VET for Inclusive Development</i>	Prof. Santosh Mehrotra (Jawaharlal Nehru University, New Delhi)
11.40-12.00	<i>Vocational Education and Training in India: Current Status</i>	Prof. Vineeta Sirohi (National Institute of Educational Planning and Administration, New Delhi)
12.00-12.20	<i>Demand and Supply of Skills: Analysis of State Policies</i>	Prof. Jayan Jose Thomas (IIT Delhi) and Dr. Chinju Johny (IIT Bombay)
12.20 -12.50	Discussions	
12.50 - 13.00	Chairperson's Remarks	Prof. N. V. Varghese (ADCPS, IIT Bombay)
13.00 - 14.00	Lunch break	
Session 2 Future Directions of VET and Skill Development		
14.00-14.20	<i>Indian Labour Market, Future of Work, and Vocational Education and Training: Unfolding a Policy Context</i>	Prof. Bino Paul, (Tata Institute of Social Science, Mumbai)
14.20-14.40	<i>Differential Returns to Vocational Education and Training: Empirical Evidence from Socially Marginalised Groups in Urban India</i>	Prof. Rahul Sapkal, (ADCPS, IIT Bombay)
14.40 -15.00	<i>Integrating Education and Vocational Training: A Framework for Skill Development in India</i>	Prof. N.V. Varghese and Prof. Malish.C.M (ADCPS, IIT Bombay)
15.00-15.30	Discussions	
15.30 – 15.40	Chairperson's Remarks	Prof. Jayan Jose Thomas (IIT Delhi)
15.40-15.50	Concluding Remarks	Prof. Malish.C.M (ADCPS, IIT Bombay)
15.50-16.00	Vote of Thanks	Mr. Apoorv Sangamnerkar (Research Scholar, ADCPS, IIT Bombay)

Round Table

Future Directions of Vocational Education and Training in India

Program Schedule

19 January 2024, 17.00-18.30

Jal Vihar Conference Hall (Ground Floor)

Welcome and Introduction

Prof. Malish.C.M

ADCPS, IIT Bombay

Moderator

Prof. N.V. Varghese

ADCPS, IIT Bombay

Speakers

Prof. Santosh Mehrotra

University of Bath, UK

Prof. Sachin Patwardhan

Dean (R&D), IIT Bombay

Mr. Yogesh Suresh Patil

Director, Maharashtra State Board of Skill,

Vocational Education and Training

Prof. Nagaraj Rayaprolu

Former Professor, Indira Gandhi Institute of

Development Research, Mumbai

Prof. Anush Kapadia

Centre for Liberal Education, IIT Bombay

Vote of Thanks

Mr. Sarath K

Research Scholar, ADCPS, IIT Bombay

Profile of Speakers

N. C. Narayanan is the Head and Professor at the Ashank Desai Centre for Policy Studies at IIT Bombay. He works on water, sanitation and climate studies with a focus on the policy and governance aspects. He was also part of developing the Technology and Development program at CTARA and the interdisciplinary program on climate studies at IIT Bombay. He is an Adjunct Professor at the National Institute for Advanced Studies (NIAS), Bangalore; was a Fulbright Visiting Fellow at the University of California, Berkeley and Visiting Faculty at the Universities of Lausanne, Switzerland; and Monash, Australia. He has served as a member of government committees including working groups of the National Planning Commission and Kerala State Planning Board.



Prof. N.C. Narayanan



Prof. Malish.C.M

Malish C. M. is a faculty member at ADCPS at IIT Bombay. His research interests include education policy, equity, diversity, student success, intermediary organization and platformization of education. Before joining IIT Bombay, he worked with the Centre for Policy Research in Higher Education at the National Institute of Educational Planning and Administration in New Delhi. He is the co-editor of the book titled India Higher Education Report 2016: Equity. His research appeared in Higher Education, Qualitative Inquiry, Economic and Political Weekly, IEEE Technology and Society Magazine, and International Higher Education.

James Avis is an Emeritus Professor at the University of Huddersfield and professor of Post-Compulsory Education at the University of Derby. His research interests lie in post-compulsory/post-secondary education and life-long learning. He has written extensively on the policy contextualisation of further education and vocational education and training, addressing curriculum issues, methodological questions, teacher professionalism, as well as the lived experience of teachers and learners. He has a keen interest in the political economy of this sector and its policy contextualisation. Recent books include Issues in Post-Compulsory Education and Training; Education, Policy and Social Justice; Social Justice, Transformation and Knowledge, Learning and Skills; Teaching in Lifelong Learning: a guide to theory and practice, which is now in its third edition, and Vocational education in the fourth Industrial Revolution. Current writing focuses on VET and social justice and its relationship to equity and ethnicity.



Prof. James Avis



Prof. Santosh Mehrotra

Santosh Mehrotra, is a visiting Professor of Development Economics, at the Centre for Development, Bath University, UK, and was Professor of Econ, Centre for Labour, Jawaharlal Nehru University. He is a Research Fellow at IZA Institute of Labour Economics, Bonn. He is also a Professorial Senior Fellow, Prime Minister's Memorial Museum & Library. He completed his MA (Econ) New School for Social Research, New York, and a PhD (Econ) Cambridge University. He was head of UNICEF's global research programme at Innocenti Research Centre, Florence, and chief economist, global Human Development Report New York (over 1991-2006). On returning to India in 2006, he became Head, Development Policy Division of India's Planning Commission of India. He was also the Director General of National Institute of Labour Economics Research (2006-14), in the rank of Secretary to Government of India. He has published 13 books (including 3 with Cambridge University Press, 4 with Oxford University Press, other by Sage, Routledge, Zed Press, Penguin). His work has been translated into Hindi (which includes 3 books), Spanish, French, Russian, German and Portuguese.

Vineeta Sirohi is a Professor in the Department of Educational Administration at the National Institute of Educational Planning and Administration (NIEPA), New Delhi. She is a member of the Editorial Board of the Journal of Educational Planning and Administration of NIEPA. Awarded with Silver Medal in Post-Graduation (Psychology), she holds an MPhil and PhD degree in Psychology. She has over 30 years of experience in teaching, research, training, curriculum and material development, coordination of projects and programmes, administration and counselling, including 12 years of experience in Teacher Education. National awardee for innovative research paper in All India competition on research in innovative experiments and practices in teaching (NCERT). As the country expert, she contributed to a major UNESCO research study on School to Work Transition in Asia and Pacific, and a study on Curriculum and Skills in South Asia and South East Asia sponsored by R4D Washington, DC. Also conducted an all-India study on Involvement of Teachers in Non-Teaching Activities sponsored by the Ministry of Education, Government of India. She was a member of the editorial board for the UNESCO TVET report-Vocational Education First: State of the Education Report for India 2020. She is an Adviser/Subject Expert for the Union Public Service Commission; a Member Training Advisory Board, CBSE; a Member of the Editorial Board of the Indian Journal of Vocational Education PSSCIVE (NCERT); a Member of the Institute Advisory Board, PSSCIVE (NCERT) and Member Board of Studies, University School of Education, GGSIP University, Delhi. Her areas of work include Skill Development and Vocational Education, Educational Psychology, Educational Management, Leadership, Teacher Management, Teacher Education.



Prof. Vineeta Sirohi



Prof. Jayan Jose Thomas

Jayan Jose Thomas is a Professor of Economics at the Indian Institute of Technology Delhi, where he has been employed since July 2010. His research deals with macroeconomic issues of developing countries, mainly labour and industrialization. He teaches courses on macroeconomics, Indian economic development, international economics, and planning and development. Jayan's previous academic positions were at the National University of Singapore, Madras School of Economics, and Central University of Kerala. He had also been a Member of the State Planning Board, Government of Kerala (2016-2021). His research papers have appeared in journals including World Development, Development and Change and Economic and Political Weekly. He contributes regularly to media outlets, including The Hindu and Mint, and his research has been cited in the Government of India's Economic Survey, BBC, and the New York Times. Jayan holds a B. Tech in Industrial Engineering from Kerala University and Ph.D. in Development Economics from the Indira Gandhi Institute of Development Research, Mumbai.

Chinju Johny is a Postdoctoral Fellow with the New Political Economy Initiative at the Centre for Liberal Education, IIT Bombay and visiting faculty at the Symbiosis School of Economics, Pune. Chinju's primary interest lies in understanding the issues related to women's work in general, and particularly in the manufacturing sector. Her doctoral research at IIT Delhi examined some aspects of female labour force participation in India. Her current research areas also include industrial policies and global value chains, with a specific focus on the textile and garment industry in India. Previously she has taught at the School of Management Studies, NIT Calicut and holds an MPhil degree from the Centre for Development Studies, Trivandrum.



Dr. Chinju Johny



Prof. Bino Paul

Bino Paul is the Deputy Director/Pro Vice Chancellor of Tata Institute of Social Sciences (TISS). After a master's degree in development economics from the University of Calicut, Kerala, he pursued M Phil in Planning and Development and Ph D in Economics from the Indian Institute of Technology Bombay (IITB). Bino has been teaching and researching Labour Economics, Sustainability Transition, Social Network Analysis, Micro Data Analytics, and Science, Technology and Society for over two decades of his academic career. He published several scholarly papers in reputed journals. As an educationist, he co-founded Postgraduate and Undergraduate Analytics and Sustainability Studies programmes at TISS.

Dr. Rahul Suresh Sapkal is an Assistant Professor at Ashank Desai Centre for Policy Studies at IIT Bombay. He holds a Ph.D. in Law and Economics from the European Doctorate Program in Law and Economics (Erasmus University Rotterdam, The Netherlands; University of Bologna, Italy; and University of Hamburg, Germany). He works broadly in the areas of Applied Econometrics, Economics of Inequality, Institutional Economics, Child and Bonded Labour, Labor Economics, Law and Economics, Empirical Legal Studies, and Development Studies. Previously, Dr. Sapkal worked as an Assistant Professor (Economics) at Maharashtra National Law University Mumbai. He is the recipient of the Faculty Research Fellowship 2017 of the Reserve Bank of India, the Azim Premji Research Foundation Grant for the academic year 2018-19, and IMPRESS-ICSSR Major Research Grants 2019-20. He is Visiting Research Fellow at the Rotterdam Institute of Law and Economics, Erasmus University Rotterdam, The Netherlands, and Berlin School of Economics and Law, Germany. He is also an expert nominated member of the Drafting Committee for Indian Labour Standards Leveraging the Human Capital of Brick Kilns Workers, under the Social Responsibility Sectional Committee of the Bureau of Indian Standards and Ministry of Labour and Employment, Government of India. He is a member of the National Advisory for Informal and Migrant Labour with NHRC, New Delhi, and a Member of the National Productivity Council the FICCI Economic Advisory Committee He has published widely in leading International Journals and Policy Briefs.



Prof. Rahul Sapkal



Prof. N. V. Varghese

N. V. Varghese is the former Vice Chancellor of the National Institute of Educational Planning and Administration (NIEPA), New Delhi. He is also the Founding Director of the Centre for Policy Research in Higher Education (CPRHE) at NIEPA. He was the Head of Governance and Management in Education at the International Institute for Educational Planning (IIEP/UNESCO), Paris and Head of its Training and Education Programmes. He has been closely associated with educational planning at the federal and decentralized levels and with the design and development of externally funded education projects in India. While in NIEPA, he was responsible for managing an Asian regional network - the Asian Network of Training and Research Institutions in Educational Planning (ANTRIEP) and was editor of its Newsletter.

Sachin Patwardhan is Professor at the Department of Chemical Engineering and the Dean (Research & Development) at IIT Bombay. He was the Head of Parimal and Pramod Choudhary Centre for Learning and Teaching at IIT Bombay from Oct. 2017 to May 2022. He was the Institute Chair Professor in Chemical Engineering from 2015 to 2018 and was the Head of Chemical Engineering Department from Jan 2011 to Nov 2013. He has also been a visiting research scholar at the Department of Chemical Engineering, Carnegie Mellon University, USA from Aug 2008 to May 2009 and a visiting Professor at the Department of Chemical and Material Engineering at the University of Alberta, Canada from Dec 2000 to Nov 2001. He has been awarded the S.P. Sukhatme Excellence in Teaching Award for 2021, IIT Bombay; the Departmental Excellence in Teaching Award for 2016; the Indira Manudhane Best Post Graduate Teacher Award in Chemical Engineering, 2004-05; Manudhane Award for Best Applied Research in Chemical Engineering, 2003.



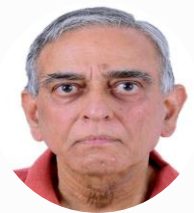
Prof. Sachin Patwardhan



Mr. Yogesh Suresh Patil

Mr. Yogesh Suresh Patil is the Director at the Maharashtra State Board of Skill, Vocational Education and Training Skill, Employment, Entrepreneurship and Innovation Department, Government of Maharashtra. He is responsible for several pioneering initiatives like online admission system for ITI admission in 2013, online examination for ITI in 2017, and centralized online admission for ITI admission through Mobile App in 2018. His other initiatives include, MoU with 64 industries for upgradation of training and training infrastructure, establishment of advance workshop with help of Maruti Suzuki, Tata Motors, Volkswagen, Schindler, Mercedes Benz, Sandvik, Samsung, Bosch, Taj Hotels, etc. at multiple ITIs, Production Oriented Training Scheme at ITI, and Learning Management Information System (LMIS) and E-contents for common subjects. He started Dual System of Training at 90+ locations and is responsible for dual affiliation for Board by National Council for Vocational Education and Training (NCVET), recognition of board courses by Maharashtra Paramedical Council.

Prof. Nagraj Rayaprolu is a retired Professor of Economics at Indira Gandhi Institute of Development Research, Mumbai. He was a Visiting Professor for two years at the Centre for Development Studies after retirement. Also taught full-semester courses at the Princeton University in the US, Hosei University in Tokyo, Japan, among others. He did his PhD in Economics from the Centre for Development Studies, Trivandrum, JNU, New Delhi. His recent edited volume is titled, *Industrialization for Employment and Growth in India: Lessons from Small Firm Clusters and Beyond*, Cambridge University Press, New Delhi, 2021. His latest research paper is titled "India's Toy Industry: Production and Trade since 2000" (co-authored with Abhishek Anand and Naveen Thomas), published in *Economic and Political Weekly*, May 6, 2023.



Prof. Nagraj Rayaprolu



Prof. Anush Kapadia

Anush Kapadia is an Associate Professor at the Department of Humanities and Social Sciences at IIT Bombay. He is also an Associate Faculty at the Centre for Liberal Education and the Ashank Desai Centre for Policy Studies at IIT Bombay. He works on the politics of financial systems, trying to understand how system-design choices are also political choices, and how these choices lead to macro-social outcomes such as growth or crises. I have done both theoretical and empirical work in case studies covering Indian bond markets, the US shadow-banking system, the EU, and the global reserve system.