

HRD trends in Developing Countries

Implementing Innovative VET for Poverty Alleviation

Presented at : **IDCA Fifth International Conference,**
January 12, 2009, New Delhi
Krishan Khanna, Chairman, iWatch, Mumbai

Importance of **Human Development** not fully
understood by Developing Nations

Priority 1

To explain the importance of Human
Development as 1st Step!

HRD trends in Developing Countries

Implementing Innovative VET for Poverty Alleviation

Importance to have a **Long term goal**
of 10 to 15 years

Priority 2

Preplanning required. Developing countries consider this as not very important. Preplanning will save a lot of time and money!

HRD trends in Developing Countries

Implementing Innovative VET for Poverty Alleviation

Literacy & school education is the first step to meaningful VET implementation

Priority 3

Primary and secondary education are the necessary ingredients for a successful and meaningful quality VET program.

HRD trends in Developing Countries

Implementing Innovative VET for Poverty Alleviation

Business and enterprise must be 'Educated' about
the advantages of PPP,
Public-Private-Partnership

Priority 4

The employer organizations, which means all enterprises where wealth is created, must be part of this 'eco-system'. Other stakeholders, like Govt., Unions, Academia & Chambers of commerce must participate

HRD trends in Developing Countries

Implementing Innovative VET for Poverty Alleviation

Pre-vocational classes must start from class 8th onwards.

Priority 5

VET must be introduced in schools as pre-vocational classes, so that the youth get an idea of all courses which are available.

IDCA, January 2009, New Delhi

HRD trends in Developing Countries

Implementing Innovative VET for Poverty Alleviation

Linking of VET with Employment

Priority 6

This is a neglected area in most developing countries, where the youth 'blindly follow' the path of Higher Education in arts, science and commerce. Linkage of VET with self employment and employment must be explained to all stakeholders. List of various courses and sectors of economy need to be communicated to the youth!

IDCA, January 2009, New Delhi

HRD trends in Developing Countries

Implementing Innovative VET for Poverty Alleviation

Expenses in VET are not an expenditure
but an investment for the Future!

Priority 7

Investment in VET is an investment in
employment, competitive business, lower
cost and higher quality of products and
services of a Nation!

IDCA, January 2009, New Delhi

HRD trends in Developing Countries

Implementing Innovative VET for Poverty Alleviation

Career Counseling from Class 8th required

Priority 8

Experience has shown that the parents, youth and teachers are not fully aware about the scope and range of 'compatible' courses. This requires 'expert' career councilors from different fields who can guide the youth in the right choice!

IDCA, January 2009, New Delhi

HRD trends in Developing Countries

Implementing Innovative VET for Poverty Alleviation

Enterprise Skills Education or ESD should start from
Class 5th

Priority 9

In most countries more than 50% of employment is self employment. It is necessary to teach ESD or some sort of 'Entrepreneurship' to all, as it helps in employment and productivity of a Nation.

HRD trends in Developing Countries

Implementing Innovative VET for Poverty Alleviation

The best teachers are from the actual 'business'. It is good practice to hire 70% or **more part-time experts** from the profession rather than permanent teaching staff for VET Institutes.

Priority 10

In a knowledge economy, things are changing very fast. It is prudent to have a majority of teaching staff as visiting 'experts' from the actual business segment.

HRD trends in Developing Countries

Implementing Innovative VET for Poverty Alleviation

Developing labour market information system

Priority 11

Each developing country has to understand the **demand and supply equation** in the **International Labour Market**.

Vocational courses and training programs have to be aligned into this system

IDCA, January 2009, New Delhi

HRD trends in Developing Countries

Implementing Innovative VET for Poverty Alleviation

Establishing **national and regional accreditation system**

Priority 12

Developing countries have to recognize and adopt **certification and accreditation systems**

and understand the movement of the labour force across borders where this would be required!

HRD trends in Developing Countries

Implementing Innovative VET for Poverty Alleviation

Develop **skill standards & a national qualification framework**

Priority 13

From the models available around the world, developing countries can modify and adopt **standards & qualifications** according to their requirements.
Instead of inventing the wheel again!