

# theEducationpost

16 Pages. Rs : 5.00 City Edition, DELHI

Vol. I : No. 45

WEEKLY MONDAY, MAR 18 - MAR 24, 2013



**CS Foundation Programme For 10+2 Pass Students :**  
ICSI announced Admission to CS- Foundation Programme. 10+2 pass students seeking admission till 31st March, 2013 will be eligible for Examination in December 2013. ....P4



**Child Labour increases in India:**  
The Child Labour Act, 1986, prohibits the employment of children below the age of 14 years in 18 Occupations and 65 Processes. ....P2

## TRAINING : THE TURNING POINT

Has the time not come when it should be made compulsory for all politicians including Honorable Prime Minister & President to send their children and grand children only to government schools? If this is implemented, the outcome would surprise the brightest of education pundits. The quality of education in India would thus grow by leaps and bounds. But will someone who matters take a note of this suggestion and implement?

**BRAJ KISHOR GUPTA**

Training has become an integral part of modern life. The need for training in all walks of life is constantly on the rise. The purpose of training is pious; it aims at elevating lives. That elevation could come through sharpening of certain skills or through a total volte-face in attitude. It could whet your appetite to grow professional. The need for training is felt as our society is rapidly changing. Change as a reality seems to be pretty constant like the northern star. This change is perceptible in the changing structure of Indian society. The disintegration of conventional professions and rise of new occupations have made training part and parcel of our life. New jobs which have emerged in the market have little to do with the skills and competencies passed on to children by their parents. On the contrary, the same job almost after a year or two demands new approaches and methods which only highlight the need for learning constantly. No wonder, these days everyone is talking about concept like Lifelong Learning and the practice of

Continuing Professional Development (CPD). In fact, CPD is a tool in the hands of professionals. It helps them maintain and update their knowledge and skills in order to meet the ever changing demands of their respective roles and responsibilities. This must be seen as a positive trend having the potential to create a learning organization that could be as vibrant as flexible to incorporate the new needs of individuals and group. However, the concept of Lifelong Learning or Continuing Professional Development is nothing but the reverberation of M K Gandhi's concept of Education for Life, education through life and Education throughout life.

### Education Vs Training

It is important not to confuse training with either education or teaching. Education is more of generic term. Education is generally focused on providing theoretical and conceptual frameworks that might or might not stimulate an individual's analytical sense and critical quotients. It aims at postulating and promoting general principles which may or may not have a direct bearing on life and its problems. Unlike Education, Training is driven by definite and immediate goals. It usually involves the acquisition of desirable behavior, facts, ideas and new mindset that could be defined in a specific job context. In simple parlance, training is more job-oriented. Education, on the other hand, is more individual oriented. Training may be viewed as a planned and systematic effort towards modifying or developing knowledge/ skill/ attitude so as to enhance performance in a given task or range of activities. The goal of training is to hone skills and sharpen competencies among individuals, preparing them for the new roles in the given organization. The broader aim of training could always be to make individuals realize what they are capable of doing and help them accomplish it. Thomas Fuller perhaps understood the difference between Education and Training well when he opined:

Knowledge is a treasure

but practice is the key to it.

### Agent of Change

Training is a powerful agent of change. Never was training considered more important in the history of human race. The pressing need for training could be attributed to a host of factors, the most important among them being the phenomenon of change, shrinking of jobs in the wake of recession. The need for right training is constantly on the rise given the skewed balance between our education system and employability rate. The situation becomes further grim in view of the unprecedented upsurge of self proclaimed trainers in the world. There are equally umpteen number of certifying Agencies and International bodies to declare an individual a trainer. There is a huge network of such people spread across the globe. The focus of these Institutions and bodies is more on the hefty fees they charge. Professionalism is the key word highlighted by them but in reality they go by their lust for lucre. The mad rush for acquiring a training degree raises a serious question as to whether or not any such degree is needed to be a good trainer. The situation reminds us of how school Education in India continues to be obsessed with degrees like B Ed and M Ed. As a result, our country has witnessed a phenomenal rise in B Ed colleges, majority of them churn out degrees just to enable a candidate to apply particularly in a Government school. Does a degree make one a better teacher? Does her/ his professionalism grow after acquiring the so called professional degree? The answer more often than not would be a big No. It must not surprise you that all good private schools are aware of this sordid reality and therefore they while selecting their teachers do not give much importance to such degrees which can easily be bought or managed thanks to the highly corrupt educational system in India. All Education Ministers of different states including the HRD Minister are aware of the existing bander baat and yet they choose to keep mum. One most important reason for this is

that their children or grand children would never go to the government run schools. Has the time not come when it should be made compulsory for all politicians including Honorable Prime Minister & President to send their children and grand children only to government schools? If this is implemented, the outcome would surprise the brightest of education pundits. The quality of education in India would thus grow by leaps and bounds. But will someone who matters take a note of this suggestion and implement? I am hopeful it would happen. All that we need is more political awareness among aam admi!

### Road Ahead

It is important to understand what ails the training and educational environment. The need for quality training

is immense given the existing mismatch between our passing graduates and post graduates every year and the jobs they often apply for. Most of them are not ready for the jobs. They are not totally responsible for the sorry state of affairs. Sadly, a large number of teachers, professors and our trainers are quite oblivious of the emerging corporate and social needs. Many of them are too idealistic to prepare the students and employees either for life or its problems. Employability skills like problem solving, communication skills, interpersonal skills, creative thinking and critical thinking and stress management do not form the curriculum of any schools, colleges or professional Institutes. Why so? The need of the hour is to have a holistic approach to the entire Education system. The following famous Chinese proverb ought to inspire us to connect educa-

tion and training with hands-on experiences not in theory but more in practice:

**I hear, I forget; I see, I remember; I do, I understand**

Training can be the turning point of life provided the trainer is a trainer by choice and is driven by passion and purpose. The prime objective of her/his life ought to be to impact others' lives not by preaching but by living a life marked by simplicity, humility, truthfulness, and an attitude to share and care. With these personal attributes, professionalism would come by default. Today, our society is up against a crisis of character more than competencies. Once our trainers and teachers learn to be focused on commitment, competency would not be far behind. We as a Nation would do well to reflect on the beautiful lines of H D Thoreau:

*Things do not change; we change*

