

BUILDING PROFESSIONAL CAPACITY AMONG YOUTH TO SUPPORT EFFECTIVE LEARNING AND LIVING

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Abstract

Present paper is based on the vision building towards providing professional learning to the youths beyond the traditional mode of education. Professional development is an essence of any system and its necessity is widely recognized.

Current provision falls far short of what the researchers say is necessary to improve learning outcomes, for student's youth. There are many individually effective professional development programmes and activities operating at school and college levels, but overall pattern of provision is brief, fragmentary and rarely sequential. The capacity of the profession to engage most of youth in effective modes of professional learning over the long term is weak and need to build capacity for learning, The Professional Learning is about building individual "Capacity". The focus is on the relationship between Capacity and Student Learning outcomes. Capacity here refers to the knowledge, skills, and values essential to providing quality opportunities for learning.

It is high time that the methodological innovations are required to follow in the curriculum, practices, and processes in the educational institution itself. As it is rather difficult to spell out various methods, techniques and mode-media to be adopted at each and every stage of a learning and stage of learning programme. Some of the proposed guidelines are given for organizing ; (A) Pedagogical Theory, (B) Working with the Community and, (C) Content-cum-Methodology and Practice, including related practical work. (d) Development of Communication Skills, Life skills, social skills, Technical skills, inter-personal skills, Humanistic Skills, Socio-cultural skills and professional skills are essential ingredients for effective learning and living for their economic independence and sustainability.

INTRODUCTION

Present paper focus on the vision building towards providing professional learning to the youths beyond the traditional mode of education. Professional development is an essence of any system and its necessity is widely recognize.

"YOUTH ARE THE FUTURE OF OUR NATION", Pt. Jawaharlal Nehru stated this keeping in mind the pace with which India was supposed to progress. For years we have talked about India becoming a Developed nation and the Superpower in the world one day and now this dream does not seem far-fetched. But due to distractions among the young generation the personal and moral values seem to be

falling into a deep oblivion dramatically. The waking up of the youth at the dawn of the new millennium is a noticeable phenomenon that has grasped Indians to such an extent that slowly but symbolically the progress of the nation is reaching zeniths heights.

Among the youth due to which they seek a lot more direction and clarity for carving a niche for themselves making the world a better place to live. The positive perception of the youth is generally marred by depressive symptoms and various types of maltreatment, but that is not be all and end-all. The challenge before us is to see, identify and realize the potential of the youth. The positive mind set and optimism in the attitude can overcome hurdles, failures and regression. All that is pre-requisite is to

analyse the strengths, weaknesses, opportunities and threats. The individualised core competences of the youth should be identified and channelized for which this study has been conducted. Education is recognized as the key sector of concern for the youth. It is viewed as an investment for future with high expected return. Educated, well-trained population is an asset for any country having potential to be change agent. This is even more apt with respect to youth as they are the prospective designers of and contributors to a nation's progress. Education in turn has to be designed with utmost care so as to inculcate among youth the right values, attitudes, morals, perceptions, impart a correct blend of knowledge, information and skills; prepare them to face challenges of life and above all, make them good citizens and human beings. For a massive and diversity rich country like India, all out efforts have to be made to reach all- socially, geographically, culturally, economically different strata. To meet these ends, distance education has to be expanded, media has to play a powerful and responsible role and private sector and community have to involve themselves more closely to ensure access of quality education for all, with greater attention on youth. The increasing demand for the effective learning for living with the quality of life could be achieved with optimum resource allocations and training of various skills to utilize available resources. Suitable teaching, learning and training materials along with non-stressing mechanisms for imparting education and training have to be generated and adopted. Special attention and policies would help to mainstream physically and mentally challenged youth

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INSTITUTIONAL PLANNING

Institutional Planning is a pivotal aspect of any innovation to facilitate inputs, strength, and strategies for the implementation of innovation. Every institution, should convene a staff meeting and dispassionately evaluate the previous year's performance. The staff should take cognizance of both the factors that facilitated and obstructed the smooth working of the programme; and then a modified institutional plan, with specific target dates and built in evaluation checks should be developed for the semester.

It will provide general guide-lines to the members of the staff for working out their yearly plan, with specific objectives, modes of operation and evaluation procedure.

CONCEPTUAL DEVELOPMENT OF PROFESSIONAL CAPACITY

Before the commencement of programme, its major and minor objectives, the strategies of transaction and the goals expected to be attained by youth need to be drawn. In order to make instruction more meaningful and understandable, crystal clear and self-expressive outline to motivate the students, the synopsis of the

professional learning to be covered be given in advance, stating what his expectations are, how intends to organize and what kind of evaluation procedure he will adopt. Latest relevant and necessary references may be provided in the synopsis itself. In order to make instruction effective, a variety of methods/techniques and educational technology may be used. No space for spoon feeding though half baked, outdated noted have to be replaced by library studies, workshop, practical labs, individualized assignments, self-paced materials, etc., thereby entrusting the responsibility of learning themselves to build professional competencies.

Problem Solving

Self-learning is a training of mind that is to say, the developing of mental powers. The problem-solving method provides an effective way to stimulate higher mental process. In preparing material for self-learning, special care needs to be taken to present it in the form of problems, the solutions of which have to be found out through a scientific process.

Objective-based Instruction

Identify the objectives that can be attained and indicate the mental processes implicit in the problems and arrange them in a hierarchical order.

Capacity Building and Skill Development

Following skills work as leading force towards professional learning:

- Intellectual Skills
- Socio-cultural Skills
- Life Skills
- Communication Skills
- Professional Skills
- Psychomotor Skills:-
 - Non-Verbal (Motor) skills
 - Verbal (Communication) Skills
 - Skills Conducive to Human Relations
 - Technical and vocational skills

Utilizing Community Resources and Working with the Community

"Working with the Community" should be carried out on the campus of the institution itself taking the instruction as a community, based on self-help, cooperation and democratic values.

- Identification of work situations in the community.
- Providing work-information - purpose, role, participation, the work schedule etc.
- Simulation for developing skills of leadership, member and follower; simulating interaction in formal and informal.
- Follow-up by free and frank discussions

Thus to identify and realize the potential of our youth and channelise their energy. This study their aspirations, expectations and values of our youth to enhance their economic status.

There is a paradigm shift in skill building all over the world with more focus on capability to generate and apply technology. Customer driven production, job enrichment and broadening, increased flexibility and higher skill intensity are now considered critical. The Information Technology sector now offers more an environment of scope and economies of scale. Rapid technological change calls for a richer cognitive and competency content in education and skills training for the youth. Improving the efficiency of the economic and labour market by reducing skills bottlenecks is seen as a means of increasing the employment generating capacity of the economy. This underscores the importance of developing systems for life-long learning. Continued efforts in pumping in new blood into the skilled labour market are becoming a necessity as a result.

The new technology is more inter-disciplinary and heavily dependent on R&D. It is information intensive with greater demand on human capital. Consequently, its impact on occupation pattern has also been changing with more demand on upper level managers, technical sales and service personnel and technology professionals than on craft workers, operators and labourers. There is an increasing demand for personnel in service industries i.e.

finance, accounting, trade, travel, outsourcing, distribution, transport and advertisement. This has led to decreasing demand on production, manufacturing, agriculture, textile, and mining and construction industries. In brief, the trend is to shift away from blue collar jobs in agriculture and manufacturing to white-collar jobs in high technology and service industries.

In this changed scenario the cognitive and competency skills have emerged as central to the skill profile of the modern worker. This profile can be enlarged further with higher order transferable skills like reasoning, conceptualization, communication, problem solving, leadership, personality development and inter-personal relationships.

What is required is a system of higher education and training that promotes broad based generic skill development needed for enhancing:

- Operative capability;
- Adaptive Capability;
- Innovative capability;
- Multiple skill generation capability;
- Organisation building capability;
- Policy, Planning and implementation capability; and
- Entrepreneurship and marketing capability.

In the conclusion of the paper, it pertinent to mention that professional and Skills training is seen to be most effective when it builds on existing skills or is directly relatable by the recipient to his daily life and healthy living.

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