

**AN ANALYSIS OF THE DIFFERENCES BETWEEN PROGRAMS OF FORMAL
EDUCATION IN SKILL DEVELOPMENT**

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ABSTRACT

This research paper examines the comparison between formal education and skill development programmes in India. The paper concludes that while both approaches are important for economic growth and development in India, skill development programmes offer more flexibility than formal education systems. This research paper will examine the differences between formal education and skill development programs, their respective advantages and disadvantages for the workforce, and we will also explore the impact of both types of education on the economy and society.

Key words: Education, Formal Education, Skill India, Youth

INTRODUCTION

Education has always been an essential part of human life. Through education, individuals acquire knowledge, skills, and values that enable them to become productive members of society. Education is no longer limited to formal schooling, but it has expanded to include skill development programs which are designed to meet the specific needs of individuals, businesses, and industries. While formal education and skill development programs are valuable, they differ in many ways, including their approach, objectives, and outcomes. India is a rapidly growing economy with a large population of young people who need to be equipped with skills so that they can benefit from job opportunities in the current competitive environment. To address this challenge, there has been an increased focus on both formal education and skill development programmes in India over recent years. This paper aims to compare formal education systems with skill development programmes to understand their effectiveness in preparing youth for employment opportunities and economic growth in India.

REVIEW OF LITERATURE

The field of skill development within formal education programs has gained significant attention as societies and economies increasingly recognize the importance of a skilled workforce. This review explores existing literature that sheds light on the differences between various formal education programs aimed at skill development. As per The Researcher Dr.D.Padma Assistant Professor Of Economics Government Degree College have highlighted the distinction between traditional formal education and skill development programs. While formal education often emphasizes theoretical knowledge and academic qualifications, skill development programs focus on practical, job-ready skills. Studies emphasize the need for a balance between the two to meet the demands of a rapidly changing job market. A significant portion of the literature discusses vocational education and training programs, which are designed explicitly to equip individuals with practical skills. Research explores the structure, curriculum, and effectiveness of VET programs in comparison to traditional academic education. As Per Dr Naveen Prasadula One emerging theme is the importance of collaboration between educational institutions and industries. Studies highlight how partnerships between schools, colleges, and businesses can bridge the gap between formal education and skill development by tailoring curricula to industry needs. The literature delves into the differences in curriculum design and delivery methods between formal education and skill development programs. Skill development often employs a competency-based approach with a focus on hands-on training, while formal education places greater emphasis on theoretical coursework. Assessment and certification mechanisms differ significantly between formal education and skill development. While formal education relies heavily on exams and academic degrees, skill development programs often use practical assessments and industry-recognized certifications to validate skills. Researchers emphasize the importance of lifelong learning and adaptability in the modern workforce. Skill development programs tend to be more flexible, allowing individuals to acquire new skills

throughout their careers, whereas formal education often follows a structured timeline. Comparative studies examine the job market outcomes of individuals who have undergone formal education versus those who have participated in skill development programs. Factors such as employability, wage differentials, and job satisfaction are assessed. Many analyses consider the role of government policies and initiatives in shaping skill development programs within formal education. Research explores the impact of funding, regulatory frameworks, and incentives on the effectiveness of these programs. The advent of digital technology has brought about new modes of skill development within formal education. Literature discusses the rise of online learning platforms and their role in providing accessible skill development opportunities. Some studies take a global perspective, comparing the differences in skill development programs across countries and regions. This provides insights into how cultural, economic, and educational factors influence the design and effectiveness of such programs. It underscores the need for a multidimensional approach to education that integrates practical skills alongside traditional academic knowledge. The effectiveness of such programs is influenced by various factors, including curriculum design, industry collaboration, assessment methods, and government policies. Ongoing research in this field is crucial to adapting education systems to the changing needs of the workforce and society.

OBJECTIVE OF THE STUDY

1. To study advantages and disadvantages of formal education and skill development programmes.
2. To compare formal education systems with skill development programmes to understand their effectiveness in preparing youth for employment opportunities and economic growth in India.

RESEARCH METHODOLOGY

1. The research design is descriptive in nature.
2. The Researchers used secondary data from reputed journals, annual reports and official websites covering comprehensive academic literature on skill development in India.

FORMAL EDUCATION SYSTEMS

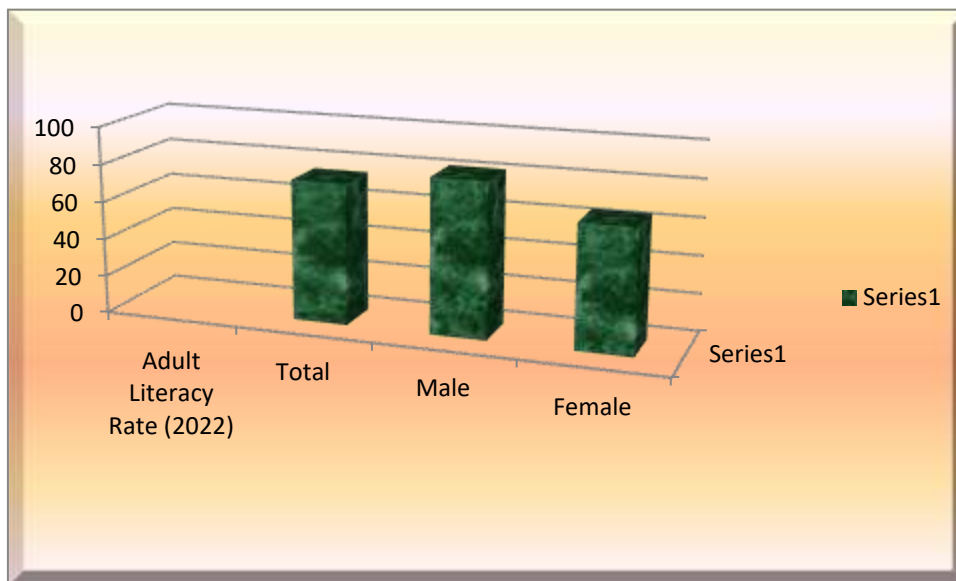
Formal education systems refer to structured educational programs that are typically offered by educational institutions such as schools, colleges or universities. It is characterized by a curriculum that is designed to cover a broad range of subjects, including mathematics, science, social studies, languages, and humanities. These programs involve completing academic courses which often lead to qualifications or certifications such as degrees or diplomas. Formal education is usually based on a specific set of standards and guidelines that are set by educational authorities. The curriculum is designed to provide a all-rounded education that includes academic subjects, physical education, arts, and music. The primary goal of formal education is to equip individuals with the knowledge and skills required to succeed in their chosen careers and to become responsible and productive members of society. In India, formal education systems are mainly provided through school-based curricula such State Education Boards, Central Board of Secondary Education (CBSE) or Indian Certificate of Secondary Education (ICSE) and also through colleges and university based curricula.

Capacity & enrolment in School Education Population census – 2021 & 2022 (in crore)

Table 1

Total	102.80/121.02
Male	53.2 (62.31%)
Females	49.65(58.75%)

Data Source: Office of the Registrar General & Census Commissioner, India



Adult Literacy Rate (2022)	
Total	75
Male	82.14
Female	65.4
School Education	
Primary	840546
Upper Primary(in total	429624
Secondary(in total)	139539
Senior Secondary(in total)	112637
Total	1522346
HIGHER EDUCATION	
Central University	43
State Public University	329
Deemed University	122
State Private University	197
Central Open University	1
State Open University	13
Institution of National Importance	75
State Private Open University	1
Institutions under State Legislature Act	5
Others	13
Total	799

Collages	39071
Diploma Level Technical	3867
PGDM	435
Diploma Level Nursing	3060
Diploma Level Teacher Training	4403
Institution under Ministries	158
Total	11923

School Education	
Primary	840546
Upper Primary(in total)	429624
Secondary(in total)	139539
Senior Secondary(in total)	112637
Total	1522346

Data Source: National Institute of Educational Planning & Administration, New Delhi, Department of Higher Education, MHRD, Government of India

Level-wise Enrolment in School & Higher Education (in '000')

Table 2

Primary	Boys	Girls	Total
(I-V)	66873	62250	129123
Upper Primary	Boys	Girls	Total
(VI-VIII)	34720	32874	67594
Elementry	Boys	Girls	Total
(I-VIII)	101593	95124	196717
Secondary	Boys	Girls	Total
(IX-X)	20547	18598	39145
(I-X)	122140	113722	235862
Senior Secondary	13002	11733	24735
I-XII	135142	125455	260597

Higher Education (Total)	18594	15991	34585
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Data Source: For School Education: National Institute of Educational Planning & Administration, New Delhi, Department of Higher Education, MHRD, Government of India.



Formal education systems have numerous advantages which include following:

1. **Access to knowledge:** Formal education provides access to structured knowledge in a variety of subjects. This knowledge is usually organized in a way that is easy to understand and learn.
2. **Development of critical thinking skills:** Formal education teaches students how to think critically and analyze information. Students learn how to evaluate different sources of information and draw their conclusions.
3. **Career opportunities:** Formal education is often a requirement for many career paths, especially those that require specialized knowledge or skills. A formal education can open up doors to better job opportunities and higher salaries.
4. **Socialization:** Formal education provides opportunities for students to interact with peers and develop social skills. Students learn how to work together in groups, communicate effectively, and respect different viewpoints.
5. **Personal growth:** Formal education can be a catalyst for personal growth and development. Students learn about their strengths and weaknesses, set goals, and develop a sense of purpose.
6. **Accountability:** Formal education systems are typically structured with clear expectations and guidelines. This can help students stay on track and remain accountable for their learning.
7. **Credentialing:** Formal education often results in a credential, such as a degree or certificate, which can serve as evidence of one's qualifications and skills. This can be valuable in job searches and career advancement.

While formal education systems have many benefits, they also have some disadvantages. Here are some possible disadvantages:

1. **Limited focus:** Formal education systems often focus on a narrow range of subjects and skills, which may not reflect the diverse interests and talents of individual students.
2. **Lack of flexibility:** The rigid structure of formal education systems can limit students' ability to explore their interests or pursue alternative paths to education.
3. **Emphasis on grades and performance:** Formal education systems often prioritize grades and test scores over learning and personal growth, which can create a stressful and competitive learning environment that may not be conducive to creativity or critical thinking.
4. **Inequality:** Formal education systems may perpetuate social and economic inequality, as students from disadvantaged backgrounds may not have access to the same resources or opportunities as their more privileged peers.
5. **Teacher-centered approach:** In many formal education systems, teachers are the primary source of knowledge and authority, which can limit student autonomy and critical thinking skills.
6. **High cost:** Formal education systems can be expensive, making it difficult for some students to access quality education.
7. **Outdated curriculum:** Formal education systems may have a curriculum that is outdated and

not relevant to the real-world challenges and demands.

SKILL DEVELOPMENT PROGRAMMES

Skill development programmes refer to short-term training courses which provide specific technical skills required within certain industries or professions. In India, these courses can range from basic vocational training courses such as welding or tailoring through to more advanced professional certifications such as engineering degrees or accounting diplomas. Skill development programs are designed to develop specific skills and competencies for a particular job or industry. These programs are typically short-term and practical, focusing on hands-on training that enables individuals to acquire the skills required to perform specific tasks or jobs. Skill development programs are often industry-specific and designed to meet the needs of employers who require a particular set of skills in their employees.

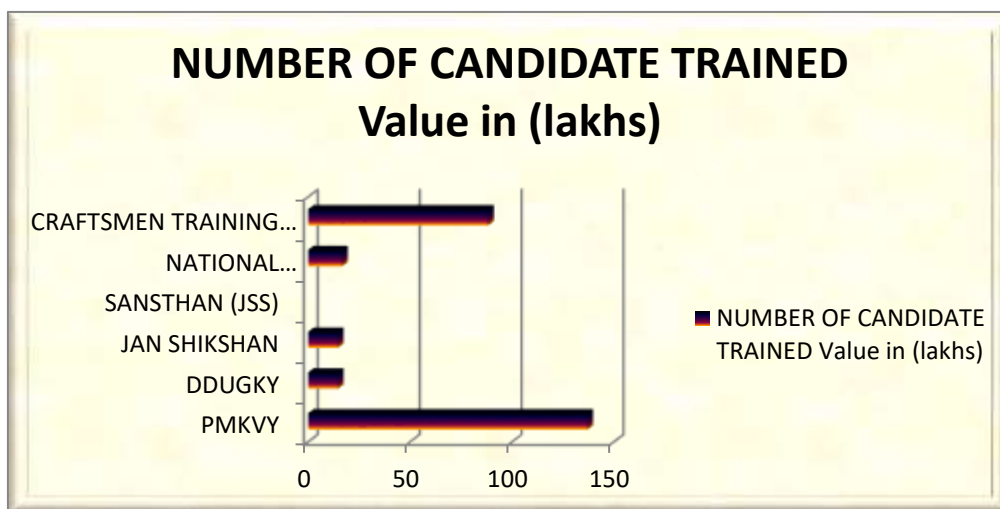
Training institutions, trade associations, or employers often deliver skill development programs. They may be delivered through apprenticeships, on-the-job training, or short-term courses. The primary objective of skill development programs is to provide individuals with the skills required to perform a particular job or task.

PERFORMANCE OF SKILL DEVELOPMENT PROGRAMMES

Table 3

SKILL DEVELOPMENT PROGRAMMES	NUMBER OF CANDIDATE TRAINED Value in (lakhs)	TIME PERIOD OD DATA
PMKVY	137.17	2015-16 to September 2022
DDUGKY	14.67	2014-15 to 2022-23
JAN SHIKSHAN	14.65	2018-19 to September 2022
SANSTHAN (JSS)		
NATIONAL APPRENTICESHIP PROMOTION SCHEME (NAPS)	16.74	2018-19 to September 2022
CRAFTSMEN TRAINING SCHEME (CTS)	88.41	2015 to 2021

Data Source: <https://factly.in/data-how-does-employment-from-skill-development-schemes-compared-with-epfo-payroll-data/>



There are several advantages of skill development programs, including:

1. Enhancing employability: Skill development programs aim to provide learners with skills and knowledge that employers demand, thus increasing their chances of finding and retaining

employment.

2. Boosting productivity: By acquiring new skills and improving existing ones, individuals become more efficient and productive, increasing job satisfaction and performance.
3. Facilitating career growth: Skill development programs can help individuals advance by equipping them with the skills and knowledge required for higher-level positions.
4. Fostering entrepreneurship: Skill development programs can encourage entrepreneurship by providing learners with the skills and knowledge to start and run their businesses.
5. Improving self-confidence: Learning new skills and achieving proficiency in them can improve individuals' self-confidence and sense of achievement.
6. Promoting lifelong learning: Skill development programs can instill a culture of lifelong learning, where individuals continue to acquire new skills and knowledge throughout their lives.
7. Meeting industry demands: Skill development programs are designed to meet the demands of industries and the economy, ensuring that individuals have the skills needed for economic growth and development.

While skill development programs have many benefits, they also have some potential disadvantages. Here are some possible disadvantages:

1. Narrow focus: Skill development programs may focus on a narrow range of skills, which may not reflect the diverse needs of individuals or the demands of the labour market.
2. Lack of context: Skill development programs may focus on developing specific skills without providing a broader context or understanding of the industries or fields in which those skills are used.
3. Inadequate training: Skill development programs may need more training or practice opportunities for individuals to fully develop their skills, leading to a lack of competence and confidence in the workplace.
4. Limited access: Skill development programs may not be accessible to everyone, particularly those from disadvantaged backgrounds who may not have awareness access to these programs.
5. Short-term focus: Some skill development programs may have a short-term focus, providing training for immediate job opportunities but not necessarily providing individuals with the skills needed for long-term career success.
6. Lack of quality control: Skill development programs may not be adequately regulated or monitored, leading to variability in the quality of training and certification

COMPARISON BETWEEN FORMAL EDUCATION AND SKILL DEVELOPMENT PROGRAMS

While formal education and skill development programs share similarities, they differ in many ways. One of the most significant differences between these two forms of education is their approach. Formal education is a structured and standardized form of education that provides a broad range of knowledge and skills. However, skill development programs are designed to meet specific needs and focus on developing skills required for a particular job or industry. Another significant difference between formal education and skill development programs is their duration. Formal education is typically a long-term process that may take several years. At the same time, skill development programs are usually short-term and can be completed in weeks or months. One of the advantages of formal education is that it provides individuals with all-rounded education that covers a broad range of subjects. This enables individuals to develop a broad range of knowledge and skills that are essential for a wide range of careers and professions. Formal education also gives individuals a recognized qualification, which employers often require.

IMPACT ON ECONOMY, EMPLOYMENT OPPORTUNITIES AND SOCIETY

Both formal education systems and skill development programmes have an important role play when it comes economic growth and employment opportunities in India. Formal educational pathways provide all rounded knowledge base which is essential for many jobs requiring higher levels expertise while skill development offers practical training necessary for many jobs within

specific industries or professions where specific technical skills are required. The combination of both approaches has wide ranging implications for society including increased economic growth due increased productivity among workers who possess appropriate level expertise required within certain industries or professions; increased employment opportunities because workers possessing relevant skills become more attractive potential employees companies across different sectors; improved social mobility since individuals previously disadvantaged socio-economic backgrounds can now access high paying jobs due possession appropriate qualifications obtained through either approach - whether traditional academic pathways or more flexible vocational courses offering certification upon completion.

CONCLUSION

In conclusion, formal education and skill development programs have unique strengths and limitations. Formal education provides individuals with broad knowledge and skills that employers and society recognize. It contributes to developing a skilled workforce that drives economic growth and innovation. Skill development programs, on the other hand, provide individuals with specific skills and competencies required for a particular job or industry. They contribute to developing a skilled workforce that meets the specific needs of businesses and industries. Skill development programs also help to reduce unemployment by enhancing the employability of individuals. Ultimately, the choice between formal education and skill development programs depends on an individual's goals, preferences, and circumstances. In many cases, a combination of formal education and skill development programs may be the best approach to acquiring the knowledge, skills, and competencies required to succeed in today's rapidly changing economy. Therefore, it is essential to understand the differences and benefits of formal education and skill development programs to make informed decisions about education and career choices.

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