

PREFACE AND ACKNOWLEDGEMENT

I would like to record my grateful thanks to Dr. Parag Diwan, who inducted me to this dynamic Topic of Critical appraisal of Vocational Education for Power Distribution Sector in the Country and to develop a Generic model of National Vocational Qualification Framework- NVQF for application in Business and Industry. I realize that during my 50 years of close association with Industry at senior levels, major thrust in worker management was placed on Industrial Relations and little attention was paid to Skill Development .When I look back, I realize that this was predominantly industrial culture of our country and recent Surveys indicate that except for few large industries, status predominantly remains the same. Managers are trained to focus on efficiency, through Development of executives and for workers to cope with outdated labor laws to have peace in work place. This explains why our National Productivity is as low as 1/3 to ¼ compared to Developed Countries. It took us 50 years to formulate National Vocational Policy in March2009 and we achieved only 1/3 of skill Development Targets in last 3 years –which is a poor show Our Study indicates a dire need of change of mindset, at management levels towards skill development. Progress is not commensurate with national goals. Besides efficient system, it requires a change of work l culture like Japanese Practices, to promote team work to optimize quality and productivity

This posed a challenge to evolve pragmatic model of vocational education to suit our size and complexities which has been done with all sincerity by putting nearly 1500 hours of research, data collection, analysis of- over 125 study reports of national/ international expert groups, and vocational practices in industrially advanced countries appraisal of existing system, /survey of all stake holders

Finally, based on the research outcomes, a practical model under umbrella of a strong NVQF to maintain uniformity and quality standards. For doing this study, I am greatly indebted to my Internal Guide Dr. D.K. Punia and External Guide Dr. Binod Kumar for valuable support and guidance. I am also grateful to UPES fraternity, who accorded opportunity to me, right from inception of institution to share knowledge as visiting professor with upcoming managers/regular faculty and motivation to pursue my Research Work I am also thankful to my wife Mrs. Shashi Verma for her full support in completing this work