CHALLENGES AND SOLUTIONS IN SKILLS AND EMPLOYMENT TRAINING DEVELOPMENT

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ABSTRACT

Considering development and achieving sustainable development is one of the ideals of human community. Global organizations as UNESCO investigated the ways to achieve this development and presented general solutions to public opinion. One of the important factors to achieve development is considering technical and vocational training. Based on the effective role of vocational training in employment of the society, by presenting skill training and providing the grounds for domestic business, entrepreneurship and creating productive employment, we can reduce wastage and improve productivity and prevent the country to be turned into a consumption-based country and lose our capital and reduce GDP. The present study is a review design. Technical and vocational training as one of the important solutions in human capitals empowerment is one of the strategic priorities for excellence. Technical and vocational training organization of Iran is the only sponsor of informal Technical and vocational training and takes great steps to emphasize the role of these trainings. This organization plays important role in employment and labor force also it fulfills the global motto of “the youth and skill training” and also achieves most of its goals. Finally, some weaknesses are presented against the problems and challenges of these trainings.

KEYWORDS: Skill Training, Employment, Challenges. Solutions, Entrepreneurship

One of the important issues in Iran is employment. One of the main solutions in employment is skill training. If a country attempts for a sustainable employment, one of the conditions to achieve it is education. Mostly, skill- vocational trainings are rooted in socioeconomic policies. If these trainings are done systematically, they are not only effective to provide human capital and increasing capability of active economic enterprises but also in social field, reduce abnormality and develop social welfare and security via creating employment based on the professional skills-professional qualifications. It is obvious the efficiency and effectiveness of these trainings depend upon existing educational system in each society. In Germany great part of vocational training system (dual system) including innovation, re-learning complementary vocational training are done based on private sector based on national standards: vocational trainings are performed in economic enterprises and in work process and small part of its theoretical training is performed by government in the form of states regulations in vocational schools. The effectiveness of this applied training system in prevention of youth unemployment and increasing knowledge and ability namely in fulfilling the qualifications of employed and learners caused that vocational training system of Germany is considered as the best model of vocational training for all job levels and in all economic sectors. Also this model is widely applied by human resources and organizational development authorities.

SKILL TRAININGS

One of the theorists, defined skill training as followings:

Technical training: A type of formal training with the aim of preparing people for required skills in manufacturing processes to vocational training in high schools and high education

Vocational training: A type of formal training with the aim of preparing people for job skills in industry, agriculture and trading being taught in high school.

The major role of technical and vocational training includes young men and women education who enter labor market in near future and qualitative improvement of re-teaching of the people working in both cases, educational programs or national demands of human resources and creating educational opportunities for unemployed adults (Farhadian, 2005)

According to the definition of high council secretariat of coordination, skill trainings are including formal or informal trainings in industry, agriculture, services, medicine and para-medics

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preparing a person to have the job, profession and business or increase his ability in doing it (Kar-pishe, 2004).

THE IMPORTANCE OF SKILL AND EMPLOYMENT TRAINING DEVELOPMENT

The only solution to unemployment in the country is developing the skill training development and by using the graduates in productive investment in the country, we can provide dynamic economy and attempt more to internalize skill trainings in the society. One of the important priorities in educational investment in all industrial societies is development of skill trainings. This aim is proposed as an important strategy to developing countries from international institutions as UNESCO, UNIVAC and World Bank. On the other hand, the inadequate investment in skill training is ignoring human capitals. It can be said now one of the most important organized job creation and solution to unemployment problem is appropriate technical and vocational training (UNESCO, 2005).

THE ROLE OF SKILL TRAININGS ON SOCIAL AND CULTURAL CHANGES

The development of technical and vocational trainings is of great importance for the economy and cultural of Iran namely for facilitating production process as infrastructural investments and increasing equipment and physical capital is not used without human capitals or it is not used efficiently and economically. Thus, one of the requirements of economic development is education system to create required skills of human capital and technical and vocational trainings are combination of science, technique and art and play important role in providing efficient human resources and they are development-based. The trainings are aimed to increase knowledge abilities, skill and power of people perception and desirable performance of the work in job duties.

Except economic aspect, the role of skill training and technical and vocational training is of great importance in social-cultural changes namely work culture improvement. Namely, this type of training and its executive operation as job activities reform and improvement of skills of work can play important role and the authorities by eliminating the limitations and appropriate planning of trainings as the most important factor to educate entrepreneurial, efficient and people with ethics and work conscience can apply it appropriately. Like other formal and informal educational institutions, technical and vocational training organization except teaching science and skills present discipline, imitation, commitment, responsibility, duty as educational content. Therefore, this educational system can play important role in increasing efficiency and productivity via the change in society culture.

The role of these trainings is important in social and cultural changes by the following reasons:

Reduction of unemployment, international credit of technical and vocational documents, reduction of social problems, helping to avoid unduly migration of the youth to big cities, reduction of adverse effects of unemployment, educational renovation, empowering people for better life, increasing mental health, increasing life expectancy, development of life aspects, work and profession, social and human relations, transferring social norms and values, people sociability and etc.

The role of skill training in development of skillful labor force of education is changing one’s behavior. Educational programs besides creating positive behavioral changes have other benefits as increasing productivity and efficiency of social mobility, job achievement, development of creativity and innovation. Thus, the current advanced communities attempt to improve all the affairs by training human resources in various fields and absorb them in labor market (Mohammadi, 2003).

THE GOALS OF SKILL TRAININGS

UNESCO raised three main goals for the third millennium decades regarding technical and vocational training and they were accepted by most of the countries. The goals are including:

1- Improvement of technical and vocational trainings as the main component of permanent learning
2- Directing technical and vocational training to sustainable development
3- Providing technical and vocational training for all people
Based on recognizing Iranian society variables, our country should consider these instructions.

Despite the consideration of authorities and law makers to the value and importance of skill trainings, for some reasons as the lack of society attitude to these trainings, the lack of up to date interaction between labor market and training, the lack of authority and unified policy making center, enforcement of ratified rules, ignorance to teaching human resources, the lack of appropriate equipment, lack of reforming job pyramid and etc., they were not successful and required serious reforms.

In other words, technical and vocational trainings increasing efficiency and entrepreneurship of human resources to help economic and employment growth to improve life quality didn’t achieve good result. Fulfillment of this goal requires the recognition of changing needs of the labor market, efficiency and flexibility of educational system. Some of the barriers are the lack of required conditions to fulfill these features. The most important problems to achieve these three features, efficiency, flexibility and responsiveness to labor market needs are including:

1- Executive and educational structure of technical and vocational education system (the lack of independent organizations supporting technical and vocational trainings)
2- The weak relationship between technical and vocational training and manufacturing and service centers
3- The lack of scientific support for qualitative improvement of the trainings

Thoughtful, scientific and research-based approach to the trainings are of great importance in creation of structures, systems, rules and procedures in skills training development and application of these trainings in practice.

THE PROBLEMS AND CHALLENGES OF SKILL TRAININGS DEVELOPMENT IN IRAN (EXTERNAL AND INTERNAL)

1- Unknown qualitative needs of labor market
2- The shortage of new information to labor force
3- The ignorance of formation (human capital)
4- The deficiency of rules

5- The lack of complete enforcement of approved policies of skill trainings (technical and vocational)
6- The lack of skill coordination between presenters of technical and vocational training
7- The lack of quality control and guarantee system
8- The unfamiliarity of learners with labor market before and during selection of field
9- The alienation of learners with self-employment
10- Inefficiency of vocational and technical training institutions and job search centers
11- Inadequate consistency between specialization and labor market needs
12- The complex and inflexible rules in work relations
13- The unemployment of learners and hidden, seasonal unemployment and false employment
14- The lack of required practical knowledge of labor market among educational teachers
15- Burnout of educational tutors
16- The lack of a good evaluation system
17- The lack of enforcement of legal ratification including the items included in the third, fourth and fifth plan of development in skill trainings

THE BASIC SOLUTIONS OF REFORMING THE EXISTING CONDITION OF SKILL TRAININGS IN IRAN BASED ON GLOBAL EXPERIENCES

1- Formation of unified policy making institution: One of the problems in skill, technical and vocational trainings of Iran is the organizational disorganization and the number of authorities in these trainings.
2- Making technical, skill and vocational education system research based: Educational reforms are done via research mechanism. Indeed, research-based feature enables this system to reform itself continually and adapt itself with the time and technology changes. One of the main problems of skill education system of Iran is the lack of ability in finding new solutions in accordance to time changes to meet the customers’ demands and reforming the system. The lack of a theoretical basis for skill trainings and relying on it for scientific investigation of the problems and discover of applied solutions for qualitative development of the system due to the shortage of affiliated re-
search centers in technical and vocational trainings and the lack of relationship of this system with scientific and research centers are the reasons of failure of our country to cope up with the existing problems.

3- Delegating the decision making power to local authorities to consider local and regional needs (country monitoring and adaptation of educational and executive plans with demands): This is important for our education system as one of the new polices of education in Iran is concentration in decentralization and power delegation.

4- Establishment of education system based on qualification in skill, technical and vocational training: Establishing education system based on qualification in skill training play important role in educational system reforming and it can improve educational system to meet the industry demands.

5- Increasing unemployed training level with the aim of empowering them to facilitate absorption in labor market and equal working opportunities

6- Organizing labor market information system and establishment of information uniform systems of human resources of the country with the aim of equality of work opportunities for all people.

7- Using empty capacities of executive systems and economic enterprises to present skill trainings along the labor market demands and future changes of economy and using new technology

8- The presence of various supportive rules in skill training

9- Need assessment of labor market periodical

10- Integration of policy making of skill trainings

11- Various grounds to fulfill the skillful forces education in cities and villages and it is necessary to improve positive attitude to skill trainings among people.

CONCLUSION AND RECOMMENDATIONS

Recently, we encountered wide changes in the management of skill trainings. By these changes to adapt technical and vocational trainings with global standards, it is required that decisions are taken by qualitative, new and available information at real time and based on an analysis of the information. Under these conditions, strategic management can provide some instruments to managers by entering skill training management and by recognizing the global market needs, technology changes and labor market need act efficiently and effectively. The education of skill trainings development makes human resources empowered and internalization of skill learning culture among people is one of the current needs of all cities.

In Iran, technical and vocational trainings are one of the important solutions for empowerment of human capitals and they are one of the strategic priorities for excellence. Technical and vocational organization as the sponsor of technical and vocational trainings took great steps to emphasize the role of these trainings and by fulfilling most of the goals, played important role in employment and providing labor force and fulfilling the global motto of skill trainings.

Entrepreneurship, technology production, sustainable employment, transnational production, appropriate work, business space development and improvement of technology empowerment are continual chains to sustainable development and they required human resources with qualification and using them in various economic fields in the country. For sustainable employment, development indices are the most important requirements, skill, technical and vocational trainings and via training skillful human resources and technicians in various levels of technical associate, technology engineer, Top technology engineering and expert technology engineering made great changes in various economic sectors. Fulfillment of economic collective effort requires considering human resources and protecting it and skill training is one of its fulfilling methods. Thus, it is proposed that:

1- Based on the importance of skill trainings (technical and vocational) in self-employment and reduction of unemployment, these classes should be held continually and seasonally in technical and vocational training centers.

2- Various grounds to fulfill the skillful force education should be created in cities and villages and creating positive attitude to skill trainings is necessary.

3- Shortage of capital is one of the aims of self-employment of trainees. Thus, by paying loans, we can take a big step in eliminating this problem.
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