

**Impact assessment of Quality & Relevancy factors
on
Vocational Training Programs
for
Employability.
[Special Reference: Vocational Training Authority of Sri Lanka (VTA)]**

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Declaration by the Researcher

I certified that the report is my own independent work and does not incorporate the work of any other person without due acknowledgement. I also declare that, the report has not submitted in the pursuance of any other qualification or award.

Date :

Signature :

Name of Researcher :

Institute :

Designation :

Certification of the Supervisor

I hereby certify that the research Impact assessment of Quality & Relevancy factors on Vocational Training Programs for employability was completed by Nadeeka Ambagahawatta under my supervision.

Date :

Name of the Supervisor: Dr. K. A Lalithadeera

Signature :

Preface

Research is a "**Voyage of discovery in search for knowledge**" by systematic and scientific way of collecting - gathering, recording, arranging, analyzing and interpreting data enunciating the concerned problem in specified area formulating a hypothesis and "**in finding facts on unknown territory**" by a careful study, reaching certain conclusions either,

- * In the form of solution towards the concerned problem.
- * In certain generalization for theoretical formulation.

What makes people to undertake research?

The possible motives may be either one or more of the following,

- * Desire to get a research degree along with its consequential benefits.
- * Desire to face challenges to solve the unsolved problem.
- * Desire to get "intellectual joy" of doing creative work.
- * Render service to society.
- * Due to the directive of government, organization.
- * Due to curiosity about new things.
- * Understand causal relationships.
- * Social thinking and awakening.
- * Desire to get respect.

Whatever the reason, at last it leads to find out the truth. Thereby research leads to gain new knowledge to the existing stock of knowledge making for its advancement. [C.R. KOTHARI]

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ABSTRACT

Employment defines as one's regular trade or profession. The employments are capable of influencing directly countrymen as well as social & economical development of a country

Labourforce is a human resource. It is not exaggeration that human resource is the most significant resource when compared with other resources, as it makes decision in respect of all other resource, it has the ability of creativity and innovation that cannot be found in any other resource and also it has an ability of value addition.

Vocational education and training has played a central role in promoting the school-to-work transition of young people. Due to the importance of this change-over Vocational and Technical Training Ministry was established and has been functioning for quite some time. The policy making and training providing several entities are coming under purview of this Ministry. Despite these roles, the return to Vocational Education and Training (VET), it is important to explore whether this important segment is well addressed its objectives.

This paper aims to examine the effect **Quality** and **Relevance** of Vocational Training Programs towards the employability for the Sri Lankan economic outcomes, during a reason past giving special reference to the entity of **Vocational Training Authority of Sri Lankan (VTA)** considering individual returns on employability against Institutional-based and work-based training programs on VET system.

In this context, the strategy has been used by the researchers are **explanatory type research** done adopting **positivistic methodology** by **narrowing down the scope giving special emphasis and reference on Quality & relevance of courses for employability at Vocational Training Authority respectively** in the direction of the employability at the **“World of Work”** through a **deductive approach** by collecting **empirical data** in a cross sectional manner due to time horizon in two ways; Firstly, views and opinions of respondents using an instruments of “Questionnaires” & “Interviews” from the technique of stratified sampling method and Secondly, by reviewing of literature.

In this research 46 VT Programs and 96 VT sector & Industry Sector managers have been selected to see the effectiveness of VT Programs for employability in the World of work.

This study signifies factors that would contributes to “finesse to job” via VT Programs, which in tern mutually benefited by Vocational Training Sector as well as Industry sector ultimately to the development of the country and to the socio economic development of its people.

Recommendations have been made on findings towards the design & development of VT programs as well as the quality and relevancy of VT Programs for employability in the World of Work to provide guideline to the policy makers to whom the findings are appropriate.

The results of this study indicate that vocational track graduates are more likely to have literacy skill disadvantages, short-term employment advantages, and long-term employment disadvantages compared to general track graduates.

The most significant finding is that there are substantial differences between work-based and school-based VET systems with regard to their literacy and employment effects. Compared to VET graduates from general education-oriented countries, VET graduates from work-based VET-oriented countries are initially more likely to be employed, but that employment premium narrows faster over time. Therefore, a lifespan overview and the characteristics of national VET systems should enter into policy debates on national educational systems.