

THE PROBLEMS OF THE DEVELOPMENT OF EFFECTIVE ENGLISH COMMUNICATION SKILLS FOR ITI STUDENTS IN KARNATAKA STATE

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Abstract: *This paper is focused on the problems of development of effective English communicative skills for ITI students in Karnataka state. Earlier ITI was limited to industrial training like a welder, fitter, plumber, electrician, machinist, sheet metal workers and others. So, employees were restricted only to manual work. But now the boundary has been extended. So, now it has entered almost all the areas of life and the professionals are trying to contribute their services towards the development of the nation after Liberalization, Privatization and Globalization. Hence, it is important to develop English for Specific Purposes (ESP) particularly for ITI students of today, as English is recognized as the employability and international language in the world.*

Key words: *English for specific purposes, employability skill, committee, ITI.*

The famous philosopher Plato says that everybody is interested in doing what they wanted, instead of what they are capable of. Therefore, society is filled with doubt, confusion, injustice and inequality and he also says that when everyone pursues the limited, it ends. But, when the unlimited is pursued, it leads to more opportunity and happiness. He regards to power and wealth as limited, whereas 'knowledge' and 'beauty' is unlimited. So, he advocated universal and equal education for all to create an "IDEAL STATE".

But, are we getting equal education anywhere in the world? The answer is no? and why?. Because even today man is behind power and wealth. So, there is high discrimination and inequality in the society. If we have equal and universal education, then there wouldn't be any problem of discrimination between the rich and the poor in the society. Thus, anyone can strongly say that the rulers are behind the limited and the ruled are behind the unlimited to make their life beautiful. So, they have invested their brain in inventing new technologies and extending their boundaries of human relationship.

At present, if at all anything which is connecting human beings and helping them survive in this world, it's the information technology and the communication medium, the language. According to the survey report of the British council, English with 35.8% stood as a top business language spoken in the world as the British ruled most of the world. To 10.5% of Japanese, 7.7% of German and 7.6% of Spanish and others. Moreover, in India because of the influence of colonial rule, English is used widely for all administrative and higher education purposes. After liberalization, Privatization and Globalization, English is recognized as the employability language as well. With the help of the English Language, even the poorest of the poor are learning many things and earning handsomely with their self-interest. But there is an unfortunate class in the society, which won't get anything at the right time. They fight to attain the smallest, neither they have the knowledge nor the wealth. Improving this class by teaching and training is the challenge today. In that direction, researches have taken place to improve their living standard. Hence, many of the governments and the private training centers have been started throughout the world.

Survey Report of Top 10 languages needed for Business Purposes in the World

Sl. No	Name of the Language	% of Language Used
1.	English	35.8%
2.	Japanese	10.5%
3.	German	7.7%
4.	Spanish	7.6%
5.	Chinese	7.1%
6.	French	6.0%
7.	Italian	2.7%
8.	Portuguese	2.5%
9.	Arabic	2.4%
10.	Russian	2.3%

Especially, in India 65% of the nation's population is young. The use of that human resource is the burning challenge of the nation. Hence, both the State and the Central governments are putting unending efforts to skill and employ them through many government programs like 'Skill India', 'Make in India' and 'Invest Karnataka' and others. As a result of this, many Multinational Companies are investing in the country and offering better jobs and salaries. So, to employ local professionals, the government is conducting skilling activities in ITI, Diploma and Polytechnic colleges. There, students are learning and performing expertise in their skills and are receiving certificates that are valid throughout the world. But they fail to get jobs, good salaries, promotions, and struggle to reach higher authorities and remain in the same position throughout their life even if they get the job because of the problem of communication. They require minimum communication knowledge of the English language, so that they can face interviews well enough, move to any part of the country as different languages are spoken in different states and also work in any part of the world, communicate well with higher authorities, explain their ideas, work efficiently by understanding instructions, get promotions and also receive better salaries. Hence, to help this group, Developing Effective English Communication skill is the most important task for language experts today.

Even though ITI and other vocational training colleges started very early in India in the 1950s in support of Industrialization, inconsiderable importance was given to the development of ITI colleges. Later, during 2008, after knowing that only 2.3% of the workforce in India has undergone formal skill training. As to 68% in the UK, 75% in Germany, 52% in the USA, 80% in Japan and 96% in South Korea, India has started giving high priority for skilling activities. Large sections of the educated workforce have little or no job skills, making them largely unemployable. Thereafter India decided that it must focus on scaling up skill training efforts to meet the present demands of the employers and drive economic growth. It also understood that it has the potential to provide a skilled workforce to fill the expected shortfall in the ageing developed world. In this direction, some seriousness captured this issue. So, the government has established the Skill Development Livelihood and Entrepreneurship Department and Corporations in the Center and the States.

Therefore, the Government also has taken initiatives in publishing NIMI books (National Instructional Media Institutes) on employability skills based on the NSQF Curriculum (National Skills Qualification Framework) of DGET (Directorate General of Employment and training). In that, Employability skills textbook, English Literacy is also a chapter along with computer literacy, entrepreneurship and others. The employability skills will be taught by contract basis guest faculty or by a faculty who is handling other subjects in the college. It means that there are no permanent English teaching faculty in the ITI colleges. So, for students who are from miserable backgrounds, those who can't afford to take any private coaching of any skills, orphans, dropouts, ones who are weak in academics, who are

seriously in need of jobs after the completion of the course and also students from destitute families must be helped by government initiatives.

In this situation, the government has to re-think about developing ESP (English for Specific Purposes) particularly with audio-visual labs, and practical classes for ITI students as language must be taught in the LSRW method (Listening, Speaking, Reading and Writing) for these grown-up students using available resources. At present, according to the report of Economic times, India has 15,697 ITIs, Uttar Pradesh tops the list of states with the highest number of Industrial training institutes at 3,302 followed by Rajasthan 1,923, Karnataka 1,557, Bihar 1,264 and Madhya Pradesh 1,167. It means that nearly 10 to 12 lakhs of students graduate every year as ITI professionals. Nearly, one and a half lakhs of professionals graduate only from Karnataka. It is also time to think about giving special attention to ITI and other vocational courses by neglecting all the problems involved in developing effective English communication skills course material along with separate faculty to teach that in colleges.

The Problems of the Development of Effective English Communication Skills for ITI Students in Karnataka:

1. The students are from very poor socio-economic and educational backgrounds. They have been adjusting to their living standards and have lost the hopes of becoming better in their careers. They are voiceless in society. Hence, it is difficult to get the real requirement from those students.
2. They carry an inferiority complex due to their academic performances. Indeed, the harsh reality is that society gives importance to students with higher grades and treat others with a complex. No certificate mentions, why one has scored less or more. So, those students won't ask anything authoritatively.
3. Neither the students nor the parents are in the position to analyze, "what they want?".
4. The syllabus designing committee doesn't get proper feedback from the students or the faculty, as they are interested in practical subjects.
5. In ITI colleges syllabus is more focused on only practical knowledge but totally neglected communication skills.
6. Non-curriculum activities are neglected in the ITI Colleges.
7. Always, it's been a human tendency to learn the easiest.
8. Sometimes, English will be the third language as they speak their mother tongue at home, and second, being the vernacular of the state, which is the medium of instruction at schools and colleges.
9. Students find English slightly difficult to learn as the pronunciation, Vocabulary, spelling, sentence structure and grammar is different from the vernaculars.
10. Many studies have reported learning disabilities like Aphasia (Loss of ability to understand or express language because of accident or illness), Congenital (Existing from birth), Dyslexia (An inability to read), Dysgraphia (an inability to write), Expressive language disabilities (The inability to communicate verbally), Receptive language disability (Inability to understand spoken language) and others.
11. Many times Government decisions like the 3 Language formula, compulsory learning in vernacular language up to 10th grade, and jobs via quota make students neglect English in the primary stages. But when they come to dream of getting good jobs, they require English, and then they start learning.
12. The decision of the government in appointing a committee, faculty to teach the English language particularly and interest to uphold the living standards of this vulnerable group to use them as the best human resource in nation-building is the special need of the hour.

Earlier ITI was limited to industrial training like a welder, fitter, plumber, electrician, machinist, sheet metal workers and others. So, employees were restricted to manual work. But now the boundary has been extended, along with the above courses, hospitality, beauty and wellness, aviation, interior designing and decoration, bakers and confectioners, hair and skincare, leather goods making, computer operation,

stenography, surveyors and others are included under nearly 36 sector skill councils under the Department of Skill Development Livelihood and Entrepreneurship. So, now the ITI has entered almost all the areas of life and professionals are trying to contribute their services towards the development of the nation.

As India is a developing country, although its economy is flourishing, poverty is still an important challenge. However, poverty is reducing in India, it has around 84 million people living in extreme poverty which makes up 6% of its total population as of May 2021. In May 2012, the world Bank reviewed and proposed revisions to their poverty calculation methodology and purchasing power parity basis for measuring poverty worldwide. It was a minimal 3.6% in terms of percentage, as of 2020. To address this problem, the Indian government is using education and training as tools to control this poverty. So, it has been giving more importance to higher education and Industrial Training.

Hence, any country's growth is in the hands of businesses and industries of that country. When these develop, automatically the country's GDP (Gross domestic product) will also increase. Several aspects contribute to the development and growth of the nation and not just one. However, making use of the young and energetic youth of the country as a human resource will solve at least a small portion of major problems such as unemployment and poverty.

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