

## **Introduction:**

The Yashwantrao Chavan Maharashtra Open University (YCMOU) was established in 1989 by an act XX of the Maharashtra State Legislature with the vision to become a "Mass Varsity". The Mission of the University is "To strive to carry higher, technical and vocational education to the home of the common man; to reach to unreached through the use of modern communication technologies and the adoption of distance education mode and to develop an innovative and open system of education with the ultimate goal of becoming as mass varsity".

For the fulfillment of the Vision and Mission, the University framed six objectives from which following two important objectives are for unreached groups.

- To pay special attention to the educational needs of the disadvantaged sections of the society, people in rural area and women.
- To provide continuing, adult and extension education. Special attention to be paid to retraining adults in new skills to enable them to adjust to a changing technological environment. (University Act 2006pp5)

Under the able and the versatile leadership of Vice-Chancellor Dr. R. Krishnakumar, YCMOU places a major thrust on offering skill-based, vocationally oriented academic programmes that cater to the weaker, neglected & unreached segments of the society from last year.

University members focused on these objectives, which were not yet fulfilled by the University. Hon.VC initiated meetings and discussions with the different sections of the societies, who were working for the sustainable development of the society. He allotted various research projects to the Academic Staff of YCMOU. These various projects are related to need base analysis of the programme for deprived section of the society.

### **Need base analysis of the programme**

Researcher took a research project entitled

**"To study the academic needs of the cobblers and develop a prototype of the programme"**

The objectives for this research were as follows.

#### **Objectives of research**

1. To identify the need of the focus group for the leather skills development programme
2. To analyze of the present leather skills development programme
3. To develop a prototype for leather skills development programme for cobblers.

Survey Method was used for present research in which data was collected through Interview and Questionnaire The data were collected from different types of respondents. Researcher interviewed the Regional Director of Sant Rohidas Charmodyog & Charmkar development Corporation LTD. (Lidcom), Manager and Trainer of leather skills development programme at the Training center, and the questionnaire collected from the trainees. Presenter analyze the Syllabus of the existing programme. The existing programme of two types six month certificate course and one year diploma certified by technical Board. The eligibility criteria is minimum tenth pass.

### **Development of Programme**

From document analysis of syllabus of existing Programme, the researcher developed Two prototypes Basic and Advance level programme. The structure of the programme is as follows

Task	Basic Course	Advance course
	Certificate programme for leather skills development	Diploma programme for Footwear & other goods making
Target group	<ul style="list-style-type: none"> <li>• Age- 16 years complete</li> <li>• Semiliterate (Skill of reading &amp; Writing)</li> <li>• Illiterate having three year experience in the field</li> </ul>	<ul style="list-style-type: none"> <li>• Age- 16 years complete</li> <li>• Eight Std pass</li> <li>• Fourth std pass &amp; having three year experience in the field</li> </ul>
Objectives of the programme	<ul style="list-style-type: none"> <li>• To acquire the basic Knowledge for Leather work</li> <li>• To acquire the basic knowledge for development of Leather goods</li> </ul>	<ul style="list-style-type: none"> <li>• To acquire the skill for selection of leather for leather goods making</li> <li>• To acquire the skill for development of design of the goods</li> <li>• To master for using the machinery</li> </ul>
Courses	<ol style="list-style-type: none"> <li>1. Types of leather and its uses</li> <li>2. Introduction, Use and maintenance and safety of the equipments.</li> <li>3. Repairing of Leather goods</li> <li>4. Basic action for leather work</li> <li>5. Basic knowledge for development of entrepreneurship &amp; Government Scheme</li> </ol>	<ol style="list-style-type: none"> <li>1. Types of leather and its uses</li> <li>2. Development of a footwear for Male</li> <li>3. Development of a footwear for Female</li> <li>4. Various process in Footwear making</li> <li>5. Development of other leather goods.</li> </ol>
Duration	Minimum -Six months	Minimum -One year
Counseling Strategy	<ul style="list-style-type: none"> <li>• Counselling</li> <li>• Skill development with the help of DVD</li> <li>• Study Center - Practical's</li> </ul>	<ul style="list-style-type: none"> <li>• Counselling</li> <li>• Skill development with the help of DVD</li> <li>• Study Center - Practical's</li> </ul>
Evaluation	<ul style="list-style-type: none"> <li>• Theory courses - Internal Assessment</li> <li>• Practical Examination</li> </ul>	<ul style="list-style-type: none"> <li>• Internal Assessment and End Examination for theory courses</li> <li>• Practical Examination</li> </ul>

YCMOU don't have expertise for the same. The university consulted experts from the leather work field practitioner, Government officers, Trainer for leather skill development programme.

### Recognition of Prior learning (RPL)

In India Cobblers are living in the urban as well as rural area. They are working at the road side They are living in below Poverty Line(BPL). Most of them are illiterate or semiliterate They acquire skills and competency across a variety of ways. It is the uncertified learning gained through work, community or leisure time activities. Therefore YCMOU decide to recognize their prior learning and giving formal certification for the same. The Recognition of Prior Learning (RPL) involves considering a student's previous uncertified learning.

Per Anderson and Andreas Fejes (2012) defined Recognition of Prior Learning (RPL) involves considering a student's previous certified and uncertified learning (including formal, informal and non-formal learning) in order to facilitate access to a programme of study, or to grant exemptions from elements of a programme

### Barriers and Overcome Strategy for recognizing prior learning

Barriers for RPL	Overcome Strategy for RPL
Lack of Public Awareness	Support from NGO
Financial Aspect	Collaboration with Lidcom
Shortage of programme for personal working with RPL	YCMOU develop the two type of programme
Connecting skills development of enterprises with RPL in the formal Education System is difficult	<ul style="list-style-type: none"> <li>• Course five having theory of Entrepreneurship</li> <li>• Field visit is one major component in the training programme</li> </ul>

### Contribution of Non Government Organisation (NGO)

Cobblers are not well organized. Therefore the publicity of the programme is the difficult task for YCMOU. YCMOU need support from the NGO. Therefore the researcher again took a informal interview of the Chairman of National Level Sant Rohidas Charmodyog Association . The chairman appreciated all these efforts of the University for Cobblers Community Development. For Community organization National Level Sant Rohidas Charmodyog Association organized the regional gathering of Cobblers. The chairman invited the researcher for the same. The researcher gave the detailed presentation of YCMOU and Leather Skills development programme in front of the organizing committee and the cobblers at four different areas in the state of Maharashtra. All are appreciated this effort of the YCMOU. They allow the researcher to give information in front of the 2000 to 5000 cobblers community. In each meeting the researcher mixed with the cobblers for 2-3 days. She took informal interview and collected the data. From this informal in terview get the feedback that Cobblers Community having two types of target groups

- Skilled worker -Skills are acquired through informal & non formal way, but they don't have any formal qualification.
- Young generation - Require the basic skills for Leather work.

From the Cobblers some having degree of leather skills programme, Trainer working with NGO, Government Officers having knowledge of Leather as well as norms of the Government of Maharashtra. The researcher took interview of twenty five people and selected ten people for the development of the programme. There is no availability of the reference book or DVD on leather skills our vernacular language..

From this Community experience there is need to rethink the program developed in the research project. Researcher gave presentation in front of the experts. Expert want to start first with only Basic Skills Programme for Leather Skills Development for measuring the proficiency of the cobblers. University has to think two type of Basic Skills Programme

- Short term Programme for recognizing Prior Learning of the Skill base Cobblers
- Six Month Basic Skills development programme for younger generation.

### Review of Literature

The researcher again took a review of vocational courses developed in ODL System. Vadnere,R.V. (2003) reported that Students are like to complete the Beauty Parlor Management Education porgramme through distance mode of learning because there were no compulsion of attendance, **learner can learn while earning**, and have facility of no age restriction for admission flexibility in admission. Mahale, S.R.& More S.R.(2011) reported that expert having experiences for field work and demonstrations but **enable to write study material for them**.

### Development of Multimedia Package

The Committee was analysize the syllabus and took a decision for the content of print and video Cassette.

Print Material having

- Student Guide and Practical book
- Five Courses title are given in above table

- Seven Video for Skills development of leather work include
  1. Programme Structure for leather skill development
  2. Types of leather and uses
  3. Role of Cobblers in Taxidermy Technique
  4. Use, maintenance, safety of the equipments
  5. Skills for development of patterns for various leather goods
  6. Project Development for funding
  7. Development of entrepreneurship

#### **Print Material Development –**

All the expert having a skill of leather work. The focus group being partially illiterate could not create content of study material in the required format. Therefore the researcher had discussed in detailed with the focus group. These discussions help the researcher to compile stepwise notes of the entire content. For verification of the information the researcher again visited the focused group members to observe the actual process. Later on this information is converted into a SIM format and finalized from the editors.

#### **Video Cassettes Development**

Expert first time experience to exposure to Camera. They were under tension Therefore the detailed process of the particular task could not properly Shot. For the video shooting another strategy is required. This another aspect which needs further study.

#### **Pilot testing for Recognized Prior Learning programme**

From these above different experiences the YCMOU decide to take a pilot testing of Recognized Prior Learning programme. The research took again a research study for this pilot testing Programme

The title of the research was as follows

#### **Title of study**

A study of Recognized Prior Learning programme for leather skills development programme for the Cobblers .

#### **Objectives of the programme**

- To study the socioeconomic &, educational status of the cobblers.
- To study the development of Cognitive, Affective, Psychomotor, Interpersonal domain of the cobblers.
- To design the future Short term RPL training programme of leather skills development for cobblers

Survey Method and Pretest post test Experiment study was used for present research in which data was collected through

1. Questionnaire
2. Rating Scale having Pictorial and word Combination
3. Participant Observer

#### **Training Programme**

Pre training discussion - Since the writer & editors not from academic field. It was felt important to orient them about task involved in the training programme. Condense Three days pilot Training programme was organized at the headquarter of YCMOU

The schedule, task & strategy of each session in the training programme is given below

First day	Second Day	Third day
Introduction of each person	Instruments use for leather work - Discussion method with various types of instruments	Development procedure of various leather goods - Demonstration method
Introduction of YCMOU –Video	Repairing of various Leather goods –Demonstration	Procedure for making a Paper pattern of the sample - Demonstration method
Programme Structure of Leather skills development – Lecture method		Cutting of leather and making the leather goods (Handwork & machine work)- Demonstration method
Lunch		
Information of Support institution for leather skills development programme and enterprise - Lecture method	Entrepreneurship Skills development - Lecture with Participatory approach	Practical Examination and viva voce of the individual and certification
Types, usability of Leather & Health precaution – Discussion method with various types of leather	Project Proposal development of financial Funding - Role play method	
	Role of the Cobblers in the taxidermy of the animals - Video	

From the participant observation the researcher identified some participant who could used as an content experts for the workshop. After the first day of the training Programme researcher discussed with these person for their role in the training programme and prepared them for the same. Some writer in this programme are not formally qualified. They are also involved as a participant in the training programme. They are helping the expert in the programme in various ways.

## Analysis of Data

### Questionnaire Analysis

With the help of Questionnaire basic information of the Cobblers was collected

Table -1 Age of the participant

Age	18-23 Years	24-30 Years	31-35Years	35-40 Years	40 & above Years
Number	7	8	8	4	7

Age wise distribution of the respond was almost uniform except for 35-40 years.

Table - 2 Educational Qualification of the participant

Educational Qualification	Illiterate	Up to 10 <sup>th</sup>	10 <sup>th</sup> pass	12 <sup>th</sup> pass
Number	8	10	8	8

The participants from illiterate to 12<sup>th</sup> standard pass

Table -3 Professional Experience (years)

Year of profession	0-10 Years	11-20 Years	Above 20 years
Number	11	15	8

Nearly 50 % of the respondents had professional experience up to 11 to 20 years.

Table -4 Monthly income in leather goods repairing

Monthly income	2-5 thousands	6-10 thousands	11-15 thousands	16-20 thousands	More than 20 thousands
Number	25	3	2	1	3

Cobbler's monthly income varied, but most of them are Below Poverty Line

Table -5 Expectation from the short term courses

Content	Formal Skills	New Knowledge	Use of Instruments	Government Scheme	Advance content of entrepreneurship
Number	11	26	11	14	15

Out of the total response 34 participants 64 responses was collected Nearly 50 % response were for formal skills and new knowledge.

### Analysis of Open Ended Questions

Table- 6 Learning Components from this training Programme

No.	Task	Response
1	Theoretical Information (Cognitive Development)	
	1.1 Understanding of leather working Skill	03
	1.2 Information of Instruments	02
	1.3 Instruments for Repairing of various leather goods	02
	1.4 Development of a project	
	1.5 Role of Cobblers in Taxidermy	01 01
2	Practical Work (Psychomotor Development)	
	2.1 Repair of leather goods	11
	2.2 Skills for repairing the machine	02
	2.3 Skills for making of a footwear	25
	2.4 Skills development as a cobblers	02
	2.5 Making a ladies purse	09
3	, Emotional development (Affective Domain)	
	3.1 Community development	02
	3.2 Peace of Mind	01
	3.3 Happiness in the life	01
4	Interaction (Interpersonal domain )	
	4.1 Communication with the customer	03
	4.2 Entrepreneurship	01

The researcher observed maximum responses for Psychomotor Development which related to practical work.

Table- 7 Expected Component in the Short Future Programme

No.	Task	Feedback
1	Experts Involvement from the leather skill industry	10
2	Regularly arranged the training programme	20
3	Development of Entrepreneurship Skills	15
4	Advertisement of the programme in the field.	25
5	Information about Higher technology use in leather work industry	15

The participant expected the Expert from the leather industry to orient the participant for skill development and Entrepreneurship Skills.

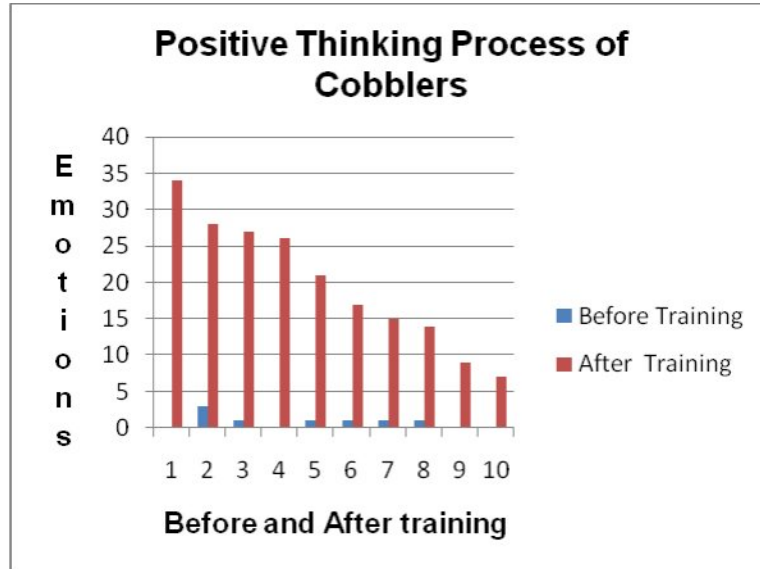
### Rating Scale having Pictorial and word Combination

The emotions of the cobblers were measured by Rating Scale having Pictorial and word Combination

Table - 8 Positive Thinking Process of the Cobblers about the Training Programme

Positive thinking process			
No.	Emotions	Before Training	After Training
1	Confident	0	34
2	Happy	3	28
3	Satisfied	1	27
4	Interested	0	26
5	Determined	1	21
6	Relieved	1	17
7	Blissful	1	15
8	Curious	1	14
9	Cautious	0	9
10	Surprised	0	7

The data was presented in the form of Graph. It is given below

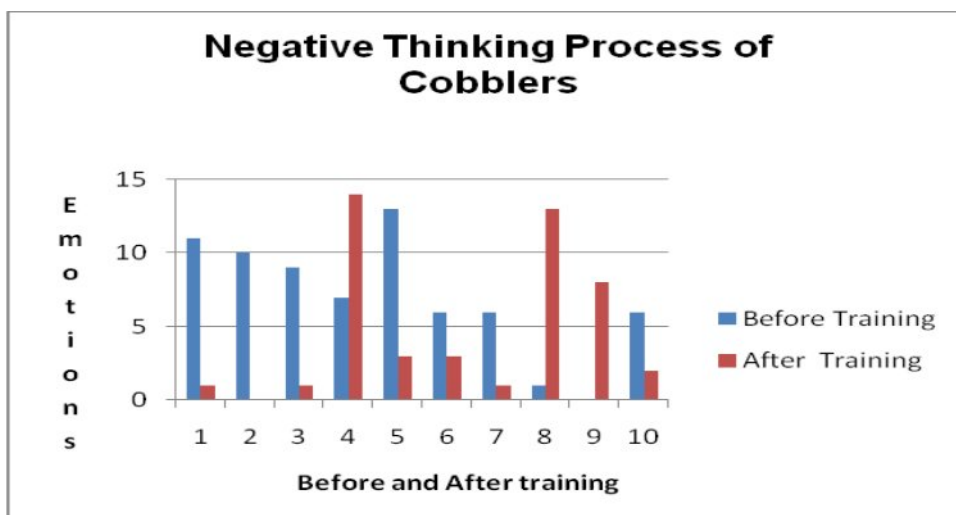


Most of the participant are confident, happy and satisfied from the training Programme

Table-- 9 Negative Thinking Process of the Cobblers about the training Programme

Negative thinking process			
No.	Emotions	Before Training	After Training
1	Disappointed	11	1
2	Sad	10	0
3	Negative	9	1
4	Bashful	7	14
5	Anxious	13	3
6	Cold	6	3
7	indifferent	6	1
8	Envious	1	13
9	Apologetic	0	8
10	Frustrated	6	2





The negative feeling of the participant was minimizing after the training programme. But Envious, Bashful feeling are more after training because some of the participant don't have a communication skills, They are not involve as a expert in the training programme.

From the feedback of the pilot programme the research develop a five days modified training programme. Is as follows

Day 1	Day 2	Day 3	Day 4	Day 5
Registration	Pattern making for repairing the goods	Demo for Development of Communication skills	Discussion on Field visit	Information about the training center & Government scheme
Introduction about Lidcom		Demo for Development of entrepreneurship skills	Repairing of other leather goods	
Introduction about YCMOU	Demo for Repairing of Shoes	Preparation for field visit	Role of Cobbler in taxidermy	Preparation for particle examination
programme Introduction	Repairing of Shoes	field visit	Information about Proposal development for Loan	Practical examination and certification
Types of Leather and material	Demo for Repairing of Chappell /Slipper		Machine work for the leather goods	
Demo for Repair of leather goods	Hand on experience for repairing		Hand on experience for Machine work	

## Conclusion

Present study has shown an example how ODFL can prove vital in promoting advanced vocational skills among cobblers. The programme has proved quite crucial in bringing self-belief and professionalism among them. Such programmes through ODFL are significant not only in promoting vocational skills but they also introduce a fresh outlook among the aspirants their

profession. Efforts like this should be initiated for various vocations which will slowly but surely ensure professionals of neo-millennium.

#### References

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