

# IMPACT ASSESSMENT OF VOCATIONAL EDUCATION AND SKILL DEVELOPMENT TRAINING FOR HEALTHCARE PROFESSIONALS

**Neetu Dubey**  
Research Scholar  
EDUCATION

## Abstract

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This research looks at how MMVTI's vocational training programs affect people with disabilities in India. A total of 265 individuals from five different Indian areas who finished the training programs between 1999 and 2009 were surveyed. The participants suffered from a variety of physical limitations, such as loss of external muscular capacity, spinal cord injuries, deformities from medical surgery, impairments from various physiological problems, and more. The job status of the participants both before and after the training sessions, as well as their demographic details such sex, marital status, family size, and educational attainment, are the main subjects of the study. The study encompasses many occupational training programs, such as Medical Coding and Billing, Healthcare Administration, Pharmacy Technician, Nursing Assistant, and Medical Transcription. The findings indicate that 60% of the participants—40% of females and 60% of males—were actively looking for work after finishing the training programs, either through self-employment alternatives or the official labor market. The study also sheds light on participants' work situations in various training programs, including their degrees of official employment, self-employment, and unemployment.

**Keywords:** Healthcare Workforce Development, Vocational Education, Skill Development Training, Impact Evaluation, Professional Competency.

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## 1. INTRODUCTION

Professional schooling alludes to the sort of instruction or preparing that prepares students for a specific exchange, vocation, or occupation. Through both study hall and work environment guidance, Professional Schooling and Preparing (VET) ensures expertise improvement in different professional disciplines. It remembers guidance for everything from painstaking work to farming, mechanics to the clinical field. Its will probably assist understudies with becoming free. Understudies need to view professional training as a beneficial other option.

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Very much planned professional schooling and preparing projects can be urgent in making the legitimate personality, disposition, and range of abilities for the work market in the consistently advancing universe of work. This is true not only for the mass of students but also for adults who need to retrain or upskill in fields like healthcare, where many patients suffer at the hands of inexperienced staff. The paramedics, technicians, and nursing staff are the other significant internal stakeholders. There have been many instances when workers who lacked training or expertise caused fatalities or infrastructural damage. Such encounters lower the overall quality of healthcare services and leave the patient with negative feelings.

Vocational education and skill development training for healthcare professionals have become indispensable in response to the dynamic changes in the healthcare industry. As such, their impact on filling skills gaps, improving patient care, fostering career advancement, and satisfying labor demands should be evaluated. These programs are essential for filling skills gaps, guaranteeing individualized, evidence-based procedures, and providing professionals with the most recent knowledge and competences to provide high-quality treatment. Moreover, funding this kind of training not only improves patient care but also helps professionals advance their careers by providing chances for skill development and specialization. Evaluating their influence is essential to matching training to industry demands and equipping practitioners to handle the demands of contemporary healthcare. In general, assessing the effects of skill development and vocational education for healthcare workers is critical to maximizing staff preparedness and enhancing patient outcomes.

### **2. LITERATURE REVIEW**

Paposa, K. K., & Kumar, Y. M. (2019) investigated the connection and influence of employee job satisfaction with training and development strategies. The study's participants were restricted to faculty members working at technical education institutions in Nagpur, Maharashtra, India. 360 faculty members were gathered as a sample size to symbolize the whole world. A confirmatory framework was used for the research in order to investigate the causal relationship between the variables under investigation. The findings showed that among faculty members of technical educational institutions, training and development techniques and work satisfaction were positively correlated. The study not only offers empirical support for the significance of training and development practices, but it also has management implications for technical educational institutions. Educational institutions should properly analyze their training needs to ensure that the right training and development

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practices are implemented, fostering a learning environment that ultimately helps employees be more satisfied with their jobs by fostering the development of their individual and organizational skills.

In order to provide some insight on how the educational system and TVET might adapt to the problems brought about by a worldwide disruption like COVID 19, Majumdar, S., & Araiztegui, I. (2020) reflect on the continuing concerns. With some examples to back them up, the article makes recommendations for short-, medium-, and long-term activities. A series of suggestions meant to further the discussion are included at the conclusion. The COVID-19 pandemic has had a significant impact on hundreds of thousands of people's health, taken lives in several regions of the globe, interrupted education and training, and put many economies in danger of going into recession. It has, nonetheless, also forced people and organizations in the fields of business, education, public government, and community development to think creatively. To get through the crisis, governments are using tactics and plans that they have never used before. Organizations are venturing into unfamiliar territory. The strategies and solutions that we now see are generally in line with how ready businesses, governments, and communities are to address the problem from various angles.

An outline of what innovation headways have meant for work qualities is given by Lager, P., and Mulder, R. H. (2020), alongside suggestions for work requests and consistent professional schooling and preparing (CVET). The accompanying requests about research are tended to: What effect are new innovations having on the idea of work? What impacts does this have on continuous work related instruction and preparing? Advances are portrayed as mechanical, electrical, or computerized instruments that affect how well work exercises are finished. Social science and brain research are two fields that think about these innovations. A hypothetical system was made and statements about the associations among innovation and parts of the working environment like intricacy, independence, and significance were produced. These thoughts included upskilling and task-based approaches. By glancing through information bases from the disciplines of brain research, humanism, financial matters, and instructive science, an exhaustive assessment of the writing was completed. The consideration measures were fulfilled by 21 examinations. A learning climate part outline model was utilized to gather experimental data and decide its suggestions for work requests and CVET. Research proposes that psychological work and intricacy are rising, especially

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while utilizing mechanized frameworks and robots. Various reports show a decrease in physical work.

In open auxiliary emergency clinics in Lagos State, Nigeria, Nwogbe, O. A., and Haliso, Y. (2020) analyzed the contribution of clinical experts in continuous expert turn of events. For this review, a multistage testing approach and a study research configuration were utilized. 356 clinical experts (112 specialists, 32 drug specialists, and 212 attendants) made up the example. An efficient poll that the scientist self-created was utilized to accumulate the information. The inquiries were created utilizing the consequences of the writing audit and were adjusted from normally involved polls on tolerant wellbeing in clinics, mobile and local area drug stores, nursing security rehearses, CPD expert and ability skill, and territorial rules for proceeding with clinical schooling from the World Wellbeing Association. The examination exclusively included clinical specialists working in grown-up broad short term offices. The outcomes showed that specialists take part in formal CPD (doing research, distributing, or peer diary survey) at a  $M = 2.11$ , though casual CPD (gatherings, courses, and in-administration preparing) at a  $M = 3.09$ . Attendants' cooperation in casual CPD is ( $M = 2.30$ ) and CPD ( $M = 1.78$ ), though drug specialists' support is ( $M = 3.10$ ) and formal CPD ( $M = 1.89$ ). These information show that respondents would in general pick less tedious, work-based ways to deal with limit building, taking part for the most part in unstructured proceeding with proficient improvement exercises as opposed to following an orderly, proficient, and high-level way to deal with limit building.

The extraordinary job of innovation the executives in specialized professional schooling (TVET) and its complex effect on abilities improvement, program quality, flexibility, employability, and industry pertinence are investigated in Manubag, M., Kilag, O. K., Peñalosa, B., Timtim, J. M., Padilla, J. B., and Abendan, C. F. (2023). Through a comprehensive examination of the literature and a meta-analysis, it reveals a wealth of information that sheds light on the significant ramifications of skillfully incorporating technology into TVET. Results show a strong positive link between improved skill development and effective technology management practices, highlighting the critical role technology plays in equipping students with the necessary capabilities for today's industry

### 3. RESEARCH METHODOLOGY

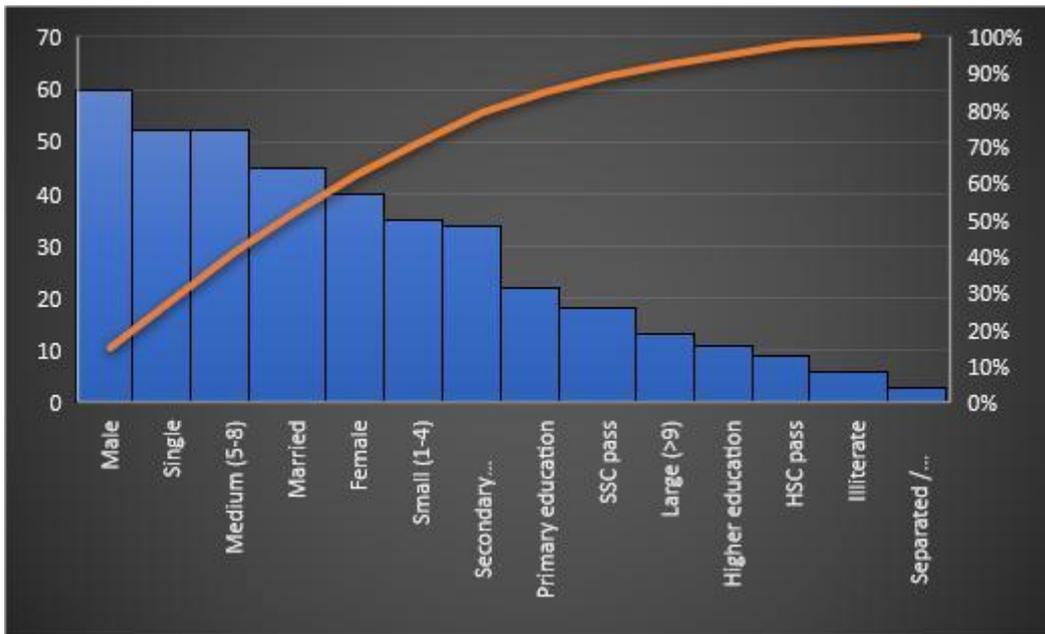
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Members A sum of 265 crippled people who partook in the MMVTI preparing program somewhere in the range of 1999 and 2009 were looked over five changed Indian locale. The members' actual inabilities included impedances from a scope of physiological issues, distortions because of restorative medical procedure, spinal rope wounds, loss of outer muscle capability, disabilities from various persistent diseases, and that's just the beginning. The members' lives had encountered these impediments at different moments (e.g., mishap, disease, ailment or inherent). At the point when the members signed up for the professional preparation program, they were all jobless.

**Table 1: Participants' numbers, distributions, and demographics**

<b>Variables</b>	<b>Number</b>	<b>Percentage</b>
<b>Sex</b>		
Female	104	40
Male	161	60
<b>Marital status</b>		
Single	133	52
Married	125	45
Separated / divorced	7	3
<b>Family size</b>		
Small (1-4)	95	35
Medium (5-8)	141	52
Large (>9)	29	13
<b>Education</b>		
Illiterate	23	6
Primary education	59	22
Secondary education	88	34
SSC pass	44	18
HSC pass	24	9
Higher education	27	11

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**Figure 1:**Participants' numbers, distributions, and demographics

**3.1. Design**

Table 2 presents the training length and entry requirements for various vocational courses offered at MMVTI for individuals with disabilities. The table includes the number of persons with disabilities enrolled in each course, the entry requirements, and the duration of the training program.

**Table 2: Training Length and Trades at MMVTI for Various Persons with Disabilities**

Course	No. of persons with disabilities (n=265)	Entry requirement	Duration
Medical Coding and Billing	68	Minimum SSC	3
Nursing Assistant Training	51	VIII	4
Pharmacy Technician Training	9	V	3

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Medical Transcription Training	46	V	1
Healthcare Administration	91	V	2

For the Medical Coding and Billing course, 68 persons with disabilities are enrolled, with a minimum entry requirement of SSC (Secondary School Certificate) and a duration of 3 months. Nursing Assistant Training has 51 enrolled participants with a minimum entry requirement of VIII (8th grade) and a training duration of 4 months. Pharmacy Technician Training has 9 enrolled participants with a minimum entry requirement of V (5th grade) and a training duration of 3 months. Medical Transcription Training has 46 enrolled participants with a minimum entry requirement of V (5th grade) and a training duration of 1 month. Healthcare Administration has the highest enrollment, with 91 participants, and requires a minimum entry requirement of V (5th grade) with a training duration of 2 months.

#### **4. RESULTS AND DISCUSSION**

There are four parts for the results. Evaluations of the impact of the MMVTI programs on participants overall and on employment rates in the future are shown in the first section. The perspectives of people who were unable to get job and the obstacles they encountered are covered in the second part. The opinions of individuals who did get work are examined in the third part, along with the impact it had on their life. A report on the opinions of individuals who obtained employment and the difficulties they encountered at work is included in the last part.

##### **4.1. Effect of the Training Course**

As per Table 3, after the preparation, 60% of the 265 members with handicaps — 40% of the 104 female members and 60% of the 161 male members — looking for a job, either in the authority work market or by means of independent work).

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**Table 3: Job Status of Persons with Disabilities**

Course	Employed		Unemployed
	Formal	Self – employment	
Medical Coding and Billing	24%	40%	36%
Nursing Assistant Training	2%	51%	47%
Pharmacy Technician Training	22%	44%	34%
Medical Transcription Training	34%	15%	51%
Healthcare Administration	78%	22%	0%

Based on Table 3, 60% of the 265 individuals with disabilities, comprising 40% of the 104 female members and 60% of the 161 male members, are seeking employment either in the formal job market or through self-employment opportunities. For the Medical Coding and Billing course, 24% are formally employed, 40% are self-employed, and 36% are unemployed. For Nursing Assistant Training, 2% are formally employed, 51% are self-employed, and 47% are unemployed. For Pharmacy Technician Training, 22% are formally employed, 44% are self-employed, and 34% are unemployed. For Medical Transcription Training, 34% are formally employed, 15% are self-employed, and 51% are unemployed. For Healthcare Administration, 78% are formally employed, 22% are self-employed, and none are unemployed.

## 5. CONCLUSION

The lives of people with disabilities have been profoundly impacted by the vocational training programs provided by MMVTI, especially in terms of their job results. 60% of the

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participants in the survey said they were looking for job after finishing the program, demonstrating a significant willingness to enter the workforce through chances for official employment or self-employment. The examination of work status across various courses revealed variable employment success levels; the greatest formal employment rate was found in healthcare administration (78%), followed by medical transcription training (34%). The greatest percentage of self-employment, 51%, was found in the nursing assistant training program, demonstrating the possibility for people with disabilities to start their own businesses. All things considered, the findings point to the importance of vocational training programs in enabling people with disabilities to secure fulfilling jobs and enhance their quality of life. To further understand the long-term effects of these initiatives and determine ways to increase their efficacy, more study is required.

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