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### **Innovative Training And Human Resource Development**

A nation wishing to advance must be able to develop its human resource to a satisfactory level as fast as possible if it wants to stay ahead. Before it can do this, however, it is first essential to effectively tackle the pernicious problem of the increasing number of illiterates through means of a mass education programme for, without education there can be no progress.

The sense of inadequacy we feel today is but a reflection of our inability to focus our attention on this all important issue to the exclusion of everything else. To continue to be overshadowed by the advanced state of technology of the industrialised states is one not conducive to our mental image of ourselves and it is high time for us to do something concrete to remedy it.

The few workers possessing a skill are naturally always in demand leaving us with a chronic short supply but generally, manpower in our country is far in excess of requirement, despite that most of the unskilled workforce remain idle. The outcome of such an undesirable situation is that it leaves the unemployed worker free to idle away his precious time in unproductive or even downright destructive pursuits which have the effect of making him frustrated.

The chronic shortage of trainers has become a tremendous problem to be overcome and some NGOs are endeavouring to overcome this defect by holding regular practical workshops. With a shortage of skilled workers at every level of industry it will take every effort we can make to bring untrained workers up to scratch. With a dearth of enlightened entrepreneurs with the capacity to visualise future needs developing entrepreneurship must be high on the list of priorities particularly for the development of small scale industries. This should be the nucleus of the scheme for the country's development plans.

Future educational plans and programmes must therefore consider the importance of making lessons more practically biased and enquiry-based if innovative and practical minded workers are to be developed in line with the needs of the nation. This in itself implies the need for better trained, more effective instructors with sufficient expertise in development human skills. Those capable of developing innovative techniques must also be properly encouraged through the distribution of substantial awards and any other form of incentives deemed suitable to help encourage the formation of a nucleus of capable and trained innovators.