



## TO UNLOCK THE EMPLOYMENT OPPORTUNITIES, INDIA NEEDS TO FOSTER HIGHER EDUCATION WITH SKILL BASED AND GLOBAL LEARNING

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### ABSTRACT

*“Vocational education programs have made a real difference in the lives of countless young people nationwide; they build self-confidence and leadership skill by allowing students to utilize their unique skill and talents.” By Conrad Burns – American Politician*

*The above quote simply portrays the importance of skill based education. It is only through proper vocational education added with the spice of practical knowledge through internship, the young Indians can create a demand for themselves at the employability market. India of 21<sup>st</sup> century is the nation of young minds with maximum population in the age brackets of working lads. It's the time to conquer and ponder upon the world with knowledge, skill, talent, attitude and innovative ideas of the generation z and prove the supremacy. All it needs is holistic, inclusive and integrated skill based learning for the youths to define their limits in their own style. The Indian education system at higher level needs to refine and reframe their syllabus and align it with the requirement of the corporates. There is a vast gap between knowledge imparted at universities and skills required at the corporate work front. Machine Learning, Artificial Intelligence and Data Science are the need of the hour, but the youngsters still are learning theoretical based lessons. Bring the work-life to the campus, challenge the youth to use critical and analytical thinking, let them focus on problem solving and you would find the difference. Talking about the Global education, it has a creative approach with focus on practicality and conceptual understanding. Indian education system needs to imbibe the active learning with the universal values of tolerance, solidarity, co-operation, inclusion and justice to foster deep learning. Only skill based education with global education can help the youth to understand the employment markets.*

*International Labour Organisation (ILO) claimed that the unemployment rate has reached to ever high of 13% across the world with nearly 71 million unemployed in age bracket of 15 to 24 years. The situation still worsens in the emerging & developing countries where ILO estimates 38% i.e 156 million employed youth survive in extreme poverty. The International Commission for Financing Global Education Opportunities in its report of 2015-16 said that nearly 40% employers/corporates found it difficult to select and recruit people with the skills required for employment. This gap needs to be critically analyzed and proper measures need to be taken to signify the solution towards the problem.*

*The researcher has made honest efforts to highlight the issue of rising unemployment among the educated youth. The paper presented by the research also focuses on the importance of skilled based higher education with global touch, which would help to unlock the employment opportunities.*

**Keywords:** Unemployment, skilled education, vocational training, gap analysis, recruitment etc.

### INTRODUCTION

Individual difference in terms of talents, personality traits, creativity, skills innovative

thinking etc are quite common traits that set the personality of the individual. These characteristics need to be guided in professional manner to bring

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the best of its outcome. Education is the only tool that can make a difference and set the pace towards a successful life. It is through formal school and higher education, the youth are channelized on the path of growth and development of their personal and professional life. Today's need is skilled based leaning that would empower the youth with the required skill at the work front. The higher education in our country has gone for a toss. The rigidity to change has made us very lethargic in imparting quality based inclusive education which rather promotes holistic all-round personality development of the students.

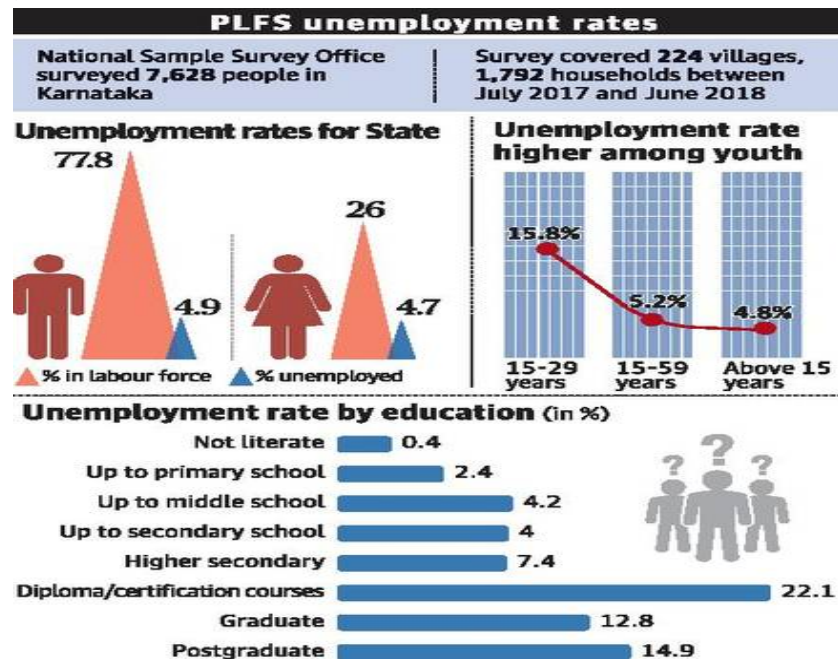
### HIGHER EDUCATION NEEDS EMBLEMATICAL CHANGE

The reason for the change is clear that we are not producing the skill as per the demand of the employability market. It is only with the structural root level change at higher education the gap of demand and supply can be met. The reasons stated focuses more light on the topic.

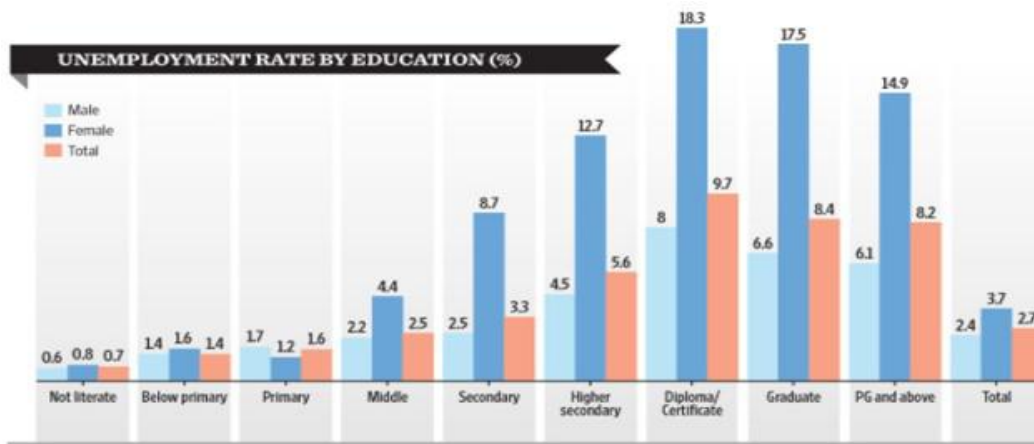
1. Not just graduate or post graduate degrees or titles, but employers need skill.
2. The unrealistic expectation of students from their universities or colleges about the campus recruits and job fairs.

3. Elite higher education institutions has become out of reach of meritorious students, due to exorbitant capitation fees and other overhead expenses. This has created inequality among the meritorious and rich students.
4. The run for research based projects on priority by higher education has diluted the effort at teaching leaning process.
5. The knowledge imparted by colleges/universities do not give value for the money invested in education

The reason to have this change is the unemployment situation in the country, which shows that educated youth with the degrees and titles has higher percentage of unemployment. The survey conducted in the state of Karnataka by the national sample survey office (Periodic Labour Force Survey unemployment rates Ministry of Statistics and Programme Implementation, Government of India) covering 224 villages during July 2017 and June 2018 shows that the unemployment rate among the youth aged 15 to 29 years is 15.8% which is relatively at the higher side. The percentage of the diploma holder, graduates and post graduates shows higher percentage of unemployment.



The below mentioned graph shows the unemployment rate by percentages for both the male and the female across the country, which has brought to the notice that sizeable chunk of the educated youth are not trained for the job markets. Secondly the opportunities at the employment markets are not enough to absorb the proportion of the educated youth.



The more educated you are in India, the more likely you are to be unemployed

Image: LiveMint, UN, Indian Government

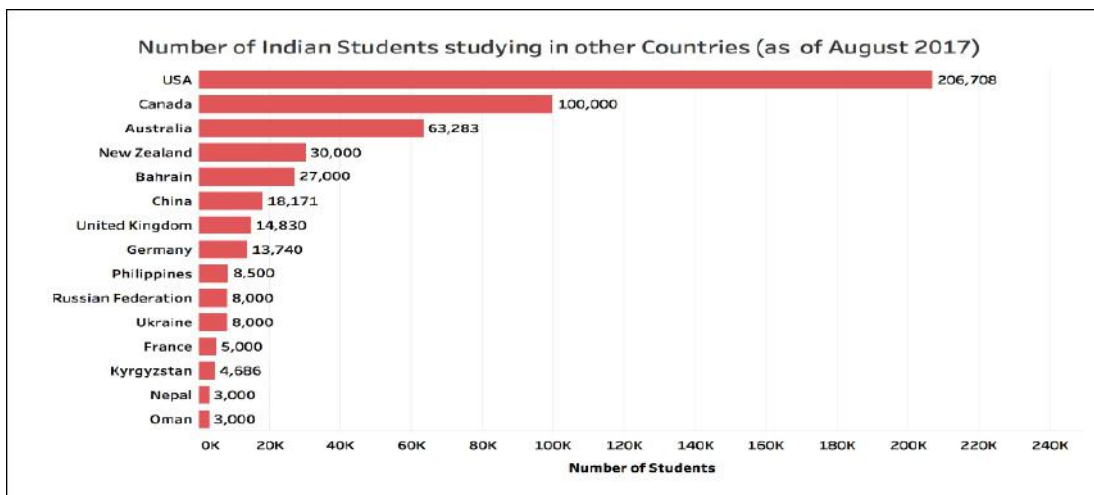
The reason being clear that the youth are not employment ready, though they have degree and theoretical knowledge but lacks the skill to work at the corporates. They are not trained enough to face the challenges of the work life. They is a need to train the youth for transition from Campus to Work-life.

The researcher would also like to bring to the knowledge of the readers the growing demand of foreign education due to globalisation. The foreign education at the universities focuses on practical approach, research based leaning, inclusive and holistic leaning and above all the guarantee of internship & job after completion of the course. The other benefits are posted below.

a) Focus on improvement of language skill and accent.

- b) Teaching methodologies differ from that of higher education in India
- c) Experience and leaning of new culture, language and life style.
- d) Building strong Network both with colleagues and employers.
- e) Explore career opportunities abroad
- f) Get fat pay packages compared to Indian standards
- g) Build confidence and skill to impress the employers

The below graph indicates the no of the youths studying abroad at different countries and their attractiveness for the developed nation for acquiring the degree.



### Some suggestive ways to create skilled workforce in India

1. Vocational skill to be made compulsory both at school level and higher education and imbibed in the education system.
2. Proper guidance needs to be given to the students about vocational training.
3. Align the skilled based education with the employment market.
4. Teaching should not be restricted within the four wall of classroom, but should also include on-campus, on-field, online training, project and research work.
5. Challenge the students to bring in creativity and innovation.
6. The credit based or grading system should be brought in practice to encourage students work parallel to their formal education.
7. The curriculum needs to be updated time in time out to align with corporate needs.
8. There should be hand shank with the corporates and institutes of higher education for training and development of add-on courses.
9. The teaching staff members' needs to be undergoing training, refresher courses and research projects to make themselves abreast with corporate needs.

Universities and Colleges imparting higher education needs to walk an extra mile and create a favourable environment which would train the students to be ready for the challenges and future endeavors. The report by All India Council for Technical Education (AICTE) has some positive news, which stated that the employable talent has changes from just 33.95% in the year 2014 to 47.38% in the year 2019. The figures shows an increase of whopping 13.43% in five year and it account as a remarkable achievement. In the same manner the hiring intent percentage has also increased from just 2% to 15% from 2014 to 2019. The measures taken by the government such as Skilled India Mission (Aug 2014), Digital India Mission (July 2015), Start-up India (Jan 2016), Stand up India (April 2016) etc has boosted the economy.



**HOW HAS THE HIRING INTENT CHANGED EVERY YEAR?**



<https://www.aicte-india.org/sites/default/files/India%20Skill%20Report-2019.pdf>

## OBJECTIVE OF THE STUDY

1. To understand the importance of skilled based global education for employment.
2. To study the gap analysis of the skill required at the employability market and the educated youths.

## SIGNIFICANCE OF THE STUDY

The study undertaken shows the significance of vocational training and skill development to be imparted to the students at higher education to make them fully equipped both theoretically and practically in the course so that they can represent their candidature for the required job in the employment market. The study has brought various fact and figures which has shown that the unemployment among educated class is higher than less educated. The study also bring the vital truth of attraction of the Indian students towards the foreign university due to quality education and guaranteed job placement. The gap analysis shown through the research study shown



that the higher education institution needs to strategically think for innovative methods and concepts for imparting education which would help the educated youths to gain advantage in the employability market.

## SOURCE OF DATA COLLECTION

### Secondary Data

The researcher in his research paper has used the secondary data for the study. The websites of the print media, AICTE, Government websites, International agency website, report of International organizations etc were surfed, which helped the researcher to understand the research title in deeper sense. The internet and the search engines were browsed which help in review of the literature and find the gap analysis. The domain of study under the research title is very much debated and discoursed and has wide and varied ramifications to young students, Higher Education Institution, Government bodies and various agencies etc.

## LIMITATION OF THE STUDY

### This study has the following limitations

1. The study undertaken by the researcher is based on secondary data.
2. The data available from the internet, books, reports, magazines etc was not objective specific.
3. Secondary data related to the title of research was available in bits and pieces, which had to be well connected.

## SUGGESTIONS AND RECOMMENDATIONS

1. The Higher education institutes needs to introduce skilled based vocational training courses and train the students to be ready for the employability market.
2. The institutes needs to enter into collaboration with some foreign university for the courses and exchange programs to be started at their campus.
3. Industry based Add-on courses needs to be introduced for the students.
4. Incubation cell needs to be started at the colleges for promotion the entrepreneurship.
5. The students' needs to be motivated to assist the teaching staff who have taken the minor or

major project works of the university, government or industry.

6. The students should focus more on practical approach of the theoretical knowledge imparted by undertaking research based projects, Internship programs, Exchange programs, etc.
7. The government statutory bodies like University Grant Commission, All India Council for Technical Education etc needs to formulate policies and programs to be started at the grass root level for skill development of the Indian Youths.

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