

Assessing Skill Gap and Recommendations for Skill Development in Higher Education

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Abstract

Education is considered to be a process of Skill formation. Education and training create assets in the form of Knowledge and Skills which increase the productive capacity of manpower. But the major stumbling block in this Growth path is the inadequate Skills. On the other hand we have the world's large stock of Scientists, Engineers and Management Graduates; we have been unable to drive full economic benefit from this talent because of the mismatch between Industry needs and University output.

The purpose of this Study is to identify the Employability Skills required by young Graduates and asses how there can be a Skills Development through Effective Knowledge management in terms of Innovative teaching proper Evaluation, Pedagogy and Feedback mechanism.

Keywords: Education, Employability, Skill Gap, Skills Development

Introduction:

Education is regarded as one that contributes to social, political, cultural and economic transformation of country. Since India's Higher Education (HE) System is the World's 3rd largest in terms of Student next to China and US. India Educates approx 11% of its youth in HE as compared to 20% in China. According to the survey carried out by a number of Agencies more than 70% of our Engineers and Management Students are not employed. Although India's HE system contributes about 3,50,000 Engineers and 2.5 million Universities Graduate Annually about 5 million graduates remain Unemployed. A survey by Mc Kinsey Global Institute shows that MNCs find 25% of Indian Engineers Employable, and according to NASCOM "Each year our Graduates and Post graduates are added to Indian workforce, out of this only 25% of Technical Graduates and 10-15 % other Graduates are considered Employable. Dr. Kalam has rightly said that "India does not have Problem of Unemployment but Unemployability." The Graduates lack other skills. Basically Graduates needs General Skills i.e. Integrity, Reliability and Team work and specific skills i.e. Entrepreneurship, Communication etc. to overcome this Problem. Colleges need to change their pattern of Teaching from Teacher's centric to Student centric.

If colleges want to improve the Employability of their Graduates, they have to focus on “Reducing this Skill Gap and enhancing Skills Development”. Each Institution should define the set of Skills that Graduate is suppose to have throughout his Academic career. The Universities are required to play a significant role for the same so that Graduates have to be able to Formulate, Analyze and solve Problems and become more Skillful and Employable.

Objective:

To analyze level of Skill Gap and Recommendations for Skills Development in Higher Education

Need For Skill Development:

- Skills and Knowledge are the driving forces of the country. Countries with higher and better level of Skills adjust more effectively to the Challenges and Opportunities.
- Skills Development enhancing the Individual Employability and ability to adapt in changing Environment.
- It Improves the Productivity and living Standards of the people.
- It Strengthens the Competitiveness of the Country.
- It helps in Developing High Quality Skilled workforce/Entrepreneur.
- It will enable the youth to get blue collar job.
- Development of Skills like Creativity, Team work, Communication, Leadership, and soft skills like Emotional Intelligence etc, at the school level is very essential for proper Job Opportunities

Suggestion and Recommendation:

- A) Increase the Gross Enrollment Ratio (GER) in HE
 - No more than 7% of Indian youth between the Age group of 18-25 year go to the HE.
 - Also 40% of people over the age of 15 are Illiterate.
 - Govt and Academic work towards increasing GER through various schemes.
- B) Industry and Academy connections
 - Industry and academics both connects necessarily to ensure curriculum and needed skill for graduates.

C) Curriculum to match Industry Requirements

- Most of our curriculum is outdated it should be updated and needs to be made in collaboration of Industry.

D) Internships that give Workplace Exposure

- Internship combines Education with Training and enables the Industry to take the candidates on a test drive.

E) Student Centered Education and Dynamic methods

- Methods of HE can also be a important factor to overcome from the Skill Gap Problem.
- It will require Teachers with new Attitude and Skills.
- Methods should be less Stressful and there should be personal consultation between Teacher and Students.

F) Provide need based Job Oriented Courses

- The present HE system is neither imparting true Knowledge nor improving the talent of Student.
- So combination of subjects and Job Oriented Skills should be introduced so that such courses could be useful for the students after recruitment.

G) Overall Personality Development

- Skill Gap can be overcome by Overall development of Personality of Graduate.

H) World class Education

- The Education which provides to our Graduates is not matching with the levels of Education of International Universities like US, UK, Germany, Russia etc.
- To achieve the World class level of Education our HE System should adopt uniform International syllabus for all Educational Institution.

I) Corrective action for Improving Quality

- Academic and Administrative audit should be conducted once in 3 years in Colleges by External experts for ensuring Qualities in all aspects of Activities.

J) More emphasize on Research Activity

- Number of Researches in India is much smaller as compared to US, China, Japan.
- HE should identify the talented meritorious students and encourage them for more and more Research activities.

K) To increase Quality of Universities

- According to the AISHE, there were 665 universities, 35,829 colleges all around the country, this number is too less to fulfill the demand in present scenario.
- On June 2005 GOI constituted a high level Advisory body known as National Knowledge Commission (NKC) to advise the PM about the Status of Education in India and measures needed to reform this sector.
- NKC has recommended setting up of 1500 Universities by 2015 so that GER increases to 15%.

L) Fair Quality Assurance System

- All Colleges and Private Institutions should set up Internal Quality Assurance cell. It must follow a minimum Standard to provide Degree.

M) Examination Reforms

- A continuous Examination Reforms for the Assessment of student's Performance should be implemented for the better Assessment and Evaluation of Students.

Conclusion:

Countries with Higher and better level of Skills adjust more effectively to the challenges and opportunities. As India more progressively towards becoming a Knowledge economy it becomes important that the country should focus on advancement of skills. The shortage of appropriately Skilled Graduates in the country is emerging as a significant and complex challenge to India's HE System. It is being felt that there is a large Skill Gap. This can be reduced gradually by initiating and taking vigorous steps. Various steps are being taken to overcome this Problem such as Curriculum to match Industry Requirements, Provide need based Job Oriented Courses, Corrective action for Improving Qualities of University, Formulation of National Skills Development Policy, Delivering of Modular Employable Scheme, up gradation of existing Institutions, setting up of National Skill Development Corporation, establishment of Skill Development Centers.

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