

Employability-Education and Skill Development

Ms. Aswitha P N

Lecturer, Department of Commerce, Kodagu University

ABSTRACT

Employability is a set of attributes, skills and knowledge that all labour market participants should possess to ensure they have the capacity of being effective in the workplace – to the benefit of themselves their employer and the wider economy. Skill development can be defined as proficiency that is acquired or developed through training and experience. In an increasing competitive global job market, the alignment of education with employability skills has become crucial. Business organisation considers skills are very important attributes in job applicants. Employers want new employees to have strong soft skills as well as hard skills. Focusing on basic education alone is not enough though; increasingly it is necessary for students to gain those skills which will enhance their prospects of employment. Hence skill development can be connected to a broader growth, employments and development mandating government interventions. In a developing economy like India where the large young demographic is eager to reap the benefits of technology in education, it becomes huge responsibility on both public and private entities, to respond to and accomplish the aspirations of youth to make India an effective knowledge economy. This paper explores the integration of skill development within educational frameworks to enhance students' readiness for employment. It emphasizes the importance of soft skills, digital literacy, critical thinking, and industry – specific competencies as key factors in bridging the gap between academic learning and workplace requirements.

It strengthens the ability of individuals to adapt to changing markets demands and help benefit from innovation and entrepreneurial activities. Skills human resource is essential for inclusive growth In the changing world scenario with regard to industry and the job market, Education is key to personal development, builds the foundations of employability and promotes both economic and social progress. There is now an overpowering need for skilled workers this paper is based on secondary data after review various papers it is found that Indian labour and employees need to acquire skill and knowledge to gain employability. As reviewed it is found only 10% of the work force receives acquire skill requirement. To overcome from this situation government also introduced many programmes to improve the skills of students.

Keywords: Employability, Skill development, Education. Workforce readines

INTRODUCTION

Education, employment, and skill development are interconnected aspects crucial for individual and national progress. Education provides the foundation knowledge, while skill development bridges the gap between theoretical knowledge and practical employment, ultimately leading to employment and economic growth. Employers are no longer seeking candidates with academic qualifications alone but are prioritizing a blend of technical expertise and essential soft skills such as communication, problem solving, team work, decision making and adaptability.

Employability can be defined as ‘doing value creating work, getting paid for it and learning at the same time, enhancing the ability to get work in the future. Education in India is provided by the public sector as well as the private sector, with control under various articles of the Indian Constitution free and compulsory education is provided. India’s higher education system is the third largest in the world next to United States and China.

Education is key to personal development, builds the employability and promotes both economic and social progress. Employers are no longer seeking candidates with academic qualifications alone but are prioritising a blend of technical expertise and essential soft skills such as communication, problem solving, team work and adaptability. Focusing on basic education alone is not enough. Soft skills have become very important in present job industry, but they are routinely ignored in educational institutions.

In the present context of global economy, the demand for skilled and multi skilled workers has increased. Therefore in the context of developing countries, such as India, there is a critical need for quality skill development and training.

To address this challenge, educational systems worldwide are being re-evaluated to ensure they not only impart theoretical knowledge but also prepare learners for real-world work environments. Skill development has emerged as a vital component of this transformation, with a strong focus on practical training, digital literacy, industry exposure, and competency-based learning. By embedding employability skills into the educational framework, institutions can significantly enhance student’s career prospects and contribute to national economic growth.

OBJECTIVES

- To make India the skill capital of the world, education system will have to through a dynamic change.
- To study the present scenario of India on skills and education.
- To explain the future prospects of skill development in India.

PRESENT SCENARIO

Today’s challenging economic situation means that it is no longer sufficient for new graduates to have knowledge of an academic subject; while employers seek hands-on experience, critical thinking, digital literacy, and communication skills. Companies are increasingly valuing skills and certifications over traditional degrees. Platforms like Coursera, Udemy, and LinkedIn Learning are gaining popularity as learners seek industry- relevant course. Increasingly it is necessary for students to gain those skills which will enhance their prospects of employment. About 90 per cent of employment opportunities require vocational skills; only 20 per cent of our graduates get employed. The rest are unable to get suitable employment due to the lack of employable skills.

In the present context of globalisation, the demand for skilled and multi skilled workers has increased. Therefore in the context of developing countries, such as India, there is a critical need for quality skill development and training. Some of the more important skills that professionals value in a job candidate include problem solving, adaptability, communication, professionalism, self management, leadership etc. India is a young nation with around 28 million youth population being added every year. According to the national sample survey, out of the 470 million people of working age in India, only 10 percent receive any kind of training and access to skilled employment opportunities. To overcome from this situation government has adopted many skill development programmes like Pradhan Mantri Kaushal Vikas Yojana (PMKVY). The objective of this skill certification scheme is to enable a large number of

Indian youth to take up industry, relevant skill training that will help them in securing a better livelihood. Individuals with learning experience or skills will also be assured and certified under recognition of prior learning. Under this scheme training and assessment fees are completely paid by government. National skill development corporation (NSDC), Vocationalisation of education through specific training programs, evaluation of credit framework, entrepreneur development, etc. Though recent Programs such as Skill India Mission, the U.S Workforce Innovation and Opportunity Act, and the EU's skill Agenda aiming to up skill youth and bridge the employability gap.

LITERATURE REVIEW

According to Yorke, employability refers to a graduate's capacity to gain and maintain employment. He argues that higher education institutions must go beyond disciplinary knowledge and incorporate transferable skills such as team work, communication, problem solving.

Rupam Jyothi Deka, Bhavika Batra – BVIMR, New Delhi in his article he analyses that how to generate job opportunities in India with new industrial requirement. The study finds out the overall status of skill capacity available skill requirement, skill gap and initiative taken by government of India for skill development.

Hind et al (2007) have described the merits of acquiring people skills. By improving and developing their competencies such as skills team work, communication and problem solving skills. Value will be added to their intellectual capability making them more employable.

METHODOLOGY

This study is based on secondary data collected from reputed articles, journals, books, prominent sites relevant to education and skill development. This study is all about focus on contemporary education scenario with respect skill development in India.

OBSERVATION

Globalisation places a high premium on education and skill, so candidates who apply for job must have some skills. Degree alone can't automatically open doors after the graduation. It makes students eligible to apply for the job. This does not mean that degree is irrelevant to employers – the subject and standard of degree may be essential or useful in helping to enter into a chosen career but also student should aim to develop skills that will help to future career. India is going to have the largest working age population in the world by 2030, but gainful employment for students from the general stream is a major challenge. Improving the employability of students requires a new vision with curricular support.

HEIs will be allowed to conduct short – term certificate courses in various skills including soft skills. To realize the full potential of India's rich demographic dividend, it is essential to equip the young generation with skills in various trades. That is why it has become all the more important to have strong links between academia and industry. Internships for skill development have a prominent role to play in linking higher education with the requirements of industry and the world of work. This is considered one of the most effective ways to create a skilled workforce for the country. The UGC has already issued the guidelines for Higher Education Institutions to offer Internship embedded programme. These guidelines will enable the HEIs to bring about a standard shift in the general stream degree programmes and embed employability support into the curriculum.

The AICTE has also launched an Internship portal for enhancing student's skills, employability opportunities, and transforming them into an industry suitable workforce. The portal brings together the internship opportunities in the government sector such as in the Ministry of Housing and Urban Affairs of India, National Highways Authority of India, Indian Railways, Ministry of Social Justice and Empowerment, Ministry of Micro, Small Medium enterprises, corporate sectors, Non – Government Organisations, Start – Ups, and research organisations, including the AICTE's initiatives for imparting skills and Enhancement of employability in Technical Education.

CONCLUSION

The paper on Employability, Education and Skill Development has explored the crucial intersection between education and work force readiness. Education opens the door to lead a life of liberty but skills make that liberty meaning full by allowing one to achieve prosperity.

Skills are key to success. It is a competitive world many of the companies looking for a candidates who is well in skills rather than the education qualification and unemployment increases by year to year to overcome from this situation there is a need for revolutionary changes in the India's education system. Today's education system is well in giving education related to development of skills. We need to unhand the practice of rote learning and shift our focus on providing students with necessary skills to prepare them for the future of work and foster mindsets that will allow them to succeed and contribute to the society in which they live.

REFERENCES:

1. Boden, R., & Nedeve, M. Employing discourse: Universities and graduate 'employability'.Journal of Education Policy.
2. Dacre Pool, L.,M & Sewell, P ; The key to Employability: developing a practical model of graduate employability.
3. Government of India. Annual report ministry of labour and employment
4. Knight,P.T., & Yorke, M Learning, curriculum and employability in higher education.
5. Deeksha Chaurasia & Punnam Ceeriah : Skill Development Opportunities and its Influence on Employability of Students; Indian Journal on Vocational Education