

Need for Employability

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Definition:

Employability refers to a person's capability of gaining initial employment maintaining employment and obtaining new employment if required (Hillage and Pollard, 1998). Employability is the ability of the graduate to get a satisfying job (Harvey, 2001). Employability is having a set of skills, knowledge, understanding and personal attributes that make a person more likely to choose and secure occupations in which they can be satisfied and successful (Pool and Sewell, 2007). Employability is the ability of the graduate to get a satisfying job. (Harvey, 2001)

Introduction:

Education is the most important aspect in an individual's life. "It is the most powerful weapon which you can use to change the world" - Nelson Mandela. The goal of education is not to increase the amount of knowledge but to create different possibilities for a child to invent and discover new things. It is the movement which paves way from darkness to light. The foundation of every state is the education of its youth.

By Educating an individual, the values of liberty, justice and equality can be inculcated. Higher education plays a pivotal role in developing student's hard (Job-specific) and soft (transferable) skills. Its aim is to broaden perspectives. Innovative ideas are needed to be encouraged that may give parents better alternatives to prepare children for higher education and for the jobs of the future.

Employability is that set of attributes that makes a graduate worth employing. The definition comprises of three elements. The first is knowledge, the teaching of which is higher education's speciality. The second is social capital, which include attributes such as gender, class, age, ethnicity, accent and appearance. The third element is skills which plays an important role in an individual.

Focus on employability:

“Our work is the presentation of our capabilities” –Goethe.

The proposed metric for employability focuses on a scoring mechanism for the diverse skill sets that different courses can develop. Above all, it is the racing of student’s self-awareness about employability that develops it. As it is a form of personal development, helping students to understand the various ways that have benefited should be a feature of any course, whatever the student’s initial reasons for studying it. In particular, Students should have clarity about what degree-based courses are needed to be studied that will lead to particular career rather not being enough jobs in the sectors to go around.

Raising awareness helps academics to engage with employability. Having a simple and common language to describe employability will help them better embed the development of relevant skills, attitudes and behaviours into their program design without forcing anyone to change their course content. Higher education should have a program of embedding employability into the curriculum. Encouragement of higher education among youth is necessary for the success of our collective future.

Employability Skills:

Employability skills are those that apply across a variety of jobs and life contexts, including paid employment and formal education. They are a set of social skills that we use to facilitate socially situated activities such as work, leisure and learning. They are acquired and developed throughout an individual's career and life and differ quite dramatically from technical or the 'doing' skills both in nature and the way they are developed. The concept of employability skills can sometimes be referred to as basic skills or the career and employability skills. There are soft skills that allow you to work well with others, apply knowledge to solve problems and fit into any work environment. They also include the professional skills that enable you to be successful in the workplace. These are also seen as transferable skills because you can apply them to a job in any industry.

Soft skills are the personal attributes, personality traits, inherent social cues and communication abilities needed for success on the job. They characterize how a person interacts in his or her relationships with others. They are interpersonal skills whereas hard skills are the

skills that one gains through education, training programs, certifications and job training. Hybrid skills are soft skills that include combination of technical and non-technical skills.

Basic skills are developed during our primary education. Higher-order skills (Cognitive skills) are very important in a person's life that helps in moulding his or her career in the future. Personal skills play a vital role in the competitive world.

Table 1: List of Employability skills

Basic skills	Cognitive skills	Personal skills
<ul style="list-style-type: none">• Reading• Writing• Maths• Listening• Learning• Oral Communication	<ul style="list-style-type: none">• Reasoning• Creative thinking• Decision making• Problem solving• Perception	<ul style="list-style-type: none">• Self control• Self confidence• Honest• Social skills• Responsible• Adaptability• Have integrity• Good work attitude• cooperative• Self motivated• Team spirit• Punctuality• Efficiency• Negotiability• Group discussion

Employers' overview:

Innumerable studies have evaluated about what exactly employers are looking for in their employees. The assessment of employer satisfaction in employee graduating institute of higher education is very important. It provides evidence of the quality of education that students have

received and its relevance to the workplace. What different skills are desired by employers? Are these the same skills that are being taught in academic classroom?

Employability skill gaps:

The employability skill gap scarcity has its origin in the higher education. One of the biggest reasons is students' dropout in primary and secondary level of schooling and deprived admission levels in higher education. Students especially in rural areas find difficult in pursuing higher education due to lack of communication skills, poverty and non accessibility of different courses in their places. More than 50% students lack in logical and reasoning which hinders them to get placed in reputed places. Students' desires to work in IT companies, colleges, administrative offices become a dream. Analytical and problem solving skills plays a vital role while getting selected for a job. Few students fail to qualify selection rounds due lack of English communication.

Suggestions on employability skills:

Employability skills can be trained both in schools and at work place. Faculty Student ratio need to be 1:10 to enhance their vocabulary, analytical skills. Innovative ideas, programs, workshops, field visits can be conducted to ensure students participation in large numbers which will improve their overall personality development.

The primary role of higher education is to train students by enhancing their knowledge, skills, attitudes and abilities and to empower them as lifelong critical and reflective learners. It is essential that any changes to the curriculum are owned by the staff delivering the modules, if they are to be successfully implemented. It is important to work with the traditions and values of the institution and of higher education itself. A culture that strives to improve the learning environment for the benefit of students and staff is essential for the successful implementation of change (Atlay, 2000). Employability is about graduates possessing an appropriate level of skills and attributes, and being able to use them to gain and remain in appropriate employment.

The different skills required for employability should be well inculcated in students during their higher education. Students should be allowed to take initiatives for organising seminars, group talks which can boost their confidence levels. They should be taught to develop leadership qualities.

There is a huge responsibility that needs to be ensured that every individual has the opportunity to receive a high-quality education right from pre-kindergarten to technical and higher education. It should be based on quality not quantity, receive merit-based funding, be free of unnecessary bureaucracy.

Employability opportunities:

There are lot of job opportunities for students after completion of higher education. Students with good communication skills, problem solving techniques get placed in I.T companies, banks. Students who clear competitive exams are the luckiest ones; they become IAS, KAS officers. Self employment also plays a vital role among students. Usually in rural areas, after higher education graduates implement their knowledge in starting small factories and develop them largely. Many are placed in Government sectors by their mental ability skills by clearing entrance exams and cracking interviews.

Low employability quotient:

There are many factors that hinder low employability quotient in India. Few of them are follows:-

1. College admission process- it plays a vital role. Most educational institutes have more number of seats than the number of interested candidates. Sometimes fees are paid partially to get admissions. Merit based students become less.
2. Student's background- More than 75% students get admitted from rural areas. Their communication skills are poor; they do not qualify in competitive exams.

3. Awareness of campus selection- Most of the institutes conduct aptitude test for employment selection. Student with poor vocabulary and aptitude fail to clear the test rounds and do not get placed in any companies.

Conclusion:

**“Ensuring quality education is one of the most important things we can do for the future”-
Ron Lewis.**

There are a lot of issues that are acting as hindrances to impart employability skills in the youths as discussed in the paper. The nation as a whole has suffered with the lack of required skills. It is time for us to introspect ourselves with regard to the quality of employability skills. Measures are to be taken to provide solutions for the same and impart quality which will go in a long way in strengthening the nation by strengthening the youth with employability skills.

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