



deeper learning for employability

concept note on how educational institutions can impart employability skills for their students

By 2020, India is expected to emerge as the youngest country in the world, with a median age of 29 years. The economy will be determined by the primary forces of globalisation, demographic changes and the adoption of exponential technologies by Indian industries. Millennials or Gen Y are expected to occupy 50% of our workforce*. And by 2025, these figures are expected to grow to 75%.

But are we ready to cater to these growing economic needs? Unfortunately no.

Our universities produce millions of graduates /post graduates every year, but only about 20% of them are absorbed into various industries. Less than 25% of MBAs, 20% of engineers and 10% of all graduates in India are found to be employable.

According to an ASSOCHAM report, only 20% of the fresh graduates get employed every year. An unemployable workforce is at the core of India's employment crisis.

* Result of Survey by Society for Human Resource Management

employability

The term 'employability' indicates that a person possesses skills, abilities, and attributes to get a job or start a business and to be successful in their chosen profession. Higher education is expected to develop students in these skill sets and not just education. However, for long it is assumed that a higher degree will ensure having a successful career.

For more than a decade, a major gap in competencies is observed by organisations. This employability gap is the gap between the expectations from an organisation vs the actual ability of hired employees.

To bridge this gap, it is necessary to provide relevant training and skill development programs to the students, our future workforce. However, 70% of skill-based training is lost within 24 hours, 90% is lost after 30 days.

There is an immediate need to create learning programs that can enable students with deeper learning that is long term, sustainable and long lasting.

deeper learning for educational institutions

Deeper learning is a set of programs that enable employability outcomes. They help students to not just master challenging core academic content but also develop higher-order skills and competencies in communication, collaboration, critical thinking, problem-solving etc that they can apply to complex and new situations in the real world.

Deeper learning experiences allow students to develop critical competencies required and will plug the gap between academia and industry and make them employable in the real world.

Connect with us to know more!