



Employability in Higher Education

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ABSTRACT

Employability in higher education demographic dividend creates by the education and higher education gives you more opportunity for future perspective, employability in our Indian society will use the things because of some of the specific reason education has different field has been so technical education medical exact but most of important is the system of education is outcomes of your education employment is the rule of survival of every person whatever it may be male or female elevation is the basic tool of education otherwise we are going to backward as compared to whole world.

Every country complete with each other for the innovation whatever the feel is science or humanity innovation creates you more Employment opportunity will fill the Expectations of the society that's why employment for the higher education.

I. INTRODUCTION

Indian perspective huge population in spirit of ground reality of employability is very worst and ruler India the difference between rural and urban India creates difference in the factors are important for the creating best opportunity for the Employment generation. geographical location, human resource, connectivity, education these are the important factors for creating the employment opportunity into the every country of the state policy of the Nations and political Goodwill of the state there are decision making factors responsible for the creating employment in the state changing perspective of the education creates more opportunity for the future futuristic Indian approach for the new education policy if you analyse the principal of new education policy basic factor which are research oriented motive of the education is very important today education policies are output oriented and Research oriented in India Institute for the higher education are evaluating the use to enhance and working on the various measures for the standard in the Indian education system the purpose of the higher education to develop setup skill in hands the knowledge for the futuristic attributes that makes an individual creates more employment.

India as the youngest country which is 28 years old comparative European countries India has huge potentials to use this demographic dividend for economic growth of the nation GDP growth of India comparative comparatively five nations of China is the main computer for India if you are previous government taking importance steps for the economic policies international trade Export Import business banking Research and innovation also there are which is schemes which are implemented for the higher education making rule for the creating better opportunity for better India

II. WHAT IS EMPLOYABILITY

While there are many definitions of employability, most include these common aspects: Employability is linked to employment. Graduates' attributes, skills and knowledge facilitate employability. Individual characteristics, personal circumstances and other socio-economic factors also affect graduate employability. For governments, employable graduates are key to driving economic growth, through the development of enhanced products and services.

Governments look to the education sector to produce graduates with the soft and technical skills to meet new economic imperatives. Employable graduates will result in a greater number of employed graduates, which positively affects national development and prosperity. For higher education institutions, employability spans the entire spectrum of education, from inculcating of values, to imparting knowledge and developing the skills and attributes that equip students for the world of work.

While many universities still emphasize a graduate's ability to obtain employment that matches their area of study, there is increasing focus on developing the broader skills set that will allow graduates to adapt to a rapidly changing and diverse world of work.

III. WHY IS EMPLOYABILITY IMPORTANT

Many students choose to study at university to improve their career prospects. However, while most employers are looking for "work-ready" graduates, more than half of them believe that post-secondary has not adequately prepared graduates for the labour market. development of enhanced products and services.

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In an increasingly competitive market, higher education institutions must show that they can produce high-quality graduates for the labour market and offer a good return on investment for students. By improving and evidencing student employability as an outcome, universities can attract more learners which leads to increased revenue.

Focusing on employability can also enhance student engagement and motivation, which can lead to better results and improved institutional rankings and reputation. Addressing employability in universities also supports various national and international agendas related to both education and sustainable development.

While the importance of graduate employability is increasingly accepted in higher education, there are a few systematic processes for how an institution can operationalise employability, particularly taking into account the principles and best practices of sustainable change management.

Phase 1: Sensitisation and Assessment

ACTIVITY 1: Establish Employ-ability Committee

An Employability Committee/Task force is established, comprised of key individuals who will lead the institutional change-management processes related to the employability model. COL supports this process with input to the terms of reference and guiding documents for the group.

ACTIVITY 2: Capacity-Building and Employability Scorecard Exercise

In a three-day workshop, institutions will undergo sensitisation/capacity building in employability, supported by COL. This activity is intended to support change management by creating common understanding and buy-in from staff and faculty. It will outline why employability is an important concern and present different approaches to employability, and introduce COL's model. After the capacity-building session, COL's Employability Scorecard will be used to assess the university's current level of employability integration, with the aim of identifying areas for improvement. The Scorecard is completed in a collaborative session, co-led by the Employability Taskforce and an external consultant. The results of the Scorecard will highlight the areas in which the institution needs to further integrate employability. It is the starting point for the Employability Strategy, which will be developed in Phase 2.

Phase 2: Planning

ACTIVITY 1: Institutional Employability Strategy

The Employability Committee will use the results of the Employability Scorecard to develop an "Employability Strategy" for the institution. COL can support the development and/or review of the strategy by supporting collaborative development workshops, providing input/feedback on draft documents, and/or assigning an external consultant to support the process. Once the Employability Strategy has been developed, interventions will be projectised and planned using a results-based management approach. COL can support the institution in this process, including training key staff in results-based management, and providing feedback on project documents.

Phase 3: Implementation

COL may enter into agreements with an institution to support the implementation of the projects proposed in the Institutional Employability Strategy. This section outlines some of the general areas of project implementation that COL can support; however, these areas will vary depending on the needs and priorities of the institution, as identified in the Employability Strategy.

IV. CONCLUSION

The results-based management approach utilised by COL facilitates evaluation, reflection and continuous improvement. Throughout each project's life cycle, continuous monitoring will take place, will be used to inform decision making and will guide any course correction or improvement. At the end of each project, the achievement of planned outputs and outcomes will be evaluated. Based on this assessment, additional activities may be planned, such as disseminating results, expanding activities or updating guiding documents, such as the Employability Strategy. COL may provide support with external consultants and/or workshops in this phase of the model.