

GOVERNMENT DEGREE COLLEGE, BELLAMPALLY

DISTRICT: MANCHERIAL - 504251

TELANGANA STATE

Department of Zoology

Name of the faculty: P.Sreelatha

Details of R.C., O.C.s Trainings attended

Academic Year 2021-2022

S.No.	Participation Event	Period of participation	Title of the event	Organized and sponsored by	Presentation
1	Two Day National Conference on Accreditation and Quality Enhancement of HEIs	18-08-2022 to 19-08-2022	Accreditation and Quality Enhancement of HEIs	IQAC, Pingle Government College(Autonomous), Hanamkonda, Telangana Sponsored by RUSA	Paper on Skill Development & Employability

SKILL DEVELOPMENT AND EMPLOYABILITY

Authors:

- 1. K. Sridevi**, Asst.Prof of Physics, Government Degree College Chennoor, Dist. Mancherial
- 2. P.SreeLatha**, Asst.Prof of Zoology, Government Degree College Bellampalli, Dist. Mancherial

ABSTRACT

Education should teach quality living and graduation should teach to make a living cognizing the inherent or acquired skills of graduates. Indian Skills Report showing only 50% of employable graduates on an average suggests for creating more avenues of honing skills. The truth is that India hosts amazing skilled youth with humble academia. Effectively addressing those areas which are responsible for hindering the skills, especially the examination system, is sure to create a topsy-turvy situation. Though skills couldn't get effectively integrated into the common curriculum of India yet they are cultivated by the youth of India off-classrooms. The potential of the demographic dividend is being tapped these days through various initiatives and funds.

Accreditation agencies playing a vital role in creating an ambience for varied courses are bound to impact educational systems, especially HEIs with revolutionary innovations for nourishing the skills of the students. Studies of Self Study Reports (SSR) submitted for NAAC accreditation of HEIs of Telangana state reflect the commendable reforms witnessed by these institutions for creating an outcome based education along with honing employable skills. We know that students, from rural areas are sparsely well-versed with English skills or computer skills. This problem is effectively being addressed by Telangana government through the platforms like TASK (Telangana Academy of Skill and Knowledge), MoUs, Entrepreneurship Development Cells etc. Other agencies like ISO, ARIIA, NIRF, are also entering the arena of quality testing of institutions to boost the capabilities of the students and the institutions as well.

Skills rather than being defined with international requirements or job placements could be more plausibly identified with local requirements and opportunities so that agro-based country like India, going ahead with initiatives like ATHMANIRBAR BHARATH or MAKE IN INDIA, emerge as a self-sufficient economy.

Key Words: Skills, HEIs, Accreditation Agencies, TASK, Self-Sufficient economy.

INTRODUCTION:

“A child without education is like a bird without wings”- Education liberates soul of mankind to appreciate the making of Universe. However, education now is seen as a means for achieving promising careers. As the world is witnessing technological revolution, the pace of activity has been accelerated multi-fold. This calls for the young population to hone their skills to be in the race, lest they fall back. India is a vast, diversified country trending internationally for its demographic dividend. India’s current population is 135 crores and an estimated 62% (around 84 crores) in the demographic age group in accordance with the consensus of India. The current unemployment rate stands on an average of 7.3% which means around 9.85crore people need employment. Though international and national market is opening many job opportunities, yet they are not able to take the available youth due to them lacking employable skills. Though there is not a particular established meaning to the employable skills but the current employers are no more satisfied with a good academic record or high performance in examinations. Skills like Critical thinking, Cognitive and Problem solving, decision-making, leadership and management, adaptability, mutli-lingual knowledge are some of the skills which are preferred apart from professional skills.

The growing industries of technology, pharma, health, fashion, food-chains, entertainment, education, Amazon, taxi service, etc. provides great employment opportunities not only in India but across globe but the studies like India Skills Report 2022 conducted by Wheebox, survey conducted by ImaginXP states that about 50% of Indian graduates are unemployable due to short of in-demand skills. The existing education system and so also the examination system disable the students to learn skills of their own choice. In these circumstances, Platforms that impart special training to the students in the specified areas would certainly address the issue at least to some extent.

OBJECTIVES:

To study the skills imparted through ADD-ON Courses by the higher educational institutions of Telangana in the process of accreditation by National Assessment and Accreditation Council (NAAC) and understand its impact

SKILL DEVELOPMENT IN HEIs ESPECIALLY TELANGANA & ROLE OF NAAC:

India consisting of an intricate eco-system of learning, practices skill development through education and vocational training.

In context of Higher Education Sector of Telangana, Accreditation of Educational institutions through National Assessment and Accreditation Council (NAAC) have made the institutions search for enhancement of their quality parameters and become more competent. The institutions customized skill initiatives through conducting ADD-ON courses of different durations and training students for becoming employable. The students now getting more and more opportunities to enrol themselves into short-term-courses of their choice, so that in addition to traditional graduation certificate they possess

additional certificates of specialized training. As the NAAC agency is assessing the quality of these courses at length, ADD-ON Courses are also viewed seriously by the institutions. As NAAC obligates for Self Study Reports to be displayed in the website of the institution, institutions are able to know about the best possible courses, their structure and outcomes to be followed by them. When we look at around 100 SSR reports displayed on websites of government degree colleges in Telangana at the gdets.cgg.gov.in, it's obvious how these institutions are drafting more and more new courses which are highly employable. MoUs are entered with institutes like ICICI bank, HireMee etc. to impart training for jobs. TASK (Telanagana Academy for Skills and Knowledge) is operational across all the government degree colleges of Telangana and is playing a very effective role in bridging the gap between students and industry. The quality assessment initiatives are further strengthened through the agencies like ISO, NIRF, ARIIA where the institutions are aiming to make themselves more and more better graded.

SKILLS IN INDIAN CONTEXT:

Skills need not be always associated with academics or global requirements. In a country like India, opportunities are vast and never ending. We have skilled workers like chefs, mechanics, electricians who must be illiterate as well but we still see customers flocking at their bases for the quality of work. So, Government of India has initiated many schemes like Pradhan Mantri Kaushal Vikas Yojana, Deen Dayal Upadhyaya Grameena Koushal Yojana, National Apprenticeship Training Scheme, Integrated skill development scheme, Skill Development in Electronics System Design and Manufacturing etc. towards skill development, entrepreneurial skill development among the youth of India along with support for establishing their own start-ups. India is marching towards ATHMANIRBAR BHARATH with MAKE IN INDIA initiatives gaining momentum. These initiatives will revolutionize Indian Economy once they are successful.

CONCLUSION AND RECOMMENDATIONS:

Education alone would not be sufficient to create active work force. There should be training also. Skill training programs must develop not only technical skills but also transferable skills.

The following recommendations are suggested:

- There should be a compulsory paper of ON-JOB-TRAINING for all graduates.
- Government institutions and firms can mutually collaborate for the better learning inputs.
- Providing scope for earning while learning.
- One month free service of graduates in a firm of their choice.
- Basic skills like first-aid, grooming the premises, basic cooking should be known by each and every student.
- Girls should be given self-defence skills also.

REFERENCES:

- <https://www.indiaonlinepages.com/population/india-current-population.html>
- https://nso.gov.mt/en/News_Releases/Documents/2022/06/News2022_113.pdf
- Skill Development Training Fueling Employability in India by Biswabhusan Behera, Mamta Gaur Galgotias University published in Journal of Xidian University.
- Seema Pandey, Improvising Skill Development & Employability Potential through Higher Education, Research & Innovations in India, International Journal of Innovative Research in Science, Engineering and Technology, 2016.

