

# EMPOWERMENT IN CURRICULUM TO ENHANCE EMPLOYABILITY SKILLS: THE INDUSTRIAL APPROACH

**Prof. Samir M. Bagade**

Department of Physics

Arts & Science College,

Pulgaon (MS).

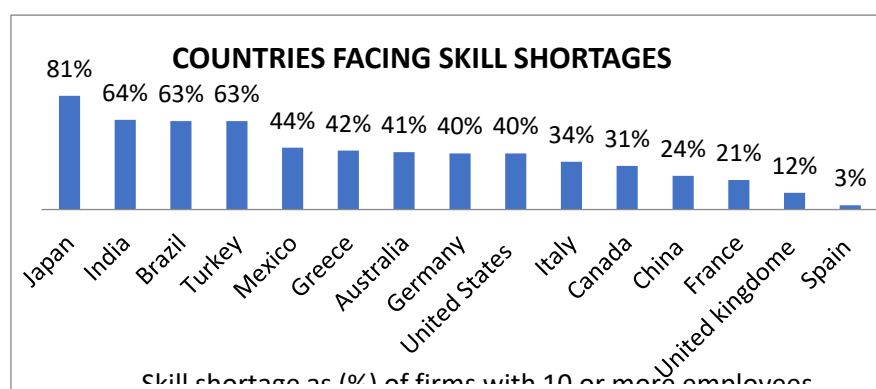
samir\_physics@rediffmail.com

**Abstract:** This study characterizes how employability, earnings, affect socio-economical status of the students even after completing their education. The curriculum designed by the competent authorities which does not full fill current industrial demand, the curriculum plays very important role to stand the students in global environment. The business model of industries is changing day by day, which does not match with the current trend in education system. Today's education is based on basics, develops only theoretical knowledge of the students, and unable to provide industrial exposure to overcome the issues of unemployment. This paper recommends some strategies that will help to empower the education system in line with modern trends in global market.

**Keywords:** Curriculum Development, Government initiative, Industrial approach

## Introduction:

The structural development in the curriculum of the Indian institutions will transform the Indian economy and the nature of work. Approximately 70 million additional individuals of working age (15-59 years) are expected to enter the country's labour/ working force by 2023[1]. New entrants to the working force will have to be skilled and made employable. Following data shows not only India but many countries facing greatest skill shortages.



India is facing a talent shortage in many areas[2]. India is a hub of flourishing industries like manufacturing, medicine, mechanical engineering and many other sectors. The manufacturing industry is one that is having a tough time addressing the skilled worker shortage in India. The diverse nature of the Indian economy leads to talent shortage in some sectors, for instance, due to the large pool of opportunities in the Indian

market, many privately owned foreign companies continue to set up businesses in India. These companies give high wages, and as a result, they attract higher skilled labor, leaving the Indian companies grappling with the acute shortage of talent. It is, however, important to note that the talent shortage of skilled labor in India majorly results from a lack of quality education and lack of practical knowledge hence the lack of needed qualifications[3]. This has led to flooding of unskilled labor hence deflation of wages in the unskilled labor sector. In order to make up for a shortage in skilled workers, many companies have begun offering in-house training to their employees, in order to tailor them to fill current gaps, where a knowledgeable employee shares with others their valuable expertise.

Indian government initiating many skill development oriented programs like, Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship scheme of the Ministry of Skill Development and Entrepreneurship (MSDE) [5]. 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. From last few years, recognizing the importance of students being equipped with appropriate employability skills, university grants commission (UGC) taking initiative to start some add-on programmes at university and college level in order to equip the students with skills required by industries. Every country equates education to its national interest and moves forward. The new education policy 2020 of India [6] aims for universalization of education from pre-school to secondary level with 100 per cent gross enrolment ratio (GER) in school education by 2030 and aims to raise GER in higher education to 50 per cent by 2025. It is expected that new education policy 2020 will bring two crore out of school children back into the main stream. The policy is a comprehensive framework for elementary education to higher education as well as vocational training in both rural and urban India to enable the youth of the country for future challenges, which results in the economic growth of the country.

### **Discussion :**

Skilled work force need for strong, sustainable and balanced growth of the country. A strategic framework for skills development leads to the progression of the economy of the country. Good-quality primary and secondary education, complemented by relevant vocational training and skills development opportunities, prepare future generations for their productive lives, endowing them with the core skills that enable them to continue learning. The curriculum design for course of universities/institutes has to be perfect blend of inputs from renowned academicians, industry experts and alumni of that respective subjects to make every graduating student academically and professionally competent to face the challenges in every sector i.e., governments, public sector, private sector, corporate sector, etc., helps to contribute in the economy of the country. Practical training for skill acquisition, sound theoretical knowledge and innovative ideas helps to equip the students to face real-time situations and their social needs. Government has to take measures to provide the vocational training institutions with adequate infrastructure, assure that the trainers are skilled and competent enough to train the students to keep the present and future generation future-ready and also ensure that the skill development programmes are funded adequately by the contributions from public and private organizations.

Many organizations are stakeholders in the skill development sector and have gained rich experience and knowledge from their work in this field. They need the platforms to share this knowledge and these diverse perspectives, now it's time to collaborate our curriculum with these organization. In addition, collaborating with research organizations, academic institutions, think tanks and multilateral institutions that focus on education, to equip our student by the professional skills. The lessons they will learned from skills training provision and the implementation of innovative models definitely helps to take the respective sectors to the next level. Skills and labor markets is critical, if we are to build new initiatives and collaborations, deepen the knowledge pool on skills and facilitate the creation of institutional knowledge and capability.

### **Conclusion:**

If the government of India develops strategy for skills development, takes measures to collaborate with the industries, understand the demands of industries, issue directives to develop skill based curriculum to the universities and institutes by identifying the global as well as local needs, days are not far away when there would exist no gap between supply and demand of skilled workers, not only improve socio-economic status of workers, also strengthen the economy of the country.

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