

COLLABORATING INDUSTRY WITH HIGHER EDUCATION FOR EMPLOYABILITY AND SKILL ENHANCEMENT

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Abstract

In this era of globalization there is a need that the country must develop its existing skill to support the economy. In any developing country skill development has become a global issue. The higher education is a powerful tool to build knowledge based information. For the industries to grow, it is important that our education system should match the need of the industry. Better and updated education will open up new opportunity for the youth to work and the entrepreneurial development will also take place. It will help the youth to think in rational manners and make them capable to take the responsibility for the contributing towards the economy. The higher education can definitely play an important role for socio- economic development of the nation. This paper will discuss as how the skilled manpower can enhance the industrialization and connect themselves with the growing economies. This article will attempt to explain that the skilled employees can adopt themselves to the changing scenario of the business. This paper explains the role of higher education for skill acquisition and demonstrates the role of changing trends of higher education. The attempt has been made to suggest ways to deliver the future generation with the right combination of knowledge and education as per the need of the industry. It will discuss how existing efforts can be directed into building more specific evolving workforce. This paper has highlighted the importance of specialized teaching and training to fill the gap of talent.

The different collaboration with industry and the partnership will help the student to get first hand information and exposure about the industry requirement. A definite support mechanism is indeed required to enlarge the job market for the fresh student and to match the expectation of industry.

Keywords: globalization, education system, economies, industries, student.

INTRODUCTION

In today's ultra competitive world, due to globalization and growing business world- wide, skill development has become a global issue and it is related to every sector of development by providing opportunities for the socio –economic development of the youth. The emerging scope for skill development in India not only provides platform to the youth but also supports and boost the prosperity of the knowledge dependent economy in an innovative way and thereafter determines the economic fortune of the country.

With the advent of globalization, there arises many opportunities in the corporate world. It is important that the Universities should structure the syllabus in align with the business. Training and atmosphere must be provided to the students to serve the industry in the best possible manner. It is merely important that the university through changes in the content tries to establish long lasting relationships with one another. The industry person is constantly invited to the institute to give lectures so that the student should also be aware of the industry trends. The regular discussion and exchange of views on matters related to changing work helps the graduates to get prepared them to work for the industry.

Now, the country is moving in the direction of knowledge dependent state where innovation and application of technology has become common in practice. So a recent trend at the universities has been noticed to develop the students through enhanced partnership with the industry.

OBJECTIVES

1. To study the importance and consequences of skill shortage.
2. To study the changing trends of higher education in align with the industry
3. To study the role and issues of higher education to develop the skill

CONSEQUENCES OF SKILL SHORTAGE

Due to flourishing industries in India there emerge a lot of opportunities in the fields like manufacturing, mining, construction, mechanical engineering, electronics, information technology, and so on. Indian industries have opened up opportunities, for employment but due to lack of appropriate skills, the youth are not being absorbed in these industries. The international students are getting opportunities to lead the market and get higher positions. The efforts are continuously being made by the Indian government to encourage global investors to come and open up their industries in the various sectors as it will strengthen the scope and opportunities for student to contribute towards economic activity in more productivity manner.

NEED AND IMPORTANCE OF SKILL DEVELOPMENT

There is a need for skill development especially for the country like India which is on the path of its development and adoption of new technologies. There is a need that there must be a process of updating the higher education system to remove the skills shortage.

It is a fact that every country requires skilled manpower in order to succeed or develop. The country having no skilled manpower cannot think for its fast pace in development. Skilled manpower supports the country to perform in the global scenario, and hence every county should plan for skill development by giving it as a priority. Indeed, India has a lot of man power but it is listed among the developing nations. There are so many sectors where India still lacks behind as compared to many nations. The skilled people can take India to another level of economic and global success. It is a matter of serious concern and even after having ample scope; India is suffering from the shortage of skilled manpower. According to a lot of surveys and researches our country has unlimited scope of development in the field of Information technology, construction, mining etc. But one of the reasons which attribute towards slow development is lack of competency. The government needs to take steps to promote vocalization of education and increased investment to impart high quality of education within the country.

THE SCOPE OF SKILLS DEVELOPMENT FOR IMPROVING QUALITY OF LIFE

There is a tremendous benefit of skills development as it is very helpful in improving the quality of life and contributes towards changing outlook of the society as a whole. The skill development can also contribute towards development of health, education, industry, technology etc. There always exists the scope to give direction to the youth and develop their skills. It will also help to develop the confidence among the student to improve their productivity. If the skills of the youth will be increased through changes in the higher education then they will get good absorption in the blue collar job. It will open up new opportunity for them in the corporate sector. It will result into uniform development in all the sectors and even the remote areas will be able to connect themselves with the urban benefits to avail the advantages of urbanization.

The higher education is also aiming to give direction in terms of the education as per the need of the industry. The future mangers are trained by nurturing them to develop soft skills to increase their adaptability. The academic institution is putting a lot of efforts to channelize the energy of the students. The unemployed problem can be curbed by developing the youth in terms of both mental and physical development. The economy should concentrate on job creation and social security schemes. With this new approach towards skill development, India can definitely move forward towards its targeted result.

CHANGING TRENDS OF HIGHER EDUCATION IN ALIGN WITH THE INDUSTRY

There is no denying the fact that the country is growing at faster rate and the scope for a cross boarder trade is also increasing. The skill in our country is still lagging to match with the upcoming technology. In fact, to match the changing pace of development and in order to meet the requirement of ‘Make in India’, there is a need to enhance the capability through higher education to meet the development needs of our country. It is also important that the form of young population involvement in our country should be changed drastically by increasing the participation in the economic activity. The steps should be made to reward the efforts of key contributors.

In align with the development of the industrial sector, it is quiet important to finance the research and development in order to enhance industry capacity for innovation. The university should understand the need of the corporate client and facilitate the student to serve them in due course of time. The university through higher education with the collaboration with the industry can put efforts towards the commercial research, grants, and the appointment of adjunct professors from industry to know the changes that can be brought in the curriculum and changes in the content and pedagogy of the of the teaching programs.

The latent talents and hidden knowledge can be encouraged and for which the support can be received from the industry through scholarships, awards and sponsorships. If such kind of supports will be provided then it will prepare the future mangers or contributors to the economy. The enabled managers can implement the policies and procedure in such an effective manners that the engine of the industry will be geared up. The research scholars must be given access to the online books, access to research data, and access to seminars to gather the clear ideas about the type of innovation that is required at the industry level.

ISSUES TO BE ADDRESS BY HIGHER EDUCATION

There is a great importance of planned efforts of colleges and universities to assess and acknowledge the areas for improvement for promoting entrepreneurship.

Skill development will not only encourage employability but also support the country to combat its basic requirement of development. The steps which can act as a support mechanism will be career assistance, better information about job placement, opportunities for internships and increase in scholarship support. The student education and learning can be aligned with the need of the industry and the different benefits of the collaboration between university and industry will prove to be very effective. The reform has to be brought for improving education system in India which should aim at developing skilled labors. The higher education policies should be able to address the Industry need and requirement. However, the

problem arises when it comes to meeting the demand for skilled labor. The higher education system, should aim at the future and career prospective of the students and the need of the industry. Most of the companies that hire employees spend time and money in training them first, which itself, is a major hindrance in the field of employment.

Yet another problem of brain drain needed to be addressed. A major chunk of the youth who passes from the university goes to the foreign countries for the sake of getting high salaries .So those employees who are talented migrates to other counties for their own interest. So the problem of brain drain is one of the important issues which lead to shortage of skilled man power.

The increasing cost of education leads a to skill shortage problem in our country. The person living below the poverty line cannot efforts to acquire the technical and vocational education.

The lack of skilled labor can create many problems for a nation. If there is lack of skilled labor than the economic progress of the country will suffer heavy loss. It is a fact that the shortage of skilled manpower in developing countries is not a myth but a reality. There are still so many things that can be done to improve the situation before it gets worst. Here are some of the suggestions that might help the curb the shortage.

ROLE OF HIGHER EDUCATION TO DEVELOP THE SKILLS

Higher education has an obvious role to play in developing the skills and talent that support the creative economy.

1. 'Higher education can play a crucial role in innovation in the creative industries by pioneering and delivering courses, opportunities and research that are truly connected to the changing nature of the industries.
2. The opportunity must be provided to the students to work within industry on a project that the industry partner has identified.
3. Exposure of the students to the internship, so as to gather practical knowledge and ideas about the practical aspect of the job.
4. Higher education institutions must do the consultation with Industry, students and other stakeholders to adopt models for university governance, administration and practice which directly address the life-long learning.
5. Opportunities for students to develop their knowledge and skills to their highest potential, for effective participation in the workforce and for constructive contribution to society.

6. Providing the scope for personal growth and fulfillment through higher education will be of great relevance
7. It is important to provide the platform which will enable individuals to adapt and learn, consistent with needs of an adaptable knowledge-based economy at local, regional, national and international levels.
8. The aim should be to increase the tolerance among the student, patience to learn and then contribute to democratic, civilized society by extending their hands in the most possible manner.
9. The appointment of business leaders and professionals to university planning committees, advisory and management boards, business and university partnership arrangements will be of utmost importance.
10. There is a need of more funds to be sponsored by the government for research and development for innovation. which is crucial to the future growth of the digital and creative economy. In order to become the world leader in the creative industries and survive in the global competition, the higher education can focus to inculcate higher value among the student.
11. For the sufficient industry growth it is important that the output of the research should be applied to get good results.
12. Interactive session with the industry person will enhance and exchange of the Knowledge base for the creative industry.

CONCLUSION

This paper has made an attempt to highlight how to bridge the divide between the need of industry with important role of higher education. The higher education system of the country can overcome the issue of skill shortage. The people living in rural areas can be more covered to develop their skill development. Apart from this, vocational training should be made a part of the mainstream education system and should be used as much as possible. Industry should also make efforts to control the loss of our country through brain drain and should give scope to the latent talents. Efforts should be made to increase the adaptability of the students in different sectors etc. This will lead to the opening of more and more opportunities of white collared employees and thus, the Indians would not have to seek jobs outside India for a good salary. With the changing trends in the higher education the unskilled or semi skilled employees will be given scope to develop themselves and meet the expectation of the country.

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