



# Employability and Modern Education

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## Abstract

Employability is something which is the need of the hour, thinking about employability from initial stage will improve the chance of being successful in career. Employability is the ability to achieve good job, maintain, and obtain new employment if required. Employability is about being capable of getting and keep fulfilling the job demands. The employability skills of the job seekers depends on their higher education system.

Modern Education is the latest and contemporary version of education that is taught in schools and learning institutions in the 21st century. Modern education does not just only focuses on prominent academic disciplines but also aims to foster critical thinking, life skills, value education, analytical skills and decision-making skills in students. Modern Education also makes use of the latest technology such as mobile applications, audio and video platforms like YouTube, Podcasts, E-books, Movies, etc. to educate learners and make the learning process more engaging and interesting.

Most of them have been educated in a teacher-centric classroom, a system where the teacher is upfront and the students are seated in nice neat rows, listening to the lecture and taking notes. This system has been, and to some extent, still forms the core of our education system. Schools have relied on it for decades, and have only recently undergone major changes. Living in the 21st century, technology has become an integral part of our everyday lives. None of us can deny the fact that it has brought about nothing short of an overhaul of our world, and more importantly of our educational system. From chalkboards to whiteboards and now to smart boards, technology has become our main source of research, knowledge, and teaching. This blog is going to shed some light on the modern education system and how it is replacing the traditional methods of teaching.

**Key words:** Modern education, Technology, Mobile education, Analytical skills

## Employability

Employability is a word that has different meanings with reference to various contexts. Here it focuses on the employability and higher education. Employability is “a set of achievements, skills, understandings and personal attributes that makes individuals more likely to gain employment and be successful in their chosen professions, which benefits self, the manpower, the community and the economy.” Therefore, Employability is not just about getting a job, but it is about a broader set of skills and attributes that will enable a graduate to be successful throughout their working life.

### Being competent

Completing the studies from colleges and reputed university can give an advantage in future like will be able to apply for jobs which specify that one must be of required qualification and the subject studied or the grade achieved must be according to the recruitment policies of the company. If there is a first class degree and relevant subject knowledge for the career chosen, will be competing against others who have the same or similar academic qualifications. Therefore, employability is, the right mix of skills, abilities and personal qualities that you possess and will make you unique among the competitors.

### Achieving objectives and Enhancing education

The work demand changes very rapidly and an individual's career includes many demanding roles, responsibilities, commitments and though you are there in the same job, it is likely to transform its nature over time. Therefore, employability skills are useful as they are transferable; you can adapt them to which ever situation you find to overcome the challenges. Learning should happen through a variety of ways i.e academic studies, work experience and volunteering which provides well and sufficient education. If the whole student experience is considered maximum can be gained from the time at university. This includes participating in academic studies, extra-curricular and co-curricular activities, volunteering and work experience. Employability is not something which can be ignored, Thinking about employability from an early stage will increase the chance of being successful in your desired career. Employability refers to ability to gain initial good employment, maintain it and obtain new employment if required. In simple terms, employability is about being capable of getting and keeping fulfilling work. “Employability is having a set of skills, knowledge, understanding and personal attributes that make a person more likely to choose and secure occupations in which they can be satisfied and successful. The employability depends on:

- Knowledge - what you know
- Skills – Application of knowledge
- Attitudes – Approach towards things, tasks and people

The way knowledge is gained and applied, skills are upgraded and presented to employers at the right time in the organizations matters in being successful professionally.

## Employability and Career

Continuous learning and development of skills are expected by organizations and clients in today's corporate world. Job Security lies in the ability to obtain and maintain employment rather than in employment i.e. particular job. Career ownership is possible only when employees are responsible for their career development and management. Employers want graduates with relevant subject skills, knowledge and understanding, but in addition to this are looking for well-rounded individuals who have a set of personal and general life skills that equip them to adapt well, learn new and specific skills of the job and participate and contribute in a valuable way in their organisation. There is a need for constantly developing useful and marketable skills through managing college work, assignments and projects, part time jobs, involvement in sports, Interests and extracurricular activities.

### Skills that make students Employable

- Personal Development – “Getting the most from yourself and others”.
- Communication – “Listening actively as well making yourself heard”
- Creativity and Innovation – “Seeing newer and better ways forward”
- Teamwork – “Supporting other people to achieve success”
- Professionalism – “Taking pride in everything you do”
- Organisational skills – “Juggling priorities and preparing for the unexpected”
- Flexibility – “Being adaptable”
- Commercial awareness – “Knowing how to add value”
- Problem solving/analysing – “Looking at issues from a different angle”
- Initiative – “Thinking ahead and on your feet”

### New technologies and Commercial Awareness

Technology is involved in almost every job. It is the 21st century way of doing and working, whether this involves keeping records of information, communicating with others, maintaining accounts or understanding a manufacturing system. Almost every job involves using technology some sort. It is vital to be comfortable with it. Commercial awareness is the ability to understand what makes a business or organisation successful, having right manpower, buying or selling products or supplying services to a market. Having commercial awareness is also as important for the Public Sector. Assessing the Employability Skills will make every one understand what you have to offer to employers.

### Organizational issues

Employability creates organizational issues, because future competency needs may require re-organization in many ways. The increasing automation and use of technology demands not only change but also transformation in tasks for people. The issues are relevant at government level, corporate level and for individuals.

## Modern Education

Companies today are demanding skills from graduates which are outside the subject area of studies in Higher Education. Some of companies give less importance on actual degree discipline and focus more on more generic skills which they have acquired. Employers generally see a graduate's achievements related to the subject discipline as necessary but not sufficient for them to be taken into organization as there is skill gap. Achievements out of the box like discipline, extracurricular activities like work experience, volunteering, and engaging in clubs and societies are given equal importance in this context as the knowledge and experience acquired through them are practical. Producing employable graduates forms a part of the process of education. It should include the full educational spectrum of values from imparting knowledge, understanding developing skills and attributes required in the current world of business. Some of the facts for the need of modern education are

- To have a positive approach towards diversity, inclusion, compassion and a sense of responsibility in students.
- To provide a fun and engaging learning process.
- To foster essential life skills, critical thinking, decision-making skills and analytical competencies in its learners.
- To incorporate educational technology for making the learning environment more experiential with a key focus on real-world applications of concepts.
- To ensure that learning and education reach every corner of the world whether through physical classrooms or online learning.
- To build an equal relationship between the tutor and learner and increase the curiosity of students and teach them to inquire and ask questions rather than the passive traditional approach.

### Impact of new education policy on employability

Employability is always a major challenge for both job seekers and employers for many years. From many years, the Indian education system is being questioned for its lack of effectiveness. Corporates struggle to find job ready manpower and job-seekers struggle to find a job where there is knowledge and skill match. The future looks promising with revised educational policy in process that aims to focus on the overall development of the future manpower- students. The Indian government introduced the new education policy which has created multiple debates across the country about the future education system in India. This new policy has provided significant changes in school and higher education system. The NEP, 2020 is meant to provide an overarching vision and comprehensive framework for both school and higher education across the country. If implemented effectively, the policy can help to transform the future of the workforce and help the job seekers become more corporate-ready work force. Among the multiple elements of the policy, some are directly linked to employability, with the implementation of better education system the chances of employment and business growth becomes better with efficient work force.

## Employee engagement

Employee engagement is important but what has changed in today's world is that if there are no employees who are engaged and will go beyond their job descriptions, beyond their normal call of duty, it would not have been able to manage the situation in the last four months. It is because of them that you could manage, there's no way organizations could have planned for this kind of a pandemic situation. So what has changed today is the realization around it and secondly, use of technology to engage employees efficiently. Earlier it was being used but now organizations are looking for such technologies in a focused manner. Employee engagement in India is considered to be higher than international levels, primarily the US, which has a lot of rich data around it. Even if the percentages are higher compared to other geographies, it is still a journey that you have to take as you can still improve your engagement levels from where you are. There is a need for digital tools such as wellness tools which has increased in the past one year. The demand for technology tools has almost doubled since last year.

## Tools and technologies

In every tool that you look at, you have to see how you bring in engagement. Many of the business to business tools that are present in the market actually lead to disengagement. People do not want to use those tools as they are cumbersome, Ten to fifteen years back it was different, people did not have a consumer class experience. They were used to clunky tools to somehow get the job done but now people are used to experience. So every tool that they use for the engagement should be geared and that's what HR should base their decisions on. More importantly, they need to use measurement tools for sentiment analysis. Secondly, HR has to focus on recognition tools, tools that will actually align with their company values and hold strategic importance for the company. Lastly, they need to focus on wellness tools.

## Building Employability In Indian Education

Employment is a solution to major problems which the people of our country are facing. If a person is employed and earning money, he has sufficient to eat and live, thus satisfying the basic necessities of food and shelter. Indian parents tell their children that if they study hard, only then they will be able to get highly paid jobs. Even they study hard still the unemployment rate in our country is very high. The loopholes are in the Indian education system, not in children who study hard. Students do not have any fault in this because they are learning and walking on the path as shown by the educational system. India has accelerated the progress in education through schemes like Sarva Shiksha Abhiyan and mid-day meals. According to a survey, it is shown that 64% of Indian students are educated but cannot be employed as they are not Job ready. They lack some skills which are vital to get a job. So, currently, India is facing an employability gap or we can say the skill gap. The education through which a student is not able to get any employment is a useless education as it lacks all the required skills and knowledge. This employability gap can be clearly seen in the employment data of our country. After intensive research, two reasons are found out which are responsible for making students unemployable:

Outdated curriculum

Lack of soft skills

## Outdated Curriculum

The curriculum consists of what we will be learning in the years we have devoted to education. But the curriculum is outdated and so are the teaching techniques of that outdated curriculum. In this dynamic world, students are still learning and focussing on theory as they are supposed to do what is stated in the curriculum. Authorities of educational institutions always talk about changing infrastructure and increasing funds but nobody is thinking of the content which students are learning. Some universities do change curriculum but 90% of universities are still teaching the same content. We need to make some modifications to the curriculum which will increase the employment rates of students. Some of the changes are:

Practical knowledge should be given to students by linking industry with the curriculum so that they will be aware of what is happening in the industry. Exam-oriented classes should be avoided which means that learning for exams only should be removed from the minds of students. Industrial visits should be made compulsory which will make students aware of the actual environment that the industry possesses. Workshops, seminars, and discussions should be held on real-life issues in a particular domain.

## Soft Skills

In this modern era, your personality traits and skills matter the most. Your qualification and experience can be ascertained through your resume and Job interviews are done for assessing your personality traits and soft skills. It is proved from the National Employability Report that a shortage of soft skills is the main obstruction in the way of getting jobs for students. Soft skills consist of

- Leaderships with team spirit
- Problem-solving and thinking skills
- Healthy mind
- Social behavior
- Time Management
- Interpersonal skills
- Effective listening
- Public speaking
- Professional ethics
- Interview skills
- Verbal ability
- Apart from soft skills, your personality is also assessed on the following traits:
- Emotional intelligence
- Assertiveness


## Modern Education: A Welcome Change

Modern education differs from the traditional methods of teaching and is widely practised in schools giving more importance to science and technology. Progressive modern education focuses more on the student's needs rather than assuming that all students are at the same level of understanding. It should be activity based comprising of questioning, explaining, demonstration and collaboration techniques.

## Smart Education: The Advent of Online Learning

With core features of Modern Education, Online Education has become a significant part of the learning process and pedagogy in the present scenario. Offering an immense scope of learning anything, anytime and anywhere, the Internet has become a vast pool of knowledge welcoming people of all ages to furnish their skills and expand their expertise in different fields of study. online learning is just a constituent of Smart Education which utilised technology to facilitate an interactive process of teaching and learning. The importance of technology in education is imperative today and can learn anything and anywhere just with the help of a functioning network connection and a smartphone, tablet or computer.

### Modern Pedagogy learning strategies

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1. Crossover Learning
  2. Learning Through Argumentation
  3. Incidental Learning
  4. Context-Based Learning
  5. Computational Thinking
  6. Learning By Doing Science (with remote labs)
  7. Embodied Learning: Embodied learning involves self-awareness of the body interacting with a real or simulated world to support the learning process. When learning a new sport, physical movement is an obvious part of the learning process. In embodied learning, the aim is that mind and body work together so that physical feedback and actions reinforce the learning process.
  8. Adaptive Teaching : All learners are different. However, most educational presentations and materials are the same for all. This creates a learning problem, by putting a burden on the learner to figure out how to engage with the content. It means that some learners will be bored, others will be lost, and very few are likely to discover paths through the content that result in optimal learning. Adaptive teaching offers a solution to this problem. It uses data about a learner's previous and current learning to create a personalized path through educational content.
  9. Analytics of Emotions : Automated methods of eye tracking and facial recognition can analyse how students learn, then respond differently to their emotional and cognitive states. Typical cognitive aspects of learning include whether students have answered a question and how they explain their knowledge. Non-cognitive aspects include whether a student is frustrated, confused, or distracted.

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