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Effective Skill Learning for Enhancing Employability

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There is general lack of concern among skill providers about the need for imparting a gamut of employability skills required by the students to be successful in their working life. Scientific understanding about the process of development of these skills is lacking among them. Institutions offering skill training today should not only provide students with job related hard skills but also must create in them an understanding of the underlying knowledge base that would help them to perform the skill effectively and efficiently. In addition to 'knowing' and 'doing' aspects, there is need to develop work ethics and inculcation of moral values in the students. Conscious efforts are required to enable the youth to enhance their employability. This is possible by learning a variety of generic skills, entrepreneurial skills, convergent and divergent thinking skills, decision making, negotiation and problem solving skills along with work related motor skills. For example an entrepreneur who wants to start a new business needs to have a variety of skills like making a project report, obtaining necessary clearances, getting loan, managing the project in a given timeframe, taking leadership, solving problems, diversifying products and services through innovation and so on.

Educators today have to keep in mind that the 21st Century learner has a very different profile. He/she prepares himself to use those technologies in near future that haven't been invented so far. He/she is likely to undertake jobs that don't exist today. The young boys and girls remain networked globally. They prefer to get engaged in multiple tasks, are digitally literate and have strong visual and spatial skills. They remain tethered to the internet; want to learn things that matter and look for challenging jobs. Thus for the learner driven education system of today a new orientation towards skill development is required. Working with hands and thinking with brain will have to go together such that there is harmonious development of intellectual and manual skills. A number of personal and social skills popularly known as soft skills have become essential for enhancing employability in both wage and self employment.

Skill development is crucial to stimulate the process of economic development. In the backdrop of globalization and open market economy, skill development gains significance not only to use most the opportunities but also to meet the challenges of changing technologies and creating a global workforce. It is only through skill development, skill upgradation and skill updating of the youth that the national productivity can be improved, employment can be generated and sustainability of development can be ensured. It is therefore, necessary to understand the types of skill required to be successful in working life, the process of their development and their role in promoting economic growth, poverty alleviation and ensuring competitiveness in global market.

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