



Skill Based Education is not a Choice but a Need in India

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Abstract

Millions of graduates pass out of our universities every year, a rich vein of talent and resource for the industry to tap it. In this globalised world, there is always a demand for skilled work force to convert growth prospective into jobs and stable incomes. With millions of new job seekers entering the job market every year, skill development has become one of India's burning priorities. Education is supposed to develop an integrated human being and prepare young people to perform useful function for society but when the society is changing from day today, it is difficult to know how to prepare and what to aim at. Education is more important, whereas skill based education is most important. Knowledge is something we acquire from reading and learning from books within classrooms, but skill-based education is learnt from experience. For a skill to be executed successfully knowledge is just the base. Indian universities and professional institutions send out millions of degree and diploma holders, most of them are unemployable because they lack the skills. This paper attempts to focus the significance of skill based learning in the curriculum. It also high lights the future scope of the skill based learning.

Keywords: Skill based Education, Choice, Education in India

Millions of graduates pass out of our universities every year, the gap between offered ability and employability widens and the industry struggles to map the right set of skill sets to the jobs. In this globalised world, there is always a demand for skilled labor to convert growth prospective into jobs and stable incomes. With millions of new job seekers entering the job market every year, skill development has become one of India's burning priorities. The old-school model of passively learning facts and reciting them out of context is no longer sufficient to prepare students to survive in today's world. Unraveling highly complex problems requires that students have both fundamental skills (reading, writing, and math) and 21st Century skills (teamwork, problem solving, research gathering, time management, information synthesizing, utilizing high tech tools). With this combination of skills, students become directors and managers of their learning process, guided and mentored by a skilled teacher.

Education is supposed to develop an integrated human being and prepare young people to perform useful function for society and to take part in collective life. However,



when the society is changing from day today, it is difficult to know how to prepare and what to aim at. In the words of Malcom X, “Education is the passport for the future for which we prepare today” Education is more important, whereas skill based education is most important. Educating a child without skill-based education is like, eating without digesting. Knowledge is something we acquire from reading and learning from books within classrooms, but skill based education is learnt from experience. For a skill to be executed successfully knowledge is just the base

The Twelfth Five Year Plan has put forth the importance of skill building to reap India’s so-called demographic dividend. Indian universities and professional institutions send out millions of degree and diploma holders, most of them are unemployable because they lack the skills and services industries look for. What is the real face of education? A store of useful facts needed for navigating the world of work or a set of flexible skills to deal with change in an uncertain future. There has always been debate between knowledge and skills, but in truth, education gives both knowledge and skills.

Today’s job market is a dynamic and challenging place for young people graduating from educational institutions, while the number of job seekers is on the rise, so are the employment opportunities available to them but many employers say they are unable to find suitable candidates for the jobs they have. Of the candidates who appear for campus interviews, only 30 percent are selected for employment. This does not mean that the students are poorly equipped with technical knowledge and skills on the contrary the problem are that they lack communication skills and soft skills necessary for professions today. The need to equip the graduating students with skill-based education for the work place has become an urgent concern. Many governments worldwide set up committees to examine this problem and come up with this recommendation. Employers are looking for the need to emphasis employment skills such as listening, teamwork skills, assertive skills, adaptability skills and written communication skills and so on. Many universities and colleges have started taking innovative steps for introducing such courses in their curriculum. Some colleges have already taken steps to prepare materials and trained teachers to impart hard and soft skills to students at both diplomas, undergraduate and postgraduate level.

These skills can be understood through a number of activities like pair work, group work, role-play, discussion, presentation, storytelling, assignments. Thus, skill based



education help students enter job markets with confidence and the ability to work well in the profession as well as the life they choose.

As Albert Einstein said, “Education is not just learning of facts, it’s rather the training for the mind to think”.

Benefits of Skill Based Learning for Students

1. It develops critical thinking, reasoning, and creativity.
2. Strong communication skills, both for interpersonal and presentation needs Cross-cultural understanding visualizing and decision making.
3. Practical application of classroom learning (both academic and technical) in real- world situation.
4. Evaluation of their benefits, propensity, and talent while learning about the promising career available to them.
5. Progress in their post-graduation employment opportunities development and practice of positive work-related habits and attitudes including the ability to think critically, solve problems, work in teams, and resolve issues.
6. Assessment and understanding of the expectations of the workplace establishment of professional contacts for future employment.
7. Expansion and refinement of their technical skills participation in authentic, job-related tasks.
8. Observation of the demeanor and procedures of workplace professionals

Research proves that learners bear in mind more competently when they employ skills to access, process and express their knowledge. Teaching someone else is considered more effective than listening a lecture but we need knowledge to teach someone in the first place. Skill based learning provide classroom environment where thinking skills, collaboration and active learning are developed at the same time knowledge is acquired. There is a very small yet considerable change if a teacher wants to be a skill based educator. Conventionally, the teachers look at our knowledge curricula than choose activities we think will best pass on the knowledge. The activities to happen need certain skills.

The Skill-based learning provides the following benefits for Employers:

- skilled and motivated potential future workers
- improved employee retention



- reduced training/recruitment costs
- developmental prospect for a current workforce
- progress of new projects with student support
- participation in the curriculum development process
- an ability to provide community service

Most of the people has the secret of success that lies in the skill based knowledge rather than the bookish knowledge.

Even today, many students have the impression that if they do well in the examination they are sure to land up in their dream job. Therefore, their focus is on studying well and getting high marks. However, in reality it demands more than high marks. Whether students choose a career right out of high school or after college, all future members of the workforce need to develop the so called skill based knowledge such as creative problem solving, conflict resolution, communication skills, and teamwork. In the job market, it is this skill-based education, which imparts employability skills, which decides the success of their professional life as well as their social life. In addition to these skills, employers want to hire individuals who display positive social skills. Work-based learning programs provide the opportunity for students to develop the skills that will be highly valued in future careers.

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