

Skill Development in Higher Education: Issues and Challenges

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Abstract- Education is the basic need of every individual, more importantly but skill is most important. Earlier every thing was learnt through books and then applied practically but current generation needs practical skills more. Employment demands skills in the present generation. Skilled employees contribute more for the progress of the country. Currently majority of the countries are facing the lack of skilled workers. India is strong because of its largest youth population in the world. Integrating skills within education is the need of the hour to reap the demographic dividend. In higher education skill based courses should be included as regular courses so as to increase employability. This process and courses increase employment opportunities. Skill increases the self confidence of the students for startups which enhances the economic life of the country. Skill based courses in higher education is the foremost step to be taken to build a strong society. It determines the quality of the education and the strength of the country. The objective of my paper is to focus on the skilled based higher education that has been hindered by various impediments that have been slowing down the economic growth of the country.

Key Words: Integrate, demographic dividend, impediment, employment

INTRODUCTION

Skill development in higher education is an essential aspect of preparing students for the ever-evolving job market and ensuring economic growth and innovation. Equipping students with practical skills and competencies alongside academic knowledge is critical for their employability and overall professional success. However, the integration of skill development into higher education faces several issues and challenges that need to be addressed to achieve optimal outcomes.

1. Misalignment with Industry Requirements:

One of the primary challenges is the gap between the skills taught in higher education institutions and the

skills demanded by industries. As technologies and industries advance rapidly, academia must constantly update and adapt their curricula to match the evolving needs of the job market.

2. Outdated Curricula:

Many higher education institutions still rely on traditional and outdated curricula that focus solely on theoretical knowledge. There is a need to modernize the education system to include more practical and hands-on learning experiences, internships, and industry collaborations to foster skill development.

3. Limited Industry Interaction:

Insufficient interaction between higher education institutions and industries hinders the effective alignment of skills with job market demands. Closer ties with businesses and industries can facilitate the identification of required skills and foster work-integrated learning opportunities.

4. Faculty Training and Development:

To impart relevant and up-to-date skills to students, faculty members themselves need regular training and development. Continuous professional development programs can ensure that teachers are well-equipped to deliver skill-oriented education effectively.

5. Assessment Methods:

Traditional assessment methods may not be suitable for evaluating practical skills. Incorporating innovative assessment techniques, such as project-based evaluations, simulations, and performance-based assessments, is necessary to gauge skill development accurately.

6. Limited Infrastructure and Resources:

Inadequate infrastructure and resources can hinder the implementation of skill development initiatives. Modernizing laboratories, providing access to state-of-the-art technology, and ensuring a conducive learning environment are essential for effective skill-oriented education.

7. Socio-economic Disparities:

Socio-economic disparities can impact access to quality education and skill development opportunities. Disadvantaged students may face barriers in acquiring the necessary skills, perpetuating inequalities in the job market.

8. Mindset and Perception:

There may be a prevailing societal mindset that places more value on traditional academic qualifications over practical skills. Changing this perception and fostering a culture that values skill development is crucial to promote its integration into higher education.

9. Policy and Funding:

Effective skill development in higher education requires supportive policies and adequate funding. Governments and educational institutions must invest in skill development initiatives and prioritize their integration into higher education curricula.

CONCLUSION

Skill development in higher education is a critical aspect of preparing students for the challenges of the modern job market. Addressing the issues and challenges mentioned above is essential to ensure that students graduate with a well-rounded skill set that enhances their employability and contributes to overall economic growth and societal progress. By fostering collaboration between academia and industries, updating curricula, providing necessary infrastructure, and promoting a mindset shift towards skill-oriented education, we can create a more dynamic and relevant higher education system that empowers students to thrive in their careers and adapt to future challenges.

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