Abstract

Employability skills of young university graduates are a cause of serious concern.

NASSCOM-Mckinsey report indicates that only about 25% of technical graduates, and 10-15% of general college graduates in India (Mckinsey report 2005), are suitable for employment in ITES and BPO industries.

Poster aims at identifying skill-gaps that ail employability of graduates and talks about soft skills training deployed successfully in a post graduate program, MSIT offered at two premier universities IIIT-H and JNTU-H in Andhra Pradesh, India.

Knowledge requirements

Technical Knowledge

Domain orientation

Conceptual reinforcement

Cultivation of applied skills

Quality consciousness

Skill Requirements

Intellectual

Critical thinking and creativity

Problem solving and decision making

Planning and organizing

Learning and self management skills

Social

Communication and interpersonal skills

Team work and proactiveness

Cross cultural communication

Motivation and positive attitude

Introduction

By 2013, India could face a shortfall of 5.80,000 IT professionals due to the talent crisis that the country is going through.

A talent pool that is tailor made, readily deployable to business projects is required

Need of the hour is to bridge the skill gap and improve the quality and competencies of the workforce.

21st Century Skills:

Table 1.1 succinctly summarizes critical skill gaps in entry level workforce, collated from different surveys.

The deficiencies largely being on the soft attitudinal factors emphasizes soft skills training.

It is not qualification alone that translates into employability, while qualification constitutes 40%, it is the skills and attitude that constitute the remaining 60% of employability chances.

Employability index

An overview of Soft Skills Training at MSIT

Attributes of skill survey conducted by author

Exhibit 1.2 Ratings on Professional Attributes of College Grads Joining Industry by HR Managers across different organizations

Exhibit 1.3 Priorities attributed to skills of entry level workforce by HR Managers

Insight into Soft Skills training offered at MSIT

An extensive soft skills training with a blended learning model is practiced in the program to bridge the skill gaps.

A gamut of soft skills courses are offered in a blended learning model where e-modules supplemented with finely integrated class based activities reinforcing the e-content is used to help internalizing the concept.

In academic year, 700 learning hours are earmarked for soft skills training; 40 learning hours are catered to assimilate the e-module content and 100 hours for workshop based training sessions with formative and summative evaluations.

Training offered

Soft Skills e-Modules

Offered by corporate trainers, activity based training along with feedback and evaluation

Instructor-led Workshops

Listening assignments, presentations, writing assignments and reading assignments rolled out to enhance the written and oral presentation skills

LSRW Module

Placement module

Group discussions and debates conducted every week

MSIT News@6

Daily updates everyday to help them stay well informed and improve their articulation skills

MSIT Journeys

Speaker series serves as a platform of learning from the speaker’s experiences

MSIT Classiques

Skills and role plays enacted by students to strengthen the concept of theater based learning in soft skills.

Table 1.2 Soft Skills training Capsule at MSIT

Author conducted a survey with MSIT students to find the efficacy of soft skills training offered and to obtain their response on the new initiatives started in the year 2010. Exhibits below depict the details.

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Conclusion

Workforce demands of 21st century have got realigned

An effective learning intervention of soft skills training implemented at the academic level would enable to generate leaders of tomorrow who are articulate, efficient and motivated.