



# EMPLOYABILITY SKILLS

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# Degree vs. Skills

80 % OF ENGINEERS IN INDIA ARE UNEMPLOYABLE.

-National Employability Report for Engineers  
2019' presented by Aspiring Minds.

Educating engineers with a comprehensive and deep set of skills that are in demand would be of tremendous importance for the employability of individual engineers and for the country's development... This leaves an important role for institutions to prepare their graduates to meet the demand for skills from different sectors.

-World Bank Report

COVID-19 pandemic could make another 25 million jobless.

- The Hindu, 19<sup>th</sup> March 2020.

Unemployability rate on 23<sup>rd</sup> March 2020 in India 24.6%

-Centre for Monitoring Indian Economy

# Outline of this talk

- What are employability skills? A brief understanding of key skills.
- 3 major professions and the skills that facilitate employability in them
- How can students acquire these skills? Role of Academia in facilitating these skills



# What are employability skills?

- Set of skills and behaviour that are necessary for every job
- Transferable skills needed by an individual to become employable
- Attributes that help individual Sustain and Progress in his/her work
- Help individual adapt to a workplace

- Earlier called soft skills but soft skills focused on personality development
- Employability skills focus more on acquiring skills essential for a job
- They are a number of interrelated attributes or competencies that help individual secure and perform well in a job.
- Facilitate success of organisations
- Contribute to society and the economy

# Communication skills

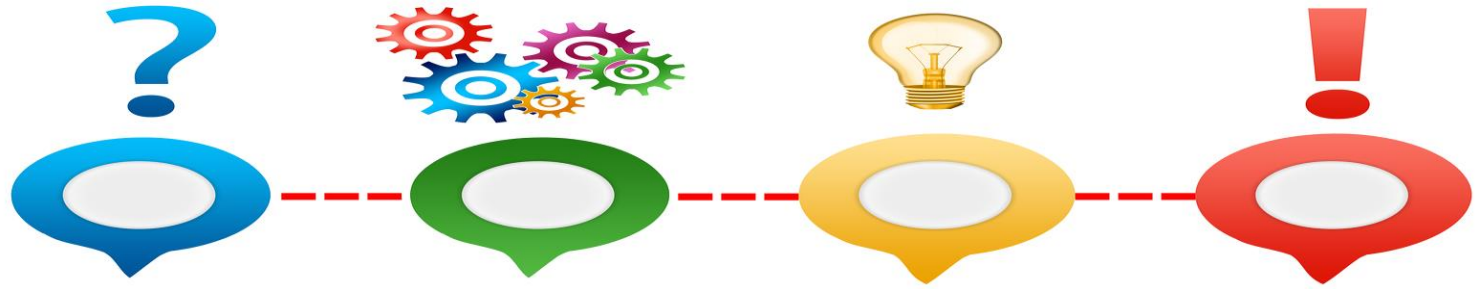
- ability to speak and write clearly and concisely
- Employers feel that a candidate who is able to listen carefully and can convey his thoughts and ideas will add to the effectiveness of the workforce.



# Team working skills

- collaborating for a common goal
- Co-operation and mutual respect in a diverse group





# Problem solving skills

- The ability to view problems and challenges pragmatically and to have an analytical approach to solve problems and issues is an ability not all candidates possess.



# Initiative and Enterprising

- The confidence to take initiative is the characteristic of a true leader.



# Planning and Organising

- The habit to work in a haphazard way which leads to confusion and loss of time and effort, can be a weakness in a candidate.
- Being organised and systematic helps in being efficient

## KEY COMPONENTS OF PLANNING





## **Adaptability or Flexibility-**

This refers to one's openness to new ideas and situations.



**Gujarat's Pride**

**“Chakra or Chakro”**

# Creativity or Innovation-

- the urge to innovate and translate ideas into reality is the key to the success of any industry
- Reliance Industries to *Chakra*
- Multinational industry to small Start up



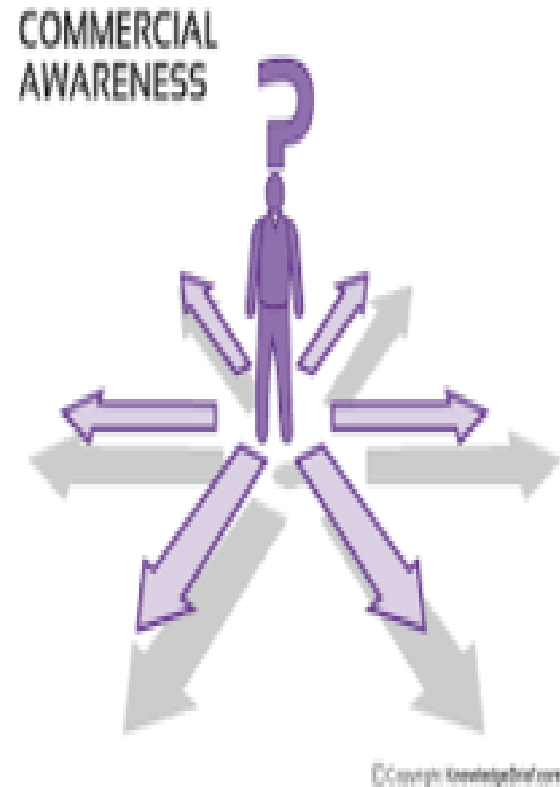


## Negotiation skills

Persuasion and the ability to convince others is the attribute of a confident and focused individual.

# Commercial Awareness

- reflects business acumen and awareness of the competition in the market
- minor details of the competitors and their products and services
- helps prepare and perform better in any competition
- e.g.- Nokia, Kodak, Blackberry



# Lifelong Learning skills

“know-it-all attitude” vs. eager to learn  
lifelong learners vs. learned people

## BENEFITS OF LIFELONG LEARNING

NURTURES  
CURIOUS MINDS

BUILDS NEW  
SKILLS  
IMPROVES  
THOSE YOU  
ALREADY HAVE



OPENS MINDS  
AND INCREASES  
WISDOM

IMPROVES  
MEMORY AND  
INCREASES  
SELF-  
CONFIDENCE



# Interpersonal skills

- ability to share an understanding with colleagues
- comfortable irrespective of diverse opinion, expertise and background







# Numeracy

the ability to use data and mathematics to support evidence or demonstrate a point

## Engineers

- Numeracy
- Innovation
- Problem solving
- Team work

## Managers

- Problem solving
- Negotiation skills
- Leadership skills
- Planning
- Initiative
- Commercial awareness

## Teachers

- Communication skills
- Life long learning
- Interpersonal skills

# Communication skills

Interpersonal skills

Adaptability

Team spirit

Planning

Life long  
learning

# Role Academia can Play

## Awareness

- Inform
- Generate interest
- Encourage introspection

## Analysis

- Self- analysis
- Peer discussion
- Group Activities

## Acquisition

- Online courses
- Hands on experience
- Internships

# Helping students identify their employability skills

- Enlist all the activities they have been involved in through study, work and extracurricular opportunities.
- For each activity, list the responsibilities they had, the skills they used and qualities they demonstrated.
- Use this information to compile a list of the employability skills they have developed that are relevant to their field of expertise.

# Employability Skills help develop

- Uniqueness
- An edge over competitors
- Strength of personality
- Attractive points in résumé







**An Individual's Employability Skills must evolve and should not be static.**

**Digital Skills – need of the hour.**

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Thank you