REVIEW ON EMPLOYABILITY SKILL GAP

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ABSTRACT

Employees have a responsibility to achieve company's sustainable goals. In order to achieve the company's objectives, the capabilities of the employee need to be developed. Employability skill in higher education is becoming more and more vital so that universities and institutions also prepare graduates for the world of work. The development of soft skillsoften becomes as important as the technical skills and knowledge acquired during a degree. Thus, skills and competencies play an important role in individual's life.The main objective of the study is to review about the employability skill gap. The paper deals with the issues which lead to the employability skill gap. The paper also provides the information about ways to bridge the employability gap. The paper has gathered information from the secondary sources e.g. different published papers, newspapers and other internet sources.

KEY WORDS – Employability, Employability skill gap, Higher education, Employers

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1. INTRODUCTION

Employability is the set of skills, knowledge and understanding which concerns in growing more day by day with the advancement in educational sectors. **Dacre Pool & Sewell (2007),**states that employability is the group of knowledge, skills, understanding and personal attributes that helps a person to choose their occupation that makes them satisfied and successful.The study has suggested the Career EDGE model which has included essential components of employability and direction of interaction between the various elements. The purpose of the study is to introduce the practical model of employability that can be used as a framework for the students to develop their employability. The model shows employability in very clear and simple terms

Figure 1: The CareerEDGE model

Source: Dacre Pool, L., & Sewell, P. (2007)

Employability skills are becoming more and more vital. Now a days, universities also provide employability skill programs for the college graduates which includes the development of soft skills as well as technical skills and knowledge.**Harishchandra J Sharma(2016),** analyzed the literature survey of engineering graduates, MBA graduates as well as university. The paper concludes that being good in one skill is not sufficient in this competitive environment. So Multi-tasking applicant can sustain and gain the in today's scenario.

Employability skill gap

Employability skill gap is global and significantly widespread issues in the world. It is shortfall in skill attainment and as well as mismatch between job seeker and the employers. According to **American Society for Training & Development (2012)**, indicates that skill gap is a gap between an organization's current capabilities and ability to achieve its goal. Skill gap is a point where an organization cannot achieve its goal and it can no longer grow. Many job seekers and graduates find it difficult to get a job.**James A. Ejiwale(2014),** addresses that employers are claiming that new graduates are not hirable because they are nor furnished with necessary abilities required by the work. The paper addresses about skills gap, its causes and what to be done educators, students and industry to limit its effect on the college graduates in future. The paper suggested that government, employers and educators should continue their effort to bridge the employability gap and the students should get prepare to become a valuable employee of their employer.

Simon Kemp et.al.(2009), said that the lack of mismatched values and effective communication between employers and higher education institutions that can be identified as a gap, found in students employability profiles. The paper investigates and evaluates the value of student and employer engagement in the discipline of environmental science. The study has done survey with the questionnaire method. The sample of study has taken from the undergraduate and post graduate student studying environmental science(ES) at university of Southampton. There were the total of sixty students who completed the questionnaire. The study also has distributed the 200 questionnaire to the employers in the field of environmental science. The study has suggested that both the employers and higher education institutions should establish effective routes of communication to facilitate the effective work placement.

2.LITERATURE REVIEW

Tinashe Harry et.al.(2018), The study explores the factors influencing employability among the college student in the rural south African university. The study usedexploratory research design to explore the students' perception and concerns of employability. The study has conducted focus group interview technique to collect the data. The sample has taken from the 30 final year student. The findings of the analysis said that there were the five type of factors which influence

the employability such a curriculum issues, poor education system, poor social and economic status and social connections which the students belongs to and perception around the higher education. The study suggested that by understanding the perception of employability factors and perceptions, policy makers should develop such policies which can furnish the students need.

Bassou El Mansour, Jason C. Dean(2016), the study focuses on employability skills perceived by faculties of human resource development (HRD)and management and employers for entry level graduate jobs. The study has gathered the data through questionnaire method. The total of 22 faculty members completed the questionnaire (12 faculties from U.S., 6 from Morocco and 4 from the Europe). In addition, the total of 50 employers of HRD graduates completed the questionnaire (30 from the U.S., 15 from Morocco, and 5from Europe). Totally the study has collected data from 72 respondents successfully.The results indicate that with the use of technology and the exception of communication skill, human resource development faculty in both United states and abroad provides the skills required by the employers.The study has used one-way ANOVA for the analysis of variable and to evaluate the relationship among employees and faculties.The research was conducted in morocco, Europe, an emergent countries and U.S. through the questionnaire. The study found out that there is a significant relationship between 16 of the 18 variable investigated and the types of respondents.

Dr.Pauline A M Bremner(2018), highlights the mismatch or gap between the learning outcomes and employability skills by the use of qualitative and quantitative methods.The study used employers' feedback and mixed method research to analyze the data. In addition the study hasused National Student Surveys (NSS), student evaluation questionnaires (SEQs) and the Quality Assurance Agency for Higher Education (QAA) benchmarks. The result indicates that It was clear from the mixed method research that the FM alumni suggested some changes were required in relation to group/soft and digital skills within the degree programme. It is recognised that these mixed methods approaches are useful in ascertaining skills gaps and this is a vital step to enhance course development.

AmitIqbalSrivastava, AamirHasan (2017), the paper is based on bridging the skill gap in India, its challenges and solution. This paper analyses current skill capability, need and review of skill development policies, the challenges and solution of skill development. The study also

indicates the relationship between employment, education, and skill development. The researcher used random survey method for data collection and taken the 100 samples from the students who has taken STAR training from different NSDC (**National Skill Development Coordination Board**)partnersin Lucknow. Data analysis was done through using simple weighted average and percentage method for the study.

3. OBJECTIVES OF THE STUDY

To review the challengesthat leads the skill gap.

To review the literature of bridging the employability gap.

4.METHODOLOGY

The paper has discussed the gap between degree outcomes and employability. The paper is based on the secondary sources of information. The data has been collected from the different published papers, internet sources and newspapers.

5.CONCEPTUAL FRAMEWORK

The idea of proposed conceptual framework has been taken from the past studies:

K.P.V. Ramanakumar, L. Ramananand M. Kumar(2016). This conceptual framework is based on the factor affecting of employability, it shows that the factors attributes would impact with their interactions with other independent variables like domain skills, analytical skills, quality knowledge and industry interactions. Further the study found out that soft skill like communication skill, included fluency in English language etc., which are not implementable at institutional level that encourages teaching in native languages.

Frederick F. Patacsilet.al.(2017), the conceptual framework indicates the importance of internship program of IT students where they develop their academic acquired skills, while industry offers the venue where IT students can apply their skills in an actual work environment and other side the internship supervisor examines their performance on the basis of their skills. Moreover, the interaction between the industry supervisor and students in an internship program makes the student to recognize the importance of these skills through the exchange of their knowledge and ideas. The study also specifies that the internship program can be used as input in

the development of IT curriculum to bridge the skill gap. The study included variable in the conceptual model like soft skills and technical skill acquired by the student and required by the industry to identify the mismatch and gap.

HalilDundar et.al.(2014),discussed about the factors affecting the Supply of skills by education and training system like TVET(technical and vocational education and training), Higher education, non-formal training, firm based training and Demand of skills like economic growth, technical change, demographic transition, foreign employment. A conceptual framework has been derived by the authors using these factors. The paper argued that a major task of a skills development system is to make sure that skills supply and demand complement each other. Effective harmonization can improve national and international growth and effectiveness, business efficiency, and welfare of the nation. Incompatibility can reduce productivity, morale of the people and leads to high levels of unemployment.

The proposed conceptual framework is based on review of the challenges that lead to employability skill gap and ways to bridge the gap. The study has taken the variables like lack of quality knowledge and lack of industry interaction from the factors affecting employability by K.P.V. Ramanakumar, L. Ramananand M. Kumar(2016), TVET (technical and vocational education and training)from HalilDundar et.al.(2014) and identified skill gap and proposed skill alignment recommendation from Frederick F. Patacsil et.al. (2017).
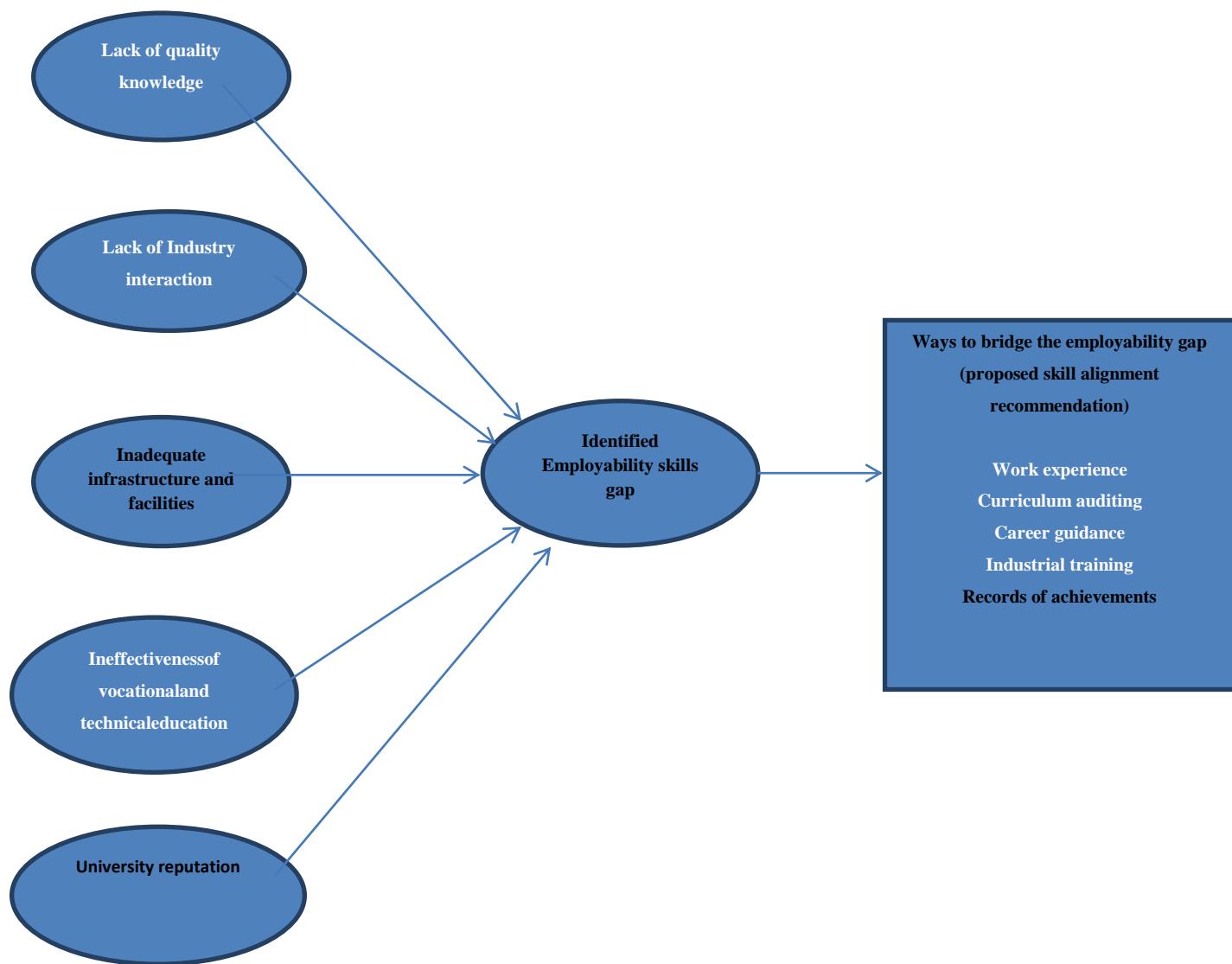
Figure 2 Proposed conceptual framework

6. CHALLENGESTHAT LEADSTO SKILL GAP

Lack of quality knowledge

Creating new knowledge and preserving it for future generation is the major function of Universities but it is not functioning well due to the insufficient research and development activities. **Sheikh Tariq Mahmood(2011),** the study has focused on the factors which were affecting the quality of research directly and indirectly in education. The research conducted through the exploratory research with cross sectional study design. The samples of the study has taken from the90 M.phil and Ph.D. level students of International Islamic University, Islamabad. The data has been gathered by the three point Likert scale questionnaire. The paper has found out that the college students were not satisfied with the teaching and course content. So the study suggested that training can bring the improvement in teaching.

Lack of Industry interaction

Interaction between Industry and academia are necessary to ensure curriculum and skill in line with requirement. Skill building is really very crucial to ensure employability and to make sure good job. **M.M. Gandhi(2014),** the paper deals with the academia – industry collaboration in India The study argues that due to loss of appreciation of each other's talents, variations in values and attitudes, abilities and needs and the absence of economic forces, the collaboration among academia and enterprise has been limited in the past and it will likely be felt in future. The college students of higher training are not getting preferred level of practical andthe technical education..

Inadequate infrastructure and facilities

Learning environment plays a major role in the growth of students. There are lot of colleges in India have poor infrastructures and facilities which directly affects the students learning outcomes. **Banyte (2008)** investigate that, infrastructure as a factor can regulates effective transmission and adoption of revolution in the society.

Ineffectiveness of technical and vocational education and training (TVET)

Technical and vocational education deals with the practical skills which allow individuals to engage in a specific occupational activity. It has impacts on productivity and economic development of many developed societies. In India, quality of education, learning and progress beyond primary education is a major concern. **AakashKamble, NaynaAbhang(2017),** states that technical and vocational education and training(TVET) situation looks promising in India due to the skill development policy brought by the government of India. Setting up of regulatory bodies like, Directorate General of Training at central level and National Skills Development Corporation has helped in formulation of robust policy and regulatory framework. Even though India still is long way from achieving full enrolment in technical and vocational education and training (TVET). The study is descriptive in nature and the data is obtained from the secondary sources.

University reputation

University reputation is the brand capacity to fulfill the employers expectations.**AmaiaLafuente-Ruiz-de-Sabando et.al.(2017),** said thatUniversity reputation is the complex issue that does not always coincide with the latter wish to project. The paper deals with the review of literature on higher education image and reputation and to identifying the knowledge gaps. Through the iterative study and revision , the study designed a data collection form. The paper has used systematic framework which established by three authors.

7. WAYS TO BRIDGE THE EMPLOYABILITY SKILL GAP (proposed skill alignment recommendation)

Work experience

Work experience has a positive impact on employability. It may additionally emerge as a major role in employability where the industrial placements as a central part of the graduate recruitment process.**Ruth Helyer, Dionne Lee (2014),** observesthat the work experience has become as an approach to improve the employability by conductingthe recent research and policy related to theprogram. Employability is anongoingdiscussion and infinite entity but it should move and increase with the present scenario of marketplace and society.

Curriculum auditing

MantzYarke,& Peter T Knight. (2012). perceives thatCurriculum auditing is a way of testing of employability-related learning which hasintegrated into curricula and it helps to find out the gaps. Employability intentions and good learning should be supported by the teaching, learning and assessment process that are consistent with curriculum intentions.

Career guidance

Higher education is considered as an imperfect source of training because it does not give the guarantee for the transition to employment. **According to global university network for innovation,**Career guidance is the essential factor of bridging the skill gap between higher education and the world of work. Career guidance plays important role in the professional and personal development of students and graduates.

Industrial training

Industrial training is the best way to bridge the gap between industry and academia. It is the skill set to improve the practical knowledge by the industry. **Lai Fong Woon et.al.(2007),** examined The success of industrial training program in UniversitiTeknologi PETRONAS (UTP) from the technology and engineering disciplines. The study conducted from the perspectives of three main stake holders(students, universities and host companies). The data collection was done through the questionnaires which were distributed to the two groups of respondents. A total of 247 and 321 questionnaire completed by the students and industry supervisors respectively. The data was measured by the 5 point Likert scale. The study concluded that a success industrial or business internship program can add extra value to the academic curriculum. Learning outcomes of the students in the stage of industrial and business internship program is useful to improve the employability and it also complements their classroom learning process.

Records of achievements

Skills, understanding and personal attributes are the set of achievement that makes graduate to gain their employment and to be successful in their career whichgives benefits to themselves, to their community, to their workplace and national economy.**According to the NOTTINGHAM**

trent university, higher education achievement report is a great tool to contribute towards the employability

8. DISCUSSION

The paperreveals that the graduate employability is the critical challenge for higher education. Employability includes the subject knowledge, understanding, soft skills and personal qualities.**Mpho M. Pheko&KaeloMolefhe (2017),**addresses that college students might be aware of basic skills of employability but they may not be aware of critical skill that isessentialto enter into the labour market. The paper employs the qualitative research using exploratory and descriptive research method toinvestigate the students' knowledge of employability skills and attributes in Botswana University. The paper also proposes the employability skills framework that identifies employability as joint responsibility which is shared by the employers, training institutions, incumbent employees and potential employers. The study also analyzed the literature review of bridging the employability gap.**RubvitaChadha et al (2014)**' the purpose of the study isto examine the industry's requirement in the managementstudents for employability in current scenario. The study used statistical tools e.g. mean and standard deviation to measure the data.

The paper concluded and suggested thatthe universities and institutions should provide more realistic training, improve their communication skills, contact to the expert agencies specializing in enhancing employability skills, send their college students to go to industries, Take measures of the college students to enhance their confidence level, arrange the workshops for personality development and encourage the interaction between institute and industry.

9.CONCLUSION

Employability skill gap is a shortcoming of higher education's inability to understand the employer needs. It is the gap between student'slearning outcomes and employers expectations. **Jeswani (2016),**Employability skill gap refers to the difference between skills needed on the job and those possessed by job applicants.**Dr. Sarang S. Bhola, Sunil S. Dhanawade(2012),**states that poor infrastructure and facilities of universities leads the further challenges of employability. In order to bridge the employability skill gap to the graduates, There are a number of actions that

institutions and organizations can adopt. **S.Srivathsani, Dr.S.Vasantha(2018),**said that Skill can be related to the work performed by the people. If a unit of work is performed by an unskilled person, the actual output would not match the expected output. Thus, skills and competencies play an important role in a person's life. The projection of the skills and competencies helps him to achieve the employability status. The person has to sustain his employability by the process of continuous enhancement of his skills by way of various trainings and workshops**.** So, skills are essential for the development of a person and the country's economy. This paper deals with the study of the current skill gap scenario prevailing in India and various schemes and programs propelled by the Government of India to bridge the gap. The paper also discusses the National Policy on Skill Development and Entrepreneurship 2015.

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