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**ENABLING HIGHER EDUCATION GRADUATES WITH  
EMPLOYABILITY SKILLS :  
A NEW FRAMEWORK IN ACADEMIC FLEXIBILITY**



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**ABSTRACT**

The rapid expansion of higher education in the country has in some respect created as many problems as it has solved. In today's world, Education, Skills and Employability are of paramount importance. The Higher education must recognize that for many higher education graduates the transition from education to employment is not a straightforward matter and many of the graduates are miles away from employment due to ill equipped skills acquired by them during their education. It is expected from the policy makers and educationists to work upon enabling students to acquire core academic skills and ability to apply those skills to concrete

situations in order to function on the workplace and in routine daily activities; employability skills are the typical traditional skills in higher education along with the technical, job-specific skills related to specific career pathway that can be provided to the students. The fourth industrial revolution is expected to give rise to growing need for fresh skills required for fusion of cutting age technology. The impact of this paradigm shift is faster and quick than its earlier development and required skilled force on both the stake holders such as students, teachers as well as the whole society. To cater the need of the time, updating the curriculum is in demand. More and more academic flexibility is offered by various institutions to attract the students and gain net enrolment. The learner looks forward to learn beyond the defined and fixed curriculum that would help him to be competent and employable. Thus Higher Educational Institutions must recognize that for many students the transition from education into employment is not a straightforward matter. The students have to learn soft skills and life skills to qualify for the employability. To realize this, traditional framework of the curriculum need to be modified by stating clear vision for the learning outcome that bridge the gap and increase the graduate employability.

This paper is an attempt to discuss an alternative approach in curricular development framework and various measures to create employability skills among the undergraduate students to obtain the lateral and vertical mobility in the process of education.

### **KEYWORDS**

Academic Flexibility, Employability