



POINTS TO NOTE

"A degree alone is not enough. Employers are looking for more than just technical skills and knowledge of their subject. They particularly value skills such as communication, team working and problem solving. Job applicants who can demonstrate that they have developed these skills will have a real advantage".

**(Digby Jones -
Director-General,
Confederation of
British Industry)**

"The Professionals" is a fast growing Training, Development and Recruitment company whose aim is to provide service to the student community by providing them high quality training and also assisting them in getting placement opportunities.

MESSAGE FROM THE CEO

What you are today is the result of the choices you made yesterday. What you will be tomorrow will be the result of decisions you make today. Make a right decision today that will ensure your tomorrow.

Choose **"The Professionals"**

EMPLOYABILITY SKILLS

An insight into what makes you employable

WHAT ARE EMPLOYABILITY SKILLS?

Employability skills or Job readiness Skills are a set of skills required for getting, keeping and doing well in a job. Students gain technical and academic skills while at college but may not get exposed to other skills such as gaining good communication, developing team work, problem solving ability, creative and lateral thinking, taking initiatives, planning and organizing, developing confidence and work ethics etc. These are generic skills that are expected from each employee in a competitive organization.

Today an individual is successful by the degree to which he possesses these employability skills. A study attributed to Harvard University found that "When a person gets a job or promotion 85% of the time it is because of his attitude, and only 15% because of intelligence and knowledge of specific facts and figures."

The "attitude" is nothing but one of the employability skills which works in combination with the right technical skills, experience and knowledge.

WHAT IS THE PROBLEM FACED BY THE CORPORATE?

Unemployability is today a greater issue than unemployment. As APJ Abdul Kalam, Former President of India said, "It is not unemployment that is the major problem; it is the question of unemployability that is the major crisis in this competitive arena."

Just as a building, constructed using brick and concrete, is incomplete without interiors, exteriors and ventilation, employability skills is incomplete without having skills such as good communication skills, leadership skills and soft skills.

WHAT CAN WE DO ABOUT THIS PROBLEM?

NASSCOM in its recent report has quoted that only **5.97%** of candidates in India can be employed by IT services companies without in-house training. This has generated a great need for specialized training for students with which they can break the barriers of getting a suitable job with utmost satisfaction and also a rewarding salary.

Training in employability skills has become the need of the hour as it is the most important expectation of the corporate. It is important that each and every individual is trained methodically in three levels.

1. Basic Level
2. Higher Level
3. Personal Attributes

Basic Level

This level includes the academic skills that each student must possess. Skills such as Reading, Writing, solving mathematical problems, being thorough in concepts of science and being able to listen and speak with ease are the basic skills that need to be inculcated among students.

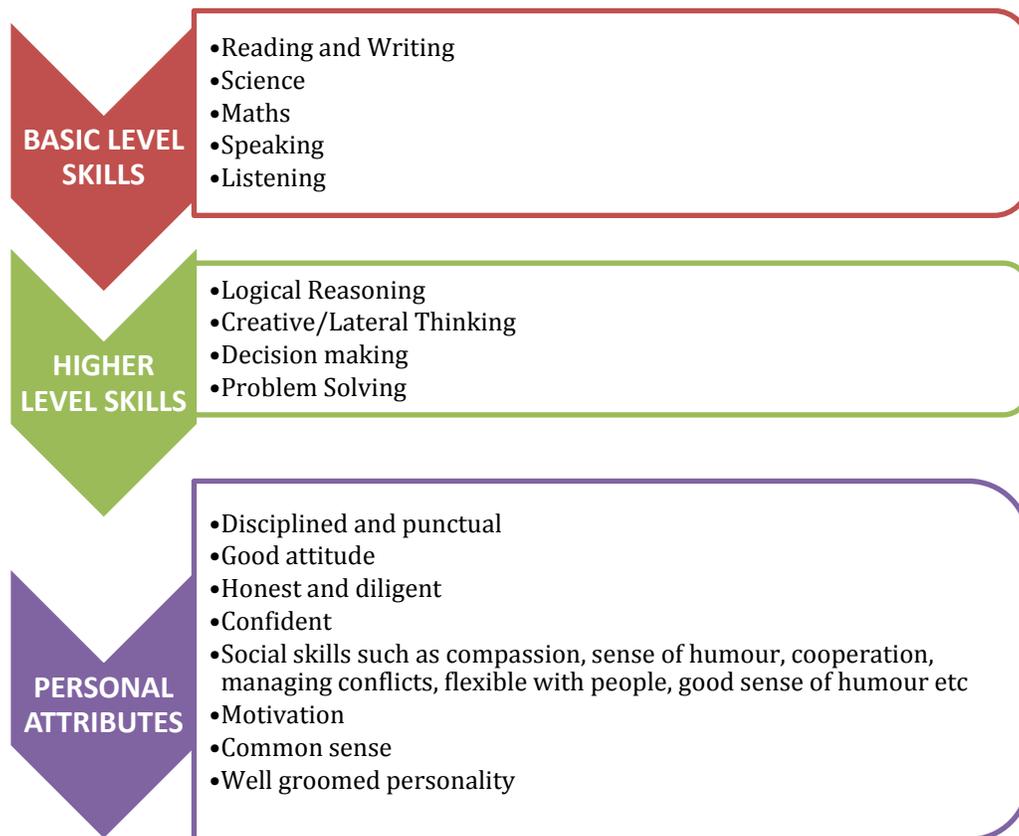
Higher Level

These are skills which are useful for an individual’s professional development. These skills enable an individual to get along with their peers and superiors and to build a healthy professional rapport. This is essential for taking critical decisions in a corporate environment. Using these skills along with technical knowledge will take you to a higher level making you an invaluable asset to the company.

Personal Attributes

In addition to basic and higher level skills, employers also seek a range of personal attributes in candidates which are very important to work with your team members and customers. Your personal attributes are another set of strengths you can sell to your employers. They are characteristics such as confidence, honesty, motivation, common sense and good sense of humour.

SKILLS REQUIRED TO BE EMPLOYABLE



- **JNFO SYS**, one of India’s biggest IT companies spends **\$184 million** on training programmes annually and invest up to **30 weeks** of residential programmes on engineers it hires. This initiative is taken to bridge the skill gap among candidates.
- According to Mc.Kinsey reports, 500 million people in India will have to undergo skills training by 2020
- By recent reports, there are at least 456 engineering colleges affiliated to Anna University (Approximately 1, 72,000 seats), 22 private institutions and 50 new engineering colleges waiting for approval. Tough competition awaits all engineers!

IMPORTANCE OF EMPLOYABILITY SKILLS

Failure to equip young people with the job readiness skills critical to job success is equivalent to placing employability barriers in their way. It is the responsibility of students, parents and academicians to ensure holistic education is provided to everyone. Training on 'Employability Skills' will provide the right attitude and right skills for the students and will help them to seize the right career opportunity.

