

## **CURRICULUM UPDATION WITH ON-LINE COURSES TO ENHANCE CAREER OPPORTUNITIES**

### **The Context**

An educational endeavor should make the student rich in knowledge and to make him/her suit the needs of the job-providers such that the student will be placed at a better working environment which suits his/her aspiration and education. This is most relevant in the Indian scenario where most of the students ultimately aim the job as the final target. The students graduated without adequate competence to meet the needs of the present employer were left behind in the competition. The reason for this may be the dynamic changes that are taking place in the job market. Many reports are revealing that more 60% of the graduates are unemployable because of the lack of up-dation of knowledge and technical skills.

Based on the feedback collected from the employers and Alumni, it was realized that outgoing students need to be trained in various technical certificate courses by other coaching or training institutions to suit the immediate requirement of the employers. These trainings usually take time around 6 months to one year.

The students are entering the higher educational institutions with a hope that the institutions will help them in building careers. The regular curriculum could not meet this expectation. The field of education needs to undergo a shift from the conventional to flexible curriculum to make the graduates better suited for employability.

The employers further expect that the fresh graduates with new technical skills will become value added assets for their firms in terms of knowledge, skills and competency for problem solving. Improving the quality in all respects to increase the productivity of the organization is significant for any organization. The quality of the graduate has to be important in this context to achieve the end result. This can only happen with reforms in the curriculum to make it socially, economically and technologically relevant.

### **The objectives**

The Anurag University college has a conceived mission to provide a unique amalgamation of conventional curriculum with the need based technologies,

which will enable the students to prepare themselves by the needs of the market by the time they become graduates.

**Mission goals:**

Identifying the courses with high demand in the market

Preparing the curriculum for these courses

Identification of books and other material

Identification of on-line platforms which offer these courses online.

Preparing the teaching staff for training the students

Restructuring and offering the course for the students.

Continuous guidance, monitoring and evaluation to see the completion of successful completion of course by students.

Encouraging the students with highest number of such certifications with appreciation and awards.

**The Practice**

The Anurag University collected and analysed all the feedback from the stakeholders to identify the courses that are in demand. After such a process of need analysis, the Board of studies in the respective departments made further consultations with experts to identify the courses that can be offered. A team of Professors of all departments identified the courses and the study material need for those courses. This team also identified the online platforms which can offer these courses Free of cost or with minimum fee. The teaching staff registered themselves and finish the course on fast-track. The students will be offered to register themselves for these courses. The fee was paid for all such students by the University. The content of the course will be included into curriculum as a value added course offered by the departments. The priority need was to introduce software related courses since the application of it is important in all spheres of an organization's activity. Similarly, personality development courses were also included under such activity. Adequate emphasis on experiential learning is provided in the curriculum through projects and internships. The online programmes were included into the time table and monitored by the regular teaching staff. Assignments and class

seminars and projects are specially planned in coherence with the on-line teaching to nurture presentation skills and critical thinking. The final assessment will be generally done by the online certification agency. In addition to this tests will also conducted by the regular staff of the University to make the validation more authenticate. In these values added course, more attention is given to provide intensive training in communication skills, personality related skills, presentation skill, general management skills and career management skill. The existing computer laboratories are used for the on-line tests conducted by the external training agency.

### **Obstacles faced / Problems encountered**

The faculty felt over loaded with the work involved and had some resistance. Additional amount of budget is required for paying the fee of the students who join these online trainings. The rescheduling of the time table with provision of additional lab facilities has initially found difficult. Students have to work beyond the regular working time of University and hence the transport facility schedule was rescheduled by another 45 minutes while dropping the students and their residences.

### **Evidence of Success**

The placements number and career progression of students have improved significantly. Many organization have given placements to the students and later absorbed them with high salaries. AU has successfully introduced three courses under this scheme. 1. Networking Essentials offered by CISCO academy through online MOOCS. 2. Amazon web services offered by AWS Academy through online MOOCS. 3. User experience design offered by ADOBE through online MOOCS. Students have developed multi skills through these courses. This made the students to be placed at high packages. This has now become a regular practice for the University to chose the courses of demand and inclusion into curriculum a valued added courses.

### **Resources required:**

Additional expenditure to meet the fee of the students with the online training provider

Openness for the industries to spell out their basic requirement in their going-to-be employee

Motivate the students to switch to new concepts.

Strong Commitment and involvement of the faculty members.