



Covid-19 & Higher Education: Role of Placement Cell in Higher Education A Case Study of Karnataka

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Abstract

Education and Employability are needed for the students. Higher Education should develop employability among the candidates. After their education Employment either in the Government or in the Private sector should be deployed. Or they may start their own business or can become Entrepreneurs.

But in India demand for labour is remain high, but the mismatch between employer demands and job applicants skills

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Introduction

Education plays an important role in balancing the socio-economic development of the country. India is the first largest Democratic country in the world. India's higher education is the third-largest in the world, next to the United States of America and Communist China. University Grants Commission the main governing body at the tertiary level helping the Union and the State to improve standards of Higher Education.

This Paper addresses Higher Education and Employability, Employment in India during the pre-covid and post Covid-19 period.

Keywords: Higher Education, Employability, Employment, Placement Cells, Karnataka

According to the Census of 2011, about 8.15% (98.615 million) of Indians are graduates, to increase enrollment in higher education Government started many universities and colleges across the country. As of 2020, India has over 1000 universities, 416 State universities, 125 deemed universities, 361 Private Universities, 52,627 government degree colleges along with IITs, IIIMs, AIIMS, autonomous institutions, Distance Education is also provided in India. Among that Indira Gandhi National Open University (IGNOU) is the largest university is having the highest number of students

Compared to primary education, the enrolment for higher education is very less In India, but the enrollment rate is increasing.

Enrolment in Major programme in Major Disciplines/Subjects

(All India level)

ARTS	33.79
ENGINEERING AND TECHNOLOGY	18.89
COMMERCE	14.51
SCIENCE	11.94
IT AND COMPUTER	5.06
MANAGEMENT	2.68
SOCIAL SCIENCE	2.83
EDUCATION	2.93
MEDICAL SCIENCE	2.75
INDIAN LANGUAGE	1.18
LAW	0.82
AGRICULTURE	0.35
FOREIGN LANGUAGE	0.53

(Source: 2011 Census of India Report)

Higher Education in Karnataka

In Karnataka, the Department of Collegiate Education started in the year 1960 having 430 government first Grade Colleges that includes 355 co-education colleges, 53 girls' colleges, 06 law colleges, 14 residential colleges, 02 chitra kala colleges and 02 Model college, and 14 Engineering 87 Polytechnic colleges, 321 private aided colleges across the state with the help of 6 regional offices located at Bangalore, Mysore, Mangalore, Shimoga, Dharwad, and Gulbarga.

It is interesting to note that the names of several prominent academicians of post-independence years like Dr. Sarvapalli Radhakrishnan and Sri. Lakshminarayana Modaliar of post-independence years are associated with the Department as recommendations of committees chaired by them have played a key role in establishing it. The expansion chaired Department is equally impressive when referred back to its modest beginning with mere 44 colleges. The Department has contributed immensely to the development of Higher Education in Karnataka.

College List Government First Grade Colleges in the state of Karnataka

Sl No	District Name	No. of Govt Colleges	No. Of Private Aided Colleges
01	Bangalore Urban District	20	44
02	Bangalore Rural District	07	02
03	Ramanagara District	10	02
04	Tumkur District	16	10
05	Chikballapur District	09	01
06	Kolar District	09	01
07	Mysore District	19	14
08	Chamarajanagar District	07	04
09	Mandya District	15	08
11	Hassan District	26	06
12	Shimoga District	14	09
13	Chitradurga District	11	06
14	Davanagere District	11	14
15	Chikkamagalur District	13	04
16	Dakshina Kannada District	16	19
17	Udupi District	11	13
18	Kodagu District	05	02
19	Dharwad District	08	17
20	Gadag District	09	10
21	Haveri District	12	09
22	Uttara Kannada District	14	14
23	Belgaum District	19	29
24	Bagalkote District	14	12
25	Bijapur District	07	14
26	Gulbarga District	16	17
27	Yadgir District	05	01
28	Raichur District	10	05
29	Koppal District	11	03
30	Bellary District	13	08
31	Bidar District	05	15

(Source: www.dce.kar.gov.in)

Across the state under 06 Regional Joint Director's Offices and is managing all Degree Colleges through the Joint Director's offices.

Number of students enrolled in 2020-21

Sl No	Course	Total
01	Arts	1,43,227
02	Commerce & Management	1,08,546
03	Science	27,053
04	Law	858
05	Post- Graduation	10,615
06	Engineering	24000
07	Polytechnic	87000

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But in India demand for labour is remain high, but the mismatch between employer demands and job applicants skills {(Research gate-Employment, Employability and Higher Education in India: The Missing Links-January 2014 Higher Education for the Future 1(1)39-62}

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Total Percentage of graduates who are employable in different streams

course	2015	2016	2017	2018	2019	2020	2021
BE/B.TECH	54.00%	52.58%	50.69%	51.52%	57.09%	49.00%	46.82%
MBA	43.99%	44.56%	42.28%	39.4%	36.44%	54.00%	46.59%
B.ARTS	29.82%	27.11%	35.66%	37.39%	29.30%	48.00%	42.72%
B.COM	26.45%	20.58%	37.98%	33.93%	30.06%	47.00%	40.03%
B.SC	38.41%	35.24%	31.76%	33.62%	47.37%	34.00%	30.34%
MCA	45.00%	39.81%	31.36%	43.85%	43.19%	25.00%	22.42%
ITI	44.00%	40.90%	42.22%	29.46%	28.05%	25.00%	22.42%
POLYTECHNIC	10.14%	15.89%	25.77%	32.67%	18.05%	32.00%	25.02%
B.PHARMA	56.00%	40.62%	42.30%	47.78%	36.29%	45.00%	37.24%

Candidates from Maharashtra, Tamil Nadu, Uttar Pradesh, and Karnataka were found with the highest employable talent while Hyderabad, Bengaluru, and Pune ranked top among the cities. The Study reveals that the hiring intent has almost doubled after a steep decline in 2020. The intent was at 15 percent in 2019, down to 10 percent in 2020, and currently stands at 19 percent in 2021.

Placement Cells in Karnataka

In the context of Globalisation, the students of GFGCs of Karnataka must be capable of grabbing career opportunities available across the world soon after graduating with this intent, the Department of Collegiate Education established placement Cells in all Government and Aided colleges during 2014-15.

Along with this, Guidelines regarding the Constitution of Placement Cell Committees, details of Programmes to be organized throughout the Academic Year through these Placement Cells, Circulars regarding various Competitive Exams and Job Fairs are being issued by the Central Placement Cell at the Head Office. The progress of Placement Cell initiatives is also revived at the CPC. Several Workshops are being organized to highlight the role of Placement Cells in Higher Education & NAAC Processes for the Principals, Convenor of Placement Cells, and IQAC Convenor and Faculty Members of GFGCs situated at various places in the State.

Also, programme is being organized for final year Degree & Post Graduate students regarding Skills for facing Interview, Resume Writing, details regarding various Competitive Exams, Jobs at Corporate Sectors, Self-Employment, etc., Alongside, in the Interest of Students, introductory Training & Information is also being provided to students concerning Civil Services Examination viz., IAS, IPS, IRS, IFS, etc., Probationary Officers Examinations & the like.

Details of job fair conducted in Government First Grade Colleges

Details	2016-17	2017-18	2018-19
Number of job fairs held	153	163	134
Number of students who participated	25152	25932	18832
Number of shortlisted students for employment	8058	7033	6833

Placement Cell Programmes Conducted at various GFGCs- September 2019

Sl. No	Date	Name of the GFGC	Programme	No. Of Students	
01	01/07/2019	DCE	IDBI Info through Blog		
02	02/07/2019	DCE	Wipro Jobs thru Blog		
03	03/07/2019	DCE MSC Mysuru	Training B.Sc, BCA	180	
04	04/07/2019	DCE+Karkala+TN Pura	Banking Exam	200	
05	05/07/2019	Shikaripura	IAF Coaching		
06	06/07/2019	Shikaripura, Shivamogga	IAF Coaching		
07	08/07/2019	Shikaripura	IAF Coaching	93	
08	09/07/2019	IDSG+HD Kote	IAF Coaching	Competitive exam training	160
09	10/07/2019	Sindagi+Madhugiri+kumta	Mental Ability tr	4+160	
10	11/07/2019	DCE+Byndoor+Hunsur	Bank Jobs thru blogs+police Dept Jobs	70+160	
11	12/07/2019	DCE+ Shikaripura	Life Skill training		
12	13/07/2019	Bilikere+Shikaripura+kavoor	IAF& CSE Training	81	
13	14/07/2019	DCE+Maski+Mudgal	Job Mela info		
14	15/07/2019	DCE+Sorba+Karkala+Maski	Weeklong Skills Training-	216+240+110	
15	16/07/2019	Bankapura+HD Kote+Mudgal	Job After Degre	115	
16	17/07/2019	DCE W Ramanagar + Nargund	Skill Training	200+106+20	
17	18/07/2019	Shikaripura + DCE + Bilagi + Mudgal	IAF Training + Synergy Job Info + Spoken Eng Training		
18	19/07/2019	DCE + Shivamogga + Gokak + Nargund + Hospet + Thenkanadiyur	CSE Exam Training = IBPS Training + Free Training Unnati + Job Training	410 + 129 + 130 + 81 + 250 + 140	
19	20/07/2019	KK Koppa + Soraba + T N Pura +	Computer Training + IAF Rally + Diploma in Functional English,	38 + 23 + 68 + 95 +	

		Gundlupet + Bankapura	Business Skills, Food & Nutrition + Compt.Exam + Life Skills	125
20	21/07/2019	Shivamogga + IDSG + Alur + Chamarajanagar	TCS SC/ST Alumni Selected + Women Empowerment + IAF Training + Mental Ability & Reasoning	180 + 30
21	22/07/2019	Shikaripura + Bankapura + Hungund	Self Employment 6 Week + Job Mela + Career Guidance	280 + 150
22	23/07/2019	Shikaripura + MAC Mysuru + Shiggaon	Beautician Training + Unnati + Career after Degree	25 + 134
23	24/07/2019	DCE Channarayapatna	Career after Degree	300+30
24	25/07/2019	CS Pura + Shivamogga+ Shikaripura + Karkala + Sulya + HD Kote + Hm Sc Hassan + Sandur	Career after Degree + IAF selection + Skill Dev Trining + IBPS Coaching + Career Counselling + CSE Workshop + Digital Banking	30 + 2 + 1 + 52 + 60 + 180 + 57 + 110
25	26/07/2019	Sindagi + MCMC Mysuru	LIC Job Drive + Orientation Programme	129 + 500
26	27/07/2019	MCMC Mysuru + Pavagada	Orientation Programme + Job Mela	900 + 304
27	28/07/2019	Hiriyadka	First 2 batch Unnati	60
28	29/07/2019	Chincholi + Kadugodi + Zulaki + W Sagar + MV Badravati + Hulkoti + W Davanagere + Kunigal + Kalaghatagi	One Week Training + final Year Orientation + CV Writing/Interview Skills + CSE & Competitive xams	127 + 320 + 150 + 64 + 30 + 350 + 75
29	30/07/2019	W Raichur + Nesargi + Hirisave	Unnati + KAS Preparation	55 + 100 + 110
30	31/07/2019	Hunsur D Urs+ Hulkoti + MAC Mysuru	Campus Drive + Mock Interview + Job Orientation	146 + 100 + 1000

The first Half Yearly report submitted by 209 colleges of Department of Collegiate Education reveals that Including the Department of Collegiate Education of Karnataka and Government First Grade Colleges under the leadership of Placement Officers of Under Graduate and Post-Graduate streams, taken infinitive to make potential human capacity among the students through providing training programmes in different modes.

Covid-19 Pandemic Situation created tension among the people of the entire Globe, Placement Officers have come forward to provide online training programmes to the students to develop their skills and to prepare for the competitive examinations.

Placement Officers not only providing information on different job opportunities to the students and also giving the training to get through those jobs. All colleges have its Alumni group through E-mail, Whatsapp group teachers are sending information regarding job opportunities of Government as well as Corporate sectors like Infosys, Wipro, TCS, etc.,

Each College has one Placement Officer and members recruited by the head of the institution among the faculty members at the beginning of the academic year. PG placement officer is also appointed If the college is having Post Graduation Course. Placement Committee in association with IQAC conducting various programmes for the students to inculcate potentiality.

Free Training is being given by various firms for final year students like ICICI Unnati training, CSC Foundation, Rudset, TCS, IDBI, Coaching classes for Sc & St, Minority Department, Deshpande Foundation, Hubballi, Prerana Foundation, Bengaluru, Nudge Foundation, Yuva Spandana, RUDSED is providing training on computer hardware, photography, tailoring, beauty parlour training etc. NIIT Foundation, NUDGE Foundation

Not only providing training for the students simultaneously, but Job Fairs has also been conducted in association with the Employment Exchange Office, during the small break of covid-19 pandemic, different colleges throughout the state for the benefit of the Alumni, and for the final year students.

Private Companies also conducting Job Drives for the final year and Alumnus like, Wipro Job Drive, TCS Job Drive, Infosys Job Drive,

194 Government First Grade colleges of Placement Cell conducted various activities for the benefit of the students during the covid-19 pandemic period.

During the Covid-19 Pandemic situation in India, especially in Karnataka, various Government First Grade colleges have conducted programme for the students like Competitive Examination training, Job Drive Information, like Career after Degree, Career Opportunities in Corporate Sector, Entrepreneurship, Resume Writing Skills, Team Building, Personality Development Training, IBPS Banking Exams, & CSE Training, Police Jobs training, Corporate Skills, Interview Skills, Spoken English, Mock Interviews, Entrepreneurship coaching, Big Data Certificate Course for the final year B.Sc, BCA students, Analytical Skills training, Life Skill Training, Computer Training, Investment Awareness on Mutual funds, CA and CS Coaching, Business Skills, Mental ability & Reasoning Skills, Beautician Course Training, Aptitude Tests, Workshops on Digital Banking Service, Grammar for Competitive Exams, Time Management, Leadership qualities training, PMYK Workshop, Cyber Security Training, Public speaking, Etiquette training, Critical thinking training, Confidence Building training, Positive Attitude Training, Data Analytics, Mock Tests on Indian Constitution, General Knowledge, Life Skills, English Grammar, Mock Test on Commerce & Management, Mock Test on Environmental Science, Management Accounting Test, GST Test, Banking Test, Mock Test on Financial Market, Mock Test on Computer Basics, Mock Test on Economics, Mock Test on History, Some colleges started certificate courses of 30 to 50 hours programmes in association with different organizations like Employment Exchange Office, Foundations etc., GST Certificate courses, UGC NET/SET Exam coaching, Pre-placement training, Quiz competition on different topics.

Placement Cell Officers tried to make a Memorandum of Understanding (MOU) with different organisations, Non-Government organisations, private foundations introduced Certificate Courses on different topics like, Reasoning Ability for Competitive Examination. Employment News shared with the students through Social Media.

Placement Cells of Government First Grade Colleges have conducted online meetings so that students would be able to get information to apply for various job.

Challenges

But there are some challenges found out that Gap between the employers and potential employees.

How the gap between employers and potential employees can be bridged.

Lack of appropriate level of Communication Skills among the students

Findings

Human Capital is the biggest economy in the nation. Therefore Employability skills need to be given to the students while in higher education.

Employers look at aptitude, language, personality, and mental ability reasoning skills among the candidates.

Suggestions

Work skills should be adopted by the students.

Employability essentially requires basic skills. Therefore inculcating skills in the students is very important.

It is needed that Introducing Vocational short term Courses within the degree

Conclusion

Education and Employment are like two faces of the same coin. Students should get more employment opportunities after their education. But Quality students coming out from the universities or colleges is dropping. Implementation of Good Communication Skills is very essential among the students It is imperative that lack of Communication Skills in the candidates. Therefore each one should understand that development of communication skills is needed. Even in the Covid-19 Pandemic Situation Government First Grade Colleges of Karnataka, made an effort to reach out much information regarding important job opportunities through online mode.

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