



Developing a scale for the inclusion of employability skills in curricula of Secondary and higher Secondary Level

Research Team

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Introduction

Today's world is on a fast track with challenging junctions for people along the way. Those individuals are considered competent who are equipped with solid academic background as well as certain employability skills required to enter a profession or job. This paper deals with the significance of incorporating employability skills in the contents of Secondary and Higher Secondary School Curricula. For majority of Students, Secondary and Higher Secondary level are tertiary stages. They enter in any profession of their choice or availability. Having grip over the required knowledge and employability skills may enhance the chances of success for individuals not only to get better jobs but also to perform their professional duties in a better manner

What are employability skills ?

- Employability skills are kind of soft skills or non technical abilities which every person working in certain place /field needs to possess(Nisha & Rajasekaran,2018).
- Employability skills may be embedded in curriculum.
Enhancement of employability skills is a collective responsibility to ensure that educational outcomes are meeting the needs of the market(Alharahsheh & Pius, 2021). .

Significance of the study

- Employability skills Student need to acquire to face the challenges of working in the manufacturing industry(Chan et al, 2018).
- Employability skill are helpful for preparedness for building professional relationships (Crawford & Fink,2019).
- Students need to equip certain desired skills which are expected at workplace to get success in the career (Nisha& Rajasekaran, 2018).
- Students' academic ability and additional training in skills recognition and business skills may enhance students' employability(Scott et al,2019).
- Employers look for good workers having employability skills (Chan et al,2018).

Statement of the problem

- To develop and validate a scale consisting of categories and components of employability skills with the purpose to incorporate them in the Secondary and Higher Secondary level curricula.

Literature Review

- Proficiency in communication skills is required to be developed in students (Balakrishnan,2017) .Communication skills are considered at the top in manufacturing industry(Chan et al,2018).
- Interpersonal skills needs to be established in students (Nisha & Rajasekaran,2018).
- Problem solving skills are one of the 5 highest ranking employability skills(McGunagle & Zizka,2020). Problem solving abilities needs to be developed in students. (Nisha & Rajasekaran,2018).
- Self-management skills with academic excellence leads to success(Nisha & Rajasekaran,2018).
- Preparedness of students for building professional relationships (Crawford & Fink,2019).

Classification of employability skills

Categories of employability skills

- **Communication Skills**
- **Interpersonal Skills**
- **Problem solving Skills**
- **Self Management Skills**
- **Management Skills**

Research questions

Following questions are derived for the research :

1. What are the employability skills which are supposed to be developed in students of Secondary & Higher Secondary Level?
2. What are the opinions of curriculum experts regarding the contents of Scale comprised of several categories and components of employability skills?

Research objectives

Following are the objectives of the research :

- 1: To develop a research instrument(scale) covering categories and components of employability skills .
- 2: To validate a Scale consisting of categories and components employability Skills.

Research Methodology

- A scale was developed comprising of 5 categories and 22 components of employability skills.
- It was later validated by 15 curriculum experts of compulsory subjects.
- Data was collected by employing purposive sampling technique.

Results

Categories of employability Skills	No of components in each category	Relevance (S-CVI)	Clarity (S-CVI)
Communication Skills	5	.97	.92
Interpersonal Skills	4	.97	.92
Problem solving & Critical Thinking Skills	4	.92	.80
Self- Management Skills	5	.97	.85
Management Skills	4	1.00	.90
Total S_CVI	22	.97	.88

Conclusion

- Results revealed that S-CVI for both relevance and clarity of scale are appropriate. Employability skills may be incorporated in the curricula of Secondary and Higher Secondary level by using this scale.