

Monthly Update from **Employability.life**



Degrees of experience

It has been a very busy month for the Employability.life team, with a new **strategic partnership with an Australian dual-sector university** taking shape. The conversations around the **signing of the MoU** demonstrate the shared values and aspirations between both sides, particularly in the mutual focus on bringing 'experience to education'. We all believe that **today's economically productive, socially engaged, public minded citizens deserve a different kind of education**: one built on the confluence of practical skills – the staple of vocational education – and the higher-order capabilities that Higher Education so prizes.

This new partnership is **enabling us to look beyond stand-alone XPMCs** (experiential micro-credentials) and explore new frameworks for **combining or stacking them into qualifications**. This exploration is driven by our roadshows and senior leadership workshops in India and

Australia. This has now challenged some of the assumptions we started with, such as offering our XPMCs primarily in the final few semesters of a qualification. It is increasingly clear to us that these **interventions would be much more valuable if done early**. The most important year for a degree programme is not its final, but the first year. Rightly so: employability is not the cherry on the top of a degree, but a central tenet of the degree itself.

In the next phase of our development, we will be exploring with our partners the process of building 'degrees of experience', where **XPMCs become the starting point of a learner's journey**. It is through experience that they choose what to study and what to build a career on. This is also focusing our minds on building horizontal XPMCs, exploration-based offerings that allow them to make informed choices, rather than just stackable ones. Exciting times ahead!

Our recent publication

As part of our ongoing effort to map the discussions in the international Higher Education sector, we have published a summary of India's National Education Policy 2020. If you are interested in receiving a copy and want to be informed about our future publications, please do email us at hello@employability.life.



Emplife TALKS

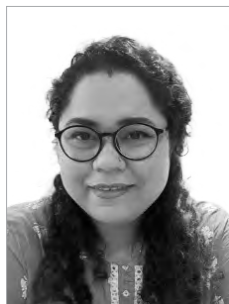
Connecting Employers & Learners

So far we have conducted seven EmplifeTALKS sessions for which more than 6,000 learners registered, and we have certified more than 1,600 students for meeting the engagement benchmark.

We had a wonderful session last month with **Mezjan Dallas**, Employer Brand Coach, Ex Head of University Relations – IBM India, and Gallup Certified Strength Coach and **Desta Haile**, Master Coach, Deputy Director, Royal African Society, the noted writer, educator and consultant. Mezjan shared his insights on the topic **“Be smart in a smart world: What counts in a digital workplace”**. He spoke about the importance of deep listening skills, the balance between quality relationships, one's ego, and the ability to deliver results. Ultimately, how we differ from robots and that it is more important how we work than from where.

Desta took the session on **“I beg your pardon! How to avoid cultural misunderstandings”**. She mentioned the importance of knowing one's own cultural setting and researching other cultures and potential areas of differences too. She shared tips such as familiarising yourself with etiquette and protocol, seeking a cultural advisor, using comprehensive questions, awareness of cultural shifts and last but not least stay calm and keep learning.

Welcome to the Employability.life team!



 **Kolkata**

Employability.life Mentor

We are very happy to introduce a new member of the Employability.life team: **Sneha Guhathakurta** in the position of Manager – Mentor. Sneha has eight years of experience in the Higher Education sector and she joins us from Whitehat

Education Technology. She has an MBA from Indian Institute of Social Welfare & Business Management, and will be working out of our Kolkata centre.

“Experiential learning is very important to me because I strongly believe that it prepares students for Industry 4.0, and I'm thrilled to work for an organization that subscribes to the same thinking.”

I always enjoy helping other people learn, and through this role I look forward to delivering successful mentoring sessions that help students achieve their goals for personal development.”

Employability.life Events

25th November

Senior Leadership Workshop at New Delhi Institute of Management

Discussion with Dr V. M. Bansal, Chairman, and the faculties of the NDIM. The event aimed to create a dialogue on the higher education system in India and the workplace readiness of its students, the need for developing modern curriculums and innovative methods for evaluating students, as well as the importance of enabling students to develop dynamic capabilities for Industry 4.0.



26th November

New Delhi Centre visit

We welcomed Prof. Carolyn Chong, Deputy Vice Chancellor of Federation University, and Mr. Richard James Harris, Deputy CFO of Federation University at our Employability.life centre in New Delhi.



28th November

Chandigarh

We had a meeting with Dr Sandeep Singh Kaura, Adviser to Punjab Skill Ministry and Chancellor of the Lamrin Tech Skills University (Funded by Govt of Punjab & IBM).



25th November

A visit at NSDC to meet Dr Maneesh Mishra and Mr Vikas Tripathi to discuss future skills initiatives.



26th November

Industry-Academia Meet in Delhi

The worlds of corporate and academia gathered last Saturday at Roseate House, New Delhi for a discussion on the impact of work-integrated learning. The event intended to change the perception that getting a job is the singular goal for a student, and that internships are sufficient mechanisms for bridging the industry-academia gap.



29th November

The discussion at the All India Council for Technical Education (AICTE) Office with Prof. M. Jagadesh Kumar, Chairman, Dr. M. P. Poonia, Vice Chairman, Dr. Ramesh Unnikrishnan, Advisor was focused on the future of work and the importance of cognitive & digital abilities for present-day students who will become the future workforce. There was a consensus on the need for having the right blend of experience & education while students get prepared for changing workplaces. During this meeting, Prof. M. Jagadesh Kumar declared that 'while the world is anchoring on out-of-the-box thinking, we must now adapt to out-of-the-box working'.



Employability.life Events



30th November Industry-Academia Meet in Mumbai

Networking & discussion on industry acceptance of XPMCs. The importance of relevance in driving learning was highlighted by the industry guests. Nevertheless, Dr S S Mantha, former Chairman of the All India Council for Technical Education (AICTE), also shed light on the holistic aims of Higher Education.



1st December Maharaja Agrasen Institute of Management Studies

Meeting with the Director Dr Sanjiv Marwah & Director General Dr S K Garg of the MAIMS, which serves more than 8,000 students across undergraduate and postgraduate programmes. We had an in-depth conversation about how to integrate XPMCs into their curriculum.



30th November MoU signed with L&T

Signed MoU with Larsen & Toubro Limited, a multinational engaged in EPC projects, high-tech manufacturing and services. It operates in over 50 countries worldwide. Employability.life will design and deliver training for Master Trainers, a job role specific training for students of Engineering Colleges jointly with Faculty Members of all the associated colleges. To start with, the programs shall be for areas like Artificial Intelligence, Supply Chain, UI/UX Design and jointly create Centre of Excellence for 'Smart Manufacturing'.



1st December Senior Leadership Workshop at MGM Institute of Health Sciences

Another great exchange of ideas about transforming educational institutions to meet the demands of the 21st-century workplace has taken place in Navi Mumbai at the MGM Institute of Health Sciences as part of the Employability.life Senior Leadership Workshop. Many thanks to professor Dr. Nitin Kadam, Shri Kamalkishor Kadam, Dr. Shashank Dalvi.

2nd December NASSCOM

The discussion was about the endorsement and mapping of XPMCs to the NASSCOM framework, which is also aligned to the National Skills Qualification framework. Moreover, to get our Work Readiness assessments approved by NASSCOM. Also, to help us understand NASSCOM's current Tripartite model with Tamil Nadu, Anna University & IBM, and replicate a similar model with L&T (and other organizations), Fed Uni, Indian University & State Government along with NASSCOM.

