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STAKEHOLDERS ENRICHED STRATEGIES TOWARDS FUTURISTIC EMPLOYMENT GENERATION AND STARTUP SKILLS AS VALUE ADDITION TO THE CURRICULUM

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ABSTRACT

The present paper focuses on a few stakeholders' strategies towards training, placement, and entrepreneurial activities in the present world's employability market, where cut-throat competition is prevalent for value-added products with high quality and minimum cost requirements. The authors primarily demonstrate the need for value addition into the curriculum, which lays the road for creativity and innovation. Towards the end of the program, every engineering student will have enough confidence in his trade, and employers will get industry-ready students; the institution's brand image is built up, which enhances the admissions year after year. The object of the paper is to provide quality technical knowledge (It is accomplished by knowledge production, transfer, and dissemination)And Accountability at a reasonable cost to all ambitious citizens with the highest level of transparency to secure the nation's long-term economic prosperity.

KEYWORDS: *Stakeholders; Startups; Skill Development; Brand Image, Entrepreneurship*

1. INTRODUCTION

God has given birth to a specific skill. We are the teacher should develop that specific skill in his four years of studies so that his sustainability in his professional future is more effortless. There are different types of people taking Engineering course by force, just stepped into it because the 12th course was high And rest of them are true Engineer too Really want to do something. The engineering management search that people who are genuinely interested in Engineering. India produces much more Engineering graduates, but they complain that they are not getting skill and talent required in industries .industry need innovation skill, designing skill, technical skill, conceptual skill, managerial skill, diagnostic skill, political skill, etc. After compiling their study, he must be creative, innovative, have lifelong learning habits, etc. To gain the above skill, the student should focus on good qualities of education, strong knowledge of theory and practical, read more journals, zero backlogs, and 100% attendance, etc.

1.1Syllabus

Syllabus Update, need-based delivery, course module must be applied engineering, Quality Professors; Engineering Colleges shout not as Profit centers, innovative mindset, and research. A syllabus should not design with specific textbooks and laboratories exercises. Upgrade the quality of the syllabus to global standards.[1,2] It must be industrial Employability and Entrepreneurship**,** Research & Innovation ecosystems, **vocationa lisation,** and startup.[1] shown in Fig.1

This may be accomplished by doing the following steps:

1. Process of teaching and learning that is innovative
2. Integrity education for employees
3. Project-based and allocated resources learning is focused.
4. Specialized programs are being offered
5. Changes in the job market should be recognized
6. Research and development learning opportunities

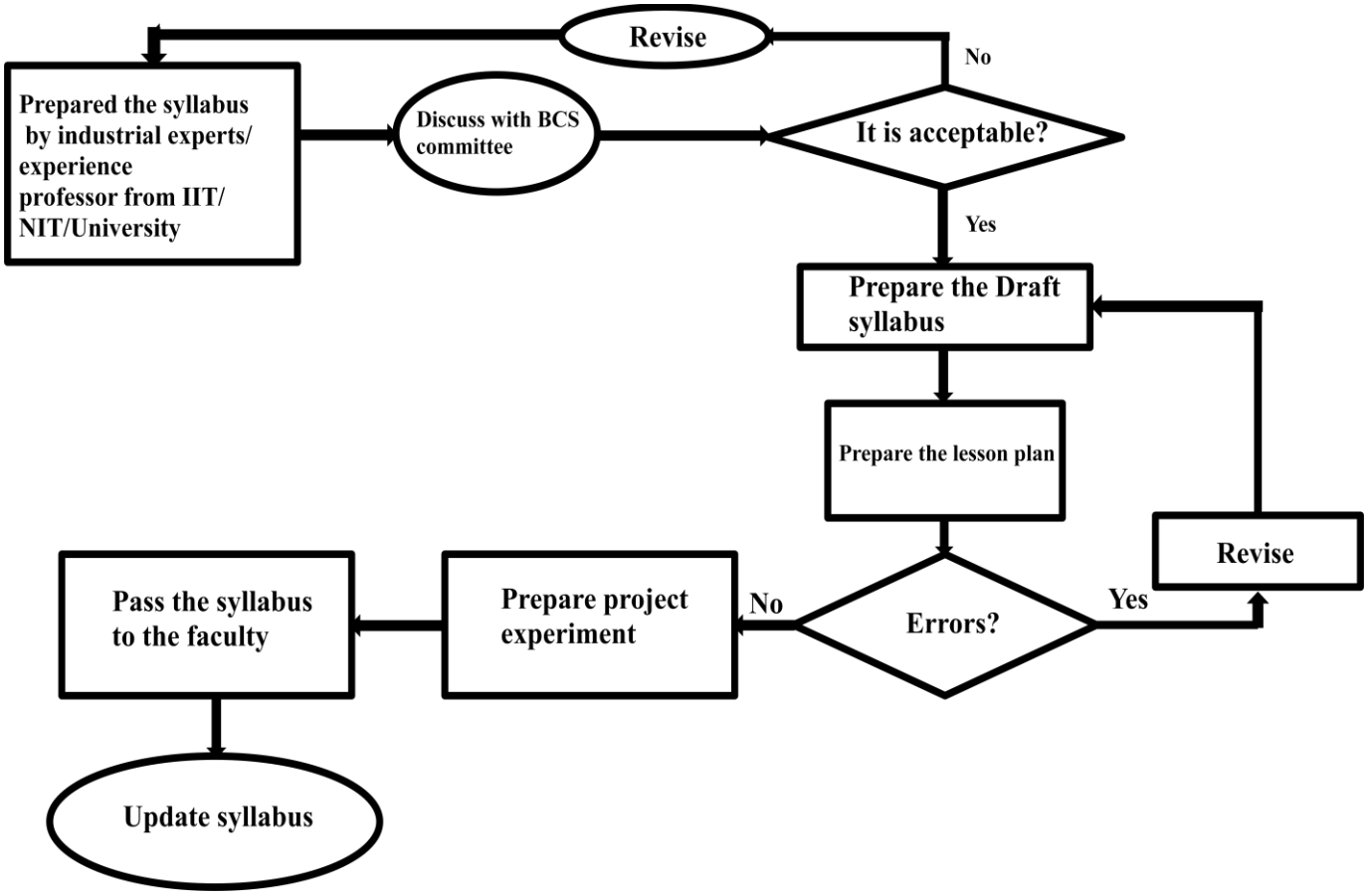

Fig. 1 Process for Preparing Syllabus

1.2 Faculty members' upskilling

Faculty members' abilities to be up-skilled the cornerstones of any educational system are teachers. Improving teacher quality will have a direct and significant influence on students' learning abilities[10]. In 2019, Prof. Anil Sahasrabudhe, Chairman of the AICTE, declared that technical instructors must also complete an eight-week course on "Orientation to Technical Education and Curriculum Aspects." "Communication Skills, Modes, and Knowledge Dissemination"; "Instructional Planning and Delivery"; "Technology Enabled Learning and Life-long Self-learning";"Efficient Student Assessment and Evaluation Modes"; Three weeks of internship, as well as creative problem solving, innovation, and meaningful R&D.[3] The quality of technical teachers will undoubtedly improve as a result of this. As a result, training and skill development for faculty members should be prioritized to improve the quality of engineering education[4]. After a course's curriculum has been analyzed, interpret the learning results. In light of the learning outcomes, choose appropriate teaching approaches and tactics. Make a sittingdesign for the classroom, laboratory, workshop, and technology -based learning. For reinforcement of learning, link classroom delivery to appropriate assignments, examinations, and other activities. In addition to the classroom[5].

1.3Skill development

Skill development (Most likening Area of the student), M.O.U. with industry towards skill development in college as similar to industry (every lab in college should be a slight manufacturing hub), Identify Industrial skill sets to be developed and practice in four years of his studies.[6]

Engineering education has become a manufacturing industry rather than learning and researching academic institutions. Quality of teaching and learning [6]. The motive of setting up such institutions in the private sector Apart from these queries. The majority of laboratory exercises are standardized, regardless of the engineering field. Experiments are usually carried out in groups rather than individually on the training apparatus[7]. This technique of educating and instructing has created several minor-sized businesses that provide ready-made equipment for setting up laboratories for the experiments specified.[7] This practically kills the enthusiasm to learn in a group and creative thinking. The creativity and ability to apply the learned skills are totally absent in the curriculum design. Research and entrepreneurship are not part of the curriculum at all practically nullifies divergent thinking. Lack of applied skills has been one factor affecting India's contribution towards quality research outcomes in precision and intellectual domains. Though the current population appears tech-savvy and well-informed through the internet, mobile, etc.,it's failing in terms of innovation. The use of technology is somewhat limited to searching information but creating such platforms. Localized innovative products were addressing local issues.[8] This is clearly reflected in terms of research output; product. Though India has been aspiring for the same, the education system has failed to deliver the necessary basic solution for a localized problem in so many years. Still, India imports most of the finished products and services from developed countries. With 1.6 million engineers churned out every year's not even a single product has been invented or exported in the last decade. This is due to a lack of quality in the education system[8-9]. The key parameter required for up skilling the faculty ,its process and outcome explain in Tab.1 and the source of skill development showen tn table 2.

TABLE 1 REQUIRED FOR UPSKILLING THE FACULTY

Sl.No.	**Key parameter required for upskilling the faculty**	**Process for upskilling**	**Outcome**
1	Technical education and program orientation	Attending different orientation programs hosted by various sectors of the National agencies like MHRD, AICTE, U.G.C., DTE, NITTTRs, ISTE, DTE , Technical Institutes – I.T.I.s, Polytechnics, Engineering colleges, Universities, I.N.I., Excellence in Technical Education. - N.B.A., NAAC -	Adoption of the Curriculum Enhancement of life capabilities Establishment of a standard of excellence helpful suggestions from various perspectives Personality evaluation

2	Skill, Mechanisms, and Information Exchange in communication	Listening Speaking Reading and Writing	Improving the efficacy of teaching and learning, as well as incorporating media to increase classroom engagement.
3	Planning and delivery of Instructional material	After analyzing a course, interpret the learning outcomes. Prepare session plan Get comments to help you develop.	For reinforcement of learning, link classroom instruction to pertinent assignments, exams, and other activities. For a successful teaching-learning process, supplement classroom presentations with suitable media and tools.
4	Learing enabled by technology and Long term self -learning .	Identify free and open-source software [FOSS], open educational resources (O.E.R.), and other digital tools for establishing an active learning environment on the internet. Take advantage of MOOCs and webinars to improve your expertise. For professional development, use a variety of online journals and other learning tools.	Using a variety of instructional tools, create excellent courses. Create a variety of qualitative and quantitative techniques and tools for a technology-enabled learning environment. Advancement of knowledge Developing Educational Materials Social Networking Implementation
5	Evalution and assessment of student.	use essential aspects of evaluation procedures. Create evaluation systems for convergent and divergent questions. Determine the validity of your question.	Updating syllabus. Preparation of question paper Linking with other courses Integrate various assessment software solutions for classroom teaching and learning that are relevant.

6	Long-Term self-learing	Gain a better grasp of how technology may help you connect CONTENT and CONTEXT during the teaching-learning process.	Case studies Designing course Interviewees from the stakeholders.
7	New technology, Significant R&D, and Innovative	R&D Through Team Work Choosing a Research Design and Defining a Procedure Data collection and data analysis Research Report Writing and Research Report Evaluation	Establish excellent R&D teams Enhance the technical education system's different sub-components

1.4 Positive outcomes of the quantity based educational system

The growth of a number of engineering colleges has been such a pace that it has become a business model in the last two decades in India. But addressing the quality of education is a complex problem. It has to be validated with respect quality of human resources generated and its contribution towards the overall development of a country[10-11]. Quality of education also reflects the overall development of a country and not just as per economic data. Gross Domestic Product (G.D.P.) is just an economic indicator to measure the wealth of a nation. Human development index (HDI), quality of R&D measured in terms of import and export imbalance, number of patents filed, number of noble laureates, number of products invented, number of innovations can give an overall aspect of educational outcomes. This part of the critical review focuses on the not so positive outcomes of the quantity based educational system[12]

1.5 .Entrepreneurship

interdepartmental association towards product design, development, marketing, and revenue earning., Encourage stipends on the sale of products to students, create web of all available students with specific skills such that industries approach that department employment, Create solutions that can address local needs.[13]

Suggestions to increase students' tendency towards Entrepreneurship, Innovate for Digital India Challenge, India emerge and grow to become a top consumer market, Established startups to mentor and talk to people based on the rising number of startups (over 4200), India is the world's fifth-largest country. Entrepreneurs act as change agents in a country's economy. Micro enterprises assist in stimulating the growth process by affecting macroeconomic factors. The entrepreneurs also can create a spark for a developing country like India; it is necessary to restructure the economy [14-15]. This survey and additional research aimed to elicit the thoughts of current adolescents on the way to entrepreneurship and their preferences at the entry near in toward entrepreneurship. The overall study shows us that Indian adolescents haven't wholly reached the expectations of their involvement in entrepreneurship, which ought to be required in this present scenario.[18] Research findings suggest more and more new entrepreneurs be

evolved from Indian youth by improving their notions about entrepreneurship and thus abolish the problem of unemployment in India.

The rate of unemployment is higher in rural than urban territories, and the rate of female unemployment surpassed the rate of male unemployment. In scenarios like this, there is a solid requirement for entrepreneurship in our nation. India needs work producers rather than work seekers. When we see the primary reasons for unemployment, we will discover the absence of employment opportunities, skill crises, high development of population, and moderate development of industrialization. The rate of joblessness has become speedier for individuals with practically no education than for those with some education. The government has not been able to give enough openings for work to all the jobless, and in the meantime, the unemployed youth populace has been expanding step by step. An entrepreneur is a person who works together with all assets, steps up with regards to begin something new, takes risks, gives work to numerous, and fills the gaps to make lives less demanding.[16]When we see the massive picture, we find that business visionaries can help a nation from various perspectives. It causes a nation

1. To decrease its joblessness rate (through independent work and giving work to others).
2. To wind up fiscally and technologically independent (through trading and developments)
3. One single entrepreneurial unit impacts such a significant number of lives and offices directly or indirectly; it also gives money-related security.
4. Income to the government drastically improves because of taxes paid directly and indirectly.
5. Foreign cash flows to the economy through fares (directly) and so on.

Thus an entrepreneur helps a nation in its general monetary improvement. In such a circumstance, the advancement of business is particularly required in a nation like India. As we already discussed in India, a larger piece of the populace is youth.[16] They have the potential for statistical profit, which happens when the extent of working individuals in the whole populace is more than the rest. It means that more nationals can work, be gainful and contribute to the countries' financial improvement. When more youngsters progress toward becoming business visionaries, at that point, the issue of unemployment can be lessened to an enormous degree.

TABLE 2. THE SOURCE OF SKILL DEVELOPMENT AND TRAINING PROGRAMMES UNDER VARIOUS DEPARTMENTS

Sl. No.	Department	Source Of Technical Development	Duration Of Training (Long-Term/Short-Term)
1	***Human Resource Development***	Polytechnics Institutions , pharmacy Institution, hotel Management Institution, architecture Institution	4-12month
		Community Polytechnic Scheme *NPTEL*	
		National Institute of Open Schooling-Distance Vocational Education Programmes [Practical training through	FDP short-term and long-term programmes

	Human Resource Development	Accredited Vocational Institutes(AVIs)] National Programmeon Earthquake Engineering Education(NPEEE) Modular Employable Skills(MES) Crafts Instructor Training Scheme(CITS) Advanced Vocational Training Scheme and Hi-tech Training Scheme *Supervisory Train in* *Women Training Institute* *Central Staff Traini and Research Institute* Model Training Institutes and Model Industrial Training Institutes.	1year Short Term courses Long and short term Long and short term Short Term(1-3)years
2	***Information Technology***	DOEACC-„O ‟level CEDTI	Flexible duration Short courses
3	***Labour & Employment (DGET)***	Craftsmen Training Scheme(CTS) Apprenticeship Training Scheme(ATS)	Six months to Three years Sixmonthsto4years
4	***Rural Development***	National Institute of Rural Development (NIRD) Swarnjayanti Gram Swarozgar Yojana(SGSY) RUDSETI Strain Skill development of BPL @50000perannum	Short term Courses Need based short term Short term Short term
5	***MSME [Small Industries Development Organisation(SIDO)]***	Entrepreneurship Development Programme, Skill Development Programme(SDP), Management Development Programme	Both short term and long term
6	***Textiles***	Decentralized Training Programme, Weavers ‟Service Centers, Cooperative Training, Powerloom Centers, Indian Jute Industries Research Association, Central Wool Development Board, Central Silk Board, Training Centers for Handicrafts, North–eastern Handicrafts and Handlooms development Corporation Apparel Export Promotion Council(AEPC)	➢ Mainly short term (15 days to 3 months). ➢ SomecoursesunderHandicrafts areof1yearduration. 3 monthsto1year

7	***HUDCO***	640 Building Centers (HUDCO) Company run schools (NBCCHCC, L&T, ECC etc.) & Association etc. Construction Industry Development Council (CIDC) & others	Short term courses Short term courses 1 month to 6months

1.6 Culture of Innovation

To foster a culture of innovation. Establishment of the center of excellence lab such that publication product and pattern are delivered, Detailed D.P.R. to be prepared by R and D cell, and appropriate funding to be raised.

1.7 Center of Excellence (C.O.E)

A Center of Excellence (C.O.E.) is a (Normally, they are tiny) group of committed professionals administered from a single location apart from the functional areas they serve within a practice or organization [117]. The C.O.E., also known as a competency or capability center, is frequently the team that is at the forefront of experimenting with and implementing new technological tools, approaches, or practices Streamlining the contributions of resources with high-demand and distinctive knowledge or abilities across a wide variety of areas to optimize the company or practice.[17] Improving efficiencies and using reused assets to improve R.O.I. Improving efficiency and utilizing reusable assets to reduce delivery delays, development expenses, and maintenance costs.

2. Immplementation of Advance Technology

The launch of many programs by the government to bring more people under the banking purview has resulted in the transformation of rural economies, focusing on a unique - 5M strategy- Manpower, Money, Meet up Events, Money and Market Access, The need for deep technology and digital is essential, cyber security, cryptology, block chain technology.

The growth of several engineering colleges has been such a pace that it has become a business model in the last two decades in India. But addressing the quality of education is a complex problem. It has to be validated for the quality of human resources generated and its contribution to its overall development.[18] Quality of education also reflects the overall development of a country and not just as per economic data. Gross Domestic Product (G.D.P.) is just an economic indicator to measure the wealth of a nation. Human development index (HDI), quality of R&D measured in terms of import and export imbalance, number of patents filed, number of noble laureates, number of products invented, number of innovations can give an overall aspect of educational outcomes[17-18]. This part of the critical review focuses on the not-so-positive outcomes of a quantity-based educational system. The the quality of outcome is improved as per the given the fish digram Fig 2.

Along with AICTE, technical universities in each state are responsible for administering and maintaining technical education quality. Engineering Institutions in India Engineering Institutions Quantity Indian Institute of Technology 23 N.I.T. 30 IIIT 4 Other Public/Private

Universities for Technology 117 State rung Government Engineering Colleges 33 Private run Engineering Colleges / Technology Management institutes 700.

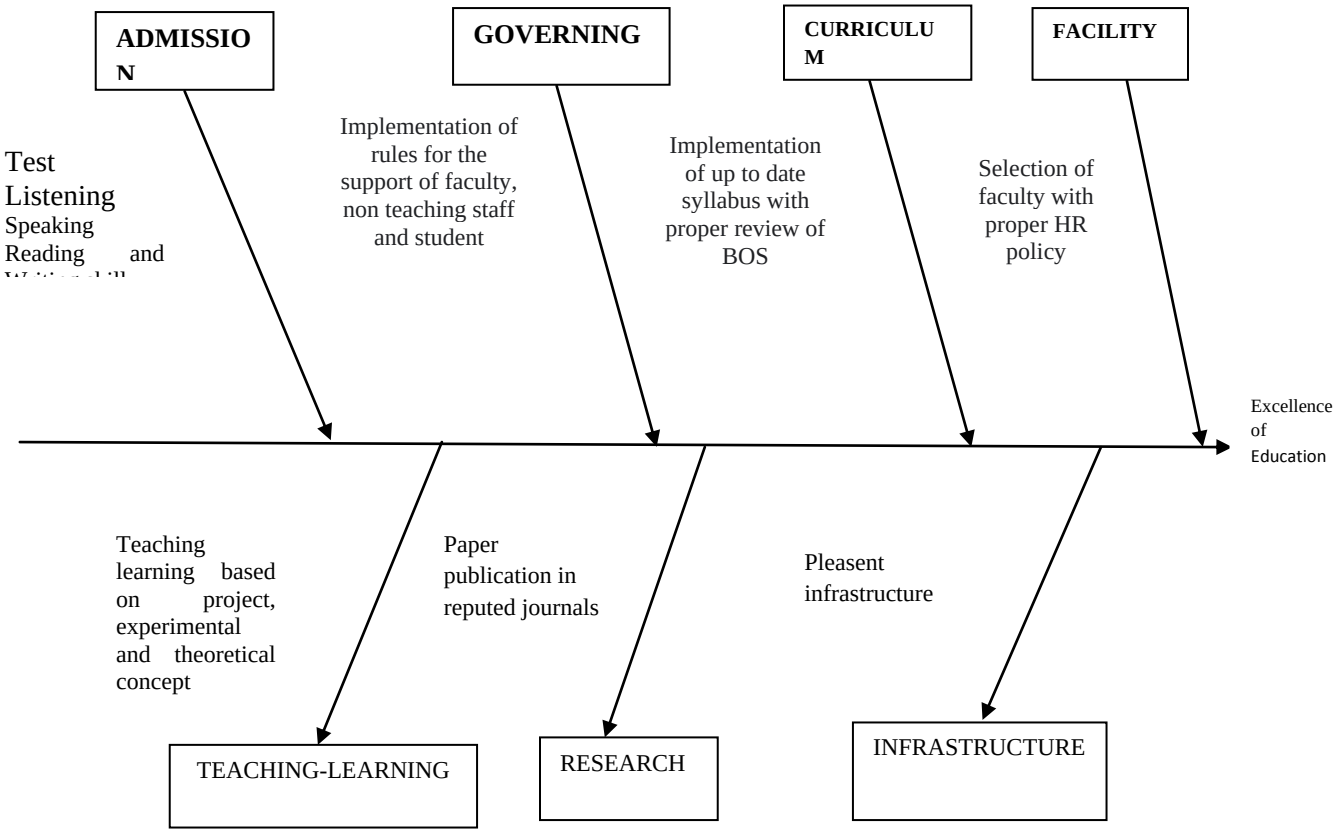

Fig.2Excellence in technical education

2.1 What is the best way to persuade industry professionals to join the team?

The growing competition among professional technical educational institutes to build industry-ready engineering graduates establishes a robust situation to develop local tie-ups with industries. Student expands their industrial knowledge with industrial exports.[19]

2.2 How to create a persuasive case for bringing in industry expertise.

The growing rivalry among higher education institutions to produce business-ready graduates puts pressure on them to form closer links with industry. Getting on-board, either as a permanent professor or as lecturers upon this side, people with engineering expertise is one method for colleges to tap into the most up-to-date industry knowledge and exposing them to practices. Individuals with experience in the business are aware of current trends, methods, and processes. As a result, they're best suited to giving students an inside look at how businesses operate or sharing news from research laboratories. According to Ashok Mittal, Chancellor of Lovely Professional University, their first-hand expertise transfers into more vital information delivery skills. And the knowledge they provide is invaluable. Inviting industry leaders to speak on campus as guest lecturers can also help with campus recruitment.[18-19-20]According to Dr. Banerjee, state institutions can only afford to do so little to publicize their courses and facilities.

Welcoming high-ranking engineering representatives to speak with scholars benefits raising knowledge and opening doors to new campus recruitment opportunities regularly. Employing subject specialists as a part of your team is undoubtedly a proud moment if you can get the right people on board to teach the essential courses while maintaining their enthusiasm. Here are some suggestions for successful industry recruitment:

2.3 Ascertain that they are enthusiastic about academics

Teachers serve as role models for students. They have enormous sway on the following generation. It's a tremendous duty to shoulder, and it stands out from the rest of the industry. As a result, prospective faculty members must demonstrate a commitment to developing young minds and positively impacting the community. The creation of the transition from permanent engineering participation to academia is a huge step. A potential applicant always has the will to pursue fulfillment from incorporeal benefits and knowledgeable achievements.[20] Asking inquiries such as, "What inspires you?" What are your career aims and goals? Individuals who will become successful academicians can be identified during interviews.

2.4Make them offers they'll be unable to reject

Make them offers they'll be unable to reject. Money is a significant motivation for industry professionals to leave their jobs and pursue academic careers, whether full-time or part-time. It also raises a lot of questions. According to Mittal, despite a significant increase in faculty compensation, industry experts continue to have misgivings about being appropriately compensated for their contributions.[21] He suggests assessing potential faculty members' merit and providing them a commensurate package. The remuneration is reasonable at this level. To entice people to transfer from industry to academia. [21]Affordably low UGC-mandated honoraria for visiting academics might also be a turnoff. Following U.G.C. rules is not enough to recruit specialists, according to Karnataka University's experience. As a result, starting this year, the institution will set aside funds to provide such services.

2.5 Demonstrate to them what they stand to gain

The deficiency of attraction and enthusiasm connected with learning is another typical barrier for industry professionals to enter higher education. Go-getters look for industrial jobs because they believe they will provide them with challenges and new experiences, and ample compensation if they do well. Demonstrating your dedication to research can help you land a faculty job and recruit industry talent. Individuals with academic interests generally desire to contribute to the current body of knowledge by doing cutting-edge research. In reality, it works in both directions. A research-based approach mindset is among the most popular crucial traits to aspect aimed at in a potential professor today because the information is no longer viewed as static. The quantity and quality of research conducted by a university improve its reputation and interests brilliant students. Making a caring atmosphere

Attracting industry talent requires an atmosphere in which recruits may reach their full potential. Mittal believes that providing vital Infrastructure and research facilities focused on physical and information technology will interest professionals with practical experience. It is also critical to invest in faculty development. Institutes offer regular F.D.P.

2.6 Make use of technology to connect with professionals.

Instructors may now teach any course from a distance, including across borders, without wasting time on travel thanks to information and communication technology (I.C.T.). Nonetheless, Dr. Chiplunkar feels that modern I.C.T. technology is best suited to enhance rather than replace traditional classroom instruction. The University of Calcutta puts together an online system with a central hub to service its whole faculty. Thenovelapparatus will increase the number of possibilities for resource individuals to join the team. The nearby industrial employees are restricted because most big businesses are based in the north or west of the country. However, bringing in guest speakers from other areas of the country might be costly. We will be able to invite such specialists via web-conferencing without paying hefty fees[.21] The guest speaker can use the internet conference rooms that most organizations now have. If necessary, invitees get authorization from their bosses to give guest lectures and habit the company's web-conferencing system. In terms of collaborative Inputs, using technology for video lectures or tale presence may occasionally outperform live classes, especially if you have many campuses

3. CONCLUSION

Higher education in India has grown-up at a remarkable speed in the six decades since independence, but it is not equally available to all. In India, there is a essential to expand the amount of colleges and the excellence of higher education. To meet and exceed future demands, it is critical to revisit financial resources, workforce development, quality requirements, applicability, technology, and, lastly, responsiveness.

To make India's educational system more internationally relevant and competitive, new and transformative approaches must be used from primary to higher education levels. The quality and status of higher education institutions must be improved. Colleges and universities should have a decent infrastructure to attract students. For improved quality and collaborative research, The government should encourage cooperation among Indian higher education institutions and top foreign institutes, as well as establish linkages among national research laboratories and research centres at top institutions. There is a need to concentrate on graduate students by offering them courses in which they may succeed. And develop a better understanding of the topic to find jobs after being hired by firms, reducing the need for an unneeded rush to higher education. Preferential treatment, profit processes, and other such things should be eliminated from the educational system. Higher education should take an interdisciplinary approach so that students' knowledge is not limited to their particular topics.

However, worldwide competitiveness, changing global circumstances, job market demands, and the introduction of new technologies provide problems that need a review of current curricula and their future relevance. As a result, there is a pressing need to relocate higher education institutions, technical teachers, and Update and develop curriculum to increase 21st-century abilities for other professions and colleges.

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