

# **Mission 5 Trillion**

**Catalyzing higher education  
for leveraging potential of  
human resources in India**

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The world is changing very rapidly...

In the VUCA world higher education is the key driver for inclusive and equitable growth. Global higher education institutions are attempting to develop the capacity to adapt and modify the new models of knowledge, information and change

# Education

Increase in the stocks of skills, knowledge, understanding possessed by individuals or society

The process of teaching, learning, and training of human capital in educational institutions. This improves and increases knowledge and results in skill development hence enhancing the quality of the human capital

## **Education plays a key role in economic growth.**

It is through education that individuals develop the skills and competencies to do their jobs. Pursuit of higher levels of education can be viewed as an investment in human capital (which includes the stock of skills that individuals maintain or develop, usually through education or training, and then offer in return for earnings )

Investment in higher education makes a substantial contribution to economic and income growth.

Economies are no longer built by physical and natural resources alone.

In the knowledge-based global society of 21st century, economies are increasingly built upon human resources.

## **Human capital and economic growth are interdependent**

Skilled and specialized workers can handle complex machines or techniques, which unskilled workers cannot. This human capital increases the productivity of physical capital. This increases productivity and hence increased production leads to economic growth.

New methods of production can be introduced by innovative human capital and these facilitate an increase in production and economic growth in the form of an increase in GDP

As the employment increases there will be a rise in production. Also, the standard of living increases by an increase in income and increase in employment opportunities which helps in reducing inequalities of wealth. The increment in employment rate and reduction in income inequalities are indicators of economic development.

## **World Declaration on Higher Education (UNESCO)**

- ▶ qualified and responsible citizens to meet the needs of all sectors of human activities;
- ▶ optimal range of choice and flexibility for the individual development;
- ▶ provision of relevant expertise to society in cultural, social, economic development;
- ▶ help protect and enhance societal values that form the basic democratic citizenship.

As India strives to compete in a globalized economy in areas that require highly trained professionals, the quality of higher education becomes increasingly important



# Higher education facilitates

## Creating a quality workforce

Higher education gives a person an opportunity to succeed in today's global economy.

## Supporting business and industry

Business has changed over the last few decades. There are a lot of jobs today that failed to exist several decades ago. Technology is changing the nature of work

Higher education institutions assure the relevance of their knowledge, identify skills gaps, create special programmes and build the right skills that can help countries improve economic prosperity and social cohesion, adapt workforce development to the economy and changing demand for the new skills, develop relevant skills and activate skill supply, and thus support improvement in productivity and growth

## Carrying out research and promoting technologies

Higher education is a technology and innovation driver. One of the missions of the modern universities is finding solutions to big challenges and conducting research within global priority areas, contributing to social outcomes such as health and social engagement. Often it is aimed at designing technologies that result in new products and supplying advanced technology for use.

Knowledge is the true basis of higher education: its production via research, its transmission via teaching, its acquisition and use by students. Hence, excellence must remain the prime objective of any institution of higher education

India's higher education system is the world's third largest in terms of students, next to China and the United States.

India educates approximately 11 per cent of its youth in higher education as compared to 20 per cent in China .

## World University rankings

No Indian university features among the first 100. It is only when one moves on to 200-300 bracket that we find some of the institutions.

India's GER is lingering around 19 percent at the moment , 6 % below the world average and at least 50 % lesser than countries such as Australia and the United States of America.

GER stands for gross enrollment rate. The government has a vision to increase this to 30 percent by the year 2022

## **Status of Academic Research Studies**

Merely 119 researchers, whereas US has 4484 researchers per million of population

## **National skills report**


Only around 30% of graduates were considered employable

Actually, compared to the reforms India has undergone in many sectors over the past two decades, there has virtually been no reform in the education sector

## Higher education in India - concerns

- ▶ Teaching quality : Teachers are not well trained and qualified for the job they are assigned to.
- ▶ Teaching content : outdated, irrelevant
- ▶ Lack of project based learning
- ▶ Mushrooming of low quality institutes all over the country
- ▶ Teacher vacancies : Out of the total sanctioned teaching posts, 5,925 (35%) professor posts, 2,183 (46%) associate professor posts and 2,459 (26%) assistant professor posts are vacant.



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- ▶ At present, there is no mechanism for ensuring the accountability and performance of professors in universities and colleges. This is unlike foreign universities where the performance of college faculty is evaluated by their peers and students
  - ▶ Present society demands interdisciplinary knowledge which is one of the most missing features in the present higher education system

**Key issues are**

**Access , Cost , Infrastructure and Quality**


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**Guru mantras**  
**for**  
**Catalyzing higher education**

- ▶ Industry and Academia Connection
- ▶ Project based learning
- ▶ Examination Reforms – continuous assessment
- ▶ From teacher-centered to learner-centered
- ▶ From lecture hall to environment for interactive, collaborative learning
- ▶ From teacher to coach
- ▶ Books to bytes – e learning
- ▶ Personality development - Holistic education
- ▶ The graduates we produce must be - agents of change
- ▶ Universities should promote the adventure of ideas

- ▶ Present regulating bodies should be subsumed within a national commission for higher education and research.
- ▶ Teachers should be encouraged to pursue research work because it is the right mode of developing the knowledge about local and world class practices
- ▶ The selection of the new teachers should not be just on the basis of personal interview and research paper written by them, in addition to that interest and aptitude in teaching profession and presentation skills should also be assessed
- ▶ It is very essential to train students according to the need of job market. This can be achieved by redesigning the curriculum and syllabus in core areas.

- ▶ Credit rating agencies, reputed industry associations, and professional bodies should be encouraged to develop the process of rating of Indian universities and institutions. A robust rating system will give rise to healthy competition amongst universities and help improve their performance.
- ▶ Increasing efficiency and transparency in universities administration at all levels.
- ▶ Libraries, labs and connectivity must be monitored and upgraded on regular basis.
- ▶ The appointments of Vice-Chancellors must be freed from direct or indirect interventions on the part of governments, it should be based on search process and peer judgement alone.


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- ▶ Accreditation of higher educational institutions needs to be at core of the regulatory arrangement in higher education. Further, quality assurance agencies should guarantee basic minimum standards of technical education to meet the industry demand for quality manpower.
  - ▶ Explicit and comprehensive strategy for higher education in India

Education is not just about learning skills (how to) but also about developing the ability to decide on what (what to do?) and why (why to do?).

It should lead to the development of critical ability in students towards distinguishing between the essence and the form, or between what is of value and what is superficial, in life.



India enjoys a demographic dividend with over half of the population below the age of 25 years. If we can impart appropriate and quality education to them we can reap the dividend.



► Important role of institutions of higher learning is in developing professionals. Professionals play a key role in facilitating initiatives in health, education, agricultural, manufacturing and services sectors. The whole range of professionals who will be vital to any approach to development

Higher education has often been primarily valued as a benefit for the individual, but an educated citizenry significantly benefits the state.

That is the fundamental principle behind the higher education economic development linkage

Higher education is a critical lever in achieving the target of 5 Trillion economy..

**Thank you**

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