

Career trends in Indian T-schools

Today, organizations and academia are witnessing a conspicuous transition in students' mindset, expectations and career choices.

The tendency of students to seek jobs with bigger organizations in their own domain is changing rapidly, as they are getting attracted to the highly paid, alternative careers outside the core engineering domain. More so, the trend amongst fresh graduates to seek 'non-engineering' positions more than hands-on technical positions, might soon result in a dearth of engineers with deep technical knowledge and understanding.

Industry's primary concern therefore revolves around the diminishing niche engineering knowledge and technology focus amongst the fresher.

Role of Academia

Academic sector should be more focused towards understanding the needs of the industry and thus contribute towards adding advanced technical and soft skills in the students.

The academic institutions have a role to play in instilling a sense of pride and interest among the students to pursue a long term career in relevant technology domain. With increase in R&D activities in India and lot of companies setting up in-house R&D facilities to augment their production, there will be a huge demand for technology experts.

Industry will also have to re-structure their compensation to attract the best talent for the technology sector.

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The major impediments facing the present technology talent crunch are:

- Dearth of basic fundamental knowledge amongst the young student community
- Difficulty in attracting the right talent with desire for a career in technology domain
- Lack of conceptual knowledge among the fresh graduates

Industry Academia collaboration

In the present corporate-academia ecosystem, organizations and the academia are undertaking various activities to improve the quality of talent pool availability.

- Undertake a sustainable and comprehensive awareness and visibility campaigns to attract quality talent from the campuses.
- Introduce interdisciplinary course and well designed curriculum to broad base the talent pool and thus help corporate in their campus requirements
- Industry is helping academia in offering opportunities to students in industry participation that helps them gain Industry knowledge

For effective industry academia collaboration, industrial training should be promoted and made mandatory for students to get exposure to technology and its applications. Also there is a need to enhance industry-academia collaboration through initiatives like internships, faculty training programs, sabbaticals etc.