

## **Addressing India's skill gap with MOOCs**

An online talent assessment company called Wheebox indicated in its 2014 India Skills Report that just 10 percent of MBA graduates and 17 percent of engineering graduates in the country are employable. With online courses, students can take charge of their own learning and ensure their education also prepares them for the workplace.

With online education, possibilities are limitless. In just one course session, a professor at the top of a field can reach more students than in an entire career teaching in the classroom.

Anyone can choose from thousands of courses and further their learning, often for free.

Online education also modernises the learning experience to fit the needs of an internet-savvy generation. Like Netflix did for movies and iTunes did for music, Massive Open Online Courses (MOOCs) give people access to skill-building opportunities on demand, exactly when they need it.

In order for any of this to matter, India's employers and education institutions must help break down old stereotypes in the workplace. For the millions of Indians who don't have the chance to receive a traditional college degree from a handful of top institutions, career growth is stunted and access to the highest levels of advancement within organisations unattainable.

Aspiring professionals can now earn certificates from MOOCs offered by the world's top institutions. While certainly not a replacement for college education, these certificates are a signal of aptitude of which Indian employers must take notice.

It is expected that by 2020, India will have one of the youngest populations in the world.

To make the most of this young population, now of working age, we must open our minds to new pathways towards career growth. MOOCs, with their unlimited capacity to teach millions at scale, can play a key role in this future.