"EMPOWERING INDIA THROUGH DIGITAL TRANSFORMATION : A SUSTAINABLE APPROACH"

Volume - I

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Challenges and Opportunities in Implementing Employability Enhancement Schemes in Arts and Science Colleges in Tamil Nadu - An Empirical Study

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Abstract

The Naan Mudhalvan (I am the first) scheme is an ambitious program launched by the Government of Tamil Nadu in 2022 to provide internships, training, and mentorship opportunities to college students to enhance their employability and entrepreneurial skills. The scheme aims to bridge the gap between academia and industry, and enable students to gain practical experience and exposure. The higher education landscape in Tamil Nadu is dominated by arts and science colleges, which play a crucial role in producing graduates across a wide range of disciplines in the humanities, social sciences, and basic sciences. These colleges cater to a large student population aspiring to pursue undergraduate and postgraduate degrees in fields such as arts, languages, commerce, and pure sciences. However, one of the persistent challenges facing arts and science colleges in the state is the employability of their graduates. Many students completing their degrees from these institutions struggle to find suitable employment opportunities that align with their educational qualifications and career aspirations.

Keywords : Naan Mudhalvan Schemes, Training, mentorship, employability and entrepreneurial skills.

Introduction of the Study

The Government of Tamil Nadu launched the Naan Mudhalvan (I am the first) scheme in 2022 with the aim of enhancing the employability and entrepreneurial skills of college students. The scheme focuses on providing internships, training, and mentorship opportunities to bridge the gap between academia and industry. This scheme is

particularly crucial for arts and science colleges, as these institutions often face challenges in equipping their students with the necessary industry-relevant skills and practical experience.

The Naan Mudhalvan scheme is a comprehensive initiative that includes components such as:

Internships: The scheme provides students with opportunities to undertake internships at various companies and start-ups, allowing them to gain hands-on experience and exposure to the industry.

Skill Development Workshops: The scheme offers a range of skill development workshops and training programs, covering topics like communication skills, problem-solving, critical thinking, and digital literacy.

Entrepreneurship Development: The scheme encourages and supports students to develop their entrepreneurial mindset and skills, with access to incubation facilities, mentorship, and seed funding.

Industry-Academia Collaboration: The scheme aims to foster strong collaboration between colleges and industry partners, enabling the co-creation of industry-relevant curricula and the sharing of resources and expertise.

However, the implementation of the Naan Mudhalvan scheme in arts and science colleges in Tamil Nadu has faced several challenges. This study aims to analyze the key obstacles and barriers encountered by these institutions in effectively integrating the scheme into their academic and institutional frameworks. The findings of this study will provide valuable insights for policymakers, college administrators, and other stakeholders to develop strategies and interventions to enhance the success of the Naan Mudhalvan scheme in arts and science colleges across Tamil Nadu.

Objective of the Study

The present study is going to investigate about the challenges of implementing the Naan Mudhalvan schemes in arts and science colleges in Tamilnadu.

Research Methodology

The study was conducted using a mixed-methods approach, combining quantitative and qualitative data collection and analysis. The following methods were employed:

Survey : A survey was conducted among the arts and science colleges in Tamil Nadu to understand their perspectives on the implementation of the Naan Mudhalvan scheme.

Interviews : In-depth interviews were conducted with academic experts, faculty members and industry representatives to gain a deeper understanding of the challenges and barriers.

Secondary Data Analysis: Relevant government reports, policy documents, and academic literature were reviewed to contextualize the findings.

Key Initiatives of Naan Mudhalvan Schemes

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Major Observations of the Study

Industry Partnerships : The survey revealed that only 35% of arts and science colleges in Tamil Nadu have active industry partnerships, which are essential for the Naan Mudhalvan scheme. This indicates a significant gap in the industry-academia collaboration required for the scheme's effective implementation.

Faculty Capacity : The interviews with college faculty members highlighted that only 40% of them have the necessary industry experience and expertise to mentor and guide students under the Naan Mudhalvan scheme. This suggests a shortage of qualified faculty to support the scheme.

Infrastructural Limitations : The survey data showed that only 25% of arts and science colleges in Tamil Nadu have dedicated entrepreneurship development cells or incubation centers, which are crucial for the hands-on training and skill development of students.

Student Engagement : The survey results revealed that only 50% of the students in arts and science colleges are aware of the Naan Mudhalvan scheme, indicating a need for improved communication and awareness-raising efforts.

Funding and Resources : The interviews with college principals highlighted that 60% of arts and science colleges in Tamil Nadu face budget constraints and lack the necessary resources to effectively implement the Naan Mudhalvan scheme.

Coordination and Monitoring : The review of government reports and policy documents suggested that there is a need for stronger coordination and monitoring mechanisms to ensure the successful implementation of the Naan Mudhalvan scheme across different colleges and departments.

Curriculum Alignment : The interviews with faculty members revealed that only 30% of arts and science colleges have successfully integrated the Naan Mudhalvan scheme with their academic curriculum, highlighting the challenge of aligning the scheme with the existing curriculum.

Results and Discussion of the Study

The diagram highlights the six major categories of challenges identified in the study:

Limited Industry Partnerships : Arts and science colleges faced difficulties in establishing and sustaining meaningful partnerships with industry players, limiting the opportunities for student internships, industry-relevant curriculum development, and collaborative research projects.

Faculty Capacity Constraints : Many faculty members lacked the necessary expertise and training to effectively integrate the Naan Mudhalvan scheme components into their teaching and mentorship activities, requiring targeted capacity-building initiatives.

Infrastructural Limitations : Colleges often had inadequate infrastructure, such as incubation centers, training labs, and entrepreneurship development facilities, hampering their ability to fully implement the scheme's components.

Low Student Engagement : Low levels of student awareness, motivation, and participation were observed, as many students were not fully informed about the benefits and opportunities offered by the Naan Mudhalvan scheme.

Funding and Resource Constraints : Colleges often faced challenges in securing dedicated funding and resources to scale up the implementation of the Naan Mudhalvan scheme, limiting their capacity to invest in necessary equipment, technology, and human resources.

Coordination and Monitoring Gaps : Ineffective coordination between the government, colleges, and industry partners, as well as gaps in monitoring and evaluation mechanisms, hindered the efficient and cohesive implementation of the scheme.

The analysis of these challenges, along with their underlying factors and interconnections, provides a comprehensive understanding of the barriers that arts and science colleges in Tamil Nadu face in effectively implementing the Naan Mudhalvan scheme. The insights generated from this study can inform the development of targeted interventions and strategies to address these challenges and enhance the overall success of the scheme.

Recomemmendations of the Study

Based on the findings, the following recommendations are proposed to address the challenges in implementing the Naan Mudhalvan scheme in arts and science colleges in Tamil Nadu:

Strengthen Industry Partnerships : Colleges should actively engage with local industries, start-ups, and entrepreneurs to create more internship and training opportunities for students.

Invest in Faculty Development : Colleges should invest in faculty development and training programs to build the capacity of their faculty to mentor and guide students effectively.

Enhance Infrastructural Support : Colleges should develop necessary infrastructure, such as incubation centers and entrepreneurship development cells, to support hands-on learning and skill development.

Improve Student Awareness : Colleges should implement targeted communication and awareness-raising campaigns to engage students and promote the benefits of the Naan Mudhalvan scheme.

Allocate Dedicated Funding : The government should provide additional funding and resources to colleges, especially in rural and semi-urban areas, to support the effective implementation of the Naan Mudhalvan scheme.

Strengthen Coordination and Monitoring : The government should establish robust coordination and monitoring mechanisms to ensure the successful implementation of the scheme across different colleges and departments.

Integrate with Curriculum : Colleges should integrate the Naan Mudhalvan scheme with their academic curriculum to ensure alignment and seamless implementation.

Conclusion of the Study

The implementation of the Naan Mudhalvan scheme in arts and science colleges in Tamil Nadu has faced several significant challenges that need to be addressed for the scheme to achieve its intended objectives. The key challenges identified in this study include limited industry partnerships, faculty capacity constraints, infrastructural limitations, low student engagement, funding and resource constraints, coordination and monitoring gaps, and challenges in integrating the scheme with the academic curriculum. To overcome these challenges, a multi-pronged approach is required, involving sustained efforts from the government, college administrations, faculty, and industry partners. Strengthening industry partnerships, investing in faculty development, enhancing infrastructural support, improving student awareness, providing dedicated funding, strengthening coordination and monitoring mechanisms, and integrating the scheme with the academic curriculum are crucial steps that must be taken. By addressing these challenges, arts and science colleges in Tamil Nadu can create an

enabling ecosystem that empowers their students to develop the necessary employability and entrepreneurial skills.

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Impact of Digital Transformation in Healthcare

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Abstract

The healthcare industry has been transformed by digital transformation, as have other industries worldwide. The use of digital solutions in healthcare has drastically changed how patients receive care and healthcare practitioners provide services, as technology continues to grow at an unparalleled rate. The digital revolution of healthcare is bringing forth a surge of innovation that is altering the industry, from increasing efficiency to improving patient outcomes. This article examines the significant effects of digital transformation in healthcare, emphasizing both the advantages and the drawbacks.

Introduction

There is no exaggeration in mentioning that digital transformation in healthcare is a foundation stone of a patient-centric approach. It not only helps healthcare service providers streamline operations but also enables them to understand the patient's requirements to offer a better experience.

Digital transformation in the healthcare industry aims at using the latest tools, methodologies, and practices to deliver sustainable value to all its stakeholders and patients. It is about embracing advancements in technology for enhancing services without increasing costs. As per a recent study by Deloitte, as many as 92% of healthcare professionals and institutes have achieved better performance with the help of digital transformation. Let's see the importance of healthcare digital transformation.