

<b>Field of application</b>	Assessing the Current Market needs to introduce Modern & Attractive study programs at INES-Ruhengeri.
<b>Abstract</b>	<p>Research studies citing very low employability levels appear to base them on the need for high levels of English proficiency and soft skills, not just technical skills.</p> <p>The actual increasing unemployment rate of graduates has valued the Higher education reforms in connection with the needs of the labor market and in this period of 3 months, we assessed and tried to see what can be considered as real major issues that causes so many fresh graduates to not get employed after graduation by looking on what is really needed on the labor market.</p>
<b>Stakeholders / Roles</b>	<p>Education should not be used to fix graduate unemployment but the barriers that exist need to be recognized and tackled and all stakeholders need to accept their responsibility in solving these problems.</p> <p>The main stakeholders that have an interest in this topic are the University, Students and Companies.</p> <p>There should also be a considerable willingness of stakeholders to Collaborate with HIs, as they are the ones who will be looking for typical employees from graduates and for this, they must do something practical in collaboration with the Universities and Higher Institutions so that the graduates get trained according to their needs.</p> <p>For this, the introduction of innovation and entrepreneurial studies to enhance the employability of graduates cannot be neglected.</p>
<b>Objectives and Benefits</b>	<ol style="list-style-type: none"> <li>1. Matching supply to current demand for skills</li> <li>2. Helping employees and companies adjust to change:</li> <li>3. Building and sustaining competencies for future labor market needs</li> </ol>
<b>Implementation plan including milestones</b>	<p><b>Step1)</b> Improve in the area of technical and practical skills weigh them heavier when assessing students.</p> <p><b>Step2)</b> Develop soft skills through teamwork, Self-initiative, proactiveness and creativity throughout the curricula.</p> <p><b>Step3)</b> Match internships related to their respective departments are key.</p> <p><b>Step 4)</b> Collaborate with the Public and private sector noticeably with the aim of producing graduates to fit the labor market needs.</p>
<b>Linkages/ interfaces</b>	<p>It is obvious that the skills needed in the labor market go beyond and some of them are also gained outside formal education. They include transversal skills that are highly valued by employers, such as communication, a talent to work on projects and in teams, as well as intercultural competences.</p> <p>Such skills are not only obtained in formal education and this needs to be recognized by higher education institutions and employers alike. Shifting from a narrow-minded perspective on skills needed and how education delivers a certain level of expertise is vital in driving forward the discussion on higher education reforms and how curricula should develop:</p> <ul style="list-style-type: none"> <li>▪ There is a need for more and better practical skill trainings which will develop personal skills such as employability skills set.</li> <li>▪ Putting more effort in building strong collaboration with the private sector and putting in place a platform of staying in touch with the INES' Alumni.</li> <li>▪ Providing a plan of Service learning at each department specifically is needed.</li> <li>▪ Providing sessions for mentoring and coaching of students in each department</li> <li>▪ Include in the curricula programs that make students aware of the labor market requirements in their respective fields of study.</li> </ul>

