

# A Commentary on the Parental Role in Developing Employability Skills

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#### **ABSTRACT**

*With ever-increasing educated yet unemployed populations across borders has alarmed the entire education system globally. The present state of lack of employability skills across higher education systems in countries worldwide can very well be attributed as the reason for this. The education systems, governments, schools, colleges, and universities are introspecting what could bring it to inculcate the employability skills in the graduates expecting to get employment. These are the institutional enablers for working on building the infrastructure to developing employability skills in their jurisdictions but one such primary though the informal institution is the family. In the family, the parents have equal parts to play for this at the same time. This article reviews the role of parents in the development of employability skills in their children.*

**Keywords:** Employability skills, skills, higher education, parenting, learning

#### **Role of Parents at Home**

The parents have an equal responsibility to develop life skills as well as occupational skills in their children. What children see at home, has a direct impact on them. The children start to learn more and more about the occupational issues of their parents when their parents start sharing their work-life experiences with them.

Being an editor or a doctor or a lawyer or a designer, the parents have a lot to share with their children. For example, an editor will truly enable the child's understanding of his/her (parent's) professional capacity as an editor. The child eventually starts learning what are the real-life issues of the profession of their parents.

So, where the employability skills come from into this case? In the present case, as per various studies, those kids are more employable and successful in those professions which they have had an understanding about since their childhood. Those dinner discussions with the children of general to specific work-life experiences lead to job-specific awareness amongst the children.

Another example is when the children start thinking of starting an occupation of their own as they become adults (the case of entrepreneurship). For a business to start, it needs a lot of resources, specific knowledge, and some management skills. And the parents can actually be the ones who can develop the basis of 'all knowledge under one roof' especially when they are doing the same or like businesses.

#### **Role of Parents in Academia**

The other way when the parents can contribute in inculcating the employability skills in the children not necessarily of their own but as a group of learners is when they share their working experiences in school functions and other like events. For this, an enabler environment needs to be created by academia to invite and involve the parents of their students to further enable the development of employability skills in the children.

This way, it will not remain just a 'single profession' discussions but a 'multi-professions' discussions. For example, a ward of an editor if he/she wants to be a lawyer can learn more about the real profession things from the shared experiences of a child's lawyer parent.

So, the question here is, will this lead to the job-specific knowledge amongst the children. The answer is NO. But, it will create a strong understanding of how a real-world profession actually uses to be.

### **Conclusion**

So, given the cases above, it will be a great contribution by the parents as now their children know or at least they a fair understanding of their chosen profession or occupation. Now, they have a reason and a path which they will walk on by identifying those skills, experiences, and resources which need to be on their side to achieve what they dream about.

Life-skills, soft-skills and ethical behavioural skills are another set of skills that are learned more effectively at home. And these skills can further be developed by school resources.

The active role of parents in the school's learning resources and a welcoming approach by the schools can further build-up an environment where the parental role can fully be of usage for developing employability skills.

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