

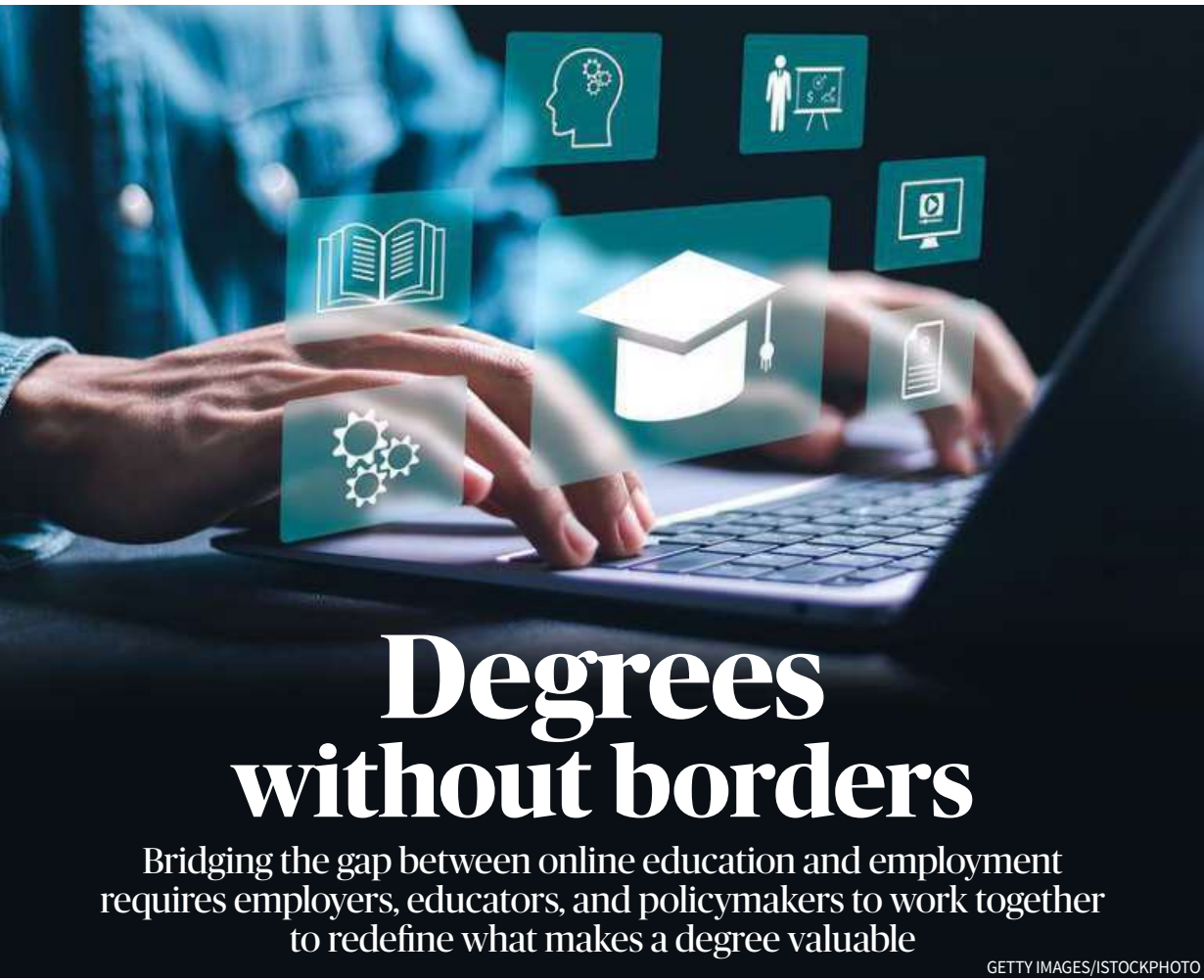
# EDUCATIONPLUS

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Vasanth Gopal

The COVID-19 pandemic may have fast-tracked India's digital learning revolution, but the job market hasn't quite caught up. Despite the University Grants Commission (UGC) formally recognising online degrees from accredited institutions, employers remain hesitant. A 2023 report by Aspiring Minds found that just 18% of recruiters consider online degrees equivalent to traditional ones; a sobering statistic in a country where online enrolments have nearly tripled from 1.4 million in 2020 to 4.1 million in 2023.

**Fault line**  
This disconnect between education and employment reveals a deeper fault line in India's evolving learning ecosystem. The National Education Policy (NEP) 2020 envisions a future where hybrid and online learning are integral to higher education. But, for many job-seekers, that vision remains aspirational. Employer scepticism is rooted in perception and policy. A 2024 Shine.com survey found that 72% of job postings still explicitly require "regular degrees", even for roles that could be performed by online graduates. The wage gap is equally telling. Online degree-holders earn 15-20% less than their offline peers in similar roles, according to the Indian Labour Market Report (2023). Sectoral differences



## Degrees without borders

Bridging the gap between online education and employment requires employers, educators, and policymakers to work together to redefine what makes a degree valuable

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further complicate the picture. While IT and IT-enabled services (ITES) firms are relatively open – 34% reportedly hire online graduates – traditional sectors such as banking and government remain resistant, with acceptance rates below 5%. Concerns about academic integrity and skill development continue to fuel employer distrust. A 2023 study by Delhi Tech University found that 41% of online students admit-

ted to malpractice during exams. Compounding this is the limited use of AI-based proctoring. Only 60% of UGC-recognised online programmes currently employ such tools, leaving room for fraud and undermining credibility. **Intangible benefits** Beyond technical skills, employers also value the intangible benefits of in-person education – communication, collaboration,

and critical thinking – often nurtured in physical classrooms. Hybrid models, while promising, still struggle to replicate these experiences effectively. Cultural perceptions add another layer of resistance. A CSDS-Lokniti survey (2023) revealed that 68% of Indian parents distrust online degrees, reinforcing the belief that offline education is inherently more rigorous and prestigious. The NEP's push for hybrid learning faces practi-

cal challenges. While 45% of universities now offer online programmes, only 12% of Fortune 500 companies in India have updated their hiring policies to accommodate them. Infrastructure gaps persist; just 30% of rural colleges have access to reliable digital tools, according to AICTE (2024). Faculty resistance is another barrier: over half the professors surveyed by the Education Ministry in 2023 opposed hybrid teaching, citing

increased workloads and lack of training.

Yet, there are glimmers of hope. IIT-Madras's on-line BS programme, for instance, boasts a 92% placement rate, thanks to strong industry partnerships with firms like Tata Consultancy Services. Amity University's hybrid MBA programme uses blockchain technology to secure certificates, addressing concerns around forgery and authenticity. These examples show that when quality, transparency, and employer engagement align, online education can deliver results.

Bridging the gap between online education and employment will require more than regulatory tweaks. It demands a cultural shift, one where employers, educators, and policymakers work together to redefine what makes a degree valuable. Co-designed curricula, robust assessments, and transparent credentialing can help build trust.

The UGC is already moving in this direction, mandating stricter proctoring and standardised evaluations. But for the NEP's vision to truly take root, employers must evolve alongside the education system. In a digital age, learning can no longer be confined to classrooms. What matters most is not where a student studied, but what they can do.

The writer is Associate Professor and Head of Department of Visual Communication, Dwaraka Doss Goverdhan Doss Vaishnav College (Autonomous), Chennai

### SCHOLARSHIPS

#### Nagaland State Research Scholarship

An initiative of the Directorate of Higher Education, Government of Nagaland. **Eligibility:** Open to Scheduled Tribe (ST) and indigenous students of Nagaland in the first year of M.Phil., Ph.D., or D.Litt. course from a recognised Indian university. **Rewards:** Variable **Application:** Scholarship Section, Directorate of Higher Education Below New Secretariat Complex, Kohima 797001 **Deadline:** September 30 [www.b4s.in/edge/RNSS3](http://www.b4s.in/edge/RNSS3)

#### Reliance Foundation Postgraduate Scholarships

An initiative of Reliance Foundation **Eligibility:** Resident Indian citizens who secured between 550 and 1000 in GATE or have scored 7.5 or above CGPA in UG and are in the first year of a

postgraduate programme in Computer Science, Artificial Intelligence, Maths and Computing, Electrical/or Electronics Engineering., Chemical Engineering., Mechanical Engineering., Renewable and New Energy, Material, Science and Engineering, and Life Sciences.

**Rewards:** Up to ₹ 600,000 **Application:** Online **Deadline:** October 4 [www.b4s.in/edge/RFS12](http://www.b4s.in/edge/RFS12)

#### Reliance Foundation Undergraduate Scholarships

An initiative of the Reliance Foundation **Eligibility:** Resident Indian citizens who have passed Class 12 with minimum 60% and are currently enrolled in the first year of a regular full-time degree course in any stream and have an annual family income of less than ₹250,000.

**Rewards:** Up to ₹ 200,000 **Application:** Online **Deadline:** October 4 [www.b4s.in/edge/RFS13](http://www.b4s.in/edge/RFS13)

Courtesy: Buddy4study.com

### TEDxGateway Youth

The Museum of Solutions (MuSo), Mumbai, is hosting TEDxGateway Youth on the theme Build Our Tomorrow.

The event aims to showcase young visionaries from around the world,

share breakthrough ideas and solutions to today's most critical socio-environmental challenges, and spotlight the next generation of change-makers who are shaping a more sustainable and compassionate world. **Dates:** September 18 and 19 For details, visit [rb.gy/qmzkv8](http://rb.gy/qmzkv8)

## Define what you want

Uncertain about your career options? Low on self-confidence? This column may help

preparing for the CAT because I haven't found a good job. I'm confused about what's happening to me. Will I ever be able to do the things I want? Aromal

Dear Aromal,

Yes, you can do the things you want! But what do you want to do? See a career counsellor and get clarity on your goals and purpose. What you are experiencing is the discomfort of redirection. What is causing this confusion? Are you grieving the fact that you could have been a doctor by now and unable to accept where you are now? Did you enjoy your Fisheries Science programme? What do you want to achieve by doing an MBA?

Do you still want to be in healthcare via the management route (like hospital administration, public health, pharma management)? Or do you feel drawn to business, finance, consulting, analytics, strategy? If you crack the CAT, you could do an MBA in General Management, Marketing, Operations, Finance, Analytics, Consulting, or even Healthcare Management. You can reboot your career completely. Roles will open up in MNCs, FMCGs, start-ups, banks, consulting firms, and even impact sectors (NGOs and development banks).

Your degree is NOT your identity. Focus and move forward. Meet people in the industry that you see yourself in and talk to them about their experience, and use that information to reach a final decision.

**Disclaimer: This column is merely a guiding voice and provides advice and suggestions on education and careers.**

The writer is a practising counsellor and a trainer. Send your questions to [eduplus.thehindu@gmail.com](mailto:eduplus.thehindu@gmail.com) with the subject line Off the Edge



OFF THE EDGE  
Nandini Raman

I'm a B.Com student under the FYUGP system. I have always been interested in English and was wondering if there are any courses (short- or long-term) that I can do after UG to qualify as an English major and eventually become a professor of the same. Aliya

Dear Aliya,

Many universities in India and abroad accept students from non-English backgrounds for an M.A. in English if they have a genuine interest, meet the basic eligibility requirements, and pass entrance tests (if applicable). You can pursue an M.A. in English (Literature, Language, or Applied English) from DU, JNU, EFLU (Hyderabad), or any Central University (CUET-PG) or State University.

After the PG, take the UGC-NET (and JRF if possible) to qualify for Assistant Professor roles in universities and colleges. Qualifying in the JRF will support research with a stipend. A Ph.D. in English, while not mandatory for an Assistant Professor, is becoming increasingly valuable for academic roles.

To strengthen your profile, here are some short-term certifications you can do right away. British Council has programmes in Creative Writing, Academic English, Communication Skills. From Coursera, look up The Modern and the Postmodern (Wesleyan University), The Emergence of the Modern Middle East (for contextual literary studies), English for Academic Purposes (UC Irvine). India's Swayam portal has free courses such as Indian Fiction in English, Literary Criticism,

Introduction to Linguistics. FutureLearn, edX, IGNOU and others have courses on literature, creative writing and linguistics.

I completed B.Sc. in 2022 and joined IIT Gandhinagar for an M.Sc. but had to drop out due to personal reasons. I am preparing for the government job exams, but my interest is fading. I am now confused about whether to continue, switch to a corporate job, or pursue further education. Anand

Dear Anand,

An unexpected academic break and rigorous prep for government jobs with no success can make you feel like this. But you can rebuild! Introspect on why your interest in government jobs is fading. Are you bored with the syllabus or disillusioned by the uncertainty, competition, and job roles? Why did you choose to prepare for these exams? What is your plan B if you don't succeed?

Higher studies is an option if you enjoy academics and research. You can also pivot to new fields such as Data Science, Analytics, Environmental Science, Public Policy and so on as they will open new doors. For some immediate income and skill building, look for corporate jobs. With a B.Sc. you can apply for roles such as data analyst, operations or process executive in private sector banks, insurance and market research companies, healthcare analytics. Upskill with short-term certifications in data analytics, digital marketing and business analytics to improve your prospects.

I did BBA Hospital Management and am now a non-tech associate in an MNC. I'm wondering whether to do an MBA or develop skills in Power BI or SAP. Also, is an online MBA good or should I do one on-campus? Arkadipta

Dear Arkadipta,

Your choice will depend on your long-term goals, availability of time, and financial strength. Work on a cost-benefit analysis of MBA versus skill development. Identify goals, the time it will take, costs, placement support job roles, salary options for each option. See what makes better sense to you. If you want to upgrade quickly, upskilling is better.

An online MBA is good if you are already working and want a degree to move into management, leadership, or higher roles within your current industry. Check out online/executive programmes at IIM-Kozhikode, IIM-Ahmedabad, ISB, XLRI, NMIMS, Symbiosis Online. However, remember that they do not offer campus placements. Growth depends on how you leverage your degree in the current company or switch to improve your profile.

A full-time MBA is better if you want a complete career shift into consulting, product management, high-level strategy roles and can afford to pause work for two years. Aim for the IIMs, ISB, XLRI, SP Jain, MDI, NMIMS, which have solid campus placements.

I wanted to do MBBS after Class 12, but my marks in NEET-UG were not enough. So I did a four-year Bachelor's in Fisheries Science. I'm

Arya Diwase

For many years, Indian students aspiring to study at top global universities were advised to participate in as many activities as possible. Play a sport, join a debate club, volunteer ... show you're "well-rounded." However, admissions to the world's best schools do not work like that any more. Competition is fiercer and applicant pools are brimming with talent, so simply listing random activities risks diluting a student's true potential. Now, what matters is real depth, genuine passion, meaningful leadership, and impact you can see.

This shift owes much to a broader change in how leading institutions teach. At several top U.S. universities, undergraduates are encouraged to dive into hands-on, project-based learning from day one. Early access to innovation labs and entrepreneurship centres helps students discover their true interests and develop real-world skills, long before they write their first application.

#### Personal impact

Admissions teams aren't counting activities or hours. They ask what those experiences meant to you, where you took initiative, and what impact you achieved. Starting a project or sustaining commitment in one or two areas shows growth, responsibility, and deeper learning. For instance, a student who volunteers weekly at a local health clinic or spearheads a community coding workshop over several years stands out far more than one who joins dozens of clubs briefly. Admissions panels also value roles that connect to academic passions: high-school research, interdisciplinary projects, or efforts that earn external recognition, such as awards or publications. These elements of



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initiative, depth, impact, and intellectual engagement form the core of a stand-out profile.

Yet as the drive to impress grows, many students fall into the trap of crafting "over-calculated" profiles: strategically stacking activities to tick admissions office boxes. In rare cases, it can work but, more often, it backfires; inauthentic narratives are easily spotted and seldom compelling. Moreover, students who chase trending topics without genuine interest end up with disjointed stories that undermine academic focus. Instead, honest reflection on personal passions should inform every choice, transforming participation into memorable narratives grounded in real challenges and achievements.

Generic advice about "doing more" often misfires. A laundry list of clubs and short-term volunteering say little without leadership or measurable outcomes. While admirable, brief involvement cannot convey the problem-solving depth gained from tackling complex issues over months or years. With-

out proper guidance, opportunities to elevate simple activities into impactful, story-worthy projects are lost.

#### Begin early

A more strategic approach begins early and focuses on authentic interests. Identify causes or problems that resonate personally, then choose one or two areas for long-term commitment, taking on greater responsibility as you progress. Seek mentored experiences, structured projects, or internships with expert guidance to gain practical skills and produce concrete results. Guidance from educators, industry experts, or research supervisors is invaluable to refine projects and maximise impact. Document obstacles, solutions found, skills learned, and outcomes, which will fuel confident essays and interviews and show exactly how real-world work ties into academic goals. For example, a mentored robotics internship that culminates in a working prototype can demonstrate abilities far more vividly than a dozen brief club

entries.

Data from recent application cycles reinforces this model. Over 70% students admitted to their first- or second-choice universities demonstrated sustained involvement of 2-3 years more in a single passion or project. Across disciplines, STEM, humanities, and arts, this pattern holds: depth beats breadth. Those who could point to clear results or recognition saw acceptance rates nearly double compared to peers with more scattered résumés.

Gaining entry to leading global universities today requires a thoughtful, focused strategy highlighting genuine commitment, leadership, measurable impact, and authentic passion. Admissions committees will remember those with a clear vision and proven dedication, as such applicants bring bring curiosity, resilience, and a track record of real-world problem solving. This reflective, passion-driven approach is no longer optional. It's essential.

The writer is co-founder and CEO, Application Ally and BuildUp.



