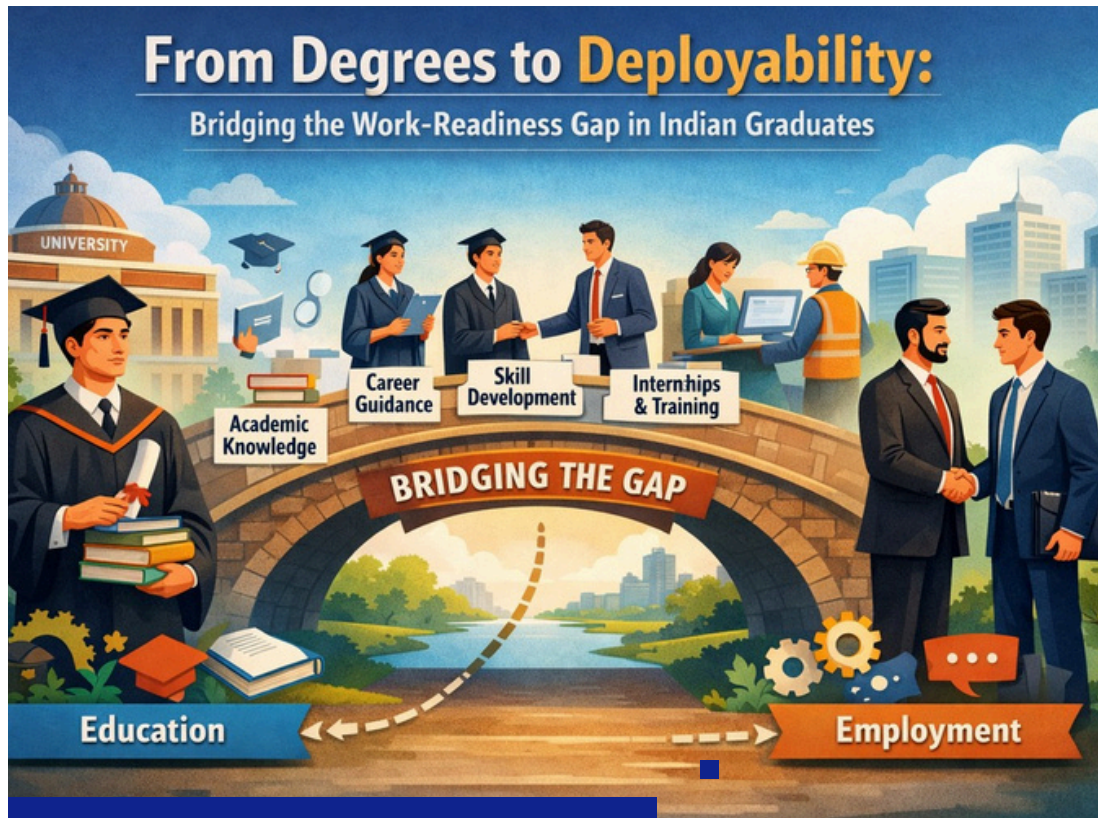


DECEMBER 20, 2025

VIRTUAL ROUND TABLE

# FROM DEGREES TO DEPLOYABILITY



## Beyond Degrees: ICTRD on Employable Education

The Indian Council for Technical Research & Development (ICTRD) continued its thought leadership on education and workforce reform by convening its third Virtual Round Table on “From Degrees to Deployability: Bridging the Work-Readiness Gap in Indian Graduates” on 20 December 2025. At a time when India produces one of the world’s largest graduate cohorts, the discussion squarely addressed a growing concern: while degrees are abundant, deployable skills remain scarce.

The forum united academicians, industry leaders, policymakers, skilling experts, and students to discuss shifting India from a degree-centric system to a competence-driven education aligned with industry needs and NEP 2020 aspirations.

## Equipping Graduates for the Real World

Employability today relies on adaptability, critical thinking, communication, and practical problem-solving rather than certificates. The gap between academic outcomes and workplace needs affects careers and national productivity. ICTRD’s round table brings together academia, industry, and policymakers to address this challenge.

ICTRD **Chairman Ashish Sasankar** emphasized that “work-readiness goes beyond technical knowledge, requiring collaboration, ethics, and real-world experience. With AI, robotics, and digital tools transforming education, he called for experiential, innovation-driven learning and a shared responsibility among institutions, industry, policymakers, and students”.

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## Bridging Education and Workplace Expectations

ICTRD Member Secretary Ketan Mohitkar described “Degrees to Deployability” as a national challenge and opportunity. He emphasized that unemployability arises from misaligned education and workplace expectations.

Urging strong city-level networks, he called on ICTRD members to foster collaborations among institutions, training centres, startups, and industry to turn education into real career opportunities.



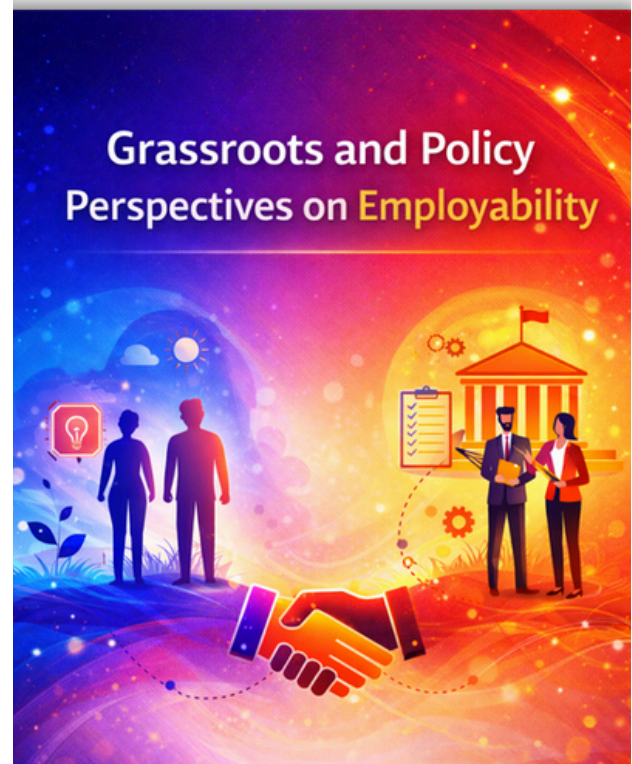
### Mentorship and Deployability in Focus

Vikas Oberoi emphasised mentorship as a missing link, noting that skill-based hiring is replacing degree-based screening and that institutionalised mentoring is essential to prepare students for real-world expectations.

Adding a policy and governance perspective, Murari Lal Gaur drew a critical distinction between employability and deployability, arguing that industry measures readiness by day-one performance rather than marks or CGPA. He called for competence-centric education and experimental learning models that immerse students in real contexts.

## Voices from the Round Table

Suneet Mathur highlighted the gap between curricula and industry needs, especially in communication and applied skills. He recommended regular curriculum updates, faculty industry immersion, and year-long student engagement with corporates and SMEs for meaningful project experience.



### Grassroots and Policy Perspectives on Employability

From the grassroots, Subhash Chouhan highlighted serious employability challenges in small towns and rural institutions, citing gaps in practical exposure, career guidance, and soft skills. He stressed the need for stronger local industry linkages.

Manimekalai Narayanan emphasized the role of NEP in modernising curricula and urged students to become proactive, lifelong learners through open resources and continuous skill development.

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## TOWARDS A NATIONAL PRIORITY ON GRADUATE READINESS

The interactive discussion further reinforced that exam-driven, mark oriented systems fail to produce work-ready graduates, and that

reform must begin early - reshaping mindsets, curricula, and assessments across the education pipeline. Participants collectively agreed that bridging the work readiness gap is not merely an education issue but a national economic priority.

The round table concluded with a unified commitment to reposition education as a platform for capability, confidence, and purpose. Through initiatives like this, ICTRD continues to strengthen its standing as a premier national think tank—shaping the education-to-employment discourse, enabling cross-sector collaboration, and driving India’s transition toward an innovation-driven, deployable, and inclusive workforce



## Meet the Speakers

Dr. Murari Lal Gaur, Vice Chancellor

Mr. Vikas Oberoi, Director

Dr. Suneet Mathur, Adjunct Professor

Mr. Subhash Chouhan, Assistant Professor

Dr. Manimekalai Narayanan, Assistant Professor



More videos on [@ictrdindia](https://www.instagram.com/ictrdindia)

## VOICES THAT SHAPED THE SESSION: OUR PARTICIPANTS

Sr. No	Name	Designation	Organization
1	Mr. Viral Patel	Chief Executive Officer	Radha Lifescape LLP
2	Dr. Manimekalai Narayanan	Assistant Professor	Sri Ramachandra Universtiy Of Higher Education And Research
3	Mr. Bijay Chowdhury	Director	Accelerate Brainwave Ai LLP
4	Mr. Vikas Oberoi	Director	Brain's Bee
5	Mr. Mahesh Prasad Mishra	Project Director- Technical	Construction Companies India Private Limited
6	Ms. Kritika Koundal	Process Associate - Physician Assistant	IDS Infotech Ltd
7	Dr. Suneet Mathur	Adjunct Professor - Physician Assistant	Indian Institute Of Production Management
8	Mr. Rishov Chatterjee	Associate IT Consultant	ITC Infotech
9	Dr. Jerome Jayanathan Needhipathi	AI & Data Analytics Leader, Researcher, Strategist, Author, Mentor	Shell
10	Mr. Ravichandran Nagarajan	Director of Engineering	Digital.ai
11	Dr. Vinay Kumar Singh	Information Officer	Centre for Bioinformatics, School of Biotechnology, Institute of Science, Banaras Hindu University
12	Dr. Anshuman Sharma	Professor and Director of Research	Asian International University, Manipur
13	Prof. Arup Barman	Professor	Assam University, Silchar
14	Mr. Shailendra Mishra	Principal	Witty International School
15	Ms. Jyoti Sharma	Assistant Professor	Chandigarh University

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Sr. No	Name	Designation	Organization
16	Mr. Dharamvir Kumar Tyagi	TGT-Science	Ganga International School
17	Mr. Subhash Chouhan	Assistant Professor	Department of Physics Awadhesh Pratap Singh University Rewa MP
18	Mr. Chinmoy Chatterjee	MD & CEO	Archisman Infratech India Private Limited
19	Dr. Nunna Venkata Ramana	Lecturer in Botany	Government Degree College
20	Mrs. Namepalli Malathi	Assistant Professor	NRI Institute of Technology
21	Mr. Naman Kamra	Student	Sri Guru Gobind Singh college of Commerce
22	Dr. Murari Lal Gaur	Vice Chancellor Dean Principal HOD Professor Principal Scientist	ICAR DARE Gov of India