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**LEGAL SECTOR SKILLS
FOR NON LAW GRADUATES**

DSDC THIRUVANANTHAPURAM SUCCESSFULLY CONCLUDES THIRD BATCH OF NEXT GEN EMPLOYABILITY PROGRAM

The District Skill Development Centre (DSDC), Thiruvananthapuram, recently concluded the successful execution of the Next Gen Employability Program for its second batch of students. This initiative focused on equipping participants with high-demand expertise in Full Stack Development using the MERN stack and Computer Fundamentals. Managed by Business Development Executive Mr. Vishnu Thilak and led by trainer Mrs. Neethu S from the Edunet Foundation, the program provided a rigorous and holistic learning environment. The curriculum was meticulously structured to include 110 hours of technical training, 20 hours of employability skills development, and a 20-hour capstone project phase, ensuring all planned components were completed to a high standard.

A defining element of the program was the deep integration of industry engagement through a strategic collaboration with EY GDS. Students gained direct exposure to professional standards through specialized technical sessions on Python, where guest speakers shared industry use cases and real-world application development

practices. This was further enhanced by an expert-led master class on containerization in web development, which provided the technical depth necessary for students to effectively implement advanced concepts into their capstone projects. The training culminated in a formal evaluation where selected students presented their final projects to the EY team, receiving critical professional feedback to align their work with global industry benchmarks.

The program achieved an exceptional success rate, with all 19 enrolled students successfully completing the course. By combining technical competence with industry readiness, the initiative has effectively prepared these graduates for the modern workforce. The integration of technical training, employability skills, and hands-on project work resulted in highly active participation and positive outcomes for the entire cohort. Through the combined efforts of the DSDC and its industry partners, the program has established a strong foundation for the next generation of full-stack developers.



FINANCIAL LITERACY ENHANCEMENT: BANKING AWARENESS INITIATIVE FOR FULL STACK DEVELOPMENT COHORT



The Banking Awareness Program was successfully conducted at the ASAP Kulakkada premises, with the primary objective of developing essential financial literacy skills among students, particularly in the context of the rapidly evolving digital financial landscape. The session aimed to enhance the students' understanding of core banking operations, introduce them to various banking services and digital transaction methods, and promote safe and responsible financial behavior. The target participants for this specialized session were students enrolled in the Full Stack Development Program, ensuring that these future tech professionals are well-versed in the intersection of finance and technology.

The program benefited significantly from the expertise of Mr. Shajilal, former Senior Manager at SBI Kottarakkara, who served as the resource person. The detailed session covered several critical financial topics, including an Introduction to Banking, different Types of Bank Accounts, and the benefits and practical usage of ATM, Debit, and Credit Cards. Furthermore, the session

addressed the paramount importance of savings and budgeting, the fundamentals of Loans and Interest rates, and crucial aspects of Cyber Security and online fraud prevention.

The outcome of the program was highly positive, successfully equipping students with valuable knowledge about diverse banking services and significantly increasing their confidence in utilizing digital banking tools. A noticeable improvement in awareness regarding safe online financial practices was observed, alongside an encouragement toward developing better saving habits. Students provided positive feedback, appreciating the practical demonstrations provided during the session. The program successfully provided essential knowledge that will empower students to make informed financial decisions in their future careers. The District Skill Development Centre (DSDC) remains committed to conducting more such programs to further strengthen financial literacy among students.

സമ്മർദ്ദരഹിത സമൂഹത്തിനായി പാലക്കാട് ഡി.എസ്.ഡി.സി.യുടെ വിപുലമായ ബോധവൽക്കരണ ക്ലാസ്



സമൂഹത്തിന്റെ പൊതുവായ മാനസികാരോഗ്യം മെച്ചപ്പെടുത്തുന്നതിനും വൈകാരികമായ കരുത്ത് പകരുന്നത് ലക്ഷ്യമിട്ടും പാലക്കാട് ജില്ലാ നൈപുണ്യ വികസന കേന്ദ്രത്തിന്റെ (DSDC) ആഭിമുഖ്യത്തിൽ മാനസികാരോഗ്യ ബോധവൽക്കരണ ക്ലാസ് സംഘടിപ്പിച്ചു. തൊഴിൽ നൈപുണ്യ വികസനത്തോടൊപ്പം വ്യക്തികളുടെ വൈകാരിക ക്ഷമയ്ക്കും തുല്യ പ്രാധാന്യം നൽകുന്ന വകുപ്പിന്റെ നയപരമായ പ്രവർത്തനങ്ങളുടെ ഭാഗമായാണ് ഈ പരിപാടി ക്രമീകരിച്ചത്. മാനസികാരോഗ്യത്തെക്കുറിച്ചുള്ള പൊതുവായ അറിവ് വർദ്ധിപ്പിക്കുക, മാനസിക പ്രയാസങ്ങൾ നേരിടുന്നവർക്ക് കൃത്യസമയത്ത് വിദഗ്ധ സഹായം തേടാനുള്ള പ്രവണത വളർത്തുക എന്നിവയായിരുന്നു ഈ സെഷന്റെ പ്രധാന ലക്ഷ്യങ്ങൾ.

പ്രശസ്ത മനഃശാസ്ത്രജ്ഞയും കൗൺസിലറും കവയിത്രിയുമായ ഡോ. സ്മിത ദാസ് സെഷനുകൾക്ക് നേതൃത്വം നൽകി. ദൈനംദിന ജീവിതത്തിലെ വൈകാരികാരോഗ്യം നിലനിർത്തുന്നതിലെ പ്രാധാന്യം, ഫലപ്രദമായ സമ്മർദ്ദ നിയന്ത്രണ ഉപാധികൾ (Stress Management) എന്നിവയെക്കുറിച്ച് അവർ വിശദമായി

സംസാരിച്ചു. മാനസിക വെല്ലുവിളികളെക്കുറിച്ച് തുറന്ന സംഭാഷണങ്ങൾ നടത്തുന്നതിന്റെ ആവശ്യകതയും, ആവശ്യമുള്ള ഘട്ടങ്ങളിൽ മടികൂടാതെ വിദഗ്ധ സഹായം തേടേണ്ടതിന്റെ പ്രാധാന്യവും ഡോ. സ്മിത ദാസ് ഊന്നിപ്പറഞ്ഞു. സങ്കീർണ്ണമായ മനഃശാസ്ത്രപരമായ കാര്യങ്ങൾ ലളിതമായും വ്യക്തമായും അവതരിപ്പിച്ച് പങ്കെടുത്തവർക്ക് ഏറെ ഉപകാരപ്രദമായി.

സോഷ്യൽ മീഡിയ, ഇൻഫർമേഷൻ - പബ്ലിക് റിലേഷൻസ് ഡിപ്പാർട്ട്മെന്റ് (PRD), കുടുംബശ്രീ യൂണിറ്റുകൾ, മറ്റ് പ്രാദേശിക സാമൂഹിക കൂട്ടായ്മകൾ എന്നിവയുടെ ഏകോപനത്തിലൂടെ സമൂഹത്തിന്റെ വിവിധ തലങ്ങളിൽ നിന്നുള്ള മധ്യവയസ്കരുടെ വലിയൊരു പങ്കാളിത്തം പരിപാടിയിൽ ഉറപ്പാക്കാൻ സാധിച്ചു. ക്ലാസ്സിന് ശേഷം നടന്ന സംവേദനാത്മക ചർച്ചകളിൽ പങ്കെടുത്തവർക്ക് തങ്ങളുടെ അനുഭവങ്ങൾ പങ്കുവെക്കാനും സംശയങ്ങൾക്ക് വിദഗ്ധ മറുപടി തേടാനും അവസരം ലഭിച്ചു. സമൂഹത്തിൽ മാനസികാരോഗ്യ സാക്ഷരത വർദ്ധിപ്പിക്കുന്നതിനും ക്രിയാത്മകമായ മാറ്റങ്ങൾ കൊണ്ടുവരുന്നതിനും ഈ സംരംഭം വലിയ പങ്കുവഹിച്ചുവെന്ന് പങ്കെടുത്തവർ അഭിപ്രായപ്പെട്ടു.

DSDC PALAKKAD ENHANCES YOUTH EMPLOYABILITY THROUGH DIGITAL MARKETING WORKSHOP



The District Skill Development Centre (DSDC) in Palakkad hosted a targeted Digital Marketing Workshop recently. This specialized programme was an integral part of DSDC's continuous efforts to furnish learners with contemporary skills that boost their job readiness. The core aim was to immerse participants in the foundational concepts of digital marketing, sharpen their understanding of online promotion, and facilitate their transition into the digital sector. The workshop provided essential practical knowledge and exposure to the most recent tools and techniques in the digital realm.

The training session was conducted by Mr. Muhammed Yaseen, a Digital Marketing Faculty member from ITDF College, Patambi. Mr. Yaseen delivered a clear and compelling overview of pivotal digital marketing concepts, including social media marketing, content creation, and

analytical methods. Demonstrating strong institutional support for this industry-focused training, the Centre Director and Programme Coordinator of ITDF College also attended the event, stressing the critical value of digital competencies in today's highly competitive job market. The audience primarily consisted of final-year students from AWH College, Anakkara, whose enthusiasm and active participation made the collaborative session both productive and dynamic.

The outcome of the programme was highly positive: The workshop successfully met its established goals, notably increasing the students' digital skill set and overall market awareness. By providing valuable insights into the field, the initiative successfully motivated the attendees to explore prospective career paths within the digital sector.

LEGAL SUPPORT ROLES; GROWING DEMAND BEYOND LAW DEGREES

India's legal market is expanding rapidly, driven by commercial activity, regulatory complexity, and rising demand for professional legal services. Despite this growth, employers often report a gap in job-readiness, even among law graduates, due to a lack of practical skills such as legal drafting, research, and communication — indicating a wider opportunity for structured skill development.

Meanwhile, the overall legal services industry in India continues to attract attention from corporate clients and global markets, including niche areas such as legal process outsourcing, regulatory compliance support, and specialized contract review services.

Shifting Skill Requirements in Legal Roles

The evolving legal landscape increasingly values hybrid capabilities and tech-enabled competencies:

- AI and automation platforms are reshaping traditional legal workflows (e.g., contract analysis, research), creating new requirements for professionals who can manage and interpret AI outputs rather than just perform manual tasks.
- Law firms and in-house teams are looking for skills beyond theoretical legal knowledge — including digital research, compliance tracking, and client coordination — with internships and practical exposure becoming key to employability.
- Emerging legal support roles increasingly blend legal knowledge, technology fluency, and analytical skills, expanding the career pathways available to non-law graduates.

Growing Opportunity Areas for Skilled Support Professionals

Industry trends suggest that structured skill development in the following areas can unlock meaningful pathways for non-law graduates:

- **Legal Process Outsourcing (LPO) and Documentation Support:**

As global demand for outsourced support grows, professionals trained in document review, contract assistance, and legal research are increasingly in demand.

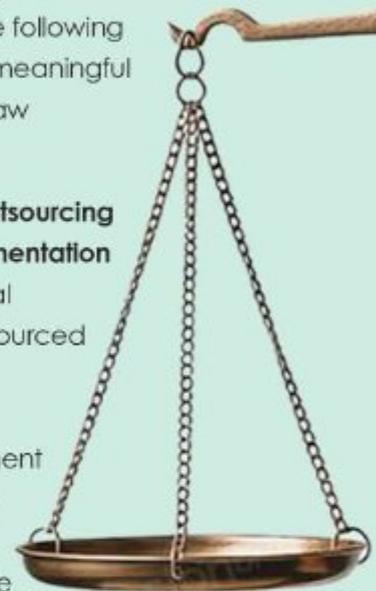
- **Data Privacy & Compliance Assistance:**

With regulatory frameworks like GDPR and CCPA gaining prominence, roles assisting with compliance monitoring are emerging as high-value positions.

- **Technology-Integrated Legal Support:**

Legal AI specialists and digital tools management roles are becoming more prevalent, requiring a blend of legal understanding and tech skills.

These opportunities reflect a shift from the traditional expectation that legal careers require a formal law degree — pointing instead to career growth through certified skill training and practical competencies.





Hiring Outlook and Skill Gaps

Despite the expanding legal services landscape, employability remains uneven:

- A recent analysis noted that fewer than 2% of law graduates secure positions at top law firms, often because they lack practical, job-relevant skills employers seek.
 - The emergence of specialized legal roles and compliance functions highlights the need for professionals who can adapt to evolving workflows — blending legal awareness with digital and analytical capabilities.
- This creates a

clear imperative for industry-aligned skill training for non-law graduates seeking entry into the legal and compliance ecosystem.

The Skill Takeaway

The legal services sector is no longer confined to courtroom advocacy. Growth in corporate legal functions, outsourced legal support, regulatory compliance, and legal technology has expanded the types of roles available — many of which do not require a law degree but do require targeted, practical skill training. Developing skills such as digital legal research, compliance coordination, document drafting, and technology-assisted legal support can therefore open diverse and rewarding career pathways for the educated youth, while also strengthening institutional capacity in the legal ecosystem.

SKILL TERM

Legal Operations Enablement

Legal Operations Enablement refers to the set of skills that support the smooth functioning of legal and compliance work without performing core legal advocacy. It includes managing legal documentation workflows, coordinating regulatory filings, maintaining compliance records, handling digital court platforms, supporting contract lifecycle processes, and enabling technology-driven legal services. This skill area sits at the intersection of law, process management, and digital tools, creating structured entry pathways into the legal ecosystem for non-law graduates through targeted training rather than formal legal education.

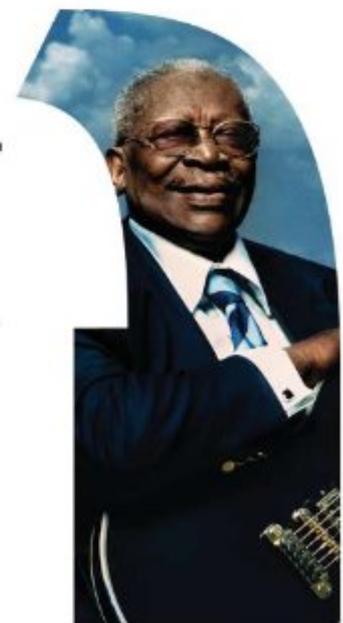


Sector: Legal Services / Compliance / Legal Support Operations

SKILL THOUGHT

"The beautiful thing about learning is that no one can take it away from you."

B. B. King
Musician





New Pathways **LEGAL SECTOR SKILLS FOR NON-LAW GRADUATES**

Introduction

The legal profession today extends far beyond courtroom advocacy and litigation practice. It functions through a broad ecosystem of trained professionals who manage documentation, compliance processes, digital filings, research, drafting support and client coordination. Every legal matter, corporate transaction or regulatory approval depends on systematic documentation and procedural accuracy, much of which is handled by skilled support personnel rather than advocates alone. Importantly, many of these roles do not require a Bachelor's degree in Law but demand specialized, job-oriented training. This expanding domain presents a significant opportunity for non-law graduates to enter the legal ecosystem through structured, industry-oriented skill training.

The Opportunity in Kerala

Kerala stands at a unique crossroads of educational achievement and employment challenge. With one of the highest literacy rates in the country and a large number of graduates emerging annually from arts, commerce, science and management streams, the state possesses a strong academic foundation. However, a considerable section of these graduates faces unemployment/ underemployment due to the disconnect between academic qualifications and industry-specific skills.

At the same time, the legal and regulatory environment in Kerala is rapidly evolving. The digitization of courts under the e-Courts Mission, increased regulatory compliance requirements in the corporate and financial sectors, expansion of MSMEs and startups, and the growth of e-governance platforms have collectively increased the demand for skilled legal support professionals. Law firms require trained legal assistants and paralegal staff, corporate entities seek compliance executives and contract management associates, banks and insurance companies need documentation officers and legal recovery coordinators, and Legal Process Outsourcing (LPO) firms are expanding their workforce for research and drafting support roles.



The emerging job roles within the legal and regulatory ecosystem, along with the relevant short-term skill training programmes aligned to these positions, are outlined below:

a) Legal Assistants / Court Clerks / E-Filing Executives

- Certificate in Court Procedures and E-Filing Management
- Legal Documentation & Drafting Assistant Programme
- Diploma in Paralegal Practice

b) Compliance Executives / Corporate Legal Coordinators / Contract Management Associates

- Certificate in Corporate Compliance & Regulatory Affairs
- GST and Labour Law Compliance using Tally
- Contract Drafting & Management Certification
- Corporate Governance and Secretarial Practices

c) Documentation Officers (Banks & Insurance) / Legal Recovery Coordinators

- Banking Documentation & Legal Recovery Management
- Certificate in Financial & Insurance Law Basics
- Loan Processing and Recovery Procedures

d) Startup Compliance Assistants / MSME Regulatory Filing Executives / IP Support Executives

- Startup Legal Compliance Certification
- MSME Regulatory Filing & Licensing Course
- Basics of Intellectual Property Rights (IPR) & Filing Procedures

e) Legal Research Associates / Legal Transcriptionists / Contract Abstractors / LPO Executives

- Certificate in Legal Research & Writing
- Legal English & Drafting Skills Programme
- Legal Transcription & Documentation Course
- Introduction to Legal Analytics & Legal Tech Tools

This convergence of demand and available educated youth creates a timely opportunity to introduce structured legal sector skill training for non-law graduates in Kerala.

Bridging the Employability Gap

The employability gap among graduates is largely attributable to the absence of practical exposure. While many graduates possess sound theoretical knowledge, they are often unfamiliar with drafting legal documents, managing compliance records, handling regulatory filings or navigating digital court systems. Employers increasingly look for candidates who can contribute from day one with minimal additional training.

Short-term certification programmes, ranging from six months to one year, can effectively bridge this gap. Through focused training in legal documentation and drafting, compliance monitoring, regulatory filing procedures, e-court systems, legal research techniques and client coordination, graduates can acquire job-ready competencies. With such skills, they can take up structured roles in the legal field. These roles provide stable employment, defined career progression and opportunities for specialization without requiring a Bachelor Degree in Law. By aligning training content with industry requirements, skill development initiatives can transform academic qualifications into meaningful employment pathways and reduce the incidence of unemployment among educated youth.

Strengthening the Justice Delivery System

Skill development in the legal sector yields benefits beyond employment generation; it also strengthens institutional efficiency and access to justice. A significant portion of delays in legal processes arises from documentation errors, procedural lapses and inefficient file management. Trained legal support professionals can play a crucial role in ensuring systematic organization of case records, accurate preparation of documents, timely filing of pleadings and effective utilization of digital platforms.

Their contribution can ease administrative burdens on advocates and judicial officers, allowing them to focus on substantive legal issues. Moreover, in rural and semi-urban areas,

trained personnel can assist citizens in preparing applications, submitting online forms, accessing government legal services and understanding procedural requirements. Such support makes the justice system more accessible, transparent and citizen-friendly. In this way, legal sector skill training not only improves employability but also contributes to the broader goal of institutional efficiency and public service delivery.



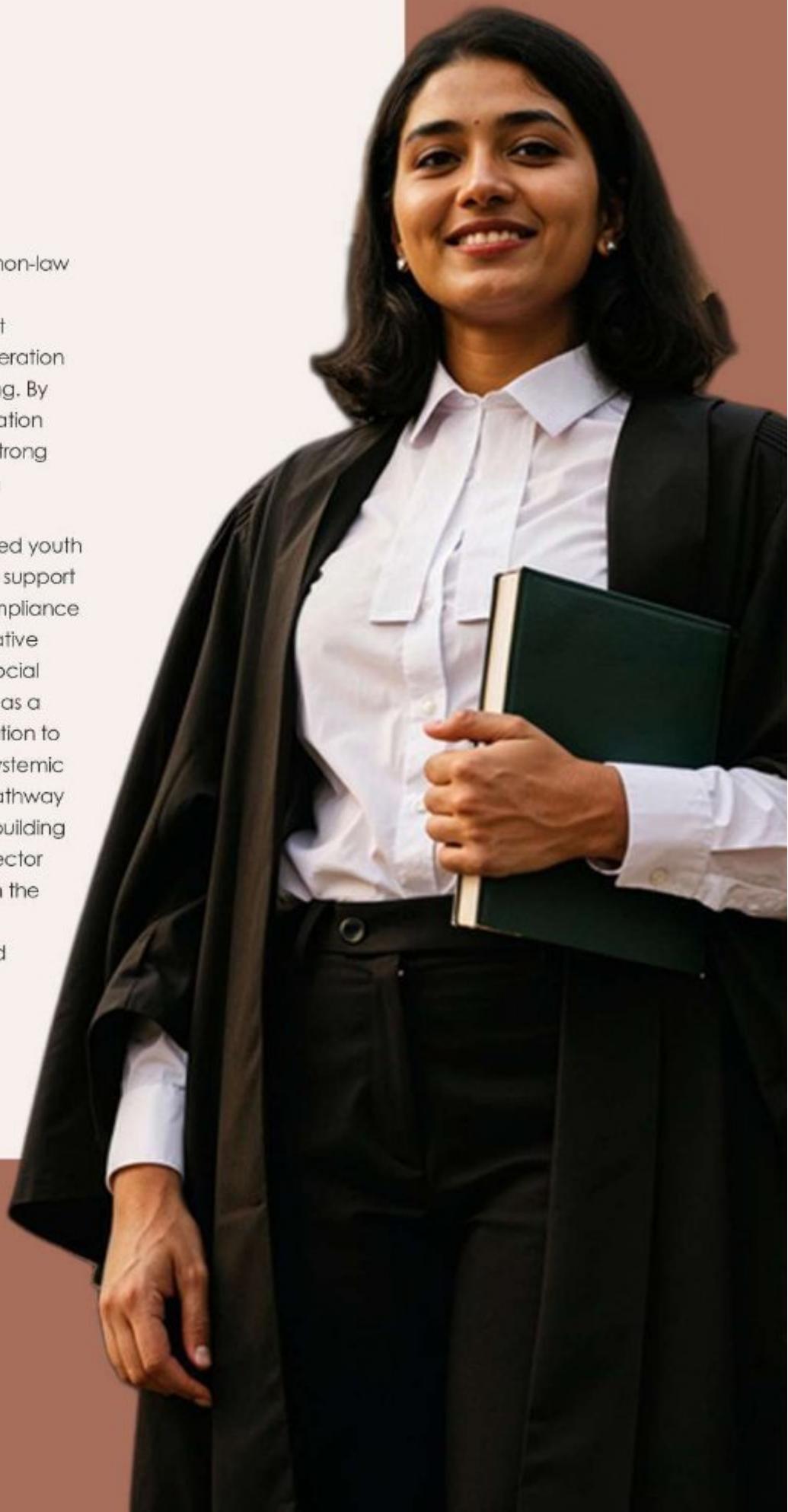
Program Design and Expected Outcomes

For this initiative to succeed, collaboration between the State Skill Development Mission, training partners, legal professionals and industry stakeholders is essential. The curriculum must be industry-aligned, incorporating practical modules, case simulations and digital training components. Internship opportunities with law firms, corporate legal departments and compliance units can provide hands-on exposure. Rigorous assessment and certification mechanisms will ensure credibility and quality.

With structured implementation, the expected outcomes are measurable and impactful. These include higher placement rates among graduates, development of a certified cadre of legal support professionals, improved compliance efficiency within businesses, reduction in procedural bottlenecks and enhanced public access to legal services. Over time, Kerala can position itself as a hub for legal support services and knowledge-based outsourcing, leveraging its educated workforce to build a specialized service sector.

Conclusion and Call to Action

Legal sector skill training for non-law graduates represents a forward-looking strategy that integrates employment generation with institutional strengthening. By investing in targeted certification programmes and fostering strong industry linkages, Kerala can transform educated but underemployed/ unemployed youth into skilled professionals who support governance, corporate compliance and justice delivery. This initiative offers both economic and social returns, positioning the state as a model for leveraging education to drive inclusive growth and systemic efficiency. Embracing this pathway today can lead the way in building a new generation of legal sector professionals who serve both the economy and society with competence, efficiency and integrity.





Department of Labour and Skills
Government of Kerala



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