INDUSTRY MEET
REPORT

2024

Table of Contents

CONTENTS

BACKGROUND

Industry-academia collaboration is crucial for driving innovation, identifying and addressing relevant gaps and developing a high-growth ecosystem. While academia and industry have long been working towards similar goals, they often operate in silos, limiting the potential impact of their efforts. The Industry Meet aims to bridge this gap by facilitating exchange of ideas, challenges, and opportunities, allowing both sectors to collaboratively address skill gaps, focusing on people.

Last year, on April 26, 2023, King's College initiated discussions with some of our industry partners to explore current trends and challenges. With four industry partners participating, this initial discussion inspired the idea for a larger event, where more industry partners could join, discuss innovative ways to work together, strengthen collaborations focusing on the intersection where industry and academia could collaborate. This meet served as a steppingstone toward building stronger, more cohesive ties between academia and industry.
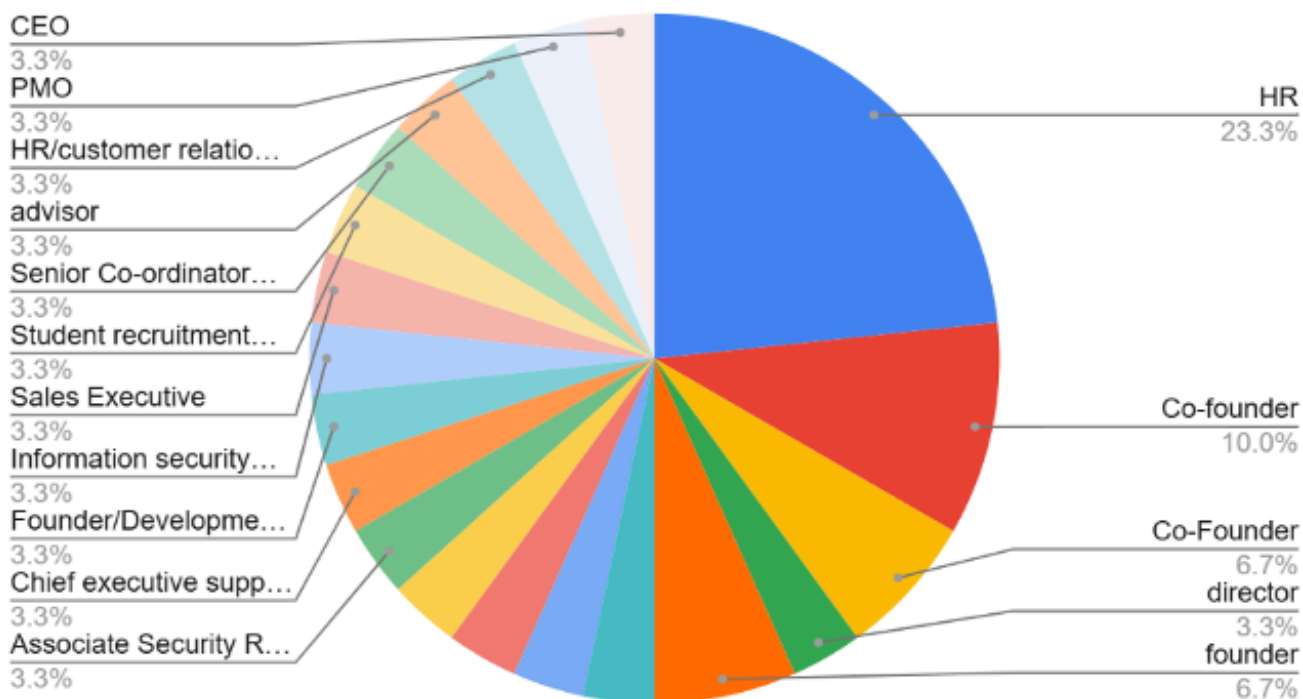
INDUSTRY MEET 2024

King's College organized Industry Meet on August 09, 2024. The focus of the event was to bring together our valued industry partners. The event was designed to exchange insights, explore potential partnerships, discuss emerging trends, challenges in our respective areas and explore innovative solutions through collective expertise.

OVERVIEW OF INDUSTRY MEET 2024

The Industry Meet brought together a diverse group of participants from organizations including tech professionals, entrepreneurs, HR managers, recruiters, co-founders and founders. The meet was engaging with participation from organizations Outside Tech Inc., Cellapp | SmartPalika, Foodmandu, Grepsr P. Ltd., Citytech Group, Jobs Sniper P Ltd., Prixa Technologies, SunyaEK Computing , YoungInnovations, Up Cycle Nepal, and Impact 447, Sajilo Sewa, Tyro Soft P Ltd., Vriddhi, Katha Nepal P ltd.,SecurityPal Inc., Ujyalo Foundation, Kumari Job, Clock B Business Innovations, ADEX International, Mero Job Ltd., Navitas Pty Ltd., Nepal Shilpping P Ltd, FHI 360, Kathmandu Metropolitan City, Laxmi Sunrise Bank Ltd., Outreach Nepal, Classroom in Clouds Nepal, Kathalaya Inc., Daraz Nepal, and F1Soft International.

Participation Composition by Designation

CEO
3.3%
PMO
3.3%
HR/customer relatio...
3.3%
advisor
3.3%
Senior Co-ordinator...
3.3%
Student recruitment...
3.3%
Sales Executive
3.3%
Information security...
3.3%
Founder/Developme...
3.3%
Chief executive supp...
3.3%
Associate Security R...
3.3%

HR
23.3%

Co-founder
10.0%

Co-Founder
6.7%

director
3.3%

founder
6.7%

OVERVIEW OF INDUSTRY MEET 2024

The event featured presentations on recent projects at King's College, Tech Program at King's College and a Workshops on Industry Insights.

During the workshop, tech leaders provided insights into the latest technological advancements, whereas HR professionals discussed hiring practices, employee engagement, and talent acquisition trends. Recruiters, R&D heads, and other experts shared their experiences and tactics for creating successful firms. Attendees also had the opportunity to network, connect with peers and explore prospective collaborations. The event had a diverse representation of individuals from different sectors and roles.

OBJECTIVES OF INDUSTRY MEET 2024

01   To provide an opportunity to exchange insights, discuss emerging trends and challenges in our respective fields.

02   To explore innovative solutions through collective expertise and potential partnerships.

03   To bridge academia and industry gap by identifying potential skill gaps in the respective sectors, refresh industry partnerships and align academic programs as per the need of the ever-changing industry.

MAJOR HIGHLIGHTS

01   Welcome Note and Program Brief

02   King's College and Tech Program Summary

03   Workshop on Industry Insights

04   High Tea and Networking

WORKSHOP ON INDUSTRY INSIGHTS METHODOLOGY ADOPTED

The major highlight of the Industry Meet was the *Workshop on Industry Insights*. The workshop was structured into four segments and moderated throughout. All the participants were divided into nine teams.

Each table had participants representing the same or similar industry. To develop insights from industry, the participants were asked four key questions related to mega trends, industry problems, skill gaps, and potential solutions. Participants, representing various industries, engaged in group discussions to identify relevant factors from their experience and ranked them based on consensus. The collected responses were then collated, clustered and named into common themes inductively to develop a final list of key factors for each segment.

This collaborative approach helped in synthesizing diverse perspectives into understanding the industry's current dynamics and developing actionable insights to address industry challenges.

Group Discussion → Clustering Responses (Inductive Thematic Analysis) → Themes
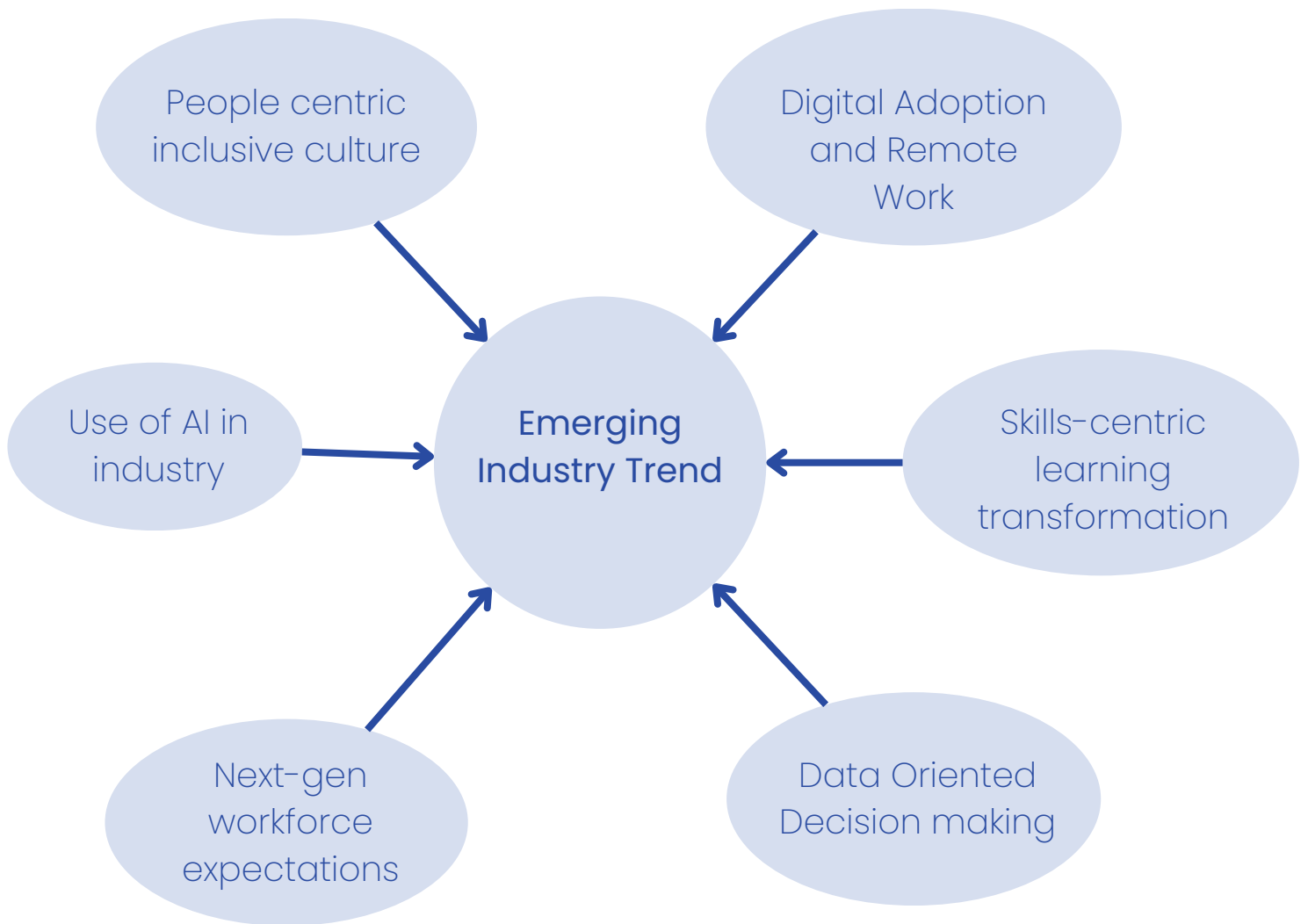
THEME 1: EMERGING INDUSTRY TRENDS

The key megatrends in the industry highlight several emerging themes. First, there is a growing emphasis on a people-centric, inclusive culture, focusing on well-being, diversity, equity, inclusion, mental health, and strategic HR partnerships. Digital adoption and remote work are increasingly prevalent, with trends like cloud adoption, hybrid work, paperless governance, and digital public infrastructure gaining traction. The transformation toward skills-centric learning is evident, as the focus shifts from traditional degrees to practical skills, online learning, and flexible opportunities. Data-oriented decision-making is another significant trend, with AI, cybersecurity, and data-driven strategies becoming essential. The next-generation (Gen Z) workforce brings new expectations, including flexibility, rapid financial gains, and innovative policies. Lastly, the use of AI in industry is growing, with AI being integrated into business support, creativity, and tech-driven strategies across sectors like advertising, agriculture, and automation.

THEME 1: EMERGING INDUSTRY TRENDS

People centric inclusive culture

Digital Adoption and Remote Work

Use of AI in industry

Emerging Industry Trend

Skills-centric learning transformation

Next-gen workforce expectations

Data Oriented Decision making

THEME 2: CHALLENGES IN FIELD

Organizations are facing several key challenges, including lack of emotional intelligence, particularly in communication, attitude, and essential skills. Financial challenges, such as expensive growth capital and limited access to mentorship and networks, are restricting growth and scalability. Conflicting government policies and unclear regulations around labor laws and tax compliance further complicate operations. Retaining talent is also a major issue, with brain drain and high employee turnover driven by international opportunities. Additionally, many organizations struggle to cultivate a strong learning culture and adapt to rapid changes in technology and workforce dynamics. AI-driven job cuts and technological advancements require quick adaptation, but employees often lack the necessary technical skills. Moreover, unrealistic expectations from graduates regarding salaries and roles contribute to the gap between industry demands and workforce readiness.

THEME 2: CHALLENGES IN FIELD

Challenges in Industry (center)

- Lack of emotional Intelligence
- Unrealistic expectations from graduates
- Financial Challenges and Access to resources
- Technical Advantage and Impacts–Job Cuts
- Conflicting or unclear government Policies
- Lack of technical and soft skills
- Braindrain, & retention issue
- Lack of professionalism (ABS)
- Weak Learning Culture and adaptation

THEME 3: EXPECTED SKILL SETS AMONG GRADUATES OR SENIOR YEAR STUDENTS

Employers expect graduates and senior-year students to demonstrate a range of key skills. Emotional intelligence, which includes managing emotions, perseverance, and patience, is highly valued. Strong interpersonal and teamwork skills, such as leadership and accountability, are essential for effective collaboration. Graduates should possess at least one hard skill, like coding or data analysis relevant to the job role, alongside practical, hands-on knowledge. Proficiency in documentation, technical writing, and clear communication—both formal and informal—is crucial. Organizational skills, including time management and adaptability, are needed for operational efficiency. A growth mindset, characterized by continuous learning and personal development, is important for staying competitive. Professionalism, including proper workplace behavior and accountability, is fundamental. Additionally, strong research and analytical skills, combined with industry-specific knowledge in fields like digital marketing and labor laws, are required. Lastly, graduates are expected to excel in decision-making and problem-solving, especially under pressure.

THEME 3: EXPECTED SKILL SETS AMONG GRADUATES OR SENIOR YEAR STUDENTS

THEME 4: WAYS TO COLLABORATE–ACADEMIA & INDUSTRY

Activity Category	Specific Activities
Co-Creation and Co-Organization	- Theme-oriented projects - Short-term challenges - Cross-border boot camps and hackathons
Mentorship and Knowledge Sharing	- One-on-one mentorship programs - Guest lectures - Career guidance - Knowledge transfer sessions
Industry Exposure and Visits	- Scheduled workplace visits - Collaboration with government bodies - Industry meet events
Skills Development and Training	- Hard skills courses - Workshops on resume writing and interview preparation - Digital marketing training

THEME 4: WAYS TO COLLABORATE–ACADEMIA & INDUSTRY

Activity Category	Specific Activities
Project-Based Learning	• Real-life projects and case studies • Involvement in course design • Research and analysis projects
Long-Term Collaborations	• Extended internship programs • Joint workshops and training • Industry-specific training programs
Mentorship and Knowledge Sharing	• One-on-one mentorship programs • Guest lectures • Career guidance • Knowledge transfer sessions

CONCLUSION

Observation on Industry meet

The Industry Meet 2024 opened with an insightful discussion on the mega trends shaping various industries. Participants identified key trends such as the rise of Gen-Z in the workforce, the increasing role of AI and technology, the shift toward hybrid and remote work models, and the growing importance of sustainability and data-driven decision-making. These trends are transforming industries globally, influencing everything from workplace culture to strategic business models.

As the discussions progressed, it became clear that while both academia and industry are working towards collaborative goals, they often do so independently. This event served as a platform to bridge the gap, facilitating the exchange of ideas and challenges. Industry leaders shared their experiences on talent retention, skill gaps, and the need for innovation, while academia offered solutions for nurturing a workforce prepared for these evolving demands.

In conclusion, the Industry Meet highlighted the importance of continued collaboration between academia and industry to address shared challenges, develop relevant human resources, and drive economic growth. The event set the stage for future initiatives that will foster stronger ties and innovative partnerships.

Key Takeaway & Future Initiatives

The Industry Meet Emphasized the importance of continued collaboration between academia and industry to develop a skilled workforce and drive economic growth.

Future Initiatives: The event laid the groundwork for further industry-academia partnerships.

Feedback from Industry Partners

Here are five key insights based on the feedback for the Industry Meet.

Strong Organization and Execution
Participants appreciated the smooth organization and creative execution, particularly highlighting the activities and brainstorming sessions as engaging elements. The efforts of the organizing committee were well received.

Networking Improvements Needed
While networking was a key part of the event, several participants felt that it could be more effective. Suggestions included extending the networking session, improving table allocation for cross-platform networking, and providing more time for meaningful interactions.

Feedback from Industry Partners

Post-Event Follow-Up
There was feedback regarding a lack of post-event communication. Participants expected updates or follow-through on topics discussed during the event, emphasizing the need for proactive communication and follow-up.
r, more impactful

Enhanced Time Management
Some participants noted that certain activities, like introductions required considerable time that could have been allocated for more valuable tasks. Additionally, there was a request to extend the time for deeper discussions and workshops in comparison to presentations.

Continued Innovation and Broader Participation
Many participants praised the concept of connecting industry with academia and encouraged the continuation of such events. There were suggestions for including a wider range of industries and fostering deepe

Would you attend the next Industry Meet or related event(s) at King's College?
9 responses

- Yes
- No
- Maybe

88.9%
11.1%
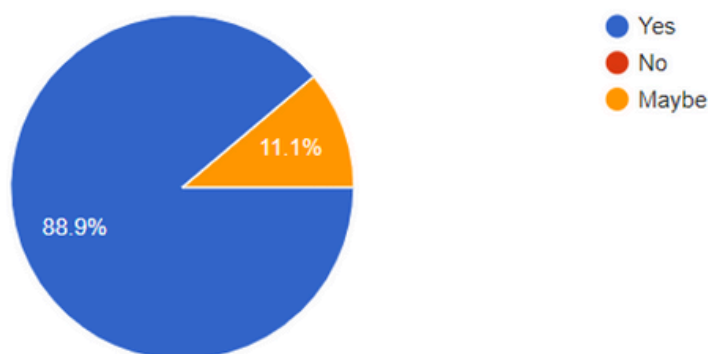
THANK YOU NOTE

We extend our sincere gratitude for attending the King's College Industry Meet 2024. Your presence and active participation were instrumental in the event's success. We deeply appreciate your engagement, thoughtful input, and invaluable support throughout the discussions, which has enriched our collective understanding of industry-academia collaboration. Your contributions have helped us strengthen our mission to bridge the gap between academia and industry, paving the way for future partnerships that will drive innovation and human resource development.

Thank you once again for your long-standing support. We look forward to future opportunities to collaborate and hope to see you at our next event!

Warm regards,
King's College