Employability & Youth - A Perspective in Harmony with NEP 2020

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ABSTRACT:

Unemployment is the biggest challenge in India along with non-availability of skilled workers. Though, most of the time, the problem is not the availability of the job, but the mismatch or lack of skills to carry out a particular job. The National Education Policy 2020 will serve as a modernization for changing the educational system to increase people's employability in the future. The NEP 2020 emphasizes key strengths for a fulfilling career, highlighting the value of education in providing students with the necessary skills. NEP 2020 focuses on the value of education in empowering students with the skills they require. The paper attempts to look into the causes of poor employability of Indian graduates and also review the measures that need to be taken up so as to overcome this gravest concern of employability gap by implementing NEP in fruitful manner.

KEYWORDS: NEP, Employability, Skill Development

1. INTRODUCTION

"Education is the passport to the future, for tomorrow belongs to those who prepare for it today," - Malcolm X.

Education and employment are the fundamental principles that shape people's potential and contribute to the growth and development of a nation. "Employability is tied in with having the capacity to acquire essential work, support business and access progressed business if necessary"[1]. In another words in the event that an individual is taught, the term of "employability" alludes to a bunch of accomplishments-abilities, understandings and individual credits — that make graduates bound to acquire business and find success in their picked occupations, which benefits themselves, the labor force, the local area and the economy[2]. It illustrates that a person should possess a certain set of skills, aptitudes, and traits in order to find employment in a different field and achieve genuine success in his chosen field, which will lead to overall improvement of the nation. Employability has become a fundamental concern for both the government and Higher Education Institutions (HEIs) [5, 6, 7]. Every year, India produces more than five million graduates but the ineffectiveness of the Indian educational system was being questioned. Engineers comprise a small (but significant) part of it at around six hundred thousand, whereas the rest take up a variety of three or four year bachelor degree programs. Entrepreneurs fought for position-ready talent, and job seekers chased new fields of employment where their skills matched their interests [3]. As per the National employability report, graduates 2013, a significant proportion of graduates, nearly 47%, were found not employable in any sector, given their english speaking and cognitive skills. Further, not more than 25% of the graduating students could apply concepts to solve a real-world problem in the

domain of Finance and Accounting. On the other hand, on average, 50% graduates are able to answer definition-based/theoretical questions based on the same concept. This shows that even though students have got exposure to the concepts, they really do not understand or know how to apply them. This indicates, the question Are our graduates employable? needs urgent enquiry. But for the time being, things are looking good with another new strategy, the National Education Policy (NEP) 2020, in progress that aim to focus on the all-around development of the upcoming students[14]. NEP aims to give students long-lasting career options. The primary objectives of the NEP are professional skills, decisive reasoning, and an all-encompassing turn of events. It places an emphasis on educator reform, ability enhancement, and youth care. Basically, NEP 2020 was created with skill development, industrial partnerships, and employability in mind[15].

"The NEP 2020 is formed to integrate skill development, industry connect and employability, promoting holistic
Education," said President Murmu.
The National Education Policy, 2020 is intended to give a general vision and exhaustive system for both school and higher education across the country[16]. Till now, it is a strategy, as opposed to a regulation; execution of its recommendations relies upon additional guidelines by the two states and the middle as instruction is a simultaneous subject. Yet, whenever executed really, the arrangement can assist with reshaping the fate of the work force and assist the arising position searchers with turning out to be more occupation prepared. The paper attempts to look into the causes of poor employability of Indian graduates and also review the measures that need to be taken up so as to overcome this gravest concern of employability gap by implementing NEP in fruitful manner.

2. OPPORTUNITIES FOR EMPLOYABILITY WITH NEP 2020

One cannot deny, however, that policymakers have correctly identified the need to create a new framework that is in line with the inspiring goals of the twenty-first century and have included a few underutilized regions that promise to open up new employment opportunities if NEP is implemented successfully throughout India.

2.1 *In agriculture*

The NEP 2020 has revealed insight to improve and energize the condition of rural training in India. According to the strategy report, rural colleges contain around 9% of all colleges in the nation, and enrollment in agribusiness and partnered sciences is under 1% of all enrolment in higher education. The approach expects to work on both the limit and nature of agribusiness and partnered disciplines to increment rural efficiency through better-gifted graduates and professionals, creative examination, and market-based expansion connected to advancements and practices. For our growing population ,declining land efficiency, environmental change, food adequacy are the basic issues but the design of agricultural education will shift towards creating experts with the capacity to comprehend and utilize neighborhood information, conventional information, and emerging technologies . To open up new opportunities, it is the high time to incorporate technology and the internet into the field of agriculture. The potential benefits of using technology to increase agricultural labor productivity will help improve agronomic practices by facilitating extension, and will increase farmers' access to both old and new markets. Farmers will also be better able to leverage their bargaining position and obtain a higher price for their produce. This will help rural youngsters by fostering their newfound confidence in the ability to

generate income from the family farm. The handling of storing, coordinated factors, and other production network concerns will also be improved by innovation, allowing worthwhile job opportunities to appear outside the home. The key challenge at hand is to make these professions sufficiently enticing to new and seasoned ranchers through planned development and outreach.

2.2   *Technical skills will enhance the market*

According to a report by the Centre for Monitoring Indian Economy, there are around 121 million unemployed Indians who are currently out of work. Some of the key factors behind this number are the lack of key skills and education among job seekers. The NEP 2020's renewed stress on technical education by equipping professionals in cutting-edge areas that are fast gaining prominences, such as Artificial Intelligence (AI), 3-D machining, big data analysis, and machine learning, in addition to genomic studies, biotechnology, nanotechnology, neuroscience, with important applications to health, environment, and sustainable living into undergraduate education is expected to enhance the employability of the youth and also create an ecosystem of entrepreneurs who can provide services to needs of digital India and beyond.

2.3   *An increased effort to revive our legacy and culture*

A third significant viewpoint in our nation has been the absence of utilizing reasonable possibility for the protection of our legacy and culture. Today, there are a lot of foundations, exhibition spaces, artisan exhibits, and historical locations that require qualified workers to function. The emergence of careers in these fields will increase students' motivation to pursue aesthetic sciences and culture in higher education. The likelihood of finding decent employment is typically lower, which is one of the main reasons why young people choose to forgo their humanities interests. The NEP 2020 believes that pupils should have direct access to information about India's diverse culture. As part of the "Ek Bharat Shrestha Bharat" course, 100 traveler objections in the country will be identified. Educational institutions will send students to focus on these objections and their unique experiences, philosophical commitments, customs, native writing, and information in order to deepen their understanding of these regions. Making such initiatives and degrees in advanced education in the humanities, arts, and languages will also come with more fantastic openings for employment that may actually benefit from these skills.

2.4   *Building of new genre for job seekers via Translation and Interpretation*

One of the progressive advances that the NEP 2020 notices is the dire development of the nation's interpretation and understanding endeavors to make excellent learning materials and other significant composed and spoken material accessible to the general population in different Indian and unknown dialects. For this, an Indian Organization of Interpretation and Translation (IITI) will be laid out. Such an organization would offer a really significant support for the nation, as well as utilize various multilingual language and subject specialists, and specialists in interpretation and understanding, which will assist with advancing every single Indian language. The IITI will likewise utilize innovation to support its interpretation and translation endeavors. Given the ongoing change in the business environment, the NEP 2020 outlines the need for improvement as well as the general learning strategies. The strategy adheres to a sophisticated conception of education that lays less emphasis on enjoyment and more on experience learning. Young students should be a great alternative for the gig market because the strategy predicts making significant advancements to erase any obstacles between the existing understanding state and what is predicted for the next age. According to the agreement, a top-notch educational system with equal access to the best instruction for all pupils regardless of social background or financial status will be in place by 2040.

3. WAYS TO ENHANCE EMPLOYABILITY WITH NEP 2020

Education is for empowerment, enlightenment, enhancement of knowledge and to seek gainful employment. So, there is an urgent need to fill the gaps existing in our education system so as to overcome the problem of low employability among graduates. Under NEP 2020 various points are designed by the policy maker to enhance the employability[17] and is shown in Figure 1 and are discussed below

a. *Skill based education*

Skill based education is not a choice but a need in India where the demand for skilled professional is still very high and the desire to get skilled is low[4]. A graduate must possess the subject knowledge as well as the soft skills to qualify the interview. Survey report[13] on employability have depicted those 93 % Indian graduates, who possess professional degrees at higher level lack in employability skills. This monumental gap may be improved with the help of promotion of skill- based education at higher level. Indian government has taken initiatives and established many organizations, institution which offer skill based education to bridge the employability gap. National Skill Development Corporation, National Vocational Education Qualification Framework, Skill Development Bureau are some of the initiatives taken by government to use skill and knowledge for economic growth and social development. Students should be made aware of such government initiatives.
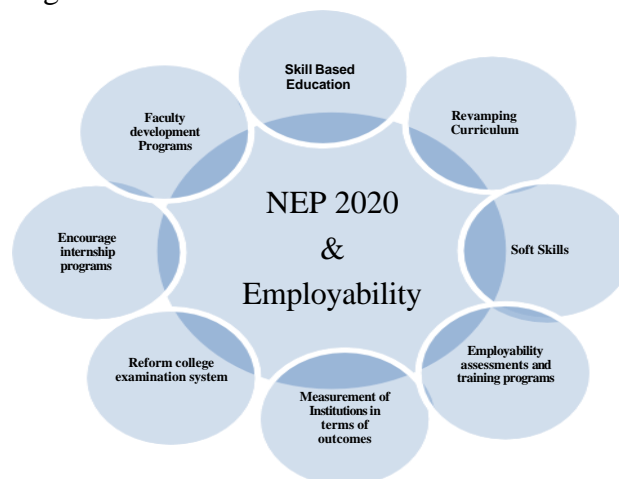

Figure-1 Ways to Enhance Employability under NEP2020

b. *Revamping Curriculum of the colleges*

Set curriculum does not provide any chance of exploring new ideas, new skills and new innovation as students have to rote syllabus and get the marks anyhow. Open curriculum promotes creativity, innovation and free thinking.

c. *Soft Skills can Bridge the Employability Gap*

Lack of soft skills is main obstacle in the path of getting employment for students[12]. Many of suggestions have been raised for inculcating soft skills among Indian students which can make them more employable.

d. *Conduct employability assessments and training programs*

The report [11] indicates that matriculating students are underprepared for university study. Students lack the pre- requisites for college and often lack employability skills that should have been learned in school such as basic computer literacy, basic mathematics, English reading skills and deductive logic. So it is suggested that all incoming students should be assessed on basic skills. Based on the results, institutions can provide 3-6 months training programs in students' gap areas which will improve graduation rate.

e. Institutions should be measured in terms of outcomes

Outcome measurement should be central to policy. Traditionally, institutions are measured on input: number of faculty, faculty qualifications, infrastructure, student body composition, etc. along with existing parameters their performance should be judged on what they produce in terms of student learning and employability.

f. Reform college examination system

The examination system at our higher education institutions does not achieve its intended purpose. Even students with no requisite expertise in the subject matter can qualify for these exams and score well. So, the examination should have a balance of theoretical, conceptual and application- based questions.

g. Encourage internship programs and push project-based learning

As per the report[10] students are trapped in a college bubble. They have little industry exposure. Only 40% of Students perform internships while only 36% undertake projects beyond their required coursework. Internship program can ensure more project-based learning among students and should be promoted by government, academic departments and research labs.

h. Faculty development and continuous assessment programs

Author[8] highlighted the challenges being faced by human resource development centers HRDCs in sensitizing the teaching faculty. HRDCs should be recognized as major teaching support centers for providing rigorous training for effective teaching and rather than linking these training modules with the promotion of lecturers it should be made mandatory to attend these immediately after joining so that the teacher enters into their classes with content knowledge and much needed delivery skills. Feedback on the quality of teaching from undergraduate students should be taken as one of the parameters for the career growth of the teacher.

4.   CONCLUSION

Education at undergraduate level has to be rooted in inspiration and interest not compulsion. For this the objectives of both the teacher and the student have to match. This is the time to promote skilled based programs like short term courses, vocational courses and so on. Unemployment is the biggest challenge in India along with non-availability of skilled workers. Though, most of the time, the problem is not the availability of the job, but the mismatch or lack of skills to carry out a particular job. Therefore, it is important to develop skilling models, which will not only address the issue of the need for skilled human resources but will also provide employment to the bottom of the pyramid. While optimizing our existing capabilities and capacities, we need to improve quality of teaching also so that the teachers bring better learning outcomes in higher education. NEP, 2020 significantly addresses the gap existing in the Indian education system. The success of NEP depends on the collaborative efforts of the center and states. To achieve the overall objectives of NEP there is an immediate need to increase the funding so that the education system can be restructured and can be of global standards.

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