

Impact of the National Education Policy 2020 on Youth Empowerment: A Case Study of Maharani Laxmi Bai College, Bhopal

Dr. Dharmendra Patil

Junior Project Fellow, Regional Institute of Education (NCERT) Bhopal

Abstract

The National Education Policy (NEP) 2020 represents a transformative shift in India's education system, emphasizing skill-based learning, digital integration, and a multidisciplinary approach to enhance youth empowerment. This study examines its impact through a case study of Maharani Laxmi Bai College, Bhopal, analyzing students' perceptions of employment opportunities, digital education, inclusivity, research and innovation, mental health, and academic flexibility. A structured questionnaire comprising 20 key questions was administered to 50 female students. The results indicate strong support for NEP 2020, with 85% acknowledging its role in improving employment prospects, 75% favoring digital education, 80% appreciating its inclusivity, 70% recognizing its contribution to research, 65% highlighting mental health initiatives, and 90% endorsing subject selection flexibility. The study identifies key challenges in implementation and offers recommendations for optimizing the policy's effectiveness, ensuring a more equitable and future-ready education system.

Keywords: New Education Policy, Empowerment, Employability, Experience Learning, Vocational Education, Skill Development, Digital skills, Job-oriented learning

1. Introduction

Education is a catalyst for national progress, and India's National Education Policy (NEP) 2020 is a visionary step toward creating a more dynamic, inclusive, and globally competitive education system. The policy emphasizes flexibility, innovation, and skill-based learning, equipping students with the future-ready competencies needed to thrive in an evolving job market.

Marking a significant shift from a degree-oriented approach, NEP 2020 prioritizes skill development, digital literacy, vocational training, and industry collaboration, ensuring that young learners are well-prepared for the challenges of the 21st century. With its commitment to holistic and inclusive education, the policy aims to nurture a generation of confident, skilled, and self-reliant professionals capable of driving economic growth and global competitiveness.

By bridging educational disparities, expanding digital access, and fostering a culture of innovation and entrepreneurship, NEP 2020 is laying the foundation for an empowered, adaptable, and future-ready youth, poised to shape India's development in the years to come.

The "Sashaktikaran Karyakram (RYSK)" is a comprehensive initiative aimed at youth empowerment. It includes several key components, such as Nehru Yuva Kendra Sangathan, National Youth Corps, National Young Leaders Programme, National Programme for Youth and Adolescent Development,

International Cooperation, and Youth Hostels. These sub-schemes focus on skill development, leadership, social development, and providing opportunities for youth to engage at both national and international levels, fostering holistic growth and opportunities for young individuals in India.

The Ministry's focus on skill development aims to empower youth by creating a demand-driven, learner-centric skills ecosystem. Through initiatives like DGT, NSDC, and various training institutes, the goal is to bridge the skills gap, enhance employability, and encourage entrepreneurship. The Vision 2025 aims to drive economic mobility, foster a skilled workforce, and boost productivity, ultimately enabling youth to thrive in aspirational careers. This effort supports youth empowerment by providing the necessary skills to excel in the evolving job market.

Important highlights of NEP 2020 include:

1. Vocational training from an early stage to improve employment prospects.
2. Integration of technology and digital learning for wider access to quality education.
3. Interdisciplinary and flexible subject selection for a customized learning experience.
4. Research-oriented approach to boost innovation.
5. Mental well-being programs to enhance student wellness.

This study assesses how these changes impact students at Maharani Laxmi Bai College, Bhopal, Madhya Pradesh and how effectively they contribute to youth empowerment.

2. Review of Literature

Dr. R.K. Pathak (2020) from PSSCIVE, NCERT, emphasizes the need for a reimagined approach to vocational education and skill-building in India. The focus is on integrating practical skill development into the educational framework to meet the demands of the evolving job market. By aligning vocational education with industry requirements, this vision aims to enhance employability and promote entrepreneurship, contributing significantly to India's economic growth and self-reliance. The strategy advocates for a multi-stakeholder approach for more effective implementation.

Kaur, K. (2024) The National Education Policy (NEP) 2020 is a transformative initiative focused on empowering youth in India through skill-based learning, digital literacy, and a flexible curriculum. It promotes holistic education, inclusion for marginalized groups, and mental health support, preparing students with both knowledge and practical skills. NEP 2020 fosters self-reliance, innovation, and employability, creating a foundation for a future-ready generation of leaders to contribute to India's development.

Drishti Pant and Abid Hasan's 2020 study on the "Impact of New Education Policy on Employability" highlights how NEP 2020 bridges the gap between education and employment. The policy focuses on skill development, vocational training, and industry integration, shifting from degree-centric education to a competency-based approach. It promotes inclusivity, equal opportunities for marginalized groups, and digital literacy. The study concludes that NEP 2020 is a key step toward enhancing employability and preparing youth for the evolving job market.

Pathak (2020) evaluates the NEP 2020's approach to vocational education, contrasting it with the previous policy. Kumar, Prakash, and Singh (2020) highlight the 34-year gap in policy updates, presenting NEP 2020's comprehensive vocational and technical education framework, emphasizing its five core pillars. Dixit (2020) links the NEP's vocational education framework to Mahatma Gandhi's "Nai Talim" concept from 1937, illustrating a return to practical, skill-based education. These studies

collectively emphasize the NEP's potential to address long-standing educational gaps and promote skill development in India.

Gedar and Yadav's 2023 study explores how NEP 2020 contributes to generating employment opportunities through student skill development. Published in the *Journal of Emerging Technologies and Innovative Research*, the article emphasizes NEP's focus on integrating vocational education with academic learning, promoting skill-building, and enhancing employability. By aligning educational outcomes with industry demands, NEP aims to equip students with practical skills that boost their job readiness. The authors highlight NEP's potential to address the skill gap and create better employment prospects for youth.

Gnanaselvi's 2022 study examines students' perspectives on the National Education Policy 2020 in relation to higher education, personality development, and employability. Published in the *International Journal of Advance and Innovative Research*, the article explores how NEP aims to enhance students' employability by promoting skill development, personality growth, and better alignment with industry needs. The study reveals that students recognize NEP's potential to improve career readiness and increase job opportunities by fostering a holistic education system.

Sharma and Trivedi's 2023 study, "*Employability & Youth-A Perspective in Harmony with NEP 2020*," published in the *International Journal for Multidisciplinary Research*, explores the alignment between the National Education Policy 2020 and youth employability. The authors discuss how NEP focuses on developing skills that are directly relevant to the job market, fostering a workforce ready for the future. They highlight the policy's impact on enhancing youth potential through holistic education, personalized learning, and skill-based training, which directly contribute to improved employability prospects.

By : RC Kuhad, News 18 Report__National Education Policy 2020: Making Indian Youth Skilled to Achieve Atmanirbhar Bharat The article highlights the role of the National Education Policy (NEP) 2020 in empowering Indian youth through skill development to support the vision of Atmanirbhar Bharat. NEP 2020 emphasizes the importance of not only increasing the Gross Enrolment Ratio but also focusing on practical skill-building to ensure self-reliance. The policy aligns with Prime Minister Narendra Modi's vision of modernizing education to create a skilled workforce for India's development.

Akanksha Singh's 2024 paper examines the impact of India's National Education Policy (NEP) 2020 on the development of New Bharat. The study emphasizes the NEP's role in enhancing education through skill development, inclusivity, and alignment with the job market. It highlights how NEP 2020 aims to bridge educational gaps and contribute to India's growth by fostering employability, innovation, and overall youth empowerment. The paper reflects on NEP's potential to shape a progressive and self-reliant India.

Miss Yasmin, 2023, Effect of the New Education Policy on Youth Empowerment and sports Development: The NEP 2020 aims to empower youth through holistic education, skill development, and a flexible curriculum. It focuses on enhancing employability, encouraging research and innovation, and providing equal access to quality education, particularly in rural areas. By promoting multilingualism, technology integration, and fostering self-confidence, the policy prepares youth for a competitive, tech-driven world. These transformative provisions are expected to contribute significantly to youth empowerment and their active participation in nation-building.

The Role of Digital Learning in Education Reforms: Digital learning has become a key driver of educational transformation, enabling personalized and flexible learning experiences. It enhances access

to quality education, bridges geographical barriers, and equips students with the digital skills required for the modern workforce (UNESCO, 2021).

Future of Education in the Digital Age: The integration of technology in education is reshaping the future of learning by promoting interactive and adaptive learning models. Artificial intelligence, virtual classrooms, and digital collaboration tools are making education more engaging and inclusive (World Economic Forum, 2021).

Impact of Education Policy on Research and Innovation: Education policies play a crucial role in fostering research and innovation by providing funding, creating interdisciplinary learning opportunities, and encouraging industry-academia collaboration. Policies that prioritize research drive national and global competitiveness in science and technology (Times Higher Education, 2022).

Education and Employment: Bridging the Skill Gap: The gap between education and industry requirements can be bridged by aligning academic curricula with practical skill development. Universities and businesses must collaborate to ensure that graduates possess the necessary skills for the evolving job market (Harvard Business Review, 2023).

How NEP 2020 is Transforming Higher Education in India: The National Education Policy 2020 has introduced major reforms in higher education, focusing on multidisciplinary learning, flexible curricula, and skill-based education. These changes aim to enhance employability, research capabilities, and global competitiveness of Indian students (Indian Express, 2024).

3. Research Methodology

3.1 Data Collection

- Location: Maharani Laxmi Bai College, Bhopal
- Sample Size: 50 girls students
- Survey Method: Structured questionnaire with 20 crucial questions
- Objective: To evaluate the effectiveness of NEP 2020 in empowering students

3.2 Important Areas Analyzed

The research focused on six main aspects of NEP 2020:

1. Employment Opportunities
2. Digital Education
3. Inclusive Education
4. Research & Innovation
5. Mental Health & Well-being
6. Flexibility in Subject Selection
7. Girl's students provided positive, negative, or neutral responses, which were analyzed quantitatively.

4. Results and Analysis

4.1 Employment Opportunities (85% Positive Response)

How NEP Helps?

- Vocational education introduced from Class 6.
- Internship programs for practical experience.
- Promotion of entrepreneurship.

Survey Findings:

- 85% found these initiatives beneficial.

- 10% felt more industry collaborations were needed.

4.2 Digital Education (75% Positive Response)

How NEP Helps?

- E-learning platforms like SWAYAM, DIKSHA, and NPTEL.
- Inclusion of AI, Data Science, and Coding in curriculum.

Survey Findings:

1. 75% supported digital learning.
2. 20% faced internet accessibility issues.

4.3 Inclusive Education (80% Positive Response)

How NEP Helps?

- Scholarships for economically weaker sections.
- Provisions for differently-abled students.

Survey Findings:

1. 80% felt inclusion has improved.
2. 15% noted gender disparity concerns.

4.4 Research and Innovation (70% Positive Response)

How NEP Helps?

1. Establishment of National Research Foundation (NRF).
2. Focus on innovation and startups.

Survey Findings:

1. 70% found research support encouraging.
2. 20% felt research facilities were still inadequate.

4.5 Mental Health & Well-being (65% Positive Response)

How NEP Helps?

Introduction of yoga, meditation, and moral education.

Survey Findings:

1. 65% reported improved well-being.
2. 25% still experienced academic stress.

4.6 Flexibility in Subject Selection (90% Positive Response)

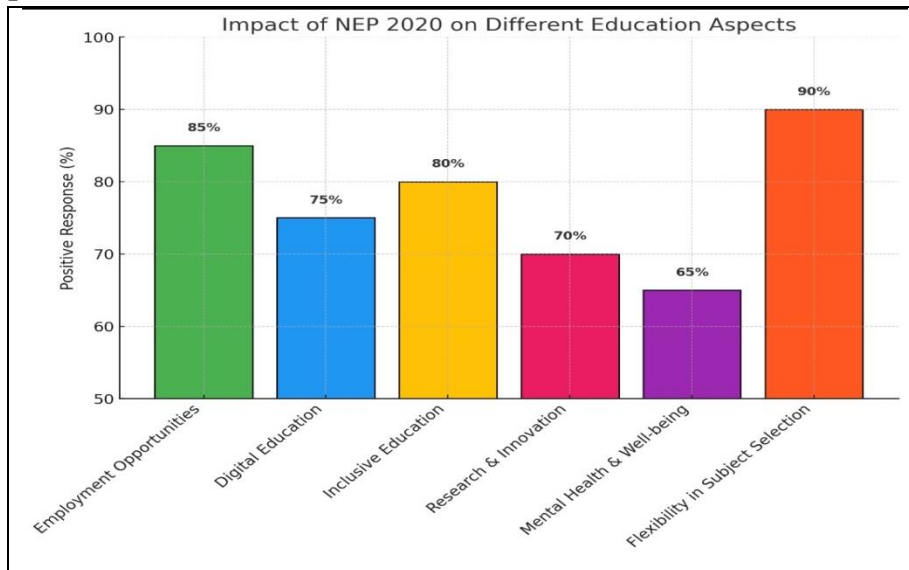
How NEP Helps?

1. Multidisciplinary subject selection allowed.
2. Academic Bank of Credits (ABC) for flexibility.

Survey Findings:

1. 90% students appreciated subject flexibility.
2. Only 5% had concerns about its practical implementation.

5. Graphical Representation



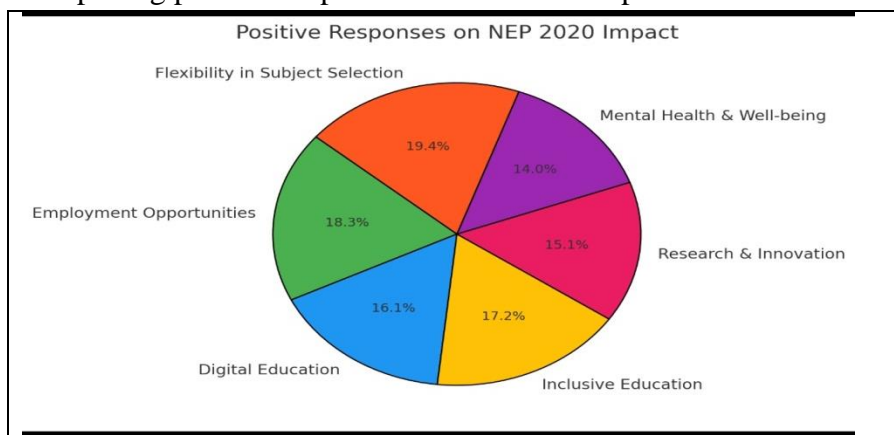
Source-Primary Data

Bar Chart Interpretation:

1. The leaning confirms that subject flexibility and employment opportunities are the most appreciated aspects of NEP 2020.
2. The lower ratings for mental health support (65%) and research innovation (70%) indicate areas requiring further improvement.
3. The overall positive response suggests that students believe NEP 2020 is beneficial but still faces challenges in implementation.

These visual representations provide clear insights into how different aspects of NEP 2020 are perceived by students.

Below is a pie chart depicting positive responses across different parameters of NEP 2020



Source-Primary Data

Pie Chart: Positive Response to NEP 2020 Initiatives

Pie Chart Interpretation:

1. The highest positive response (90%) was for Flexibility in Subject Selection, indicating strong approval for the interdisciplinary approach.
2. Employment opportunities (85%) also received a high rating, reflecting confidence in vocational training and internship programs.
3. Digital education (75%) had a good response, but challenges like accessibility and digital infrastructure were noted.
4. Inclusive education (80%) showed progress in scholarships and gender inclusivity.
5. Research & Innovation (70%) received moderate approval, suggesting the need for better funding and resources.
6. Mental health & well-being (65%) had the lowest approval, highlighting the need for more support programs.

6. Impact of the National Education Policy 2020 on Youth Empowerment

The National Education Policy (NEP) 2020, introduced by the Ministry of Education, Government of India, aims to transform the Indian education system by emphasizing skill development, holistic learning, and inclusivity. It focuses on empowering youth by promoting multidisciplinary education, vocational training, and digital literacy. The policy introduces flexibility in learning, multiple entry-exit options, and skill-based education, enhancing employability and self-reliance among students (Ministry of Education, 2020, p. 5). Additionally, NEP 2020 emphasizes equity and inclusion, particularly for socio-economically disadvantaged groups, by providing financial support and integrating regional languages in education (Ministry of Education, 2020, p. 14). These reforms ensure that young individuals are well-equipped for the evolving job market, fostering innovation and entrepreneurship.

7. Discussion and Conclusion**7.1 Important Findings**

1. High approval for employment, subject flexibility, and inclusivity.
2. Digital education is promising but faces infrastructure challenges.
3. Research and mental health need further improvements.

7.2 Challenges in Implementation

1. Infrastructure Deficiencies: Internet access and digital devices are not universally available.
2. Teacher Training: Many educators need additional training for the new curriculum.
3. Industry-Academia Collaboration: Stronger partnerships required for job-oriented learning.

7.3 Recommendations

1. Enhancing Digital Infrastructure: Expand affordable internet and digital resources.
2. Strengthening Research Facilities: More funding for college research initiatives.
3. Increasing Awareness on Mental Health: Organizing counseling sessions and student wellness programs.

7.4 Conclusion

This study concludes that NEP 2020 has significantly contributed to youth empowerment, particularly in employment and subject selection flexibility. However, challenges such as infrastructure gaps, research funding, and mental health initiatives require urgent attention. With proper implementation, NEP 2020 has the potential to transform India's education system into a globally competitive model.

8. References

1. NSDC <https://nsdcindia.org/>
2. MSDE Ministry of Skill Development and Entrepreneurship
3. NCVET National Council for Vocational Education and Training
4. Dr. R.K. Pathak,(2020) PSSCIVE, NCERT, Reimagining Vocational Education and Skill-building,pg 1
5. Kaur, K. (2024). New education policy and employability of youth. Department of Commerce & Business Management, Assm College, Mukandpur (College of GNDU, Amritsar), SBS Nagar.
6. Pant, D., & Hasan, A. (2020). Impact of new education policy on employability.
7. Gnanaselvi, K. (2022). National education policy 2020: Students' perspective in relation to higher education, personality development, and employability. *International Journal of Advance and Innovative Research*, 9(2), 34-36.
8. Gedar, N., & Yadav, A. (2023). NEP 2020's contribution to generating employment opportunity through students' skill development. *Journal of Emerging Technologies and Innovative Research*, 10(9), 822-827.
9. Sharma, S., & Trivedi, N. (2023). Employability & youth: A perspective in harmony with NEP 2020. *International Journal for Multidisciplinary Research*, 5(6), Nov-Dec.
10. Kuhad, R. (2020, November 12). National education policy 2020: Making Indian youth skilled to achieve Atmanirbhar Bharat. *News18*.
11. Singh, A. (2024). Exploring the impacts of India's national education policy on new Bharat development. *International Journal for Multidisciplinary Research*, 6(2), 1-4.
12. Yasmin, M. (2023). Effect of new education policy on youth empowerment and sports development: A brief review. *IJCSPUB*, 13(4).
13. Ministry of Education, Government of India. (2020). National Education Policy 2020.
14. UNESCO. (2021). The Role of Digital Learning in Education Reforms.
15. World Economic Forum. (2021). Future of Education in the Digital Age.
16. Times Higher Education. (2022). Impact of Education Policy on Research and Innovation.
17. Harvard Business Review. (2023). Education and Employment: Bridging the Skill Gap.
18. Indian Express. (2024). How NEP 2020 is Transforming Higher Education in India
19. Research Survey Data (2025), Maharani Laxmi Bai College, Bhopal.