



NEW EDUCATION POLICY (NEP) 2020: ESCALATING EMPLOYABILITY SKILLS THROUGH VOCATIONAL EDUCATION

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ABSTRACT:

India has been under the yoke of a harsh education system, despite the fact that it is the world's fastest growing economy and the country with the greatest working-age population. A significant demand for skill development has been identified in order to equip young people for their ideal careers. This is because the development of talents contributes to the progress of both the individual and the nation. A New Education Policy is introduced to replace the Root Education System and to introduce a more realistic style of teaching and learning. The NEP 2020 policy conveys that education is the most important factor prevailing in today's society and how vocational education is important for an individual's better career. The study also discusses the potential link between vocational education and the acquisition of employable skills.

KEYWORDS:

NEW EDUCATION POLICY, NEP 2020, VOCATIONAL EDUCATION, EMPLOYABILITY SKILLS

INTRODUCTION

NEP 2020 applauds the encouraging upward path in educational achievement because it is the bedrock of evolutionary progress for humans. Multilingualism and cross-disciplinary learning are at the heart of policy, which also supports the development of foundational knowledge and skills, as well as the nurturing of crucial creative and critical thinking. A fundamental goal of NEP 2020 is to help students stand out in a competitive environment by recognizing, identifying, and developing their individual strengths. Several novel ideas are presented to improve education, including the introduction of vocational courses, the reduction of stress around board exams, the addition of new subjects, the thinning of the wall between streams, and many others.

The basics of the Education Policies in India is to provide high-quality education to all which will convert India, into a developed and knowledgeable society also fundamentals of education policies is to encourage the various new courses which help the students to think outside the box and experimenting them with new ideas. More emphasis is paid towards identifying the unique capabilities of each student by offering multidisciplinary and holistic education across all the available subjects.

VARIOUS EDUCATION POLICIES IN INDIA:

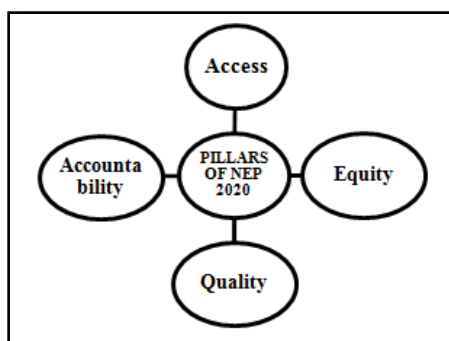
- **National Policy of Education (NPE), 1968:**The specific policy in question mandated the establishment of a National School System, guaranteeing that children of all races, religions, and genders would have equal access to a basic education. Making the education level same for all. The basic characteristics of NEP 1968 is to create

the vision like providing equal opportunities for all the students across the nation along with focusing on students from rural, tribal and

backward area, a special focus.

- **National Policy on Education, 1986 (NPE):**NPE 1986 focused on modernization and the role of information technology in education. More emphasis was placed on restructuring teacher education, early childhood care, women's empowerment, and adult literacy. The Policy includes a better understanding of the common educational structure, minimum levels of learning interregional mobility, lifelong education, national institution strengthening, and education reforms as first priorities.

New Education Policy, 2020 (NEP):NEP 2020 was announced in 2020 under Prime Minister Narendra Modi's leadership. The policy emphasises holistic and multidisciplinary education. Along with a forward-thinking vision for reimagining vocational education and a strong emphasis on capable faculty, as well as various students supports. The prerequisites for NEP 2020 are a New Curricular and Pedagogical Structure (5+3+3+4), as well as the promotion of multilingualism and Indian languages, as well as the adaptation and focus on Exposure of vocational education in the school and higher education systems.



LITERATURE SURVEY

Tilak, J. B. (2003) said there is a great demand for specific talents, hence vocational education has evolved. It reduces unemployment and boosts job changes. Current technology needs fewer middle- and lower-level skilled workers. Vocational education can build this manpower. Vocational education promotes a 'skill culture' and manual work mindset. As every profession transforms rapidly, vocational education and training are needed to address employment difficulties. **Idris, A., & Rajuddin, M. R. (2012)** emphasizes Vocational education is vital for employability since it trains competent personnel and makes them appropriate for the firm. Quality vocational education and training boosts production make students more capable. Many advanced countries value vocational skills and expertise. Many students consider Problem Solving, Planning, and Organizing, Time Management, Learning & Technology, Self-management, Problem-solving Teamwork, Communications Skills, Initiative, and Enterprise skills to be vital in preparing them for career-oriented employment.

Communication skills improve a person's professional career and social development (**Schulz, B 2008**), which increases an employee's employability. Effective social skills are evident in the classroom and working environments. Good communication skills are needed for being unique and thinking beyond the box. Training appropriate communication skills is an excellent way to increase an individual's skills. According to (**Gowsalya, Kumar, 2015**), universities and colleges are delivering skill-based education to students. Employers seek employees with a variety of talents, including teamwork, problem solving, good interpersonal and communication skills, leadership, technical skills, and business knowledge, so that employees can use their own initiative. Multitasking applicants can get jobs today. Thus, teaching should focus more on establishing abilities so students may learn how to apply them independently.

Popescu, M. E., & Roman, M. (2018) state vocational education promotes employability and success. Vocational training and education connect companies' demands with people's skills. It connects and holds young people to the changing market demands and wants and helps them find productive and sustainable careers. **Govinda R.(2020)** policy has a comprehensive set of educational principles that focus on instructors, students, and practical learning.

A large part of policymaking will include a rebuilding schedule with a focus on strengthening, reforming, and innovating the present system by setting practical goals and outlining pathways. NEP 2020 changes include the development of vocational skills, which boosts employability.

Kalyani, P. (2020) said education is the boom for every developing economy and helps establish a nation. The education policy 2020 includes vocational education and inventive subject combinations. Vocational classes' help students grow and succeed. These early-stage changes focus on learning and developing according to talent, which will help Students Bridge the gap between industry and academia. **Kumar, A. (2021)** reveals New Education Policy reframes previous policies and brings out progressive content to enhance the country's education. This policy aims to create jobs through vocational or multidisciplinary training. The new strategy clears all conventional education practices and introduces a new teaching style, making students highly competitive and advanced in the 21st century.

OBJECTIVE OF THE STUDY:

The current research investigates how New Education Policy 2020 can improve students' employability skills by increasing their participation in Vocational Education and other related programs. And what are the most significant challenges to overcome in order to enhance students' talents in accordance with the NEP 2020?

DISCUSSION

VOCATIONAL EDUCATION AND NEP 2020

The present NEP 2020 focuses on various vocational education programs and it aims that every child should learn "at least one vocation" and be "exposed to several more". NEP also talks about setting up "skill labs" a new initiative in collaboration with polytechnics and local industries, to have a vast practical experience for students. Quality vocational education will be incorporated smoothly into higher education which leads to a better position for carrier development (Pathak, R, 2020).

NEP has compiled a list of appropriate weapons to help bridge the well-known gap between vocational and academic education. In the context of vocational education, it is the job-oriented training that prepares learners or individuals for the job; it simply lists practical actions that prepare the learner for the development of the carrier, since the balance carrier is the exclusive duty of any workplace. Carrier development helps in the acquisition of new employment and possibilities, as well as the comprehension of new job positions. Following the development of carrier skills, there is a need to enhance or collect abilities in skill development that are required for the competent world. The process concludes with increasing employability, which is the main goal of NEP 2020, and all of the above factors are critical for increasing employability.

FEATURES OF STUDENTS' VOCATIONAL

EDUCATION

- Vocational Education has been added to the curriculum in order to provide students with more subject options, including co-curricular and extra-curricular activities, and to allow them to establish their own goals and study pathways.
- In addition to vocational education, modern courses such as Artificial Intelligence, Design Thinking, Holistic Health, Organic Living, Environmental Education, and Global Citizenship Education (GCED), among others, are essential for developing students' talents.
- NEP 2020 has also taken the initiative to improve practical courses via the Internet, so empowering students to be more innovative and observant.
- The National Education Policy (NEP) has designated vocational courses such as carpenters, gardeners, potters, artists, etc. for students in grades 6 through 8, and courses such as digital literacy, coding, and computational thinking; ethical and moral reasoning; knowledge and practise of human and Constitutional values; gender sensitivity and management skills are introduced for students in higher grades.
- Vocational Education will contribute to the development of the modern Indian, and its success will inspire future aspirations in education, health, the environment, etc.
- Students will experience a sense of competition, which will assist them in developing respect for the environment, helpfulness, civility, patience, forgiveness, empathy, compassion, patriotism, a democratic worldview, integrity, responsibility, justice, liberty, equality, and brotherhood.
- The introduction of vocational disciplines will aid in assessing conceptual comprehension and application skills.
- Vocational education has been associated with a significant increase in employable skills, as it permits personal accomplishment, personal enlightenment, and public engagement.

FEATURES OF VOCATIONAL EDUCATION FOR TEACHERS & STAFF

- According to the NEP, for the purpose of regulating vocational courses, instructors with broader knowledge and more practical experience should be hired.
- For the benefit of students and to assist maintain and promote local knowledge and professions, it is necessary to designate eminent or knowledgeable experts in vocational courses.
- By 2022, a unified set of National Professional Standards for Teachers will have been developed by the National Council for Teacher Education in its new role as a Professional Standard Setting Body (PSSB) under the General Education Council (GEC), in collaboration with the National Council

for Educational Research and Training (NCERT), State Councils for Educational Research and Training (SCERTs), teachers from all levels and regions, expert organisations in teacher preparation and development, expert bodies in vocational education, and higher education institutions (NPST).• The National Curriculum Framework for Teacher Education, NCFTE 2021, describes the prerequisites and requirements for teacher education in vocational education.

- The NEP 2020 emphasises that each school should have a sufficient number of vocational teaching teachers who can assist in resolving the overall organised problems and obstacles faced by students in developing their vocational abilities.
- The objective of the NEP is to improve the Gross Enrollment Ratio in higher education, including vocational education, from 26.3% in 2018 to 50% in 2035.

VOCATIONAL EDUCATION AND EMPLOYABILITY

In many nations, bolstering access to vocational education and training is at the top of the list of priorities. It has been shown that the returns on investment in vocational education are significantly higher than those in secondary and higher secondary education generally (Agrawal, T., & Agrawal, A.) (2017). The NEP 2020 has been observed to be actively engaged in consolidating and expanding human capacities across intellectual, aesthetic, social, physical, emotional, and moral domains through the provision of holistic and multidisciplinary education. Although the Indian economy is one of the largest in the world, only a small fraction of the population possesses the set of skills that allows them to advance professionally and stand out from the rest of the pack. Some reforms, like encouraging vocational education and training to meet the new occupational standards, will help to increase the employability of young people in India. (Mehrotra and S. (2014)

Statistics gathered by the National Sample Survey Office (NSSO) show that between the ages of 15 and 59, just 2.2% of the population receives formal vocational training, while 8.6% receives non-formal vocational training. Based on these statistics, it's clear that the vast majority of people (about 90%) have no formal education or training in a trade. While the rate at which people get vocational training did increase slightly between 2004–05 and 2011–12, this only served to highlight the growing interest in and need for such programs. Establishing adequate vocational training and education is crucial to generating a more competent labour force, which in turn will increase the employability of citizens and the economy as a whole.

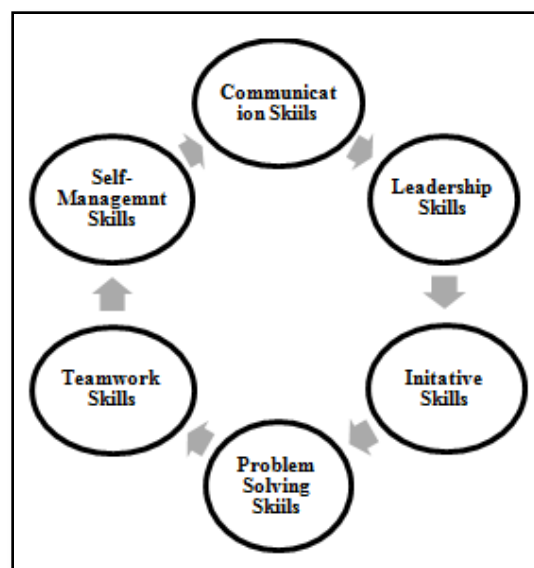
Workplace culture is shifting, and with it comes an increased demand for a highly qualified labour force, especially in light of the constant stream of new workplace initiatives. To thrive in today's competitive job market, employees need access to information and a wide range of skills. Knowledge in this field increases the individual's

employability and productivity, so employers in countries like Malaysia, which is rapidly developing in the field of manufacturing and industrial sector, look to the current and next generation of workers to have a solid grounding in vocational education. The industry is bolstered by vocational education because it produces workers with the requisite skills. Since Malaysia is on the cusp of joining the ranks of the Newly Industrialized Countries, it needs an educated and experienced labour force to help steer and sustain its growing manufacturing sector. Increased employability is a direct result of vocational training's positive effects on both individual and occupational quality. When it comes to preparing the next generation of workers for the job market, vocational and technical training can be a key factor. (Bakar, A. R., & Hanafi, I. (2007)

India stands to reap the most benefits from the coming demographic shift. There are plenty of job openings, which is worrying news for India's talent development system. In today's India, the job market is competitive and qualified people are in high demand, yet the jobless population is struggling with the same problem. Financial resources should be allocated to vocational education because of the strong correlation between a comprehensive education and future employment prospects. Vocational education and training in India has become increasingly important as a result of the country's ongoing process of modernization, which is linked to greater earnings and the satisfaction of employer and employee alike. To wit: (Kumar, R., Mandava, S., & Gopanapalli, V. S. 2019).

For the effective utilization of human resources, countries like India should pay more significant emphasis on vocational training the students along with academic education. The Indian government should take the necessary steps to boost the number of individuals enrolling in vocational education, as it is equally essential for expanding employment options. Incorporating vocational education alongside academic studies would enable the student to realise his full potential, since the acquired vocational skills will allow them to secure their chosen career after graduation. The association between vocational education and employability is favourable. The NEP intends to expand vocational education understanding by implementing these courses at the secondary and senior secondary levels. Many cooperatives and non-governmental organisations will also aid higher education institutions in training students with the finest occupational skills (Balakrishnan, K. 2021).

EMPLOYABILITY SKILLS OBTAINED THROUGH VOCATIONAL EDUCATION



- **Communication Skills-** Increase the employability in this competitive job market by developing your communication skills. An in-depth comprehension of the job's responsibilities, duties, and potential for advancement depends on a person with strong communication skills and an understanding of how to effectively convey that information. A well-oiled communication system not only fosters teamwork and cooperation, but also boosts morale, involvement, output, and job satisfaction for workers.
- **Leadership Skills** — Effective leaders are essential in any organisation because they inspire their employees to work harder and set clear objectives for the future. Good leadership has a beneficial effect on a person's employability because it motivates and inspires workers to produce the desired results.
- **Initiative Skills-** The ability to take the lead and sees an opportunity when it presents itself is a hallmark of an initiator. The ability to take the lead and seize opportunities on one's own accord is one of the most valuable skills in the job market.
- **Problem-solving Skills-** Critical to a person's marketability is the ability to evaluate situations, generate new ideas, and find effective solutions to everyday problems. These abilities are vital in the business world because they aid in coping with a wide range of challenges.
- **Teamwork skills**—the ability to work effectively with others in a group; the cultivation of these skills leads to greater individual productivity and adaptability. Working effectively in a team involves delegating tasks amongst members and coordinating the efforts of everyone involved.
- **Self-Management Skills-**Ability to control one's own behaviour, thoughts, and emotions in order

to keep a given situation thriving is an essential skill from an employment perspective, and this is where self-management skills come in. Those who take the time to cultivate, hone, and exercise their abilities in self-management tend to be more productive workers.

CHALLENGES OF NEP 2020 IN THE IMPLEMENTATION VOCATIONAL EDUCATION:

- Doubling the Gross Enrollment Ratio in higher education by 2035 is one of NEP 2020's primary objectives. This resulted in the opening of a new university every week for fifteen years. This enormous issue is a tremendous weight on the government, and making it a reality is a routine endeavour. Increasing the gross enrollment ratio by twofold is one of the stated and primary objectives of the policy.
- According to NEP 2020, at least fifty percent of students should get vocational exposure via school and higher education, which presents a challenge.
- The previous Gross Enrollment Ratio for vocational education in higher education in 2018 was 26.3 percent; NEP seeks to enhance it by 50 percent by 2035. NEP 2020 has as its specific objective the creation of 3.5 billion new seats in higher education.
- According to NEP 2020, there is no strict division between academic and vocational streams.
- The NEP 2020 acceptance rate is low since only a small percentage of students' select vocational education as their normal curriculum.
- Due to a lack of training institutes and understanding regarding vocational education, there is less interest in practical knowledge and vocational education.
- Another stated objective of NEP 2020 is to reintegrate students into the educational system and to offer them with a basic education. This objective involves a substantial investment in the infrastructure of schools, which necessitates meticulous preparation and is extremely difficult to achieve.
- Appointment of teachers, professors, and other operational personnel is a daunting task, since meeting the demand for highly qualified faculty members in the education system is a massive undertaking. Teachers and staff must be well qualified and of high calibre for the education system to function efficiently.
- After the age of covid-19, attention is placed on health care and economic recovery. NEP2020 is also the government's top priority, but it will be notified only after the healthcare and economic recovery requirements are met.
- It is vital to build and organize a significant pool of trained and certified vocational education teachers for the primary and secondary education systems. Teachers must be adaptable order to foster continuous development, and parents must do the same.
- As the Indian education system is monotonous and isolating, there is an urgent need for a cultural revolution throughout the entire higher education ecosystem. The entire focus of NEP 2020 is on interdisciplinary techniques that increase student quality and expand the educational platform.

CONCLUSION

In the present era, vocational education has been recognized as one of the important prerequisites for the development of India. The present study has focused towards the growth of vocational education in India. With the growing phase India needs to create a strong base for employability. The study emphasized on the role and the changes made in NEP 2020 for the successful implementation of the policy in various educational institutions and how vocational education is important along with academic education. And it has proved as the mainstream for the overall development of individuals which helps them in accomplishing employability. It is also important to have the proper administration and management of vocational education along with training which leads to the enhancement of the quality and quantity of students. A better quality of vocational education will create a strong base of students and will help them to focus on specific criteria and planning to secure their position for their dream job. The study concluded that there is a positive relationship in vocational education training and employability skills.

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