AWARENESS AMONG STUDENTS REGARDING SKILL DEVELOPMENT & EMPLOYABILITY ENHANCEMENT PROGRAM ASPECTS OF NATIONAL EDUCATION POLICY (NEP) 2020

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ABSTRACT

The National Education Policy (NEP) emphasizes skill development programs to enhance employability, aiming to bridge the gap between education and industry needs. These initiatives focus on equipping students with practical skills and knowledge essential for career success. The objectives of this study are to evaluate students' awareness of skill development opportunities and assess their understanding of employability enhancements promoted by the National Education Policy (NEP). The study findings examines student awareness of skill development programs, finding that internships and apprenticeships are the most recognized initiatives, supported primarily by college notifications. While awareness of free online courses is notable, many students lack familiarity with other options. The study highlights varying levels of familiarity with employability enhancement programs, with Skill Development Programs leading in recognition. Institutional communications are vital sources of information. Overall, there is a need to boost engagement in less popular programs to enhance student employability.

Key Words: National Education Policy, Skill Development Program, Employability Enhancement Program, Higher Education, Autonomous institutions.

INTRODUCTION

Every country requires a well-defined, imaginative, and futuristic education policy as it is the primary driver of socio-economic advancement. Different countries adopt various educational systems based on distinct traditions and cultures. India is one such country that has distinct and diverse, traditions and cultures. Therefore, the present study emphasizes the New Education Policy (NEP 2020) launched by the Government of India. This policy endeavors to provide quality education to transform the citizens of India into a more equal and prosperous literary community. It also bridges the gap between the current state of learning outcomes with high quality, equity and integrity in the system. It is a positive move that results in a paradigm shift in India's educational system, thus transforming it into one, that is modern, progressive, and has an equal structure. In addition to highlighting the vision, focus thrust areas, and principal guidelines, the current article aims to explain the background and emergence of NEP 2020 in higher education and analyze stakeholder responses to a survey that was administered with teacher and student assistance.

Knowledge sharing and education is a long and strong tradition in India. Ancient India had at least 15 universities or colleges, including Mithila, Takshashila, and Nalanda to name a few. They disintegrated and were utterly destroyed as a result of frequent incursions by barbarian invaders and attackers. However, the "Gurukul" institution preserved the rich ethos of teachings and customs. The British Empire ushered in a new era of university foundations dominated by the English language. It was built and maintained a system of mediocrity and slavery. Scientific work, critical analytical thinking, and new thinking were mercilessly despised and repressed. Dr. S. Radhakrishnan Commission attempted to revise the old policy and align it with the present and the future in the year

1948. Kothari Commission, Tandon Committee, Yashpal committee worked on the development of education reforms.

It provides an educational system that is entrenched in Indian culture and from which India benefits directly. In a constantly changing world the policy emphasizes on the curriculum and pedagogy which develop a deep respect for fundamental duties and constitutional values, an attachment to their own country, and a clear understanding of their own roles and responsibilities in students. The policy also accentuates in implanting pride of being Indian citizen, in thoughts, soul, brainpower, and conducts. The policy of NEP is to improve knowledge, skills in the students, values of the country, and positive attitudes within the learning community that will lead to a supporting the good governance, non-violating human rights, sustainable lifestyle and sustainable development of the nation leading to a true global citizen.

REVIEW OF LITERATURE
NEP 2020 & SKILL DEVELOPMENT

Incorporation of Vocational Education: NEP 2020 emphasizes the integration of vocational education from the middle school level, ensuring that students acquire practical skills alongside academic learning. By introducing skill-based training early, the policy aims to nurture a workforce that is well-equipped for real-world challenges. Students will have the opportunity to explore various trades, crafts, and modern technological skills, helping them develop hands-on experience and industry-relevant expertise. This initiative not only enhances employability but also promotes entrepreneurship and self-reliance, aligning education with the demands of the evolving job market.

Multidisciplinary Approach: NEP 2020 provides the multidisciplinary approach and gives the flexibility in subject selection, allowing students to choose courses based on their interests and career aspirations. This approach fosters holistic learning, critical thinking, and creativity, making students more adaptable to the dynamic job market.

Use of Technology: To boost employability and skill development, NEP 2020 emphasizes the use of technology in education. Digital plat forms provide online courses, workshops, and certifications that allow students to develop skills at their own pace and by leveraging digital platforms, learners gain access to flexible, industry-relevant training, making them job-ready in the rapidly evolving job market. It provides the students technical and soft skills which is the major requirement in this era and to increase the economy of any country. NEP 2020 emphasizes digital literacy from an early stage to make students comfortable with technology. Up skilling and re skilling through online learning ensure workers remain competitive in the job market. SWAYAM, DIKSHA, NPTEL, and e-Skill India provide government-backed online training in cutting-edge fields like data analytics, cyber security, and artificial intelligence.

GOVERNMENT INITIATIVES FOR SKILL DEVELOPMENT IN INDIA

To enhance skill development and improve employability across the country, the Government of India has launched several initiatives. Under National Skill Development Corporation (NSDC) schemes Government launched Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Rozgar Mela, and Pradhan Mantri Kaushal Kendras (PMKK) with a motive to provide industry-relevant skills to youth. For global opportunities India International SkillCentres(IISCs)andPre-DepartureOrientationTraining(PDOT)schemesareestablishedsothatanyindividualscantrainthemselves forgloballevel.Toensure technical proficiency, Craftsmen Training Scheme (CTS), Apprenticeship
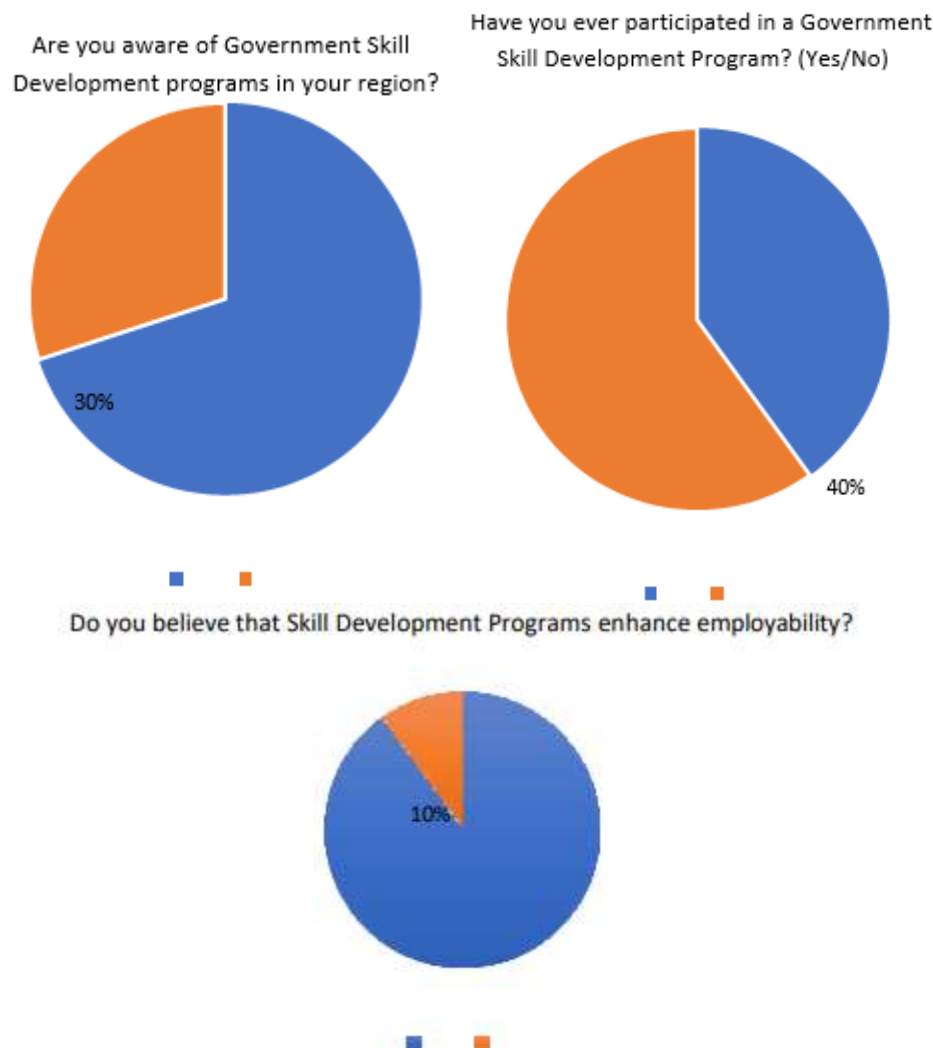
Training, and Vocational Training for Women is launched by The Directorate General of Training (DGT). To enhance employability across the country every state established their own schemes also such as HSDM(Haryana Skill Development Mission)in Haryana is offering SURYA, SAKSHAM, Driver training, Skill mart and DAKSHA Schemes to empower the youth and to become a part of overall growth of India. Similarly other states such as Maharashtra offering PMKUVA, Chattisgarh offering MMKVY, Kerala is offering ASAP and Odisha is offering Mission Shakti. These initiatives collectively strengthen India's human capital, bridging the skills gap and boosting employment opportunities.
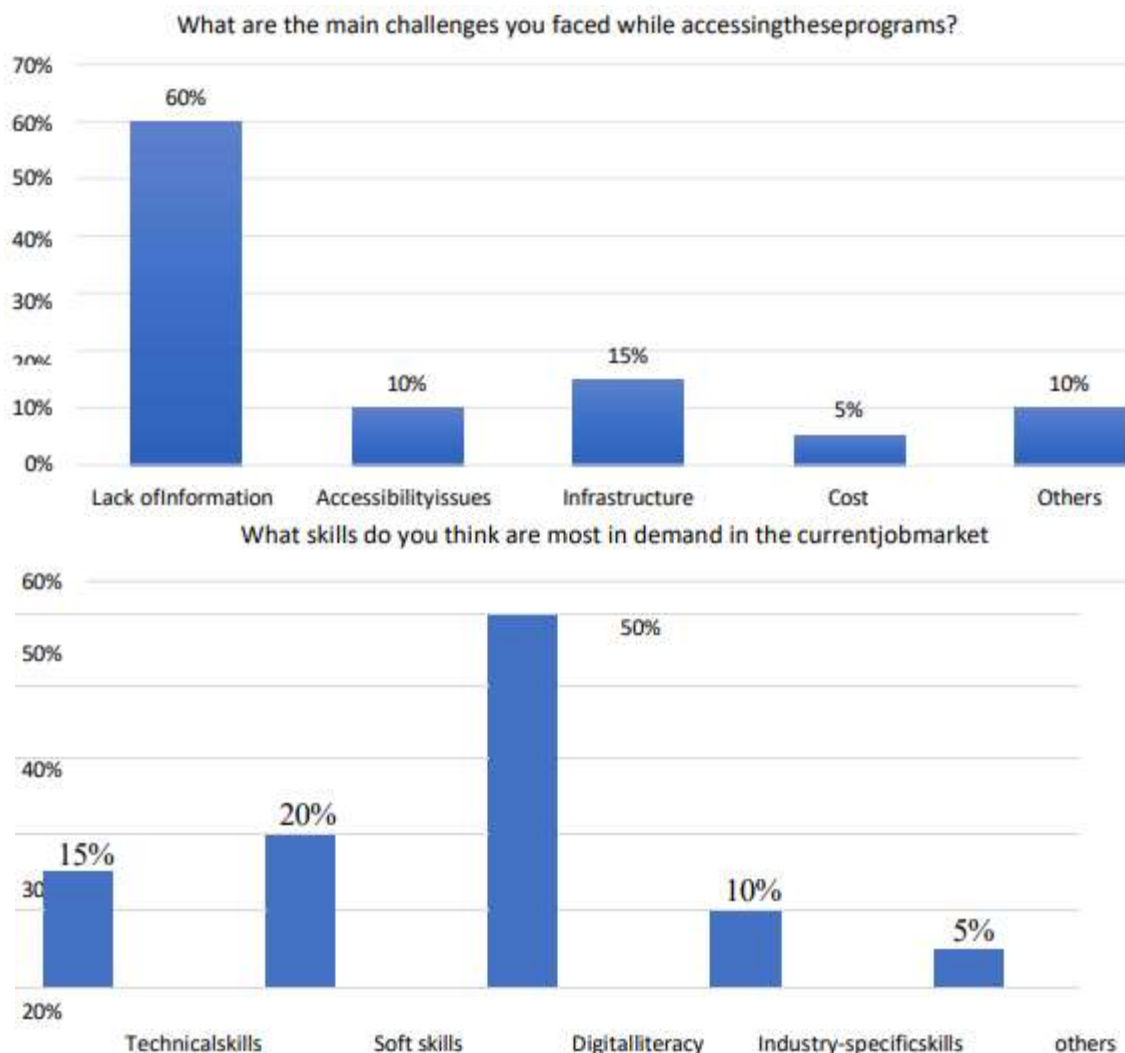
RESEARCH METHODOLOGY

This paper uses a survey based approach to gather data from various stake holders, including students, trainers, employers, and government representatives. The survey aims to assess:

- The awareness and effectiveness of government skill development programs.
- Challenges faced by individuals and organizations in accessing and utilizing these programs.

ANALYSIS & FINDINGS

Are you aware of Government Skill Development programs in your region?

Have you ever participated in a Government Skill Development Program? (Yes/No)

Do you believe that Skill Development Programs enhance employability?

What are the main challenges you faced while accessingtheseprograms?

What skills do you think are most in demand in the currentjobmarket

presents that 70% people are aware about the skill development program offered by the government and 30% people are not aware about any such initiative for the citizen of India by government but only 40% of them are participated in such skill development programme which is shown in figure and due to lack of proper information peoples not access these programme properly and other reason for not accessing the Govt. initiative are infrastructure challenges, cost and accessibility issues as their ration are but still 90% people believe that skill development program enhance the employability. 50% believe that digital literacy is more important to know skill development courses for employability and soft skill is also required with the knowledge of industry as depicted in figure.

FUTURE OPPORTUNITIES AND RECOMMENDATIONS

To maximize the impact of NEP 2020 in skill development, the following strategies can be adopted:

➤ Strengthening Public-Private Partnerships: Encouraging industries to play a more active role in curriculum design and training.

➤ Expansion of Digital Learning: Increasing accessibility through online courses and AI-driven learning tools.

➤ Entrepreneurial and Soft Skills Training: Including leadership, communication, and problem-solving skills in education.

➤ Global Collaborations: Partnering with international institutions for exchange programs and

certifications.
  ➢ Policy Reforms and Financial Support: Ensuring effective policy execution with adequate funding.

CONCLUSION

Skill development is an essential factor in improving employability, and governments around the world have introduced various initiatives to address this. While these programs have had some success, challenges such as infrastructural gaps, social barriers, and am is match between educational out comes and industry needs persist. Through data-driven analysis and future-oriented strategies, this paper calls for more effective coordination, increased investment, and an emphasis on lifelong learning to ensure that skill development initiatives successfully bridge the skills gap and enhance employability. Internships and apprenticeships are essential for bridging the skill gap and enhancing employability. By aligning education with industry needs, NEP2020 ensures that students develop both technical and soft skills, making them more competitive in the job market.

ACKNOWLEDGEMENT

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