



## Enhancing Employability through Skill Development: A Study in the Context of NEP 2020

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### ABSTRACT

Skill development is a vital factor in enhancing employability, mainly in the context of India's swiftly developing employment. The National Education Policy (NEP) 2020 emphasizes a skill-oriented education framework to bridge the gap between academic learning and industry requirements. This paper sightsees the initiatives introduced under NEP 2020, including vocational education, digital learning, and industry partnerships, to equip students with both technical and soft skills. Government initiatives such as Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Rozgar Mela, and state-level skill missions play a dynamic role for employment. However, challenges such as limited infrastructure, lack of awareness, and accessibility issues continue to obstruct widespread participation. Based on a survey, this study highlights the perceptions of stakeholders regarding skill development initiatives and their impact on employment opportunities. The findings suggest that while awareness of skill programs is growing, effective implementation and better industry-academic collaboration are needed. The paper concludes by recommending strengthening public-private partnerships, expanding digital learning platforms, and integrating employability-focused training to maximize the impact of NEP 2020 in shaping a future-ready workforce.

**Keywords:** Employability, Skill Development, NEP 2020

### 1. Introduction

India has a lot of endowed people with a diversity of skills, and any country's economic growth is largely dependent on its young generation. A lot of graduates pass out each year, but many have trouble finding work. In order to improve employability, this demonstrates the unyielding need for skill-based education and skill development. Skills development[1] has emerged as an essential component of education as a result of rapid technological advancements and changing industry requirements. It refers to the process of developing the necessary technical and non-technical skills for effective job performance. In today's economy, skill development and employability are closely linked, ensuring that individuals possess the skills employers seek. An individual's employability is defined as their capacity to obtain, maintain, and change jobs in the labor market. Industries are looking for workers who have the right combination of technical expertise and soft skills like communication, teamwork, and adaptability as the global economy develops. Advances in automation and artificial intelligence (AI), which simultaneously create new job opportunities and render certain roles obsolete, have increased the importance of skill development. Both academic qualifications and vocational training need to be in line with the needs of the current and future labor market in order to meet these challenges. The need for vocational training, multidisciplinary education, and lifelong learning is emphasized in the National Education Policy (NEP) 2020. [10][11] To close the skill gap and reduce unemployment, the government has also launched a number of skill-based education and training programs. This paper aims to examine how skill development initiatives under NEP 2020 are addressing employability concerns in India.

### 2. NEP 2020 & Skill Development

NEP 2020 proposes numerous processes to assimilate skill development into education:

**Incorporation of Vocational Education:** NEP 2020 [2][3][4][8] 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. [5] This approach fosters holistic learning, critical thinking, and creativity, making students more adaptable to the dynamic job market.

**Use of Technology:** [6][9] To boost employability and skill development, NEP 2020 emphasizes the use of technology in education. Digital platforms 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. Upskilling and reskilling 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.

#### Internships and Apprenticeships:

[6][7] Under NEP 2020 Internships and apprenticeships can strengthen the industry and academic partnership and it plays a vital role in skill development and employability. In this way the gap between theoretical knowledge and practical experience can be reduced and students will obtain skills required for industry. It not only provides the real world experience but also helps the students to learn professional skills. Employers prefer candidates with work experience. Internships and apprenticeships equip students with job-ready skills, improving their chances of employment. Students also get exposure for adopting industry experience, problem solving, decision making and can also increase the chances for employability. Soft skills such as communication, teamwork, and leadership are developed through workplace interactions. NEP 2020 emphasizes partnerships between educational institutions and industries to design relevant training programs.

### 3. Government Initiatives for Skill Development in India

To enhance skill development and improve employability across the country, the Government of India [12] 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 Skill Centres (IISCs) and Pre-Departure Orientation Training (PDOT) schemes are established so that any individuals can train themselves for global level. To ensure 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 PMKUYA, 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.

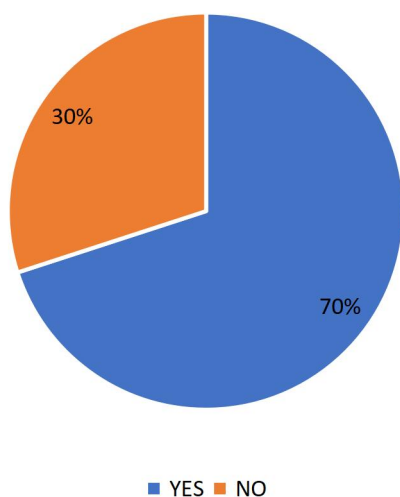
### 4. Research Methodology

This paper uses a survey-based approach to gather data from various stakeholders, 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.

### 5. 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)

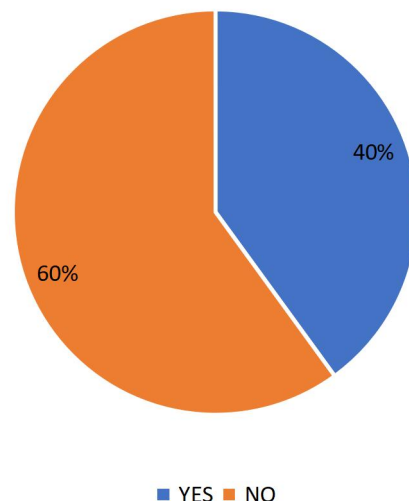


Figure-I

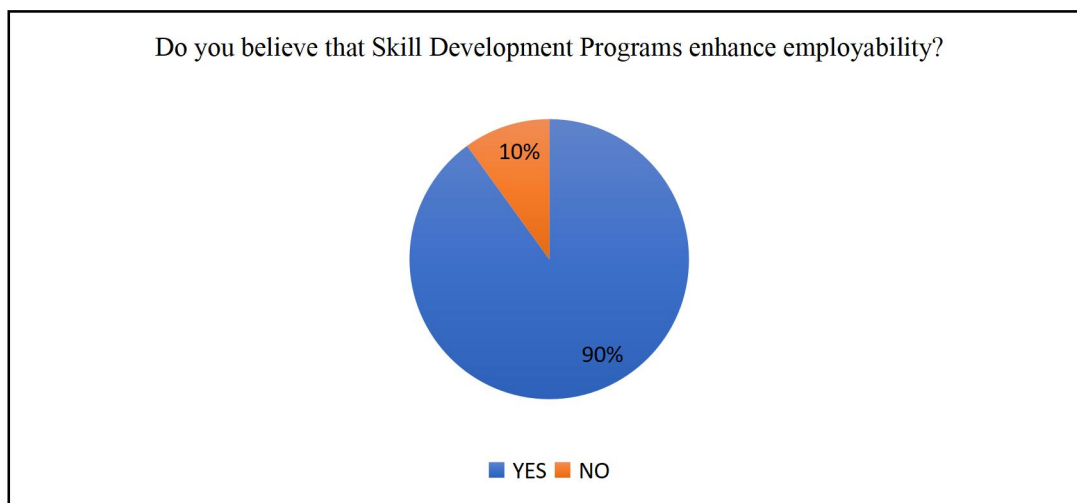


Figure-II

Figure-III

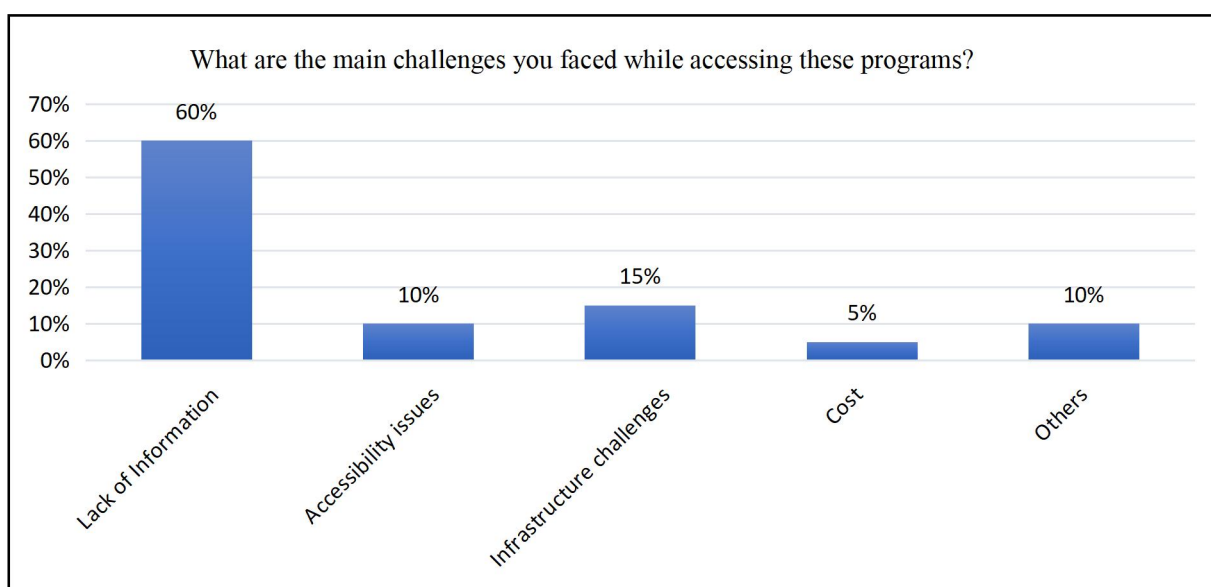


Figure-IV

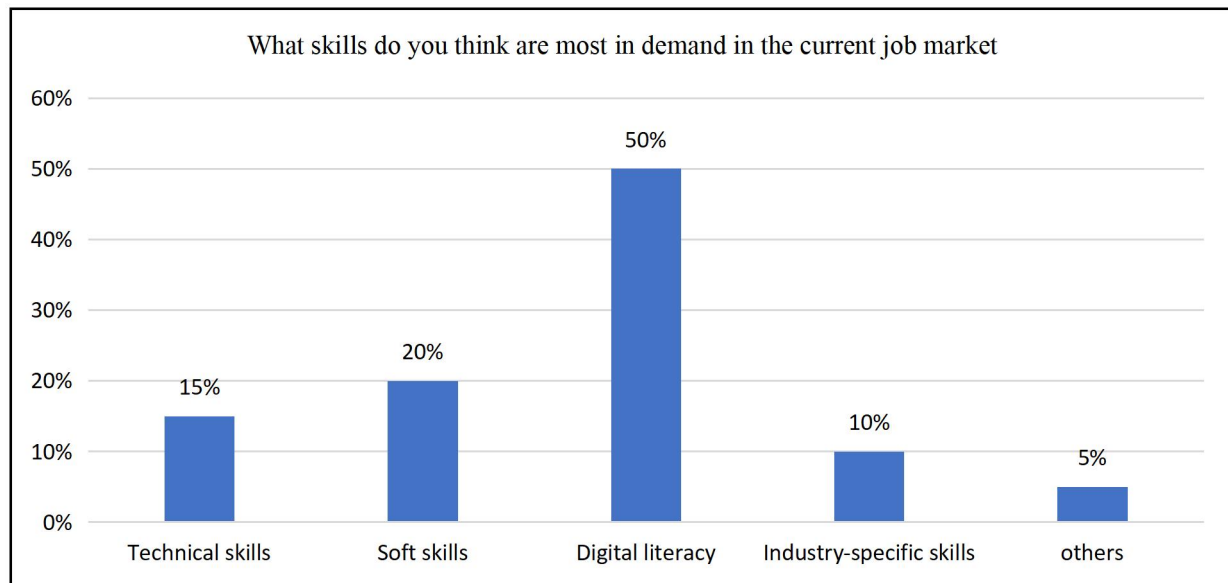


Figure-VI

Figure –I 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 shown in figure-IV but still 90% people believe that skill development program enhance the employability as shown in figure –III. 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-VI.

## 6. 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.

## 7. 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 a mismatch between educational outcomes 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, NEP 2020 ensures that students develop both technical and soft skills, making them more competitive in the job market.

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