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Research Papers

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IMPLEMENTATION OF NEP 2020 – A CRITICAL REVIEW FROM EMPLOYABILITY PERSPECTIVE

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ABSTRACT

Education systems around the world are buzzing "Change is needed, change is happening, and more change is on the way." Will a multidisciplinary education recommended by NEP2020, that is an integration of academic and vocational streams with a focus on skill-building through competency-based education prepare Indian youth for the new world of work?

This paper outlines the key features of NEP and analyses how challenging it will be to implement it at ground level. Paper also focus on the future and analyse whether NEP 2020 will be able to address the problem of employability of youth.

1. INTRODUCTION

The National Education Policy 2020 (NEP 2020), which was approved by the Union Cabinet of India on 29 July 2020, outlines the vision of India's new education system. The first NEP was promulgated by the Government of India by Prime Minister Indira Gandhi in 1968, the second by Prime Minister Rajiv Gandhi in 1986, and the third by Prime Minister Narendra Modi in 2020.

The National Education Policy (NEP 2020) is expected to bring changes to higher education in the country and will play a crucial role in making the students industry ready professionals. One of the key objectives of NEP is to impart skill development to the students, especially those who are pursuing their higher education. The higher education curriculum will be designed to empower youth with mandatory technical & soft skills at graduation & post-graduation levels.

2. OBJECTIVES OF THE STUDY:

1. To understand key features of NEP 2020

2. To understand the problem of employability of youth in current scenario

3. To analyze challenges in implementation of NEP 2020 from employability perspective.

4. To provide suggestions for effective implementation of NEP 2020.
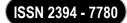
3. RESEARCH METHODOLOGY

This research is a descriptive study. The necessary secondary data was collected from various

websites including those of Government of India, magazines, journals, other publications, etc. This data was then analysed and reviewed to arrive at the inferences and conclusions.

4. Key features of NEP 2020 :

- Colleges would either fully be integrated into a university or converted into an autonomous degree-giving institution. Colleges will become multidisciplinary institutions by providing a wide choice of subjects.

- There will be multiple entry and exit options for those who wish to leave the course in the middle. Their credits will be transferred through Academic Bank of Credits.

- India will be transformed as a global study destination by allowing top 100 universities of the world to open colleges in India.

- Currently, higher education bodies are regulated through bodies like University Grants Commission (UGC), All India Council for Technical Education (AICTE) and National Council for Teacher Education (NCTE). In place of UGC, AICTE, NCTE in higher education, there will now be the single regulatory body Higher Education Commission of India that will direct institutions.

- The common Entrance exam for all higher education institutes to be held by National Testing Agency (NTA).

- To promote high-quality research in educational institutes, 'National Research Foundation' (NRF) will be established to support and to fund research.

5. Challenges in Employability:

Various surveys have suggested that most of the passing graduates don't feel ready for their first job and they always remain in the dilemma of staying or leaving the job. Freshers are not fully prepared for their working life and lack of proper education is one of the main reasons. Industry-Academia gap is biggest challenge for NEP 2020 to achieve.

India has traditionally been a degree hungry nation. For those who complete higher secondary level education, obtaining a bachelor's degree, at a minimum, has been the focus. However, the reality is that the curriculum of these programs often does not match the desires of how students want to learn, nor the requirements of the job market. With outdated curriculum and approach to teaching, students end up holding the degrees that they wanted but are left unemployed or stagnating at entry-level roles in the industry.

The problem with current education system is twofold – firstly, the typical choice of streams -science, commerce and humanities offered at senior secondary level makes many students vie for a very small genre of jobs leading to overcrowding and cut-throat competition in certain sectors. Secondly, the theoretical, bookish, knowledge-based curriculum gives students hardly any job skills to be able to enter the job market based on what they have studied in school and college.

With NEP 2020 students will now have ample opportunity during their schooling to pursue their own areas of interest and develop their skills accordingly. The con to this lies in the fact that inspite of skill training to students is done, employment would become a huge issue, until and unless industries are developed and the demand for jobs is created. The NEP 2020 aims to revolutionise education, but will this mean guaranteed employment for the educated?

6. FINDINGS OF THE STUDY:

- Program for International Student Assessment (**PISA**) is a worldwide study to evaluate educational systems of member nations by measuring a 15-year-old students' scholastic performance on reading, mathematics, and science literacy. Last time Indian schools participated in it they were ranked 72nd out of 73 nations, outranking only Kyrgyzstan. This brought to attention the fact that despite being in the formal education system most students have failed to acquire literacy and numeracy skills commensurate to their age.

- In India, the students are lacking the required skills even after completing the professional course that is the main reason why many students having a professional degree remain unemployed. The NEP has its vision to empower the youth through the set of vocational, employable & entrepreneurial skills provided to them at different stages of training & education. The skill development will help the students in getting better employment opportunities and also help them in becoming self employed professionals.

- The policy definitely seeks to turn India into a global knowledge superpower, but until and unless fresh graduates are employable, the expectation of increasing the Gross Enrolment Ratio will not necessarily translate to an increase in the Nation's Gross Domestic Product (GDP).

- The NEP 2020 should result in a new approach, which should allow students to obtain the right skills and practical experience needed to excel in the job market. However, a simple change in policy isn't enough to deliver these positive outcomes. And it will take time to rebuild the system and change the approach to learning. We need concrete action and a serious change in mindset across the entire country to make sure that India, and especially our youth, truly benefit from our education system.

- This policy mentioned online education, but still many people do not have access to digital devices and internet connectivity. Poor infrastructure in educational institutions and shortage of teachers are not addressed in NEP 2020.

7. SUGGESTIONS

- NEP2020's thrust is majorly on vocational and skill education of students to prepare employable youth. Hence Internships through vocational training and entrepreneurship should be given so that students get industry exposure.

- NEP 2020 focuses on skill development. Again it will be matter of concern that how will these skills be taught and what teaching methods should be used by all? Uniformity of learning methodology is an important element to ensure that each and every student/emerging job seeker gets equal exposure. Tis issue need to be addressed.

- Most of the colleges in India, lack basic infrastructure including internet and other IT facilities. Digitalisation of education system is not possible without basic infrastructure equipped with technology. Implementing all the declarations requires the strong political will as well as basic infrastructure.

- To improve education, universities must be made autonomous.200 top ranked universities should be given full academic administrative financial autonomy to diversify the updated curriculum to promote global innovation.

- Our continued participation in international assessments such as PISA will keep us informed how competent Indian students are vis-à-vis other nations.

- Education is a concurrent list item in India; therefore it is going to require a significant effort by multiple state governments and the union government to achieve some form of uniformity in the application of the NEP 2020 across the country. But if implemented effectively, the policy can help reshape the future of the workforce and help the emerging job seekers become more job-ready.

- In general, some companies do not prefer recruiting the students that are graduated through distance learning courses. So, employability value of open learning courses should be addressed.

- The objectives of NEP 2020 can be achieved only by increasing the value and quality of teachers. Teachers will have to play more important role in the education system. If the quality of a teacher is lacking then the future of thousands of students will be spoiled. Teacher need to be prepared to provide such education to the students where they could be prepared for the future challenges.

8. CONCLUSION

At present, the Indian education system is criticised by many due to many reasons such as its rote learning methods, outdated curriculum etc. India is ranking 35th in global education rankings of 2020. National Education Policy 2020 can completely change our education system for good because it crafted well according to the requirements of the 21st century. The NEP 2020 aims to create an education system that is more student-centric, giving flexibility to students to pursue their passion while at the same time enhancing their skills. If implemented properly, this policy will ultimately enable our youth to become more employable.

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