
NEP -2020 : EMPLOYABILITY & INDIAN EDUCATION SYSTEM

Dr. Sarita R. Karangutkar

Associate Professor

VMV Commerce JMT Arts & JJP Science
college, Nagpur

The NEP 2020 envisions imparting 21st century and employability skills with no compromise on quality. The policy proposes to produce highly skilled workforce by stressing on hands-on skill based education right from the elementary level. The objectives that the NEP 2020 consists of can rationally be achieved only by increasing the value and quality of teachers, along with looking at e-learning as a primary mode of learning, and this in itself can be addressed by the creation of more employment opportunities. The New Education Policy (NEP) 2020 is the first step towards education taken by the government since 1986, replacing the National Policy on Education (NPE). It is safe to assume that over the past few decades, education has seen a growing need, and more importantly, demand, across the country.

As per government statistics, the unemployment rate of educated persons in India was at 11.4%. Considering that half of India's population is under 25 and about 66% are younger than 35, this small percentage is a very large number. The United Nations (UN) even suggests that by 2027, India will represent almost one-fifth of the global workforce, which will automatically, and by far, be the largest in the world.

The policy definitely seeks to turn India into a global knowledge superpower, but until and unless fresh-out-teaching institutes 18-year-olds 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).

India is in dire need of employment opportunities, and the heavily-debated New Education Policy plays a huge role in the creation of opportunities, in many ways. Due to the rise in giving importance to vocational training, the significance of vocational jobs will also increase. For example, in Germany, vocational jobs are given the same respect as any other job. Once the condition of Indian economy improves, and parents stop telling their children "if you don't study, you will become an electrician/carpenter/cleaner" the demand for skilled vocational jobs will also increase.

NEP-2020 : A Game-Changer For The Indian Education System

It is anticipated that the National Education Policy will not only reduce the social stigma associated with considering vocation as a career opportunity but will also provide students a plethora of promising career avenues.

The policy will play a vital role in equipping the manpower of the country to bring about a change, especially in educational practices, along with putting an emphasis on developing technical as well as soft skills amongst graduate and post-graduate students. NEP 2020 focuses on employability and acknowledges the role of education in providing students



with the right skillsets. The vision of the government via this initiative is to meet the 2030 Agenda for Sustainable Development, which strives to ensure inclusive and equitable education as well as promote lifelong learning opportunities for all.

Teaching Career & Professionalism:

The NEP 2020 talks of creating performance standards for teachers clearly spelling out the role of the teacher at different levels of expertise/stage and competencies required for that stage.

- By 2022 a set of National Professional Standards for Teachers (NPST) will be created that will determine all aspects of teacher career management, including tenure, continuous professional development efforts, salary increases, promotions, and other recognitions.
- NEP 2020 also talks of Teacher Audit or Performance Appraisals that will be carried at regular intervals. These standards for performance appraisal, will also be formulated. Henceforth, promotions and salary increases will not occur based on the length of tenure or seniority, but only based on such appraisal.
- Teaching institutes teachers must undergo 50 hours of CPD opportunities every year to keep themselves by attending workshops or on-line teacher development modules.
- Teaching institutes Principals too must undergo CPD in modules related to leadership, teaching institutes management and for implementing competency-based learning.
- In addition, International pedagogical approaches will be studied by NCERT, identified, and recommended for assimilation in pedagogical practices in India though CPD.

Enculturation of Teacher Empowerment:

Teacher empowerment means investing teachers with the right to participate in determining teaching institutes goals and policies and to exercise professional judgement about what and how to teach. (Bolin, 1989) When teachers are engaged in the reform process, they need freedom and control over their own work. This makes them feel empowered, motivates them to work harder and enhances their commitment to their learners.

- Recognising the contribution teachers can make in reforming pedagogy to improve the learning outcomes, the NEP 2020 gives Teachers autonomy in selecting appropriate pedagogy and encourages them to also ensure socio-emotional learning of their students, which is a critical aspect of holistic development.
- Innovative teaching methods adopted by teachers to improve the learning outcomes will be recognised, documented, and shared widely as recommended practices.
- Close collaboration is recommended among teaching institutes within a Teaching institutes Complex as it will reduce teacher isolation experienced by teachers working



in smaller teaching institutes and create vibrant teacher communities that work collaboratively sharing their best teaching practices.

- To help teaching institutes and teaching institutes complexes evolve into vibrant, caring, and inclusive communities of teachers, students, parents, principals, the Teaching institutes managements have been directed to ensure adequate and safe infrastructure, basic amenities and hygiene, computing devices, internet, libraries, and sports and recreational resources to all teachers and students.

Conclusion :

Benjamin Disraeli had said, *'The secret of success is to be ready when your opportunity comes!'* For Indian teachers' time has come to seize the opportunity and become makers of their own destiny. To do this- Dream and work hard to achieve your dreams. Become an aware, enthusiastic, and empowered practitioner . Sharing your ideas, growing by experimenting and researching. Gain insights also from the thoughts, beliefs, and experiences of your peer-practitioners. The journey by forging beautiful relationships with generations of learners who transition through your classrooms and remain a life-long learner.

References:

- Equity and Inclusion in Higher Education: Strategies for teaching- Rita Kumar, Brenda Refaei · 2021 PP 27-38
- Higher Education: New Approaches to Accreditation, Lee Waller, Sharon Waller · 2022 PP 69-98.
- <https://timesofindia.indiatimes.com/blogs/edutrends-india/nep-2020-empowering-the-teacher>
- <https://www.indiatoday.in/education-today/featurephilia/story/explained-role-of-nep-in-enhancing-skill-development-among-students-1981740-2022-07-30>
- https://www.education.gov.in/sites/upload_files/mhrd/files/NEP_Final_English_0.pdf