

ROLE AND ADOPTION OF SKILL DEVELOPMENT COURSES IN NEP-2020

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Abstract:

This paper concentrates on skill-based education, which is addressed in the NEP, and what impact it will have on employment level if it is offered at the early ages in middle and secondary school. Education empowers people and serves as an important input for the growth of any nation, provided the education is targeted and planned to achieve the desired, well thought out, objectives. Properly planned higher educational system can increase nation's gross products, cultural richness, build positive attitude towards harnessing the dividends of technology and increase efficiency and effectiveness of the governance. Skill development would also help in reducing the unemployment level in the country, as it would help youth to acquire the necessary skills for employment they seek for. In this research paper, we aim to do an in-depth study of skill development in India along with various challenges faced by it; also focusing on the key factors for successful skill development.

The number of Universities has increased 35 times from 20 in 1950 to nearly 700 in 2017. The number of colleges has also registered increase of 75 times. With just 500 colleges in 1950 to around 38,000 as on today. The quantum growth in the Higher Education sector is spearheaded by Universities which are the highest seats of learning. Embedding skills in Higher education at undergraduate and Post Graduate levels will equip students with job skills. This paper concludes that skill-based development will be essential to the nation's development and serve as a link between knowledge and its practical application so that every student will complete their education with a working knowledge of at least one skill thus unemployment will be decreased as a result of skill development.

Keywords: NEP 2020, Skill Development, Vocational Education, Higher Education, employment, demographic dividend, training.

Introduction:

The National Education Plan 2020 (NEP 2020) is a comprehensive framework for education in both rural and urban India, encompassing elementary education through higher education. The Policy is based on the recommendation of a committee led by K. Kasturirangan, a space scientist. Moreover, the Policy has mentioned encouraging the use of the mother tongue. To regulate higher education, the Higher Education Commission of India (HECI) was established. This National Education Policy 2020, which aspires to address the numerous expanding developmental imperatives of our nation, is the first education policy of the 21st century. Skill development has emerged as national priority for which a number of measures have been taken and in process for future. In this context, present paper studies and analyses the present status of adoption of skill development courses.

India is one of the fastest growing countries in the world, blessed with huge percentage



of youth that constitute India's population; India is bound to achieve endless possibilities. But, most of youth of India are not fully skilled as per the requirements of the industry; and this is a major hurdle in India's growth. Skills and knowledge are the key factors in order to overcome such hurdle and helping India to embark on road of endless growth. For this skill development is a necessity, as it not only helps in youth of the country to acquire necessary skills but also helps in economic development of a country. Initiatives like Skill India Make in India by our government boost the necessity of acquiring new skills and polishing existing skills and help youth of the country in acquiring skills and developing them. The Study is Primary and secondary based with the help of Questionnaire and various journals and articles. Questionnaire was created for this research paper with which the required data was collected, analyzed and in-depth study was done.

Skills and knowledge are key drivers of macro economic growth and socioeconomic stability. The introduction of the New Education Policy 2020 heralds a radical shift in the present education system, turning attention away from learning-based education towards skill-based education. Students' interest in a variety of skills will be sparked by the introduction of vocational education (skill-based education) beginning in sixth grade. Appropriate policies for the skill development occupy a dominant place in the development of economy. According to five year plan, India has set aggressive goals for faster and sustainable economic growth of nation. With the demographic dividend, India needs to impart adequate skills to its workforce.

Research Methodology :

The research paper is based on relevant authentic secondary sources such as research papers, articles, Government websites, and Newspapers. This data was analyzed and reviewed to reach Conclusions.

Objectives:

The objectives of the study on NEP 2020's contribution to generating employment opportunity through student's skill development are:-

- To study about skill development India.
- To study the current scenario and issues related to Skill Development in India.
- To study the importance of skill-based education for Youth.
- To discuss the highlights and overview of NEP 2020.
- Find out to what extent the government's NEP 2020 policy is beneficial.
- To discuss how students' skill improvement leads to career opportunities.
- To know about the existing level of Skill Development in India.

What is skill?

A skill is the ability to perform a task in a competent manner within a prescribed span, energy, or both. Skills can be classified as general and specific. For example, in the domain of work, some general skills consist of time management, teamwork, leadership, self- motivation etc. Whereas specific skills are required only for a particular job. Skill requires certain environmental stimuli and situations to assess the level of skill being shown and used.

Benefits of Skill Development:

The benefits of Skill Development are:

- 1) Skill development helps to create a workforce empowered with the necessary and continuously upgraded skills, knowledge and internationally recognized qualifications to gain access to decent employment and ensure India's competitiveness in the dynamic global market.
- 2) It helps to increase the productivity and employability of workforce both in the organized and the unorganized sectors.
- 3) It also helps to increase participation of youth, women, disabled and other disadvantaged sections of the society.
- 4) It synergizes efforts of the various sectors.
- 5) It assists to fulfill labour market demands.

Role of skill development courses:

Government has initiated a mission named as “skill India Mission (SIM) an effort across the ecosystem of skill. Around 20 central universities are implementing skill-development programmes as part of this mission to improve the skills of millions of people, including school students, in order to produce a skilled workforce in line with the needs of the education sector. The integration of vocational education with general education has also been emphasized by the strategy, which will aid students in developing a variety of skills to fulfill industry demands and raise educational standards. Vocational education and training would help the students to gain practical experiences in the career path they have chosen before they have graduated from school. It would also help in the development of the nation by promoting the development of man force.

Due to the skill gap, businesses are unable to find and recruit talent that matches their expectations due to the lack of futuristic skills. The major reason for this is the inadequacies in our education system along with the companies not prioritizing on-job training. However, the National Education Policy 2020 is perceived to be a blessing in disguise in such a scenario that will help bridge this gap by providing students with industry-relevant skills so as to make them future-ready professionals. The National Education Policy 2020 promotes a creative and multidisciplinary curriculum that has broken the shackles of subject choices being limited to the traditional domains of Science, Commerce and Humanities. It allows for cross sectional course Selection and gives students the opportunity to enhance their core skills.

Importance of Skill Development in Education:

Broadly education skills and skill development helps in building critical thinking, problem-solving, and transferable soft skills for workplace success. Skill development is necessary from a young age so that India can create ideal employees in the 21st century. In the changing world scenario with regard to industry and the job market, there is now an overpowering need for skilled workers. In order to enhance the employability of today's youth, it is most important to educate and train them to acquire the skills. As per market survey, about 90 per cent of employment opportunities require vocational skills. Only 20 per cent of our graduates get employed. The rest are unable to get suitable employment due to the lack of employable skills. In the present context of globalization, the demand for skilled and multi



skilled workers has increased. Therefore in the context of developing countries, such as India, there is a critical need for quality skill development and training. Some of the prominent employable skills that employers seek are: communication skills (verbal and written), commercial awareness, attitude towards work, lifelong learning, self management, teamwork, problem solving, initiative, self-motivation, adaptability, stress management, creativity, interpersonal sensitivity, technology/IT skills etc. Dr. Lakshmi Mohan, Campus Head, ITM Business School asserts, “The pedagogy has to be practical, learning can be enhanced through field visits, e-learning, industry driven projects, digital inputs and so on.” The dynamic world around us has transformed at a fast speed after the pandemic. With the growing dominance of technology, communication, and globalization, the global job markets have seen a major change in the nature and scope of work (jobs/employment). All in all, this means that 21st century skills for students are a passport to a successful career pathway in the upcoming years.

The NEP 2020 proposes a number of measures to promote skill-based education in high schools. **Here are some of the key highlights:**

1. **Vocational Education:** The policy emphasizes the importance of vocational education and proposes that it be integrated into the mainstream curriculum. This will enable students to acquire practical skills that will make them job-ready.
2. **Internships and Apprenticeships:** The policy encourages high schools to establish partnerships with local businesses and industries to provide students with opportunities to gain hands-on experience through internships and apprenticeships. This will enable students to apply the skills they have learned in the classroom to real-world situations.
3. **Project-Based Learning:** The NEP 2020 promotes project-based learning, which involves students working on real-world projects that require them to use a range of skills such as research, problem-solving, communication, and collaboration. This will help students develop a deeper understanding of the subject matter and acquire skills that are relevant to the workforce.
4. **Technology Integration:** The policy recognizes the importance of technology in the modern world and proposes that it be integrated into the curriculum to facilitate skill development. High schools are encouraged to leverage technology to create engaging and interactive learning experiences that promote the development of critical thinking and problem-solving skills.
5. **Entrepreneurship Education:** The NEP 2020 proposes the introduction of entrepreneurship education in high schools to encourage students to think innovatively and develop an entrepreneurial mindset. This will enable students to create their own businesses and contribute to the economy.

NEP also recognizes the importance of soft skills such as communication, team work, problem solving, decision making, analytical thinking, resiliency, etc. as imperative life skills. Along with academic knowledge, leadership skills are also inculcated amongst the students so that they can benefit ahead in their career trajectory. NEP allows foreign universities to set up their campuses and operate in India. This will help students have access to global quality education along with international exposure. They will be prepared for facing competition and be prepared to be at par with global standards. This will help them focus on shaping themselves as per the chosen career path right from the beginning.



Conclusion:

Due to the competition in global economy, industries and firms in developed and developing countries look for an employee with higher level of skills, who can engage in innovative task, can improve the quality and services of their company. It is the need of hour to improve the mental and physical development of the Indian youth so that they can be employed and move forward towards the targeted results. As the Indian youth is the 'future' of the country so they should also be skilled enough to create a 'future' After reviewing the paper, it was found that the NEP 2020 policy would reshape the education system. It focuses on providing skill-based or vocational education to the students so they can learn basic skills required in the future. Some of the skills that the policy emphasizes to be there within the students are called 21st century skills and include creativity, collaborative skills, basic life skills and social skills. Fulfilling these needs will help students, parents, and teachers in changing their perception towards the inferiority associated with the path of VET and to dream for higher education and high-status occupations.

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- along with the companies not prioritizing on-job training. However, the National Education Policy 2020 is perceived to be a blessing in disguise in such a scenario that will help bridge this gap by providing students with industry-relevant skills so as to make them future-ready professionals.
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