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## **Role of New Education Policy (NEP) 2020 in Enhancing Employability Skills with Special Reference to Higher Education in Rajasthan**

**Kritika Chouhan<sup>1</sup>, Dr. Renu Sharma<sup>2</sup>**

Research Scholar, Department of Business Administration, Faculty of Commerce, Mohanlal Sukhadia University, Udaipur, Rajasthan, India

Asst. Professor, Department of Business Administration, Faculty of Commerce, Mohanlal Sukhadia University, Udaipur, Rajasthan, India

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**Abstract:** The New Education Policy (NEP) 2020 aims to completely revamp the Indian education system with an overarching focus on holistic and integrated learning, critical thinking, and embedding of values; grooming children into well-rounded individuals. The objective of this paper is to unveil the link between NEP 2020 and employability skills among graduates setting higher education scenario in Rajasthan an exemplum. Through a detailed analysis of key provisions aimed at vocational training, flexibility in curriculum, industry collaboration and digital literacy under the NEP 2020. We have brought out how this policy is essentially an attempt to bridge the gap between education & employment. It also offers potential strategies to enhance policy outcomes by examining some of the challenges faced in the implementation of these reforms in higher education institutions across Rajasthan. At last NEP 2020 can help in making a skilled, adjustable and industry ready workforce from Rajasthan.

**Keywords:** NEP 2020, employability skills, higher education, Rajasthan, vocational training

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### **Introduction**

The New Education Policy (NEP) 2020 of India is a comprehensive change that was long-awaited in the Indian educational sector to make it more broad-based education where students are not limited to being examined on rote learning but would take place with holistic, flexible and multilevel studies. The policy acknowledges that it will demand an education system which enables students to make the best of future learning opportunities without mistaking pedagogy for time served. Given the fact that industries are more and more interested in hiring graduates who have practical skills apart from theoretical knowledge, NEP 2020 seeks to ensure a smooth transition between basics learning at school level (11th & 12th Standard) onwards. The policy contains various initiatives to develop employability skills of students. Some of the solutions entail blending vocational education and trades training into mainstream curriculum, enabling experiential learning through internships & apprenticeships and nurturing critical thinking, creativity & problem solving capabilities. The NEP 2020 also accentuates digital literacy and technology-enabled education, making students ready for a digitized future.

The implementation of NEP 2020 in higher education poses multiple challenges, and opportunities for the state Rajasthan. The policy requires institutions to revise their curricula and pedagogies so that they are in sync with the objectives laid out in the policy, which means investing into resources becoming a must as an overhaul of educational set up warrants well-trained educators who have strong industry interfaces. That said, this policy is a huge opportunity to improve the employability of Rajasthan graduates and made them more job ready. Paper



in the series analyses, and Paper explores how these measures introduced by NEP 2020 have been contextualised within Rajasthan, (Jain & Chakravarty).

### Objectives of the Study

- To examine the implementation of these provisions in higher education institutions in Rajasthan.
- To assess the impact of NEP 2020 on the employability of graduates in Rajasthan.

### Literature Review

Goptu, S., Bros, C. & Chowdhury, S.R. (2023) This research paper indicates high regional variation in skill mismatch across India, suggesting a significant disparity between the skills learned through education and those demanded by the labor market. This highlights the necessity for region-specific training and educational interventions to better address these mismatches.

Mathur, A., Sharan, M., Chakraborty S., & Mullick, S. (2022). The paper discusses the evolving landscape of Technical and Vocational Education and Training (TVET) in India, emphasizing its critical role in equipping students with industry-relevant skills. The study points out the need for policy reforms to improve access, quality, and alignment with market demands, as well as identifying gaps within the current TVET system.

Jain, A. (2021). "National Education Policy 2020: a transformative initiative," provides an overview of NEP 2020, which is poised to redefine the Indian education sector by promoting multidisciplinary education and flexibility in skill development. This policy is designed to make education more adaptable to local contexts while aligning with global standards, thus enhancing employability by linking graduates more closely with industry needs.

Shukla, P. D., & Kaur, J. (2021). This study explores the impact of NEP 2020 on India's higher education system, focusing on the shift towards skill-based education, research, and innovation. It emphasizes the policy's potential to foster critical thinking and entrepreneurial skills among students, preparing them to meet the demands of a globalized economy.

Mahto, K. R. (2021). Mahto highlights NEP 2020 as a landmark reform aimed at making higher education more inclusive and skill-oriented. The policy's focus on interdisciplinary learning is intended to produce a more skilled and versatile workforce, making it a crucial development in the Indian education system.

Verma, R. (2021). Verma's paper examines NEP 2020 as a paradigm shift in higher education, particularly its role in integrating vocational education with traditional academics. The study finds that the policy encourages a balanced development of theoretical knowledge and practical skills, aligning education more closely with industry needs.

Jaiswal, S. (2021). Jaiswal assesses the impact of NEP 2020 on higher education, highlighting its emphasis on flexibility, multidisciplinary learning, and research. The paper notes that the policy is likely to enhance employability by fostering a culture of innovation and ensuring that education remains relevant to contemporary job market demands.

### Key Provisions of NEP 2020 Related to Employability Skills

NEP 2020 brings about a number of new initiatives to improve the skills that make individuals employable, such as:

1. **Multidisciplinary and Holistic Education:** Promotes a holistic education system that provides an integrated learning experience integrating arts, sciences, humanities and vocational skills which inspires lifelong learners with character.
2. **Flexible Curriculum:** This will enable students to choose their subjects and also design pathways of learning encouraging cross-disciplinary knowledge as well as skills.
3. **Skill-Based Learning and Vocational Education:** Bringing in vocational courses, skill-based programs from the school level to higher education encouraging practical skills and industry dignity.
4. **Technology Integration:** With a focus on digital literacy, coding and data science to offer technology-driven global skills for the economy of tomorrow.
5. **Productive Highlights:** Internships and Apprenticeships included in the curriculum which results in hands-on experience, enhancing employability.



6. Critical Thinking and Problem-Solving: Encourages teaching methods that promote critical thinking, creativity, and problem-solving — vital skills in any workplace.

### **Implementation of NEP 2020 in Higher Education in Rajasthan**

Educationists in Rajasthan realize it and have already begun the process of incorporating their curriculums, teaching-learning methodologies to NEP 2020 recommendations. This section will elaborate on the action taken by universities and colleges present in Rajasthan so far to implement each of these provisions. Curriculum Revision: Several institutions have re-designed their curricula to embed skill-based courses and interdisciplinary programmes. Collaborations with Industry – Colleges are now collaborating with industries to provide students hands-on, on-the-job internships and apprenticeships, workshops etc. Teacher Training & Capacity Building: Educators have been trained on fresh pedagogies that focus more on experiential learning and skills-building. Technology and Digital Platforms: Use of technology, digital innovation tool, online learning tools for skill-based education literacy.

### **Impact on Employability Skills in Rajasthan**

NEP 2020 Is Expected to Bring a Comprehensive Change in Employability skills among Graduates of Rajasthan. Key impacts include:

- Enhanced Skill Set: Graduates should have a broad range of skills technical, soft and digital to become more employable.
- Enhanced Industry Readiness: By getting hands-on experience through internships or vocational training, students are better equipped to join the workforce.
- More Innovation and Entrepreneurship: As faculty focus on critical thinking, they tend to encourage innovation as well as opportunities for entrepreneurship.
- More thorough Industry Alignment: As the focus is on working with industry to provide education that is in line with current market needs and trends.

### **Challenges in Implementation**

Despite the promising outlook, several challenges hinder the effective implementation of NEP 2020 in Rajasthan:

Resource Constraints: Low budgets and poor infrastructure may hamper the quality of skill-based education in some institutions.

Resistance to Change: Inertia and resistance from faculty and administration can impede the adoption of new teaching methodologies or curricula.

Quality of Vocational Training: How can we ensure schools to offer vocational education that is on the same level as what some industries require?

Digital Divide: Unequal access and resources of digital tools, especially in rural areas, will hamper the equitable implementation of NEP 2020.

### **Opportunities for Improvement**

To overcome these challenges, several opportunities can be leveraged:

- Encouraging the development of Public-Private Partnerships Spin to open tooltips Additional pointer, Collaboration between educational institutions and industrial parks.
- Teacher Development Programs: Investing in lifelong learning opportunities for teachers to develop and are prepared to deliver the integrative educations.
- Reinforcing Digital Public Goods: Creating an enabling digital environment especially in rural areas which makes access to learning material by all students more even.
- Monitoring and Evaluation: To develop processes, systems and structures for the monitoring and evaluation of implementation to identify gaps in which corrections are necessary.

### **Research Methodology**

Utilizing a mixed-methods approach, this study investigates the impact of NEP 2020 on employability skills in higher education across Rajasthan. Structured questionnaires are used to survey a group of 100 respondents



pursuing courses from various public and private universities in Rajasthan for efficiency that collected quantitative data on the impact of NEP 2020 upon skill development and employability. Qualitative data is collected through interviews, focus group discussions with university administrators, faculty members, and industry experts to understand the challenges as well as opportunities in implementing NEP 2020. This analysis is further supported by secondary data drawn from academic literature, policy documents, and government reports.

### Data analysis

How effective has the implementation of NEP 2020 been in improving the employability of graduates in higher education institutions in Rajasthan?

**Table 1:** Likert Scale Responses on the Effectiveness of NEP 2020 Implementation in Improving Employability of Graduates in Higher Education Institutions in Rajasthan

Response Option	Frequency	Percentage (%)
Not effective at all (1)	10	10%
Slightly effective (2)	15	15%
Moderately effective (3)	20	20%
Very effective (4)	35	35%
Extremely effective (5)	20	20%
Total Respondents	100	100%
Mean Score	3.40	
Standard Deviation (SD)	1.23	
Result	Very effective	

The data suggests that the implementation of NEP 2020 in higher education institutions has been seen as moderately successful to help create employable graduates only. The responses, which skew towards the more effective end of the effectiveness spectrum: Mean 3.40; SD1.23 Indeed, 35% saw "Very effective" while another 20% thought it was "Extremely effective." Although some variability was seen in perceptions, as around 10% rated it "Not effective at all" and 15% said "Slightly Effective." The implementation thing has been considered an approach that was very powerful, but more effort is demanded to produce the type of results reliably.

### Conclusion

The NEP 2020 provides a comprehensive opportunity for the graduates of Rajasthan to increase their employability through an open, skill-based and industry-specific education system. The benefits could be huge in terms of enhancing employability, innovation and economic growth but the implementation process is a significant challenge. If these barriers are tackled and opportunities used well, higher educational institutions can be a flag bearer in future workforce readiness for students of Rajasthan.

### Recommendations

Industry-academia linkages to improve curriculum relevance. A part of this can perhaps be achieved through:

- Stepping up investment in digital infrastructure that supports online learning and skill-building.
- Design holistic teacher training programmes centred on the new pedagogical practices demanded by NEP 2020.
- Promote a culture of innovation and entrepreneurship in graduate institutions to motivate students for new skills development leading towards job creation.

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