**TRANSFORMATIVE EDUCATION POLICY FOR A SUSTAINABLE FUTURE: EMPOWERING MINDS AND SHAPING TOMORROW**

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**ABSTRACT**

*This research paper aims to investigate the impact of India's new education policy on employment in the country. The New Education Policy (NEP) was introduced in 2020 with the objective of transforming the Indian education system to meet the demands of the 21st-century workforce. This study examines the key provisions of the NEP and analyzes its potential effects on employment opportunities, skill development, and the overall labor market in India. Through a comprehensive review of existing literature, data analysis, and case studies, this paper provides insights into the potential benefits and challenges associated with the implementation of the NEP. The findings of this research are intended to inform policymakers, educators, and stakeholders about the potential outcomes of the new education policy in relation to employment.*

***Keywords:*** *Higher education, National education policy 2020, NEP-2020, Overview & analysis, Implementation strategies*

**INTRODUCTION**

India's New Education Policy (NEP) is a comprehensive framework for reforming the country's education system. It was approved by the Union Cabinet of India in July 2020 and aims to address the challenges and gaps in the existing education system while aligning it with the requirements of the 21st century. The policy is a comprehensive framework for elementary education to higher education as well as vocational training in both rural and urban India. The policy aims to transform India's education system by 2021.

 **Key provisions of new education policy in higher education**

**Higher Education**

* *Broad-based, multi-disciplinary undergraduate education.*
* *Multiple entry and exit points with appropriate certification.*
* *Integration of vocational education and research.*
* *Promotion of technology-enabled learning and digital education.*
* *Increased autonomy for higher education institutions.*
* *Foreign universities permitted to operate in India.*

**Teacher Education**

* *Revamping of teacher education programs and curricula.*
* *Promotion of continuous professional development for teachers.*
* *Introduction of a four-year integrated B.Ed. program.*

**Skill Development**

* *Integration of vocational education from an early stage.*
* *Focus on experiential learning and internships.*
* *Collaboration with industry and local communities.*

**Technology in Education**

* *Promotion of online and digital learning platforms.*
* *Development of technology-enabled classrooms.*
* *Encouragement of e-learning resources and open educational resources.*

**REVIEW OF LITERATURE**

Singh& Sharma (2021) provides a comprehensive overview and critical analysis of the key provisions of the NEP, including its impact on various levels of education and potential challenges in implementation. It discusses the potential benefits of the policy in promoting holistic education and skill development. Kumar (2020) focuses on the impact of the NEP on higher education in India. It examines the reforms proposed in the policy, such as multidisciplinary education, flexible entry-exit options, and internationalization, and discusses their potential effects on improving the quality of higher education and enhancing employment prospects.

Dey & Ray (2020) explores the impact of the *NEP* on school education in India. It discusses the proposed changes in curriculum, pedagogy, and assessment, along with the emphasis on foundational literacy and numeracy. The study also examines the potential implications of these reforms on enhancing educational outcomes and employability. Sharma & Sharma (2021) focuses on the role of the NEP in promoting skill development and employability in India. It analyzes the provisions related to vocational education, industry-academia collaboration, and entrepreneurship, highlighting their potential impact on equipping students with the necessary skills for the job market.

Jha & Sahu (2020) provides a critical analysis of the NEP, evaluating its potential strengths and weaknesses. It discusses the policy's provisions related to curriculum reforms, teacher education, and technology integration, and examines their implications for improving the quality of education and employability outcomes. Kumar (2021) focuses on the NEP's impact on transforming higher education in India. It analyzes the proposed reforms in curriculum, pedagogy, research, and internationalization, and discusses their potential influence on improving the quality of higher education and enhancing employment prospects.

These studies provide valuable insights into the key provisions, potential impact, and challenges associated with the implementation of the New Education Policy in India. They contribute to the existing literature by examining various aspects of the policy and its implications for education and employment in the country.

**OBJECTIVES OF THE STIUDY**

1. To study the key provisions of the NEP and analyzes its potential effects on employment opportunities, skill development, and the overall labor market in India.
2. The potential benefits and challenges associated with the implementation of the NEP.

 **New Education Policy and Its Impact on Employment**

The NEP's impact on employment in India is expected to be significant. By focusing on skill development, vocational education, and industry-academia collaboration, the policy aims to bridge the gap between education and employability. The integration of vocational education from an early stage, along with practical training and internships, will equip students with the necessary skills for the job market. The emphasis on critical thinking, problem-solving, and experiential learning in the revised curriculum will enhance the employability of graduates by cultivating their analytical and creative abilities. The NEP also recognizes the importance of entrepreneurship and innovation, encouraging students to become job creators rather than job seekers.

Additionally, the reforms in higher education, such as multidisciplinary education and internationalization, aim to produce graduates who are globally competitive and adaptable to changing employment trends. The policy's focus on digital education and technology integration will equip students with the digital skills necessary for the digital economy.

However, the successful implementation of the NEP and its impact on employment depends on various factors, including infrastructure development, teacher training, and equitable access to quality education. Addressing these challenges will be crucial to realizing the full potential of the policy in enhancing employment opportunities in India. Overall, the New Education Policy sets a transformative agenda for India's education system, aiming to create a future-ready workforce that is equipped with the skills and knowledge necessary to thrive in the evolving job market.

**New Education Policy and Its Impact on Skill Development**

The objectives of the national policy on skill development are to: Create opportunities for all to acquire skills throughout life, and especially for youth, women and disadvantaged groups. Promote commitment by all stakeholders to own Skill Development Initiatives. The New National Education Policy 2020 places a rigid emphasis on holistic skill development. The policy amalgamates vocational training into education, imparting practical skills and industry-specific knowledge.

It helps build self-esteem, confidence, and leadership skills. It develops problem-solving skills and collaboration. It helps students become independent thinkers and encourages them to plan for their future. The Continuous approach of the policy is to promote creativity, understanding, and practical application of knowledge, encouraging skill development.

Recognizing the importance of technology, the NEP 2020 focuses on digital literacy and the integration of technology in education. The National Education Policy (NEP) 2020 imprints a noteworthy improvement in our training framework. To begin with, attention has been given on universalizing access to advanced education, incorporating more than 2 crore students. The NEP target guarantees long lasting career options for the students.

It aims to empower India's youth by offering necessary skills and training to increase their chances of getting jobs in various sectors. This also boosts an individual's productivity and knowledge. 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. 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.

**New Education Policy and Its Impact on the Overall Labor Market in India**

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-school 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. It creates a huge opportunity for the ed-tech industry in India, as this would help education reach students across the country, especially in the several locations where physical educational institutions are not able to help.

According to [the 2019 Skill India Report](https://www.thehindubusinessline.com/news/education/india-skills-report-finds-4621-of-students-employable/article30269722.ece), a significant percentage of Indian graduates were employable, however, there existed a wide gap between industry requirements and the education system, due to the previous education policy that focussed primarily on rote learning rather than practical skills.

**CONCLUSION**

The National Education Policy of 2020 aims to support India in achieving its UN Sustainable Development Goal which focuses on ensuring inclusive and equitable quality education. This policy involves collaboration among various stakeholders, including the central government, state governments, private sector, NGOs, and educational institutions, to realise the vision of universal education. The National Education Policy (NEP) of 2020 has taken a practical and progressive approach to address employability and vocational training across all education disciplines. The policy advocates for internships in both private and public sectors for undergraduate students, providing them with valuable industry experience and aligning education with employment.

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