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# **Enhancement of Employability Skills through Industry and Digital Base Higher Education under NEP 2020**

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## **Abstract:**

The National Education Policy (NEP) 2020 aims to transform India's education system by fostering holistic, skill-oriented, and industry-aligned learning. This research paper explores how digital education and industry integration in higher education under NEP 2020 enhance the employability of graduates. The study identifies policy provisions, implementation approaches, and challenges in aligning higher education with market demands. It concludes that NEP 2020's focus on competency-based curriculum, interdisciplinary learning, internships, and digital literacy can significantly improve employability outcomes if implemented effectively.

The global economy is currently undergoing a radical transformation driven by Industry 4.0, where automation, artificial intelligence, and data-driven decision-making have redefined the prerequisites for professional success. In India, despite being a burgeoning global talent hub, a persistent "employability gap" has historically hindered the transition of graduates from academic corridors to industrial floors. Traditional higher education models often emphasized rote memorization over practical application, leaving students academically qualified but professionally unequipped.

The National Education Policy (NEP) 2020 emerged as a landmark reform designed to bridge this divide by reimagining India as a "Global Knowledge Superpower." Central to this policy is the shift from a degree-centric approach to a competency-based framework. It mandates the integration of vocational training into mainstream curricula, ensuring that skill development is no longer a peripheral activity but a

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core academic component. By fostering Industry-Academia collaboration, the NEP 2020 facilitates structured internships, apprenticeships, and credit-based learning, allowing students to gain real-world exposure while pursuing their degrees.

Furthermore, the policy recognizes that Digital Transformation is the bedrock of modern employability. The promotion of digital literacy, online platforms like SWAYAM, and the establishment of the National Educational Technology Forum (NETF) provide the infrastructure necessary for "lifelong learning." This digital-base approach ensures that education is not limited by geography or rigid timelines, offering a flexible, multidisciplinary environment where students can stack skills through the Academic Bank of Credits (ABC).

This research paper explores the synergy between industry-aligned curricula and digital-first education under the NEP 2020 framework. It examines how these dual pillars—industry immersion and digital fluency—act as catalysts for enhancing the employability of the Indian youth. By analyzing recent policy shifts and their implementation, the study aims to evaluate the effectiveness of these reforms in creating a future-ready workforce capable of thriving in a volatile and tech-driven global market.