

# ROLE OF SKILL-BASED EDUCATION IN ENHANCING EMPLOYABILITY AMONG YOUTH IN INDIA

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## ABSTRACT

*In the context of rapid economic transformation and technological advancement, employability among youth has become a critical concern in India. Despite a large number of graduates entering the workforce each year, a significant proportion remain unemployed due to a mismatch between academic knowledge and industry requirements. Skill-based education has emerged as a viable solution to bridge this gap by equipping learners with practical competencies and job-relevant skills. This study examines the role of skill-based education in enhancing employability among youth in India. Using a qualitative analytical approach based on secondary data, the paper explores the impact of skill development initiatives, vocational training, and industry-integrated learning on employment outcomes. Evidence suggests that skill-based education improves job readiness, increases employment opportunities, and fosters entrepreneurship. However, challenges such as limited access, social stigma, and infrastructural constraints hinder its widespread implementation. The study concludes that skill-based education is essential for addressing India's employability crisis and recommends a holistic approach involving policy reforms, industry collaboration, and curriculum redesign.*

**Keywords:** Skill-Based Education, Employability, Youth, Vocational Training, Skill India, Workforce Development

## 1. INTRODUCTION

India is home to one of the largest youth populations in the world, often referred to as a “demographic dividend.” However, this advantage can turn into a liability if the workforce is not adequately skilled. The growing disconnect between education and employment has resulted in a paradox where graduates are unemployed while industries face a shortage of skilled workers.

Recent reports indicate that only about **42.6% of Indian graduates are employable**, highlighting a severe skill gap in the labour market. Furthermore, only a small percentage of the workforce has received formal vocational training, reflecting the limited penetration of skill-based education in India.

Traditional education systems in India have largely focused on theoretical knowledge, often neglecting practical and job-oriented skills. In contrast, skill-based education emphasizes hands-on learning, industry relevance, and competency development. It includes vocational training, apprenticeships, internships, and certification programs designed to prepare individuals for specific occupations.

Government initiatives such as Skill India Mission, Pradhan Mantri Kaushal Vikas Yojana (PMKVY), and Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) have been introduced to promote skill development and improve employability.

This paper aims to analyze the role of skill-based education in enhancing employability among youth in India and to evaluate its effectiveness in addressing the challenges of unemployment.

## 2. REVIEW OF LITERATURE

The literature on skill-based education highlights its growing importance in modern economies. Studies suggest that skills are a critical determinant of employability and economic growth.

Research indicates that skill-based education significantly improves employment outcomes by aligning education with industry requirements. For instance, empirical studies show that individuals who undergo skill-based training demonstrate higher employment rates and better career progression compared to those with purely academic qualifications.

Scholars have emphasized that work-integrated learning, including internships and apprenticeships, enhances employability by providing real-world experience and developing soft skills such as communication, teamwork, and problem-solving.

Studies on vocational training programs in India, such as DDU-GKY, reveal that structured skill development initiatives play a crucial role in improving employment opportunities, particularly for rural youth.

Further research highlights that participation in job training programs has a significant positive impact on employment prospects, as it equips individuals with industry-specific skills and practical experience.

However, literature also identifies several challenges:

- Limited access to skill-based education
- Social stigma associated with vocational training
- Lack of industry-academia collaboration
- Inadequate infrastructure and funding

Overall, the literature suggests that while skill-based education is essential for enhancing employability, its effectiveness depends on proper implementation and integration with the labour market.

## 3. OBJECTIVES OF THE STUDY

1. To examine the role of skill-based education in enhancing employability among youth in India.
2. To analyze the relationship between skill development and employment opportunities.
3. To identify the challenges in implementing skill-based education.
4. To suggest measures for improving skill-based education in India.

## 4. METHODOLOGY

This study adopts a **qualitative and analytical research design**.

### Nature of Study

- Descriptive and analytical

### Data Sources

- Research articles and academic journals
- Government reports and policy documents
- Online databases and reports on skill development

### Method of Analysis

- Thematic analysis
- Comparative and policy analysis

The study is based on secondary data and aims to provide a comprehensive understanding of the role of skill-based education in enhancing employability.

## 5. ANALYSIS AND INTERPRETATION

### 1. Bridging the Skill Gap

One of the primary roles of skill-based education is to bridge the gap between academic knowledge and industry requirements. Traditional education often fails to equip students with practical skills needed in the workplace.

Skill-based education focuses on:

- Technical skills (e.g., IT, manufacturing)
- Soft skills (communication, teamwork)
- Problem-solving and critical thinking

This alignment with industry needs significantly enhances employability.

### 2. Enhancing Job Readiness

Skill-based education prepares students for real-world work environments. Programs such as internships and apprenticeships provide hands-on experience, making students job-ready.

Research shows that combining classroom learning with practical training leads to better employment outcomes.

### 3. Promoting Entrepreneurship

Skill-based education not only prepares individuals for jobs but also encourages entrepreneurship. By acquiring practical skills, individuals can start their own businesses and become job creators rather than job seekers.

### 4. Supporting Economic Growth

A skilled workforce is essential for economic development. Skill-based education contributes to:

- Increased productivity
- Innovation and technological advancement
- Reduction in unemployment

It plays a crucial role in achieving sustainable economic growth.

### 5. Government Initiatives and Their Impact

Various government initiatives aim to promote skill development:

- Skill India Mission
- PMKVY
- DDU-GKY

These programs focus on providing training, certification, and placement opportunities, thereby improving employability among youth.

### 6. Challenges in Implementation

Despite its benefits, skill-based education faces several challenges:

#### a) Limited Access

Skill-based programs are not widely available, especially in rural areas.

#### b) Social Perception

Vocational education is often considered inferior to academic education.

### **c) Lack of Industry Collaboration**

Insufficient collaboration between educational institutions and industries leads to a mismatch between training and job requirements.

### **d) Infrastructure Issues**

Inadequate training facilities and resources hinder effective implementation.

## **6. RESULTS AND DISCUSSION**

The findings indicate that skill-based education has a significant positive impact on employability among youth in India.

### **Positive Outcomes**

- Improved job readiness
- Higher employment rates
- Better alignment with industry needs
- Increased opportunities for entrepreneurship

### **DISCUSSION**

The results confirm that skill-based education is a critical factor in enhancing employability. However, the effectiveness of such education depends on several factors:

- Quality of training programs
- Industry involvement
- Accessibility of skill development opportunities

The study highlights that a holistic approach is required to maximize the benefits of skill-based education.

## **7. CONCLUSION**

Skill-based education plays a vital role in enhancing employability among youth in India. It addresses the fundamental issue of skill mismatch by aligning education with industry requirements.

While significant progress has been made through government initiatives, challenges such as limited access, social stigma, and infrastructural constraints continue to hinder its effectiveness.

To fully realize the potential of India's demographic dividend, it is essential to integrate skill-based education into the mainstream education system and promote a culture of continuous learning and skill development.

## **8. SUGGESTIONS FOR FUTURE RESEARCH**

1. Conduct empirical studies using primary data from students and employers.
2. Analyze the effectiveness of specific skill development programs like PMKVY.
3. Study regional disparities in access to skill-based education.
4. Examine the role of digital skill training in employability.
5. Explore gender differences in skill development and employment outcomes.
6. Investigate the long-term impact of skill-based education on career growth.