

**ROLE OF EDUCATION IN ENHANCING EMPLOYABILITY**

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**Abstract:**

*Education creates employment opportunities by providing specialized knowledge and training required in a particular field. Education enhances knowledge of an individual to perform the activities more confidently and efficiently in his/her life.*

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**Introduction:**

knowledge and skills are the assets created by education and training which gradually increases human capital. A quality education process produces a quality human capital. Without a quality human capital, a nation will be weak as there will be no human factor that is capable of embarking on new initiatives and perspectives. In today's fast paced generation, a highly professional candidate is demanded by the highly technical and sophisticated jobs who can increase productivity which will eventually increase the value of an organization. Higher education is necessary for success in the world of work. higher education is necessary for success in the world of work. The main aim of higher education is to transform the students through enhancing learning skills, behavior, and lifelong empowerment as critical and logical reflective person. Higher education does not seem to be the first objective of employability for students. Every individual is focused that high education is a preparation of life for working world and catered to employment circumstances. In general, with emerging trends, every institution nourishes students for the world of work with primary goal of education. Higher education by developing understandings with changing trends of world of the work enables the learners to investigate the career opportunities. With this aim, every learner has some expectation with their high qualification to raise their achievements of life. They plan their long or short-term goals for future work. Higher education makes the postgraduates well informed and responsive according to opportunities.

**Objectives of the Study:**

- 1) To ascertain if education influences the employability of people in the society.
- 2) To move towards a more imaginative and broad - based liberal education.
- 3) To examine the reason regarding unemployment among youths in the society.
- 4) To create empowered governance and autonomy.

**Facts and Observations of the Study:**

**Reasons Why Young People are Unemployed:**

**1) Lack of effective training on employability skills:**

The difference between the skills possessed by the applicants and skills needed on the job is of real concern Employers are usually not willing to provide the specialized and job specific training for those who lack skills

within themselves instead they would prefer to hire people who are trained and ready to go work. Thus, effective training must be provided to each and every individual because the industry leaders feel that the "skills" and the "quality" of the workforce needs a lot of improvement.

**2) Lack of appropriate career guidance:**

A formal guidance program might be one of the smartest move an educational institute can make at any time for its students personal and professional growth. Proper career guidance will be helpful in developing important life capacities and disciplinary understanding. It demolishes prevalent rigid boundaries, creates possibilities for life long learning and an ethic of social -moral engagement.

**3) Lack of remedial education:**

Educational institutions are plagued with problems like lack of qualified faculty, poor quality of content, outdated curriculum, lack of clarity and not-so-effective examination system etc. do not provide signalling value in the job market. Educational institutions should pay close attention to improve the skills such as personal and working attitudes, intellectual skills and communication skills etc. of the undergraduate students. Thus, remedial education must be provided in an appropriate manner.

**4) Lack of effective coordination between government agencies etc.:**

Coordination acts as an effective, enabling and responsive regulation to encourage excellence and public spiritedness in higher education. It will be responsive and minimalistic to ensure public spiritedness, excellence, probity, financial stability, equity and good governance. Thus for best graduate attributes and expected learning outcomes, coordination should be there between government agencies.

**Recommendations and Suggestions:**

**1) Collaboration between government, private sector and educational institutions:**

Such collaboration is needed as it will be helpful in maximizing the benefits of education. It increases the employability of graduates. It also ensures that the system is operating in a favorable environment.

**2) Enabling Artificial intelligence as a hyper personalization source of learning:**

In today's world, backed by the policy changes and technological advancement, higher education is likely to grow and fuel employment as it continues to become skills led, inclusive and outcome - based. AI and ML are enabling hyper - personalization source of learning by pushing the right content at the right stage for learners, which leads to better learning and better skills thereby making a candidate more attractive for an employer.

**3) National Education Policy (NEP 2020):**

NEP aims to make India a global destination for higher studies offering quality education at low costs by endorsing higher education for all. This changes in higher education are multi - fold and are reflective of the changing career environment as well as requirements of the industry because the secular trend is now towards skills and abilities rather than only towards institutes and degrees. The NEP if implemented effectively, can help reshape the future of the workforce and help the emerging job seeker become more job – ready.

**4) Creating a conducive learning environment:**

Conducive learning environment ensure a joyful, rigorous, engaging responsive curriculum and caring support to optimize learning and students overall development. In that choice based credit system will be revised and improved to allow for flexibility and innovation. Also academic, financial and emotional support will be available for students to help them attain better outcomes. Through stimulating learning experiences, students will be assessed not only on academic aspects but also on broad capacities and dispositions.

**Conclusion:**

The employable graduates are the backbone of the economy. Therefore, improving the employability of students in higher education should be the utmost priority for any country to achieve growth and development. Education

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develops creativity and shapes the mind of the people. Education plays a crucial role in producing skilled human resources in any profession and creates employment opportunities for people. Education and employment are interrelated with each other and education plays a prominent role in creating employability.

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