

Indian Education System and Youth Employment: An Assessment of Employability Outcomes

Yuvika

Student of BBA. LLB (Hons.), Vivekananda Institute of Professional Studies, PitamPura, Delhi, India

Abstract-- India possesses one of the world's largest youth populations and an expanding education system. However, despite rising enrolment in schools, colleges, and universities, unemployment among educated youth remains a major challenge. This research paper examines whether the present Indian education system is effectively preparing young people for employment. The paper analyses the relationship between education, employability, vocational skills, and labour market demand. It highlights the problems of rote learning, skill mismatch, inadequate vocational training, and weak industry-academia linkage. At the same time, it recognizes positive developments under the National Education Policy (NEP) 2020 and skill development initiatives. The study concludes that while education has increased literacy and formal qualifications, it has not fully succeeded in generating employable skills required in the modern economy. Structural reforms focusing on practical learning, digital skills, vocational education, entrepreneurship, and industry collaboration are necessary for improving youth employment outcomes in India.

Keywords-- Indian education system, youth unemployment, employability, vocational education, skill development, NEP 2020, higher education, labour market, job creation, India

I. INTRODUCTION

Education is considered the backbone of national development. In India, education has expanded rapidly after independence, especially during the last three decades. The number of universities, engineering colleges, management institutes, and private educational institutions has increased significantly. However, unemployment among educated youth continues to rise.

India is currently experiencing a “demographic dividend” because a large proportion of its population is young. If properly educated and employed, this youth population can become an engine of economic growth. Conversely, failure to provide meaningful employment may lead to social unrest, frustration, and economic inequality.

The key question therefore is: **Does the present education system in India provide youths with adequate employment opportunities?**

Recent labour statistics show improvement in employment indicators, but concerns regarding employability remain serious.

The unemployment rate among youth aged 15–29 years was estimated at around 9.9% in 2025. Additionally, nearly one-fourth of youths were classified as NEET (Not in Employment, Education, or Training).

II. OBJECTIVES OF THE STUDY

1. To analyse the structure of the present education system in India.
2. To examine the relationship between education and youth employment.
3. To identify weaknesses in the current education model.
4. To study government initiatives for skill development.
5. To suggest reforms for improving employability among youths.

III. METHODOLOGY

This paper is based on secondary data collected from:

- Government reports
- PLFS (Periodic Labour Force Survey)
- Research journals
- Academic papers
- Labour and employment statistics
- News reports and policy documents

The study adopts an analytical and descriptive approach.

IV. STRUCTURE OF THE INDIAN EDUCATION SYSTEM

The Indian education system broadly consists of:

1. Primary Education
2. Secondary Education
3. Higher Secondary Education
4. Higher Education
5. Technical and Vocational Education





The National Education Policy (NEP) 2020 introduced major reforms aimed at multidisciplinary learning, flexibility, skill development, and digital education.

However, implementation challenges remain significant, especially in rural areas and government institutions.

V. MAJOR PROBLEMS IN THE PRESENT EDUCATION SYSTEM

5.1 Rote Learning System

The Indian education system still emphasizes memorization over creativity and problem-solving. Students often focus on examination performance rather than practical knowledge.

5.2 Skill Mismatch

Industries frequently report that graduates lack employable skills such as communication, teamwork, digital literacy, and practical technical knowledge.

Research indicates that expansion of higher education has not always resulted in better employment outcomes.

5.3 Weak Vocational Education

Only a small percentage of Indian youths receive formal vocational or technical training. According to PLFS 2025, only about 5% of youth aged 15–29 had formal vocational training.

5.4 Degree-Oriented Mentality

Society continues to value degrees more than skills. As a result, millions pursue general academic courses even when employment opportunities are limited.

5.5 Poor Industry-Academia Linkage

Universities and industries often operate separately. Curricula are not regularly updated according to market demand.

VI. STATISTICS ON EDUCATION AND EMPLOYMENT

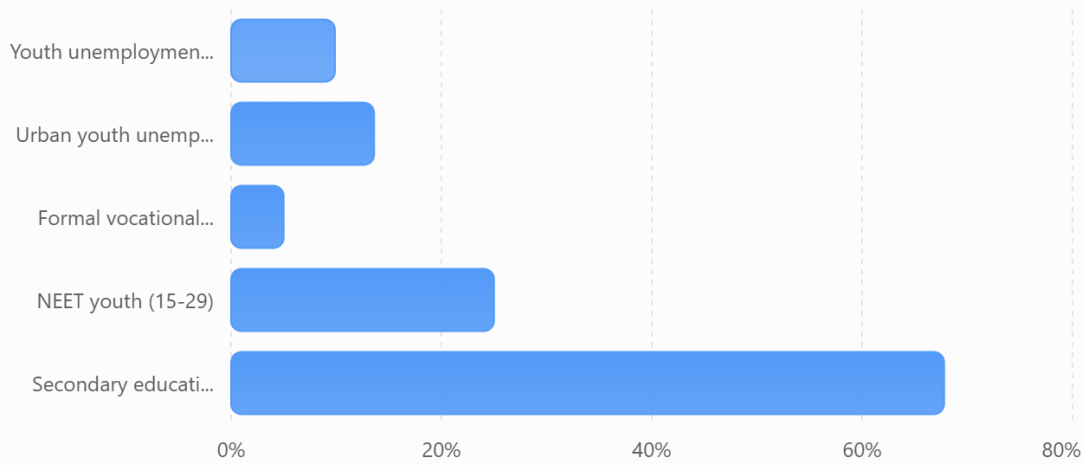
Youth Employment and Training Indicators in India (2025)

Youth Employment Indicators in India (2025)

Key indicators related to youth unemployment, vocational training and NEET population in India.

Youth Employment Indicators in India (2025)

Key indicators related to youth unemployment, vocational training and NEET population in India.



The data reveals several important trends:

- Youth unemployment remains high despite increased educational attainment.
- Vocational training participation is extremely low.
- A significant share of youths remain outside employment and education systems.
- Urban educated unemployment is higher than rural unemployment due to mismatch between expectations and available jobs.

VII. POSITIVE CONTRIBUTIONS OF THE EDUCATION SYSTEM

Despite its shortcomings, the Indian education system has achieved several successes:

7.1 Increased Literacy

India's literacy rate has improved considerably since independence.

7.2 Growth of Technical Education

India produces a large number of engineers, doctors, IT professionals, and management graduates annually.

7.3 Expansion of Digital Learning

Online education platforms, digital classrooms, and AI-based learning are expanding rapidly.

7.4 Formal Employment Opportunities

Research suggests that graduates are less likely to remain trapped in informal employment compared to less educated workers.

VIII. GOVERNMENT INITIATIVES

The Government of India has introduced several programmes to improve employability:

- Skill India Mission
- Digital India
- Startup India
- PM Kaushal Vikas Yojana (PMKVY)
- National Education Policy (NEP) 2020
- Apprenticeship Promotion Schemes



International Journal of Recent Development in Engineering and Technology
Website: www.ijrdet.com (ISSN 2347-6435 (Online) Volume 15, Issue 07, July 2026)





International Journal of Recent Development in Engineering and Technology
Website: www.ijrdet.com (ISSN 2347-6435 (Online) Volume 15, Issue 07, July 2026)





These programmes aim to connect education with industry needs and encourage entrepreneurship.

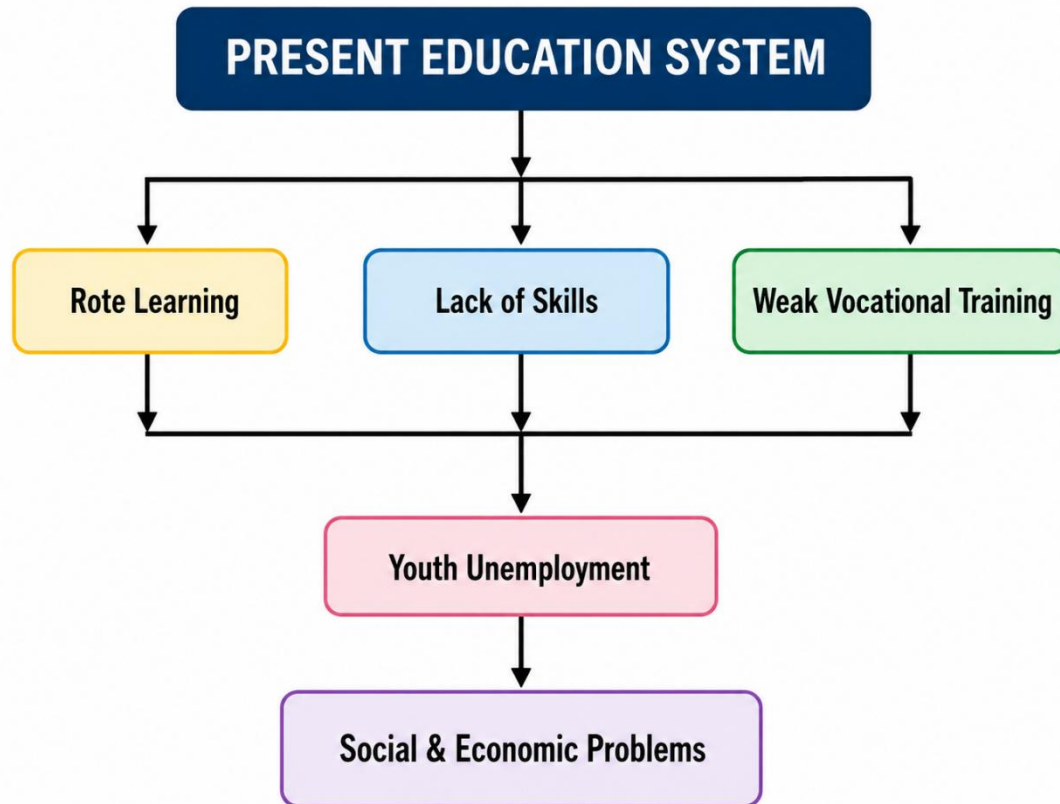
IX. RELATIONSHIP BETWEEN EDUCATION AND EMPLOYABILITY

The connection between education and employment can be represented as follows:

Education → Skill Development → Employability → Employment → Economic Growth

However, in India the chain is often broken at the “skill development” stage because education does not adequately prepare students for industry requirements.

X. DIAGRAM: PROBLEMS IN EDUCATION AND EMPLOYMENT



XI. SUGGESTIONS FOR REFORM

11.1 Skill-Based Curriculum

Schools and colleges should focus on practical skills, communication, coding, AI, and entrepreneurship.

11.2 Expansion of Vocational Training

Vocational education should be integrated from secondary school onwards.

11.3 Strong Industry Collaboration

Industries should participate in curriculum design and internships.

11.4 Promotion of Entrepreneurship

Students should be encouraged to become job creators rather than job seekers.

11.5 Teacher Training

Teachers must be trained in modern teaching methods and digital technologies.

11.6 Reduction in Exam-Centric Learning

Assessment should focus on creativity, analytical ability, and practical application.

XII. CONCLUSION

The present education system in India has succeeded in expanding access to education and increasing literacy levels. However, it has not fully succeeded in preparing youths for employment opportunities in a rapidly changing economy.

The major issue is not merely unemployment but “unemployability,” where graduates possess degrees but lack practical skills required by employers. Rote learning, limited vocational training, and weak industry linkages remain key barriers.

India’s future depends on transforming its education system from a degree-oriented structure to a skill-oriented and innovation-driven model. If reforms under NEP 2020 and skill development programmes are implemented effectively, India can convert its demographic dividend into sustainable economic growth and productive employment.



International Journal of Recent Development in Engineering and Technology
Website: www.ijrdet.com (ISSN 2347-6435 (Online) Volume 15, Issue 07, July 2026)

REFERENCES

- [1] Ministry of Statistics and Programme Implementation (2026), *Periodic Labour Force Survey Annual Report 2025*.
- [2] Government of India, Ministry of Labour and Employment (2026), *Skill Development Outcomes Report*.
- [3] Mayur, M. et al. (2025), *A Study on Unemployment Trends Among Educated Youth in India*.
- [4] Mishra, K. (2026), *Degrees of Devaluation: College Expansion and the Credential Trap in India*.
- [5] Thakar, P., Mehta, A., & Manisha (2024), *Unified Prediction Model for Employability in Indian Higher Education System*.
- [6] Economic Advisory Council to PM Study on Graduate Employment (2026).
- [7] National Education Policy (NEP) 2020, Government of India.