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HIGHER EDUCATION AND YOUTH UNEMPLOYMENT IN KERALA: AN ANALYSIS OF EMERGING CHALLENGES

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ABSTRACT



Higher education plays an important role in developing human resources, improving professional skills, and promoting economic growth. Kerala has achieved significant progress in literacy and higher education; however, youth unemployment remains a major socio-economic challenge in the state. Despite the increasing number of graduates and postgraduates, many young people face difficulties in securing suitable employment opportunities. The mismatch between educational qualifications and industry requirements, lack of practical skills, limited employment opportunities, and growing competition in the labour market are some of the major factors contributing to graduate unemployment. This study examines the relationship between higher education and youth unemployment in Kerala, with particular attention to emerging challenges in the education system and employment sector. It also analyses the role of skill development, vocational education, entrepreneurship, digital learning, and industry-oriented training in improving youth employability. The study highlights the need for curriculum reforms, stronger industry-academic collaboration, career guidance, and employment-oriented educational policies. It suggests that higher education institutions should focus not only on academic knowledge but also on practical competencies, innovation, and entrepreneurial skills. The study concludes that an effective integration of education, skill development, and employment opportunities is essential for reducing youth unemployment and promoting inclusive and sustainable economic development in Kerala.

KEYWORDS: *Higher Education, Youth Unemployment, Kerala, Graduate Unemployment, Skill Development, Employability, Vocational Education, Entrepreneurship, Labour Market, Educational Reforms.*

INTRODUCTION

Higher education is considered one of the most important instruments for individual development, social progress, and economic growth. It provides students with advanced knowledge, professional skills, technical abilities, and opportunities for better employment. In Kerala, the education sector has achieved remarkable progress through high literacy rates, widespread educational institutions, and increasing participation in higher education. The state has made significant investments in universities, colleges, professional institutions, and skill development programmes. However, despite these achievements, youth unemployment has emerged as a major socio-economic challenge. A large number of educated young people face difficulties in obtaining suitable employment

according to their academic qualifications and career expectations. This situation raises important questions about the relationship between higher education and employment generation in Kerala.

One of the major challenges in Kerala's higher education system is the mismatch between academic learning and the changing requirements of the labour market. Many graduates possess theoretical knowledge but lack practical experience, technical competencies, communication skills, and industry-related training. Limited employment opportunities in certain sectors, increasing competition for government jobs, and dependence on employment outside the state have further complicated the situation. The rapid development of digital technology, artificial intelligence, and changing industrial structures also requires continuous improvements in educational curricula and professional training. Therefore, higher education institutions must focus on skill-based learning, vocational education, internships, entrepreneurship, and industry-academic collaboration. Government initiatives, private-sector participation, and effective career guidance can play an important role in improving youth employability. The present study examines the emerging challenges of higher education and youth unemployment in Kerala and highlights the need for educational reforms, employment-oriented policies, and sustainable opportunities for the economic empowerment of young people.

AIMS AND OBJECTIVES

The main aim of the study is to examine the relationship between higher education and youth unemployment in Kerala, with special reference to emerging challenges in the education system and labour market. The study focuses on understanding the factors responsible for unemployment among educated youth and identifying the gaps between educational qualifications and employment requirements. The specific objectives are:

- To examine the present status and development of higher education in Kerala.
- To analyse the trends and patterns of youth unemployment among educated graduates in Kerala.
- To identify the major causes of unemployment among higher-educated youth.
- To study the gap between academic qualifications and industry-required skills.
- To examine the role of vocational education and skill development in improving employability.
- To analyse the impact of technological development and digital transformation on youth employment.
- To evaluate the role of government policies and employment programmes in reducing educated unemployment.
- To study the importance of entrepreneurship and self-employment opportunities among educated youth.
- To examine the challenges faced by higher education institutions in providing employment-oriented education.
- To suggest suitable measures for improving the quality of higher education and generating sustainable employment opportunities for youth in Kerala.

REVIEW OF LITERATURE

The relationship between higher education and youth unemployment has received considerable attention from researchers, economists, educationists, and policymakers. Higher education is widely recognised as an important factor in developing human capital, improving productivity, and promoting economic development. Various studies have highlighted that educational expansion creates opportunities for individual development and social mobility. However, an increase in the number of graduates does not always guarantee employment, particularly when the education system fails to meet the changing requirements of the labour market. The studies on educated unemployment emphasise the importance of skill development, professional training, and practical knowledge in improving employment opportunities among young people.

In the Indian context, several studies have examined the challenges of graduate unemployment, skill mismatch, and the quality of higher education. Research on Kerala indicates that despite its achievements in literacy and educational development, the state continues to face difficulties in providing suitable employment opportunities to educated youth. Factors such as limited industrial development, preference for government employment, lack of practical training, and migration for better career opportunities influence the employment situation. Reports of the Periodic Labour Force Survey (PLFS) have provided important information about employment and unemployment patterns across different educational and age groups. Studies by the International Labour Organization have also highlighted the challenges of youth unemployment, informal employment, and the transition from education to work. Furthermore, research on skill development and vocational education suggests that industry-oriented curricula, internships, digital competencies, and entrepreneurship education can improve employability. The National Education Policy (NEP) 2020 also emphasises multidisciplinary learning, vocational education, innovation, and skill-based development. However, there remains a need for more focused research on the relationship between higher education and youth unemployment in Kerala, particularly concerning emerging labour-market demands, educational quality, and employment expectations.

RESEARCH METHODOLOGY

The present study, entitled "Higher Education and Youth Unemployment in Kerala: An Analysis of Emerging Challenges," is based on a descriptive and analytical research approach. The study aims to examine the relationship between higher education and youth unemployment in Kerala and identify the major factors affecting the employability of educated young people. Both primary and secondary sources of information may be used to understand the educational and employment situation. Secondary data can be collected from government reports, the Periodic Labour Force Survey (PLFS), Kerala Economic Review, Ministry of Education publications, research journals, books, newspapers, and reports of the International Labour Organization. The study focuses on educational qualifications, unemployment trends, skill development, vocational training, employment opportunities, and labour-market requirements. The geographical scope of the study is limited to the state of Kerala, with particular attention to educated youth.

The study also adopts a qualitative and quantitative analytical framework to examine the major challenges associated with higher education and unemployment. If primary data are collected, information may be obtained from students, graduates, unemployed youth, teachers, and educational institutions through structured questionnaires and interviews. Suitable sampling techniques, such as random sampling or purposive sampling, may be adopted according to the availability of respondents. The collected information can be analysed using percentages, averages, tables, charts, and comparative analysis. The study also examines the role of government employment programmes, skill development initiatives, entrepreneurship, and industry-academic collaboration in improving youth employability. The findings are intended to identify the gap between educational qualifications and labour-market requirements and suggest appropriate measures for strengthening higher education and reducing youth unemployment in Kerala.

Suggested Tables (4–5)

The following five tables are designed for a sample of 100 respondents (100%). They examine educational qualifications, employment status, causes of unemployment, skill development, and possible solutions. Each table includes data, percentage, explanation, and source.

Table 1: Educational Qualifications of Respondents

Educational Qualification	Respondents	Percentage
Higher Secondary	10	10%
Undergraduate	40	40%
Postgraduate	30	30%
Professional Degree	15	15%
Technical Diploma	5	5%
Total	100	100%

Explanation:

The table presents the educational qualifications of 100 respondents. Undergraduate respondents represent the highest proportion at 40%, followed by postgraduates at 30%. Professional degree holders account for 15%, while higher secondary and technical diploma holders represent 10% and 5%, respectively. This distribution helps examine the relationship between educational qualifications and employment opportunities among young people in Kerala.

Source: Primary data, illustrative questionnaire format prepared by the researcher.

Table 2: Employment Status of Educated Youth

Employment Status	Respondents	Percentage
Employed	25	25%
Unemployed	40	40%
Self-employed	10	10%
Pursuing Higher Studies	15	15%
Preparing for Competitive Exams	10	10%
Total	100	100%

Explanation: This table explains the employment status of the selected respondents. The illustrative data show that 40% are unemployed, while 25% are employed. Around 10% are engaged in self-employment, and 15% are pursuing higher studies. The remaining 10% are preparing for competitive examinations. This distribution highlights the challenges faced by educated youth in obtaining suitable employment after completing their education.

Source: Primary survey, illustrative data prepared by the researcher (100 respondents).

Table 3: Major Causes of Youth Unemployment in Kerala

Major Causes	Respondents	Percentage
Lack of Practical Skills	25	25%
Skill Mismatch	25	25%
Limited Job Opportunities	20	20%
Lack of Work Experience	15	15%
High Competition	15	15%
Total	100	100%

Explanation: The table identifies the major reasons for youth unemployment in Kerala. Lack of practical skills and skill mismatch account for 25% each in the illustrative sample. Limited job

opportunities represent 20%, while lack of work experience and high competition account for 15% each. The findings highlight the importance of practical education, professional training, and employment-oriented curricula.
Source: Primary data, illustrative questionnaire format prepared by the researcher.

Table 4: Role of Skill Development in Improving Employability

Skill Development Areas	Respondents	Percentage
Technical Skills	25	25%
Communication Skills	20	20%
Digital Skills	20	20%
Vocational Training	20	20%
Entrepreneurship Skills	15	15%
Total	100	100%

Explanation: This table highlights the importance of different skill development areas in improving youth employability. Technical skills receive the highest share at 25%, followed by communication, digital, and vocational skills at 20% each. Entrepreneurship skills account for 15%. It indicates that higher education institutions should provide practical training and professional competencies along with academic knowledge.
Source: Primary survey, illustrative data prepared by the researcher; supported by skill-development discussions in government and educational reports.

Table 5: Suggested Measures for Reducing Youth Unemployment

Suggested Measures	Respondents	Percentage
Industry-Oriented Education	25	25%
Skill Development Programmes	25	25%
Entrepreneurship Development	20	20%
Government Employment Schemes	15	15%
Vocational and Technical Training	15	15%
Total	100	100%

Explanation: The table presents possible measures for reducing unemployment among educated youth. Industry-oriented education and skill development programmes receive the highest proportions at 25% each. Entrepreneurship development accounts for 20%, while government employment schemes and vocational training represent 15% each. The table emphasises the need for cooperation between educational institutions, industries, and government authorities to create better employment opportunities.
Source: Primary data, illustrative questionnaire format prepared by the researcher.

Overall Interpretation

The five tables provide a structured understanding of higher education and youth unemployment in Kerala. The analysis highlights the importance of educational qualifications, employment opportunities, practical knowledge, technical competencies, and skill development. The illustrative results suggest that the gap between academic education and labour-market requirements

is an important area requiring attention. The study emphasises that industry-oriented education, vocational training, digital skills, entrepreneurship, and government employment initiatives can contribute to improving youth employability and reducing educated unemployment in Kerala.

RESULTS

The study entitled "Higher Education and Youth Unemployment in Kerala: An Analysis of Emerging Challenges" highlights the important relationship between educational development and employment opportunities among young people in Kerala. The analysis indicates that Kerala has achieved considerable progress in higher education through the expansion of universities, colleges, professional institutions, and increasing student enrolment. However, this educational progress has not always resulted in adequate employment opportunities for graduates and postgraduates. Educated youth continue to face difficulties in obtaining suitable jobs according to their academic qualifications and career expectations. The study identifies the mismatch between educational qualifications and labour-market requirements as one of the major challenges contributing to educated unemployment. It also highlights the importance of practical knowledge, technical competencies, professional training, and communication skills in improving graduate employability.

The study further reveals that unemployment among young people is influenced by several factors, including limited employment opportunities, increasing competition, inadequate industrial development, lack of practical experience, and changing technological requirements. Female youth face additional employment challenges, particularly in relation to access to suitable jobs and labour-market participation. The findings also emphasise that digitalisation, artificial intelligence, automation, and globalisation are transforming employment patterns and creating new skill requirements. Vocational education, internships, entrepreneurship development, and industry-oriented training are identified as important approaches to improving employment opportunities. Government employment programmes and skill development initiatives can contribute to reducing educated unemployment when effectively implemented. Overall, the study suggests that higher education institutions must move beyond traditional academic teaching and focus on employability, innovation, practical learning, and professional development. Strong cooperation between educational institutions, industries, and government authorities is essential for creating sustainable employment opportunities and promoting the economic empowerment of educated youth in Kerala.

METHODS

The present study, entitled "Higher Education and Youth Unemployment in Kerala: An Analysis of Emerging Challenges," adopts a descriptive and analytical research method to examine the relationship between higher education and youth unemployment in Kerala. The study mainly focuses on educated youth, including graduates and postgraduates, and examines the challenges they face in obtaining suitable employment. Both qualitative and quantitative approaches are considered to understand educational development, unemployment patterns, skill gaps, and emerging employment opportunities. The research is primarily based on secondary data collected from government publications, research journals, books, newspapers, official reports, and academic studies. Important sources include the Periodic Labour Force Survey (PLFS), All India Survey on Higher Education (AISHE), Kerala Economic Review, Ministry of Education publications, and International Labour Organization reports.

The study uses statistical and comparative methods to analyse the available information. Tables, percentages, charts, and descriptive analysis are used to examine unemployment trends, educational qualifications, gender differences, skill development, and employment opportunities. Special attention is given to the relationship between academic qualifications and industry requirements, the role of vocational education, digital transformation, entrepreneurship, and government employment programmes. The study also examines the challenges associated with practical training, professional

competencies, and industry-academic collaboration. Relevant findings from previous research and official statistical reports are interpreted to identify major issues and possible solutions. The methodology aims to provide a systematic understanding of the emerging challenges of higher education and youth unemployment and suggest measures for improving graduate employability and sustainable employment opportunities in Kerala.

STATEMENT OF THE PROBLEM

Higher education is considered an essential instrument for developing human resources, improving individual capabilities, and promoting economic and social development. Kerala has achieved considerable progress in education through high literacy rates, the expansion of universities, colleges, and professional institutions, and increased participation of young people in higher education. However, despite these educational achievements, youth unemployment remains a serious socio-economic problem in the state. A growing number of educated graduates and postgraduates experience difficulties in obtaining suitable employment according to their academic qualifications, skills, and career expectations. This situation indicates a gap between educational development and employment generation. The increasing number of degree holders, limited availability of suitable jobs, and growing competition in the labour market have created new challenges for educated youth in Kerala.

The major problem is that the existing higher education system does not always provide the practical knowledge, technical competencies, professional skills, and industry-oriented training required by employers. The mismatch between educational curricula and labour-market demands contributes to graduate unemployment and underemployment. Furthermore, limited industrial opportunities, dependence on government employment, technological changes, and migration of skilled young people have influenced the employment situation in Kerala. Although various government initiatives promote skill development, entrepreneurship, and employment generation, their effectiveness in addressing educated unemployment requires further examination. Therefore, the present study attempts to analyse the emerging challenges associated with higher education and youth unemployment in Kerala. It focuses on identifying the causes of educated unemployment, examining the gap between academic qualifications and employment requirements, and understanding the role of educational reforms, vocational training, and entrepreneurship in improving youth employability. The study also aims to suggest suitable measures for strengthening the connection between higher education and employment opportunities in Kerala.

NEED OF THE STUDY

Higher education plays a significant role in promoting economic development, social transformation, employment generation, and human resource development. Kerala has made remarkable achievements in the field of education, with high literacy levels and increasing participation in universities and colleges. However, the problem of youth unemployment among educated individuals continues to be a major concern. Many graduates and postgraduates are unable to find suitable employment despite possessing academic qualifications. This situation creates a gap between educational achievement and employment opportunities. Therefore, it is necessary to examine the relationship between higher education and youth unemployment in Kerala and understand the factors responsible for this emerging challenge. The study is important for identifying the limitations of the existing education system, particularly in relation to practical knowledge, technical skills, professional training, and industry requirements.

The present study is also needed to understand the changing nature of the labour market due to digitalisation, technological development, artificial intelligence, and globalisation. It highlights the importance of vocational education, skill-based learning, entrepreneurship, career guidance, and industry-academic collaboration in improving the employability of young people. The study can help educational institutions understand the need for curriculum reforms and employment-oriented

teaching methods. It is also useful for policymakers and government authorities in developing effective strategies for reducing educated unemployment and promoting self-employment opportunities. Furthermore, the research may create awareness among students about career planning, professional competencies, and emerging employment sectors. Therefore, the study is essential for identifying the major challenges of higher education and suggesting practical measures to connect educational development with sustainable employment opportunities, economic independence, and inclusive growth in Kerala.

FURTHER SUGGESTIONS FOR RESEARCH

Further research on higher education and youth unemployment in Kerala should focus on the changing relationship between educational qualifications, skill development, and employment opportunities. Future researchers may examine the employment status of graduates and postgraduates across different districts of Kerala and compare urban and rural employment patterns. Special attention should be given to the differences in unemployment among arts, science, commerce, engineering, management, and professional education graduates. Researchers should also investigate the reasons behind the mismatch between academic curricula and industry requirements. The role of digital education, artificial intelligence, automation, and emerging technologies in creating new employment opportunities should be studied in greater detail. Further studies may also examine the effectiveness of vocational education, internships, practical training, and skill development programmes in improving graduate employability.

Future research should also explore the role of entrepreneurship, startups, self-employment, and small-scale enterprises in reducing educated unemployment among Kerala's youth. Comparative studies between Kerala and other Indian states can help identify successful employment-generation strategies and educational practices. Researchers may examine the effectiveness of government initiatives, university placement programmes, career guidance centres, and industry-academic partnerships. Special attention should be given to gender differences, migration patterns, social inequalities, and employment challenges faced by disadvantaged groups. Longitudinal studies may be conducted to understand how graduates move from higher education into the labour market over time. Finally, further research should develop practical policy recommendations for improving educational quality, strengthening professional competencies, promoting innovation, and creating sustainable employment opportunities for educated youth in Kerala.

SCOPE AND LIMITATIONS

Scope

The present study, entitled "Higher Education and Youth Unemployment in Kerala: An Analysis of Emerging Challenges," focuses on the relationship between higher education and employment opportunities among young people in Kerala. The study covers the development and expansion of higher education, the employment status of graduates and postgraduates, and the major factors contributing to educated youth unemployment. It examines the role of universities, colleges, professional institutions, vocational education, and skill development programmes in improving employability. The study also considers the mismatch between academic qualifications and labour-market requirements, technological changes, digitalisation, entrepreneurship, and emerging employment opportunities. It covers the importance of government policies, educational reforms, industry-academic collaboration, and self-employment initiatives in addressing youth unemployment. The geographical scope is limited to Kerala, with emphasis on the educational and employment conditions of young people across different sectors.

Limitations

The study has certain limitations that should be considered while interpreting its findings. First, the geographical coverage is restricted to Kerala; therefore, the findings may not represent the employment conditions of youth in other Indian states. Second, the availability, accuracy, and reliability of secondary data may influence the analysis. Employment and unemployment figures may differ according to the survey period, age group, educational qualifications, and data collection methods. Third, the study covers several dimensions of higher education and youth unemployment, but it may not examine every academic discipline and employment sector in detail. Fourth, differences in regional development, gender, economic background, social conditions, and individual skills may affect employment opportunities. Finally, the rapidly changing labour market, technological advancements, and emerging occupational requirements may influence the relevance of the findings over time. Despite these limitations, the study attempts to provide a meaningful understanding of the major challenges associated with higher education and youth unemployment in Kerala.

Scope of the Study

The present study, entitled "Higher Education and Youth Unemployment in Kerala: An Analysis of Emerging Challenges," focuses on examining the relationship between higher education and youth employment opportunities in Kerala. The study covers the development of higher education institutions, increasing graduate enrolment, educational qualifications, and the employment conditions of educated youth. It attempts to understand the major causes of unemployment among graduates and postgraduates, including the mismatch between academic education and labour-market requirements, lack of practical skills, limited job opportunities, and increasing competition for employment. The study also examines the role of universities, colleges, professional institutions, and vocational training centres in improving the employability of young people. Special attention is given to skill development, technical education, digital literacy, professional training, and career guidance.

Furthermore, the study includes an analysis of emerging employment challenges resulting from technological advancement, artificial intelligence, automation, globalisation, and changing industrial structures. It examines the contribution of government employment programmes, entrepreneurship development, startup initiatives, and self-employment opportunities in reducing educated unemployment. The study also considers the importance of industry-academic collaboration and curriculum reforms in developing employment-oriented education. Geographically, the research is confined to Kerala and focuses on the educational and employment experiences of its youth. The findings are expected to provide useful insights for students, educational institutions, researchers, policymakers, and government authorities in developing effective strategies to improve graduate employability, reduce youth unemployment, and promote sustainable economic development in Kerala.

DISCUSSION

The relationship between higher education and youth unemployment in Kerala represents an important socio-economic issue that requires careful examination. Kerala has achieved significant progress in educational development through high literacy rates, increasing enrolment in higher education, and the expansion of universities and professional institutions. However, educational achievements have not always resulted in corresponding employment opportunities for young people. Many graduates and postgraduates face difficulties in obtaining jobs that match their educational qualifications and career expectations. This situation highlights the gap between educational development and employment generation. One of the major reasons is the mismatch between theoretical knowledge and practical skills required by the labour market. In addition, limited industrial development, insufficient professional training, increasing competition for government jobs, and changing employment patterns contribute to educated unemployment. These challenges indicate the need to improve the quality, relevance, and employment orientation of higher education in Kerala.

Another important aspect of the discussion is the changing nature of employment due to digitalisation, artificial intelligence, automation, and global economic developments. Modern industries increasingly demand technical knowledge, communication abilities, problem-solving skills, creativity, and professional competencies. Therefore, higher education institutions must introduce updated curricula, vocational programmes, internships, practical learning, and industry-oriented training. Entrepreneurship and self-employment can also provide alternative opportunities for educated youth, particularly through startups, small businesses, and digital enterprises. Government initiatives and skill development programmes should be strengthened to connect educational institutions with employment sectors. Furthermore, career counselling, placement services, and collaboration between universities and industries can help students make informed career decisions. The discussion suggests that reducing youth unemployment in Kerala requires a comprehensive approach involving educational reforms, skill development, industrial growth, and employment-oriented policies. An effective connection between higher education and the labour market can improve youth employability, reduce migration pressures, and contribute to inclusive and sustainable economic development in the state.

RECOMMENDATIONS

The study recommends that the higher education system in Kerala should be strengthened through employment-oriented educational reforms, practical learning, and skill-based training. Universities and colleges should regularly update their curricula according to changing labour-market requirements and emerging industry needs. Greater importance should be given to vocational education, technical knowledge, digital literacy, communication skills, critical thinking, and professional competencies. Educational institutions should establish stronger partnerships with industries, business organisations, and professional institutions to provide internships, practical training, industrial exposure, and placement opportunities for students. Special attention should be given to career guidance, counselling, and employment information services to help graduates identify suitable career opportunities. Government authorities should strengthen skill development programmes and introduce effective employment-generation policies to address educated unemployment.

Furthermore, entrepreneurship and self-employment should be promoted among educated youth through financial assistance, startup support, business training, and institutional guidance. Higher education institutions should encourage innovation, research activities, entrepreneurial thinking, and the development of small-scale enterprises. More employment opportunities should be created through industrial development, information technology, tourism, healthcare, agriculture-based industries, and service sectors. Special initiatives should be introduced to improve employment opportunities for women and young people from economically weaker sections. Regular surveys of graduate employment should be conducted to identify skill gaps and evaluate the effectiveness of educational policies. Collaboration between government, universities, industries, and private organisations should be improved to create a strong connection between education and employment. These measures can contribute to reducing youth unemployment, improving graduate employability, strengthening the economy of Kerala, and ensuring sustainable employment opportunities for future generations.

CONCLUSION

Higher education plays a significant role in human resource development, social progress, economic growth, and employment generation. Kerala has achieved remarkable progress in educational development through high literacy rates, increasing enrolment in higher education, and the expansion of universities and professional institutions. However, youth unemployment among educated individuals remains an important socio-economic challenge in the state. The increasing number of graduates and postgraduates has not always been accompanied by sufficient employment opportunities. The mismatch between educational qualifications and labour-market requirements, lack

of practical skills, limited industrial development, and growing competition for suitable jobs are some of the major factors contributing to educated unemployment. The study highlights that educational achievement alone cannot ensure employment unless it is supported by appropriate professional competencies, technical knowledge, and practical experience.

The study concludes that reducing youth unemployment in Kerala requires a comprehensive transformation of the higher education system and employment structure. Educational institutions should focus on skill-based learning, vocational education, digital literacy, entrepreneurship, internships, and industry-oriented training. Government authorities should strengthen employment-generation programmes, promote startups, encourage private-sector investment, and create opportunities in emerging economic sectors. Greater cooperation between universities, industries, government departments, and professional organisations is essential for connecting education with employment requirements. Career guidance and placement services should also be improved to help young people make informed career decisions. Special attention must be given to equal employment opportunities for women and economically disadvantaged youth. Finally, higher education should not be limited to providing academic qualifications but should develop employable, innovative, and self-reliant individuals. An effective integration of education, skill development, and employment policies can reduce educated unemployment, promote economic independence, and support inclusive and sustainable development in Kerala.

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