

SKILL DEVELOPMENT POLICY

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SKILL DEVELOPMENT POLICY

Several essential elements go into creating a thorough Capacity Enhancement and Skill Development policy for an engineering college. These elements are meant to raise the standard of instruction overall, develop students' abilities, and get them ready for industry demands. Capacity enhancement and skill development schemes were designed to sharpen the students and improve their skills to retain their knowledge. This will help the students do their jobs competently.

GOALS:

Clearly state the policy's goals, which could include improving learning outcomes and educational quality. Cultivating in students the kinds of skills needed by industry. Promoting a culture of innovation and research. Enhancing graduates' professional chances and employability.

CURRICULA IMPROVEMENT:

Review and update the curriculum frequently to keep it current with changes in technology and industry trends. Incorporate multidisciplinary courses to provide students a comprehensive grasp of engineering principles. Provide specializations and elective courses in cutting-edge technologies including block chain, IoT, and artificial intelligence.

INDUSTRY COOPERATION:

Form alliances for joint initiatives, internships, and guest lectures with tech firms, start-ups, and industry experts. Organize hands-on training sessions and company trips to expose students to real-world situations. Promote communication between academia and business through collaborative research, knowledge-sharing initiatives, and consulting assignments.

PROGRAMS FOR THE DEVELOPMENT OF SKILLS:

Provide training sessions and lectures on problem-solving, collaboration, leadership, and communication skills. Using project-based learning, hackathons, and workshops, impart practical technical skill training. Launch certification initiatives in association with business partners to certify students' abilities and improve their employability.

RESEARCH AND INNOVATION

By offering funds, rewards, and access to cutting-edge laboratories, universities can encourage staff and students to participate in research projects. Create innovation hubs or incubators to help tech businesses and enterprising individuals. To promote an innovative culture and exhibit student projects, host research symposiums, tech fests, and innovation Challenges.



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DEVELOPMENT OF FACULTY:

Invest in programs that help professors strengthen their pedagogical abilities, subject-matter expertise, and teaching approaches. Give professors the chance to participate in conferences, workshops, and seminars so they may stay current on advancements in their profession. Acknowledge and honour academic staff members for their contributions to industry partnership, research, and instruction.

SERVICES FOR STUDENT SUPPORT:

Provide career guidance, mentorship opportunities, and aid with job placement to enable students to make well-informed professional decisions. To assist worthy students, offer financial aid, scholarships, and merit-based rewards. Create counselling centres to handle issues pertaining to academics, personal lives, and careers for students.

OBSERVATION AND ASSESSMENT:

Put in place systems to evaluate the policy's efficacy using alumni surveys, student performance metrics, and feedback questionnaires. Review and update the policy on a regular basis in response to input and evolving industry standards. Promote the participation of stakeholders in the policy review and decision-making procedures.

CONSTANT ENHANCEMENT:

Promote a culture of ongoing development by rewarding exploration, creativity, and feedback. Provide systems for administrators, teachers, and students to share great practices and lessons discovered. To keep ahead of the curve in engineering education, embrace new educational approaches and emerging technologies.

YOGA AND WELLNESS:

Yoga and wellness Schemes for students play a crucial role in handling stress during exam preparation. During examinations, students develop lot of anxiety and hence there are common complains of loss of energy, forgetfulness, worry, tension, headache. Merely informing the students to calm down and suggesting home-remedies are not enough to calm them. Teaching and making them practice Yoga is one of the right methods to deal with exam stress. Yoga tips and Asanas for the students help them to improve concentration and memory to perform better in examination. Create learning wellness awareness through meditation techniques, pranayama techniques which are a cooling form of Pranayama, is great for calming the mind and body, resulting in lower hypertension and relaxed nerves. Kapalbhathi pranayama instills energy even if performed for just five minutes. All departments emphasize on the implementation of yoga and wellness for the students.



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HUMAN VALUES DEVELOPMENT:

A doctor should be a good human being for being a successful health care professional. Values are the building blocks of our lives. Basic human values refer to those values which are at the core of being human. They are essential for positive human behavior and actions in our daily lives. They are formed on the basis of interests, choices, needs, desires and preferences. Basic values are truth, honesty, loyalty, love and peace, because they bring out the fundamental goodness of human beings and society at large. Human values are integral part of one's personality and affects employability quotient. The students having better human values will have better placements, employments and job satisfactions. Value in a human being get established in early childhood but value awareness, ethical awareness and reasoning skills in favor of value based and ethical decision can be improved throughout life. Human values and professional ethics in a combination way influence right conduct, behaviors and decision.

Keeping up this spirit, we emphasize on imbibing human values in budding health care professionals for better patient care.

PERSONALITY & PROFESSIONAL DEVELOPMENT:

Personality holds the key for development of self-belief which in turn is important for generating self-confidence. Student's personal growth carries the key to have resonance amongst peers. Personality is multi-factorial comprising of individuals thoughts, behavior & feelings. Even approach of the individual makes his personality positive or negative for world. Psychology drives the personality as personality development is a lifelong process. In health care professional's personality development carries the key for success not only in personal spheres but also in professional spheres of life. Thus, development of personality is a responsibility of the teaching institution itself.

Professional development generates with greater professional exposure but that does not warrant inculcation of professional ethics in an individual. Most important of professional values are professional ethics & sensitivity. Health care professionals should be well equipped with newer knowledge & professional advances in terms of skills. As health care sector is one of the fastest evolving professions, it's important that the students adapt well to the newer skills through various schemes implemented by the institution.

EMPLOYABILITY SKILL DEVELOPMENT:

The greatest education is not only to teach the skill but also to teach how to employ the same. In this fast extremely competitive world, the students should have the ability to survive on the skills learned & practiced over a period of time. Teacher's responsibility does not end by imparting the knowledge, but he should also teach how to apply the knowledge in the practical world. Employability skill comprises of taking initiatives, showing interest, adapting to new



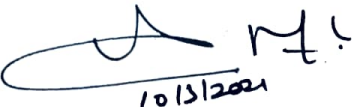

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working conditions, communicating well, following discipline and striving to growth of the employer. Employability skill development scheme are conducted for overall growth of students. As it is said, the greatest charity is not to provide bread or money, but it is to provide employability. The Institute rightly believes in the proverb, "If you give man a fish you will feed him for a day, but if you teach a man how to fish, you will feed him for life".

CONCLUSION:


The engineering college can make sure that its students are prepared to face the challenges of the quickly changing industry landscape and contribute significantly to society via innovation by putting in place a thorough Capacity Enhancement and Skill Development policy.

Verified by	Approved by
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