



PRESIDENCY UNIVERSITY

Presidency University Act, 2013 of the Karnataka Act No. 41 of 2013 | Established under Section 2(f) of UGC Act, 1956

Approved by AICTE, New Delhi

POLICY ON SKILL DEVELOPMENT [HARD AND SOFT SKILLS]

(This Policy has been made in accordance with section 4.1.7 (ii) of the First Statutes)

**November 2019
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**[As Approved at the 13th Meeting of BOM and ratified by the BOG at its 13th Meeting, both held on
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Jane
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

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1. PREAMBLE

Presidency University, Bangalore recognizes the importance of skill development in preparing students for the dynamic job market and fostering their overall personal and professional growth. As per the guidelines of the National Skills Qualifications Framework (NSQF) of the University Grants Commission (UGC), the university aims to integrate skill-based education into the curriculum, enabling students to acquire relevant industry-specific skills, enhance employability, and contribute meaningfully to the society.

2. SHORT TITLE & COMMENCEMENT

2.1 This Policy shall be called the “**Policy on Skill Development (Hard & Soft Skills)**”.

2.2 This Policy shall come into effect from the date of approval by the Academic Council of the University and be ratified by appropriate higher authorities.

3. EXTENT AND APPLICABILITY

This Policy shall apply to all Students, Faculty and Administrative Staff of the University.

4. SCOPE

The Policy on Skill Development of Presidency University aims to enhance the employability and overall development of students and staff by equipping them with essential skills necessary for the dynamic job market. This policy recognizes the need for a comprehensive skill development framework that integrates academic knowledge with practical skills, thereby fostering a holistic learning environment.

5. OBJECTIVES

This Policy acknowledges the need for an effective roadmap for the promotion of entrepreneurship as the key to a successful skilling strategy.

The vision of this policy is “to create an ecosystem of empowerment by skilling the students with high standards of skills required and to promote a culture of innovation-based entrepreneurship which can generate wealth, and employment for students to ensure sustainable livelihoods for the student community of the Presidency University”.

This policy has following objectives:

- a) **Integration of NSQF:** President University shall implement the NSQF of MoE (GoI) framework to ensure that skill development becomes an integral part of the academic structure.
- b) **Industry-Relevant Skills:** Offer skill-based courses that align with the current and emerging demands of the industry to equip students with job-ready competencies.

- c) **Holistic Development:** Focus on fostering both technical (hard skills) and soft skills in students, empowering them to become well-rounded professionals and responsible citizens.
- d) **Flexibility and Mobility:** Facilitate credit transfer and recognition of prior learning to enable students to move seamlessly between vocational and mainstream education.
- e) **Faculty and Staff Development:** Provide opportunities for faculty members and other staff to enhance their skills and knowledge in their respective domains and incorporate the latest industry practices in their teachings and practices.
- f) **Industry-Academia Collaboration:** PU has strong ties with industries to develop relevant curricula, provide internships, and encourage real-world exposure for students.
- g) **Promote Entrepreneurship and Innovation:** PU encourages entrepreneurial thinking and innovation among students through mentorship programs, incubation centres, and networking opportunities.

6. SKILL DEVELOPMENT INITIATIVES

6.1 Skill-based Curriculum Integration:

- a) PU shall conduct regular reviews of existing programs and courses to identify areas for skill integration thereby ensuring that students can acquire certificates, diplomas, and degrees in various vocational areas.
- b) PU shall develop skill-based modules that focus on critical thinking, problem-solving, communication, teamwork, leadership, and technological proficiency.
- c) The University shall ensure a balance between theoretical knowledge and practical application through hands-on projects, internships, and industry collaborations.
- d) **Credit System:** Implement a credit-based system that recognizes and rewards the completion of skill-based courses along with the academic curriculum.
- e) **Core and Elective Courses:** Integrate skill-based core courses in disciplines like engineering, technology, humanities, sciences, etc., while also offer elective skill-based courses in diverse fields.
- f) **Internships:** Design skill-based programs with appropriate duration, including mandatory internships, on-the-job training, and practical experiences

6.2 Faculty and Staff Development Programs:

- a) The University shall organize regular workshops, seminars, and training programs for faculty members and staff to enhance their teaching methodologies, industry exposure, and technical expertise and to incorporate skill development in their subjects.
- b) PU shall facilitate faculty members to interact with industry experts to stay updated on the latest trends and align curriculum content with Industry requirements.

6.3 **Infrastructure and Resources:**

- a) **Skill Labs:** PU shall set up adequate laboratory/workshop facilities for face-to-face delivery of skills and centers for specific domains to facilitate hands-on learning and practical training either owned or through tie up with the partner industry.
- b) **Technology Integration:** Leverage modern technology and e-learning platforms to enhance skill development initiatives and offer online courses for remote learning.
- c) **Industry Partnerships:** Collaborate with industry partners to access their expertise, conduct workshops, and provide industry-specific training to students by way of internships, apprenticeships, and industrial training programs.
- d) PU shall create development projects to promote innovation.
- e) PU shall form industry advisory boards to provide guidance on curriculum development, skill requirements, and emerging industry trends.

6.4 **Skill Development Centre:**

- a) **Hard Skill Centres:** The University shall set up a state-of-the-art Hard Skill Development Centre equipped with modern infrastructure and resources.
- b) **Soft Skill Centres:** Set up dedicated centers to conduct workshops, seminars, and training programs for soft skill development.
- c) PU shall provide skill-based training programs in collaboration with industry partners to bridge the gap between academic learning and industry expectations.
- d) PU shall offer career counselling, mentorship, and placement assistance services to students, guiding them towards suitable employment opportunities.

6.5 **Student Support and Mentorship:**

- a) PU shall provide skill-based training programs in collaboration with industry partners to bridge the gap between academic learning and industry expectations.
- b) PU shall offer career counselling, mentorship, and placement assistance services to students, guiding them towards suitable employment opportunities.

6.6 **Entrepreneurship and Innovation Promotion:**

- a) The University has established 'Presidency Launch Pad' (PLP) to nurture entrepreneurial skills among students.
- b) PU shall facilitate the incubation of startups and provide mentorship, funding support, and infrastructure for aspiring entrepreneurs.



- c) PU shall conduct workshops, guest lectures, seminars to provide valuable insights and networking events to foster innovation and entrepreneurial thinking.

7. MONITORING AND EVALUATION

- 7.1 **Quality Assurance:** PU shall monitor the quality and effectiveness of Skill Development Programs periodically
- 7.2 **Feedback Mechanism:** PU shall ensure regular feedback involving students, faculty, and Industry partners to continuously improve the Skill Development Initiatives
- 7.3 PU shall modify and update the skill development programs based on the assessment results to align with the changing industry requirements.
- 7.4 **Assessment and Certification:**
 - a) **Skill Assessment:** PU shall implement periodic assessments to evaluate students' hard and soft skills development progress
 - b) The University shall maintain close coordination with industry partners to receive feedback on the relevance and effectiveness of the skill development initiatives.
 - c) PU shall collaborate with industries to conduct joint skill assessments and certification programs.
 - d) **Certification:** Provide certifications on successful completion of skill development programs, ensuring recognition of acquired competencies
 - e) Wherever possible, integrate the credits earned for skill-based courses with the formal credits meant for the formal licensure.

8. INCLUSIVITY AND DIVERSITY

- a) **Accessible Skill Development:** PU shall ensure that skill development opportunities are accessible to all students, regardless of their background, gender, or physical abilities.
- b) **Specialized Training:** Develop specialized skill development programs for students from underprivileged backgrounds, enabling them to compete on an equal footing.
- c) Provide opportunities and access to online skilling courses to students, faculty and staff.

9. IMPLEMENTATION PLAN

- 9.1 PU shall establish a Skill Development Committee consisting of representatives from different departments, industry professionals, and student representatives to oversee the policy implementation.
- 9.2 The University shall develop a detailed roadmap with timelines for integrating the skill-based curriculum, organizing faculty development programs, establishing industry-academia collaborations, setting up the Skill Development Centre, and promoting entrepreneurship and innovation.

- 9.3 PU shall allocate necessary resources, including funds, infrastructure, and technology, to support the implementation of skill development initiatives.
- 9.4 The University shall create a robust communication plan to disseminate information about the policy, skill development programs, and opportunities to all stakeholders, including students, faculty, industry partners, and parents.
- 9.5 PU shall regularly monitor the progress of skill development initiatives, evaluate their impact, and make necessary adjustments to ensure continuous improvement.

10. AMENDMENTS

1. This policy on skill development based on NSQF will serve as a guiding framework for the University to equip students with essential competencies, making them competent professionals and contributing positively to the workforce and society.
2. This Policy shall be reviewed periodically to rectify anomalies, (if any), and to incorporate feedback received from the stakeholders through impact analysis, and deliberations of the Focus Group, as constituted by the Vice Chancellor.

