



# **Skill Development** **Policy**

**Govt. Holkar  
(Model Autonomous)  
Science College,  
Indore (M.P.)**



**Version : 2.0**



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## **FOREWORD**

The purpose of incorporating a Skill Development Policy is to impart Core Skills as well as 21st century Skills which mainly incorporate Literacy Skills, Learning Skills and Life Skills which are essential for imparting a holistic education and promote employability for all.

With the launch of National Education Policy (NEP-2020), it has become very crucial to add-on innovative curriculum pedagogies and delivery to the traditional teaching methods that may impact a broad set of skill enhancement in the learners. This policy paper is recognized as the “Policy on Skill Development” of the Government Holkar (Model Autonomous) Science College, Indore and we aim to create – a workforce of skilled manpower by providing guidance and facilities for skill development.

The purpose of this policy is to mentor the students to explore possibilities for self-employment, set up enterprises, or engage in skill-oriented ventures. We aim to identify students who can enrich their careers through skill development and incorporate industry-oriented skill programs for their benefit.

I look forward to providing students with an ambience where they can enhance their skills to be able to compete in this global scenario.

**Dr. Suresh T. Silawat**  
Principal

**Vision and Mission of the Institute**

**Vision:**

To make our youth the torch-bearer of knowledge, and to continue the rich legacy of imparting scientific education and groom them on an intellectual, social and humane platform.

**Mission:**

- To create an innovative ecosystem for the promotion of scientific temperament.
- To enrich the academics with state-of-the art technology and innovation at par with the global standards.
- To impart Skill-based training relevant to local and global needs.
- To develop a well-groomed and empowered youth.
- To nurture a socially responsible and value-driven generation.

## **THE SKILL DEVELOPMENT POLICY**

### **Content**

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## THE SKILL DEVELOPMENT POLICY

*The National Policy on Skill Development is a framework devised by the Government of India to enhance employable skills among the youth of the country through learning and producing hands adequately skilled to meet the Industrial requirements. Skill development enhances the proficiency of a person in a designated area. Skill enrichment enables the building of a professional network and enhances better communication, good working attitude, time management, and establishment of skill standards which can be nurtured through systematic and planned training. Learning new skills promotes students experimenting with new ideas. They might face failures in doing so, but these disappointments will eventually prepare them to accept failures gracefully and develop a 'never give up' attitude.*

### Preamble

Imparting Core Skills as well as 21<sup>st</sup> century Skills which mainly incorporate Literacy Skills, Learning Skills and Life Skills are essential for imparting a holistic education and promote employability for all. With the launch of National Education Policy (NEP-2020), it has become very crucial to add-on innovative curriculum pedagogies & delivery to the traditional teaching methods that may impact a broad set of skill enhancement in the learners. This policy paper is recognized as the “Policy on Skill Development” of the Government Holkar (Model Autonomous) Science College, Indore.

### Objectives

1. To create – a workforce of skilled manpower.
2. To provide guidance and facilities for skill development.
3. To mentor the students to seek self-employment, set up enterprises, or engage in skill-oriented ventures.
4. To identify students who can enrich their careers through skill development.
5. To include industry-oriented skill programs.
6. To ensure active—participation of the students.
7. To impart life skills, literacy skills and learning skills, so that they can face the real world situations successfully.

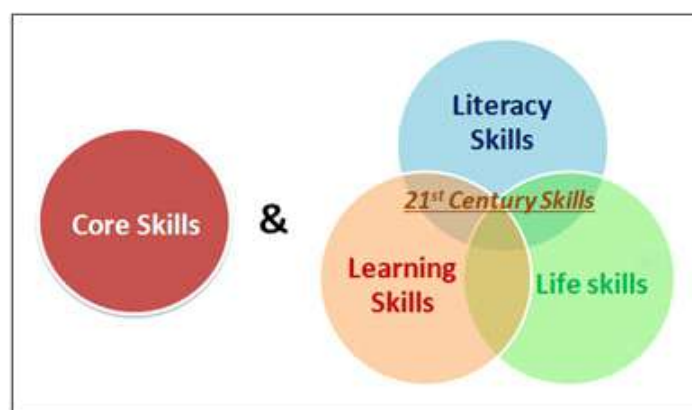


Fig 1: Skill development for students

## 1. Introduction

Skills and knowledge are the driving forces of any country's economic growth and social development. Presently, the country faces a demand-supply mismatch, as the economy needs a more 'skilled' workforce than that is available. In the higher education sphere, knowledge and skills are required for diverse forms of employment in the sectors of education, health care, manufacturing, and other services.

Language, basic IT, and financial literacy are integral to most job roles in the economy today. Further, life skills are also integral to a successful livelihood. **Professional skills** are what a learner should be able to do and,

**Core skills** refer to basic skills involving dexterity and use of methods, materials, tools, and instruments used to perform the job including IT skills needed for that job.

Accordingly, all skill training programs shall include basic modules of computer literacy, finance, language, and soft skills like etiquette, appreciating gender diversity in the workplace, building positive health attitudes, and social and life skills to enable the youth to be employable, and market-ready.

The institution should invite inputs regarding skill enhancement from the industries and design the curricula accordingly. This will upgrade standards of skill training leading to better placement opportunities.

The government of India, taking note of the requirement for skill development among students, launched National Vocational Education Qualification Framework (NVEQF) which was later on assimilated into National Skills Qualifications Framework (NSQF).

It was also realized that there is a need to give a further push to vocational education on an even larger scale. Accordingly, 'Deen Dayal Upadhyay Centres for Knowledge Acquisition and Upgradation of Skilled Human Abilities and Livelihood (KAUSHAL)' was also incorporated. Since these three provisions serve a common purpose, they are merged into a single scheme for providing skill-based education under the National Skills Qualifications Framework.



## **2. Promotion of Skill-Based Courses / Training Programmes**

In order to make education more relevant and to create an 'industry fit' skilled workforce, the institution should offer skill-based courses and training programmes so that they are in constant dialogue with the industry and respective Sectors. The emphasis is on that, they remain updated on the skill requirements of the workforce for the local economy through the collaborative activities of various Departments and the Swami Vivekanand career guidance cell.

## **3. Thrust Areas of Implementation:**

1. Skill development should be given a major thrust under the National Education Policy - 2020.
2. Skill Training should enhance the Employability of the students.
3. MoUs should be signed with Industries and Skill training sectors related to skill development.
4. Students should be promoted to develop their skills in Fisheries, Agriculture, Seed Technology, Mushroom Culture, Electronics, Biochemistry, Pharmaceutical Chemistry etc. subjects available in the college.
5. For internship Projects, students should be guided to choose corporate/ Govt./ Autonomous/ Industrial sectors to develop their skills in the specific area.
6. For overall personality development, Students should be motivated to participate in arts and culture to nurture their Soft Skills.
7. Under the NEP, blended learning, optimum use of ICT in academics are to be promoted through the numerous tools, websites, govt. portals like SWAYAM, Virtual labs etc. to enhance skill development.
8. Apart from the focus on core skills, 21<sup>st</sup> century soft skills comprising of 3L's (Literacy Skills, Learning Skills and Life Skills) should also be incorporated through their curricular / co-curricular / extra-curricular schedules.

## **4. Committee-**

A committee is constituted for the effective implementation of the Skill Development Policy, which is as follows:

1. **Chairman** : Principal
2. **Members** : 3 to 4 senior faculty members

## **Role and responsibility of the Committee**

The Committee should ensure the planning of the Skill Programmes in coordination with respective Departments and ensure their effective implementation.

### **Amendments**

- The Institute shall examine its Skill Development Policy on a regular basis and change it as necessary to comply with national policies and directives issued by competent apex bodies.
- Pertaining to any contradiction in any Policy of the Institution, the later revised policy will take precedence.

### **Publication of Skill Development Policy**

The Skill Development Policy shall be widely publicized among the Institute's stakeholders, especially the students, with all the possible means, as well as prominently displayed on the Institutional Website to attract the attention of concerned stakeholders.

### **ImpotentLinks:-**

- <https://msde.gov.in/sites/default/files/2019-09/National%20Policy%20on%20Skill%20Development%20and%20Entrepreneurship%20Final.pdf>
- <https://msde.gov.in/en/reports-documents/policies/national-policy-skill-development-and-entrepreneurship-2015>
- <https://labour.gov.in/policies/national-policy-skill-development>
- [https://www.msde.gov.in/assets/images/annual%20report/Annual%20Report%202017-2018%20\(English\).pdf](https://www.msde.gov.in/assets/images/annual%20report/Annual%20Report%202017-2018%20(English).pdf)
- [http://164.100.47.193/Refinput/New\\_Reference\\_Notes/English/skill.pdf](http://164.100.47.193/Refinput/New_Reference_Notes/English/skill.pdf)
- <https://pqars.nic.in/annex/250/Au3039.pdf>
- [https://www.education.gov.in/sites/upload\\_files/mhrd/files/NEP\\_Final\\_English\\_0.pdf](https://www.education.gov.in/sites/upload_files/mhrd/files/NEP_Final_English_0.pdf)



## **ACKNOWLEDGEMENTS**

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# Govt. Holkar (Model Autonomous) Science College, Indore

वसुधैव कुटुम्बकम्  
[Vasudhaiva Kutumbakam]

## FINISHING GOAL



## STARTING GOAL

### Our SDG-2030 Goals Tree

कल्पवृक्षः



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