



**Babu Jagjivan Ram Government Degree College**

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## **POLICY FOR STUDENT CAPACITY BUILDING AND SKILL DEVELOPMENT**

Babu Jagjivan Ram Government Degree College is committed to its vision of empowering youth by providing ‘quality education in order to make them competent, self-reliant and responsible society builders, professionals and citizens.’ Therefore, the onus of providing this quality education which will empower the students to compete with the best in the world of employment rests on the institution. Moreover, the NAAC has emphasized the importance to be given to capacity building and skill development among students by identifying ‘fostering global competencies among students’ as its second core value. In this context, the institution has evolved a policy for Capacity Building and Skill Development.

### **Definition of Key Terms:**

**Capacity Building:** It can be defined as the process by which individuals, groups, organizations, institutions, and societies develop their abilities – both individually and collectively – to set and achieve objectives, perform functions, solve problems and to develop the means and conditions required to enable this process.

**Skill Development:** It is the process of identifying an individual’s or group’s skill gaps, and developing and honing those skills. It is important because one’s skills determine one’s ability to execute plans with success.

### **Rationale:**

The need to develop the core competencies among students becomes more imperative in the current scenario, where the world has shrunk into a global village. Therefore, the institution has to become more innovative, creative and entrepreneurial in its approach, while preparing the students to face the world of work that lies outside the portals of the college.

### **Policy Statement:**

The institution shall foster global competencies among its students to transform them into human resources of a high calibre. The institution shall establish linkages and collaborations with industries and network with neighbouring agencies/bodies, to aid in developing these competencies, thereby facilitating a closer relationship between the ‘world of competent-learning’ and the ‘world of skilled work.’

**Aims:**

- To identify the specific skills that are needed by the employment market
- To align them with the skills and attribute that are globally acceptable
- To plan for activities/programmes for capacity building and skill enhancement
- To establish linkages and collaborations that will help in these activities
- To involve the faculty in planning and implementing these programmes

**Implementation:**

In its document 'Value Framework for Assessment of Higher Education Institutions' the NAAC has made a reference to a UNESCO document which had identified a number of competencies expected from university graduates. The most important among them are summarized as below:

- be flexible;
- be able and willing to contribute to innovation and be creative;
- be able to cope with uncertainties;
- be interested in and prepared for life-long learning;
- be inclined to acquire social sensitivity and communication skills;
- be able to work in teams;
- be willing to take on responsibilities;
- become entrepreneurial;
- be prepared for internalization of the labour market realities through an understanding of various cultures and
- be versatile in generic skills which cut across different disciplines, and be literate in areas of knowledge which form the basis for various professional skills, for example, in new technologies

With reference to the above, the NAAC has specified that they relate to "liberation of mind" and "empowerment of hands." It has also laid down certain guidelines regarding the specific areas that the HEIs should focus on, namely:

- a) generic skills
- b) application skills and
- c) soft skills or life skills

The term 'generic skills' refers to what is commonly called 'employability skills,' that is, skills that are not specific to any single job, but are common requirements across most jobs. These skills have been shortlisted by most of the developed nations of the world, and can be taken as a list of 'generic skills':

1. **Basic/fundamental skills**—such as literacy, using numbers, using technology
2. **People-related skills**—such as communication, interpersonal, teamwork, customer-service skills
3. **Conceptual/thinking skills**—such as collecting and organising information, problem-solving, planning and organising, learning-to-learn skills, thinking innovatively and creatively, systems thinking
4. **Personal skills and attributes**—such as being responsible, resourceful, flexible, able to manage own time, having self-esteem
5. **Skills related to the business world**—such as innovation skills, enterprise skills
6. **Skills related to the community**—such as civic or citizenship knowledge and skill

Accordingly, the institution has initiated many capacity building and skill development programmes which focus on developing all these skills. These programmes are conducted in collaboration with various agencies, industries, organizations, etc., which provide training in skills and also capacity building. All these activities promote student capacity building and skill development, and thereby transform the students of Babu Jagjivan Ram Government Degree College into *‘competent, self-reliant and responsible society builders, professionals and citizens.’*

<b>Policy Title</b>	Policy for Student Capacity Building and Skill Development
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