

Institutional Development Plan



SHRI VISHWAKARMA SKILL UNIVERSITY

(State University enacted under the
Government of Haryana Act 25, 2016)

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Preface

Preface

The landscape of higher education in India is undergoing a profound transformation—driven by the imperatives of employability, innovation, inclusivity, and global relevance. In this context, **Shri Vishwakarma Skill University (SVSU)** stands as a pioneering model, committed to redefining the role of universities by integrating academic excellence with skill development and industry relevance.

The **Institutional Development Plan (IDP)** of SVSU has been developed as a strategic roadmap to guide the university's growth over the next five years. It reflects our collective vision to emerge as a **national benchmark in skill-integrated higher education**, in alignment with the **National Education Policy (NEP) 2020**, the **National Skills Qualification Framework (NSQF)**, and the **sustainable development goals (SDGs)**. The IDP aims to strengthen SVSU's institutional framework across key verticals such as governance, academic planning, research and innovation, industry engagement, internationalization, student support, infrastructure, digital transformation, and quality assurance.

This document has been prepared through a consultative and data-driven approach. It evaluates the present status of the university's academic enablers, identifies institutional gaps, and proposes actionable goals.

We hope this Institutional Development Plan serves not only as an internal guide for SVSU's strategic priorities but also as a model for other emerging skill universities in India and beyond. It is a reaffirmation of our commitment to excellence, innovation, and nation-building through skill-led education.

The contribution of all academic departments, administrative units, faculty members, industry partners, and policymakers whose insights have shaped this document is gratefully acknowledged. The continued support of the **Government of Haryana**, which has been instrumental in SVSU's journey from vision to impact, is very much appreciated.

Message from Hon'ble Vice Chancellor

Message from Hon'ble Vice Chancellor



It gives me immense pleasure to present the **Institutional Development Plan (IDP)** of Shri Vishwakarma Skill University (SVSU), a pioneering institution committed to reimagining higher education through skill-integrated learning and industry collaboration.

Since its inception in 2016, SVSU has stood at the forefront of India's skilling revolution—proudly emerging as the country's first state skill university. Built on the foundational values of **excellence, inclusivity, innovation, and integrity**, our university seeks to bridge the longstanding gap between formal education and the dynamic needs of the workforce. The vision that drives us is not only to educate, but to **empower learners with hands-on skills, entrepreneurial confidence, and societal purpose**.

This Institutional Development Plan is both a **strategic blueprint and a shared vision**—laying down the roadmap for the university's growth over the next five years. It is aligned with the aspirations of the **National Education Policy (NEP) 2020**. From academic innovation, research, and infrastructure development to international collaborations, governance reforms, and sustainability initiatives, this document captures our holistic developmental priorities.

At SVSU, we believe that the future belongs to those who can learn, unlearn, and relearn in a fast-changing world. Therefore, our approach emphasizes **flexibility, lifelong learning, and future-readiness**. We are working diligently to expand our dual-education model, strengthen faculty capabilities, deepen industry linkages, and build a campus ecosystem that fosters creativity, inclusion, and global competence.

I take this opportunity to acknowledge the dedicated efforts of our faculty, staff, students, alumni, industry partners, and stakeholders who continue to shape SVSU's success story. Let this Institutional Development Plan be a reaffirmation of our collective resolve to transform SVSU into a **national model of skill-based education and innovation**.

Let us move forward—boldly, collaboratively, and purposefully—as we continue to build a university that **skilfully empowers India**.

Prof. (Dr) Dinesh Kumar

Vice Chancellor

Shri Vishwakarma Skill University



About SVSU About SVSU

Shri Vishwakarma Skill University (SVSU), established in 2016 by the Government of Haryana under Act No. 25 of 2016, is India's first state skill university dedicated to transforming skill-based education in the country. Located in Dudhola, Palwal district, SVSU operates as a pioneering institution that blends academic knowledge with practical training through an innovative dual-education model. Aligned with the vision of “Skilling for Nation Building,” the university integrates classroom instruction with on-the-job training in close collaboration with leading industry partners such as Hero MotoCorp, JBM, and HDFC Bank, etc. SVSU offers a wide range of NSQF-aligned programs, including Certificate, Diploma Bachelor and Master's degrees including vocational programs in Engineering & Technology, Management, Applied Sciences, Humanities and Agriculture including emerging sectors like AI/ML, Mechatronics, Robotics, Solar Technology, Hospitality, Management and Yoga Guided by its motto “योग: कर्मसु कौशलम्” (Excellence in Action is Yoga), SVSU emphasizes employability, entrepreneurship, and social responsibility through innovative pedagogy and inclusive learning models. The university has also gained recognition for its commitment to industry-integrated curriculum, research potential, and life skills development. With a strong focus on sustainability, digital transformation, and global competitiveness, SVSU aims to emerge as a national model under the National Education Policy (NEP 2020) for modular, flexible, and skill-embedded higher education. The university is actively working to expand its infrastructure, deepen industry partnerships, promote research and innovation, and position itself as a leading institution that bridges the gap between education and employment.





Vision

To emerge as one of the foremost institution of quality in skill education that bridges the gap between academic learning and practical application and becomes a hub of excellence, where cutting-edge research and industry partnerships converge to cultivate the most sought-after skills of the future.



Mission

To design, develop and deliver, need based, outstanding skill development training for individuals that fosters their personal and professional growth and empowers them with relevant skills and practical experience required to excel in ever evolving global landscape of jobs. Our commitment lies in unlocking their full potential for sustainable employability and livelihood opportunities through high-quality educators, instructors and a world class training infrastructure aligned with industry requirements and international standards.



Core Values of SVSU

- **Student-Centric Education** : SVSU is deeply committed to providing personalized and inclusive learning experiences, ensuring that every student—regardless of background—has equal opportunity to succeed through innovative academic programming and strong mentor engagement
- **Knowledge Application** : The University emphasizes a "learn-and-apply" philosophy, encouraging students to translate classroom knowledge into practical, real-world skills with passion, dedication, and a sense of national and civic responsibility.
- **Integrity and Ethical Behavior** : SVSU expects honesty and moral responsibility in all actions even in the absence of supervision, upholding the highest standards of professional and ethical conduct.
- **Leading through Innovation and Inclusivity** : By promoting disruptive thinking, innovative solutions, and a responsibility towards diversity, equity, and self-respect for all, SVSU plays a transformative role in building a more inclusive society.
- **Learning and Growth** : The University sees itself as a catalyst for regional and national development, driven by continuous learning, reskilling, and the principle of “earn while you learn.”
- **Industry as Key Partner**: SVSU builds sustainable partnerships with industry stakeholders, aligning education with real-world needs and cultivating trust in its innovative educational model.
- **Adoption of New-Age Technology** : The University emphasizes modern technologies—AI, cloud, robotics, AR/VR—ensuring students are prepared for future industrial demands.
- **Giving Back to Society** : SVSU encourages environmental and social responsibility by embedding sustainable practices in education and community service across all its activities.



Basic Information

Basic Information

Name	Shri Vishwakarma Skill University
Address	Dudhola , Palwal, Haryana
Website	Https://svsu.ac.in
Nature of University	State University
Type of University	Affiliating
Establishment year	2016



University's Leadership



Prof. Dinesh Kumar
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Prof. (Dr.) Jyoti Rana
Registrar
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LEADERSHIPS

Programs Offered by University

Programs Offered by University



Skill Faculty of Engineering and Technology

Sr. No.	Program	NCrF Level	Industry Partner*
1	Diploma of Vocation (D. Voc.) Draughtsmanship (Civil)	4	NCCBM, BMTPC
2	Undergraduate Diploma in Interior Design	5	Inspire Design Academy
3	Diploma of Vocation (D.Voc.) in Mechanical Manufacturing	4	SKH Metals, Senior India, Roop Auto
4	Diploma in Industrial Electronics	4.5	East West Automation Technology Private Limited, Padget Electronics Pvt. Ltd.
5	Diploma in Mechanical Engineering (AICTE Approved)	4.5	JBM Group
6	Diploma Computer Science and Engineering (AICTE Approved)	4.5	DarkBlue DevOps, Vastav Intellect, Globus Eight, and YBI Foundation
7	# Diploma (Computer) Generative AI/ Cyber Security	4.5	DarkBlue DevOps, Vastav Intellect, Globus Eight, and YBI Foundation
8	Bachelor of Vocation (B.Voc.) Mechatronics	5.5	HERO Motocorp
9	Bachelor of Vocation (B.Voc.) Mechanical Manufacturing	5.5	Anand Group, HERO MotoCorp
10	Bachelor of Vocation (B.Voc.) Solar Technology	5.5	Padmini VNA Mechatronics Pvt. Ltd.

11	Bachelor of Vocation (B.Voc./Hons. With Research.) Robotics and Automation	5.5/6	JBM Group & Orangewood labs Pvt. Ltd.
12	Bachelor in Computer Applications (BCA)	5.5/6	Globus Eight Inc, Vastav Intellect, Darkblue DevOps
13	B.Tech. Mechanical and Smart Manufacturing (AICTE Approved)	6	Schneider Electric, Zetrance Technology Pvt. Ltd., JBM Group, HL Mando Softech India Pvt. Ltd.
14	B.Tech. (Electrical Engineering) with Minor/Hons. in Electric Vehicles/ Cyber Security/ Robotics (AICTE Approved)	6	JBM Group, HL Mando Softech India Pvt. Ltd., Auto Ignition Ltd., Zetrance Technology Pvt. Ltd., Airport Authority of India, e-Ashwa Automotive
15	B.Tech. in Computer Engineering	6	DarkBlue DevOps, Vastav Intellect, Globus Eight, and YBI Foundation
16	B. Tech. Computer Science and Engineering (Artificial Intelligence and Machine Learning)	6	DarkBlue DevOps, Vastav Intellect, Globus Eight, and YBI Foundation
17	Master of Technology (M.Tech.) Robotics and Automation	7	JBM and Orange wood lab
18	MCA	6.5	Globus Eight Inc, Vastav Intellect, Darkblue DevOps, YBI Foundation
19	PG Diploma in Semiconductor Device Packaging (PGDSDP)	6.5	

Skill Faculty of Management Studies and Research

S. No.	Program	NCrF Level	Industry Partner*
1	Diploma of Vocation (D.Voc.) Office Management	4	SOTC, Techview Research & Processing Pvt Ltd
2	Undergraduate Certificate in Food Production & Traditional Sweets	4.5	Biryani by Kilo (Sky Gate Hospitality), Bikanerwala, Roseate, Country Inn, Sarvatra Group, Courtyard by Mariott
3	Undergraduate Diploma in Airlines Management#	5	Airport Authority of India
4	B. Voc. -Management (Financial Services) (Hons. / Hons. With Research)	5.5/6	Ease My Process (Gujrani & Assoc), SOTC, The Jammu & Kashmir Bank
5	BBA - BPM and Analytics (Hons. / Hons. With Research)	5.5/6	Concentrix Daksh, Cyfuture, Ease My Process (Gujrani & Assoc)
6	BBA (Hon./Hon. With Research)	5.5/6	Spencers Retail, Cantabil Retail, Frontier Group
7	Bachelor of Hotel Management	6	Courtyard by Mariott, Bikanerwala, Roseate, Country Inn, Sarvatra Group
8	B. Com (Hons. /Hons. with Research)	5.5/6	All India Chartered Accountants Society, Ease My Process (Gujrani & Assoc), SOTC, The Jammu & Kashmir Bank
9	M.Voc Management Banking & Finance	6.5	HDFC Bank, The Jammu & Kashmir Bank
10	M.Voc Management (HRM)	6.5	Mount Talent, Shri Krishna Industries, Dzire Group
11	MBA	6.5	Mazars, Dzire, Adamant HR
12	MBA (Business Analytics)	6.5	Mazars, Dzire
13	MBA (Working Professional) #	6.5	SVSU

Skill Faculty of Applied Sciences and Humanities

S. No.	Program	NCrF Level	Industry Partner*
1	Undergraduate Certificate in Animation, Multimedia and Graphics	4.5	SVSU
2	Undergraduate Certificate in Music (Folk Art -Banchari/ Vocal/ Instrumental)	4.5	SVSU
3	Undergraduate Diploma in German Language	5	Concentrix Daksh
4	Undergraduate Diploma in Japanese Language	5	SVSU
5	B.Voc. (Public Services)	5.5	Udaan IAS Academy
6	B.Voc. (MLT) Honours with Research	6	Sri Sathya Sai Health & Education Trust Dr Suraj Prakash Arogya Kendra Meiro Great Diagnostics New Mangla Pathology Lab Paramhans Digital X-Ray & Laboratory Dayton Natural Resources Pvt Ltd, Medhavi Skillsiversity Pvt Ltd
7	B.Sc. (Yoga & Spiritual Science)	5.5	Ministry of Ayush (Govt. of Haryana)
8	B.Sc. (Clinical Psychology) [#]	6	Tulasi Healthcare, Citizen Hospital, Sri Sai Sathya Super Speciality Hospital
9	B.Sc. in Mathematics and Computing	6	SVSU

10	PG Diploma Criminal Forensics [#]	6	SVSU
11	PG Diploma Public Policy [#]	6	IMPRI
12	M.Sc. (Clinical Psychology) [#]	6.5	Tulasi Healthcare, Citizen Hospital, Sri Sai Sathya Super Speciality Hospital
13	M.Sc. (Geo-Informatics)	6.5	GMDA
14	M.Sc. MLT (Microbiology)	6.5	Sri Sathya Sai Health & Education Trust Dr Suraj Prakash Arogya Kendra Meiro Great Diagnostics New Mangla Pathology Lab Paramhans Digital X-Ray & Laboratory, Medhavi Skillsversity Pvt Ltd, Neuberg Diagnostics

Skill Faculty of Agriculture

S. No.	Program	NCrF Level	Industry Partner*
1	Diploma in Vocation (D.Voc.), Horticulture	4	Shivansh farming, Bluegreens
2	Bachelor of Vocation (B.Voc.), Agriculture	5.5/6	Shivansh farming, Farmus Farms, Shabari, Edible Routes, Grow My Crop, Farmus farms
3	Master of Vocation (M.Voc.), Agriculture	6.5	Shivansh farming, Farmus Farms, Shabari, Edible Routes, Grow My Crop, Farmus farms

SWOC Analysis

Strengths

- 1. First Government Skill University in India**
SVSU is a pioneering institution focused entirely on skill development, which sets it apart from conventional universities.
- 2. Pioneering Model in Skill Education:**
Acts as a national pilot for integrating vocational education with higher education.
- 3. Strong Industry Integration and Industry-aligned curriculum**
SVSU follows a dual education model with industry as a key stakeholder in curriculum design, OJT, and training
- 4. Student-Centric Learning**
Emphasis on "earn while you learn," applied knowledge, and life skills
- 5. Multi-Modal Learning Model**
Blends classroom, lab, on-the-job training, and online components for holistic skill development.
- 6. Supportive Government Ecosystem**
Backed by the Haryana Government with alignment to National Education Policy (NEP 2020) and Skill India initiatives.
- 7. Visionary Leadership**
Active governance and mission-driven leadership are committed to social innovation and entrepreneurship.

Weaknesses

- 1. Limited Global Exposure**
Few international collaborations and no structured exchange programs for students or faculty.
- 2. Nascent Research Ecosystem**
Early-stage research and innovation infrastructure; limited patents, funded projects
- 3. Inadequate Infrastructure**
Physical and digital infrastructure is expanding, but still catching up to aspirational standards
- 4. Fragmented ERP & Digital Systems**
Lack of a fully integrated education management system for academic, HR, and financial workflows.
- 5. Brand Awareness**
Being a relatively new university, SVSU is still building its brand among students, parents, recruiters,

Opportunities

- 1. National Leadership in Skill-Based Higher Education**
SVSU can become a national model under NEP 2020 for modular degrees, credit banks, and industry-aligned certifications.
- 2. Growing Demand for Skilled Workforce**
Massive employment potential in sectors like EVs, AI/ML, renewable energy, logistics, tourism, and agritech.

3. International Collaborations

Potential for tie-ups with global TVET institutions, research labs, and international skilling programs

4. Research-Industry Alliances

Opportunities to drive innovation and startup culture through industry-funded research, hackathons, and incubation grants.

5. Skill-Based Entrepreneurship Development

SVSU can play a major role in fostering rural entrepreneurship and self-employment through skilling and micro-venture support.

6. Digital Transformation

Implementing ERP, online learning platforms, e-content creation, and virtual labs can elevate reach and efficiency.

Challenges

1. Changing Industry Skill Requirements

Rapidly evolving job markets require constant curriculum updates and agile faculty development.

2. Student Perception of Skill vs. Degree

Traditional mindsets still favour conventional degrees; skill-focused degrees require greater societal and employer recognition.

3. Scaling without Dilution

Expansion in enrollment must be balanced with quality delivery, faculty ratios, and industry partnerships.

4. Funding for Research & Infrastructure

As a state university, access to large-scale research grants and private funding is limited and competitive.

5. Alumni Base Still Growing

Being a young university, it lacks a strong alumni network for mentoring, fundraising, or reputation-building.

6. Competition from Private Sector EdTechs

Skill-based learning space is increasingly crowded with online and hybrid models, requiring constant innovation by SVSU.

7. Technological Obsolescence

High cost of upgrading labs and training setups to keep pace with industrial change. and academic peers.

Main Objectives and Goals to be Achieved by IDP

The main objectives of the IDP are :-

- To articulate a clear vision and mission of the institution and align these with National Educational Policy 2020, NCeF, SDG, and the Institute's educational and research Activities and social objectives
- To assess institutional developmental needs through wide consultative processes.
- To identify capacity (human, material, and financial) and organizational gaps, based on the goals and priorities.
- To develop Annual Activity/ Capacity Building Plans to build capacity and remove gaps.
- To establish a transparent system for holistic, inclusive growth and development of the HEI through the application of all relevant tools, technologies, and opportunities for ensuring optimal utilisation for overall balanced growth.
- To establish an ethos of lifelong learning and an operative framework to promote better employability and entrepreneurship, by integration of skilling into Higher Education.
- Develop an operative framework to promote the Internationalization of education, international equivalence, and exchange of faculty and students.
- To ensure meaningful engagement of all stakeholders in the development and Implementation of its IDP.
- To quantify the institution's goals using Indicators and Time-Bound Targets, and Implementation of Plans.
- To undertake Periodic Reviews and appropriate measures for continuous course corrections and further improvements.

Institutional development plan

Institutional development plan



Governance Enablers

Shri Vishwakarma Skill University has laid the foundation of a robust governance structure that aligns with statutory, academic, administrative, and financial accountability frameworks recommended by UGC, AICTE, State Govt., and other regulatory bodies. The university's governance reflects its commitment to transparency, quality assurance, decentralization, and outcome orientation. As a skill-focused university, SVSU has adopted a multi-tier governance model that is functional and participatory.

Present Status of Governance Enablers

1. Institutional Statutory Bodies

- **Fully Functional:** All statutory bodies, such as the Executive Council, Skill Council, Board of Studies, and Finance Committee, etc, are fully constituted and meet at regular intervals as per the University Act.
- **Staffed and Operational:** These bodies are staffed with experienced academicians, industry experts, state representatives, and internal stakeholders.
- **Defined Roles & Responsibilities:** Each statutory body operates under a clearly defined charter of roles, responsibilities, and accountability protocols.
- **Alumni Involvement:** Efforts are being made to involve alumni as key stakeholders through feedback roles, though this requires formal expansion into statutory structures.

2. Quality Assurance Mechanisms

- **Well-defined processes:** The Internal Quality Assurance Cell is in place with clearly defined functions, aligning with accrediting bodies
- **Processes to capture various aspects of Governance:** Processes exist to capture various governance indicators as per UGC/State Govt. guidelines.
- **Clearly Defined Deliverables and Outcome:** Academic and administrative deliverables are linked to the performance appraisal system.

3. Financial Autonomy and Resource Mobilization

- **Self-Sustainability:** SVSU is exploring ways to be self-reliant, though the University has a self-sustainable Assessment and certification Department. Since the University is catering to weaker strata of students self-sustainability is a challenge
- **External Revenue Generation:** Initiatives such as assessment and certifications of Qualifications, ToTs, skill development consultancy, CSR-funded labs, SIDBI-funded Entrepreneurial support, and industry-sponsored research are encouraged.
- **Research Chairs:** Currently, there are no Research Chairs; however, SVSU may plan to establish endowed chairs in areas like Solar Technology, Industry 4.0, and Skill Entrepreneurship, etc.

4. Leadership and Strategic Management

- **Effective Leadership:** Vice Chancellor and Registrar are selected through proper process of State Govt. Other Departmental Heads are nominated on rotational basis as per Univ. Act. The university's leadership has been proactive in introducing reforms and setting institutional goals.
- **Strategic Management and Laying Down Objectives and Targets:** Objectives are aligned with the Institutional Development Plan (IDP) and national missions like NEP 2020. Departments are empowered to develop their own operational plans in alignment with institutional goals.

5. Vision, Mission, and Roadmap Development

- **Vision and Mission Prepared:** SVSU has a published vision and mission aligned with national policy frameworks and industrial relevance.
- **Stakeholder Consultations:** Shared vision is being evolved through consultations with faculty, industry partners, and government representatives.
- **Short, Medium, and Long-Term Plan Document :** IDP covers goals across short medium and long term plan.

6. IT/Web based MIS

- The university plans to implement Samarth ERP
- E-Office is used to manage administrative tasks
- Biometric based attendance system is also used

7. Risk Management

- **Insurance Engagement:** Annual review meetings with insurance providers for disaster preparedness and risk mitigation strategies are planned. Being Govt Univ. all assets and liabilities belong to State Govt.

8. External Advisory Boards

- **Advisory Boards in Formation:** All University bodies such as the Executive Council. Skill Council , Board of Studies etc have representations from external experienced academicians, industry experts, state representatives . These bodies meet at least once or twice in an year.

9. Student Feedback

- Student feedback for each Semester on different parameters of teaching and learning is administered through IQAC using online form
- Faculty are increasingly being encouraged to use feedback for improving delivery and institutional performance.

Governance Goals

- Launch Samarth ERP
- Establish Departmental Quality Assurance Units (DQAUs) across all faculties.
- Implement Feedback Framework for governance review.
- Digitize all policy documents and create a University-wide Policy Repository.
- Fully implement Participatory Governance
- Initiate Collaborative Governance Dialogues with other skill universities, UGC, MSDE, and AICTE.
- Conduct a mid-term governance review linked to the Institutional Development Plan
- Achieve 100% paperless governance with digitized workflows and full ERP adoption.
- Establish and operationalize dedicated help desks across departments, equipped with responsive helpline numbers, to improve administrative accessibility and student satisfaction.
- Implement a robust review mechanism to periodically assess the progress of IDP initiatives, ensuring alignment with institutional objectives and responsiveness to stakeholder feedback.

- Launch structured training programs for mid-level administrative personnel, focusing on leadership, digital transformation, communication, and organizational development.
- Conduct a comprehensive review of admission trends, seat utilization, and program relevance to identify gaps and develop targeted strategies for increasing student enrolment.
- Prioritize the timely recruitment and retention of qualified teaching and non-teaching staff to ensure academic excellence and smooth administrative functioning.
- Expand the curriculum to include interdisciplinary and multidisciplinary programs
- Provide institutional support and incentives to improve the quality and visibility of faculty publications in reputed national and international journals.
- Strengthen participatory decision-making by involving faculty, students, and administrative staff in institutional governance, ensuring alignment of policies with diverse stakeholder needs.
- Develop a comprehensive governance framework to enhance transparency, accountability, and efficiency across academic and administrative operations.
- Engage with industry bodies, philanthropic organizations, and eminent individuals to establish sponsored chairs and pursue strategic consulting assignments.
- Expand and professionally manage the University's endowment fund to support strategic initiatives, scholarships, and infrastructural development.
- Implement green campus projects—such as solar energy generation, water conservation, and waste management—to promote environmental sustainability and operational cost efficiency.
- Introduce comprehensive leadership training modules for department heads, senior faculty, and administrators to build capacity in strategic planning, management, and conflict resolution.
- Conduct sensitization workshops to raise awareness among students and faculty on the value of feedback as a tool for continuous improvement in teaching and governance.
- Institutionalize the systematic analysis of student and stakeholder feedback to inform improvements in teaching methodologies, administrative processes, and service delivery.

Financial Enablers and Funding Models (Resource Generation)

Shri Vishwakarma Skill University (SVSU) is a state skill university committed to achieving financial sustainability through diversified income streams, strong financial governance, and a structured budgeting framework.

Present Status of Financial Enablers

1. BoG /Senate

- Policies define the roles of key officers like the Registrar, Chief Accounts officer and HoDs
- Financial Powers assigned to various University officials such as registrar , Deans, chairpersons, HoDs etc. are well documented

2. Budgeting and Action Plan Development

- Budget items for income and expenditure have been identified (tuition fees, government grants, donations, consultancy income, project funds , Salaries , Construction , Maintenance etc).
- Departmental heads are being sensitized to prepare recurring and non-recurring budgets.
- Budget is prepared as per details of different sources of income and components of expenses.
- Budget proposed is received yearly
- Budget is also forecasted for subsequent year .
- Funds are kept and managed in separate accounts for fees and grants
- Annual meeting of Finance Committee is scheduled regarding budget

3. Main Revenue Sources

- **Tuition Fees:** Primary source and is kept as per University guidelines.
- **Assessment and Certification Fees:** Reasonable source of Income as fees for assessment and accreditation of Qualifications
- **Government Grants & Subsidies and Projects :** Received from the state government .
- **Consultancy Income:** Still in early stages; departments are being guided to offer training and consultancy.
- **CSR/Endowments/IP Royalties:** Contribution is not substantial as it is in early stages. However CSR funds of 50 lakhs from ICICI for Labs

4. Liasoning with Govt. and External Funding Agencies

- SVSU has liasoned with State Govt and grabbed Project worth 200cr on Guru Shishya Kaushal Samman Yojna. It is further exploring partnerships with other government ministries offering project-based funding

5. Internal Revenue Generation (IRG) at Departmental Level

- Departments are sensitised to map lab resources available for external users.
- Consultancy Policy is in place and Departments are sensitised to offer consultancy to industry based on their strengths.
- Plans to host certification programs, and provide industry-oriented consulting services are developed.
- Publicity mechanisms (e.g., newspaper ads, brochures) for department capabilities are yet to be formalized.

- University has received funding of 4 cr from Govt under Guru Shishya Kaushal Samman Yojna which is a 200 cr project. Policy is in place regarding projects

6. Financial/Investment Committee

- All the financial investments, purchase etc. are done as per state govt. rules.

7. Staff Providing Financial Services

- A core finance team exists consisting of Chief Accounts officer, Sr Accounts Officer, Accounts officer, section officer, accountant, Sr Auditors and J.D. Audit are available in the accounts department of the university

Goals for Financial Enablers

- Secure more CSR/Endowment partnership from industry for funding training/research labs.
- Apply more for government-funded research/training projects.
- Integrate financial operations with Samarth ERP
- Expansion of academic activities shall require more space in the form of class rooms and similar such facilities. It shall require development of physical infrastructure where financial shall play a key role.
- Enhance capital investment in the mid-term for supporting its ongoing infrastructure demands
- Encourage high net worth alumni and philanthropists to create named Chairs, research fellowships and scholarship programs.
- Stock management exercise shall be aligned with budget planning to reduce wastage and environmental impact from acquisition of new assets
- Regular workshops be conducted to raise awareness of existing government funding schemes
- Target large-scale research grant from various government ministries and other agencies for the development of infrastructure with latest cutting-edge technology.

Academic Enablers

SVSU's academic framework is rooted in a skill-integrated education model that aligns with NSQF and OJT-linked learning. The university currently offers PhD, UG/PG, Vocational and diploma programmes across multiple departments -Engineering & Technology, Management, Applied Sciences, Humanities, Agriculture. With a vision to promote employability and practical knowledge, the institution integrates vocational modules, hands-on training, and emerging technology elements

Present Status of Academic Enablers

1. Courses Catering to Professional/Future Requirements

- SVSU offers a wide range of NSQF-aligned programs - Certificate, Diploma Bachelor and Master's degrees including vocational programs in different areas of Engineering & Technology, Management, Applied Sciences, Humanities and Agriculture including emerging sectors like AI/ML, Mechatronics, Robotics, Solar Technology, Hospitality, Management and Yoga
- All programs are developed in consultation with Industry keeping in mind future employability

2. Curriculum updated as per Industry Requirements

- Curriculum is revised periodically
- Industry Experts are part of BoS of all programs, ensuring revision as per Industry requirements
- Majority of Programs have OJT, Internship in collaboration with Industrial Partners
- There are more than 100 industry partnerships for OJT, Internships
- Program are getting revised for multiple- entry and Exit

3. Curriculum embeded with Employability Skills

- All Programs are designed to ensure Employability skills not only technical skills but soft skills to ensure employability including entrepreneurship. Programs have embeded Qualifications, OJT associations with Industry to enhance employability

4. Curriculum embeded with Skill Enhancement Courses

- Being Skill University programs are having 60:40 skill component, Programs have embeded SECs as required for Qualifications targeted by the programs along with SECs in cutting edge technologies, cross cutting skills.

5. Curriculum Embedded with Emerging Technologies

- Regular updation of the curriculum to keep it up to date with the emerging technology
- CoE is established in the university
- Programs in new age tech like AI/ML etc also offered
- University has also constituted Institute Innovation Council to foster Innovation culture

6. Centre for Curricular & Life Skills Development (CCLSD)

- Though the University organises programmes for life skills development but no dedicated Centre is available.

7 Faculty/Teaching Staff

- The qualified faculty is employed as per the guidelines of the regulatory bodies like UGC, AICTE etc.
- Upgradation of Faculty is ensured through Faculty Development Policy in which regular faculty members are provided a fund of Rs. 1 lakh for a period of three years for their academic development.
- There is a provision of innovation fund of Rs. 500000 in each skill faculty as per Research Policy . which may be utilised by faculty
- There is a provision of seed money grant of maximum three lakh rupees with a block of 3years Such a fund may be utilised on
 - a) Conducting research
 - b) Conference participation with publication
 - c) Intellectual Property Rights grant/ publication
 - d) Prototype development and collaborative projects
 - e) Multidisciplinary Projects by faculty members'
- The Department of Capacity Building conducts FDPs to upgrade the knowledge of faculty.
- There is a Policy on consultancy to promote and facilitate faculty consultancy project from the industry.
- The Faculty undertakes Research and encourages student research and innovation.

8. Centre for Faculty Development (CFD)

- Faculty Training Program with Industry where Faculty undertakes 2 weeks training in Industry to immerse with latest in their field
- Faculty from Industry had been employed as PoP to cross pollinate the skills
- The non-teaching staff is well trained and qualified as per Govt norms

9. Non Teaching Staff

- Non Teaching staff has requisite qualification, experience for the relevant post .

10. Session-wise Teaching Plan

- Development of Session wise teaching plan is undertaken in the beginning of semester

11. Learning Material Like Study Books

- The learning material is made available to all students . Library has around 18000 printed books along with 200 e books for student access.
- The library also provides access to 12 newspaper and 25 Magazines
- Library also provides access to 13000+ e journals along with print journals
- Previous year Question papers are also available in the library
- Integrated skill related open access e-resources like e-books / e-journals/ NPTEL / Swayam / CEC video lectures etc. on library website: <https://svsulibrary.in>

12. Question Bank

- Previous year Question papers are also available in the library

13. Assignments

- Students are given assignments of various nature like- Ques and Answer , Projects , Presentations , Case analysis ,lab work , Critical reasoning exercises etc.

14. Assessment

- Formal assessment system is in place consisting of Internal and external assessment including different strategies like End Sem Exam, Mid Terms Sessionals , Presentations, Projects, lab work etc
- The assessment is offline in nature
- The syllabus is not restricted to core and elective but also covers value added courses, skill enhancement courses, ability enhancement courses.

15. Value Added Skill Enhancement Papers

- Syllabus covers courses / modules on general skills like communication skills , other soft skills for enhancing the employability of the students by improving their professional knowledge.
- Courses on skill development, value -added courses are integral to all programs offered by university.
- The teaching–learning pedagogy contains substantial amount of experimental learning either through on job training, internships, labs, field projects , field visits , live projects, workshops etc related to the specialization.

16. Pedagogy

- Learner centric pedagogy is followed
- Adoption of an appropriate mix of lecture based system, practical and labs and experiential learning.
- Integration of modern pedagogies like flipped classrooms, problem-based learning , and inquiry-driven learning
- Use of ICT tools, smart classrooms, simulations to enhance teaching-learning.
- Encouragement of tools like Google Classroom, Kahoot, and others.
- Structured integration of online and offline learning modes.
- Active learning methods such as group projects, fieldwork, peer teaching, hands-on training, workshops, internships, and live projects.
- Adoption of Clubs and cells under departments for experiential learning
- Sports, music, theatre, yoga, and community service exposure is integral to student learning at University

17. Other Activities as part of learning

- Syllabus covers courses / modules on general skills like communication skills , other soft skills for enhancing the employability of the students by improving their professional knowledge.
- Courses on skill development, value -added courses are integral to all programs offered by university.
- The teaching–learning pedagogy contains substantial amount of experimental learning either through on job training, internships, labs, field projects , field visits , live projects

18 Earn while learn facility and flexibility

- SVSU follows “earn-while-learn” or Industry-Integrated Dual Education Model
- MoUs are signed with more than 100 Industry partners where Students combine classroom instruction with on-the-job training (OJT) in real industrial settings
- During OJT, students earn a stipend while they study—making them financially supported and industry-ready

19 Flexibility and Multidisciplinarity

- Certificate , Diploma , UG/PG programs are designed to suit the requirements of students at various levels and Industry having MoU with industries for OJT and Internship.
- UG & PG curriculum is majority of programs allows students to explore and work independently on their projects/research

20 .Opportunity to develop & utilise research and innovative thinking skills

- Students are encouraged to work in a team in Projects , DSW activities and various club activities in departments along with various learning assignments and activities
- To nurture confidence, competence, and creative professionals, skills , attitude the teaching pedagogy at SVSU actively focus on unlocking students' potential through structured innovation-driven and learner-empowered strategies like Integration of design thinking, creative problem-solving, and brainstorming sessions into regular teaching; projects that allow students to explore novel solutions; Support participation in innovation contests, hackathons, skill contests; Curriculum includes hands-on skill immersion modules, job role-based training, and certifications aligned with NSQF; Use of case studies, simulations, and role-plays to develop domain-specific decision-making skills; Shift from passive lecture delivery to student-led presentations, group discussions; Students to engage in live projects, OJT/internships, and community-based problem solving; Modules on communication, leadership, emotional intelligence, and stress management included in all programs.
- Embed research methodology components in programs.
- Encourage course-based research projects, and case analyses.
- Conduct student workshops on SPSS, MATLAB and other research tools.
- Training on IPR, patents, copyrights
- Facilitate participation in conferences, seminars, symposiums, and exhibitions at national/international levels.

21 . International Collaboration

- International collaboration with Foreign Universities and Industry in varied areas

Institution/Industry	Areas of Partnership
Nanyang Polytechnic International Singapore	<ol style="list-style-type: none"> 1. The Train-the-Trainers for specialist and educators 2. training & capabilities development for leaders and Staff 3. Student exchanges 4. Capacity building for infrastructure and human resource development 5. Mapping and bench-marking the existing study programmes, academic practices, and future skill programmes development. 6. Development & Management of Modern TVET Institute program for Leaders
M/S Les Jardins du Mareytang, France	<ol style="list-style-type: none"> 1.OJT for BVOC/MVOC Agriculture
Deutsche Gesellschaft fur Internationale Zusammenarbeit ZmBH , Germany and Indo German Vocational Education and Training	<ol style="list-style-type: none"> 1. EV skills development and technical training. 2.To introduce the EV syllabus and course content, developed by IGVET-GIZ India and IITB. 3.To prepare the students ready for Green Skills and Green TVET, which may include, training on e-vehicles and components, training on solar technology etc 4. EV Lab set up

Saskatchewan Polytechnic, Saskatoon	<ol style="list-style-type: none"> 1. Joint Skill Training 2. Curricula sharing
Indo-korea business & culture centre	<ol style="list-style-type: none"> 1. To set up Indo- Korea Technology Centre 2. To train SVSU students and other Indian students in Korean language, Korean food, Korean Cosmetics and other skills including technology 3. Joint Certification Programmes 4. To send the enrolled students in the Korean Language Joint Certification programme to South Korea on scholarship catered by Government of Korea 4. To map the students based on their qualification and interest to pursue higher education to the relevant universities in South Korea 5. Entrepreneurial Support 6. Student Internships/ placements in Korean companies 7. Facilitation in establishing MoUs with Korean universities 8. Facilitation in student/faculty exchange in Korean Universities 9. To arrange Leadership/Faculty exchange Program in South Korea .
Wefaa Robotics, Singapore	<ol style="list-style-type: none"> 1. Setting of Skill development/R&D set 2. Internship/Placements and Research opportunities for students of existing programs of SVSU 3. Co-organizing outreach activities such as national/international competitions and workshops 4. Student skill certification 5. Training workshops for teachers, students, and adults 6. Networking opportunities
The Technical University of Kenya	<ol style="list-style-type: none"> 1. Joint Research 2. Joint Consulting 3. Faculty Exchange 4. Joint Degree Prog 5. Joint events

- Foreign faculty has taken lectures for student and faculty of the university
- International Partner Wefaa has also organised Webinar for Students

Academic Goals

- The university will launch new programmes based on Industry and student requirement
- Full implementation of credit transfer through the Academic Bank of Credits (ABC) will be achieved, allowing seamless credit movement .
- Additional international MoUs will be signed to support internationalisation .
- Earn-while-learn opportunities will be further expanded by establishing more industry linkages.
- All academic programmes will be aligned with OBE, multi-entry/exit systems under NEP 2020 and NSQF guidelines.
- Enhance student applications in all programs ensuring quality intake
- Basket of Skill Enhancement Courses and Value Addition Courses shall further be enriched including essential courses designed to cultivate life and soft skills.
- The effectiveness of the mentor-mentee system shall be evaluated through student feedback.

- Integrate learning through MOOCs
- Develop and introduce interdisciplinary programs so as to enable students to gain diverse skill sets and perspectives that are increasingly valued in the job market
- Augment student support services, including career counselling, mental health resources, and academic advising, to assist students in navigating their educational journeys.
- Fully integrate digital technologies into teaching, learning, and administrative processes, creating a smart campus environment
- Enhance social responsibility initiatives to address social and societal issues
- Augment learner centric environment in the University
- Update the current curriculum and make timely updates to address immediate market needs and long term Industry needs
- Develop and offer lifelong learning programs, including advanced certifications and diplomas, enabling alumni and professionals to return to the University to upskill and remain competitive in their fields.
- Encourage faculty to implement innovative teaching methods such as case-based, flipped classroom, project-based learning, and simulations to foster real-world problem-solving abilities
- Introduce incentive-based schemes for faculty who engage in activities like content creation, student projects, and start-up incubation.
- Establish a system for lifelong learning where faculty regularly undergo advanced training, certification, and upskilling programs to stay updated on global trends and advancements in education and technology
- Train faculty to take on leadership roles within the University
- Organize workshops to familiarize staff with new or updated government policies, ensuring that the University's administrative practices comply with legal and regulatory changes
- Develop career progression pathways for non-teaching staff, including leadership development programs
- Establish Incubation facilities in the University to support student startups

Research Enablers and Intellectual Property Ecosystem

SVSU aims to establish itself as a national hub for applied research and innovation by fostering an ecosystem that integrates quality research, innovation-led pedagogy, industry consultation, and intellectual property creation. University's Policy for Promotion of Research, approved in 31st EC Meeting held in January 2024, outlines a structured framework to enhance research quality, foster industry collaboration, support faculty and student research, and institutionalize innovation and intellectual property development

Present Status of Research and Innovation Ecosystem

SVSU has taken preliminary steps towards promoting research and innovation. However, the research ecosystem is still in its formative phase. There is currently limited infrastructure to support interdisciplinary research and a lack of structured support mechanisms for faculty and students pursuing research activities. The University's incubation facilities, intellectual property support, and research policy framework require significant augmentation.

1 Quality Research

- The university has adopted robust standards for research quality, including adherence to internationally accepted indices such as publications in SCI/SCIE/Scopus/UGC-CARE indexed journals, citations, and h-index. The focus is on encouraging original, problem-solving research that can benefit industry and society.

2 Research-Oriented Faculty

- Participation in research is mandatory for all faculty and considered a key criterion for recruitment and promotion. A number of faculty members are already publishing in reputed journals, undertaking consultancy, and filing patents. However, the number of faculty with strong research portfolios (postdoctoral experience, externally funded projects, or patents) needs further strengthening.

3 API-Based Faculty Compensation

- Research performance is integrated into the Academic Performance Index (API) for faculty progression. However, monetary incentives are currently limited to research awards and modest consultancy honorariums, and a full-fledged performance-linked reward system is under discussion.

4 Targeted & Collaborative Research

- University efforts are aligned with solving real-life problems in areas like IT, AI, automation, logistics, agriculture, and MSMEs. Faculty are encouraged to identify industry problems and propose research-based solutions. Collaborative research is incentivized and supported under awards like “Best Researcher: Collaboration” and through funded seed money and innovation grants.

5 Ph.D. and Postdoctoral Scholars

- SVSU offers doctoral programs through its Ph.D. ordinance, with an emphasis on applied and industry oriented research based on industry problems. However, the number of full-time Ph.D. scholars remains limited. Efforts are underway to attract more research scholars through funded projects and university fellowships.

6 Ph.D.-Qualified Faculty

- SVSU is making progress toward increasing the share of Ph.D.-qualified faculty across departments, especially in core skills areas. Promotion and recruitment policies encourage doctoral qualifications and ongoing professional development.

7 Academic Conferences

- The University organizes regular research summits, expert talks, and national-level conferences. However, the target of at least two conferences per department per year is yet to be achieved uniformly.

8 Student Involvement in Research

- The policy provides for student participation in research through prototype development, immersion projects, and funded seed research. UG and PG students may be invited to assist in research and receive financial compensation (₹75–₹125/hour). There is potential to further institutionalize this model.

9 Industry and Institutional Collaboration

- MoUs with reputed industries and institutions are being pursued actively. Joint research projects, industry-sponsored labs, and consultancy services are being scaled. The Research Advisory Council and Research Development Cell (RDC) in collaboration with Corporate Relations and Engagement Department support these collaborations.

10 Incubation Centre

- The University is working toward establishing a central incubation centre. Currently, a proposal is there for skill faculties to receive ₹5 lakh innovation funds to support early-stage projects and prototypes. A university-level innovation and start-up policy is under consideration.

11 University Publications and Citation Services

- SVSU encourages publication in quality journals but currently lacks its own university press or citation monitoring system. Google Scholar profiles and publication logs are maintained at faculty level.

12 Annual Faculty Ranking System

- Five “Best Researcher” awards per skill faculty are planned to be given annually based on objective parameters—publications, impact factor, citations, research projects, and collaborations—encouraging healthy competition and performance benchmarking.

13 Monetisation of Research

- Research monetization is guided by the University's Consultancy Policy (2022). Faculty and staff are encouraged to engage in technical consultancy, and awards may be given for consultancy projects over ₹3 lakh. There is no designated CTO yet, but the role is envisioned under future plans.

14 Value-Added Skill Enhancement Papers

- Skill-oriented and industry-relevant courses are encouraged. Faculty developing new qualifications for emerging job roles (not revisions of existing ones) may be considered to be incentivized up to ₹20,000 per qualification.

15 Other Research Activities

- Workshops, training programs, and seminars are held to build research capacity. A separate fund supports faculty membership in professional societies. Plagiarism detection and research integrity are mandated through UGC regulations (2018).

16 Earn While Learn

- SVSU has limited implementation of this initiative by compensating students working on research projects. There is institutional recognition of the need to scale this across departments and faculties.

17 Innovation and Creative Thinking

- Through its Innovation and Seed Fund, SVSU fosters multidisciplinary research, real-world problem solving, and student-led innovation. Design thinking and entrepreneurship are embedded in research projects at the faculty level.

Research and Innovation Goals

- Establish a Centralized Research & Innovation Hub under a Chief Technology Officer (CTO) to oversee innovation transfer, patent commercialization, and start-up incubation.
- Set up SVSU Digital Press to publish journals, conference proceedings, and research briefs with DOI and indexing services.
- Deploy a university-wide citation and analytics platform for monitoring h-index, i-index, and real-time research impact.
- Ensure that 100% teaching faculty hold Ph.D. degrees by 2030.
- Launch faculty exchange and postdoctoral fellow programs with international institutions.
- Implement research-based variable pay or honorariums tied to project funding, citations, patents, and publications.
- Institutionalize undergraduate research pathways and research credit systems.
- Expand “Earn While Learn” to all faculties with student assistantships, internships, and funded research roles.
- Host annual SVSU Innovation Challenge for student and faculty teams to develop solutions to societal/industrial problems.
- Introduce University Research Fellowships and Postdoctoral Research Associate schemes.
- Aim to triple Ph.D. enrolment in areas of national priority and job relevance.
- Engage industry in co-supervised Ph.D. programs and collaborative problem statements.
- Mandate two research events per department per year (minimum one international).
- Host annual SVSU Global Research Summit in emerging areas.
- Launch student research journals and online repositories indexed with INFLIBNET and ShodhGanga.
- Achieve 20+ active MoUs with industry, national labs, and global universities.
- Establish centres of excellence in AI, sustainability, Industry 4.0, agri-tech, etc.
- Promote community-centric research in sanitation, rural development, health tech, and micro-enterprise.
- Operationalize a full-fledged incubation centre with infrastructure, mentorship, and legal-IP support.
- Support 10+ start-ups annually with funding, mentoring, and scale-up assistance.
- Incentivize patent filing, licensing, and commercialization of university-developed technologies.
- Periodic revision of Research Policy with stakeholder consultations.
- Integrate Annual Faculty Research Scorecards with promotion, incentives, and recognitions.
- Expand seed and innovation funding pool to ₹1 crore annually with performance-based disbursal.

Human Resource Ecosystem

The Human Resource System at SVSU is designed to attract, retain, and develop a highly competent and motivated workforce aligned with the University's vision of skill excellence. Emphasizing continuous capacity building, transparent recruitment, performance appraisal, and leadership development, the HR system ensures that both teaching and non-teaching staff contribute effectively to academic innovation, administrative efficiency, and student-centric outcomes.

Present Status of Human Resource Ecosystem

1. Student and Learner Enablers :

- The student selection process follows a holistic approach giving weightage to academic achievement, performance during interview which weighs attitude, skills etc.
- Diversity and inclusion is ensured through reservation of seats as per Govt norms
- Govt Scholarships are facilitated for Students
- Scholarships backed by corporates are also made available to students so as to have access to education
- Academic success programs such as mentor mentee prog, career Counselling backed by skill based teaching learning process ensures that learners navigate their educational path successfully

2. Staff Empowerment Enablers :

- Appointments are made as per state govt. and regulatory body (UGC/AICTE) norms.
- There is Faculty Development and Consultation Policy along with Retention Policy which ensures faculty/staff development through FDPs, higher studies and Conferences and various retention measures.
- Department of Capacity Building regularly organises Capacity-building programs such as FDPs and training programs for both faculty and non teaching staff
- Induction Programs are organised for new joiners to ensure seamless integration of new staff with comprehensive induction protocols, fostering a sense of belonging and commitment to the mission.

3. Faculty and Researchers Enabler:

- There is transparent recruitment and appointment process. All appointments are made as per state govt. and regulatory body (UGC/AICTE) norms.
- There is Research Policy along with Retention Policy which ensures faculty/staff development through FDPs, higher studies and Conferences and various retention measures
- Department of Capacity Building regularly organises development programs for faculty to advance their pedagogical skills, research methodologies, and leadership capabilities.
- Reward system for employees as per Retention Policy and Research policy
- Promotion as per Govt/UGC/AICTE norms

4. Cross Functional Enablers:

- Retention Policy incorporates large number of awards that recognise achievements in research innovation, mentorship, community service, and leadership etc
- Faculty is encouraged to leads different departments

5. Strategic Funding and Emotional support enablers :

- Regular faculty members are provided a fund of Rs. 1 lakh for a period of three years for their academic development
- There is a provision of innovation fund of Rs. 500000 in each skill faculty as per Research Policy . which may be utilised by faculty
- There is a provision of seed money grant of maximum three lakh rupee s with a block of 3years Such a fund may be utilised on research. Projects etc
- Training of Faculty/ staff in managing demands of academia . Mentor mentee and career counselling to help manage students for industry and academic demands

6. Enablers for Pedagogical Innovations:

- Department of Capacity organises FDP/ trainings to train faculty/staff on curriculum designing and educational technologies etc

Supportive-Facilitative Enablers

SVSU has demonstrated strong intent in shaping an emotionally enriching academic environment.

Present Status of Supportive-Facilitative Enablers

- **Accessibility** : University leadership is committed and responsive. There is regular availability of leaders for student/staff interaction.
- **Communication**: Interactive communication within teams and between administration and stakeholders exists through web notices, emails, whatsapp and social pages .Rich, reflective dialogue and participatory decision-making is practiced.
- **Role Models** : Faculty and senior leadership embody many positive attributes and act as role models who share common vision .
- **Institutional Values**: Institutional values are articulated and widely internalized.
- **Vision**:
 - SVSU's vision is To emerge as one of the foremost institution of quality in skill education that bridges the gap between academic learning and practical application and becomes a hub of excellence, where cutting-edge research and industry partnerships converge to cultivate the most sought-after skills of the future.
 - The Vision is forward thinking in nature
- **Trust among Stakeholders** : There is general trust among internal stakeholders due to Inspiration, transformative leadership , Core values , institutional systems with transparency in communication, academic decisions, and efficient grievance handling

- **Institutional Traditional Rituals:** Cultural events and institutional festivals are organized along with celebrating national festivals creating a sense of bond among stakeholders.
- **Alternative Strategy and Support:** Uninterrupted academic learning is ensured through planned delivery and timely delivery of exam results.
- **Goal Setting for Students:** SVSU encourages skill development, but individual academic/career goal-setting mechanism for students is also ensured through mentorship and career counselling sessions and class room engagements.
- **Safety and Security :**
 - The campus is safe and secure with adequate number of safety guards and restricted entry in campus and hostels
 - Security cameras are mounted in the campus
- **Search for Proximity :**
 - Students sense of belonging is promoted through organising Orientation Sessions in the starting of Academic year , freshers party , Ice breaking activities .
- **Legacy :**
 - Organisational hierarchy is respectfully maintained
 - Continuity of Institutional traditions is maintained through clubs, DSW which keeps organising festivals and activities on regular basis
- **Respect and Perception :** In a short span SVSU has crafted a niche image both in academic world and industry for its unique model . Every stakeholder has a positive perception of the institution and holds it in high regard as its alma-mater
- **Openness and Information Sharing:** The University has a transparent System in every aspect such as examination system, appointments , admissions and financial matters . In all the systems, all requisite information is shared to maintain the transparency.
- **Ability to deliver Promises:** The university addresses and rectifies any failures promptly through its efficient system internally .
- **Accountability Measures:** The Duties/accountability of the employees are as per the norms of state government /regulatory bodies/University ordinance
- **Mental Health :** Student mental health is ensured through Counseling services, Mentor mentee Sessions.

Goals for Human Resource and Support system

- Strengthen the existing admission portal to provide clear and real-time updates on application status, selection criteria, and seat availability
- Implement Samarth e portal\
- Augment various scholarship and endowment programs to support economically disadvantaged and marginalized students.
- Integrate chatbots or virtual assistants to respond to common queries and provide instant responses.
- Encourage faculty to attend professional development programs and provide necessary support
- Organize workshops to create awareness on stress management, mental health, and emotional quotient
- Promoting gender sensitisation and awareness

Networking and Collaborations Enablers

Strategic collaborations and networking with academia, industry, alumni, and community stakeholders are essential for any modern skill university. For Shri Vishwakarma Skill University (SVSU), such partnerships offer access to real-world learning, shared resources, joint research, and enhanced employability for students.

Present Status of Networking and Collaboration Ecosystem

SVSU has initiated MoUs and formal linkages with multiple organizations across industries for Student OJT and learning. Active alumni involvement, international academic collaboration, and community-based outreach programs are at a developmental stage.

1. Strategic Collaborations:

- SVSU has signed MoUs with more than 100 industry partners for OJT and student learning.
- The industry partners and industry experts are part of BoS and are involved in curriculum designing. OJT support etc
- MoUs are also signed with international academic institution/ industry for research
- Currently formal registered Alumni Association is not existing. However, the university recognizes the importance of leveraging its alumni network for the advancement of its educational mission. The university's alumni pool is relatively small, and there is limited formal engagement or detailed records available. At present, there is no dedicated platform to facilitate alumni interactions or to maintain a comprehensive database for future reference.
- Despite the challenges in alumni data management, the university's alumni community has demonstrated a strong sense of support, particularly in the area of placement opportunities. Several alumni have actively contributed by offering internships and referring job opportunities, helping current students secure valuable career pathways. In addition, 11 alumni-founded startups were featured in the 2025 Annual Table Calendar, celebrating the entrepreneurial success of these individuals. Alumni engagement is informal, and structured mentorship or funding by alumni is yet to be institutionalized.

2. Academic and Research Excellence :

- There is no engagement in joint degree programs. MoUs for faculty/student exchanges are in place but non functional. Being state university it can use research infrastructure of other university.
- Faculty are collaborating for research.
- Library resources can be assessed by other research scholars

3. Practical Exposure and Hands-On Learning:

- Practical skilling with theoretical learning is intergrated through industry consultations, OJT/ Internships in all the programs, usage of shared workshops, and live project opportunities.
- Earn while Learning is integrated and students undergoing OJT/Internships are engaged in paid engagementmt. The MoU with Industry partners are established with such engagements.

4. Community Engagement and Service :

- Social Immersion Projects are undertaken in different areas sensitising community . Projects are undertaken in the areas of – Education for Underprivileged, Women Sanitation and Hygiene, Awareness on Banking frauds and Financial literacy .
- SVSU also engages in community Service by many drives undertaken by DSW and departments including plantation drives, blood donations, career counselling etc
- All employees were also engaged as Gram Sanrakshak of many villages

5. Professional Development and Employment :

- SVSU has demonstrated a commendable track record in its placement efforts, with a consistent placement percentage of 81% over the last two years. The university has partnered with a range of leading companies across various industries to provide significant opportunities for its students
- The placement rate for the academic years 2022-23 and 2023-24 stands at 81%. This consistent rate signifies the strong demand for SVSU graduates in the job market and reflects the quality of education and training they receive. During the 2024-25 session, 100% placement is achieved in the D.Voc. Industrial Electronics, B.Voc. Mechatronics, and B.Voc. Solar courses.
- Major Recruiters:

Over the last two years, the university has partnered with a diverse set of companies, with several organizations recruiting in multiple years. The following companies have been key recruiters:

Addverb Technologies Ltd.

NTK India Hydraulic Components Pvt. Ltd.

Fidus Energy Pvt. Ltd.

Kaynes Technology India Ltd.

Imperial Auto Industries Ltd.

P.R. Packagings Limited

Torque Robotics and Solutions

Nirman Labs

Technavia India Pvt. Ltd.

Tetrahedron Manufacturing Services Pvt. Ltd.

Metalman Fabtech

East West Automation Pvt. Ltd.

Premnath Rail LLP

JBM Group

Ferron Tubes Pvt. Ltd.

Victoria Auto Pvt. Ltd.

Winspark Innovations Learning Pvt. Ltd.

Bajaj Allianz Life Insurance Company Limited (BALIC)

JCI

Orange Health Lab

Orange Health Lab

Adisoft Technologies Pvt. Ltd.

- The placements are well-distributed across various industries, with a significant representation from manufacturing, technology, automotive, packaging, automation, and healthcare sectors. Notable recruiters like Addverb Technologies, NTK India, Fidus Energy, and Kaynes Technology have repeatedly shown trust in SVSU graduates.
- Some companies, including Metalman Fabtech, NTK India, Adisoft Technologies Pvt. Ltd., Addverb Technologies, and Imperial Auto Industries, have been consistent in recruiting students across multiple years, highlighting their satisfaction with the talent pool provided by SVSU.
- Few students who undertook internships with the recruiting companies like Mount Talent Consultancy and Adamant HR Solutions, have been successfully converted to full-time employees, underscoring the value of practical training and industry exposure provided during internships.
- In Manufacturing & Automotive Sectors companies like Imperial Auto Industries, Kaynes Technology, and Metalman Fabtech have played a significant role in placements, indicating that SVSU students are well-prepared for careers in the manufacturing and automotive sectors. In Robotics field recruiters like Addverb Technologies, Torque Robotics and Solutions, and Technavia India reflect the growing demand for talent in robotics, automation, and AI-driven technologies. Companies like Orange Health Lab and Bajaj Allianz Life Insurance Company have recruited SVSU students in significant numbers, indicating a growing opportunity for graduates in healthcare, insurance, and related fields
- Further, Majority of programs ensure that there are courses on employability skills/ Communication skills which are essential for personality development and employability
- There is Faculty Consultation Policy to promote faculty led consultancy .

6. Quality and Credibility :

- University is ranked no-2 in Skill University category in NIRF ranking framework signifying the quality of teaching and learning in the institution.
- Accreditation efforts have begun regarding NAAC accreditation
- University has IQAC to ensure quality teaching learning process

7. Innovation and Entrepreneurship :

- The university lacks a connected startup support network including digital mentors, seed funders, or corporate accelerators. However , SVSU runs a pre incubation program Super 30 sponsored by SIDBI to support startups
- Majority of Programs have courses on Entrepreneurship to help build Startup ecosystem
- The university has IIC which also organises various activities centred around entrepreneurship and innovation

Goals for Networking and Collaboration Ecosystem

To build a robust network of institutional collaborations and sustainable partnerships, SVSU aims to implement the following strategic goals:

- To **build an alumni database and communication channels** using CRM or online portal, to manage key alumni records, including contact information, career progression, and areas of expertise. This system will be complemented by dedicated communication platforms, including alumni-specific social media groups, email newsletters, and an exclusive alumni portal.
- **Establish** Alumni Association with a governing body and clearly defined objectives. To further tailor engagement efforts, an alumni survey will be conducted to collect insights on alumni preferences for involvement, mentorship, and career development, ensuring that future activities align with their needs.
- **To organise Networking events and a mentorship program** such as an inaugural **Alumni Meet** on campus, as well as regional meetups in major cities to connect alumni with one another and with current students. A formal mentorship program will also be launched, pairing alumni with students for career guidance, industry insights, and professional development.
- Additionally, alumni will be invited to contribute to the university's academic and strategic initiatives through **guest speaking, advisory councils, and curriculum input**. Alumni will be asked to serve as guest speakers, panelists, and experts at university events, while the formation of an **Alumni Advisory Council** will provide valuable input on curriculum development and strategic decisions that align with industry needs and trends.
- Creation of an **alumni fund**, dedicated to supporting scholarships, student projects, and other university initiatives.
- **Industry collaborations** will be fostered with alumni-led companies to secure internship and job placement opportunities for current students. In addition, an “**Alumni of the Year**” award will be launched to recognize outstanding alumni achievements and contributions.
- **Foster alumni-led innovation and social responsibility** by establishing an **alumni-led incubator** to assist student entrepreneurs in launching startups and developing innovative solutions. Additionally, **community service initiatives** led by alumni will be created to engage the alumni community in giving back to society and creating positive social impact.
- To **strengthen industry-academia collaboration** by forging long-term partnerships with top companies across diverse sectors, including Technology, IT, Automotive, Healthcare, and Renewable Energy. This initiative aims to create a continuous pipeline of job opportunities through industry involvement in curriculum development, internships, and guest lectures, while also hosting industry-specific job fairs and webinars to connect students with potential employers.
- **Expanding and diversifying placement sectors** by increasing opportunities in emerging industries like AI, Cybersecurity, Blockchain, Robotics, and Fintech. By collaborating with global firms and organizing sector-specific recruitment drives, the goal is to broaden career options for students and help them access high-growth markets, including international placements.
- **Integrating industry-specific skill development programs** into the curriculum, with certifications from leading companies like Cisco, Microsoft, and IBM. This initiative aims to equip students with the technical and soft skills needed to thrive in competitive job markets. Additionally, **pre-placement training programs** such as mock interviews, resume building, and personality development workshops will prepare students for interviews and workplace challenges.

- **Build a strong internship-to-placement pipeline** by creating structured pathways to convert internships into full-time roles. This initiative includes mentorship programs, where senior alumni or industry leaders will guide interns, ensuring a smooth transition into permanent positions.
- **Strengthening alumni and employer engagement** with the establishment of an Alumni-Employer Engagement Program. This program will foster a feedback loop where alumni share insights on industry needs, while also contributing to career development activities like mock interviews, networking events, and resume workshops.
- **Increase global placement opportunities**
- **Sustaining placement growth through corporate relations** is also a major focus, with the creation of a dedicated Corporate Relations Team to maintain long-term relationships with recruiters. The team will focus on ensuring a steady flow of job opportunities and will launch an Industry Partnership Program, offering companies incentives to participate in recruitment activities.
- **Support entrepreneurial students** by setting up an Entrepreneurship Support Cell. This will provide students with access to seed funding, mentorship, and startup incubators, as well as workshops on business development, fundraising, and strategies for launching successful ventures. Partnerships with venture capitalists and angel investors will also be sought to support student entrepreneurs.

Physical Enablers

World-class infrastructure is central to delivering quality education, especially in a skill-focused institution like Shri Vishwakarma Skill University. SVSU has made initial investments in core academic and residential infrastructure. However, some facilities are still in the developmental phase, with scope for technological modernization, inclusivity upgrades, and green campus transformation.

Present Status of Physical Infrastructure

- 1. Smart Campus Features** are yet to be implemented . There is no unified IoT-based monitoring system for lighting, energy, or maintenance.
- 2. Green/Sustainable Buildings** .Single phase development has happened only . Use of solar energy and water harvesting is limited.
- 3. Commute Infrastructure**
 - Pathway available for vehicles and bicycles
 - There is availability of ramps and lifts for differently abled in all departments .
- 4. Administrative Blocks and Faculty Cubicles**
 - Different departments have different buildings
 - Faculty rooms / cubicles exist across departments but limited in numbers
 - space crunch is observed during peak admissions.
- 5. Library and Digital Resource**
 - Central Library with adequate size is available with stock areas for books & Journals and online information access facility. However full fledged development is underway.
- 6. Lecture Complex and Classrooms**
 - SVSU has a total of 77 classrooms , 07 ICT enabled seminar halls , 10 meeting rooms
 - Students should have access to Lecture rooms , classrooms, tutorial rooms, discussion rooms of different sizes with comfortable seating arrangements and teaching learning facilities. However the current numbers are not adequate to handle existing intake.
- 7. Tutorial Rooms** are limited and lack AV recording capabilities for digital content creation.
- 8. Examination Branch**
 - Separate rooms available for Examination branch with strong room facility
- 9. Faculty and Staff Facilities**
 - Faculty rooms are available in separate building to accommodate all permanent faculty members, visiting faculty members, part-time faculty members
 - Quarters for the resident faculties/ staffs are available but yet to be fully functional for usage.
- 10. Meeting Rooms**
 - Meeting rooms with furniture, and Electronic communication/presentation equipments are available but limited in number

- 11. Office Rooms** are available but for staff deputed in academic blocks the rooms are limited in number.
- 12. Lab and Research Centre** : Labs and CoE are present which are equipped with modern technology . However few labs are still to be established
- 13. Computer Centre and Multimedia studio:** Computer labs are available. However new computer labs and multimedia studio are yet to be established
- 14. Cafeteria and Mess Facilities :**
- Mess facility equipped with modern cooking apparatus/equipment to ensure quality, cleanliness, and hygiene is available in hostels for both boys and girls
 - There is a Vita Milk booth also which stocks diary products needed by the students
- 15. Games and Sports Facility**
- The University has infrastructure for games , sports and Yoga .
 - The University has two large playing fields planned to support a wide variety of games, such as Cricket, Football, Volleyball, Handball, and Kho-Kho. There is also facility for Swimming . However they are not fully developed
 - There are also facilities for Indoor sport, including Table Tennis, Snooker . Chess ,yoga and Carom.
 - A Gymnasium hall is also available for other indoor sports . However yet to be fully developed.
 - University also imparts skill education in Yoga
- 16. Auditorium and Conference Rooms:** A large auditorium with seating capacity of more than 1500 is under construction. Each department has seminar rooms equipped with modern technology.
- 17. Hostels:** There are separate hostels for both boys(490 Pax) and girls (490)in the University with all basic amenities.
- 18. Parking :** Parking facility is available for all stake holders
- 19. Exhibition Halls** : A large multipurpose Gymnasium hall is also available for other all extra curricular activities . However yet to be fully developed
- 20. Guest House Accommodation** is available but under development stage and yet to be operational.
- 21. Commercial / Shops centre s :**A central shopping complex is yet to be planned. There is a Vita Milk booth also which stocks diary products needed by the students
- 22. Health and Well being** University has a Healthcare facilities with Doctor and Nurse . Facilities for first-aid and ambulance also available
- 23. International Student Centre** is not yet in place.
- 24. Incubation Centre and Research Park** is not yet in place though SVSU runs a pre incubation program Super 30 sponsored by SIDBI to support startups.
- 25. Botanical Gardens or Parks** are not available though Department of Agriculture maintains Agri fields
- 26. Vocational Skilling Infrastructure:** SVSU being a Skill university infrastructure available to ensure skilling in the targeted areas like CoE , Labs and other infrastructure . However there is need to augment the infrastructure across trades.

Goals for Physical enablers

- Development of Teachers Accommodation, Sports and Cafeteria Infrastructure
- Upgrade Libraries and Digital Resources
- Augment CoE and Labs
- Operationalize SVSU Incubation Hub
- Construct World-Class Auditorium
- Enhance Hostels and Dining
- Develop Sports Infrastructure
- Augment Medical facilities including psychological counseling.

Digital Enablers

Digital transformation is integral to building a modern skill university ecosystem. It enhances transparency, accessibility, learning quality, administrative efficiency, and brand outreach. Shri Vishwakarma Skill University (SVSU) aims to embed technology across all verticals of its functioning—from admissions and pedagogy to placements and alumni connect. The following section details the current digital infrastructure and outlines an ambitious five-year digital roadmap.

Present Status of Digital Infrastructure and Usage

1. Internet and Wi-Fi Campus:

- SVSU has 1Gbps Internet Lease Line (ILL) from Power Grid Telecom providing LAN and WLAN services in the University Campus.
- ILL is used to access email services, e-office portal, educational platforms, online meetings, video conferencing and other internet-based services in the campus
- All academic blocks, administration block, Hostels are Wi-fi enabled.
- Wi-Fi is used by the staff and students for academic and administrative work.

2. **Website:** The university website <https://svsu.ac.in> offers institutional information has regular updates and interactive features.

3. Online Messaging Stakeholders' groups:

- Website Notices, WhatsApp and email groups are used ..

4. **Blogs and Sites for Courses :** Webpages for Different Departmental programs

5. Online Study Material:

- Departments provide PDFs or multimedia material; there are e books available in library for digitized curriculum support.

6. Digital Library Access:

- Central Library of the University has automated its routine activities using Web Based e-Granthalaya Integrated Library Management System from NIC. The library is well equipped with modern technologies like Bar Code Technology, Remote Access facility, Federated Search, use of Artificial Intelligence for searching through voice command, Mobile Apps for both Android as well as iOS users etc.
- Web OPAC (Online Public Access Catalogue) facility is available to know the availability of books in the library. It can be accessed within campus and from outside of the campus (through e-Library Portal). Link to access for Web OPAC is available on University Website and e-Library portal.
- e-Granthalaya provides an enhanced user experience through value-added feature and services. It covers Acquisition, Cataloguing, and Circulation along with an enriched OPAC.
- Central Library provides access of variety of e-resources e.g. e-journals, e-books, expert lectures, video tutorials, e-newspapers, e-magazines, e-theses, e-dissertations etc. through its e-Library portal named as SVSU digital Library

- About 2000 e-journals are being subscribed by the library from the reputed publishers e.g. IEEE, Springer Link and Nature to promote the research activities in the University. More than 5000 titles of e-books open access from reputed publisher are accessible to the users. Library also has access to millions of e-books from the World eBook Library and South Asian Archive provided by INFLIBNET. The library is also a member of DELNET and EShodh Sindhu consortia. Access to the gateway has been printed e-shodhsindhu consortia.
- Library has subscribed to anti-plaigrism software ,Turintin

7. Digital Publications:

- High end copying machines for printing question papers
- SVSU is yet to launch its own e-journals, open-access repositories, or official newsletters.

8. Paperless Office :

- Administrative automation is limited to basic workflows; academic and HR processes are still paper-based.
- e=Office application has been implemented at SVSU since Jan 2021 with 500 users' capacity at present.
- SVSU is also providing the e-office services to another Government University of Haryana for 100 users.
- e-office services are used for official file and paperwork of the University.

9. Paperless Examinations and Online evaluation : No full-scale digital exam platform or paperless evaluation exists.

10. Website based Result announcement : Results are published on the website

11. National Academic Depository (NAD): SVSU is integrating DigiLocker services for marksheets.

12. Online Admissions Tests: Admission forms are hosted online; however, entrance test modules and online proctoring are not developed.

13. Education ERP System: There is no full ERP implementation integrating academics, finance, HR, exams etc

14. Plagiarism Checking Tools: Access to Turnitin for plagiarism checking

15. Video Documentation on online public platforms : Google meet and Zoom are used to capture video interactions

16. Social Media based Promotions:Social presence on social media platforms like Linkdin for promotions of university activities and programs

17. Use of ICT:

- ICT tools like smart boards , Projectors are used in teaching learning
- Experimental use of Emerging Technologies (AI, AR/VR, Blockchain, etc.) is underway in select lab

18. Digital Studio for e-Learning: A digital studio is yet to be set up for video lectures, webinars, or promotional media.

19. Video Conferencing:

- SVSU has two video conferencing setups in HVC office and at Conference Room of Administrative Block.
- The VC setup is used for online meetings and video conferences with Ministries, Other organizations, online interview and may other works

Goals for Digital Enablers

- Ensure seamless high-speed Wi-Fi across hostels, classrooms, labs etc
- Alternate ILL for uninterrupted internet services
- Provide the e-Office services to other Government Universities of Haryana
- Increase the userbase of the e-office portal
- Develop single point setup with state of art facilities at Computer Centre.
- Revamp University Website.

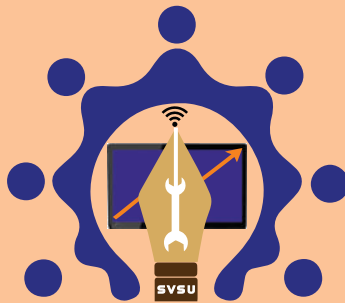
Concluding Note

The Institutional Development Plan of Shri Vishwakarma Skill University (SVSU) serves as a strategic roadmap to position the University as a national leader in skill-based education and innovation. Rooted in the principles of quality, inclusiveness, industry integration, and lifelong learning, this plan outlines a transformative vision aligned with national priorities such as NEP 2020, Skill India Mission, and Atmanirbhar Bharat.

Through a multi-dimensional approach encompassing academic excellence, industry collaboration, infrastructure development, research promotion, internationalization, and administrative reforms, SVSU is committed to building a dynamic and responsive skill ecosystem. The University's pioneering "Earn While Learn" model, emphasis on NSQF-aligned programs, and interdisciplinary curriculum structure uniquely empower students with both employability and entrepreneurial capabilities.

This IDP is not just a strategic document but a living commitment to continuous improvement, outcome-based education, and stakeholder engagement. With defined goals, actionable strategies, and measurable timelines, SVSU aspires to emerge as a global model for skill universities—bridging the gap between education and employment, and contributing meaningfully to India's socio-economic development.

Let this Institutional Development Plan be the catalyst for a resilient, innovative, and inclusive SVSU that nurtures future-ready professionals, thought leaders, and changemakers.



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SVSU

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