
Title of the Practice:

Professional Skills Development Programmes

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Professional Skills Development Programmes

(Internally evolved and self-designed programmes to create a human resource of high caliber, offered by the Institution- a paradigm shift from conventional to Industry/Application)

2. Objectives of the Practice

Modular programmes in the emerging fields offering highly rewarding career opportunities (Initially introduced under value addition, enrichment programmes (2018-19); upgraded to full-fledged Professional skills development course offered from 2019-20)

- 1. International Trade (Export-Import Management):** Operational procedures and practices
- 2. Goods and Services Tax (GST):** Operational procedures and practices

The professional skills development programmes are destined to sensitize the students to cross cutting issues relevant to current pressing concerns both nationally and internationally, such as the creation of creative and divergent competencies, professional skills in emerging and highly rewarding fields- International Trade and Goods and Services (GST) Laws, while pursuing their degree so as to attain holistic development, entrepreneurial capabilities and empowerment of the students; conducted in collaboration with partnering industries, thus, thereby, harnessing on Industry-Institution interface. Moreover, the programmes are designed and implemented in the realization of Fostering global competencies and contribution to National development.

Objectives: Besides the desired programme outcomes (POs), the programmes are destined to meet the following objectives:

1. Inculcating professional skills leading to developing the skilled human resource of high caliber in the field of international trade, GST Laws;
2. Fostering professional skills and competencies so as to enhance employability/ Self-employed professions, entrepreneurs in the emerging and highly rewarding fields, thus, catering to the needs of the economy, society and the country as a whole;
3. Imparting learner centric training with a focus to make them capable of fetching gainful and sustainable job opportunities in the emerging fields of international trade and GST Laws;
4. Preparing the professionals such as Export-Import Managers, GST Practitioners;
5. Preparing for examinations leading to skills in Export-Import Management and GST Practitioner, GST Inspector conducted by Government of India.
6. Preparing for ITS/IAAS/IPTAFS/IES competitive examinations for the coveted government jobs such as IRS, Customs Officers;
7. Strengthening and harnessing the collaborations with potential employers, industry, business establishments by way of conducting the practical oriented session, offering apprenticeships, on the job training and possible placements.

3. The Context

The undergraduate curriculum is basically aimed at attaining the holistic development of students; so as to enable them to either get placed in a job commensurate with their acquired academic credentials (Horizontal

progression) and/or proceed to pursue higher studies in their chosen field (Vertical progression).

However, the conventional degree curricula irrespective of the faculty/discipline are proving irrelevant and obsolete in terms of creating the human resource of the high calibre required by the potential employers/industry in particular and employability/job market in general. Moreover, innovations and creativity are almost missing in degree curricula. There is an apparent mis-match between what is taught and what is demanded by the Industry, business which contribute more than 80% potential employment share. The problem of employability, lack of desirable professional skills among the graduating youths, dearth of professionally trained human resources especially in emerging areas that offer highly rewarding career are omnipresent. Recently, the Government of India has launched One District One Product (ODOP) initiative, to make each district as an export hub, by identifying products with export potential and supporting local exporters/manufacturers. Its objective is, to fuel economic growth through rural entrepreneurship. As a result, India's export is expected to grow by 25-30% per annum in next 3-5 years. Whereas GST Law is introduced at the national level, just 4 years back and is becoming an emerging profession. Given this, Export-Import management in International trade, GST practitioners have been emerging as alluring professions where there is an ever expanding vacuum of professionally skilled human resources.

With a focus to address and overcome these issues, concerns and challenges and harness the emerging opportunities, Institution felt it essential and pertinent to offer professional skill development courses on International Trade and GST Laws, which, besides creating locally available professionals in the rural area where the institution is situated, shall contribute to sensitizing students to cross-cutting issues relevant to the current pressing concerns both nationally and internationally, thus thereby enhancing the

employability, entrepreneurial skills, while pursuing their conventional degree itself.

4. The Practice

The specific practices adopted by the Institute to effectively conduct and implementation of the programmes:

The Course contents of both the programmes are designed jointly by the Institute and the partner industry: Innovative Engineering – Manufacturing and Export Venture, embedding comprehensive concepts, precepts, operational procedures and practices in the field of international trade and GST Law. More importantly, the learning resource material is developed and brought up in the form of TWO comprehensive books; those can also be useful manuals even for the professionals in the respective fields.

The institution has executed 25 MOU's with Industries that includes the Manufacturers' Association of Satara (MAS)- an umbrella body encompassing the manufacturing and exporting sector of the district, Innovative Engineering, Excel Fishnet; which are functional to provide learner-centric education through experimental learning, on-job training & internships to our students; that makes us possible to instilling professional skills among students & faculties to develop skilled human resource of high caliber -a need of our economy, society and the county as a whole. This, the institution's endeavor, is an academic incubation; that has set a unique example for other institutes to follow.

1. International Trade (Export-Import Management): Operational procedures and practices:

Programme Specific Outcome:

1. Successful completion of course clubbed with internship and the job training;

2. Attainment of the desired level of core competencies in the skills imparted under the specific programme;
3. Acceptance by the industry as the interns and prospective employees as Export-Import Manager, Marketing Manager, Logistic Manager, Export-Import Accountant;
4. Capable of self-employed professional as Export-Import Consultant, Customs House Agent (CHA), Forex Professional, Freight Forwarder;
5. Capable of being Entrepreneurs such as Manufacturer Exporter, Merchant Exporter;
6. Successfully passing the skills in Export-Import Management Examination conducted by the Government of India,
7. Successfully cracking the UPSC/SSB competitive examinations leading to coveted government jobs like Commissioner of Customs, Customs Officer.

2. Goods and Services Tax (GST) Laws: Operational procedures and practices

Programme specific Outcome:

1. Successful completion of course clubbed with internship and the job training;
2. Attainment of the desired level of core competencies in the skills imparted under the specific programme;
3. Acceptance by the MSME industries/companies as the interns and prospective employees as Accounts Managers, GST Accountants;
4. Capable of self-employed professionals as GST Practitioners / Consultants;
5. Successfully passing the examination leading to GST Practitioner / Inspector conducted by the Government of India,

5. Successfully cracking the ITS/IAAS/IPTAFS/IES (UPSC) examinations leading to gainful employment as GST Inspector / Sales Tax Officer through Staff Selection/ MPSC.

Eligibility: Any student pursuing graduation irrespective of faculty/discipline showing aptitude and inclination.

Duration: Modular programmes evenly distributed over a span of three years

It is mandatory that Students shall undergo the internship and on the job training to be conducted in collaboration with relevant partner industries, business establishments and prospective employers.

5. Evidence of Success

Perhaps, it is the only institute in the state of Maharashtra offering such distinctive programmes aimed at creating a professionally skilled human resource of high caliber in emerging fields.

With the introduction of self-devised/designed/offered 'Professional Skills development programmes' on International trade, GST Law, which has inept potential to offer enormous entrepreneurial, self-employability opportunities, the Institution, among others, has demonstrated its proactive response towards Digital India Mission, Start-up India Mission, Self-Reliant India Mission as Education, Employability, Employment and Entrepreneurship are the main pillars to build a self-reliant *India*.

Moreover, the institutional initiatives in this regard have direct bearing to towards the realization of most prominent core values; viz. Contributing to national development and fostering global competencies amongst the graduating youths.

Notwithstanding these derived benefits, the following are significantly apparent measurable evidence of success attributed to the introduction of these professional skills development programmes.

1. This has impacted positively on the enrolment graph of the institution, showing an upsurge in enrolment especially in commerce stream in particular and in aggregate enrolment, attracting the students from far and wide- reversing trend from urban to rural institute; the fact can be evidenced from enrolment matrix, showing the enrolment figures before and after the introduction of the programmes:

Table shows significant rise in enrolment to B.Com.

Year-wise enrolment of Faculty of Commerce (B. Com)			
Academic year	Student Enrolment	Actual rise in enrolment as compared to 2019-20	In percentage
2018-19	54	--	--
2019-20	36	(-)18	--
2020-21	79	43	119%
2021-22	75	39	108%

Table shows upsurge in overall enrolment

Year-wise overall Enrolment			
Academic year	Student Enrolment	Actual rise in enrolment as compared to 2019-20	In percentage
2018-19	494	--	--
2019-20	504	--	--
2020-21	586	82	16%
2021-22	732	228	22%

2. The following matrix demonstrates the specific outcome emanated out of these internally evolved professional towards making the graduating students employable even at the initial stage.

3.

Programme	Year-wise Registered Students	No. of Students successfully completing the course	No. of Students placed	Percentage
International Trade (Export-Import Management)	2018-19 2019-20 2020-21	10	7	70%
GST Law	2018-19 2019-20 2020-21	15	14	93%
	Total	25	21	84%

6. Problems Encountered and Resources Required

An organization can succeed only if it adopts new ways of thinking and creates its own innovation culture. The institution has launched these programmes in active collaboration of partner industries specialised in the relevant field.

As for the International trade and GST Laws programmes, the institution did not encounter any problem in conceiving, devising, conducting the programmes by way of sharing the expertise and resources. The reason is attributed to the institution's association with Innovative Engineering-manufacturing & Export Venture, of highly critical product, Fishing Net Machine- as partner industry; which has an overseas business engagement with 23 leading countries including world's top 3 Corporate groups, by outcompeting, Japanese manufacturers; where all procedures and practices in the domain of international trade, overseas export-import operations, Tax procedures are routinely done. This has offered a unique opportunity for the students to learn and practice.

Owing to its encouraging success even in the initial stages, the institution intends to expand the scope of these professional skills development programmes by upgrading them to the level of degree programmes in an autonomous setup for which the institution is aspiring in near future.

7. Notes (Optional)

Besides these skill development programmes, the institute is offering modular programmes under value addition/enrichment programmes on:

- a. Stock Exchange, Securities and Mutual Funds: Operational procedures and practices *for slow and average learners*,
- b. The preparatory course leading to Chartered Accountant (CA), Certified Management Accountant (CMA), Chartered Financial Analyst (CFA),
- c. The preparatory course leading to the Joint Admission Test for Masters (IIT JAM) *particularly for the advanced learners desirous of pursuing higher studies from national institutions of high repute immediately after completion of their degree programme.*

In line with the institutional continued academic incubations, adding internally evolved and self-designed modular programmes on Intellectual Property Rights, Metal Chemistry are on the offing.

The institutional initiatives towards the introduction of these highly distinctive professional skills development programmes are aligned with the predominant features envisaged in the recently announced New Education Policy, 2020; which promotes the integration of mainstream education with vocational education & industry, business-focused approach; creating entrepreneurship oriented programmes that will lead to entrepreneurial revolution; with a focus on research & innovation by setting up industry-academic linkages, start-up incubation centres and technology development centres.



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