






## CAPABILITY ENHANCEMENT POLICY

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Capability enhancement policy typically refers to a structured approach or framework adopted by institution improve the skills, knowledge, and abilities of their students. Here's how such a policy might be outlined:

1. **Objectives:** Clearly state the goals and objectives of the policy. This could include enhancing students' skills to meet industry demands, fostering innovation, improving professional and personal growth etc.
2. **Identification of Needs:** Assess the current capabilities and identify areas where enhancement is necessary. This could be done through skills assessments, stakeholder's feedback or surveys.
3. **Training and Development Programs:** Implement programs to address identified needs. These may include:
  - ❖ **Training Workshops and Seminars:** Conducting workshops on soft skills, communication and specific analytical skills or topics relevant to the organization's goals.
  - ❖ **Continuing Education:** Supporting students in pursuing further education or certifications.
  - ❖ **Leadership Development:** Programs to develop leadership skills at various levels within the organization.
  - ❖ **Employability Training:** Providing opportunities for students to learn skills outside their immediate job roles.
4. **Resource Allocation:** Allocate resources such as budget, time, and personnel to support training and development initiatives.





5. **Monitoring and Evaluation:** Regularly monitor the effectiveness of the capability enhancement programs. This may involve feedback from participants, assessment of skill improvements, and alignment with institutional goals.
  
6. **Flexibility and Adaptability:** Ensure the policy is flexible enough to introduce programs as per the changing professional needs, technological advancements, and market conditions.
  
7. **Communication and Transparency:** Communicate the policy clearly to all stakeholders and ensure transparency in its implementation and outcomes.

Overall, a capability enhancement policy aims to build skilled pharmacy graduates capable of meeting current and future challenges in a competitive professional environment.

