

INSTITUTIONAL DEVELOPMENT PLAN

(IDP)

DURATION: 2026-2031

SUBMITTED TO

**Department of Technical Education
Government of Gujarat**



PREPARED BY

Government Polytechnic, Bhuj

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1. Executive Summary

1.1 Brief Overview about Institute

Government Polytechnic, Bhuj established in the 1988, is the only Government Polytechnic Institute in the region of Kutch. It is approved by AICTE and affiliated with Gujarat Technological University (GTU). It offers five diploma engineering programs, viz. Civil, Computer, Electrical, Mechanical and Mining engineering. All the five branches are NBA accredited up to 30/06/2028. The Institute focus on excellence in education and also engage with the community through sustainable development program. The institute invites students to be parts of its mission to create a better future.

1.2 Institutional Profile

- Year of Establishment: 1988
- Type (Government/Aided/Private/PPP): GOVERNMENT
- Affiliating University: GUJARAT TECHNOLOGICAL UNIVERSITY
- Principal/Director Name and Contact: Dr. G V LAKHANI, 9428546433
- NAAC/NBA Accreditation Status: NBA ACCREDITED
- AISHE Code: C-56
- Website: www.gpbhuj.ac.in

1.3 Institute Vision & Mission

Institute Vision Statement:

Produce competent diploma engineers to serve industry and society.

Institute Mission Statements:

1. Impart technical knowledge and skills through a dynamic learning environment.
2. Mobilize institute resources for co-curricular and extra-curricular activities.
3. Create strong institute-industry linkages to enhance students' employability and entrepreneurship

1.4 Institutional Core Values

Core institutional values of Government Polytechnic, Bhuj reflect the principles that guide our vision, mission, educational philosophy, and professional commitments. These values shape the institution's culture, influence decision-making, and define the expectations for students, faculty, and staff.

Following are core institutional values.

Integrity

- Committed to upholding the highest standards of transparency, fairness and ethical practices in teaching- learning activities.
- Emphasizing a deep sense of professional ethics in diploma students to ensure they prioritize safety, honesty, and compliance in their future engineering careers.

Inclusiveness

- Creating an inclusive environment where everyone has equal opportunities to succeed.
- Encouraging continuous improvement for qualitative teaching.

- Providing high-quality technical education to diploma students from diverse socio-economic backgrounds, particularly across the rural landscapes of the Kutch region.
- Actively promoting and supporting female enrollment in non-traditional engineering fields (such as Mechanical and Mining Engineering) through the Women Development Cell (WDC).

Innovation

- Motivate the students for curiosity, critical thinking, and problem-solving.
- Encouraging students for real-world engineering solutions rather than conventional textbook methodologies.
- Promoting sustainable development and environmental friendly solution
- Develop a mind-set for entrepreneurship through the Student Start-up and Innovation Policy.

Sustainability and Social Responsibility

- Promoting green campus practices, water conservation, and eco-friendly engineering projects in harmony with the unique ecology of the Kutch region.
- Utilizing student bodies like the NSS and NCC to address local community needs, disaster management awareness, and rural development.

1.5 Summary of Key Initiatives in the IDP

The Institutional Development Plan (IDP) of Government Polytechnic, Bhuj, outlines a strategic roadmap aimed at enhancing academic excellence, research capability, industry relevance, and student outcomes.

Academic and Infrastructure Improvement

- Achieving and maintaining present status of accreditation of all five core diploma branches.
- Adoption of outcome-based education (OBE) and curriculum alignment with industry needs.
- Running State Level Short Term Training Program (STTP) to upscale teaching methods and technical expertise.
- Modernization of laboratories, classrooms, and computing facilities.
- Expansion of library resources, Wi-Fi connectivity, and common infrastructure.

Kutch Region Industrial Integration & Placement.

- Arranging field visits, expert guest lectures, and continuous training with localized industrial giants like Ashapura Minechem Ltd, Mother Dairy etc.
- Incorporating soft skills training under Finishing School, and RUSA workshops to elevate technical diploma holders.
- MoUs with industries for internships, Expert/Guest lectures, and Industrial visits.
- Promotion of live industry projects and mentorship by professionals.
- Strengthening of placement cell and alumni engagement for career development.

Innovation, Start-ups and Entrepreneurship

- Deploying financial and structural resources through a dedicated start-ups cell to fund student prototypes, intellectual property development, and patents.
- Encouraging extensive group participation in state-level technical competitions and GTU innovation forums.

Community and Sustainable Development

- Initiatives to apply engineering solutions for local and rural development.
- Promoting student leadership through active on-campus units including the NCC, NSS, Gymkhana Cell, and the Environment Protection Cell.

2. SWOC Analysis

Strength

- Vision, Mission statements are well defined and disseminated.
- Infrastructure facilities are satisfactory.
- College is offering education at nominal fees.
- Good facilities for co-curricular and extra-curricular activities.
- Faculty qualification, faculty retention and FDPs is good.
- Adequate and well equipped classrooms.
- Adequate and well equipped workshop and laboratories to meet the curriculum requirement.
- Each program having separate building with internet and Wi-Fi facility (Dedicated Infrastructure for each program)
- Large and Spacious Campus area.
- Availability of Hostel facility.

Weakness

- There is no any technical man power, laboratory assistant, store keeper, registry person, librarian and account officer.
- There is only one admin person in the institute.
- Placement of students in industries is quite low.
- Majority of the students are preferring for higher studies.

Opportunities

- Only Government Polytechnic in the Kutch Region as well as Kutch is progressive towards green energy and many industries will likely to come in near future.
- The college has been awarded significant projects such as RUSA (Rashtriya Uchchatar Shiksha Abhiyan), SSIP (Student Startup and Innovation Policy) and Finishing School which provide funding, resources, and recognition to support academic and research excellence.
- There is a wide scope for the industry connect and MoUs.

Challenges

- Excessive Non-Academic Work for Faculty.
- Enrollment and drop out ratio.
- Modernization of labs as per industry needs.

3. Institutional Goals and Objectives (Aligned to NEP-2020)

Here are the Goals of Government Polytechnic, Bhuj, divided into short-term, medium-term, and long-term objectives. These align with common institutional development priorities like improving quality, infrastructure, employability, and recognition.

3.1 Short-term goals (1-2 Years)

Academic excellence by Teaching-Learning.

Improve academic delivery through faculty development programs, use of ICT tools, and curriculum enrichment activities.

Increase Student Engagement

Motivate the student for active participation in project expo, hackathons, technical events and societal activities.

Skill Development and Employability.

Organize expert lectures, industrial visits, and internships to bridge the gap between academia and industry.

Improve Students Data mapping.

Register 100% of eligible students on the Academic Bank of Credits (ABC) portal.

Entrepreneurship and Innovation

Prepare and plan awareness program for active participation in government schemes like Finishing

School, SSIP, and RUSA projects.

3.2 Medium-term goals (3–5 years)

Holistic Education ecosystem

Incorporate mandatory credit-earning courses in Indian Knowledge Systems (IKS), highlighting local sustainable crafts and the climate-resilient historic architecture of Kutch.

Industry Integration & Regional Employability

Collaborate with reputed institutions and industries to Secure internship MoUs to guarantee a minimum 6-month continuous industrial apprenticeship model for final-year students.

Improve feedback system

Implement 360-degree feedback system as per AICTE.

Sustainable Infrastructure & Green Campus

Implement an integrated smart rainwater-harvesting network and greywater recycling facility to combat the arid water challenges of the Kutch region.

Competent faculties

Improving the faculty competency in terms of academic proficiency, communication skills, administrative efficiency and professional skills.

3.3 Long-term goals (5+ years)

Develop Smart and Sustainable Campus

Expand campus infrastructure sustainably with smart classrooms, energy-efficient systems, green initiatives, and digital governance.

Academic Success

Supporting overall academic success of students including Enrolment, Retention, timely completion of the Graduation courses.

Expand Placement and Career Services

Build strong relationships with industries, soft skills development, and career guidance services to improve an employment/Placement opportunity for students. Also promoting self-employment/entrepreneurial skills among aspiring students.

Institutional Autonomy & Progression towards Degree-Granting Status.

Attain complete academic, administrative, and financial autonomy under UGC and AICTE guidelines.

Establish Research and Development Ecosystem

Encourage faculty and student research, apply for funded projects, publish papers, and develop patents.

Transform into a Regional Hub for Technical Education.

Become a leading institute in the Kutch region through excellence in academics, research, innovation, and community service.

4. Key Focus Areas

4.1 Academic Excellence

OBJECTIVE

Improve quality through modern teaching and industry-relevant curriculum.

KEY STRATEGIES & TIMELINE

- Implement Outcome-Based Education (OBE) across all departments – 2026–2027
- Launch electives in AI, IoT, Cloud, EV, etc. – 2026–2028
- Integrate Project-Based Learning (PBL) – 2026–2028
- Adopt flipped classroom methods and peer learning – 2028–2031

Departments: All

4.2 Research and Innovation

- Research and Innovation

OBJECTIVE

Build a research ecosystem at diploma level.

KEY STRATEGIES & TIMELINE

- Establish R&I Cells in all departments – 2027
- Encourage participation in national hackathons – 2026–2031
- Apply for SSIP funding for student projects – 2027–2030

Departments: All

4.3 Faculty Development

OBJECTIVE

Upgrade faculty skills through continuous learning.

KEY STRATEGIES & TIMELINE

- Organize annual FDPs on emerging technologies – 2026–2031
- Encourage faculty to complete NPTEL, SWAYAM, MOOCs – 2026–2030
- Arrange industry exposure and training visits – 2027, 2029, 2031
- Promote publication, patents, and research seminars – 2027–2031

Departments: All

4.4 Infrastructure Development

- Infrastructure Development

OBJECTIVE

Develop modern learning spaces and labs.

KEY STRATEGIES & TIMELINE

- Develop smart classrooms and seminar halls – 2027–2030
- Upgrade and establish specialized labs (AI, ML, CNC, IoT) – 2027–2030
- Ensure accessibility and sustainability in infrastructure – 2028–2031

Departments: All

4.5 Industry Collaboration

- Industry Collaboration

OBJECTIVE

Strengthen academic-industry linkages.

KEY STRATEGIES & TIMELINE

- Sign MoUs with nearby industries – 2026–2028
- Launch structured internship and mentorship programs – 2026–2031
- Conduct expert lectures and industrial workshops annually – 2026–2031
- Involve industry in curriculum reviews and project evaluations – 2028–2031

Departments: All

4.6 Student Support and Employability

- Student Support and Employability

OBJECTIVE

Prepare students for the workforce and entrepreneurship.

KEY STRATEGIES & TIMELINE

- Conduct soft skill and communication workshops – 2026–2031
- Organize entrepreneurship awareness camps – 2026–2029
- Facilitate placement drives and mock interviews – 2026–2031
- Guide students for higher studies and competitive exams – 2027–2031

Departments: All

4.7 Digital Transformation

- Digital Transformation

OBJECTIVE

Digitize education and administration.

KEY STRATEGIES & TIMELINE

- Integrate MOOCs into the regular curriculum – 2026–2031
- Promote blended and hybrid learning environments – 2028–2031
- Install high-end computing infrastructure (servers, labs) – 2027–2029
- Digitize attendance, assessments, and academic records – 2027–2029

Departments: All

4.8 Sustainability and Green Campus Initiatives

- Sustainability and Green Campus Initiatives

OBJECTIVE

Create an eco-friendly, responsible campus.

KEY STRATEGIES & TIMELINE

- Organize energy conservation awareness drives – 2026–2031
- Install solar panels and conduct green audits – 2027–2030
- Launch waste segregation and water conservation campaigns – 2027–2029
- Collaborate with NGOs on environmental projects – 2027–2031

Departments: Civil, Electrical,

4.9 Promotion of Knowledge of India

- Promotion of Knowledge of India

OBJECTIVE

Install cultural and constitutional values.

KEY STRATEGIES & TIMELINE

- Add Indian Constitution and Environmental Ethics to curriculum – 2026–2027
- Organize seminars on Indian innovation and history of science – 2027–2031
- Celebrate Indian knowledge systems through themed events – 2026–2031
- Conduct yoga, meditation, and value education sessions – 2027–2031

Departments: All

5. Action Plan / Implementation Strategy

The following action plan organizes key initiatives by objective, activities, responsibility, timeline, budget, performance indicators, and review cycle.

Objective	Key Activities	Responsible	Timeline	Estimated Budget	Key Performance Indicators (KPIs)	Review
AI/ML Lab Setup	Lab equipment procurement and commissioning	HODs	2027–2029	₹10–15 Lakhs	Lab functionality, student engagement	Annual
Introduction of New Electives (AI, EV, IoT, etc.)	faculty training	Dept. Coordinators	2027–2029	–	No. of new courses, student enrollment	Annual
Research & Innovation	Innovation cells, SSIP proposals, hackathons,	T&P Cell, All Departments	2026–2031	₹5–10 Lakhs/department	Funded projects, hackathon entries, SSIP grants	Annual
Green Campus Initiatives	Environmental awareness programs, green audits	NSS Unit, Faculty	2027–2031	₹1 Lakh/year	No. of events, measurable environmental improvements	Annual
Faculty Development	FDPs, MOOCs (NPTEL, Coursera), ATAL, industry exposure	HODs, Principal	2026–2031	₹1 Lakh/department/year	FDPs/faculty/year, MOOCs completed, industry visits	Semester
Academic Excellence	OBE, PBL, MOOCs integration, blended learning	All Departments	2026–2031	Included in dept. budgets	No. of electives, % PBL use, % MOOCs completion	Annual
Infrastructure Development	Lab modernization, smart classrooms	All Departments	2027–2031	₹6+ Cr (cumulative)	Labs/classrooms built, usage metrics	Annual

Objective	Key Activities	Responsible	Timeline	Estimated Budget	Key Performance Indicators (KPIs)	Review
Industry Engagement	MoUs, internships, mentorships, expert lectures	T&P Cell, All Departments	2026–2031	Operational (Minimal)	MoUs signed, internship %, industry sessions held	Annual
Student Support & Employability	Soft skills training, placements, entrepreneurship	All Departments	2026–2031	₹5–10 Lakhs/year	Placement, trainings conducted; start-ups supported	Annual
Digital Transformation	Smart classrooms, LMS integration, e-pedagogy	All Departments	2026–2031	Part of infra budget	LMS usage, smart board adoption, digitized content usage	Annual

6. Monitoring and Evaluation

6.1 Mechanism for Tracking Progress

Online and Offline Monitoring

To ensure accountability and transparency, the institution will adopt a hybrid tracking system combining digital dashboards and on-ground documentation:

- Annual Submission of Progress Reports by all departments to the Principal and Institutional IDP Monitoring Committee.
- Digital Dashboards will track KPIs such as lab upgrades, faculty development programs (FDPs), student placements, and course additions.
- Semester-wise Reports on MOOC completion from SWAYAM, NPTEL platforms.
- Department-level Records maintained for infrastructure, academic activities, outreach events, and financial documentation.
- Teaching and Learning Logs to capture innovations like flipped classrooms and Problem/Project Based Learning (PBL) usage.

Internal Audit Mechanism

- Scheduled Departmental Audits will be conducted in 2026, 2028, and 2030.

Evaluation will include:

- Use of structured checklists based on IDP deliverables.
- Stakeholder feedback from students, faculty, and industry on infrastructure, pedagogy, and outcomes.
- Physical verification of infrastructure and lab functionality.

6.2 Mid-term Review and Feedback Loop

Review Timeline

- Mid-Term IDP Review will be conducted in 2027, including:
- Summary of achievements and pending milestones.
- Documentation of gaps and implementation of corrective actions.

Annual KPI Review Schedule

- June – Labs & Pedagogy
- March – New Electives & Curriculum Enhancements
- July – Placement & Internship Progress
- November – Outreach and Social Responsibility Programs

Feedback Mechanism

Regular feedback will be gathered and acted upon to support continuous improvement:

- Faculty: Training needs, curriculum suggestions, teaching tools.
- Students: Satisfaction with academic delivery, infrastructure, digital platforms.
- Industry: Skill alignment, internship experiences, employability feedback.
- Action Taken Reports (ATRs) will be prepared annually to document implemented changes.

6.3 Stakeholder Involvement

Internal Stakeholders

- Heads of Departments (HODs): Lead departmental implementation and monitoring.
- Faculty: Submit progress reports, engage in feedback and review processes.
- Students: Participate in semester feedback, student council discussions.
- Administrative Staff: Support logistics, finance, and documentation.

External Stakeholders

- Industry Partners: Provide inputs via MoUs, mentorships, and expert sessions.
- NGOs and Community Representatives: Collaborate in outreach, green campus initiatives, and social programs.
- Alumni: Contribute through mentorship, guest lectures, and placement support.

6.4 Common Key Performance Indicators (KPIs)

KPI Metric	Review Frequency	Evaluation Method
Number of upgraded & functional labs	Annually (June)	Physical verification, lab usage logs
FDPs completed per faculty	Semester-wise (Dec/June)	Certificates, FDP attendance records
New electives introduced	Annually (March)	Academic board and curriculum committee records
Use of PBL Flipped Classrooms	Annually (June)	Teaching logs, peer/class observation
Internship placements (%)	Annually (August)	Placement records, company feedback
MoUs & industry interactions	Annually (December)	Signed documents, event and visit reports
utreach beneficiaries reached	Annually (November)	Event reports, feedback forms
Year-on-Year placement improvement (%)	Annually (July)	T&P analytics and reports
MOOCs completion (%)	Semester-wise (May/Nov)	Verified platform certificates (SWAYAM/NPTEL etc.)

7. Risk Management

7.1 Identification of Key Risks

Category	Potential Risks
Academic	- Low student enrollment in certain programs- Lag in curriculum updates
Infrastructure	- Delays in lab/classroom upgrades- Budget overruns in construction projects
Supporting Staff	- Shortage of supporting staff (technical and administrative) in institute
Student Performance	- Decline in placement rates- Low participation in internships/MOOCs
Technology Adoption	- Inadequate IT infrastructure- Low adoption of digital teaching tools
Community Outreach	- Poor participation in social responsibility programs

7.2 Mitigation Strategies

Risk Area	Mitigation Strategy
Academic	Periodic curriculum review committees- Introduce trending electives (AI, EV, ESG, etc.)
Infrastructure	Prioritize high-impact upgrades- Establish project milestones and monitoring committees
Faculty	Regular FDPs and certifications- Introduce faculty recognition and retention programs
Student Performance	Strengthen career guidance cells- Make internships and MOOC credits part of academic requirements
Technology Adoption	Budget allocation for digital tools- Train faculty on LMS, smart boards, blended teaching
Industry Collaboration	Activate MoUs with joint projects/events- Build an Industry Advisory Board (IAB)
Community Outreach	Collaborate with local NGOs- Align outreach with student activities (e.g., NSS, tech camps)
Administrative	Implement ERP systems for planning and tracking- Regular compliance reviews with AICTE/GTU norms

8. Budget and Financial Plan

8.1 Detailed Financial Requirements

Laboratory Development

Department	Proposed Lab Developments	Estimated Cost
Mechanical	Robotics, Advanced Manufacturing system (CNC, 3D printer), etc.	₹53.4 Lakhs
Civil	High-tech testing equipment (DGPS, COD/BOD, etc.)	₹17.95 Lakhs
Electrical	Electrical Machines Lab, Upgrades across all labs with panels and ICT	₹10 Lakhs (approx.)
Computer	AI/ML Lab, Cybersecurity upgrades, IoT kits, High-end GPUs/Servers	₹15 Lakhs (approx.)
General	Physics, Chemistry lab enhancements, Language Lab setup	₹12 Lakhs
Total Estimated	Total Estimated	₹ 108.35 Lakhs (~₹1.08 Cr)

Smart Classrooms and ICT Upgrades

Department	Smart Classroom Upgrades	Estimated Cost
Mechanical	Smart boards, seminar hall with AV, AC systems	₹18 Lakhs
Civil	Smart classroom and seminar hall	₹4 Lakhs
Electrical	Smart classrooms planned over multiple years	₹5–6 Lakhs
Computer	LMS integration, smart classroom setup	₹5–6 Lakhs
General	Language lab network setup with software	₹10 Lakhs (shared)
Total Estimated	Total Estimated	₹ 42–45 Lakhs (~₹0.45 Cr)

Faculty Development and Training

Activity	Estimated Annual Cost	Total (2025–2030)
FDPs, Industry Visits, MOOCs (Mechanical, Civil, Electrical, Computer, Mining, General)	₹1 Lakh/Dept./Year x 5 Departments	₹ 25 Lakhs
Additional specialized training programs (AICTE ATAL, NPTEL sponsorships)	Included above	–
Total Estimated	Total Estimated	₹ 25 Lakhs

Outreach and Community Initiatives

Programs	Estimated Cost
Boot camps, Rural Awareness, CSR Drives	₹1 Lakh/year
Thalassemia Testing, Digital Literacy	₹1 Lakh/year
Total (2026–2031)	₹ 10 Lakhs

Equipment for Digital Transformation

Category	Estimated Cost
High-end Computing (Servers, IoT kits, Networking – Computer Dept.)	₹5–10 Lakhs
LMS Platform Setup & Faculty Training (all depts.)	Included in FDP
Total Estimated	₹5–10 Lakhs

Summary of Budget Estimates

Component	Estimated Total Cost
Laboratory Development	₹1.08 Crores
Smart Classrooms & ICT	₹0.45 Crores
Faculty Development & FDPs	₹0.25 Crores
Community Outreach	₹0.05 Crores
Digital Transformation	₹0.10 Crores
Grand Total (Approx.)	₹ 1.93 – 2.0 Crores

8.2 Sources of Fund

Source	Expected Contribution
Government (State/DTE/AICTE Grants)	Primary funding source
TEQIP or AICTE-ATAL Schemes	FDPs, Lab Development
Institutional Funds	Smart classrooms, minor upgrades
CSR Contributions from Industries	Equipment, outreach, MoUs
Alumni and Community Support	Events, training sponsorships

8.3 Sustainability Plan

Strategy			Implementation
Phased Planning	Expenditure		Spread capital investments like solar panels, rainwater harvesting, and green landscaping across 5 years to reduce upfront financial pressure.
Recurring Generation	Revenue		Introduce fee-based short-term certificate courses on sustainability, environmental testing services, and eco-tech consultancies through existing infrastructure.
Efficient Resource Utilization			Promote inter-departmental sharing of upgraded labs (e.g., Energy Lab, Environmental Lab) and centralized utility systems like rainwater harvesting.
Performance-Based Mobilization	Fund		Apply for grants under SSIP, AICTE Green Campus, and GTU environmental schemes based on performance metrics like outreach, innovation.
MoU-Driven Support			Approach industry partners for CSR-based funding and equipment support through MoUs—targeting solar kits, waste segregation bins, and plantation drives.
Internal System	Fund Allocation		Activate the institute’s Budget Committee to review and reallocate underutilized funds towards green initiatives, especially in non-lab-heavy departments.
Community Collaboration	and	NGO	Engage NGOs for support in plantation, e-waste collection, and awareness drives—especially for events and rural outreach.
Student and Engagement		Faculty	Encourage eco-club activities, SDG-aligned projects, and green research ideas to justify internal investments and improve eligibility for government funds.
Cost-Efficient Approach		Design	Use local materials, native plants, and energy-efficient equipment to reduce long-term operational costs of sustainability projects.
Sustainability Integration	Awareness		Include sustainability modules in curriculum and workshops to reinforce value and institutionalize eco-conscious behavior among students and staff.


 Principal
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