



INSTITUTIONAL DEVELOPMENT PLAN (IDP 2023-2033)

As part of the implementation of National Education Policy-2020

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1. Institutional Basic Information

1.1. Institutional Profile:

Name of the Institution	Goa College of Hospitality and Culinary Education					
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NAAC Accreditation Status	1 st Cycle:		Grade:		2 nd Cycle	
	3 rd Cycle		Grade:		4 th Cycle	
NIRF Ranking	2020-21:		2019-20:		2018-19:	
UCG Recognition	2(f)		Yes		No	
	12 B		Yes		No	
NBA accreditation	Yes		No			
Financial Status	Government /Aided:			Self-Finance: Self-Finance		
Under National Education Policy (NEP 2020), would your institute prefer to be:	i. Constituent college of the State University ii. Autonomous degree granting College. iii. Part of Higher-educational institution (HEIs) cluster.					

1.2. Institutional SWOC Analysis

Strengths:

- Location: Goa is a popular tourist destination and the college is located in a prime area, which can attract students from across the state, country and abroad.
- Quality of Education: The College offers a comprehensive curriculum that covers various aspects of hospitality and culinary education and is affiliated with Goa University. The faculty is experienced and knowledgeable, and the college has the basic facilities to provide practical training to students.
- Industry partnerships: The College has collaborations with various hotel chains providing students with ample opportunities for internships and job placements.
- Cultural Exposure: Goa is known for its diverse culture and cuisine, and the college offers students the chance to learn and explore these aspects, which can give them an edge in their careers.
- Goodwill: Goodwill is grounded in the brand name of Fomento Resources and their supportive encouragement ensures good governance. The Alliance's sincere commitment to relationships with students, families and teachers is reflected in their educational activities.

- Internships and Placements: Internships and Placements at leading starred hotels in India and abroad. Students are placed through campus recruitments. Students can also pursue higher studies or take up entrepreneurship enterprises.
- University Affiliation: The Institute provides a degree in BBA in Hospitality and Culinary Management, affiliated to the Goa University.
- Qualified faculty: The program provides knowledge and skills required by aspiring Hospitality professionals, by qualified faculty who have had industry experience.
- Industry interface: The advantage of being located in the premises of two Five Star Deluxe, Taj managed properties, is advantageous to student learning and development.
- Regular guest lectures by Industry professionals provide students valuable inputs about what it takes to be a success in the industry.

Weaknesses:

- Limited course offerings: The College currently offers only a few courses, which may limit the options available for students.
- Limited Infrastructure: The College has a limited infrastructure compared to other hospitality and culinary education institutes.
- Funding: Procuring financial funding / schemes from government for development projects is difficult as this is a self-financing institute.
- Consultancy services: Consultancy services to government bodies or corporates in the field of hospitality yet to be developed.
- Faculty development: Teaching faculty yet to acquire PhD degrees and some yet to obtain NET/SET.
- Research and Innovation: Research publications yet to be published in Scopus/UGC care Journals. Absence of number of patents filed/ published/ incubation centre facilities in the institute
- Academic flexibility: Curriculum lacks flexibility.
- Intake: Student strength is not to full capacity of seats allotted.
- Absence of a substantial, widespread presence in the outside community

Opportunities:

- Expanding Course Offerings: The College can consider adding more courses and programs to attract a wider range of students.
- Regional and National Exposure: The college can leverage its location to showcase its offerings and attract students from across India.
- National & International Collaboration: Potential to develop linkages, MOU's and multidisciplinary collaborations with national and international educational institutes / universities and starred hotels to offer students a global exposure to the hospitality and culinary industry
- Add on Courses: Value added add on/lateral courses can be introduced (MOOC and Certificate courses)
- Contribute to sustainable development: By incorporating sustainability into the curriculum, adopt sustainable practices in its operations. This can include using renewable energy, reducing waste, recycling, conserving water and electricity, and promoting local and organic products, organizing community outreach programs, supporting local businesses, and raising awareness about environmental issues.
- Strengthen its alumni network: Organize regular events, such as alumni dinners, reunions, or networking sessions, create an online community or platform, such as a dedicated social media

group or website, where alumni can connect with each other and the institute, share job opportunities, industry updates, and stay updated on the institute's latest news and events. The alumni can play a vital role in promoting the institute and contributing to its initiatives, such as fundraising, sustainability, and social responsibility.

- **Mentoring programs:** The institute can establish mentoring programs that pair experienced industry experts & alumni with current students or recent graduates, providing them with guidance, support, and career advice.
- **Faculty development:** Incentives for professional faculty development programme and for research paper presentations, seminars and publications may be encouraged. Support in terms of financial and academic resources to enable faculty to submit project proposals and approach funding agencies for mobilizing resources for research
- **Develop an institute – industry interface / collaboration:** For learning and development. Institute has scope for interdisciplinary research, strong industry –institute interface and get support from various forums like Council on Hotel, Restaurant & Institutional Education (CHRIE), Hotel and Restaurant Association (Western India), Sundheit Karlek Ålder Lyka (SKAL).
- **Incubation Centre:** Development of an Incubation centre where all new ideas, programs and innovations can be fostered. It can also serve as a platform for young entrepreneurs to accelerate the rate at which they can learn core elements of business planning, by providing informational interchanges, technical and management assistance, seminars and workshops.
- **Organise Events:** Opportunities to build and enhance entrepreneurial skills and experiential learning through theme nights, banquets, cultural nights and mega events.

Challenges:

- **The requirement of 5 acres of unencumbered land as per guidelines stipulated in SC 1 (iii) (a)** will need to be revisited as this requirement in a small state of Goa is not easy to meet.
- **Competition:** Virtual competition & local competition from institutes
- **Qualified Academicians:** University qualifications required for teaching staff is not compatible. Hospitality is an area with skill development, but academically qualified staff with NET/SET/PhD is a requisition of a university. So we are losing out on the valuable expertise of hospitality personnel.
- **Changing Trends:** The industry is constantly evolving, and the college needs to keep up with the latest trends and technology to remain relevant.
- **Unstructured implementation of NEP:** The NEP has introduced several new policies and initiatives, which may not have clear guidelines for implementation
- **Student readiness:** The NEP introduces new approaches to learning, such as experiential and project-based learning, which require students to be more self-directed and motivated. However, many students may not be prepared for this kind of learning, and the institute may need to invest in additional support systems to help students make this transition.
- **Student's perception on Hotel management jobs:** Students may be reluctant to study hotel management. Some possible reasons are perception of low-paying jobs, long working hours, physically demanding work, lack of understanding about the industry, limited career growth opportunities and perceived lack of prestige which may discourage some students from pursuing it as a career option.
- **Economic Slowdown:** A slowdown in the economy may affect the industry, and consequently, the job prospects for students.

Institutional Development Plan (for at-least next 10 years)

2.1. Vision

We aspire to become a forerunner in providing education that creates Professionals for the hospitality industry through experiential learning, sustained engagement and impartation of contemporary knowledge.

2.2. Mission

To handcraft professionals for the industry by equipping them with knowledge, skills, attitudes and abilities to forge a career in Hospitality.

2.3. Goals and Objectives

- To offer exceptional hospitality education that meets global standards within the state of Goa.
- To attract and retain high-quality faculty members who are experts in their respective fields and can deliver cutting-edge knowledge and practical skills to students.
- To establish strategic partnerships with leading hospitality and culinary institutes and companies globally, to enhance the college's reputation, provide opportunities for student exchange programs, and facilitate internships and job placements.
- To develop and implement innovative and practical training programs that meet industry standards and equip students with the latest skills, knowledge, and technology to excel in the hospitality and culinary industry.

2.4. Executive Summary

- Quality Education can only be accomplished if faculty are qualified and conscious of the need to provide contemporary educations and creates ambassadors for hospitality excellence.
- The need to train in organizations that are categorized in the Five Star Deluxe industry is emphasized so that learning that is imparted in the classroom and learning acquired in the industry are uniform.
- To meet our objective of student placements in reputed Hospitality organizations.

2.5. Developing Motivated and Energized Faculty

- Appoint well qualified and experience faculty as per UGC guidelines and the appointments approved by Goa University. To encourage existing faculty to prepare well for NET/SET Exams by providing materials/library resources for various subjects.
 - Develop an attractive compensation package: The institute needs to develop a compensation package that is competitive and appealing to potential faculty members. This should include salaries, benefits, and other incentives that will make the institute stand out from other institutions.
 - Build a strong brand: The institute should work on building a strong brand that is recognized for its commitment to academic excellence. This can be achieved through various initiatives, such as research publications, collaborations with other institutions, and partnerships with industry leaders.
 - Create a supportive work environment: The institute should create a supportive work environment that promotes collaboration, innovation, and professional growth. This can be achieved through initiatives such as providing resources for research and development, offering opportunities for professional development, and creating a culture of mentorship.
 - Offer incentives for research and publication: The institute should offer incentives for faculty members to engage in research and publication activities. This can include providing resources for research, offering release time for research activities, and recognizing faculty members for their research achievements.
 - Develop a faculty exchange program: The institute should develop a faculty exchange program that will allow for the exchange of faculty members with other institutions. This will help to build relationships with other institutions and provide opportunities for faculty members to learn from experts in their respective fields.
 - Provide opportunities for community engagement: The institute should provide opportunities for faculty members to engage with the local community. This can include initiatives such as community outreach programs, collaborations with local businesses and organizations, and participation in community events.
- By implementing this action plan, the institute will be able to attract and retain high-quality faculty members who can deliver cutting-edge knowledge and practical skills to students, contributing to the overall academic excellence of the institution.

2.6. Teaching, Learning and Education Technology

- The methods used are diverse and range from Lectures, Discussions, Role plays, Assignments, Projects, Visual aids to Working models, Presentations, Industry exposure, Industry expert address, Study tours etc., are all used to facilitate learning and development among students.
- Develop a training curriculum that is industry-specific, practical, and innovative. The curriculum should cover all the necessary skills and knowledge required by the industry, including food safety, customer service, and kitchen management.
- Use the latest technology, such as virtual reality and augmented reality, to enhance the training experience and make it more interactive and engaging
- Hire industry experts to design and deliver the training programs. This will ensure that the training is relevant and up-to-date with the latest industry trends and practices.
- Continuously improve the training programs based on the feedback received from the industry partners and students. This will ensure that the training programs remain relevant and effective in meeting the needs of the industry.

2.7. Research Development and Innovation

- Conduct research to identify potential hospitality and culinary institutes and companies that align with the college's vision and mission. Consider factors such as reputation, location, industry connections, and areas of expertise.
- Attending international conferences and seminars related to the institute's field of study can help in building networks with other institutes, universities and research institutions. This can lead to potential collaborations for student exchange programs, research projects, and internships.
- Social media platforms and other online resources can help the institute in reaching out to potential partners and collaborators. The Institute can showcase its research, achievements and strengths on these platforms, which can help attract potential partners.
- Joint research projects with partner institutions can help in building long-lasting collaborations. This can lead to sharing of expertise and resources, and can result in high-quality research publications.
- With two faculty members being the first to embark to complete Doctoral studies. Concerted efforts will be made to contribute to the field of study in Hospitality by way of research publications.
- The laboratories in the college for Food Production and Food and Beverage (s) will encourage student creativity and experimentation.
- Establishing an Incubation Centre and Start-up Cell to encourage the growth of new ideas, programs, and innovations. This platform would provide young entrepreneurs with the opportunity to learn the key elements of business planning through various resources such as technical and management assistance, mentoring, seminars, and workshops.

2.8. Industry-Academic Partnership

We would like to reiterate the close industry-academia interface that we at the Goa College of Hospitality and Industry is a distinctive advantage. Our location of being in the same premises as two Five Star Deluxe, Taj Managed properties and the accessibility to its professionals proves beneficial in more ways than one:

- The opportunity of regular interactions with Industry experts
- Industrial exposure opportunities
- Placements at the World's strongest brand of Hotels

2.9. Institution's Placement Plan for Students

- Build collaborations with international hotel chains, resorts, and hospitality companies to provide students with opportunities for internships, job placements, and exposure to global hospitality practices.
- Placement for students are in the top brands of Hospitality organizations. These would be in organizations such as the St. Regis, Ritz Carlton, Taj, Four Seasons, Le Meridien, Hyatt, Marriott, Novotel etc.,

2.10. Achieving the Target for Accreditation

- The College is currently considering plans for infrastructure development only after which attempts will be made for NAAC and NIRF.

2.11. Incubation and Start-up

Establishing an Incubation Centre and Start-up Cell to encourage the growth of new ideas, programs, and innovations. This platform would provide young entrepreneurs with the opportunity to learn the key elements of business planning through various resources such as technical and management assistance, mentoring, seminars, and workshops.

2.12. Alumni Engagement/ Activities plan

- A Whatsapp group for Alumni will be created by the College to keep in touch and be aware of developments in the professional lives of students who have graduated from the Institute.
- Alumni will be encouraged to visit and interact with current batches so that they grow through exposure of learnings shared of Professional journeys.
- A web page will be dedicated to alumni and their success stories

2.13. Basic Infrastructure Development plan

- **Conduct a Needs Assessment:** A comprehensive assessment will be carried out to identify areas where upgrading of facilities is needed. This will involve assessing the current facilities and infrastructure of the college and identifying any deficiencies.
- **Develop a Plan:** Based on the needs assessment, a plan will be developed to upgrade the existing facilities and infrastructure of the college. This plan will include timelines, budget estimates, and a list of necessary resources.
- **Secure Funding:** Funding is critical to successfully upgrading facilities and infrastructure. The college will explore various funding options, including grants, donations, and sponsorships. The plan developed will be useful in securing funding.
- **Implement the Plan:** The plan developed will be implemented in a systematic and phased manner. This will involve working closely with the architect, contractors, and other stakeholders to ensure that the plan is implemented effectively and efficiently.
- **Monitor Progress:** It is important to monitor progress to ensure that the plan is implemented on time and within budget. Regular progress reports will be prepared, and any issues will be addressed promptly.
- **Evaluate Outcomes:** Once the plan has been implemented, it is important to evaluate the outcomes to determine if the upgraded facilities have met the needs of the college. This can be achieved through surveys, focus groups, and other feedback mechanisms. Any issues that arise should be addressed promptly to ensure that the upgraded facilities continue to meet the needs of the college.

2.14. Skill Development of Non-teaching Staff

Skill sets are developed in the industry for Housekeeping staff through regular training of cleaning procedures and for the Utility worker through training in procedures of upkeep and cleaning of the laboratory kitchen.

2.15. Any Other Initiatives for the Student's and Institutional Growth

- *Timeline in-terms of Short term (2 years), Mid Term (5 years) and Long term (10 years) goals.*

Short Term Goals (2 years):

1. Conduct a comprehensive needs assessment to identify areas for upgrading the facilities and infrastructure of the college.
2. Develop a plan for upgrading the facilities and infrastructure, including timelines, budget estimates, and necessary resources.
3. Secure funding through grants, donations, and sponsorships for the facility upgrades.
4. Begin implementing the facility upgrade plan, starting with priority areas such as classrooms and training kitchens.
5. Monitor progress and address any issues that arise during the implementation process.
6. Evaluate the outcomes of the facility upgrades to ensure they meet the needs of the college.

Mid-Term Goals (5 years):

1. Continuously upgrade and improve the facilities and infrastructure of the college based on the evolving needs of students and industry standards.
2. Develop a comprehensive curriculum that aligns with global hospitality industry trends and emphasizes practical training, leadership skills, entrepreneurship, sustainability, and technology.
3. Establish partnerships with leading hospitality and culinary institutes and companies globally to enhance the college's reputation and provide opportunities for student exchange programs, internships, and job placements.
4. Attract and retain high-quality faculty members by offering an attractive compensation package, creating a supportive work environment, and providing incentives for research and publication.
5. Implement innovative and practical training programs that meet industry standards and equip students with the latest skills, knowledge, and technology.

Long-Term Goals (10 years):

1. Sustain and further enhance the upgraded facilities and infrastructure of the college, ensuring they remain modern and state-of-the-art.
2. Establish a strong reputation for offering exceptional hospitality education that meets global standards within the state of Goa.
3. Strengthen and expand partnerships with leading hospitality and culinary institutes and companies globally to provide more opportunities for student exchange programs, internships, and job placements.
4. Continue to attract and retain high-quality faculty members who are experts in their respective fields and can deliver cutting-edge knowledge and practical skills to students.
5. Foster a culture of innovation and research within the college, resulting in impactful contributions to the hospitality industry.
6. Gradually increase student enrollment and improve student outcomes, leading to a higher percentage of successful careers in the hospitality industry.
7. Continuously evaluate and improve the training programs to ensure they remain relevant and effective in meeting industry standards.
8. Develop and maintain an incubation center and start-up cell to encourage the growth of new ideas, programs, and innovations in the hospitality and culinary industry.

Approved by:



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