



LAHORE GARRISON UNIVERSITY

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NOTIFICATION

LGU NATIONAL LINKAGES POLICY

1. LGU National Linkages Policy has been approved Academic Council during its 29th Meeting held on 1st Oct 2024 as under:-

- a. **General.** NLP involves measures to develop and maintain mutual benefits of LGU with national universities, social organizations and industries. The aim is to contribute to socio-economic development, and to enhance employability and practical experience of students and faculty.
- b. **Objectives of NLP.** LGU is committed to fostering strong, multi-dimensional linkages with industry, government bodies, and other academic institutions. The key strategic objectives are:-
 - (1) Establish sustainable and vibrant partnerships with local industries.
 - (2) Build collaborations with leading local universities to enhance academic offerings and research capabilities.
 - (3) Encourage community engagement and government linkages to promote public welfare and contribute to regional development.
 - (4) Enhance the employability and entrepreneurial capabilities of students through practical experiences, mentorship and exposure to real-world challenges.
- c. **Industry-Academia Collaborations**
 - (1) **Key Industry Sectors for Collaboration.** LGU recognizes the importance of engaging with multiple sectors to ensure that its programs remain relevant and impactful. Collaborations will be pursued with the following key industries:-
 - (a) **Manufacturing.** Support research and training programs in management and operational functions.
 - (b) **Healthcare and Pharmaceuticals.** Partner to develop management solutions for hospitals, clinics, and healthcare organizations, particularly in administration, supply chain and financial management.

- (c) **Banking and Finance.** Foster linkages with financial institutions for research and internship programs focused on risk management, financial technology (FinTech), and investment analysis.

Information Technology: Engage with IT companies to facilitate research in digital transformation, data analytics, and artificial intelligence.

- (d) **Agriculture.** Develop management strategies for agricultural enterprises, focusing on improving sustainability, marketing, and productivity through functional efficiency.

Retail and E-Commerce: Collaborate on research initiatives that focus on consumer behavior, marketing strategies, and digital commerce operations.

- (e) **Others.** Any other sector which is found to be mutually beneficial for both organizations.

- (2) **Inter-University Collaborations.** To enhance research, knowledge sharing, and innovation, LGU will actively pursue partnerships with national Universities for joint academic programs, curriculum development and research collaborations addressing local challenges.

d. **Enhancing Employability and Practical Experience**

- (1) **Internship Program for students.** All undergraduate students are encouraged to undertake at least four weeks of internship with industries, where opportunities are available. This internship program is designed to:-

- (a) Provide practical exposure to industry practices and management challenges.
- (b) Bridge the gap between theoretical learning and professional skills.
- (c) Help students build strong professional networks and gain real-world experience.
- (d) Each internship will be monitored by both academic mentors and industry supervisors, and evaluated by internal members of university, with feedback incorporated into the students' final assessments.
- (e) A periodic internship review forms will be held to assess program quality and student performance.

- (2) **Faculty Internship Program.** The Faculty Internship Policy is designed to provide opportunities for faculty members to gain hands-on experience in professional environments related to their areas of expertise. Faculty

internships are intended to foster industry-academia collaboration, allowing educators to stay updated with current industry practices, technologies, and trends. Upon completion, faculty are expected to integrate their real-world insights into the curriculum, enriching classroom discussions and mentoring students with relevant, up-to-date knowledge.

- (4) **Corporate Training and Development Programs.** LGU will collaborate with industry experts to develop short-term corporate training programs for students and faculty. These programs will cover areas such as:-

- (a) **Leadership and Management Skills:** In collaboration with corporate executives, workshops will be organized to enhance students' leadership qualities.
- (b) **Digital Transformation and Business Analytics:** Training programs focusing on emerging technologies such as artificial intelligence (AI), data analytics and machine learning.
- (c) **Entrepreneurial Development:** Workshops and mentoring sessions for students interested in starting their own businesses. The startup incubator, Ibtida, will play a central role in providing hands-on support for student-led ventures.
- (d) **Bridging the gap between academia and industry:** Active engagement of LGU with industry enhance shared knowledge, resources and innovations for amalgamation of practical experience and theoretical knowledge.

e. **Formation of Advisory Board**

- (1) **Role and Composition.** The Advisory Board will be established to guide and oversee the development of industry, academic, and government linkages. This board will consist of:-

- (a) Vice Chancellor
- (b) Director ORIC
- (c) Dean and HOD of the Department
- (d) Placement manager
- (e) Internship manager
- (f) Alumni manager

- (2) **Responsibilities.** The Advisory Board will:-

- (a) Identify potential industries and academic institutions for collaboration.

- (b) Provide guidance on curriculum improvements based on industry trends.
 - (c) Facilitate the organization of workshops, seminars, and conferences in collaboration with industry leaders.
 - (d) Periodically review the university's linkage policies and make recommendations for continuous improvement.
- (3) **Faculty Engagement and Incentives.** Faculty members will be encouraged and incentivized to actively participate in consulting, research and training initiatives with external partners. The university will offer the following:-
- (a) **Consulting Services.** Faculty can engage in consulting projects with industry partners, earning additional income based on their contributions. The consulting rate will be determined based on the scope and complexity of the project.
 - (b) **Research Grants.** Faculty members leading successful research projects in collaboration with industry or other academic institutions will be awarded research grants.
 - (c) Corporate Training: Faculty conducting training programs for industry professionals will be compensated based on program duration and expertise.
 - (d) The university will review its faculty incentive structure annually, considering industry practices and project outcomes.

f. **Community and Government Engagement**

- (1) **Government Partnerships.** To contribute to the region's economic and social development, the university will engage with local and provincial government bodies through:-
 - (a) Research projects focused on improving public administration and governance.
 - (b) Offering executive training programs for government officials, focusing on management and leadership skills.
 - (c) Partnering with government agencies to address critical policy challenges related to economic development, taxation, and public welfare.
- (2) **Community Development Initiatives.** The university will work closely with NGOs and community organizations to:-

- (a) Provide management consulting services to small businesses and social enterprises.
 - (b) Organize social entrepreneurship programs that engage students in addressing community challenges.
 - (c) Develop community outreach programs to offer skill-building workshops for local entrepreneurs and youth.
- g. **Evaluation and Feedback Mechanisms.** The university will establish a Monitoring and Evaluation (M&E) Committee to ensure the success of its national linkages initiatives. The committee will:-
 - (1) Conduct bi-annual evaluations of all industry and academic collaborations, assessing the outcomes in terms of research impact, student employability, and community benefits.
 - (2) Collect feedback from industry partners, faculty, and students to continuously improve the effectiveness of the policy.
 - (3) Report the results of the evaluations to the Advisory Board for further action and adjustment of strategies.
- h. **Policy Review and Updates.** The National Linkages Policy will be reviewed annually by the Advisory Board to ensure it remains relevant to the changing landscape of academia and industry. Strategic adjustments will be made to ensure that the university continues to meet its objectives, grow its partnerships, and contribute to the socio-economic development of Punjab.

2. For compliance, please.


Brig
Registrar
[Adnan Ahmed Khan, SI(M), (Rtd)]

To: All Deans, CoE, Treasurer, All Directors, All Chairpersons and Manager Marketing & Admissions

CC: PSO to VC