BEST PRACTICE – 1

1.1 Title of the Practice: Enrichment of Professional Skill Sets of Student and its impact on quality placement

Enrichment of Professional Skill can balance the business cycle, reduce skill shortages, and improve training, education, and employment outcomes.

1.2 Objectives of the Practice
Giving students the right direction they need to explore and make plans for their career based on their values, knowledge, and abilities.

- To assist students in learning highly sought-after **technical skills**.
- To close the **knowledge gap** between academia and industry.
- To Impart need based training to the students to **enhance employability and entrepreneurship**.
- To encourage students' **self-awareness, introspection, and critical thinking** to foster **personal development**.

1.3 The Context
The requirements of the competitive workplace of today shape and define job readiness. The application of appropriate training approaches is founded on a thorough examination of the requirements of diverse businesses, and the training is conducted via accredited professional courses. They give our students a **competitive edge** in the **hiring process, extend their horizons, build their self-esteem, and develop their personalities**. Our college placement orientation programs are special because they build students' **soft skills** and **product-based employability abilities**, preparing them for the workforce and making them **industry ready**, in addition to **strengthening their technical knowledge**.

1.4 The Practice
All students in all streams can enrol in the well-structured **Beyond Curriculum Value Added Training (BCT)** courses offered by the institution. **Value-Added Courses, Skill Enhancement Trainings**, and **Career Counselling & Guidance** are all included in BCT.

These courses are created using scientific methods, with the **assistance of input** on the curriculum from various stakeholders, including **employers, academicians, students, and alumni**.
After that, the IQAC & Academic Committee (AC) and the Departmental Academic Committee (DAC) of the relevant Department both approve it.

To increase their **industrial proficiency**, students can take a variety of courses during their degree program. Every successful student is given a certificate.

Some of the major initiatives include:

Value Added Courses:

Value-Added courses are part of the curriculum designed to provide necessary skills to increase the employability quotient and equipping the students with essential skills to succeed in life.

Skill Enhancement Trainings:

The job market is dynamic, and employers seek candidates who are adaptable and open to continuous learning. Training programs that instil a mindset of adaptability and a commitment to ongoing skill development enhance a candidate's long-term employability.

- **Aptitude Skill Development Training:** These classes refresh the fundamental areas of mathematics and logic of the students and cover areas like – Quantitative ability, Logical reasoning, Puzzles and Verbal ability.

- **Technical Skill Development Training:** As a part of our training efforts, we conduct surveys from time to time among corporate to understand the technological up gradations taking place. We figure out the most appropriate technologies and provide the required training based on these inputs.

- **Training on Coding & Pseudocoding:** Practical training on coding and Pseudocoding are also given to the students which nurtures the analytical and logical skills of a student.

- **Soft Skills Development:** In addition to technical skills, training often focuses on developing soft skills such as communication, teamwork, and problem-solving. These skills are critical in most workplaces and can contribute to a candidate's success in securing and maintaining a job.

Career Counselling & Guidance:

Training programs aim to enhance the skills and knowledge of individuals, making them more attractive to employers. The acquisition of relevant skills increases the likelihood of securing a placement in a desired job or industry.

- **Personality Development:** These classes are conducted in parallel with the aptitude sessions and provide rigorous training in the soft skills area.

- **Preplacement training:** These programs such as mock group discussions, mock interviews are conducted by our faculties & industry professionals at college itself. Company specific training is also conducted for better employability quotient.

- **Industry Alignment:** Well-designed training programs that align with industry requirements and trends better equip individuals for placement. Employers are more likely to hire candidates who possess the specific skills and knowledge needed for their sector.

1.5   Evidence of Success

In the preceding five years, students from various departments were provided with 180 **Value Added Courses** (Minimum 30 hours), 150 **Skill Enhancement trainings** focused on improving skills, 90 courses on **Career counselling and Guidance**, and **MOOC** bundles.

The great majority of students successfully finished these courses.

The college meets each student's learning needs and builds a solid foundation of knowledge and skills by offering a variety of courses.

While many students have chosen to pursue higher education at various top National and International Universities and **1607** students were placed in various enterprises.

Placement reports from the previous five years show that students have consistently performed well, and their employability is increased significantly, as a result, they are employed by respectable companies (Such as **IBM, CTS, Byjus, Amazon** etc), and have seen **annual increases in average wage**. The **pay package** is also increased annually.

Impact of Training to enhance employability

Placement Statistics for the Last Five Years

Highest Package

1200000 —
1000000 — 1017000
800000 —
600000 — 950000
555000
400000 — 555000
200000 — 455000
0

2018-2019   2019-2020   2020-2021   2021-2022   2022-2023

——— Highest Package
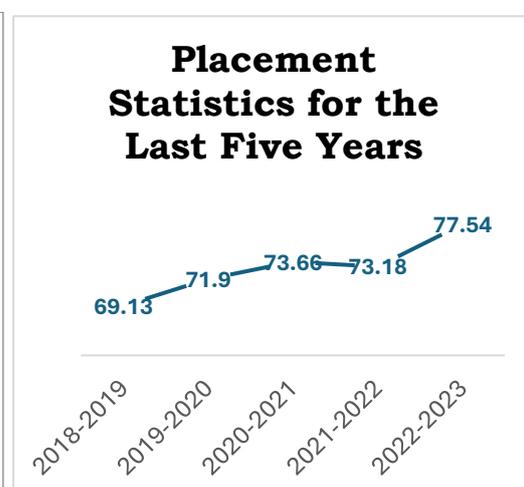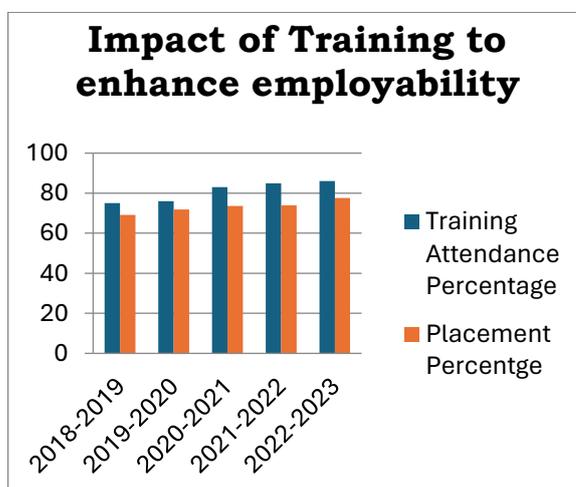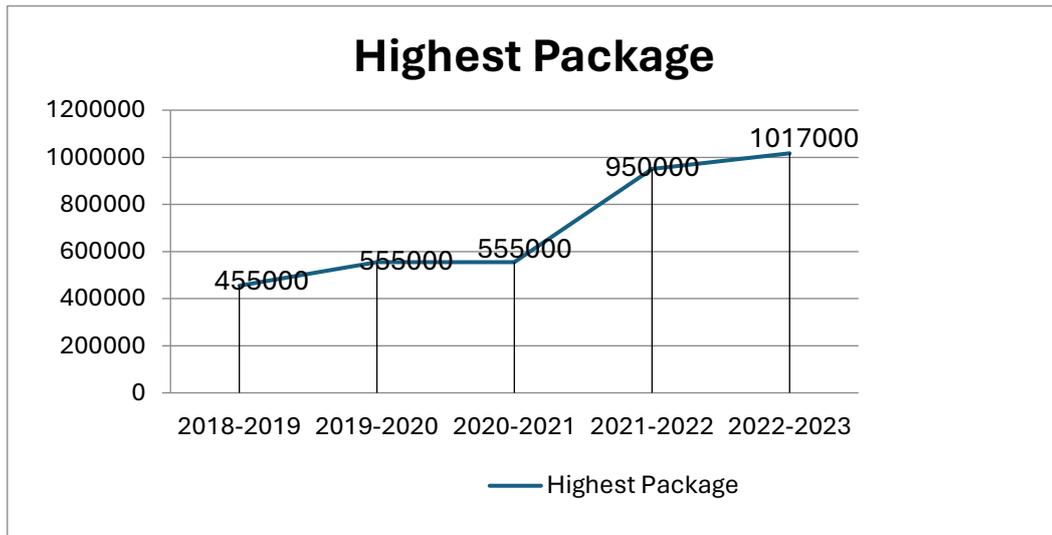
1.6   Problems encountered and Resources Required

Problems Encountered:
Since students like relaxed learning and have little interest in learning outside the box, especially when it comes to their curriculum, it is typically challenging to get them to accept modifications that are made for their benefit.

The institution developed a BCT basket **(Value Added Courses, Skill Enhancement Training Courses & Career Counselling & Guidance Programs)** to address this problem, promoting student skill development through BCT and building a feeling of community among the students by connecting to some of the exciting events such as Technical Fest, Internal Hackathon, Show Your Talents, etc.

Resources Required:
Sophisticated computer facilities and software tools for training courses.
Industry Experts in the field are required.
Need for intellectual resource people from other highly recognized universities.