

<b>7.2.1 QIM</b>	<i>Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.</i>
----------------------	---

### **BEST PRACTICE - I**

#### **1. Title:**

Building Careers, Transforming lives through strong career guidance with the Training and Placement Program (TPP).

#### **2. Objectives of the Practice**

The training and placement program (TPP) aimed at improving employability skills by enhancing their personality.

- **Employability**-To make the students employable.
- **Holistic Development**-To develop the Overall Personality of the students.
- **Beyond Curriculum Training**- To help them polish their technical, verbal, and aptitude-based skills.
- **Bridge the Gap** -To bridge the gap between the corporate sector and educational institutions.
- **Career Guidance**- To assist the students to get the good placements, clear competitive exams get higher education and be a successful entrepreneur etc.

#### **3. The Context**

At present the competition for employment is increasing and placement has become a challenging task. A full-fledged Training and Placement program (TPP) functions in our institute to enrich the capability of the students at par with industry standards.

### **Features of the Program:**

- **Overall development-** Advanced training on changing industry requirements to students is provided during their academic sessions.
- **Practical Orientation-** Focus is on enhancing practical knowledge.
- **Team building-** The students undergo regular GD sessions to build collaborative skills.
- **Leadership skills-** Students are encouraged to undertake industry projects, presentations, case studies, research work, and some are working as trainees to get experience of the industrial working environment.
- **Confidence-** Activities are organised to boost the confidence of the students.
- **Success in challenges-** Emphasis is given to Inculcate Professional Etiquettes and Discipline along with effective grooming and presentation skills to develop the winning attitude.

### **4. The Practice**

The Program named Training & Placement Program (TPP) is 360 degrees in nature and covers various Training needs of the students including technical skills, Aptitude, Communication Skills, and Overall Personality Development. Renowned industry experts are regularly roped in for interaction with students on various topics. Based on the inputs from the best in the Training Industry, the TPP Program offers training that results in overall personality development of the students, which in turn opens the following avenues for them:

#### ➤ **Placements**

TPP ensures that the students receive the best placement offers. Consequently, it regularly conducts employability tests to enhance the employability quotient in partnership with leading assessment companies.

#### ➤ **Higher education**

Career counseling sessions are provided at regular intervals so that students can ascertain multiple prospects in higher education.

#### ➤ **Competitive exams**

Training sessions are provided timely to the students so that they can crack various competitive exams such as SSC, SSB, Banking, CAT, TOEFL, GATE, defence services, etc. Students are provided with reference material/books made by the TPP department.

➤ **Entrepreneurship**

Guidance related to entrepreneurship is imparted so that students can launch and run new businesses. Expert talk sessions on entrepreneurship are provided timely to students for a deep understanding of business.

**Training Process:**

The students have to undergo a systematic procedure of campus placement selection process which initiates with the registration of students under our Corporate Resource Centre (CRC). Pre-placement training sessions are held for the students and their performance is evaluated regularly by assigning them the daily work and assignments. The short listing of the students for placement is done on the basis of Aspiring Minds Computer Adaptive Test (AMCAT) and academic scores. Pre-placement talks are conducted for the students by the companies in the form of presentations. Further, the students appear for the written test based on technical, aptitude, and verbal. Those who get qualified further participate in the group discussion. After this round, the shortlisted students have to clear the personal interview round which may have combined or separate HR and technical interviews. The whole process ends with this final selection round.

**5. Evidence of Success**

Based on the recommendations of the expert team, the TPP department works with the primary objective of making the students Industry-ready and ensuring that each student gets quality placements, Entrepreneurship, higher studies, and government recruitment.

- **Placement offers-** Over the years, there is a remarkable performance by students in Campus placements. Students are placed in top-notch companies such as Google, Amazon, and HCL etc. with remarkable offers.
- **Entrepreneurship-** Students have been encouraged to work as per their interests and capabilities; henceforth a segment of students has turned entrepreneurs.
- **Higher studies-** By virtue of expert guidance, the students have got admission in the various National and International institutes of repute. The institute has sent many students to Countries like USA, UK, Australia, Canada, New Zealand, Belgium, etc. for higher studies.

- **AMCAT Score improvement-** AMCAT is a globally recognized adaptability assessment for employability skills assessments for a wide variety of recognized employers. An improvement in the AMCAT is visible evidence of success of TPP.
- **Government recruitment-** Under the training sessions of TPP experts, students have successfully cracked many competitive exams in the field of banking, defence and SSC etc.

## **6. Problems Encountered and Resources Required**

- **Assessing needs, goals and success metrics** - The first challenge was to understand the need and thus develop a robust training program for students.
- **Designing of the curriculum** - Understanding the requirement of industry and varying technologies, the designing of the curriculum was a challenge.
- **Implementation** - It was difficult to motivate the students and thereby practically implement the program, which was over and above the basic PTU curriculum.
- **Students from different level of learning** – The students come from different levels of learning. It remained difficult to bring them to a common platform and train them.
- **Extra time and extra effort** - Apart from regular academic sessions sparing time for training sessions was a challenge.
- **Recruitment** - Hiring extra faculty and trained professionals to provide training was a challenge.
- **Infrastructure** - The infrastructure requirement was a challenge.