

## **7.2 Best Practice I**

### **1. Title of Practice: Employability Enhancement and Skill Development Programme**

### **2. Objectives of the practice**

To assist the students in understanding and identifying their career goals.

To help students in finding suitable recruiters by inviting companies/banks.

- To provide the students with best employment opportunities.
- To enhance their employability skills.

### **3. The Context**

Apart from the regular curricula covered in the classroom, there had been a need to develop the skills of the students making them more competent for jobs in today's competitive world. Efforts were needed to be made for strengthening students' skills. Training the students in TALLY package with GST accounting is crucial in these days of fast advancement. Hence various other Value Added Courses and Add-On Courses were conducted to help the students to find the right career opportunities. Majority of our students have weak economic background and hence are in need of good jobs. Being dutiful to our students and their expectations, we thought it fit to arrange for the training and placements for them.

### **4. The Practice**

#### **A. Activities through Techno Serve Pvt. Ltd.**

- a. The MoU was signed with Techno Serve Pvt. Ltd., for a period of 3 years from 2018 to 2021.
- b. Training: 80 hours of training was delivered in classroom and 40 hours of mandatory training is made available to students on Techno Serve proprietary online learning platform.
- c. The training includes- Personal effectiveness, Communication Readiness, Career Readiness and Work Readiness.
- d. Counselling programs with Techno Serve Pvt. Ltd. to provide the students with Employability and Skill Development were started free of cost.
- e. Students with more than 80% attendance in training were given first preference in the career fest and remaining students were made to complete the required hours of training before availing placements.

Involvement of second year students as volunteers for exposure to career opportunities in future

#### **B. Value Added Courses and ADD-ON Courses 2019-20.**

1. Tally with GST Course of 3 months' duration conducted by GB Technologies, in which 70 students participated.
2. Competitive Exams training was of 30 hours conducted by Career Launchers, in which, 45 students participated and 29 appeared for mock test.
3. Retail Management and DTP (Ministry of Skill Development and Entrepreneurship) of 1 month duration was conducted by Raj Computers, in which 48 students participated.
4. LIC Insurance training of 5 days program participated by 6 students.

5. Junior Human Resource Associate under Ministry of Skill Development of 3 months duration training programme conducted by STEP Education were 5 students participated.

### **C. Off – the - Campus Placement**

Students are provided help with off-the-campus placements. Many students were placed in the off the campus placement programme held in other colleges.

#### **5. Evidence of Success (200)**

**A. Evidence for Employability and Selection through Techno Serve**–We arranged the Career fest and Placement Drive 2018-19 in our campus on 13<sup>th</sup> December 2019 .Similarly our college students attended various career fests organized by Techno serve and they too secured placements. The total number of our college students placed has been 110 recruited by 26 employer companies. The employer wise list is given below.

#### **B. Summary of placements:**

HDB Financial Services were 29 students placed INR 2,00,000(pa) salary offered

Motilal Oswal Investment Services were 15 students placed INR 1,85,000 (pa) salary offered

Reliance Jio were 6 students INR 1, 68, 000 (pa) salary offered

Just Dial were 2 students INR 2, 16,000 - 2,40,000 (pa) salary offered

Axis Bank were 7 students INR 1,80,000 – 2,20,000 (pa) salary offered

Andromeda were 3 students INR 1,44,000 – 2,16,000 (pa) salary offered

Synnex were 2 students INR 3,00,000 (pa) salary offered

ICICI Prudential were 1 student INR 1,92,000 – 2,04,000 (pa) salary offered

iTech Solutions were 2 students INR 1,08,000 (pa) salary offered

ICICI Lombard were 1 student INR 1,62,000 (pa) salary offered

Hamleys were 1 student INR 1, 80,000 (pa) salary offered

Epicentre were 2 students INR 1, 20,000 – 1, 56,000 (pa) salary offered

Self-Placed were 3 students INR 1, 79,668 – 1, 85,000 (pa) salary offered

Note: Remaining students are continuing to receive updates about vacancies undergoing interview and placement processes.

The students who were trained but not selected went for another round of interview in Career Fest scheduled on 17th January 2020, Sathaye College for placements in companies such as Andromeda, Reliance Jio, Synnex Group, Suherland, Epicenter, MotilalOswal Investment, Sitel Group, Axis Bank, Conneqt Business, Just Dial, HDFC Securities, Kotak Mahindra.

### **Final Training Report 2019-20**

On 27 July 2019 the 30 students from B.com stream started with training and 22 students were placed under the guidance of trainer Ujjwala

On 20 Aug 2019 the 18 students from BAF/BMS/BFM/BBI stream started with training and 14 students were placed under the guidance of trainer Ujjwala

On 16 Dec 2019 the 49 students from B.com/ BAF/ BFM/BBI stream started with training 38 students were placed under the guidance of trainer Ujjwala

Total **Placed students** through Techno Serve are 71 and **Self-placed students because of Techno Serve Training and counselling** are 3 so far.

**B. Evidence for success Off-the- campus recruitment for college students:**

Seven students of B.Sc. IT were provided employment through Off-the-campus placements from TCS, Infosys and Capgemini.

Till date students are going for Interviews in different companies.

**6. Problems encountered and resources required (150 words)**

Due to physical fatigue, students are sometimes not able to attend the courses and seminars which are held after their regular college lectures.

**7. Notes:**

Considering the outcome of the efforts taken under the Employability Enhancement and Skill Development Programme, we feel satisfied to observe that the much-needed initiative is taken up for placement of the students. We are confident that further efforts under this practice will generate a long-lasting impact for students resulting in their worthy employments.

**7.2 Best Practice II**

**1. Title of Practice: Programme for Development of Entrepreneurship Initiatives.**

**2. Objectives of the practice (100 words)**

- To assist the students in understanding and identifying goals for their career as an entrepreneur.
- To encourage the students to identify the entrepreneurship opportunities.
- To enhance their leadership skills.

**3. The Context (150)**

Apart from the fact that many of our students are first generation learners, many of them happen to be first generation persons seeking self-employment. Along with taking steps towards employability and skill development, there was a need to take a step further to train students in becoming future entrepreneurs. By being entrepreneurs, they would be able to create job opportunities for others too.

#### **4. The Practice (400)**

Entrepreneurship – Cell (E-Cell) is the student body set up to foster entrepreneurship among students. E Cell provides to the students a platform which gives a number of innovative opportunities to develop the entrepreneurship skills among the students.

#### **Activities through Entrepreneurship – Cell (E-Cell)**

1. Workshop on Dematerialisation and DEMAT account opening session conducted on 11<sup>th</sup> July 2019 attended by 256 students, the guest for the workshop was IIFL.
2. Guest Lecture on “Me and Corporate” conducted on 1<sup>st</sup> August 2019 was attended by 94 students; the guest for the workshop was Dr.ZarinSethna.
3. Guest Lecture on “Ethics and Entrepreneurship” conducted on 23<sup>rd</sup> August 2019 attended by 115 students; the guest for the workshop was Sushmeeta Bubna.
4. Pan card drive (offline) organised by e-cell members conducted on 26<sup>th</sup> August 2019 attended by 5 students.
5. Pan card drive (offline) organised by e-cell members conducted on 29<sup>th</sup> August 2019 attended by 55 students.
6. Guest Lecture on “Entrepreneurial Thinking” conducted on 17<sup>th</sup> September 2019 attended by 134 students, the guest speaker for lecture was Swapnil Pillai
7. Guest Lecture on “Data Analysis” conducted on 18<sup>th</sup> September 2019 attended by 77 students, the guest speaker for lecture was Anshul Gupta
8. Movie Screening in class conducted on 19<sup>th</sup> October 2019 attended by 70 students under guidance of Jobs movie
9. ”Illuminate”- a workshop on entrepreneurship conducted on 27<sup>th</sup> Jan 2020 attended by 64 students, the guest speaker for workshop was Umesh Rathod

#### **5. Evidence of Success (200)**

##### **Evidence for success for Activities of E-Cell :**

Approximately 10 students immediately opened their Demat Account.

Our E-cell team was the only commerce college team to participate in inter-college event NEC (National Entrepreneurship Challenges) organised by IIT Bombay 's E-Summit (flagship event) where 45 engineering and pharmacy colleges competed together. To reach in finals, our E-Cell team had successfully completed all the levels of the tasks assigned under NEC for the whole year round. Hence, on 1st and 2nd Feb we participated in the NEC finals at IIT Bombay, Powai.

#### **6. Problems encountered and resources required (150 words)**

- a. The students find it difficult to manage the attendance of the lectures and studies relating to their curriculum along with attending E-cell activities and other value-added courses.
- b. Some of the students are little hesitant to take up self-employment due to the uncertainties in the self-employment.

#### **7. Notes**

After taking up the Programme for Development of Entrepreneurship Initiatives, it is felt that there is vast scope for development of Entrepreneurial abilities among the students.