

# Best Practices

## 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. The awareness of the commercial and employment conditions is needed for the students. Hence the conduct of seminars to motivate and help the students in finding the right career opportunities has become very necessary. Majority of our students have weak economic background and hence are in need of good jobs as early as possible. 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
    - The MoU was signed with Techno Serve Pvt. Ltd., for a period of 3 years from 2018 to 2021.
    - Training: 60 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.
    - The training includes- Personal effectiveness, Communication Readiness, Career Readiness and Work Readiness.
    - Counselling programs with Techno Serve Pvt. Ltd. to provide the students with Employability and Skill Development were started free of cost.
    - The students have also undergone individual counselling during the program, post training, pre-placement and also post placements.
    - Participation in Career Fest: Students with more than 80 attendance in training were given first preference in the career fest.
    - Remedial: Remaining students were provided with remedial lectures to complete the required hours of training before availing placements. It has also served to be a learning experience for the SY students as they helped by volunteering during the Career Fest of Techno Serve, thus, received exposure to career opportunities in future.

## B. Activities through STEP Pvt Ltd

The MoU was signed with STEP Pvt Ltd for a period of 3 years from 2018 to 2021. b) STEP Pvt Ltd started Tally with GST Certificate course under the Government scheme NULM (National Urban Livelihood Mission) for duration of 3 months. c) 3 batches of total of 124 Students across Aided and Self-financing courses benefitted from the course, strengthening their accounting skills, free of cost. d) After the training was completed, students were rewarded with certificates. C. Career Launchers- Free coaching of 5 days (2 hours each day) was provided to prepare the students of self- finance section for entrance and competitive examinations in the field of Commerce. D. Career Guidance Seminars a) Imarticus Learning Pvt. Ltd. conducted seminar for 80 students and offered walk in interview. b) SSB institute – Awareness Talk on Competitive Exams. c) Ms. Hina Area manager, HSBC, Goregaon (West) spoke on job opportunities in the bank for students having expertise in South Indian languages. d) Awareness Talk by representative of M/s Aviation Fly High was organized for making the students aware about career in aviation industry. e) CAT King- Edu-care speaker Rahul Singh spoke on “Passion to Profession” and “Leadership session.” f) Dr Mahendra Palhdkar, from P.D. Lions College of Commerce, spoke on ‘Career in Commerce’. g) Tata Consultancy Services – Conducted a seminar and offered walk in interview. h) South Indian Bank carried out a seminar for Job Placement. E. Off – the Campus Placement Students are provided help with off-the-campus placements. Seven students were placed in the off the campus placement programme held in other colleges.

5. Evidence of Success A. Evidence for Employability and Selection through Techno Serve – We arranged the Career fest and Placement Drive 2018-19 in our campus on 5th December 2018, for 700 students across different colleges and 13 companies have participated in our placement process .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 attached on College Website. B. Evidence for success of Training in Tally with GST: The examinations were conducted by the Ministry of Skill Development for Tally with GST in the months of March April and May 2019 and the total of 63 students passed the exam with upper grades. The List of students, who enrolled for the Training, is available on College Website All the above students have been offered placement opportunities in field of Accounting and Finance. The List of students, who passed the examination and were offered the placement, is available on College Website. C. Evidence for success Activities through Career Launcher: M/s Career Launcher conducted Seminars on Opportunities in Banking sector. Seminar was helpful in guiding the students and was appreciated by the students. List of students who attended the seminar is available on College Website. D. Evidence for success On-campus recruitment for college students: a) Motilal Oswal Financial service recruited 12 students from 28 students across all Self-

financing courses and B. Com especially from south- Indian belt. Details are available on College Website.

[http://vivek-college.org/AQAR1819/C7/7.2.1.5.D.a\\_Motilal\\_oswal.pdf](http://vivek-college.org/AQAR1819/C7/7.2.1.5.D.a_Motilal_oswal.pdf) b) Spacebar Pvt Ltd selected 2 students of BMM course. Details are available on College Website. [http://vivekcollege.org/AQAR1819/C7/7.2.1.5.D.bNamesofstudents\\_attended\\_orientation.pdf](http://vivekcollege.org/AQAR1819/C7/7.2.1.5.D.bNamesofstudents_attended_orientation.pdf) c) Imarticus Learning Pvt. Ltd. conducted seminar for 80 students and offered walk in interview. The letter from Imarticus Learning Pvt. Ltd. in respect of the event is available on College Website.

[http://vivekcollege.org/AQAR1819/C7/7.2.1.5.D.cImarticus\\_attendance\\_sheet.pdf](http://vivekcollege.org/AQAR1819/C7/7.2.1.5.D.cImarticus_attendance_sheet.pdf) E. Evidence for success Off-the- campus recruitment for college students: Seven students of B.Sc. IT were provided employment through Off-the-campus placements.

6. Problems encountered and resources required a) The need for more infrastructure is felt to accommodate more students. b) Due to physical fatigue and other constraints, 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.

## Best Practice II

1. Title of Practice: Programme for Development of Entrepreneurship Initiatives.
2. Objectives of the practice
  - 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 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 A. Activities through Confederation of Indian Industry (CII) After having the MoU duly signed, we proudly started with 80 students enrolling for Yuva membership of CII (Confederation of Indian Industry) in the month of June. Details available on College Website. B. Activities through Entrepreneurship – Cell (E-Cell) Details available on College Website.
5. Evidence for Activities through Confederation of Indian Industry (CII)
  - All the activities organized by CII were well attended by our students very eagerly and enthusiastically. The said participation has helped them in developing leadership qualities, decision making abilities and management skills.
  - Evidence for success for Activities of E-Cell : i. Till date, 20 students have taken advantage of the “Passport Mela” and have already received their passports. ii. Due to the efforts taken in the year 2018-19 the E-Cell has taken up a formal shape now under the enthusiastic and dedicated participation by several promising students. iii. With the working for E-Cell, great improvement is observed in the leadership skills of active student members of E-Cell.
6. Problems encountered and resources required
  - The students find it difficult to manage the attendance of the lectures and studies relating to their curriculum simultaneously with attendance of the programmes of E-cell and other value added courses.
  - Some of the students also had feeling whether or not to take up self-employment considering the uncertainties in the self-employment areas of business profession.

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. Considering humble background of the students, guiding the students to make them feel that they too can take up self-employment, becomes crucial for us at institutional level.

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