



Vidya Bharati Shaikshanik Mandal, Amravati's

VIDYA BHARATI MAHA VIDYALAYA, AMRAVATI

**Affiliated to Sant Gadge Baba Amravati University,
Amravati, Maharashtra**

NAAC Re-accredited with Grade "A"(CGPA 3.26-Second Cycle)

CPE Status (Third Time) by UGC,

Mentor College under Paramarsh Scheme by UGC

'Lead College' by S.G.B. Amravati University, Amravati

ISO Certification: 9001:2015 and 14001:2015

Website: vbm.org

Best Practice I

**Increased employability of students
through skill development programs**

Best Practice I:

1. Title: Increased employability of students through skill development programs.

2. Objectives

It's a fact that students emerging from Indian education system are lacking in the skills required by Industry.

The gap between university curriculum and ever changing expectation of industries is the main cause for this situation. The curriculum of universities is theoretical in nature and remains unchanged. But the industry expects the graduates to be well prepared and equipped with the necessary skills. Other factors like communication skills, good personality and soft skills play significant role in the employability success rate. The principle and concept of the practice of employability enhancement skill is to inculcate communication skills, soft skills and domain specific technical skills as per expectation of industries. So the institute has taken the initiative to bridge a gap between the industry expectation from fresh graduates and graduate attributes acquired after undergoing university curriculum.

A few objectives are listed below:

- To improve the skills of the students through various certificate courses, training programmes, internships, field projects and life skills imparting courses.
- To train the students to enable to appear for time-bound aptitude tests.
- To help the students to excel in language and communication skills
- To prepare the students for different levels of selection processes such as group discussions and mock interviews
- To develop the personality of student through soft skill sessions
- To expose the students to industry through field visits and internship programs.

3. The Context

The students enrolled are belonged to middle class families. Hence, employment is the basic requirement of majority of them which is difficult to get. The IT industry needs students' expertise in soft skills. The curriculum falls short of industry expectations. It is needed to enhance the skills both technical and non-technical among the students to meet the challenges. The chief objective of the practice is to bridge a gap between industry's expectation from graduates and the quality of the human resources. The curricula do not produce the human resources as per expectations. It is necessary to identify the gap and develop the skills among the learners.

4. The Practice

The employability skill development is divided into four categories

1) Technical skill development

The technical skill enhancement is achieved by excellent teaching-learning practices. The institute regularly conducts PPTs, trainings and workshops. Technical events and seminars are organized for the students to possess a sound technical knowledge. Students are motivated to participate in competitions, conferences workshops and

seminars. In addition Add on/Certificate courses of technical nature have been introduced.

2) Soft skill development

This section is focused on holistic development of students. Soft skill training is provided through well-organized activities. Soft skill trainers provide a rigorous training to the students. A great improvement in communication skills and increase in confidence is found among the students. Language lab & activities like debates, elocution competitions and presentations provide a platform for enhancing communication skills.

3) Industry Exposure

Industry exposure has been managed by arranging interactive sessions by inviting alumni and experts from the industry. The students are encouraged to undergo internships. The institute arranges industry visits and interactions with the HR managers of MNCs.

4) Campus Recruitment Training

T&P arranges campus recruitment training for the students at no cost. Institute invites outside professionals for conducting sessions. Students are given training to prepare curriculum vitae, group discussions and personal interviews. The renowned companies are invited for campus drives.

5. Evidence of Success

Due to combined efforts of all, the training and placement initiatives, the technical skills, confidence building, communication and awareness in regards to career consciousness begins to increase among students. Hence, a measurable result of these activities can be seen in the placement statistics. The institute has seen an ever increasing number of placements and many students have attributed their success to the activities conducted by the institute. These activities have increased the level of confidence of the learners.

| Academic Year | No of companies visited | Students Appeared | Students placed | Percentage |
|----------------------|--------------------------------|--------------------------|------------------------|-------------------|
| 2014-15 | 17 | 342 | 75 | 21.92 % |
| 2015-16 | 16 | 368 | 77 | 20.92 % |
| 2016-17 | 07 | 78 | 12 | 15.38 % |
| 2017-18 | 16 | 245 | 53 | 21.63 % |
| 2018-19 | 16 | 364 | 71 | 19.50 % |


6. Problems encountered and resources required

Time constraints:

The time management is a big challenge. The students don't get sufficient time for proper orientation due to semester pattern.

Resources required

- More computers in Language lab
- Frequent Industry institute interactions.
- Air lifting facility to enhance frequent approach of MNCs.
- Adequate fund


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