



BEST PRACTICES

Academic Year 2020-2021

BEST PRACTICE – I

TITLE: Online Placement activities

1. Goal

To provide training needed for campus placement and campus recruitments through online mode by using virtual platforms.

2. The Context

The Coronavirus (COVID-19) pandemic has an impact on human life, with lockdown and social distancing measures bringing everything to a standstill. The same consequences are apparent in the context of conducting placement trainings and campus recruitment. Apparently, our institution also adapted to this new normal and all placement related activities are conducted through online.

3. The Practices (400 words)

SMVEC, being the topmost college at Pondicherry State had shown remarkable placement records and had to keep up the same to maintain the trust of the stakeholders. Taking up placement and its associated activities in virtual mode was the most important aspect and been most challengeable task. This forced the placement cell to take appropriate decisions and hence initiated online mode of placement training for students. All activities were planned specific to online mode. Here we bring out the details of the digital disruption that we had adopted for every plan of action.

- ***Categorization of students***

During normal training sessions student would be trained department wise but the pandemic situation made us take a different direction and brought out the categorization of students based on their performance in the preliminary tests. Students were categorized into advanced, average and slow based on performance in test conducted by AMCAT test and SKILLRACK. AMCAT is our external vendor who train our students with respect to their capability, Subject knowledge and technical skills, whereas Skillrack is a programming platform which is used by the students to learn programming skills from the basics to advance.

- ***Systematic approach and identifying highly proficient vendors for training***

Once students are categorized, their performances are formulated accordingly and their scores are shared with our training partners like FACE, INNATE, SMART. Who, then identify the potential strength and weakness of the students and plan their training module respectively. In order to overcome the challenge in learning in a less conducive environment with personal distractions, recorded videos were made available to the students for future reference. These trainings enables the students to become industry ready.

- ***Identifying the right set of students specific to hard and soft core industries***

Providing different trainings based on the performance categorization and industry needs such as product based and service based. Pondicherry being a union territory that covers people from all states that has diverse set of students with different educational backgrounds are brought together on a common platform through our training and

placement cell. To cope up with the individual's challenge training based on Qualitative and Quantitative aptitude, personality development, domain specific knowledge and technical skills are imparted.

- ***Mentor-Mentee approach***

The faculty members are assigned as mentors for a group of 8-10 students. The mentor's in-turn keep in touch with the students by monitoring their mentees performance, like their attendance, test scores and involvement in placement activities through online mode. Counselling the students on regular basis, makes the students feel connected with their mentors and henceforth paves way for better participation in placement and training activities.

- ***Bridging the gap between industry and institution through Alumni***

Two students are assigned to each alumnus as a part of the placement process. The alumni conduct mock interviews through online, help the students technically, and guide them in doing certification courses and help equipping the students based on industrial requirements.

Institutional subscription was availed in Coursera, through which numerous courses were registered and completed by the students that led to the development of their technical skills.

- ***Continuous industry institute interaction***

With eminent personalities from the industry several technical webinars and hands-on trainings were conducted regularly during the lock down period. Our college obtained subscription for Great learning- an online teaching learning portal that facilitated automatic session recording, attendance generation and participation of any number of students.

Centre of Excellence is established with Train Lab Academy to provide International Certification courses offered by Microsoft, IBM, Google, Cisco, Bentley, Festo, E-Plan, Autodesk, Texas, etc. Several MoUs have been signed to inculcate students training and train the Trainer module for faculty members.

4. Problems Encountered

- Fewer student doesn't possess proper Laptop /mobile devices and internet connectivity is also a problem in some area.
- Some students couldn't keep pace with the online training as they are always accustomed to offline training.
- Students needed a conducive learning environment which they couldn't get in some of their homes.
- The lack of direct interaction and observation with learners / students
- Learning through online teaching materials without regular in person contact
- Unsupervised learning experience with less of peer pressure and collaborative learning environment
- Difficulty in adapting to virtual mode of assessment and and interview
- Difficulty in tracking and monitoring the performance and assessing their level of involvement in learning and training
- The zest in obtaining a job had become low and students could not perform their best due to the impact of the pandemic situation and the transition process.

5. Resources Required

- Laptops/ mobile devices
- Seamless Internet connectivity
- Trainers / faculty to monitor the students

6. Evidence and Success

Career Development Programs organized by Training and Placement Cell are:

- Personality Development Program
- Communication Skills Program
- Group Discussion Practice
- Entrepreneurship Development Program
- Mock Interview Sessions
- Conducting Industry to Institute Convergence expert interaction sessions
- Competitive Exams Training
- Industry Internship

The trainings modules includes:

| Topic code | Topics |
|------------|--|
| T1 | Number system |
| T2 | Reading comprehension |
| T3 | Data arrangements and Blood relations |
| T4 | Time and work |
| T5 | Sentence correction |
| T6 | Coding & decoding, Series, Analogy, Odd man out and Visual reasoning |
| T7 | Percentages, Simple interest and Compound interest |
| T8 | Sentence completion and Para-jumbles |
| T9 | Vocabulary |
| T10 | Data interpretation and Data sufficiency |
| T11 | Profit and loss, Partnerships and averages |
| T12 | Permutation, Combination and Probability |
| T13 | Time, Speed and Distance |
| T14 | Articles, Prepositions and Interrogatives |
| T15 | Ratio and Proportion |
| T16 | Clocks and calendars |
| T17 | Resume preparation |
| T18 | Interview handling skills and other soft skills |
| T19 | Personality development |

Out of these training so far of students got placed this year in TCS, CTS, ZOHO, KAAR

7. Problems Encountered

8. Conclusion (150 Words)

Practice and trying relentlessly will make one gain confidence and achieve in his goal. Training and Placement Cell at SMVEC has a dedicated and dynamic team for Training and Placement that works proactively on providing internship and placement opportunities to all eligible students. Taking the pandemic situation into consideration the

training and placement cell carried out various innovative activities designed specific to online mode in order to address the challenges faced.

BEST PRACTICE – II

TITLE: EMPLOYABILITY ENHANCEMENT COURSES

1. Goal

To endow the students with frontier technology so that they are ready to enter the industrial arena immediately after completing their graduation.

2. The Context

We have followed the curriculum and syllabi framed by the affiliated university so far. There is always a gap between the courses taught based on the curriculum and the expectation of the industry. We attained autonomous status in September 2019 and we now have our own curriculum structured to meet the needs of the industries. The students are trained on various recent technologies which enhanced their employability skills and careers

3. The Practices (400 words)

Employability enhancement programs are designed to provide the skill set required by the student to emerge as industry ready professionals. However, we have systematically designed curriculum and syllabus to meet the industrial needs as there is always a gap due to ever changing trends in technology adopted by them. We at SMVEC try to bridge the gap by providing Employability enhancement courses along with the curriculum. Many such courses are provided earlier also but it didn't gain much attention of the learners as the courses are offered as co-curricular activity. Students attended the courses reluctantly and the expected scope couldn't be achieved. Hence, we have included the employability enhancement courses in the curriculum structure itself thus making it as a mandatory.

Every stream of students will be trained on four international certification courses from the first semester onwards. Student can select from a wide variety of choices available to them based on the domain he wishes to get expertised.

The courses are offered through centre of Excellence named Train Lab Academy established through an MoU with Ethnotech solutions Pvt limited. This provides industry ready international certification programs from Tech giants such as Microsoft, Google, Cisco, IBM, Texas instruments, Bentley, Autodesk and Eplan. We have separate cutting edge laboratories that suits the learning of the frontier technology. Efficient Trainers are employed through the Train Lab Academy to facilitate the students to practice and progress in emerging technologies. Careful assessment is done when a student completes the course and their performance Grades are included in their semester marksheet. This methodology encourages the students to learn and take up the courses without any deviation.

Normally the certification course will be taken by the students after completion of the degree which will delay them from entering a prospective career path, When these courses are provided along with the regular course of study, students will have four international certification along with his engineering degree. This will make him more eligible and prioritise them in the employment market. This will be an added advantage

for the student to enter his dream job immediately after graduation. Also such certifications acts like prior hands on experience in industrial technologies before entering their career.

4. Problems Encountered

- Some students have not understood the importance of this courses and shown lack of interest in their learning.
- Students should put an extra effort to learn these courses along with their regular curriculum which cannot be expected from all the students.
- Due to the pandemic situation, we couldn't follow the schedule we have planned.
- Online training is offered for some duration due to the pandemic whereas student expects face to face training

5. Resources Required

- Labs equipped with software/ Hardware needed for training
- Expert trainers

6. Evidence and Success

Within in a short period of introduction of these courses we have evidenced the following among the students

- The programming skills of the students have been enhanced.
- The number of students participating in technical competitions conducted by tech giants is increasing.
- Students has participated in many project competitions and won prizes also.
- Significant changes could be seen in the mini and major project chosen by the students. Many innovative projects are done by the students with the infrastructure and training provided through the centre of excellence.

7. Problems Encountered

8. Conclusion (150 Words)

Employability enhancement course is introduced as a part of curriculum to fill the gap between the skill set required by the industry and the core courses offered in a particular stream of study. We make sure that each and every student graduating from our institution is trained well in the technologies required by the industries. This makes them a complete industry ready professional to survive in the competitive world.