

Best Practice - 2

1. Title of the Practice

Placement readiness of the students through extensive training and development process

2. Objectives of the Practice

- To enhance employability of the students & increase technical and soft skill sets.
- To ensure the holistic development of the students.
- To achieve 100% placement of students.
- To ensure the placements of the students at higher salary packages.

3. The Context

Through years of experience, it is realized that sometimes even scholastically decent students are not able to fetch good jobs in campus placements, due to beyond curricular requisites of the industry. This disparity between curriculum and requisite skill set for employability has been identified through interaction and feedback received, from numerous industry people during placement activities.

In current scenario, It has become imperative to bridge this gap and guide students to develop necessary skill set (soft skills as well as technical skills) for a better likelihoods of placement.

The outcome of the regular interaction with students and faculty mentors was reported that most of the students' needs hand-holding in initial phase of their study to identify the goals and to decide the optimal approach to achieve that from day one of their tenure in the college.

4. The Practice

Training & Placement Cell is established at VBKCOE to develop and work for a strong and long-lasting Industry-Academia relationship, which exists for providing Internships and placement opportunities to students. Few of the faculty members from academic departments are appointed as Departmental Coordinators (DCs) to coordinate between academic departments/students and T&P cell.

For the holistic development of the students, various programs are incorporated to enhance Employability of students. The aim of VBKCOE is to develop industry ready students through training on desired skills essential for job profiles. The T&P cell works upon the following goals:

A. Aptitude and Reasoning module

B. Personal Interview module/Mock Interview Sessions

C. Group Discussion

D. Various soft Skills and Resume Building

Different departments conduct various training in core domain as well as software domain. Different core department trainings are conducted through various innovation centres set up in collaboration with MNCs. Various company specific trainings are also organized for pre-final and final year students to improve the chances of the students to be placed in a specific company.

The process of the Placement readiness is mentioned below.

- Students with diversified career aspirations and the prospective for employment are identified during curriculum.
- Each student is assigned a faculty mentor, who discusses the career options with his mentees. Based upon the advice of the mentor, Students join various trainings offered by the Institute/ Department.
- Various trainings on specific technologies are provided by a dedicated team under an initiative of Building Skills employability. The objective of which is to train students on technologies beyond the curriculum. These trainings are curated as per latest trends in industry. Departments at their level also organize various trainings to give additional skills and knowledge to the students in addition to the university curriculum; to increase the scope of curricular learning.
- Since students belong to diversified background, not all the students are good in communication/ presentation skills. The soft skills team works upon the students to enhance their soft skills.
- As the perfect resume is the mirror of the student's capabilities and skills, T&P cell take care of the correction of resume throughout the placement process.
- Students are prepared for the interviews through mock interviews and group discussions, and are also encouraged to improve their academic profile and join courses that will boost their employability

5. Evidence of Success

- In Session 2019-20, a Total of 08 companies visited VBKCOE for the placement purpose.
- Total placements offered in 2019-20, were 296 out of registered 599 candidates. Many students were having multiple job offers at the end of session.
- VBKCOE students have gained confidence of several top-notch MNCs, which are now regular visitors in our college over the years.
- The overall placements has increased in last five years, the highest package and overall average package has also improved significantly.

6. Problems Encountered and Resources Required

- Diversified job expectations of students.
- Attitude of Students as well their parents/ guardians towards employment outside the region and non-conventional work culture had to be changed.
- A separate budget had to be allotted specifically to cater the expenses in training and placement processes.

7. Notes

- Interaction with the Industry experts during Industry visits, Pre-placement talks, and Expert lectures, gave inferences of the industrial requisites about the skill set they look for in the fresh graduates.
- Training received through Industry-Academia Collaborations and innovation centre set up at VBKCOE gave extra edge to the students to perform better in interviews as well as later in their professional life.