

7.2.1 - Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

Best Practice 1

Title: Enhancement of Job Seeking Skills through Value Added Courses

Objective:

- To provide additional professional training and added qualifications
- To gain an in-depth knowledge of their chosen field of interest beyond the curriculum for integrated development of the students
- To provide an opportunity to students to develop inter-disciplinary skills and widen their career options
- To bridge the gap between different phases of academic study
- To nurture the talents and showcase their creativity and innovation
- To bridge the skill gaps and make students industry-ready
- To improve employability skills of students.

Context:

It is increasingly being realised that as India grows into a knowledge economy, with 15 million youngsters entering the workforce each year and more than 75 percent not found to be job ready. Industries are always on the lookout for students who are vibrant, energetic, and ready to accept challenges, attentive, fast learners, open to learning and good communication skills, there is a greater challenge of addressing the mismatch between skills and industry expectations. Hence in the context of addressing the skill gaps and to make education more impactful and employability-oriented, the college has been constantly innovating and renewing its academic framework. This quest for educational excellence has made the institution to integrate certificate courses as mandatory Value-added course in parallel to curriculum.

Practice

Value-added courses provide necessary skills to increase the employability quotient, equipping the students with essential skills to succeed in life. To keep pace with emerging trends in academics and industry, the curricular gaps are identified through overall PO attainment and feedback or suggestions obtained from employers, alumni and the academic advisory committee. They are bridged by conducting various programmes like value-added courses, seminars, conferences, workshops, guest lectures, etc. The institution offers a wide variety of certificate courses from reputed organisations as mandatory value-addition courses at the undergraduate level, which will be conducted after class hours.

To make it learner-centric and multi-disciplinary, the student is given wide options to choose from any of the 10 certificate courses across disciplines, based on their inclination, interests, and learning needs. This gives a diverse range of courses to choose from, with optimal scope for capacity building, innovation, and employability. These courses were conducted by



professionals and help students stand apart from the rest in the job market by adding further value to their resume.

Courses offered:

Sl No	Course Name	Class
1	Mushroom Cultivation	BSc(BGB)
2	Data Analytics	BCom, B.Sc
3	Digital Marketing	BBA
4	Python	BCA, B.Sc
5	Graphics Design	BCA, B.Sc
8	Fashion Design	BCom
7	Interior Architecture Design	BCom, BBA &B.Sc
8	Tally	BCom
9	Stock Market	BBA and BCom
10	Clinical Research	BSc(BGB)

The stipulated norms for certificate courses:

- It is mandatory for every undergraduate student to complete a minimum of four certificate courses by the end of the program.
- Minimum duration of 30 hours with a mandatory MoU with the training institute /industry.
- A minimum of 75% attendance is compulsory.
- The student has to pass the qualifying exam to be granted a certificate.

A certificate course committee monitors the implementation of the certificate courses and faculty in charge of the chosen courses are appointed to oversee the smooth conduct of the courses from registration to feedback and the issue of certificates. Certificate courses are reviewed from time to time based on reviews and student feedback.

Evidence of Success

This academic year, 10 courses were offered and out of 1050 students, 820 enrolled and completed various value-added courses relevant to their field of study. Nationally and internationally recognised certificates are awarded to the students after the successful completion of the course. They have recorded positive feedback about certificate courses, boosting their employability and widening their career options.



Problems encountered and Resources Required

- Accommodating certificate courses beyond the scheduled class hours poses a challenge for students.
- Scheduling classes for students from mixed disciplines poses a problem in fixing the common timings for the certificate course classes.
- Training the heterogeneous students is challenging as they are at different levels of learning and interest.
- Students find it difficult to balance value-added courses with mainstream courses.
- Getting a qualified resource person with a minimum student fee is challenging.
- Arranging the lab sessions simultaneously for different technical certificate courses was difficult.

Best Practice 2

Title: Corporate Social Responsibility (Care Giver Course from Bosch)

Objectives:

- To ensure the employability of unprivileged school dropout youth between the ages of 18 and 25
- To fulfil the growing need for skilled manpower across sectors in India.
- To pool the high quality skilled manpower, mainly to suit the service industry.
- To provide placement for the trained students by same organization

Context:

Students from poor economical backgrounds and with family problems are not able to complete their education. Consequently, these unemployed youth, between the ages of 18 to 25 years, are settling only for entry-level jobs. During the COVID-19 pandemic, the entire country was in need of the Front line Warrior, especially Care Giver to assist the needy during the pandemic. Our Institution collaborated with Bosch Training Centre and provided training to these students in Care Giving course. Such training immensely helped students realize their dreams.

The Practice:

The institution was recognized as one of the best training centers as it secured its place among the top 500 plus institutions. Our institution is the only Institution in Kolar District to provide the Bridge Care Giver course by BOSCH.

The course started with the intake of 16 students on 1st September 2021 under the supervision of Dr. Rekha Sethi, Principal; Ms. Shamala, S., Coordinator; and Mr. Albert Chares, Care Taker Certified Trainer. The duration of the course was for a period of 1 month. Reports were made and sent on a monthly basis.

Evidence of Success:

16 students completed their Bridge Care Giver course successfully and were ready for Assessment. Placement assistance was also provided by the same organization. 14 students got placed at CANADIAN GLOBAL LIFE AND EDUCARE PVT LTD as Personal Support Workers (PSW). Most of the remaining students volunteered to help in their houses and with the neighbouring people.

Problems Encountered and Resource Required:

- Mobilization of students is bit difficult.
- After placement, a few students left the job.



Course Completed by Students:

SI No	Student Name	Course
1	BINDU	CARE GIVER
2	RENUKA.M	CARE GIVER
3	JEEVITHA V	CARE GIVER
4	SATHYA GIRISH.V	CARE GIVER
5	MEENAKSHI	CARE GIVER
6	KEERTHANA	CARE GIVER
7	TULASI.G	CARE GIVER
8	DIVYARASI.R	CARE GIVER
9	SHRUTHI.S	CARE GIVER
10	VENU.V	CARE GIVER
11	SATHYAVANI.S	CARE GIVER
12	SHRAVANI.K	CARE GIVER
13	NANDHINI	CARE GIVER
14	SANGEETHA	CARE GIVER
15	SANGEETHA	CARE GIVER
16	AMULU	CARE GIVER


PRINCIPAL
PRINCIPAL
 SRI BHAGAWAN MAHAVEER JAIN
FIRST GRADE COLLEGE
Geetha Road, Robertson, K.G.F., 583 12