



Best practice 1:

1. Title of the Practice:

“Employability Enhancement through 360 degree development of the students by regular up gradation in professional skills.”

2. Objectives of the Practice:

- 2.1 To make students confident through professional activities.
- 2.2 To upgrade skill sets required for professional career and campus placements.
- 2.3 To impart all graduate attributes among the students through curricular, co- curricular and extra-curricular regular activities.

3. The Context:

In learning context of students, the cognitive, psychomotor and affective domains are three important aspects. The cognitive abilities include technical knowledge and are acquired through regular classroom and practical sessions. However, it requires additional efforts to impart psychomotor and affective aspects through professional skills in engineering education. Current placement drives have stages like aptitude test, group discussion, technical interview and personal interview. The aptitude, communication skill, self-confidence is necessary to complete all these phases of campus placements successfully. The feedback obtained from industry experts, alumni, HR executives suggest that only academic performance is not enough to get quality placement. The students are also required to have skill sets of core domain required by industries so that the students will be productive from day one. Soft skills are also very important in their professional career. Hence, activities to ensure 360 degree development are essential to improve conversion ratio in successful placements.

4. The Practice:

The professional skills of students are continuously updated as it is need of hour through regular professional activities as described below:

- 4.1 **Hands on Practice in Laboratories for mini projects:** Every department has practice of skill based learning to understand the basic concepts practically and acquiring hands on experience.
- 4.2 **Value Added Program/Workshop by Industrial Experts:** Besides curriculum, department facilitates various value-added courses, seminars/guest lectures/expert lectures by eminent personalities.
- 4.3 **Department Students Association/Chapter Activities:** : Innovative activities such as role play, technical quiz, brain storming, general and technical aptitude tests, group discussion, extempore contest, project and poster exhibitions are conducted regularly under the department students association to ensure overall development of the students.



- 4.4 Soft Skill Trainings for all students:** Being located in rural part, the institute is facing the challenge of soft skills of the students. Communication skills, aptitude test proficiency are important part of soft skill. Special agency is assigned for exclusive sessions on soft skills. It works on practice of group discussion, debate, aptitude, personal interview and provides corrective measures.
- 4.5 Special Industry Placement oriented Trainings:** Exclusive Career Development Center that has sufficient human resources and modern facility is available for student's campus placement and training activities. It organizes company specific activities, aptitude tests, mock technical interviews, personal interviews preparations etc.
- 4.6 Language Proficiency Program:** CDC exclusively organizes training activities for learning Japanese and German Language.
- 4.7 Internships and industrial trainings for TE and BE students:** CDC regularly keep track with industry and alumni network and provide internships to maximum possible number of students.

The detailed year wise summary of all programs is given in table:

Year	Dept. Association Activities	Alumni Interactions	Value Added Courses	Guest Lectures	Workshops / Seminar	Internships provided	No. of Training Courses Organized	No. of students benefited
2019-20	169	66	35	68	53	92	5	715
2018-19	146	52	21	66	30	367	4	639
2017-18	166	82	35	60	71	256	4	674
2016-17	136	27	33	78	40	207	3	659
2015-16	105	24	24	60	54	135	2	587

- 4.8 The Buddy Scheme:** The activity started with aim of getting proper guidance to the students from alumni as younger brother/sister on study, career, and technical certifications. Each department takes a concern from alumni and informs him/her about allotment of students. Further, student will communicate with alumni and alumni will Guide the students like alumni's younger brother/sister on,

- How to Study as per Industry demand

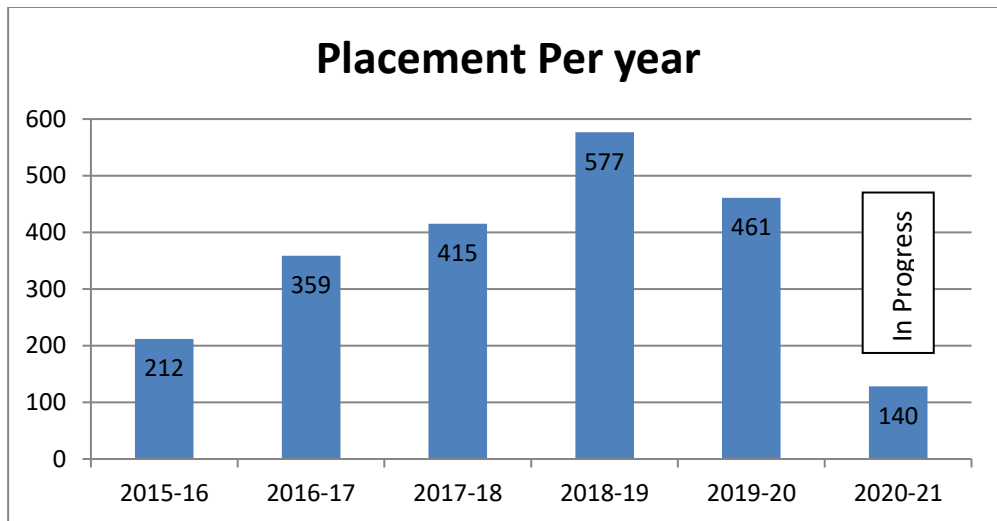


- Technical certifications
- Foreign language
- Future Plans
- Need of presentation and effective
- Importance of in plant training Vacation Internship
- Communication
- Need of training on latest trends

5. Evidence of Success:

- During previous three years, placement ratio is average 90% against number of eligible students for placement.
- Average numbers of students trained are more than 660 per year which indicates maximum numbers of students are trained through additional training sessions.
- The highest package offered to student is 10 Lakh per annum and average package of the placed student is 2.76 Lakh per annum.
- Four students also got International placement in “OS Technology”, Tokyo, Japan, with the package of 19.28 Lakh per annum.
- A higher placement created brand name of the institute in the state that attracted meritorious students for first year admissions.

Placement Record:



(* Year 2019-20 placements affected by Covid-19 Pandemic)

Placement details:

Sr. No.	Academic Year	Number of Companies visited	No. of Eligible Students for Placements	No. of Placed Students out of eligible students	Placement Ratio In %
1.	2015-16	74	389	212	54.4



Amrutvahini College of Engineering, Sangamner

2.	2016-17	76	453	359	79.24
3.	2017-18	97	479	415	86.63
4.	2018-19	79	598	577	96
5.	2019-20	72	498	461	89.95
6.	2020-21*	33	545	140	25.68

*Ongoing process

6. Problems Encountered and Resources Required:

As most of the students are from rural background, they lack in English communication, presentation skills and expressions. Their confidence level is comparatively lower. It takes lot of deal and need counseling sessions to make them participative. Students are reluctant to participate in paid training sessions due to their economic constraints as most of them are getting scholarships for their regular academics. Hence, institute bears some part of fees to have maximum enrollment for trainings. Since institute is bearing infrastructure cost, the overall expenses for training programs is less compared to open market. Activities implemented to enhance student's confidence through Career Development Cell (CDC) and Department association activities. CDC is exclusively involved in yearly planning and conduction of training activities. The input from the industry experts/ external agency/ alumni/ academicians is to be taken while preparing activity plan. Student's mentoring is necessary while selecting value added course, foreign language trainings. Buddy scheme helps to overcome various concerns of students by interaction with alumni. However, time management of alumni is also critical aspect for success of this scheme. The corporate like infrastructure is established to get acquainted with corporate environment and ease of use to perform better.