



Best Practice I:

Title of the practice: Employability Enhancement through Industry Institute Interaction Cell (III cell)

Objectives:

- To develop and transform the students to meet the challenges of industry and society through pre-placement training
- To prepare students to face campus interviews through arranging training in Aptitude, group discussions, technical and HR interviews by professional trainers.
- To make students Industry ready by organizing MOCK interview sessions by Alumni.
- To encourage career counseling by organizing guest lectures by senior corporate trainees.

Context: The industry is always demanding for students who are vibrant, energetic individuals, ready to accept challenges and having good communication skills. The III cell identifies the requirement of the industry and prepares students accordingly. Hence the gap between industry and academia is bridged through III cell.

Personality Development is one of the most vital aspects to groom the students to deal with the challenging situations at work place. The sessions organized by III cell helps in motivating the students by conducting various training programs on how to increase their self-esteem.

The pre-placement training helps the students on interview skills related to confidence, creativity, ability to react and respond, dress code and manage stress with a positive attitude and right decision making.

The Practice: Students are constantly motivated through counseling, on the importance of maintaining good academic record as these play a major role during recruitment.

Institute ensures to develop the students through training modules designed to impart technical, logical, analytical, behavioral, and managerial skills. They are also assessed through various tests so that the right set of students is channelized towards the right profile.

Evidence of Success: The following sessions are conducted for the students to enhance their different skills. This has resulted in opportunities for employability of the students.

1. Training Programs: III cell organizes various training programs to the students.

Soft Skill Training: Helps students to develop communication, team work, confidence and presentation capabilities in academic and professional settings. In the last five years III cell organized 50 training programs/session to students to enhance their soft skills.

Aptitude Skill Training: Increases the abilities like Reasoning, Data Interpretation, Logical, Analytical, etc.



**SWARNANDHRA
COLLEGE OF ENGINEERING &
TECHNOLOGY(AUTONOMOUS)**

Technical Skill Training: Students are trained in advanced languages like C/C++, Java, Python and recent technologies in the core fields.

Total 50 training programs are organized by III cell during last five years..

2. **Motivational Lectures:** III cell organizes various motivational lectures to the students to get inspiration and build confidence to achieve the desired goal.
3. **Mock interviews:** III cell organizes mock interviews through Alumni and various industry experts to gain confidence among students with the chance to reflect on their non-verbal and verbal communication abilities.
4. **Placement Statistic:** The placement statistic show continuous improvement in the number of students placed in various organizations.

Problems encountered and Resources Required:

Competent faculty with updated soft skills and technical skills are always needed to train the students and assist in pre placement training. The students also lack commitment and focus; hence a close monitoring and mentoring by faculty is required. Students from rural background may have good technical skills but may lack in communication and other required skills, so special trainings are provided to such students to boost their confidence levels and face the challenges of the world.