THAKUR RAMNARAYAN
COLLEGE OF ARTS & COMMERCE
ISO 21001:2018 Certified

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Criterion 7 - Institutional Values and Best Practices (100)

Key Indicator - 7.2 Best Practices

7.2.1 Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual **(30)**

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Best Practice - 1

Title of the practice - Employability Skill Enhancement Training Model for Students

Objectives

- Equip students with the necessary competencies, including communication, problem-solving, teamwork, and adaptability, to enhance their employability.
- Offer training and education tailored to the needs and demands of various industries, ensuring that students gain relevant expertise.
- Prepare students for the workforce by imparting practical knowledge, professional etiquette, and the ability to navigate the job market effectively.
- Create opportunities for students to connect with potential employers, secure internships, and access career placement services.

The context

The training model emphasizes the evolving employment landscape, recognizing the imperative to equip students with practical skills and knowledge to thrive in a highly competitive job market. With a focus on developing essential job-related competencies such as communication, problem-solving, teamwork, and adaptability, this model seeks to bridge the gap between academic learning and real-world application. Furthermore, it acknowledges the industry-specific demands of various career paths, providing tailored education to ensure students gain the expertise necessary for their chosen fields. By fostering career readiness and professionalism, the model prepares students to confidently navigate the workforce and enhances their attractiveness to potential employers. Facilitating networking and job placement opportunities bolsters students' chances of securing internships and employment.

The Practice

In order to cater to the needs of our students the modules under this practice are divided into three phases. They are mentioned below:

- Student Development Programme (for First Year students)
- Pre-placement Training Programme (for Second Year students)
- Employability Skill Enhancement programme (for Third Year students)

Content for the modules are carefully compiled and created by a specific team within the Placement and Higher Education (PHE). They researched and classified their allotted modules into three distinct titles and also designed the content in such a manner that facilitates activity-based learning. The training is conducted for all the students of the Institution across all the three years. The institute has appointed a placement consultant and corporate trainer for the smooth conduct of the training.

The module designed comprises the following topics:

1. 'Student Development Programme' includes topics on communication skills, presentation skills, email writing, business etiquette.
2. 'Pre-placement Training Programme' includes modules on aptitude training covering the areas of logical reasoning, data interpretation, quant, soft skills.
3. 'Employability Skill Enhancement Programme' comprises two modules, Soft Skills and Technical Skills. Soft skills include business Communication, mock GD, mock PI, email etiquette, leadership management, time management, resume building, mind power training, while technical skills are designed based on the stream the student is graduating from. Arts technical skill module consist of content writing, literature (Grammer), Commerce technical skill module consist of topics from finance, marketing, management, accounting, operations, and Science technical skill module consist of programming, logic building, networking, software engineering, and database concepts.

Student Development Programme is developed for the First-Year students to enhance students' overall personality & performance and creates awareness about the professional ethics with a view to empower students by imbibing the qualities of decision making, self-confidence, aptitude training and good communication skills. This training module is conducted every Saturday by the faculties and it is incorporated in the class time table.

The Pre-Placement Training is designed for the Second-Year students to empower students with the prerequisite skills to be employable and be ready for the placements and/or internships from the Second Year itself by having rigorous practical training sessions on the aptitude model. This

training module is conducted every Saturday by experts from the industry and it is incorporated in the class timetable. This module is designed for 50 hours of training.

Employability Skill Enhancement is designed for the Third-Year students and is customized with a blend of company specific requirements to be trained and skills to the students employable for the recruiters to grab the better opportunity in the industry. This training module is conducted every Saturday by the faculties, and it is incorporated in the class timetable.

Evidence of Success

It was observed that both students and faculty members felt a significant increase in the number of internships and placements secured. The model circulated proved to be an ideal guideline on the approach and methodology to be pursued. Since the pedagogy was majorly activity oriented, it encouraged maximum student participation as they felt highly involved in the entire process.

In the academic year 2021-22 the total number of internships were 191 and placements were 14 and in the academic year 2022-23 internships were 145 and placements were 77.

Students from the Arts department secured their internship and got placed in the area of content writing, videography, photography, digital marketing, counseling, and human resources. Similarly, from the Commerce department students were able to get placed in companies in the field of Finance, Marketing, management, accounting, operations, logistics, and human resources. Students from Information Technology and Computer Science were able to get internships and got placed in the fields of Product Development, Networking, Service management, Database management.

Problems Encountered and Resources Required
- Limitation in available time impedes the training of students.
- More infrastructure and faculty involvement are required for the implementation of the training model.

Best Practice – 2

Title of the practice - Community Engagement through Extension Activities

Objectives

- Foster a sense of social and civic duty within the student body.
- Cultivate a positive perspective driven by a commitment to serving and aiding in the advancement of the nation.
- Empower students to mature into accountable citizens and effective contributors to nation-building efforts.
- Support community empowerment initiatives.
- Contribute to personality development and nurture a culture of volunteerism.

The context

Apart from imparting theoretical and practical education, it is crucial to establish a connection between knowledge and societal development. This involves nurturing a commitment to community service and volunteerism among students, fostering their development as responsible citizens who are attuned to the needs of their society. Engagement in extension activities serves to awaken students' sense of social responsibility and aids in the cultivation of leadership, organizational, and teamwork skills.

The Practice

The college has a well-organized NSS unit where students engage in community service voluntarily and contribute to the wellbeing of society. Participation in various community driven projects creates environmental, social, and political awareness.

The students participate in tree plantation drive, cleanliness drive, Swachh Bharat, vaccination drive, and voter awareness programmes annually. Awareness camps on health issues are undertaken regularly. Seminars by experts from NGOs are held to create awareness among the students about organ donation and then those student volunteers spread awareness to the community. AIDS awareness, yoga workshops are conducted to promote health and fitness. The NSS unit organizes blood donation and thalassemia check-up camps regularly.

The NSS unit has adopted one of the slum areas "Sambhaji Nagar" in Dahisar East from 2022, "Savroli Village", Palghar in 2019-20 and "Bandhan Village", Palghar in 2022-23 where the volunteers had gone for a week-long residential camp. These volunteers undertook various activities like construction of roads in the adopted village, teaching for 10th grade students, wall painting, text books, stationery and clothes donation at Jila Parishad School, E-shram card awareness to people, etc.

The NSS unit in association with Indian Development Foundation (IDF) during the times of natural calamities, contributed towards the relief fund through voluntary monetary and non-monetary contributions.

To promote self-reliance of tribal women and market their products, the NSS unit promoted the sale of Diyas made by tribal women.

Evidence of Success

Volunteers successfully organized various blood donation drives in collaboration with multiple organizations across Dahisar, Borivali, Kandivali, and Mira Bhayander. They also conducted an AIDS awareness campaign in Sambhaji Nagar, Dahisar, using street theater to educate the community about the disease and prevention measures.

NSS volunteers, trained by healthcare workers, assisted in multiple polio vaccination drives at Primary Health Care Centers under the Mira-Bhayander Municipal Corporation (MBMC).

The "Avoid ME" initiative, led by NSS volunteers, sought to replace plastic bags with paper ones, provided to local shopkeepers. They also raised awareness about plastic waste through street plays. A Mega Collection Drive for E-Waste and Dry Waste was conducted in Mira Bhayander. Collaborating with the Indian Navy, activities like Swachh Bharat 2.0 (Urban) and Swachhata Pakhwada-Azadi Ka Amrit Mahotsav aimed to promote environmental awareness and sensitivity among students.

The 2021 Maharashtra floods in the Mahad Chiplun area prompted the government and local authorities to prioritize relief efforts. NSS volunteers partnered with the Indian Development Foundation and Sood Charity Foundation to establish the 'Maharashtra Flood Relief Camp' (Konkan region) to provide essential supplies, including nutritious food and household materials, for the affected population.

The 'Happy Meal Distribution' program provided nourishing meals to Police, MBMC officials, and those tirelessly working during Ganesha Visarjan. During Road Safety Week, the focus was on adhering to traffic rules and aiding Ganpati festival crowds. The National Unity Day Rally, held in collaboration with the police, aimed to foster unity. The Dahisar police station conducted a cleanliness drive. Raksha Bandhan and Diwali were celebrated with police officials to spread the festive joy.

The Institute organized 'Covid-19 Vaccination Drive' in collaboration with Suman Ramesh Tulsiani Charitable Trust (SRTCT) where FREE vaccination was provided to 1848 people living in slums, laborers and the needy.

The Institute partnered with My Green Society and the Indian Development Foundation (IDF) to organize "God's Child," a ration donation program. It aimed to promote gender equality by providing dry ration kits to the transgender community.

The institute has taken steps to reduce air pollution, including the creation of a City Forest using the Miyawaki method at Thakur College of Science and Commerce and organizing tree plantation drives in collaboration with Mira-Bhayander Municipal Corporation (MBMC).

Problems Encountered and Resources Required
- More faculty participation is required.
- More financial assistance is needed.