

Best Practices I

1. Title of the Practice

Internships: Towards preparing industry-ready human resource

2. Objectives

The following are the objectives of Internship

- Experience
- Company Expectations
- Resume Builder
- Glimpse into a Full-Time Job
- Gain Confidence
- Build Your Network
- Reference Letter
- Get Hired

3. The Context

The institute always aspires for a 100% success rate. The institute would therefore take the proactive step of preparing the students for internship. The short fall in the skills/ knowledge of the students will be addressed in the college before sending them to the industry. This could lead to a win situation in the following way. A continuous pursuance of a problem to help in development of 'Proof-of-the-principle' of a new concept during the final year project which, in turn, can be developed into a product by the same students when they join the industry.

4. The Practice

- Organizational structure
- Rules and regulations of organization
- Professional and ethical behavior
- Practical hands-on experience in handling tools and technologies used in the organization
- Carrying out small jobs
- Technical documentation through their internship report

5. Evidence of Success

Some features, like internship certification and undertaking an internship in a big firm, in addition to improving the short-term employability of an intern, also exert a positive influence on the medium-term employment prospects of participants. We would suggest that these factors are perceived by companies as positive signals of young peoples' competencies.

6. Problems Encountered and Resources Required

Internships expose students to knowledge of technology, best engineering practices, project management, leadership, planning, execution, product delivery and soft skills such as oral presentations and written communication, time management, professional ethics etc.

Best Practice -II

1. Title of the Practice:

Mentorship Scheme

2. Goal

- To plan Personal and career goals of students.
- To improve presentation skills/written skills and oral communication skills.
- To improve general aptitude test/technical quiz proficiency.
- To develop leadership qualities.
- To know resume writing and preparations for mock interview.
- To monitor overall progress of students during his/her graduation.

3. The Context:

- Along with the adaptation of good teaching learning process, which enhances the technical knowledge of students, Institute has designed innovative methods for the overall personality development of the students.
- Through Mentorship scheme- institute has developed systematic road map for improving the different aspects of personality developments, Communication Skill, Presentation Skill, Team Work, leadership qualities, resume writing, etc. and make them ready to face the challenges in industry.
- The students lagging in any of the above mentioned skills are eager to participate in the different activities planned under the Mentorship Scheme to develop themselves.
- The objective of Institute to implement mentorship scheme is to provide training and guidance to undergraduate students in all disciplines, increase the participation of all undergraduate students in the different activities conducted by the Institute, which will be useful to them in their life after graduation.
- Faculty who serve as mentors make a valuable contribution to the education and training of undergraduate students interested in hands-on experience in different activities. Students judge the experiences primarily by their interaction with their mentors. Thus, the role of faculty member in scheme is crucial to the program's success.

4. Practice:

- In the mentorship scheme a Teacher (mentor) is allocated with group of approximately fifteen students (mentees). Around five students from each year form a group of fifteen.
- Mentor meeting is conducted once in a week. Various activities like career goal setting, presentation skill, communication skill, resume writing, aptitude test etc. are conducted in the meetings.
- Along with these activities, mentor has to keep the academic record of the mentees allotted to him/her in terms of their monthly attendance, academic results, co-curricular participation within and outside campus etc. and inform the same to the parents.

5. Evidence of success:

- The evidence of success of mentorship system is reflected through the overall personality development of students.

- Those students who had lack of confidence, weak in communication, poor presentation skills, were observed having marginal improvement in the lacked areas when they came to final year.
- Parents were happy to have a system where, the overall progress of their ward is monitored and informed to them timely right from the first year till the candidate completes his/her engineering.
- There is a marginal increment in the number of students participating in various events held within and outside the college, since the implementation of Mentorship Scheme.

6. Problem Encountered and Resources required:

- The institute being situated in rural area the students are not that much exposed to the current enhancements. To overcome this mentors play an important role by making them aware of the same.
- To mould the student's mentality towards improvement in their personality without hampering academics was a difficult task.