

TWO BEST PRACTICES

I. Title of the Practice

'Earn While Learn'

Goal

The launch of an initiative called 'Earn While Learn' will collaborate with industries and business owners to educate and develop the skill set of our students. The programme outlines the need to introduce new and innovative skills that arm the youths towards increasing our economic growth and competitiveness.

The Context

A Program for all the students called “Earn while Learn” where the student of various streams will get the opportunity to work in the institute premises while they pursue their regular curriculum. It will also help to get the industry exposure before completion of their regular studies.

This Initiative is having a three-pronged impact. On the one hand, students are earning some extra pocket money while on the other, they are getting work experience and hands-on training while studying, something that is missing in our education system. Students who work with us gain practical knowledge which would certainly prove to be beneficial when they move out of college.

Most of the students tend to gain corporate experience while studying and then get into post graduate flagship programs. The traditional Bachelor’s degree-centric model has limited utility in a world focused on workforce development. Therefore this initiative becomes an asset when they enter the full-time job market.

The Practice

- We have developed a clear and coherent vision of what is essentially important to our students. Accordingly, we have organized the interviews for our students in the institute.
- Many Corporate have participated and offered Part Time Jobs to our students based on their respective domains.
- Dedicated Block/Labs facilitate in the Institute for the corporate’s to establish their setup.
- Regular Curriculum has been designed in a way, so the students will get an ample amount of time to work after completion of their classes.

- Dedicated Institute Staff has been assigned to monitor the Progress of students on daily basis.

Evidence of Success

Students improved their Communication Skills, Learn Job specific Skills, Improve their creative thinking, and receive academic credit. They also learn how to interview for a job and develop a job network they can use to find work after graduation. As a result, students present stronger resumes to prospective employers and are better prepared to embark on a career. After getting practical exposure during studies, now they are in a position to compete for jobs, students receive more job offers, are hired more quickly, and are paid higher starting salaries than others competing in the market.

Problems Encountered and Resources Required

Lack of resources and Less Practical exposure in the curriculum of regular studies is the problem.

‘Learning by doing’ and ‘earning while learning’ will become the most important pillar of the future of career development. Practical classrooms required which make the student job ready and enrich their path to a stable employment opportunity across multiple industries and sector both. Candidates must weigh their qualification and skill knowledge more wisely, because at the end what matters in job markets are skills and capabilities, and not just ranks and classroom knowledge.

II. Title of the Practice

Employability Skill Training (EST)

Goal

To enhance career specific skill set(s) of student(s) and to make them globally competent and employable in multinational industries.

The context

Employability Skill Training(EST) programs help students to understand the expectations of employers in the recruitment process and in the workplace. EST gives young people the opportunity to enhance their work readiness through different blocks of targeted training. Participating in training will help students to understand the expectations of employers in both the recruitment process and as a new employee in the workplace. Hence, we have conducted Employability Skill Training(EST) program in the institute to make them Industry ready.

The Practice

We have taken the following initiatives in order to strengthen the Industry-Academia confluence:

- Conduct of Industry Week every semester by all departments.
- Constitution of Industry Advisory Board with an intent to seek quality inputs for going beyond the prescribed syllabus so as to suit the requirements of industry.
- Conduct of a number of expert talks, workshops, training sessions by our alumni and experts from Industry.
- Our industrial tie-ups with Microsoft, Texas Instruments, CISCO etc. also provide necessary industry exposure to the budding engineers.
- We have hired the services of competent professional service providers for confidence building and soft skills training. In addition, we also have an adjunct faculty from English & Foreign Languages University Hyderabad to groom communication and other soft skills as required for all round development of students.
- Dedicated Training & Placement/Corporate Relations Cell which maintains a healthy liaison with the top-notch industry.
- Dedicated Centre for Entrepreneurship and Incubation. The centre aims to nurture the innovative entrepreneurial ideas of the budding technocrats to set up their ventures and thus enable them to be the job creators rather than job seekers.
- The Institute has got the membership of CII (Confederation of Indian Industry) and JMA (Jalandhar Management Association).

Evidence of Success

- Our Students have placed upto a package of 20lacs.
- DAVIET become the Host Institute of MSME for releasing grant upto 15Lacs.
- All eligible students placed in Multinational companies.
- DAVIET Students become the Entrepreneur and started their own startup.

Problems Encountered and Resources Required

‘Employability’ indicates that a person possesses skills, abilities, and attributes to get a job, and to be successful in his profession, which will lead to overall development of the nation. Students must deliver what is expected from them by the industries. It is also expected that higher education should develop employability among the candidates. Although, education and employability are two separate things, but it has been assumed since long that possessing a higher degree will ensure of getting a good job.