

## **Key Indicator - 7.2 Best Practices**

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

#### **BEST PRACTICE – 1**

##### ***1. Title of the Practice:***

##### **Skill Development Programs for faculties and Skill Enhancing Training for students**

*2. Objectives of the Practice:* The main objective of skill development programs for faculties is to set up a workforce proficient with the necessary skills and knowledge. Moreover, Skill Enhancing Training for students is a vital aspect of college education so that the students are employable and serve the needs of the ever-changing and dynamic market needs.

*3. Context:* Skilled employees yield higher productivity and can work effectively and efficiently. The institute has taken initiatives to provide skill development programs and has provided the required platforms like NPTEL, Coursera and other similar organizations for certification for the faculty members.

The Skill Enhancing Training is crucial for students navigating the professional landscape. It provides insights into diverse career paths, hones essential skills, and empowers informed decision-making. With rapid changes in industries, this training ensures individuals make informed choices thus enhancing their employability. Special trainings are organized every weekend by internal faculties with external support through organizations like Ardent-Computech, Euphoria-Genx, Globsyn, Ogmatech-lab, Mukesh Hyundai Training Academy and other skilled personnel.

##### ***4. Practice:***

In this practice, SVIMS encourages the faculty members to attend faculty development programs (FDP), seminars, workshops etc. SVIMS also takes the following steps:

- i) One day paid leave per week for faculties for their research purpose and for pursuing higher studies like M. Tech., Doctorate, Post-Doctorate, etc.
- ii) Not only paid leaves are provided for attending conferences, seminars, workshops, training, FDP etc. for faculty members but also financial support as full or partial registration fees for attending conferences, publishing papers or patents are granted.

Moreover, SVIMS provides skill-enhancing training to the students in the following aspects. Creating interest in students to enhance their employability skills through various career counselling programs. These goals are achieved through the Training and Placement cell and Departments of Specialization:

i. Students are trained in soft skill communication and presentation skills imparted by the faculty members of the English Department.

ii. Specific training on Aptitude and programming skills is provided by hiring Professional Agencies as many jobs require varied technical skill sets.

#### ***5. Evidence of Success:***

(i) By introducing various skill enhancing and assessment tools, students could perform well in placement and secure jobs. On average approximately, **60-70%** of students of our institute have been placed in reputed companies in the last 5 years.

(ii) Using online platforms, like NPTEL, Coursera etc. and also attending FDPs, many faculties have enhanced their skill and knowledge and contributed to research publication, patent filing etc.

#### ***6. Problems encountered and resources required:***

##### **Challenges:**

i. Inadequate Technology Access i.e. lack of necessary devices or internet connectivity.

ii. Online platforms faced engagement problems compared to face-to-face interactions during the pandemic period.

iii. Personalized career advice presents challenges for students due to differences in understanding level.

iv. Students with limited digital literacy encounter difficulties navigating learning platforms.

##### **Required Resources:**

i. Ensuring all students have access to necessary technology and seamless internet connectivity.

ii. Investing in interactive and captivating online learning tools to bolster the participation of students and generate keen interest in them.

iii. Implementing tailor-made training for tailored career guidance based on individual strengths and aspirations which may require the involvement of more resource persons and hence cost.

iv. Providing additional support or courses to enhance students' digital literacy skills.

#### **7. Notes (Optional):**

i. Successfully grabbing placement opportunities in top companies.

ii. Skilled employees with higher productivity and the ability to work effectively and efficiently contribute more towards the enhancement of individual careers and the growth of the institute as a whole.

## BEST PRACTICE – 2

### ***1. Title of the Practice:***

#### **Financial Assistance to deserving and needy students (Scholarships)**

### ***2. Objectives of the Practice:***

The objective of scholarships is to facilitate equitable access to education by alleviating financial barriers. By recognizing and supporting merit-cum scholarships to promote talent, and fostering a vibrant learning community that contributes to both individual growth and societal advancement.

### ***3. Context:***

Scholarships in institutes serve as catalysts for knowledge enrichment and foster intellectual growth and innovation. There are various scholarships like SVMCM, SC, ST, OBC, KANNYASHREE, National Scholarship, AIKYASREE etc. sponsored by the Government and SVIMS-Institute scholarship, various non-government scholarships available for the poor but meritorious students. These opportunities not only alleviate financial burdens but also cultivate a vibrant community towards the pursuit of academic excellence.

### ***4. Practice:***

As we know the scholarship of an institute is an essential requirement for students who cannot afford the expenditure for continuing their study. So, being a well-wisher of students, our institute initiated the following steps so that they can grab the various scholarship opportunities.

i. Explore and identify available scholarships from the government and within the institute, considering academic accomplishments and specific eligibility requirements.

ii. Compile necessary documents, approval and completion of online and offline application processes following the application deadline.

iii. Remain vigilant and conduct awareness programs regarding application deadlines to ensure punctual submission & develop a schedule for efficient time management, and monitoring.

iv. To check the application of students for financial assistance for different scholarships.

iv. After submission, application progress is monitored and promptly addressed any additional requests or inquiries from scholarship portals and approving bodies.

### ***5. Evidence of Success:***

The institute's scholarship initiatives have swiftly demonstrated success. SVIMS is proud to state that the average percentage of the number of students who have benefited from scholarships and free ships provided by the Government, Institute and non-government agencies during the last 5 years is approximately 92%.

### ***6. Problems encountered and resources required:***

Challenges: Insufficient financial resources may limit the availability of scholarships. Socioeconomic, geographic, or technological barriers could restrict certain groups from applying.

Required Resources: Adequate funding is necessary to provide a significant number of scholarships. Initiatives targeting diverse populations and ensuring equal access are essential.

### ***7. Notes (Optional):***

Notable student accomplishments, encompassing more and more low-income group students to aspire for higher education are some of the most positive outcomes. This signifies a commitment to shaping futures through education, affirming the program's positive trajectory.