

## **Best Practice 1**

### **Title of the Practice**

#### **Career Guidance Training**

### **Objectives of the Practice**

In today's ever-changing dynamism, Career Guidance to the college students is the most crucial issue of college schooling so that the college students can serve the want soft heaven-changing and dynamic market needs.

REC provides profession instruction to the college students in following aspects

1. Exploring various career options
2. Developing self-confidence and self-reliance
3. Creating interest for higher studies
4. Promoting entrepreneurship
5. Promoting a culture among students for lifelong learning

### **The Context**

In today's growing markets, a good career path is meant to match viable careers, and fulfilling the dream is no longer an easy task for students. In order to maintain the career orientation of students and to make them aware of business and social needs, professional coaching through unique training methods is essential. The need of the hour is also to create dependency in students to acquire lifelong knowledge and prepare them for employment.

### **The Practice**

These objectives are achieved through the following activities of the Training and Placement Department and the concerned departments of the Institute:

1. Students are trained on Communication & Presentation Skills (using language lab) imparted with the aid of the faculty contributors of English Department.
2. Specific training on technical skills like Aptitude test, Programming skills, etc. is provided to the students by using hiring Professional Agencies as many jobs require some degree of skill with phrases and numbers.
3. Soft Skills Training Program.
4. Mock Tests, Mock Interviews and Personality Development training programs by the Campus T&P team members are held on a continuous basis to achieve a higher rate of placement.
5. To create attention about the opportunities/challenges in more than a few engineering/application/management sectors, aid men and women from industries are invited to deliver technical talks and to impart know-how on the modern-day traits and state-of-the-art technologies.
6. To make students extra enthusiastic and increase their self-confidence, alumni are additionally invited to address them and guide them through the career options.
7. Guidance on competitive examinations e.g. GATE and distinctive public carrier fee examinations is additionally given at the department level.

8. Seminars/Workshops are organized by individual department / students' chapters in collaboration with renowned industries / institutes highlighting the importance of education in the industry.

### **Constraints faced during students' career guidance:**

There is a serious lack of awareness among students, their parents and even teachers, which creates difficulties in career guidance. There is a significant gap between skill development and awareness of career counseling is clearly low among students, leading to reluctance among students to plan for career counseling in the first place.

### **Evidence of Success**

The performance of the practice is reflected in the campus placement of the students. The total placement scenario has been changed and the placement percentage has taken an upward trend year-by-year. Moreover, students started understanding that they are to be industry-ready and a larger section of the students get inclined to jobs of different flavor beyond specific technical skill sets.

To add to this, career guidance is helping the students to understand their inclination towards higher studies. Although the success rate is not commendable, however, this kind of preparation helps them to face tough technical interviews as well their confidence increases many-fold on attempting public service examinations. This is evident from the fact that several students are qualifying for the public service commission examinations just after passing out.

### **Problems Encountered and Resources Required**

The problems encountered in implementing the practice are as follows:

1. Finding out the right type of professional agencies who can provide training and skill sets to the students as per market demand.
2. Difficulty in convincing students to regularly attend the training programs by the professional agencies for facing tests/interviews.
3. Difficulty motivating students for further research and for public career exams where in-class attendance beyond normal grading hours is required.
4. Difficulty getting the student to understand about the short-term goals, long-term goals are more effective.

Although there are various problems, the institute has been able to implement the practice effectively through decentralizing the training and placement activities and mobilizing its technical and non-technical resources in an efficient manner.