7.2: Best Practices

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

Practice-I

Title: Malineni's Women Empowerment & Skill Development through Education

Objectives:

- To develop the technical, analytical & soft skills for women engineers to cater the industrial and societal needs.

- To create peer awareness among the women about their civic rights and obligations.

- To develop a spirit of gender sensitization

- To empower women with emotional and physical strength.

- To peer the women to have a sense of culture, ethics, morality and social responsibilities.

- To develop self help and self confidence in women.

- To develop the technical, analytical & soft skills for women engineers to cater the industrial and societal needs.

- The Specific Objective of the technical, analytical and soft skills training is to help unleash the latent talents of our young learners in a friendly, fun-filled and enabling learning environment in order to make their education meet corporate expectation and placing them in reputed companies.

- To transform students into preferable resources for industry and society with appropriate trainings in the fields of Aptitude, Logical thinking, Verbal Ability, Written Communication and Technical Skills.

- To develop interpersonal skills and leadership qualities among students with appropriate Seminars, group discussion activities and modern tools.

- To gain a competitive advantage by developing technical skill sets those are in demand.

- To help in career visioning through guidance and counseling by organizing senior corporate guests, international education councilors, etc.

- To develop the best learning process using a comprehensive understanding of industry's best practices.

- To empower fundamental technical skills with emerging areas like artificial intelligence, data science, robotics, machine learning, IoT, Block Chain, Big data analytics etc.

Context:

"Empowerment of women leads to development of a good family, good society and, ultimately, a good nation; believing in these words of Dr.A.P.J.Abdul Kalam, the college focuses on the activities related to women empowerment through education. Through it, women have better

access and opportunities in the workforce as they will be able to live their dreams by pursuing their own goals and values. All these activities have made the students believe that women are the nurturers, custodians and bearers of social tradition.

In this context, MLWEC focuses primarily on the below framework:

The industry is always on the lookout for students who are vibrant, energetic individuals and ready to accept challenges, attentive, a good academic background, fast learners, open to learning even at work and more importantly, good communication skills. A good score sheet andtechnical ground rules are only one phase of the recruitment process.

Organizations today make use of unique techniques during recruitment to make certain that those hired will meet its requirements. The pre placement cell recognizes these techniques by interacting with the industry and prepares students for them. Hence there is a need to establish the vital link between students and prospective employers to facilitate the training and placement of students as they begin their career after graduation.

Personality Development is one of the most important aspects is to groom the students so that they can deal with the challenging situations at work place. Since Pre Placement training time can be quite daunting, these sessions also help in motivating the students by conducting various workshops on how to increase their self-esteem.

One of the most crucial steps to get hired by a dream company is to excel in the final rounds of personal interviews. The Pre-Placement Training train the students on important interview skills related to Dress Code, Confidence, Creativity, Ability to react and respond, and handle to stress.

Hence, pre placement activities focus on the personality development to make the students reliable, with a positive attitude and right decision making.

The Practice:

The uniqueness of our pre placement training program conducted by the Training and Placement department is to ensure that the recruitment process is a successful journey for the students of MLWEC. It puts high emphasis on technical and non-technical pre placement training, which will train students to excel at interviews and recruitment processes.

1. An exclusive MoU with "BYTEXL" for campus recruitment training from IInd year- IVth year.

2. Highly experienced and capable team of trainers to impart knowledge on Quantitative Aptitude, Logical Reasoning, Verbal Ability and Soft Skills.

3. Students are trained on Technical Coding as part of Regular Curriculum in CRT classes.
4. Regular assessments on trained topics and Company specific patterns through our own Bytexl testing Platform are given paramount importance.
5. Assessments pave the way for finding gaps in specific areas so as to bridge them effectively.
6. The training is executed in the most suitable environment with the help of the Career Guidance Cell, well-equipped CRT Rooms, Sophisticated Auditorium and state-of-the-art Communication and Soft-Skills Laboratories.
7. The Alumni of the Institution assists the students to understand the real-time procedures and practices of the Companies through Seminars, Mock-interviews and related Interactions. The following training programmes are conducted for the students by proper planning prior to the academic start.

(I & II year)

Soft Skill Training:

This includes the enhancement of following skills

- Presentation Skills
- Group Discussion
- Resume Preparation
- Interview Preparation
- Just a Minute
- Leadership Qualities
- Goal Setting
- Time Management
- Assertiveness
- Team Player, etc.

Aptitude Skill Trainings:

- Reasoning
- Data Interpretation
- Logical
- Analytical

Domain-Specific Trainings:

The students are trained in advanced techniques of the following languages and technologies and make them application oriented.

- C/C++
- Java
- Python

Career Guidance:

Career Planning for various career options assisted the students with career choice, job research, job planning, understanding self-talent, and job interview tips.

Evidence of Success:

Students optimally used programs of soft skills, CRT and corporate trainings to sculpt their technical skills, personality traits and managerial skills, thus whetting their communicative as well as competitive spirit and enthusiasm promoting positive feedback and momentum, promising further such endeavors.

Many employers have given excellent testimony for our placement support for making the students industry ready.

Alumni and parents have also given good testimonials for supporting the students throughout their journey to good placements and training them for being a responsible citizen.

Year by year we observed a considerable increase in the placement and also the recruitments in reputed companies with a very good package.

Problems encountered and Resources Required:

Pre placement training is a high priority practice in MLWEC, still it faces certain problems which the management strives to solve them.

Students are hesitating to take part in activities because of lack of confidence and dare. They also feel the burden of academics to participate in activities.

Some of the students also lack commitment and out tracked, hence a close monitoring and mentoring by faculty is required. For this a strong mentoring and counseling system is employed by training the faculty on counseling and handling the students.

Student from rural background may have good technical skills but may lack communication and other required skills, so special classes are to be provided to such students to boost their confidence levels and face the challenges of the world.

Faculty Development programmes need to be conducted to update the faculty with new evolving technologies so that they are prepared to train the students.

Practice-II

Title:

Industry Institute Interactions with a novel focus on experiential learning, compass connect and finishing school concept (class room to corporate world) as a policy and practice.

Objectives:

- To establish convergence with industrial and research organizations from various fields through MOUs as a form of interaction.

- To Establish Centre of Excellence by Industry/ Corporate to Provide Real Time exposure on Technologies

- Industrial Visits

- To integrate industrial training and other inputs from the industry with the teaching learning processes so as to develop in the students:

- Awareness about the job functions in the industry& attitudes to adapt to industrial environment.

- Proper practical and relevant knowledge and skills to become self-employed.

Context:

Industry-Institute-Interaction provides a platform for both the students as well as faculty members to be aware of industry expectations of skill sets required for students. This enables students to be aware of the lacunae in their skills and provides an opportunity to upgrade them.

Training & Placement Department is instrumental in signing the MOUs with some of the reputed companies like TCS, CTS, DXC, Wipro, Supraja Technologies, etc. Through this, the department organizes various technical training and certification programs for students to give competitive edge in present global employment market.

MALINENI's tireless journey to inspire young minds and inculcate latest technologies in their education has entered an MOU with Indo-European Skills Centre for Mechatronics and Robotics, in association with German University in collaboration with APSSDC, Govt of A.P. two of our faculty members undergone training in Germany on robotics. One of our ARC Co-ordinator Dr.Ch.Ramesh has been honored: ARC BEST TEACHER AWARD-2020 by APSSDC in association with Indo- Euro Synchronization..

We are proud to be a part of a social initiative by DXC Technology for Empowerment of Women. We are associated with T-Hub, Hyderabad which leads India's pioneering innovation ecosystem that powers next-generation products and new business models. This initiative taken by the college helps promoting Early level Innovation- An interactive platform to forge

students connection, identity and opportunity.

Our Prestigious Corporate Partners:

1. <u>TCS – Youth Employment Programme</u>

We are proud to be associated with TCS-YEP. The main objective is to enhance employability of rural youth from socially and economically marginalized communities, thereby promoting inclusive growth. It also ensures continuous availability of talent pool for the industry and increase diversity & gender parity.

The YEP provides free employability training to empower **200 of our pre-final year students** by skilling them in various technologies making them industry ready. The program also guides for internal and external placement across India.

The Youth Employment Program uses a Four Pillar Framework to achieve the objective.

- **Training Content**: Prepared by TCS experts, with focus on industry needs and approximately 200 hours for Engineering graduates.

- **Trainers**: The training is provided by TCS employees as volunteers, bringing in their expertise and industry skills into the fore. Some external experts too contribute to it.

- **Placement**: Through teach-coach-and mentor model, the trainees are guided for jobs within TCS and externally.

2. <u>Cognizant – Digital Nurture</u>

It's a new program started by Cognizant which helps the student to improve their knowledge and skills, covers all the modules and fundamentals which an IT student must have also, after completion. This program is a first-of-its-kind in the industry that makes you a professional in the digital world, even before a student leaves the campus. The objective of this initiative is to nurture all eligible students and make them industry-ready for a successful career with Cognizant. If we identify you to be a part of this program, you will go through a dedicated technical and behavioral curriculum that blends continuous evaluation through multi-touch point intervention with assessments. The participants who excel the benchmark set for this course will be awarded Pre-Placement offer (PPO) from Cognizant.

This focused learning program has been designed for students of all engineering branches. which provides:

- Internships with business experts

- Performance – based joining bonus

- Higher Education Co-sponsorship

- An opportunity to grab a pre-placement offer from Cognizant

Digital Nurture 2.0 - Deep Skilling Stage at a glance : It is the program currently in progress at our campus. Students will be enrolled into any one stream from the below 2 options based on the results of the Qualifier Test. This learning journey consists of modules covering:

Digital Nurture 2.0 - Deep Skilling Stage – .NET (Stream 1)

Digital Nurture 2.0 - Deep Skilling Stage – Java (Stream 2)

It is completely online: Delivered 24x7 through a best-in-class digital skilling platform. The program is structured as a set of course modules. Each Module is a learning unit that consists of Udemy learning content, hands-on Lab exercises (where applicable), and knowledge-check quizzes.

3. Applied Robot Control Lab

Faculty Training:

- Training of faculty members held both online and onsite (ARC 1.0) at the labs of APS ECM, Aachen, Germany.

- Online Training involved webinar sessions and training workshop in Germany helped them to understand the robots while delivering the course to the students.

i. Workshop on "**Applied Robotic Control Labs**" as part of "**Indo European Skilling Centers for Mechatronics and Industrial Robotics**" in AP, India by APS GmbH European Center for Mechatronics, Aachen, Germany. (ii) Workshop for faculty members of "Applied Robotic Control Labs" (ARC 2.0), VIT A.P.

Training Methodology:

- Applied Robot control courses for the students ARC 1.0, ARC 2.0 and ARC 3.0 was designed to introduce them to the fields of automation and industrial robotics with a practical approach.

- The courses were delivered by pioneers in the industry, faculties from prestigious German universities (through webinars) with the help of the faculty members from the convergence Centers.

- 40 Students have actively participated and successfully completed ARC1.0, ARC 2.0 and ARC 3.0 training sessions at our campus (2019-20).

- About 60 students have registered for Second batch ARC 1.0 (2020-21)

HACKATHONS

Hackathon challenge attendees to exhibit their ability to innovate and create compelling, real-world solutions, utilizing the latest devices and technology. It's also a chance to demonstrate specific skills that you aren't able to showcase elsewhere and we have encouraged our students to bring out their creative best.

INTERNSHIPS, MICROSOFT CERTIFICATIONS, WORKSHOPS

Internship programs provide training, mentoring, hands on experience and career development opportunities while working with industries. To enhance the exposure of the students, faculty and staff with respect to education, professional skills and knowledge, numerous extension lectures, training programmes, seminars and workshops are regularly arranged in the campus.

MLWEC organizes bootcamps and Hackathons at department level to encourage professional creativity and self-expression by using the most innovative and modern technological solutions through start-up companies like Supraja Technologies , Madblock Technologies Pvt Ltd,etc.

Evidence of Success:

Students have utilized the industrial trainings and internships to the core and have shown a tremendous improvement in the placements of MLWEC
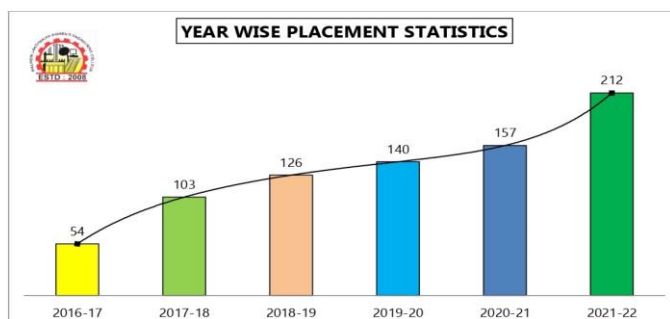
Problems Encountered:

During COVID pandemic,

a. Many scheduled activities like industrial visits, guest lectures, STTPs etc. were cancelled.

b. Manufacturing /Fabrication of students projects were suspended due to lockdown hence funds allocated for projects were not utilized.