

## **BEST PRACTICE-2**

### **1. TITLE OF THE PRACTICE:COMPETENCE ENHANCEMENT PROGRAM**

Through the Competence Enhancement Program, NMIET prepares students for all aspects of career planning, including postgraduate study, employment opportunities, entrepreneurship, and other areas including research and development. To develop better graduates who are technically sound and have the professional attitude, abilities, and temperament required to fulfill the community's changing and dynamic demands, the institute works to strengthen both individual and institutional culture. Nearly all students receive the intended professional prospects as a result of the Competency Enhancement Program.

### **2. OBJECTIVE OF THE PRACTICE:**

- To attain program-specific outcomes, students are trained in communication skill, soft skills, social tendencies, and current trends and technologies.
- To produce skilled technocrats who can handle a variety of jobs in the future in addition to their first job.
- To encourage students to be creative and to think beyond the box.
- To impart professional and technical skills focused on the industry in preparation for college placements and beyond.
- To improve entrepreneurial abilities and provide the required resources, such as technology and processes.
- To make it easier for students who want to pursue higher education to choose the right course of study.

### **3. THE CONTEXT:**

According to numerous organizations, including NASSCOM, just 25% of graduates are genuinely employable. NMIET has seized the chance presented by this challenge. The last few decades have seen the remarkable rise of the engineering and technology sectors, which has radically changed the nature of the work market. These days, technical educational institutions must produce socially conscious engineers and entrepreneurs who are also morally and ethically sound.

Students that enroll in the institute come from a variety of backgrounds, including rural, semi-urban, and metropolitan ones. They struggle to meet the demands of the sector and require a range of skills, including technical competence. The Institute has created an extensive Competency Enhancement Program in order to get over this obstacle. Students that participate in this program gain the information, skills, attitude, behaviour, and social orientation necessary to succeed in further education, entrepreneurship, and quality placements.

#### **4. THE PRACTICE:**

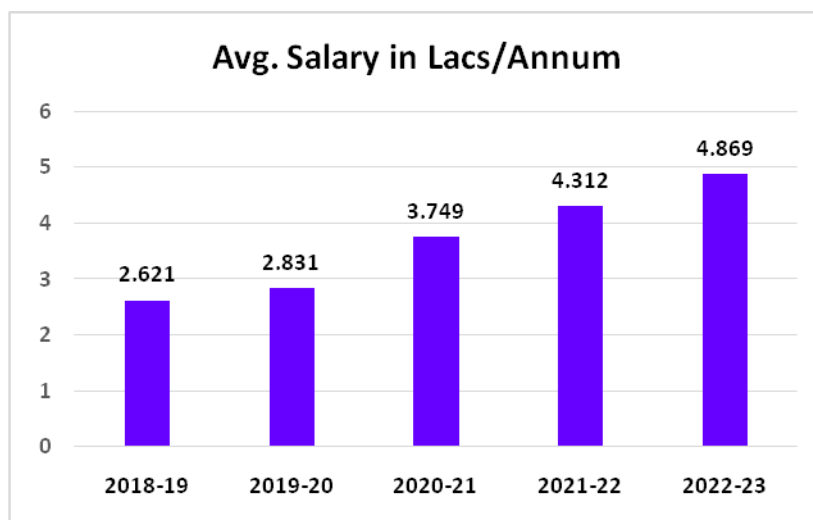
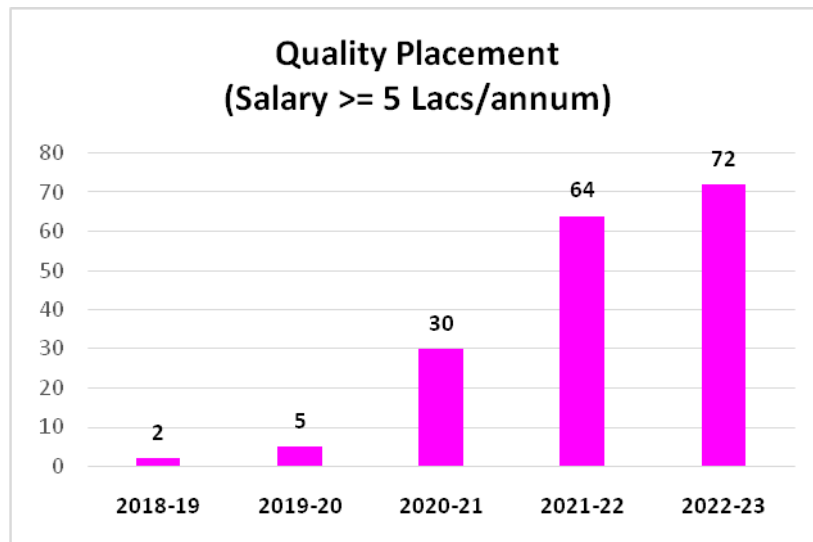
NMIET has implemented many efforts for every student, as listed below, in order to attain holistic growth in the students.

- Soft Skills and Communication
- Aptitude training Mock and Group Discussion
- Add on Courses
- Value-added courses
- Foreign Language Training
- Industrial Visits
- Intellectual Excellence
- Effective Academic, Professional and Personal mentoring
- Parents connect and counseling
- Professional ethics and human values
- Contents beyond Syllabus
- National Service Scheme

NMIET sets up additional foreign language lessons so that students can become proficient in foreign languages, which will help them in their job placements. Training in soft skills is added in the second year. Domain-specific add-on courses, workshops, and seminars that meet industry standards are offered. In the third year institute adds GD, mock interviews, and aptitude. External organizations such as Campus Credential offer aptitude development training. The institute also helps students to get industrial internships. Campus placement activities have been completed in great detail throughout the last year. Various seminars/talks/workshops by experts, government employees and alumni are organized on career guidance and civil services examinations.

## 5. EVIDENCE OF SUCCESS (2022-23):

The success of the Competence Enhancement Programme is evident from the impact and success stories given below.



The number of students who were placed, pursued higher education, and started their own businesses throughout the previous five academic years is displayed in the following table.

Academic Year	No. of Students	No. of Students Placed	No. of students having an Average Salary $\geq$ 5 LPA	No. of students having an average salary $<$ 5 LPA	Higher Studies & Competitive exams
2022-23	309	207	72	131	3
2021-22	362	253	64	174	8
2020-21	344	217	30	186	11
2019-20	268	169	5	164	8
2018-19	207	91	2	89	1

## 6. PROBLEMS ENCOUNTERED AND RESOURCES REQUIRED:

The following obstacles were encountered throughout the design and implementation of the Career Enhancement Program. Still, the Institute has effectively carried out the Program with careful planning and persistence.

- Students from non-circuit branches having less exposure to programming were deprived of better opportunities. The institute has thus initiated training courses on programming skills for all students from the Second Year.
- In terms of adequate aptitude, a few students are behind. Cocubes Assessment Tests are given starting in the second year of study to help students enhance their aptitude.
- Some companies recruit candidates based on global certifications like AWS, Microsoft-Azure, AutoCAD, Google, Coursera etc. Such certification training is often costly and demands additional time and effort. NMIET provides training, and guidance for global certification.
- Students preparing for higher studies lacked resources like material, coaching, program information and scholarships. The institute has taken initiatives like the provision of study material, and arranging sessions for guidance for higher studies.
- The majority of students choose to be placed on campuses. To encourage students to pursue entrepreneurship and higher studies, the institute implements several initiatives.

