

TITLE OF THE PRACTICE : 1

EMPOWERING YOUTH THROUGH SKILLS: PMKVY 4.0 INITIATIVE

Objectives:

- To equip students with industry-relevant skills and knowledge.
- To enhance employability and entrepreneurship opportunities for students.
- To foster a culture of innovation and skill development among students.

The Context:

The Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is a flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE) implemented through National Skill Development Corporation (NSDC). It is India's largest skill certification scheme and the objective is to enable and mobilize a large number of Indian youth to take up outcome based skill training and become employable and earn their livelihood. It is the first step towards making India the skill capital of the world. It was launched by Hon'ble Prime Minister Shri Narendra Modi on 15th July 2015. The scheme offers cost-free, industry-related skills training to the students of Schools/Colleges and Unemployed youth. The scheme offers valid certification recognized by the Central Government, on the basis of which candidates are assured to be placed in the respective sectors and earn a livelihood.

Practice:

- Hands-on Training: Provide hands-on training and projects to practice technical skills.
- Industry Visits: Organize industry visits to give students a first-hand experience of the industry.
- Mentorship: Provide students with mentors who can guide them throughout the course.

Evidence of Success:

Under PMKVY scheme, Our Vidhya Sagar Women's College as the training partner, offered four short-term training to 240 students for the job roles of

1. Jewellery Designer -CAD
2. Social Media Associate
3. Bridal Makeup Artist and
4. Front office Executive



The training was imparted in accordance with National Skills Qualifications Framework (NSQF) with strict monitoring guidelines enforced by NSDC. The assessment of the trainees (both theory and practical) was conducted by the month of November 2023, Students altogether 198 trainees were successful in the assessment and certified for PMKVY 4.0 Certificates.

Problems Encountered and Solutions:

1. Limited Industry Partnerships: Establish partnerships with industries for training and placement.
2. Limited Resources: Mobilize resources from government agencies, NGOs, and private organizations.
3. Student Motivation: Implement strategies to motivate students, such as gamification, rewards, and recognition.
4. Trainer Capacity: Provide trainers with training and capacity-building programs to enhance their skills and effectiveness.

By addressing these challenges and continuously evaluating and improving the course, the PMKVY skill development course can achieve its objectives and provide students with the skills and knowledge required to succeed in their chosen careers.

TITLE OF THE PRACTICE : 2

MENTORING PROGRAMME - A STEP FOR DIMENSIONAL DEVELOPMENT OF STUDENTS

Mentoring programme provides personalized support to students and aids in professional socialization. It serves as the platform to be student-centric and ensures the development of holistic individuals. Mentoring programme facilitates; establishing a vibrant relationship with the student and teacher, installs the confidence in the students to seek advice, have informal discussions, discuss the problems and have a meaningful deliberation to attain the goal.

Objective:

- To achieve the vision of the institution viz., to develop all round personality of the students on progressive lines.
- To provide a continuous learning process for both the mentor and the mentee.
- To establish the mentor as a role model and to support the mentee for personal and academic development.
- To establish a vibrant relationship between the teachers and the students that will ensure responsible behaviour and discipline.

The Context:

The nature of students' background i.e. catering to different socio-cultural and economic diversity necessitates mentoring being opted as one of the best practices by the institution. The absence of institutionalized system of having a mechanism of mentoring, guidance and counselling in the region along with the obvious fact that some of the students are from remote areas and first generation learners makes it imperative on the part of the institution to provide mentoring i.e. guidance for all-round development of the students on academic as well as aesthetic lines. Moreover, it is aimed to align with the institutional mission and vision statement aiming to develop students on progressive lines. Finally, it was decided to start a scheme with our own students i.e. Mentoring Programme which imparts more interaction with students to overcome their shyness, furnish language, etiquettes, confidence in study or in their personal life too.

The Practice:

- Mentoring session is conducted weekly on a regular basis. This session is compulsory for every student to attend.

- In the mentorship scheme, a group of students from all the courses/semesters are allocated to each faculty (mentor).
- The mentoring parameters are based on four aspects i.e. academic, attendance, career and general.
- The mentors are provided with details of mentee's performances in terms of academic (weekly test, class test, and mid-term and end-semester exam) and attendance records. The mentor also keeps track of the mentees' personal development such as co-curricular activities, discipline and career related issues.
- The mode of communication between the mentor and mentee can be established through different mode(s) namely- In-person, Phone and E-mail.
- The practice of the mentoring system is evaluated by the Principal monthly so as to ensure quality and efficiency in practice.
- The grievances of the mentees are taken up by the mentor and if necessary, it is forwarded to the relevant authorities for necessary remedial actions.

Problems Encountered and Resources Required:

Problems are encountered in regards to the diversity in students' background and upbringing i.e. lack in the art of effective articulation, introversion and indifferent attitude etc.

Many students face difficulties due to shyness, low confidence, and dialect barriers. Our mentoring program strives to create a supportive environment where students feel comfortable sharing their challenges. We aim to empower students to overcome their inhibitions and make the most of our mentoring program. By providing nurturing guidance, we hope to help students build confidence and articulate their concerns effectively.

Evidence of success:

- There is a marginal increment in the number of students participating in various events held within and outside the college, since the implementation of Mentorship System.
- Increase in student attendance and improvement in students' academic performance.
- Improvement in the sense of belongingness about the institution.
- Improvement in mentees discipline, interaction and communication skills.
- Establishment of a vibrant relationship between teachers and students which has provided a congenial atmosphere in the class room as well as in the campus.
- Hence, this practice of the institute is a step to imbibe in the students a rational positive outlook towards life thereby making them responsible citizens.