7.2 Best Practices

Best Practice I

1. **Title of the Practice:**

TNC-Soft Skill Hub (Curriculum-embedded Soft Skills development Programme)

2. **Objectives of the practice**
   - When the college, by choice, admitted more first-generation learners, the poor and the marginalised, it had a greater responsibility to provide additional care for the overall development of the students. It thus embarked on the mission of imparting soft skills along with the core courses for holistic development and better placement prospects.

The objectives of the programme are

   - To provide an intensive and sustained training on soft skills for improving the job prospects of the students.
   - To encourage the student towards progressive thinking & logical reasoning techniques.
   - To acquaint the students with intricacies of the corporate world and the work-life balance
   - To create an interface between industries and educational institutions

3. **The context:**
   - With the support of Management, the TNCAS successfully initiated the soft skill by the Career Guidance and Placement Cell to strengthen skills training for all students during the Academic Year 2016-2017 and now it is renamed as TNC-Soft Skill Hub in 2022-2023.
   - The Add-on courses, certificate courses, Life skill courses and skill development courses for providing skills in a structured manner through curriculum. The institution takes the responsibility to equip the students on all aspects of career development.

4. **The Practice**
   - Skill development programme was conducted for students by the Faculty members as a add-on course (30 Hrs) during Saturdays. The Five modules are to be completed within 5 hours each and the whole programme is completed in 6 sessions. The faculty handles the modules in which they received training and are provided with gadgetry support for effective teaching-learning. The performance is measured through assessment.
   - The college engaging corporate trainers for the Soft Skill courses to motivate the students and instilling confidence in them, as they step into the corporate world.

- The classes are embedded in the regular timetable and the students are divided into smaller groups to make training more effective and purposeful.

5. **Evidence of success:**
   - The skill development programme under the supervision of IQAC of the Institution has brought tremendous success to the students who have imbibed relevant skills needed for both local and global requirements of the corporate sector. Its effect showed significant increase in Campus placement (62%) after the introduction of curriculum-embedded soft skills programme. Annual surveys and open forum interactions reported positive feedback about the usefulness of the programme.
   - In the academic year 2022-2023, 62% students have received offer letters from MNC's, Banking sector and Service Sector with an attractive salary package. The students have benefited greatly from the ongoing training programmes, which have provided them with the requisite skill and confidence, and some of them have become successful entrepreneurs.

6. Problems Encountered and Resources Required:
   - When the module started, the students have difficulties in coping with the programme taught for all in regular classes In conventional classroom setup, activity-based exercises could not be conducted in full-fledged manner. Hence students are taken into smart classrooms provided with projector and laboratories.
   - Availability of time slots in computer labs and smart classrooms is not sufficient and hence students are allocated in batches and time slots are allotted for skill development programme. Inviting reputed trainers from renowned corporate companies involves higher financial implications.
   - Balancing the timeline between regular academics and training sessions is difficult as many students, due to their finical constraint, opt for part time job after college hours. Any implantation of the add-on courses has to one only on Saturdays.