
Best Practice 1

1. Title of the Practice: SMART PRO

2. Objectives of the Practice: SMART PRO is a training and development initiative guided by the tagline "Unleashing Your Potential.". It is critical for students as they forge their path forward in pursuit of personal and professional goals. The Training Department of the college offers ample opportunities to develop the essential and relevant skills required for their success. It arranges and coordinates programs that aim at enhancing the potentials and molding the students to meet the industry expectations in their career building. Skill enhancement training programs and various innovative initiatives have been customized and comprehensive training is imparted to the students to face the challenges head on.

3. The Context: In the rapidly evolving landscape of higher education, Naipunnya Institute recognized the need to go beyond traditional teaching methods. The challenges included addressing the gap between academic knowledge and practical skills, ensuring students are well-equipped for the competitive job market, and adapting to the changing dynamics of the digital era.

4. The Practice: The institute has implemented a multifaceted approach to skill development and student empowerment. It began with the rebranding and restructuring of the following programs:

AARAMBH - Aarambh is an orientation program for those who are new to a leadership role. Students get an opportunity to interact with renowned leaders. The objective of this training is to deepen their leadership skills, enhance their managerial skills and develop an awareness of the responsibilities to help new leaders to be successful in their new role.

NEXUS - Orientation programs are aimed at familiarizing the students to their new unknown campus environment, its faculties and infrastructure. It sets a lasting impression for new students. It aims towards familiarizing students to the college culture, policies and practices, incorporating students in to the campus environment and Bridging the gap between the faculties and the freshers'.

FINISHING TOUCH - In the current job scenario things have become extremely competitive. Finishing touch is an exclusive interview skill training program offered by the department for the final year students. This 30 hrs. of intensive training, certified by Rubicon Pvt. Ltd. equips the students with all the skills required to ace in their personal and professional growth. The training is meant to provide Life skill - self-analysis, digital identity, Soft skill - body language, professional grooming, goal setting, Communication skills, presentation skills and Interview skills.

SKILL ENRICHMENT PROGRAM (SEP) - An exclusive STED Council of India certified soft skill training program which helps students improve how they think, communicate, behave and master the foundational skills needed to thrive in today's academic and professional settings. The objectives of this training includes to help students to make aware of themselves, about the environment, about the challenges and to set their life and career goals, to make the students aware of the competencies required to be successful and to equip the students with basic required skills needed to enhance their employability.

YOUTH EMPOWERMENT SERIES (YES) - It is an inter university student exchange training program to mould young talents. It creates an opportunity for students to learn, to prosper and to work with others in a different cultural milieu. The main aim is to enable the young aspirants to experience various campus cultures, to equip with skills and abilities to stand out in this competitive world and to give students the opportunity to broaden their outlook.

STUDENT GURU - Student Guru is an initiative in which the scholars get an opportunity to teach and impart knowledge to their juniors or peers. The scholars take up the role of teachers, take class and share their knowledge. It aims to enhance presentation skills, to improve communication skills and to sharpen the knowledge.

BE HUB - Behavioural Enhancement Hub aims at bringing a positive behavioural change in each student through the concept of associative learning. Recognizing the fact that the simple but healthy actions of a student, repeated on a daily basis, becomes a habit within a month and gradually will become part of the character. This training is mainly meant to inculcate positive behaviour in the campus, to develop personality of the student and to practice strengthening character.

EXPERT- NXT - Expert Nxt is an initiative, which allows students to interact with eminent personalities and real life heroes. This is aimed towards providing Inspiration and learning experience, expanding the perspectives and improving the skills of students and motivating them to explore new dimensions.

LEADERS THRIVE - To effectively lead others, people need to lead themselves first. Leaders thrive is a training program hosted exclusively for the Leading hands to get an insight into how to unlock leadership potential. It aims towards unleashing the potential and igniting the talents, identifying the resistance blockers and how to overcome them and discovering unique combination of skills and experience.

SELEZIONE - This is the prestigious event to choose the best outgoing students from every department as well as the overall Best outgoing student of NIMIT. Determined outgoing students are tracked and best performers from every department and honoured for their dedication and talents with the Best Outgoing

Student Award. Its main objective is to acknowledge and promote student academic excellence, acknowledge extracurricular activities of students in various fields and to motivate other students to perform better thereby upgrading standards of excellence and achievements.

MERAKI and SYNERGIA - The seated forum for the UG (Meraki) and PG (Synergia) is a perfect platform for the students to perform in corporate style and inculcate a holistic development in the students. It mainly enables them to Improve managerial skills and communication skills, facilitates team building in the class and improves presentation skills.

COMMEMORATIVE DAYS - The Commemorative Days Observance in the college promotes celebrations and observance of important Days. Every year, a range of events occur around the world to remind humans and bring people together. The main goal behind this training is to facilitate the students in transforming into awareness of the importance globally, raising their consciousness of world issues and also helps in the celebration of global heritage, nature, and culture

FACE 2 FACE - College union elections give unique opportunities for students to represent their college. Prior to this day, a grand event 'Face2Face' is conducted to provide the entire student community an opportunity to meet the candidates. It aims to provide an opportunity for the students to meet the potential candidates and to know about them and their agendas, to build positive relationships between the candidates and the student community and helps the students to choose and vote for the right candidate.

CONNECTING THE DOTS - Extension and Consultancy Service, offered by the training department, to other institutions based on their needs. This program aims to share knowledge and skills, to enhance self-awareness of individual to identify their purpose in life and build meaningful connections among individuals that help them grow

NAIPUNNYA DIGITAL - Naipunnya Digital, a fun and infotainment-packed YouTube channel for students to excel and explore their talents. This is a platform that gives students an opportunity to showcase their potential, creativity, enhance confidence level and spread positive vibes.

5. Evidence of Success: The success of this practice is evident in the increased employability and overall development of students. Positive feedback, participation rates, and the successful implementation of Naipunnya Digital showcases the program's impact. The institution has witnessed a notable improvement in students' confidence, employability, and skill proficiency, aligning with the institute's vision of holistic education.

6. Problems Encountered and Resources Required: Challenges included initial resistance to change evident in the overall attitude of pupils, along with time constraints from the shortfall in the prescribed hours. Addressing students' attitudes towards change and finding ways to accommodate missed hours were essential for the programme success. Continuous monitoring and strategic resource allocation were necessary to ensure the sustained success of the initiative.

7. Notes: Naipunnya Institute's approach to skill development and student empowerment is a replicable model for other institutions aiming to enhance students' overall capabilities. Emphasizing adaptability, regular evaluation, and a commitment to addressing evolving challenges are key takeaways for institutions seeking to implement a similar comprehensive approach to skill development in higher education.

| Sl. No. | Training Initiatives | ★ Link to the evidence |
|---------|--------------------------------|--|
| 1. | AARAMBH | AARAMBH |
| 2. | NEXUS | NEXUS |
| 3. | FINISHING TOUCH | FINISHING TOUCH |
| 4. | SKILL ENRICHMENT PROGRAM (SEP) | SEP TRAINING |
| 5. | YOUTH EMPOWERMENT SERIES (YES) | YES |
| 6. | STUDENT GURU | STUDENT GURU |
| 7. | BE HUB | BE HUB |
| 8. | EXPERT- NXT | EXPERT - NXT |
| 9. | LEADERS THRIVE | LEADERS THRIVE |
| 10. | SELEZIONE | SELEZIONE |
| 11. | MERAKI | MERAKI |
| 12. | COMMEMORATIVE DAYS | REPORT ON THE COMMEMORATIVE DAYS |
| 13. | FACE 2 FACE | FACE TO FACE |