



RAMNAGAR COLLEGE

Accredited by NAAC at 'B' Level

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Ref. No: 7.2-Best Practices 01

Date :

Title of the Practice:

Skill Development through Job-Oriented Courses

Objectives:-

It has been a long felt necessity to align higher education with the emerging needs of the economy of such a rural based area adjacent to Ramnagar College so as to ensure that the graduates of this college have adequate knowledge and skills for employment and entrepreneurship. Keeping this in view the objective of the practice are as follows.

- To ensure high quality bench marking of globally acceptable qualifications standards.
- To train the students to understand with experiential learning and practical approach.
- To enhance skills of the students to be able to apply their knowledge to face and resolve real time challenges.
- To ensure better academic performance of students.
- To uncover the hidden talent of the students by knocking them against various tasks.
- They have always provided us with a healthy, ethical and fairly competitive environment to grow in every sphere of activity.
- To expedite decision making ability of the students across various sectors with speed and standards.
- To impart a cluster of life skills for the overall well-being of students thereby molding them into active and productive member of their community.
- To enable students to adapt and deal effectively with the demands and challenges of corporate life.
- To develop skills in their interested fields, confidence building and creativity.
- It empowers the students with adequate skills sets that will enable their employment in relevant sectors and also improve productivity.
- It aims to provide vocational training and employability of individuals across various sectors.

Context:

Today, there is a large portion of the unemployed population consisting of highly educated youth who fail to find employment because of lack of skills, and skilled individuals who lack eligibility because of lack of proper knowledge. This signifies that the need to provide skill-based learning in higher education or rendering vocational training has been getting momentum not only in India, rather across the globe. The skill-based vocational education has the ability to open up multiple opportunities to students who will have required skill to a particular profession. The designing of this course is so unique that it gives space to continue traditional higher education progression. At present



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Ramnagar College
Depal, Purba Medinipur

students enrolled in B.Voc and other job oriented courses pursue graduation in a variety of vocational courses besides the mainstream subjects such as science, arts, commerce etc. Students will get the freedom to select the vocation of their choice and make a career in it. Moreover, thanks to the skill development programs, students will get practical experiences in vocational training that will give them better chances at employability.

Life Skills are a behavioral change or behavior development approach designed to address balance of mainly in three areas:

- Knowledge
- Attitude
- Skills


Life Skills which are mandatory for Educational Institutions to impart to its students:

- Self-awareness
- Critical thinking
- Creative thinking
- Decision making
- Problem Solving
- Effective communication
- Interpersonal relationship
- Empathy
- Coping with stress
- Coping with emotion

The Ramnagar College has to incorporate the requirements of various industries in its curriculum, as an innovative and flexible manner while developing a holistic and well-groomed graduate. Our college has felt that it is important to embed the competencies required for specific job roles in the higher education system for dreading employable graduates. The B.Voc programme is focused on in our colleges providing undergraduate studies since 10 years which would also incorporate specific job roles and numbers along with broad based general education. This would enable the graduates from such a rural based area completing B.Voc to make a meaningful participation in a acceleratory. So in order to impart Life Skills to its students, Ramnagar College has identified a cluster of interpersonal skills which are interlinked with each other that can be offered to students.

- Skills and talent are the driving forces of economic growth and social development of the country.
- In today's global scenario, it is extremely important for the learners of any institute to acquire extra knowledge over and above the regular course of study as prescribed in the curriculum.
- All the students need to work further to enhance their talent to be not only the part of the race but to win it.
- In this process of enhancement, the students need to acquire various types of skills and techniques to deal with day to day life challenges to get ready for the job market.
- Hence, in tune with the vision and mission of the college, we have decided to go ahead with the progressive skill and professional enhancement courses.




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Practice:

1. All the Departments of the College have designed various certificate and skill development courses to bridge the gap between the curriculum and requirements of industry and corporate sectors. This provides extra knowledge to the students.
2. Apart from that, every Department organizes various types of events at the Departmental, inter – Departmental, inter – Collegiate, University, State, National and International levels to provide requisite platform to the students.
3. These events are organized in accordance with the vision and mission of the college along with maintenance of harmonization with aims and objectives of the Department.
4. These events are structured and executed for active participation of the students at every level whereby students can learn through real time situations.
5. The guidelines are issued by the Principal regarding such kind of events, which are planned out and executed at the departmental levels.
6. There is organizing committee of the teachers and students working under able guidance of the respective Head or Coordinator along with a group of the students who participate in the event.
7. Various types of events such as Invited Talks, Role Play, Quiz, Essay Writing, Elocution, Aptitude Test, Innovative Concept Presentation, Research Paper Presentation etc. are organized.
8. The college adopted many Vocational courses and departments in its curriculum such as Hospitality and Tourism Management department, IFF, Aquaculture Management department and many skill enhancement courses for the departmental levels for the benefit of students.
9. The participating students are instructed well in advanced about the format, conduct and assessment methodologies during the events.
10. The participants are appreciated, and winners are felicitated with certificates, medals, trophies, cash prizes or gift vouchers.

The college has developed a module for life skills that is offered to all the undergraduate students of the college. These include: Career skills, resume writing, group discussions, team skills, interview skills etc. These skills which the college offers under the life skill modules has made students feel more confident, motivated, and develop a positive attitude towards life, thus making more mature and adult like decision and taking responsibility for their actions. The practice of running skill based vocational course in our college is pioneering in the nearby areas because there is a very few college who could introduce or run such course as per their merit, we give below the statistics covering enrollment figures of last five years against all such courses and most important to roll that all the qualified student under these course have got placement and employability as per their choice.

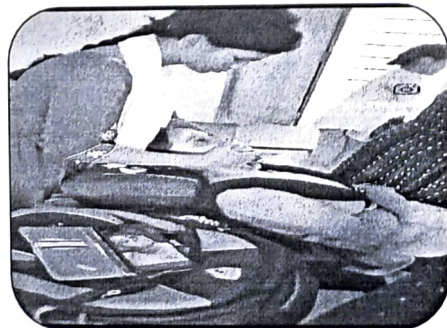
Skill development is an essential aspect of college education, The practice of skill development in college education involves identifying the critical skills the students need to succeed in the future careers and providing opportunities for students to acquire the skills by exhibitions, experiential learning and extra-curricular activities. There are some activities conducted by the college with the help of external organizations like Bandhan





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Durgam Cheruvu, Bangalore

Bank, George Telegraph, etc. and also some workshop on soft skill are organized for the students of this college.

Some of the snapshots of activities undertaken to the Skill Development activities through running job-oriented courses are as follows:




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Lat 21.718278°
Long 87.558206°
30/04/22 11:37 AM



Shikarbar, West Bengal, India
PH95+958, Shikarbar, West Bengal 721453, India
Lat 21.718423°
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Under this backdrop, this college has introduced these B.Voc Courses since last 10 years. The following undergraduate vocational courses run by the college in the last 5 academic sessions:-

Academic Session	Department	No. of students applied	No. of students enrolled
2018 - 2019	Industrial Fish & Fisheries	187	50
	Aquaculture Management	210	51
	Fishery & Farm Management	165	50
	Hospitality & Tourism Management	75	24
2019 – 2020	Industrial Fish & Fisheries	178	54
	Aquaculture Management	189	55
	Fishery & Farm Management	127	50
	Hospitality & Tourism Management	98	32
2020 – 2021	Industrial Fish & Fisheries	375	65
	Aquaculture Management	352	59
	Fishery & Farm Management	222	52
	Hospitality & Tourism Management	45	14
	Food Processing Technology		
2021 - 2022	Industrial Fish & Fisheries	381	60
	Aquaculture Management	363	62
	Fishery & Farm Management	211	39
	Hospitality & Tourism Management	72	18
	Food Processing Technology	91	25
2022 - 2023	Industrial Fish & Fisheries	98	39
	Aquaculture Management	383	78
	Fishery & Farm Management	238	39
	Hospitality & Tourism Management	238	15
	Food Processing Technology	99	26
	Retail Management	7	2



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Principal,
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Depal, Purba Medinipur

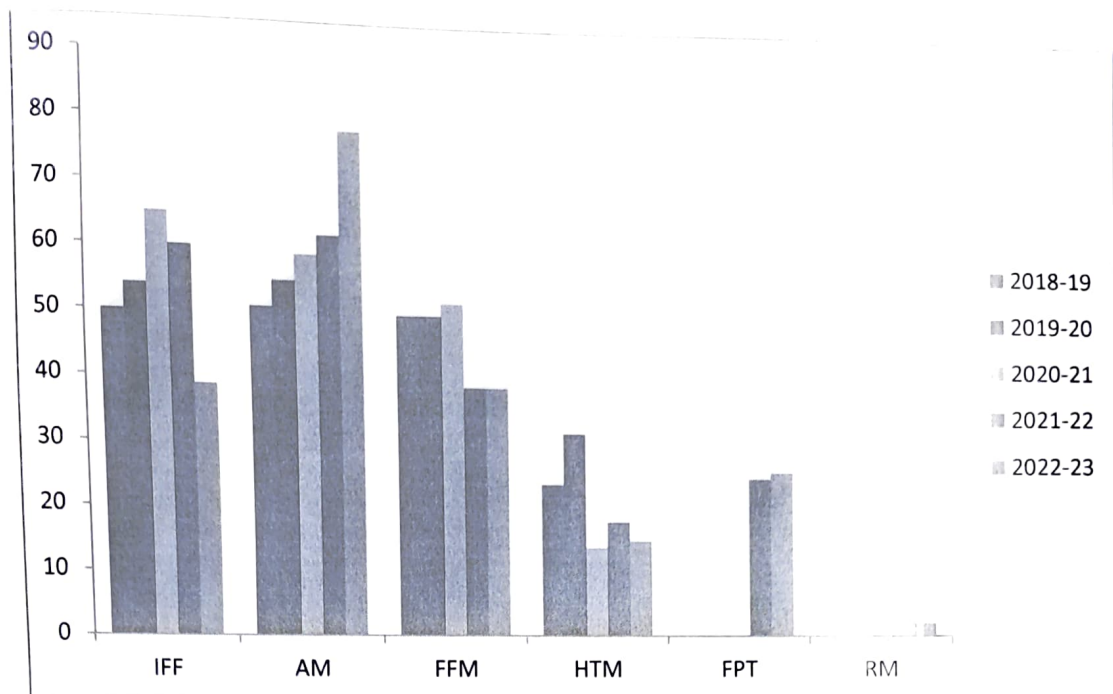


Figure: Bar graph depiction of session wise students enrolled in different departments (IFF – Industrial Fish & Fisheries; AM – Aquaculture Management; FFM – Fishery & Farm Management; HTM – Hospitality & Tourism Management; FPT – Food Processing Technology; RM – Retail Management).

Impacts of the practices:

Skill development is a crucial aspect of college education as it prepares students to be successful in their preferred careers. There are several impacts of skill development in college education, including

- i) Increased employability
- ii) Improved job performance
- iii) Higher earning potential
- iv) Career advancement
- v) Personal growth and development

Overall, skill development in college education has significant impacts on students' employability, job performance, earning potential, career advancement and personal growth and development. Apart from traditional subjects, introducing of skill based vocational courses in Ramnagar College is a matter of great pride for us since 2015, which has made social impact and it is shown with a parameter noted below.



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Name of the Department	Year Of Passing	No of Students get Placement
HTM	2018	01
”	2019	06
”	2020	07
”	2021	09
”	2022	14
”	2023	08
FFM	2019	12
”	2021	03
Fishery and Farm Management	2022	03
”	2023	01
Aquaculture Management	2019	14
”	2020	02
”	2021	11
”	2022	02
IFF	2023	03
”	2022	12
”	2020	02
”	2023	06

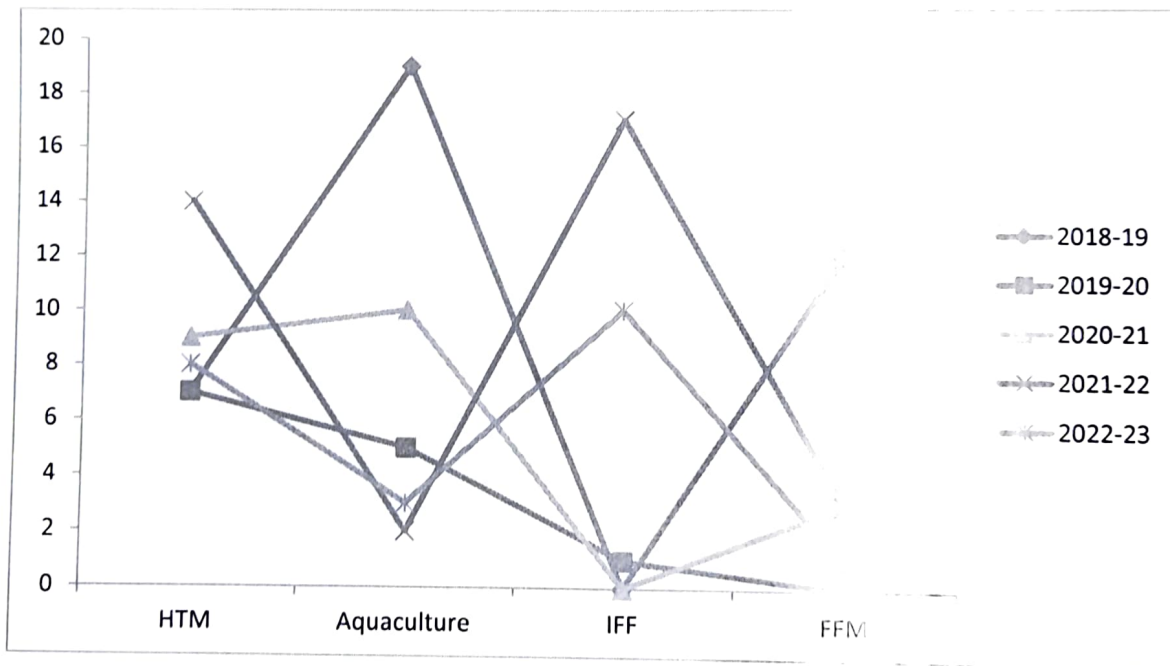


Figure: Line graph depiction of students placed in jobs. (HTM – Hospitality & Tourism Management, Aquaculture Management, IFF - Industrial Fish & Fisheries, FFM – Fishery & Farm Management)



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Evidence of Success:

In order to overcome the situation we have chalked out strategies to make best use of local resources and expertise available in teaching and grooming our students so that they would become employable. For hands-on-training the HTM department regularly sends its students to various star category hotels in and outside West Bengal where they get proper industrial exposure which helps them to get placed in different chain group of hotels in and outside India. Furthermore, the expert students are also invited in the department itself to run a workshop for the departmental students. Similarly, students of Fishery and Farm Management, industrial Fish and Fisheries and those enrolled in Aquaculture Management to the local fisheries for getting hands-on-training and real life exposure in the field of fisheries and farm management. This also helps us to provide employment to the pass out students where they have completed their internship and, on the job training.

1. All the records in the form of application letter duly signed by the Principal to grant the permission, notices of the programs, attendance records of the participants, reports of the events and geo – tagged photos in various industries and corporate.
2. There is increase in the salary packages of the students.
3. There is demand of the students from a particular sector in the industry and corporate.


Problems Encountered and Resources required:

The initiation of skill-based B-Voc courses is not an easy task. It is a challenging exercise to overcome so many bottlenecks associated with it as follows:-

- Traditional mindset argues that the placement or job opportunities available to the students completed vocational courses are not attractive like traditional so called permanent job.
- The qualified teachers, appropriate partner institutes, facilities for hands-on training are not adequately available everywhere causing difficulties to implement the program.
- Restructuring of formats to keep pace with innovations and creativity.
- Maintenance of standards and level.
- Continuous supply of funding to plan and execute events.
- Space crux to organize grand level events.
- Motivation of Non – Teaching Staff and students.
- Identifying the right skill trainers and corporate agencies to partner with the institution to handle the skill
- To meet the demands of job market.
- To prepare students for real world.
- To enhance employability.
- To promote lifelong training.
- To foster personal growth and development.

Overall, implementing skill development courses in college education is critical to preparing students for success in the job market and in life. By acquiring practical skills and competencies, students can become more employable, more confident, and more adaptable to the changing demands of the workplaces.




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