



Title of the Practice: Competence Enhancement Programme

PCCOE&R prepares the students through its Competence Enhancement Programme for all facets of career planning, viz. employment prospects, entrepreneurial ventures, postgraduate studies and others like research and development. The Institute endeavors to improve both individual and Institutional culture to produce better graduates who are technically sound and have professional attitude, skills and temperament needed to meet the community's evolving and dynamic demands. Almost all the students are getting desired career opportunities through implementation of Competence Enhancement Programme.

Objectives of the Practice

- To develop the technocrats who are competent not only for their first job but for a diversified future profession too.
- To inspire students to explore their creative potential and to be able to think innovatively.
- To train the students on communication, soft skills, social inclination, recent trends and technologies to achieve Programme Specific Outcomes.
- To inculcate industry oriented technical and professional skills for campus placements and future career.
- To enable higher-studies-seeking students to select appropriate higher education programme.
- To enhance entrepreneurial skills and facilitate with the necessary resources viz. process, technology, know-how, etc.

The Context:

NASSCOM and many agencies have reported that a meager 25% of graduates are actually employable. PCCOE&R has accepted this challenge as an opportunity. India's Engineering industries and technology have experienced spectacular growth in the past few decades. Today India is home to several multinational companies. These Engineering MNCs have completely transformed the Indian job market's scenario. India, being a prime workforce provider, the Technical Educational Institutes need to develop technically sound and ethically-morally-professionally integrated Engineers and Entrepreneurs having social inclination.

Students entering Institute are from varied backgrounds like rural/semi-urban/urban, who face difficulty in meeting industry requirements and need various qualities including technical competence. To overcome this hurdle, the Institute has designed a comprehensive Competence Enhancement Programme. Through this programme, students develop knowledge, skills,

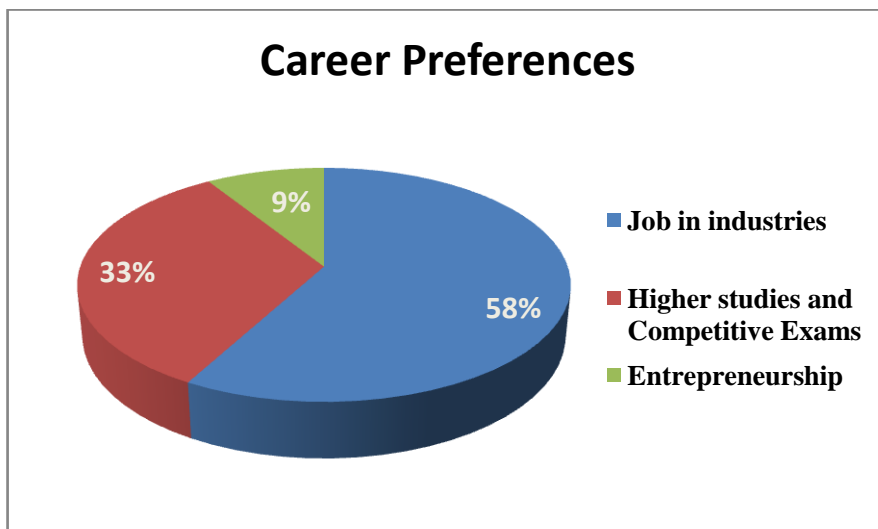
attitude, behavior and social orientation, to achieve quality placements, higher education and entrepreneurship as per their inclination.

The Practice

To achieve a holistic development of the students, PCCOE&R has taken several initiatives for all the students as given below;

Holistic Development Initiatives for all Four Years			
Pre-requisites, Content beyond syllabus	Soft-skills, Communication Skills	Intellectual property rights	Vertical yoga, National anthem
Industrial visits	Aptitude training, Mock interview, GD	Effective academic, professional, personal mentoring	National Service Scheme
Add-on courses	Foreign language training	Parent connect, Counselling	Professional ethics and human values

Further, to know the preference of students towards various career options, a survey is conducted and analyzed.



As per students’ preference, Institute’s dedicated cells, which provide additional inputs to prepare the students for various options like employment, higher studies and entrepreneurship.

Training & Placement

A team of Principal, HoDs and T&P coordinators have designed year-wise rigorous programme for four years to prepare the students for placement. In First year, students are trained in Communication and Foreign languages. The Institute has qualified Soft-skills faculty, who train the students with English language, communication skills, business communication and interpersonal skills. To gain proficiency in foreign languages like Japanese and German which is an added advantage to the students for placements, PCCOE&R arranges additional sessions for foreign languages. In Second year, training in Soft skills is added. Industry-standard seminars/workshops/add-on courses in domain skills are given. In Third year are added Aptitude, Mock interviews and GD. Aptitude development training is given through external agencies like Facenow Academy, Campus Credential, Ethnus, etc. Institute also assists students in obtaining internships in the industry. In Final year, exhaustive campus placement activities are done.

Higher Education and Competitive Examinations Preparations

Higher Studies and Competitive Exams Cell has representation from all Departments, to promote and assist the students for examinations like GRE, TOEFL, GATE, UPSC, MPSC, etc. Institute has published a Career Guidance Handbook giving details of Entrance/Competitive examinations and scholarships for higher studies. Various seminars/talks/workshops by experts, government employees and alumni are organized on career guidance and civil services examinations. International Relations Cell (IRC) provides guidance about international programmes and scholarships. IRC has MoUs with several foreign universities through which, students and faculty are sent to pursue higher studies in concessional tuition fees.

Entrepreneurship Development Activities

PCCOE&R has formed an Entrepreneurship Development Cell (EDC) in collaboration with Institute Innovation Council (IIC), with well-defined policies. EDC is the platform for students venturing to take up entrepreneurship. EDC guides students to convert their ideas into commercial products, in filing appropriate IPR, in formalities like Udyog Aadhar, Shop Act License and seed funding. Budding entrepreneurs are provided with space, computer system,

networking, guidance, etc. to embark on their venture. EDC has organized training programmes on startups and entrepreneurship, IPR awareness, Innovation Day, India startup Day, Product exhibition in collaboration with IIC.

Evidence of Success:

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

- Overall placement over last 5 years is 57 %.
- Average package received over last 5 years is 3.5 lacs per annum (lpa).
- There is continuous improvement in quality placements (salary \geq 5 lpa).
- Highest package in campus placement received is in the range of Rs. 10 lpa – 12 lpa.
- 4 students have international placements with package in the range of Rs. 20 lpa – 22 lpa.
- A few distinguished alumni are placed in Microsoft and Amazon with package range of 40 lpa – 95 lpa.
- 3 students have been selected as Commissioned Officer in Indian Air force and Military Services.
- 2 students have been selected in M&M through SAE BAJA Activity.
- 40+ of students have been placed through Internships.
- 98 students are pursuing Higher Studies at renowned Universities in India (like IIT Roorkee, BITS Pilani, etc.) and abroad (University of California, University of Colorado, etc.).
- 4 students have qualified for MPSC mains examination and 1 has received posting.
- 27 students have become entrepreneurs.
- There is consistent positive feedback from employers of our alumni.

Problems encountered and resources required

- Previously non-circuit branch students who are having less exposure in programming, were deprived of better opportunities. Institute has thus started Platinum Project for all students from Second Year.
- A few students are lagging in appropriate aptitude. To improve their aptitude, Cocubes Assessment Tests are conducted from Second Year itself.

- Some companies recruit candidates on the basis of global certifications like AWS, Microsoft-Azure, AutoCAD, Google, etc. Such certification training is often costly and demands additional time and efforts. PCCOE&R provides training, guidance and funding for global certification.
- Earlier, students preparing for higher studies lacked the resources like study material, coaching, programme information and scholarships. Institute has taken initiatives like formation of study circle, provision of study material and arranging training programmes.
- Majority of the students opt for campus placements. Students need to be motivated to undertake entrepreneurship for which, the Institute takes a number of initiatives.