



PIMPRI CHINCHWAD EDUCATION TRUST'S
PIMPRI CHINCHWAD COLLEGE OF ENGINEERING & RESEARCH

- N.B.A. Accredited Courses - Comp. Engg., E&TC Engg., Mech. Engg., Civil Engg.
 - An ISO 9001:2015 Certified Institute
- Approved by A.I.C.T.E., Govt. of Maharashtra, D.T.E., Mumbai
 - Affiliated to Savitribai Phule Pune University, Pune



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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 students get 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 other agencies have reported that a meager 25% of graduates are actually employable. PCCOE&R has accepted this challenge as an opportunity. Engineering industries and technology have experienced spectacular growth in the past few decades and this has completely transformed the job market's scenario. Today the Technical Educational Institutes need to develop technically sound and ethically-morally-professionally integrated Engineers and Entrepreneurs having social inclination.

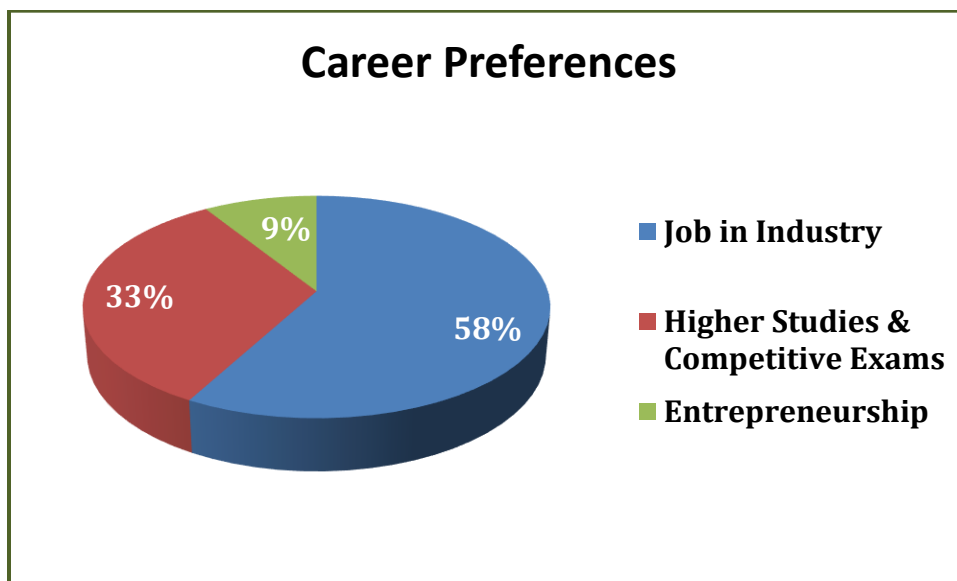
Students entering Institute are from varied backgrounds like rural/semi-urban/urban, who face difficulty in meeting industry requirements and need various qualities including technical competence. To overcome this hurdle, the Institute has designed a comprehensive Competence Enhancement Programme. Through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

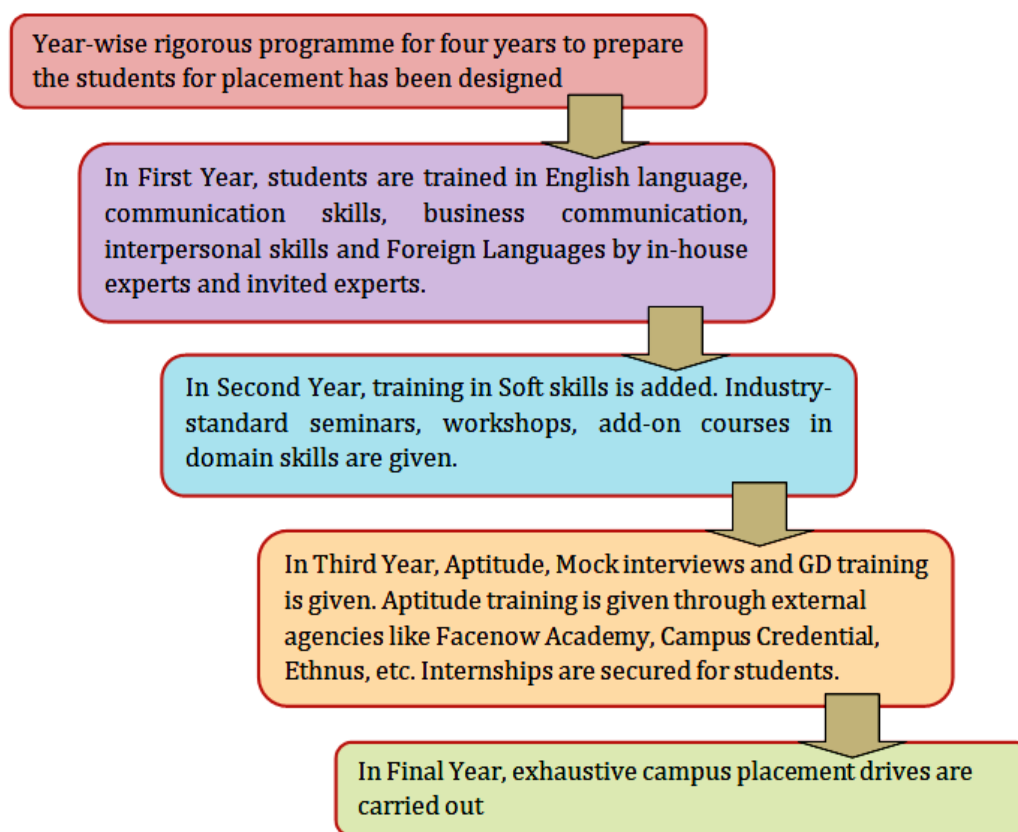
Further, to know the preference of students towards various career options, a survey is conducted and analyzed. It is apparent from the graph below that a majority of students prefer to secure employment provided through campus placement drives, followed by some students opting for higher studies and competitive examinations. A very small percentage of students wishes to embark on entrepreneurial venture.



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

Employment (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. All this has been illustrated in the flow-chart below;



Higher Education and Competitive Examinations

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. The illustration below explains the same process in brief;

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Various seminars, talks, workshops mock interviews by experts and government employees are organized on career guidance and Civil Services Examinations.

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Entrepreneurship Development

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.

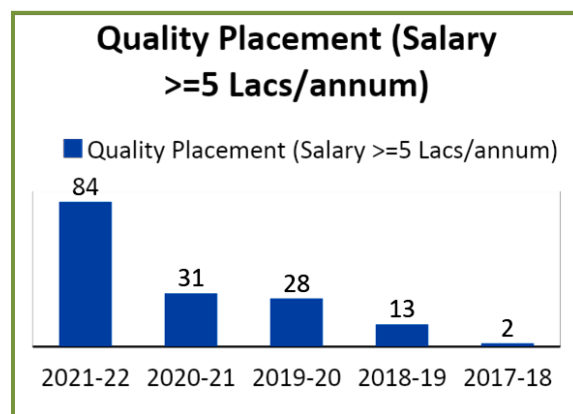
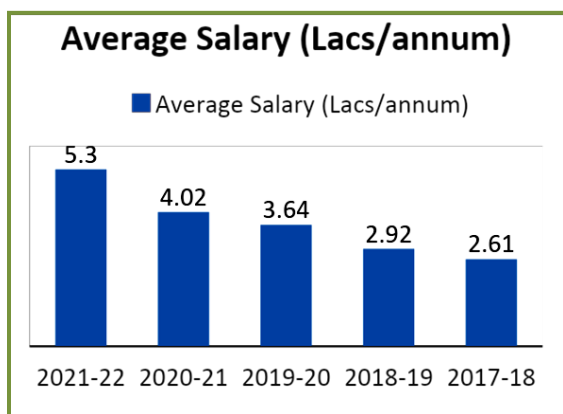
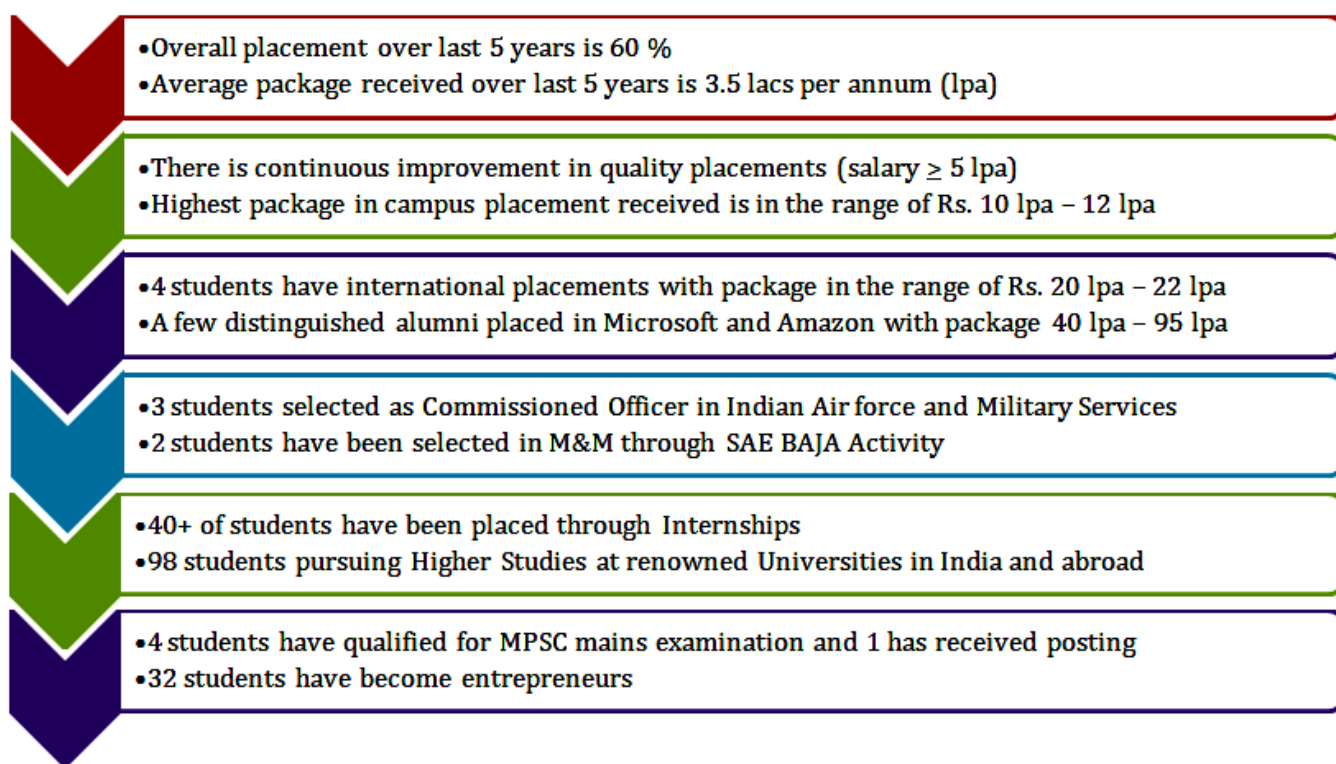
Budding entrepreneurs are provided with space, computer system, networking, guidance, etc. to embark on their venture.

EDC has organizes training programmes on startups and entrepreneurship, IPR awareness, Innovation Day, India startup Day, Product exhibition in collaboration with IIC.

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Evidence of Success

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



Following table shows number students that have been placed, have gone for higher studies and have become entrepreneurs in last five academic years;

Academic Year	Total No. of Students	No. of students		
		Placed	Higher Studies, Competitive Exams	Entrepreneurs
2021-22	379	209	07	-
2020-21	386	202	20	1
2019-20	356	204	23	16
2018-19	356	210	27	4
2017-18	309	189	18	6

Problems encountered and resources required

Designing and implementing Career Enhancement Programme was met with several challenges, as described below. However, with appropriate scheduling and perseverance, the Institute has implemented the Programme successfully.

- 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.

Following illustration shows step-by-step, the challenges faced → actions taken by the Institute → the outcomes achieved;

A few students lack in appropriate aptitude

Institute has started training in aptitude and Cocubes Assessment Tests from Second Year

There is an improvement in aptitude of the students and many are being successfully placed

Earlier, students inexperienced in programming were deprived of lucrative job opportunities

Institute has started Platinum Project for all students from Second Year

Non-circuit branch students too get better job opportunities now

Some companies recruit candidates on the basis of costly global certifications like AWS, Microsoft-Azure, AutoCAD, Google

Institute has started providing training, guidance and funding for global certification

Globally certified students are achieving better jobs

Earlier, students preparing for higher studies lacked the resources and guidance

Institute has taken initiatives like study circle formation and arranging training programmes

Students easily avail study material, coaching, information on programmes and scholarships

Students avoid starting entrepreneurial venture and prefer a secured placement through campus drives

Institute provides motivation, trainings, space, funding, IPR solutions, etc. to begin a startup

Due to guidance and other help, many students are braving to explore entrepreneurship

UG course in Engineering being a Full time Course, managing time for add-on enhancement activities is difficult

Institute has made available 24x7 labs, innovation center, library, reading hall and other resources

Enhancement activity has been exhaustively implemented with fruitful results