

## Best Practices

### 1. Title of Best Practice I

The Practice: Increased employability of students through skill development programs.

#### **Objective of the Practice.**

- Design and organize training modules from first year level to third year level to make them industry ready.
- Continuous mentoring and monitoring the performance in online and off line mode.
- Providing the various level of training based on the student's capabilities
- Organise campus placement activities to fulfil the career aspirations.
- Regular training hours are fixed in the timetable without effecting academic hour specified in the syllabus.

#### **The Context**

During the pandemic, regular class work was effected and leads change in teaching from offline to online or mixed mode. The companies also started hiring in virtual mode. This lead us strategies the training activities and monitoring in mixed mode.

#### **The practice**

Four years training plane which was followed for the improving the placement and packages are as follows

##### **During the first Year Training**

During the first year training students were trained on the modules

- Basic Foundation Training
- Problem solving Skills
- Carrier awareness and aptitude training
- Personal Development Training

##### **During the Second Year Training**

During the second year training students were trained on the modules

- IT Service Training
- Virtusa COE Training
- Product development training Phase-I
- Problem solving skills using (Python/JAVA)
- Gaming development training

- Assessment of student performance using NEOPAT platform

### **During the Third Year Training**

During the third year training students were trained on the modules

- Virtusa COE Training (Full stack development)
- Company Specific Training & Need base Training
- Product development training phase-II
- Internship opportunities with reputed organizations.
- Assessment of student performance using NEOPAT platform

### **During the Final Year Training**

During the Final year training students were trained on the modules

- Company Specific Training & Need base Training
- Pre joined Training for the selected students of various companies.

Apart from the above industry expert talks and interaction with alumni of CMRTC working in various organization with students.

Participation of students in national level skill assessments which will be considered by leading MNC for their recruitments. Engaging the students in internal and external conducted Hackathons. Established various industry driven Centre of Excellence laboratories.

### **Evidence of Success**

CMR Technical Campus able to place good number of students in various Multinational companies with improve average placement package during the placement period of 2022-2023.

- Improvement in number of Companies visited the institute
- Average salary package is Improved
- Number of placements for the academic year 2022-20223 is increased

Placement record of past four years as shown below

## **Title of the Best Practice II:**

Mentoring System opens the gates of Success & Wisdom

The Institute has well defined mentee-mentoring System. Each faculty will act as mentor. Each mentor is assigned with 20 students. Mentor provides genuine support and guidance to students of Tertiary Education Programmes who are experiencing challenges in learning due to educational, social, emotional and behavioural problems that are consequently affecting their learning and performance.

### **Objectives**

- To Monitor the student's regularity and discipline
- To Strengthen the student teacher relation
- To Help in setting goals and develop capabilities
- To counsel the students for solving their problems which improves their confidence to enhance their quality of life.
- To guide the students for choosing their right career path for job, higher studies etc
- To achieve the vision of the institution students are one of the key stake holder, the same inculcated into student's mind with the help of mentors.

### **The Context**

Students admitted in the institution comes from various background like financial, regional, community, education hence it is very important for the institution to provide mentoring for their overall development. The transition from intermediate education to engineering education possess a problem like stress, change in teaching learning process, more freedom to learn, social media affecting their mental and emotional well-being, challenge of making good friends and getting connected to others, disappointments in friendships, mental and physical health issues, issues with body image, inadequate knowledge of time and stress management and lack of positive role models.

### **The Practice**

- During the first year induction program, students are assigned a mentor and counseling will be held in the regular interval to insure that students will feel comfortable in the institution
- A Mentoring form will be updated by the mentor after every counselling which include attendance, academic progress, extra curriculum and curriculum development.
- Mentor creates what's app group their mentees as members of group to disseminate regular academic and co-curricular activities circulars. Parents are updated with their ward progress by mentor
- Mentor will identify the strength and weakness of the mentees based on that suggest the remedies.
- Mentors encourages their mentees to be member of Technical club and non-technical club
- The entire student information is maintained by the mentor will be examined regularly by the HOD.
- Parent-teacher meetings are conducted at regular intervals during the academic year.

### **Evidences of Success**

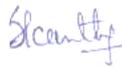
Mentoring helped

- Students are discussing with the mentor while taking the decision
- Students attendance is improved and number of detainments are decreased
- Students participation in co-curricular and extra-curricular is improved
- Students placement and number of offers per students

- Student participation in national events organized by AICTE and other agency is improved
- Internship in reputed companies, Certification and NPTEL certification are improved.
- Students involvement in publication and Technical presentation in conference is improved

**Identify the problem encountered to implement to practice:**

- In the begging students are unable to express their problems with mentor, after continuous interaction it was improved.
- Lack of self-motivation and interest among students toward studies, Mentors needs to put more efforts



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