The South Indian Association's
The S.I.A. College of Higher Education
Affiliated to University of Mumbai
Accredited B+ by NAAC
P-88, MIDC Residential Area Dombivli Gymkhana Road,
Near Balaji Mandir, Dombivli (East), 421203

Best practises - 2018-19

Best Practice - I
1. **Title of the Practice:**
   Empowering students for making right career choices
2. **Goals**
   Describe the aim of the practice followed by the institution. Mention the underlying principles or concepts in about 100 words

- To pursue higher education in their field of choice
  - ✓ The college has identified various programmes offered at PG level
  - ✓ The college has tie ups with various institutions through whom guidance lectures are organised.
  - ✓ Inviting industry experts to deliver lectures on the qualifications needed for specific job profile.
- To improve the Employability of students
  - ✓ The college organizes several capacity building programmes such as personality development programmes, soft skill training, certificate programmes.
  - ✓ The college also organizes industry expert lectures to provide information on career options available for the students.
  - ✓ The college encourages students to undertake internships.
  - ✓ The college encourages students to undertake IT software development projects that would help them identify future potentials.
- To enhance capabilities of students
  - ✓ The college facilitates training for cracking competitive exams such as CET, CAT.
  - ✓ The college organises training for building awareness regarding various government exams such IBPS, SSC, UPSC.
  - ✓ The college has made it compulsory for students SY & TY classes to complete certification programme related to personality development, communication skills, interview skills etc. through Campus to corporate readiness programme.

✓ The college offers short term certificate courses related to BFSI –BDETATA Retail Sales Associate, ASP.NET, PHP MYSQL and facilitated courses through NPTEL- SWAYAM, IIT Bombay, Google etc.

3. The Context

Describe any particular contextual features or challenging issues that have had to be addressed in designing and implementing the Practice in about 150 words.

- The college has heterogeneous group of students coming from varied income groups and different orientation higher education and employment.
- The financial Condition of students is a factor which prevents them to join higher education or any other courses.
- Many corporate organisations prefer to employ post graduate students with skill sets needed for the job profile

4. The Practice

Describe the Practice and its implementation in about 400 words. Include anything about this practice that may be unique in the Indian higher education. Please also identify constraints or limitations, if any.

The college organises several sessions on various career options available for the students and the skill sets that are essential to take up the opportunity. After the sessions the students are asked to give choice of opportunity that they would like to pursue and based on this experts are invited to address their concerns as well as provide further information related to their area of interest. In addition, information related to the aptitude tests that needs to be undertaken for several of the programmes offered at post graduate level is provided and training and mock test is undertaken. Similarly, faculty members from higher educational institutions are invited to give the students idea about the courses that are available at the post-graduation level. In addition to empower the students for their career several certification are either offered directly or facilitated through the campus. In order to ensure that all the students get the benefit of the courses some of them are made compulsory for all the students. The college incubation cell SIA Techlink provides guidance, mentoring and infrastructure needed for the students to undertake the software development projects.

5. Evidence of Success

A) Short term courses details

Name of the Certificate Course	Date of introduction and duration	No of students
Campus to corporate readiness programme	18th June ,2018 30 hrs	587
BFSI -BDE	8th Dec,2018 100 hrs	84
TATA RETAIL Sales Associate	6th March,2019 130 hrs	22
ASP .NET short term course	25th April to 6th May 2019 30 Hrs	11

PHP MYSQL short term course	22nd April to 3rd may 2019 30 hrs	9
Facilitated courses through :		
IIT Bombay online courses	8 weeks courses run through the out year	44
Google online courses	12 weeks courses run through the out year	25
NPTEL online courses	12 weeks courses run through the out year	16

B) College Placement Details

Name of Organizations Visited	Number of Students Placed
ICICI Bank	11
Reliance JIO	8
HDB Financial Services	11
Connect Q Business Solutions	3
HDFC Life	4
Kotak Mahindra bank	13
Jana Bank	5
Equitas	5
Cap Gemini	5

C) Students Progression to Higher Education

Year	Number of students enrolling into higher education	Programme graduated from	Department graduated from	Name of institution joined	Name of Programme admitted to
2018	11	Bachelor of Management Studies	Management Studies & Economics	IBS	MCOM
				ITM	MBA
					MMS
					PGDM
2018	23	Bachelor of	Department		CA

Year	No.	Program	Department	College		
		Commerce	of Commerce			MCOM
				ITM		BEd
						MBA
						MMS
2018	21	Bachelor of Commerce (Banking & Insurance)	Department of Banking & Insurance			MCOM
				ICSI		CS
				ITM		MBA
						MMS
						UPSC
2018	9	Bachelor of Science – Information Technology	Department of Mathematics & Information Technology	The SIA College of Higher Education		MSC-IT
						MCA

D) Competitive examinations and career counselling

Year	Name of the scheme	Number of benefited students by Guidance for Competitive examination and Career Counselling activities
2018	Aptitude test guidance by TIMES Institute.	304
2018	Aptitude test training by e-Learn	170
2018	Career counselling in I.T.Sector by Ideators	84
2018	Guidance for Government exams by Mahendra Education.	177
2018	Cracking competitive Examinations by Mahendra Education	259
2018	Career guidance for jobs in RBL Bank	55
2018	Career guidance for Company secretary ship by ICSI	77
2018	Career guidance for financial services sector by NSE.	186
2018	Career guidance for CET exams by NCRD Sterling.	104

2018	Career Guidance for higher education by D Y Patil..	62
2018	Guidance for Banking course and career in banking	162
2018	career guidance for Higher education by higher education forum	66
2018	Career guidance in Retail Sector by Tata Strive	36
2018	Career guidance in BFSI by Techno Serve	49

Problems Encountered and Resources Required
- Motivating students to undertake jobs relating to sales and marketing
- Constraint to pay fees for any additional courses
- Reluctance of family members to allow their ward to undertake internships and jobs away from their place of residence
- Orientation of parents as well as students towards taking up new areas of careers is a major constraint

6. Notes (Optional)
Any other information that may be relevant and important to the reader for adopting/ implementing the Best Practice in their institution (about 150 words). NIL

Best Practice - II

1. **Title of the Practice:**
Community Centeredness

2. **Goals**
Describe the aim of the practice followed by the institution. Mention the underlying principles or concepts in about 100 words

- To Sensitise the students towards community related issues
  - ✓ The students are oriented towards community related problems such as women health, safety, environmental issues, support to the vulnerable and weaker sections of the society
  - ✓ They also learn to undertake issues of their choice and participate in the activities to handle the same

- To involve the students to promote environmental sustainability
  - ✓ The students identify ways to handle issues related to environment, waste management, water management, recycling etc.
- To create awareness regarding gender equality and issues related to women such as harassment, health and nutrition and dignity
  - ✓ The students are involved in activities along with local NGO to understand and address the issues faced by women

3. **The Context**

Describe any particular contextual features or challenging issues that have had to be addressed in designing and implementing the Practice in about 150 words.

- The growing demands of the society and the competitive environment in addition to the upbringing of the students in nuclear families has created isolation among the younger generation coupled with social pressures as well performance anxiety. This has brought forth the need for sensitising the students to learn to accept and respect gender, community, environment and the society in order to create a liveable planet that would sustain for the forthcoming generation

4. The Practice

Describe the Practice and its implementation in about 400 words. Include anything about this practice that may be unique in the Indian higher education. Please also identify constraints or limitations, if any.

- ✓ The students participate in the Nirmalya Collection drive during Ganesh Festival
- ✓ The students visits orphanages, old age homes to understand their problems and provide help
- ✓ Supporting the RTO to manage traffic during Ganesh Festival
- ✓ Facilitated with RTO's Support a driving license drive in the campus
- ✓ Conducted a session on Need for Road safety and the role of pedestrians and motorists in creating a safe driving environment
- ✓ Organised with the support of police department a lecture to build awareness among the students on cybercrimes and the social issues associated with it
- ✓ A lecture was organised along with Nirmal Youth Foundation ,NGO on "Environmental issues and Awareness programme " among the students to develop consciousness towards environmental sustainability
- ✓ Rally on occasion of World Mental Health day
- ✓ Measles Rubella vaccination
- ✓ International Women Day
- ✓ The students are involved in setting up a nursery and grow saplings from the seeds
- ✓ A seed bank was set up to promote plantation drive inside and outside the campus
- ✓ Upcycling of old clothes to bags to be distributed to the community
- ✓ Paper bags from old newspapers to be distributed to the community
- ✓ Screening of Film screening on Dignity of Women
- ✓ Training & Awareness Programme on Prevention of Sexual Harassment
- ✓ Lecture on topic "Women and Law "
- ✓ Symposium on Contribution of women in various fields on account of International Women's Day

✓ Awareness session on health and nutrition

5. **Evidence of Success**
   ✓ A total of 566 students participated and supported various activities related to community issues
   ✓ A total of 180 saplings were grown to be distributed to the community
   ✓ A total of 73 seed balls of various varieties of plants and trees were made
   ✓ A total of 500 paper bags were made and distributed to the community
   ✓ The old clothes collected from the community was recycled into pouches and bags which were to be distributed during the functions of the college
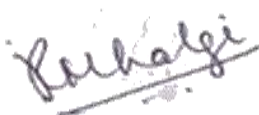   ✓ A total of 822 students participated in various gender related activities and programmes organised by the college

6. **Problems Encountered and Resources Required**

Lack of awareness amongst students regarding the issues faced by the community and the possible impact of these issues on their lives. Lack of family support in allowing them to undertake social projects. Limited funds to handle the implementat6ion of the projects.

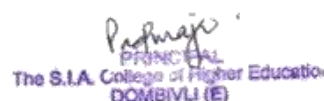Adequate funds to sustain the projects that has been initiated

7. Notes (Optional)

Any other information that may be relevant and important to the reader for adopting/ implementing the Best Practice in their institution (about 150 words). NIL

Mrs Ranjana Mhalgi   Dr Padmaja Arvind

IQAC Co-ordinator   Principal & Chairperson IQAC