



**The South Indian Association's  
The S.I.A. College of Higher Education  
Affiliated to University of Mumbai  
Accredited B+ by NAAC**

**Best Practices - 2019-20**

**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 value added and add on courses related to BFSI –BDETATA, and facilitated courses through NPTEL- SWAYAM, 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 towards 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 career 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 guide the students about the courses that are available at the post-graduation level. In addition to empower the students for their career several certification courses 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) Value added Courses details

Name of the capability enhancement scheme	Date of implementation	Number of students enrolled
1. Corporate readiness programme	22nd June 2019 to 10th July 2019	420
2. Certification in BFSI-BDI	December 2019 to 5th march 2020	108
3. English Fluency - Basic Communication Skills	15th July to 1st August 2019	528
4. Tally	2nd July to 31st July 2019	187
5. ABC Programme for Commerce graduates	22nd to 29th June 2019	199
6) NPTEL Courses	July 2019 to Jan, 2020	33

##### B) College Placement Details

Name of Organizations Visited	Number of Students Placed
5 Paisa	1
Andromeda	10
Axis Bank	14

HDB Financial Services	4
HDFC Securities	2
ICICI Prudential	10
ICICI Bank	14
IIFL	15
Kotak Mahindra Bank	3
Tele performance	10
Hapag Lloyd	1
Infosys	3

### C) Students Progression to Higher Education

Number of students enrolling into higher education	Programme graduated from	Department graduated from	Name of institution joined	Name of Programme admitted to
11	Bachelor of Commerce	Department of Commerce	IDOL, Model, KV Pendarkar, SVKM's Monjee Institute	Master of commerce
1	Bachelor of Commerce	Department of Commerce	IDEAL College	Diploma in Education
1	Bachelor of Commerce	Department of Commerce	Pune University	Master of Business Administration
1	Bachelor of Commerce	Department of Commerce	Sir M vishveshwarya Institute of Management Studies	Master of Management Studies
1	Bachelor of Commerce	Department of Commerce	IDOL	Post graduate Diploma in Financial management
3	Bachelor of Management Studies	Department of Management Studies	Bharati Vidyapeeth, SIES, Sir M Visveswarya Institute of Management Studies	Master of Management Studies
7	Bachelor of Management Studies	Department of Management Studies	ITM, NMIMS	Master of Business Administration
1	Bachelor of Management Studies	Department of Management Studies	Bharti Vidyapeeth	Master of Computer Applications
2	Bachelor of Management Studies	Department of Management Studies	SIES School of Management, Sir M vishveshwarya Institute of Management Studies	PG Diploma in Management Studies

1	Bachelor of Management Studies	Department of Management Studies	Somaiya College	Diploma in Education
4	Bachelor of Banking & Insurance	Department of Banking & Insurance	IDOL, Model College	Master of Commerce
1	Bachelor of Banking & Insurance	Department of Banking & Insurance	V N Bedekar Institute of Management Studies	Post graduate Diploma in Management
2	Bachelor of Science- Information Technology	Department of Mathematics & Information Technology	Vivekanand Education Society	Master of Computer Applications
2	Bachelor of Science- Information Technology	Department of Mathematics & Information Technology	Ramnarain Ruia College, IDOL	MSc- Information Technology
1	Bachelor of Science- Information Technology	Department of Mathematics & Information Technology	Symbiosis College of Engineering	Bachelors of Engineering
6	Bachelor of Science- Information Technology	Department of Mathematics & Information Technology	The S.I.A.College of Higher Education	MSc- Information Technology

#### **D) Competitive examinations and career counselling**

<b>Name of the scheme</b>	<b>Number of benefited students by Career Counselling activities</b>
career guidance on BFSI Sector BCOM	21
career guidance on BFSI Sector SFC	64
Future Generalli	187
Skill enhancement Summit for BMS session 1	124
Skill enhancement Summit for BMS session 2	122
Skill enhancement Summit for BBI session 1	52
Skill enhancement Summit for BBI session 2	49
Career guidance session by IBS- towards smart goals and career management	105
orientation and guidance for Interview by Technoserve	45

Orientation and guidance for BFSI sector	60
orientation and Interview for Internship by Future Generalli	85
Careers in Travel and Tourism	58
Careers in Networking	43
Career guidance _ German Language for Job opportunities	203
careers in Data Science by TATA Strive	41
Foreign Language - German and Job opportunities	61
Foreign Language - Career opportunities	42
Preparing for a Technical Interview	57
Career opportunities in Market - APTECH	164
Career path for Freshers	96
<b>GUIDANCE FOR COMPETITIVE EXAMINATIONS</b>	
Guidance for competitive examinations - UPSC, IBPS	66
Guidance for Competitive exams- CET/CAT	166
Guidance for Competitive exams- CET/CAT - MMS - NCRD Sterling	46
Guidance for Competitive exams- CET/CAT - DY Patil	40

#### 6. Problems Encountered and Resources Required

- Motivating students to undertake supplementary course to make them employable
- Building focus about importance of choosing a good career option as well as higher education programmes
- Motivating students to undertake jobs relating to sales and marketing, government jobs
- 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

#### 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

## 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 understand the issues affecting the society and their role in mitigating 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 of waste, pollution prevention etc.
- To create awareness regarding gender equality and also understand issues related to women such as sexual harassment, health and nutrition , dignity of women
  - ✓ 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, the competitive environment and the upbringing of the students in the community with varied economic and social background has brought forth the need for sensitising the students to learn to accept and respect gender, community environment and sustain and adapt to bring about changes in their own community environment.

### 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
- ✓ Conduct educational programmes and computer literacy programme in the community schools and nearby areas.
- ✓ Observed World Population Day
- ✓ Pulse Polio Drive with help of KDMC & Primary Health centres
- ✓ Extending helping hand to Shivai Balak Mandir school for conducting Marathon
- ✓ The students visits orphanages, old age homes to understand their problems and volunteer to provide help.
- ✓ Organise donation drives in community
- ✓ Supporting the RTO to manage traffic during Ganesh Festival
- ✓ Extending helping hand during election to Physically challenged citizens to vote
- ✓ Conducted a session on Need for Road safety and the role of pedestrians and motorists in creating a safe driving environment

- ✓ 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
- ✓ Survey in the Adopted Area on waste management
- ✓ Rally on occasion of World Mental Health day
- ✓ Celebrate International Women Day
- ✓ Observed World Environment Day
- ✓ World Rainforest Day Celebration : Talk on Ecological Footprints
- ✓ Participated in Vrishka Dindi , tree plantation drives
- ✓ 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
- ✓ Self- defence training for girl students
- ✓ Mental health session
- ✓ Screening of Film screening on women empowerment
- ✓ Training & Awareness Programme on Prevention of Sexual Harassment, POSH Act
- ✓ Session on “Women related Laws ”
- ✓ Session & discussions on Gender equality

#### 5. Evidence of Success

- 1) A total of 636 students participated and supported various activities related to community.
- 2) A total of 72 saplings were grown to be distributed to the community
- 3) A Rose Garden with 28 rose saplings over 60 sq. M
- 4) 300 Creepers saplings planted along the Compound Wall
- 5) 150 plants to attract butterflies planted.
- 6) URVI- Intercollegiate Eco Fest organised. Fifty college students from ten colleges across Mumbai and Thane District participated in the competitions such as Nature Photography, Nature Drawing, A Minute Talk and Quiz.
- 7) A total of 133 students participated in environment related programmes.
- 8) A total of 1294 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 implementation 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

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