



ಶೇಷಾದ್ರಿಪುರಂ ಕಾಲೇಜು
SESHADRIPURAM COLLEGE

(Affiliated to Bengaluru City University)

Recognised by the University Grants Commission under 2 (f) and 12 (B) of the UGC Act 1956

#27, Nagappa Street, Seshadripuram, Bengaluru – 560 020, Karnataka, India

E-mail : principalspmcollege@gmail.com / info@spmcollege.ac.in Website : www.spmcollege.ac.in

NAAC ACCREDITED

Ref. No. SC /

Criterion 7 – Best Practices

Best Practice 1 – Internships

1. Title of the Practice

Internships: **Potential to Experience Transformation (POET)**

2. Objectives of the Practice

Institution aims to assist students focus on professional growth, explore career path, be industry – fit and contributory individuals in workplace and society. The specific objectives of the practice are:

- To gain industry knowledge, develop perspective of real life and employability skills.
- To explore interest areas, make appropriate career decisions based on understanding of strengths and improvement areas.
- To experiment, commit mistakes and learn under industry mentors.

3. The Context

New age workplace has expectations with customised talent and skillset specifics. Change in industry expectations about disciplinary knowledge, social skills, workplace etiquettes, time scheduling, and aligning work – life balance have been the concerns to the institution. One of the solutions to fix this concern was to motivate students to sign up for Internships.

4. The Practice

Internship Committee offers variety of Internships to students across all programs. The nature of internships could be paid or unpaid, virtual, or offline and under diverse categories viz., Professional Internship, Organization Study and Service-Learning Internship along with Faculty Internship.



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Committee connects with organizations and alumni seeking opportunities followed by registration of student with specific domain interest. Internships are scheduled post class hours striking a balance between academics and practical exposure.

Students are oriented about the internship role and faculty handhold through this journey to align with workplace norms.

Internship completion certificate is submitted, and organizations are recognized for the support. The alumni provide interning opportunities to learners and mentor them to be industry ready.

It is imperative for faculty to know industry trends and gap is bridged through Faculty Internships, post class delivery. Faculty sign up for internship with an organization based on domain expertise followed by submission of report along with completion certificate.

5. Evidence of Success

The number of students interning has significantly increased across all programs and years from 100+ to 1000+. Organizations such as Bayer, Fidelity, TCS have converted Internships to full - time placements because of the high performance showcased by the interns. The internship completion has prepared students for their annual placement drive in a dynamic manner. The learning experience has helped students handle the hiring process effectively. The industry knowledge, professional skills, team dynamics and inter - personal skills has assisted students identify themselves to the job role and be contributors from day one.



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6. Problems encountered and Resources required.

The journey of internship gives a reality shock about workplace. In case of virtual internships access to laptops and internet connectivity has been a concern and female students faced the challenge of commuting to far locations.

Concerns initially faced were workplace dynamics, jargons, time management, meeting deadlines, technology platform acquaintance and Work – study – free time balancing.

Organizations offer full – time internship, but time schedule becomes an issue as students must maintain adequate attendance as per University.

The challenges of faculty internship are tenure and lack of knowledge in using tech platforms.


Principal
Seshadripuram College
Seshadripuram, Bangalore-560 020



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Criterion 7 – Best Practices

Best Practice 2 – Alumni Engagement

1. Title of the Practice

SCALE - Seshadripuram College Alumni Engagement

2. Objectives of the Practice

Institution follows a 360° approach by involving the Alumni and play a prominent role in improving the quality of education across all levels. The focal objectives of the Alumni Engagement are:

- To build networking and professional development opportunities.
- To shape current and future students with their Subject Matter Expertise.

3. The Context

To explore industry – interface and engage with high impact work experienced leaders, alumni connect was strengthened. This support network of alumni was the unsurpassed linkage to bring professional contacts and create new beginning of success for current and future students. Contribution across varied activities ranging from academics to co – curricular, extracurricular, financial support, and volunteering services.

4. The Practice

Alumni enrol as **Life Members** and have continued association with the institution across diverse activities. First step of involvement is through **Internal Board of Studies** with subject matter expertise in designing curriculum for Value Added, Certificate and other courses. Alumni represent on **IQAC** for continuous improvement and as office bearers of **Seshadripuram College Old Students' Association (SCOSA)** spreading values internalized during their journey.



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Alumni extend **career insights and advice** and **share lessons of their journey** followed by **training students** in areas such as Yoga, Martial arts, and Entrepreneurship. Additionally, **financial support** is extended through Alumni Scholarship to economically weaker students.

Alumni connect with leadership team, portraying strength of college, translating discussion to reality of hiring and internships and extend support in **Pre – placement process** through Mock interviews, Group Discussion, Company Pitch, aptitude, and interview and share reference materials and also provide **job referrals to past and present students**.

They involve in **co – curricular and extracurricular activities** through **orientation** and **judging** in events and **volunteer** as Quiz Masters, Master of Ceremony, photographer, event manager, and other activities.

SCOSA Monthly newsletter publishes talent of students aiming to inspire future generations.

5. Evidence of Success

Institution has witnessed contribution of 15000+ alumni community across wide-ranging spheres. The training program curriculum has helped students crack interviews confidently and increasing the hiring conversion. Through IQAC and SCOSA meeting interaction, industry and society relevant programs are mapped and implemented.

Competency building programs delivered by alumni has developed self-confidence among students with growth trajectory.

Alumni volunteering has motivated current students to actively participate and take ownership in all activities. Alumni form > 10 percent of staff in college at teaching and administrative roles, with an objective of giving back to alma mater. Alumni from reputed organizations interact with students sharing strategies for success and managing challenges.



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6. Problems encountered and Resources required.

The alumni undoubtedly contribute to the institution tirelessly with their invaluable insights, perspectives, and volunteering. At times, depending on the industry they work, busy schedules and paucity of time makes it difficult to pitch in. The alumni are available during the weekends preferably and that acts a challenging factor in organizing connect programs along with other activities.


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Seshadripuram, Bangalore-560 020.

Criterion 7 - Best Practice 1

INTERNSHIPS Potential to Experience Transformation - POET

Objectives

Industry Knowledge

Perspective of real-life

Explore interest areas

Career decisions

Mentoring

Employability skills

Industry fit

Orientation

Preparation

Online / Offline

Paid / Unpaid

Professional Internship

- | Pursued in Organizations
- | 4 weeks and beyond
- | Report guidelines are followed
- | Dhruthi-Internship Committee Convener & Faculty Guide will mentor
- | Submission of Certificate of Completion
- | Report Submission

Service-Learning Internship

- | Pursued in NGOs
- | 15 hours timeline
- | Journal My Learning My Contribution
- | Faculty guide will handhold
- | Completion Certificate Submission
- | Report Submission

Organization Study

- | Pursued in Organizations
- | Submission of Permission letter
- | Discussion with faculty

Faculty Internship

- | Pursued in Companies
- | Based on domain experience
- | Permission letter submission
- | Class schedule adjustment
- | Completion Certificate Submission

Outcomes

- | Team Dynamics | Inter-personal Skills
- | Industry knowledge | Professional skills
- | Conclusion of Internships to placement

Dhruthi-Internship Committee

Criterion 7 - Best Practice 2

ALUMNI ENGAGEMENT

SCALE - Seshadripuram College Alumni Engagement

Stakeholder Involvement

Representation in :

- Internal Board of Studies
- Internal Quality Assurance Cell
- Seshadripuram College Old Students Association (SCOSA)
- Alumni Get-together (Second Saturday of every March)

Volunteering

- Career Advice
- Pre-Placement Training
- Support for Internships and Placements
- Involvement in Co-Curricular and Extra Curricular activities
- Newsletter Editorial - SCOSA Monthly
- Felicitation to rank holders and achievements
- Entrepreneurial orientation

Financial Support

- Contribution towards life membership of the SCOSA
- Alumni Scholarship for economically weaker students

Outcomes

- Enhanced Placements
- Networking and hiring opportunities with organizations
- > 10% of the teaching & administrative staff are alumni