NARSIMHA REDDY ENGINEERING COLLEGE
UGC-AUTONOMOUS INSTITUTION

NRCM
Your roots to success...

An **Autonomous** Institute
NAAC Accreditation 'A' Grade
Accredited by **NBA**
Approved by **AICTE**, Affiliated to **JNTUH**

7.2.1. Describe best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

Best Practice 1: Employability and Skill Enhancement

Objective of the Best Practice

- To enhance the employability of students by equipping them with industry-relevant skills.
- To bridge the gap between academic knowledge and industry expectations.
- To foster continuous learning, innovation, and entrepreneurial abilities among students.

Context

- The institution observed a significant mismatch between the skills imparted through traditional academic programs and the requirements of modern industries.
- Employers increasingly demand technical proficiency, soft skills, and a problem-solving mindset.
- The need to prepare students for a dynamic and competitive job market prompted the institution to implement this practice.

Methodology

1. Skill Development Programs:
   o Collaboration with industry experts to design and deliver workshops on emerging technologies such as AI, ML, Data Science, and Digital Marketing.
   o Inclusion of soft skills training, focusing on communication, teamwork, and leadership.
2. Certification Courses:
   o Partnership with recognized online platforms to offer certifications in relevant fields.
   o Incentivizing students to complete certifications through internal credits or awards.
3. Internships and Industry Projects:
   o Facilitating internships with reputed organizations to provide hands-on experience.
   o Encouraging students to undertake real-world projects under faculty and industry mentorship.

4. Career Counseling and Placement Support:
   o Regular interaction with career counselors and industry professionals.
   o Conducting mock interviews, group discussions, and resume-building sessions.

Evidence of Success

- Increased placement percentage from 66% in 2023 to 70% in 2024, with a rise in the number of students recruited by top-tier companies.
- Positive feedback from recruiters highlighting the job readiness of graduates.
- Students securing internships and winning accolades in national and international competitions.
- Enhanced student participation in certification programs and workshops.

Problems Encountered and Resources Required

Problems Encountered:

- Initial resistance from students to enroll in additional skill-based programs due to workload concerns.
- Difficulty in sourcing industry experts for niche fields.

Resources Required:

- Financial support for infrastructure and resource persons.
- Dedicated staff for coordinating programs and collaborations.
- Access to online learning platforms and tools.

Best Practice 2: Measures Initiated by the Institution for the Promotion of Gender Equity

Objective of the Best Practice

- To promote gender equity and foster a safe, inclusive, and empowering environment for all students and staff.
- To sensitize the campus community about gender-related issues and eliminate biases.
- To encourage equal participation of all genders in academic, extracurricular, and leadership activities.

Context

- Gender disparity in higher education and workplaces remains a concern globally.
- The institution's commitment to inclusivity and equity necessitated targeted interventions.

- Creating awareness and addressing gender-based challenges required a structured approach.

Methodology

1. Awareness Programs:
   - Organizing seminars and workshops on gender sensitization, legal rights, and safety measures.
   - Celebrating International Women's Day and other related events.
2. Institutional Support Systems:
   - Establishment of Internal Complaints Committees (ICC) and grievance redressal cells.
   - Providing counseling services for mental health and gender-related concerns.
3. Policy Frameworks:
   - Implementation of anti-harassment policies and gender-neutral practices.
   - Ensuring equal representation in committees and decision-making bodies.
4. Infrastructure and Facilities:
   - Exclusive Girls hostel has been maintained with safety and security.
   - Provision of separate restrooms, common rooms, and childcare facilities.
   - Installation of CCTV cameras and deployment of security personnel to ensure campus safety.
5. Skill and Leadership Development:
   - Organizing leadership and entrepreneurship programs specifically for female students.
   - Encouraging participation in STEM fields through targeted initiatives.
   - Women have been appointed to higher positions like members in governing body, Deans, Department Heads.

Evidence of Success

- Increase in female enrollment across various programs.
- Improved awareness of gender issues, as reflected in feedback surveys.
- Enhanced participation of women in leadership roles and extracurricular activities.
- Very minimal or minor in gender-based grievances and complaints.

Problems Encountered and Resources Required

Problems Encountered:

- Cultural and societal barriers impacting the effectiveness of sensitization programs.
- Limited participation due to preconceived notions and stereotypes.

Resources Required:

- Funds for organizing awareness campaigns and infrastructure upgrades.
- Expertise from NGOs and gender equity specialists.

- Dedicated team to monitor and evaluate gender equity initiatives.