

**SIES College of Commerce and Economics,
Sion (East), Mumbai – 400 022.**

Best Practices

1. Title of the Practice

SWAYAM PRABHA, A Capacity Building and Skill Enhancement Initiative

2. Objectives of the Practice

An institution must act as a centre for promoting individual growth and development especially with respect to employability and career progression of students, teaching and non-teaching staff.

Employment and career growth requires a focus on employability skills as well as all round personality development of students and staff. Hence, various programs, seminars, workshops, guest lectures and short-term courses are organized to fulfill the objective of capacity building and skill enhancement.

It is imperative to align with national missions and upgrade students and teachers with financial, digital, entrepreneurial and life skills so that they can become agents of social and economic change.

3. Context

As an institution mainly imparting education in the field of Commerce, it is required to prepare students for employment in the commercial and financial sectors. Students also have to be prepared and encouraged for higher studies in the field of Commerce, Accountancy, Banking, Finance and related fields.

Though the different syllabi are revised by the university they are not always synchronized with industry trends. Hence there is a need to identify and fill the industry-academia gap and bridge the skills gap as well. Since the college is located in the heart of the commercial capital of India, it is able to tap the expertise from industry and study employment and hiring trends. This enables the college to design short term courses and value-added courses, programs, workshops for student progression. At the same time, it is equally necessary to encourage and enhance teaching methodologies and professional competencies. Therefore, case study writing workshop, ICT enabled

teaching, counseling and mentoring skills, research paper writing skills, presentation skills, research and professional ethics are some of the key focus areas for faculty development.

The non-teaching staff is an important resource and support for the institution. For their development, several workshops are organized.

4. Practice

In order to align with the national mission of skills development, the college organizes several programs in the areas of enhancement of financial, digital, social and cultural skills:

a. Students

i. Mentoring:

Faculty-student and peer mentoring is implemented across the courses. Buddy system acts as a bridge between teachers and students to facilitate effective two-way communication.

ii. Professional Development:

- Certificate course and diploma course in GST
- Courses on
 - Excel and Advanced Excel
 - Tally ERP 9 Training
 - Web Development
 - JAVA script
 - Dot Net technology
 - NPTEL
- Sessions on
 - Web Application Development process
 - Entrepreneurship and Ark- Block Chain Technology
 - Python Programming
 - Git Hub, LinkedIn and Stack Overflow
 - Internet Usage and Research
 - Interpretation of Financial Statements
- Workshop on
 - How to write a Research Paper
 - Boot camp on Data Fueling – The future of mankind.
 - Digital marketing
 - Data science
- Competition

- Research PPT competition
- Budget Decoded
- Book Review Competition
- ADMANIA
- FineAns Case- study competition
- Bank Nationalisation Day Case- study competition

iii. Employability based programs:

- Placement training program: By Antarang Careeready Foundation for BCom, BBI and BAF
- CV writing and interview skills session
- Internship Fair
- Aptitude test by NIIT
- C-GAT Corporate Bridge General Aptitude test for IT students.

iv. Career Guidance sessions

- Annual Inter collegiate Career Fest – Disha 2019 conducted career based seminars on Sports Management, Hospitality and Tourism, Digital Marketing, Business and Fashion, Education Abroad, Preparation for competitive exams, Careers in Teaching, Counselling and Special Education, Youth and Politics, Entrepreneurship, etc.
- Session on Careers in Financial Markets through CISI
- Session on Job placements in India Post COVID – Challenges and Opportunities for Fresh Graduates.

v. Soft Skills/ Life skills/ Capacity Building:

a. Soft skills

- Adyethi- Discover to Lead Program (focus on soft skills).
- Interviews and Group Discussion training session.
- Art of Personal Branding

b. Life skills

● **Courses:**

- Disaster management
- Self Defense
- Financial Literacy

- **Sessions**

- Cyber Crime and Security Measures
- Student Neuro Linguistic Programming and Memory Techniques
- Mental Mathematics
- Innovations in Sustainability
- Managing Finances and Investments in COVID Times.

- vi. Student driven Initiatives:**

College festivals organized across courses are student led and student driven, to enhance leadership, management and organizational skills and harness their talent. They provide practical exposure, experiential learning, resource & financial management, public relations, administrative skills, digital skills, leadership skills, negotiation skills, conflict resolution skills potentialities, students are mentored by the faculty to organize various co-curricular and extra-curricular activities like SIES Debate, SIES International Model United Nations, E-Summit, Vitth, Dviti, Buddhi, Disha, EDIT, Kalavisar, Fantasies, Finova, Finatix, Fiontra, Food Festival and a variety of cultural programmes..

- b. Faculty**

- i. Competitive Exams:**

Training sessions on NET-SET exams

- ii. Research Skill enhancement:**

- FDPs on Writing research papers Internet Usage in research
- UGC Refresher course: Business Studies in a VUCA environment

- iii. ICT enabled Teaching:**

E-Content Development, Use of MS Teams, Website making, Making effective presentations, Digital transformation and autonomy, ICT tools for teaching, etc.

5. Evidence of Success

The efforts taken by the college for skill upgradation and enhancing employability were well received by students. Increased number of students joined and completed Antarang Career Ready Program successfully. More students across courses registered for placement and internships. The number of students placed in companies also increased. During Disha, the career fair, a large number of seminars on

professional courses and study abroad seminars were organized, which motivated students to take up higher studies in India and abroad.

Students learnt leadership skills, interpersonal and communication skills, team work, multi-tasking, enhancement of Emotional Quotient, resource mobilization, utilization and financial accountability. These helped shape the attitude and aptitude of learners.

All college fests were successfully organized with diverse events and increased student participation. Students successfully raised funds through sponsorships to ensure self-sufficiency.

6. Problems Encountered

A number of students have enrolled for professional courses and are unable to manage the time for balancing academics, professional training and skill upgradation. Students are familiar with a linear and conventional career progression path based on UG to PG education. Students at UG level lack clear understanding of personal and professional aptitude. Students focus is often on involvement and enjoyment of regular college activities rather than in gaining skill based proficiency.

Students often succumb to peer pressure in choosing courses, subjects, electives and careers. Students are less motivated to pursue add on courses for capacity building due to poor time management and lack of formal credits in the present examination system.