7.2.1. Best practices adapted by the institution during 2020-21

Best Practice 1

1. **Virtual Placements**

Objectives:

1. To encourage the interested students', opting for the placements virtually.
2. To adapt for the substantial changes in the recruitment process.

Outcomes:

1. The students got placed by adapting the methods of virtual placements drive.
2. Students are motivated to attend the virtual placements and internship drives.

Context:

National lockdown and social distancing regulations consequentially resulted in placement providers having to cancel student placements, due to a shift to virtual working, redeployment of staff and the increase of students contracting on practice-based placements. Because of the pandemic, hiring rates have dropped drastically. Just like online classes have solved the challenge of educating and training the students, Virtual Drives are helping our institution in improving the placement rates during this pandemic and lockdown.

Practice:

Maximum communication between Training & Placement Officer and the Recruiters was also virtually done and the Pre- placement talks were delivered in online mode. The TPO approached many companies with our online recruitment proposal. Some accepted, while others refused.

Evidence of success:

9 companies have conducted Virtual placements drive and recruited 125 students and 6 companies provided internships, for 162 students through telephonic interviews. The college has taken great care from holding webinars about changes in career options in times of social distancing to requesting companies, to take online tests and interviews.

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