



Dr. C.S.N. DEGREE & P.G. COLLEGE

BHIMAVARAM - 534 203, W.G.Dt., A.P., INDIA

Recognised by APSCHE, Approved by AICTE, AISCHE Code- C-23946

Affiliated to Adikavi Nannaya University, Rajamahendravaram

Two Best Practices Of the Institution

S.NO	Practice
1	Campus Placements: Empowerment through Employment
2	Establishing an Eco-Friendly Campus



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Best Practice I

1. Title of the Practice:

Campus Placements: Empowerment through Employment

2. Objectives of the Practice:

1. To facilitate holistic development by providing students with opportunities for practical application of knowledge and skills gained during their academic tenure.
2. To forge strategic partnerships with industry stakeholders to bridge the gap between academia and industry, ensuring alignment with market demands.
3. Foster a culture of employability enhancement through specialized training programs, workshops, and mock interviews to equip students with requisite soft skills and technical competencies.
4. To ensure transparency and fairness in the placement process, complying with ethical standards and merit-based selection criteria.
5. Track and monitor post-placement performance to assess the efficacy of placement initiatives and facilitate continuous improvement.

3. The Context:

Dr. CSN Degree & P.G. College, a trailblazer at Adikavi Nannaya University, has pioneered the establishment of a placement cell, institutionalizing a mechanism to streamline placement processes.

- The primary objective is to empower young women by offering a diverse range of employment and entrepreneurship opportunities.
- The college prioritizes internships, training programs, and field visits, enriching students' practical learning experiences.
- Summer internships play an essential role, providing crucial hands-on training for informed career decisions.
- In addition, these internships serve as a platform for potential employers to assess the suitability of the candidates.



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Through these concerted efforts, Dr. CSN Degree & P.G. College endeavors to foster economic independence among its students and equip them with the necessary skills to thrive in the professional realm, thus contributing to their holistic development and societal advancement.

4. The Practice:

Our institute coordinates with various organizations for campus placements.

a. Placement cell: Our dedicated placement cell serves as a bridge between students and recruiters. The cell organizes campus drives, job fairs, and networking events to connect students with potential employers. It also provides career counseling and guidance to help students make informed career choices.

It scrutinizes the company profiles and schedules a preliminary presentation by them which inform the students about the job profile, working conditions, and growth opportunities. Companies then conduct their standard recruitment procedures such as written tests, group discussions, and interviews.

b. Industry Collaboration: We actively engage with industries through partnerships, MoUs, and guest-lectures to understand their requirements and expectations. This collaboration helps us tailor our curriculum to meet industry standards and ensures that our students are well prepared for the job market.

c. Skill Enhancement Programs: Govt. of Andhra Pradesh has established an Employability Skill Centre in the college to give skill-oriented training. We offer comprehensive skill enhancement programs that focus on developing students' soft skills, technical proficiency, and aptitude through this Skill Development Centre. These programs include workshops, seminars, mock interviews, and personality development sessions conducted by industry experts.

d. Internship Opportunities: As per the guidelines of the Andhra Pradesh State Council of Higher Education (APSCHE), every student needs to complete a 10-month internship, which is Community Service Development (CSP) for 2 months, a 2-month industrial project, and a 6-month industrial project. We facilitate internship opportunities for students to gain practical exposure and hands-on experience in their respective fields. Internships not only enhance students resumes, but also provide valuable insights into industry practices and dynamics.



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5. Evidence of Success:

Our efforts have resulted in a significant increase in campus placement rates, with a growing number of students securing job offers from reputed companies. Students are equipped with the necessary skills and confidence to excel in interviews and job roles, making them sought-after candidates in the job market.

Year	Placements	Avg. salary of placed graduates p.a. (Amount in Rs.)
2022-23	177	1,77,867
2021-22	186	1,46,250
2020-21	197	1,38,600
2019-20	182	1,40,400
2018-19	180	1,30,909

6. Problems Encountered and Resources Required:

Although our campus placement practice has been extremely successful, several challenges have been encountered, along with the need for additional resources to further improve its effectiveness.

1. Diversification of Placement Opportunities: Despite our efforts, diversifying placement opportunities across various sectors remains a challenge. Additional resources are required to establish connections with a wider range of industries, especially emerging sectors such as technology, healthcare, and renewable energy.

2. Ensuring Equal Access and Opportunities: While we prioritize empowering all students, including women and marginalized groups, ensuring equal access and opportunities in the placement process requires continuous effort. Additional resources are essential for targeted outreach programs, scholarships, and specialized training initiatives to address this challenge effectively.

3. Industry Relevance of Curriculum: While we work with industries, ensuring the continual relevance of our curriculum to evolving market demands is a persistent challenge. Regular feedback mechanisms and resources for curriculum development are crucial to bridge this gap effectively.

4. Scaling up Skill Enhancement Programs: While our Skill Development Centre has been instrumental, scaling up skill enhancement programs to cater to the growing student population poses logistical challenges. Additional resources are necessary for infrastructure, faculty training, and industry collaborations to adequately meet this demand.



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5. *Tracking Post-Placement Performance:* While we monitor post-placement performance, establishing a robust tracking mechanism to collect comprehensive data on alumni success and feedback remains a challenge. Additional resources are required for alumni engagement initiatives and data analytics tools to address this gap effectively.

Resources Required:

1. *Expanded Industry Network:* Additional resources for dedicated personnel and outreach programs to expand our network of industry partners in various sectors.
2. *Dedicated Support for Inclusivity:* Additional resources for targeted outreach programs, scholarships, and specialized training initiatives to ensure equal access and opportunities for all students.
3. *Curriculum Development Resources:* Resources for curriculum development, faculty training, and industry collaborations to ensure the continual relevance of our programs.
4. *Infrastructure and Faculty for Skill Enhancement Programs:* Additional resources for infrastructure, faculty training, and industry collaborations to scale up skill enhancement programs.
5. *Alumni Engagement and Data Analytics Tools:* Resources for alumni engagement initiatives and data analytics tools to establish a robust tracking mechanism for post-placement performance.



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Best Practice II

1. Title of the Practice:

Establishing an Eco-Friendly Campus

2. Objectives of the Practice:

This initiative aims to give everyone in the institution a healthy environment and to teach them how to create a sustainable ecosystem. It is all about helping younger generations understand why having lots of plants and green spaces is important for the future.

3. The Context:

In today's world, environmental pollution is a widespread issue, emphasizing the urgent need for widespread environmental awareness to mitigate environmental harm. In the current scenario, the younger generation is increasingly taking on the responsibility of protecting the environment. Educational institutions are capitalizing on this tendency by fostering awareness and instilling in students a commitment to promote green campuses and save the environment. A green campus aims to reduce contributions to emissions, secure a cost-effective and reliable energy supply, promote and enhance energy conservation, encourage personal responsibility, lower the institution's energy and water consumption, minimize landfill waste, and incorporate environmental considerations into all contracts and services with significant environmental impacts.



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4. The Practice:

The Dr. CSN & Degree & PG college actively participates in the establishment of a green campus by implementing eco-friendly initiatives. In line with this commitment, the college has formulated a green policy and instituted a provision for green audits. The objective of the green audit is to promote Environment Management and Conservation on the college campus and to introduce and educate students about the real concerns of the environment and its sustainability. The college works to use less energy and has added different sources like the use of energy-efficient LED bulbs and installing sensor-based lights. The college makes sure to separate and manage all types of waste properly. We use different colored bins (Twin Bin System) for collecting the wet and dry waste. A vermi-composting unit is installed on the campus to generate the fertilizers. The generated fertilizers are used for plants cultivation in the college. The college employs a rainwater harvesting system, providing adequate facilities to collect rainwater for the maintenance of its lush green landscape and gardening needs. The Dr. CSN & Degree & PG College is dedicated to turning its campus into a 'zero waste' zone by adopting scientific and eco-friendly measures. It has implemented a variety of initiatives promoting the principles of 'Reduce, Reuse, and Recycle' to play its part in environmental protection.

The college has also taken essential steps toward becoming a green campus:

- "Green computing" has become a common practice in our daily operations, such as online fee payments and the dissemination of notices and official information through digital platforms.
- The classrooms are designed with glass windows to optimize the use of natural light, promoting energy efficiency.
- Traditional lighting systems have been replaced with energy-efficient LED lighting throughout the campus.
- Strict adherence to turning off electrical equipment when not in use is maintained to conserve energy.
- Discouraging the use of plastic bags is an active effort within the campus to reduce plastic waste.



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5. Evidence of the Success:

This best practice has proven to be successful through the following activities:

- Through periodic tree plantations, the Flora and Fauna on the campus have been enriched, which has become an eco-friendly campus.
- No Single use plastic awareness campaign can be doing through the signboards/display boards.
- Vermicomposting units helped us convert solid waste into organic fertilizers which have minimized solid waste on campus.
- Through workshops/seminars/expert lectures/NSS activities, students are made aware of environmental issues.
- Green audit of the campus is performed periodically.

6. Problems Encountered and Resources Required:

1. Green Campus initiatives are challenging, so they require determination and long-term assurance from all stakeholders.
2. Green Campus initiative is a rather expensive practice. It needs expert advice and investment in resources.
3. Less awareness of students and the community about environmental issues.



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