

CRITERION 7

7.2 Best Practices

7.2.1 Best Practice 2: Title of the Practice: Employability Enhancement through Skill Development Initiatives

Objectives of the Practice:

1. To generate awareness of Employability Skills.
2. To create Networking Opportunities.
3. To conduct Placement Training.
4. To offer Value added certifications for Employability enhancement.
5. To introduce standardized Employability Assessment tests

The Context:

“The future belongs to those who learn more skills and combine them in creative ways.” — Robert Greene

In today's competitive job market, possessing an MBA degree alone is not sufficient for securing employment. Employers seek candidates with a blend of technical / domain expertise and soft skills. Recognizing this, MM's IMERT has implemented skill development initiatives aimed at bridging the gap between academic learning and industry expectations and to enhance student employability and prepare them for successful careers.

The Practice:

Awareness of Employability Skills: Sessions on Employability Skill awareness, MBA as Career ahead, Entrepreneurship as a career for MBAs, Personal grooming and Netiquettes soft skills training.

Creating Networking Opportunities: IMERT creates networking opportunities for students through guest lectures by industry experts and workshops, industry conclave, alumni meet and interaction, industry visits, participation of students in external events.

Placement Trainings: Dedicated Placement training calendar is prepared for MBA I and MBA II students by rigorous efforts and inputs shared by placement cell, faculty members, industry experts and understanding training needs of existing students.



Since 1994

Marathwada MitraMandal's
INSTITUTE OF MANAGEMENT EDUCATION RESEARCH AND TRAINING
(IMERT), Pune

**S. No. 18, Plot No. 5/3, CT5 No. 205, Behind Vandevi Temple, Karvenagar,
Pune – 411052**



Value added certifications: Encourage students to pursue relevant certifications and online courses, such as EICT- IIT Kanpur for MS Office, MOOC courses on SWAYAM viz. NPTEL courses, Cambridge English Language Fluency training.

Employability Assessment tests: Assessment tests by First Naukri, AMCAT (Aspiring Mind Computer Adaptive Test) and Domain Tests were conducted.

By integrating these initiatives into curricular and co-curricular activities, IMERT aims to ensure that our students are well-prepared to meet the demands of the modern workforce and achieve their career aspirations.

Evidence of Success:

The success of these initiatives is evident through our improved placement records. Also, the receipt of awards and accolades such as:

- Skill Development Leadership Award” to IMERT on 15th - February, 2024 at Taj Lands’ End, Mumbai, by World HRD Congress
- Certificate of Association to IMERT for being a valued partner of SHL – AMCAT
- Recognition by FUEL (Friends Union for Energising Lives)
- Appreciation by Rubicon Skill Development Pvt. Ltd.
- Award for Exemplary Contribution In Creating A Sustainable Employee Experience– awarded at the hands of Pro-VC SPPU Dr. Parag Kalkar to IMERT TPO Mr. Dnyaneshwar Unawane.

Problems Encountered and Resources Required:

- **Challenges:**
 - Ensuring consistent student participation in skill development activities.
 - Balancing academic curriculum with additional skill development sessions.
 - Keeping the training programs up-to-date with the latest industry trends and demands.
- **Resources Required:**
 - Experienced trainers and industry experts for conducting sessions.
 - Collaboration with companies and professional organizations for internships and guest lectures.
 - Access to online learning platforms for certifications and additional courses.
 - Infrastructure for hosting workshops, seminars, and networking events.



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Additional Information:

IMERT continually seeks to improve its skill development initiatives by incorporating feedback from students and industry partners. By fostering a culture of continuous learning and adaptability, the Institute ensures that its students are well-equipped to meet the dynamic needs of the modern workforce.