

1. Title of the Practice:

- i. Career Katta
- ii. Helping Hands

2. Objectives of the practice:

- i. In this era of globalisation, entrepreneurship skills are of vital importance. Those having skills have brighter career prospects and hence can be blended with traditional style of teaching-learning. The college wishes to produce outgoing students who nurture novel and creative approaches so that they can be instrumental in solving problems faced by the society. Training program and workshops on skill development provide training to the students on problem solving techniques. Those having skills and entrepreneurship skills are not only successful in their career but rise quite speedily at their workplace. It is taught as a part of code of ethics that entrepreneurship skills are not to be exploited for selfish motives but providing benefits to the society and nation. They must be capable of providing feasible and affordable solutions. Maharashtra Information Technology Support Centre has prepared a scheme. 'Career Katta' and this scheme is adopted by the institution. It is extremely useful to develop entrepreneurship skills of the students. Another novel feature of the scheme is to extend help to the poor and needy students. The enrolled students gain easy access to schemes and acquire information about the procedure of application and the kind of preparation they need to make in order to be employable with first hand knowledge. Students belonging to poverty stricken families and rural areas remain deprived of proper guidance about competitive examinations and the way they need to prepare. Career Katta is a wonderful platform to provide these services and fulfil the requirements of such students.
In this activity an IAS officer or a successful entrepreneur will guide the aspiring students. The IAS Officers or successful entrepreneurs will have conversation with them through online mode. These aspiring students will not be required to join private coaching classes and shift from their native place. They will feel encouraged and find proper line of direction.
- ii. The college has signed an MoU with Seva Sarvada Bahuuddeshiya Sanstha which strives for the upliftment of children and helpless women of slum areas who are quite vulnerable to malpractices. They need to be prevented from getting enmeshed into bad practices. The children are rag-pickers and doing petty jobs at this tender age. They need proper direction through education and guidance. If given appropriate opportunities, they can be saved from getting spoiled and exploited. Some children are orphans who need parental control and support in order to be saved from exploitation. Out of frustration and indifferent approach of the society they can get tempted towards wrong and illegal ways of earning money. Such kind of children are quite harmful to the society and it is feared that they may land into the world of crime. It is the duty of the institution to come forward and save these children. It is easy to establish rapport with these children as this social organisation is run by Mr. Khushal Dhak who is a member of Santaji Mahavidyalaya Alumni Association. It has to be ensured that the children feel protected and safe if the college is acting as their guardian. The inclination towards extending a helping hand to uplift such kind of children has to be developed by an education institution which must be devoted towards matters of social cause. The college runs extension activities and organises outreach programs and extending help to such helpless and ill-fated people is already on the agenda. The institution has to set an example by rendering services to such people. The students will get inspired and feel encouraged to do the same when the college is marching forward on similar lines.

3. The context:

- i. The government schemes are so affordable that the benefits are reaped not only by the poor but the middle class and the rich as well. By acquiring guidance through platform like Career Katta, they need not pay hefty fee by joining coaching classes. The pandemic has credited the opportunity of acquiring knowledge about online access and through online mode training can be acquired. Guidance at ripe moment makes a huge difference and through Career Katta, college has been able to reach the students

not only residing in cities but those coming from rural areas as well. The college has already been running coaching classes for competitive examination and running of Career Katta can be regarded as an added asset. The students already attending coaching classes for preparation of competitive examination are greatly motivated to meet those who have cleared examinations like UPSC and MPSC. Such kind of policy has to exist to make the purpose of acquiring fruitful education. It is the responsibility of the college to train the students in such a professional manner that he is able to find an occupation in the sphere of employment. The Placement and Employment Guidance Cell of the college functions quite responsibly as service towards the student community. The mindset of the aspirants needs to be moulded to develop their inclination towards the competitive examinations as prosperous employment opportunities. The students need to be taught to think out of the box and develop reasoning. A positive approach towards this initiative by Government of Maharashtra needs to be developed. The activities of Career Katta will have to be aligned with those of Placement Cell and Industry Interaction Cell of the college. Novel ideas with feasible implementation can be invited from remote areas where creativity remains neglected. They are guided by expert whose purpose is to serve the student community and not to extract money on the name of coaching. The college has provided the platform to these bright students but are not financially sound. Sessions have been extremely useful and effective. The resource persons have provided certain useful tips on books to be referred and resources to be accessed for effective preparation. Online training saves time and energy and money. The IAS officers provide training on MPSC, Police Recruitment, Banking, Staff Selection Commission and UPSC. The entrepreneurs render guidance about management skills, money management, decision making powers, Risk Management, Human Resource Management and Modern Technology.

ii. The institution wholeheartedly wills to extend a helping hand to all children who are looked after by social organisation. The institution has always been coming forward to help those in need during trying times. Activities like blood donation, payment of fees of poor students and donation of grains are organised as a gesture of social welfare. The children adopted by the social organisation need proper guidance and grooming so that responsible citizens can be raised. The children need affection and inclination towards academics. They need an opportunity to acquire education with timely guidance and support. If these children have to be freed from the clutches of circumstances then the educational institutions will have to take the initiative. The government and administration have their limits in extending help to such organisations and in such cases all those who can extend the help must not hesitate in doing so. These children can be moulded into well studies students only with appropriate and timely guidance. Their psychological aspect is to be taken into consideration before giving them lessons. They need to be explained and convinced that indulging into unfair deeds will land them in trouble. The college has provided financial support to the organisation by making donation. The organization works for the welfare of affected children and women in a slum area where safety of teachers and students is prime concern. It is feared that the children might fall victim to illegal practices. It is a challenging task to take the people of the area into confidence before implementing the social welfare initiatives.

4. The Practice:

i. The facility of preparation for different competitive examinations must reach the rural and remote parts. Taking cognizance of this situation the college has adopted this scheme and is being implemented vigorously. Ms. Manisha Patil of the college has been appointed as Nagpur District Coordinator. An online meeting of Career Katta Board Ambassadors has been convened. Counselling on Career building is being held. So far 34 college students have been enrolled under this activity. An orientation program and an induction program has been organized. College and classwise brand ambassadors of Career Katta have been appointed. The students are given counselling about the course which will be useful in shaping their career. This scheme is very useful for students who belong to poor and rural strata. They will get free guidance to be IAS officers or successful entrepreneurs. Moreover, talk by each successful persons will provide him encouragement and motivation to excel. These students will get proper guidance in the right direction. Their money will be saved and they can prepare effectively. They can be saved from the alluring offers made in

the name of coaching. By listening to these successful people, they will get an opportunity to invest their hard-earned money on resources which are meaningful. They are guided by expert whose purpose is to serve the student community and not to extract money in the name of coaching. The college provided the platform to these bright students but are not financially sound. Sessions have been extremely useful and effective. The resource persons have provided certain useful tips on books to be referred and resources to be accessed for effective preparation. Online training saves time and energy and money. The IAS officers provide training on MPSC, Police Recruitment, Banking, Staff Selection Commission and UPSC. The entrepreneurs render guidance about Management Skills, Money Management, Decision Making Powers, Risk Management, Human Resource Management and Modern Technology.

ii. The National Education Policy speaks about education to all. These children who have no one to look after cannot be left alone to go astray. They need proper guidance and counseling. Such children are quite vulnerable for human trafficking and other illegal practices. As responsible citizen of the nation the college teachers accepted the challenge and have made an attempt to mould them and develop their inclination towards academics. As this NGO is run by Mr. Khushal Dhak, a member of Santaji Mahavidyalaya Alumni Association, it is easy to coordinate with them. They have formed a dance group. To encourage this activity the college has donated a harmonium and the group of children, many of who are rag-pickers, were given a chance to perform in All India Principals' Conference held at Nagpur. They received standing ovation and donation too. It is difficult to convince the college students to accompany the teachers to visit this area for an initiative of social welfare. Unless the administration takes up the responsibility, the fear that grip this area cannot be wiped out. The security of the staff and students remains at stake during carrying out an activity. The college has provided financial support to the organisation by making donation. The amount has been used by the organisation during the disastrous moments of the pandemic. The teachers have visited the slum area and conducted classes on pronunciation and accent. Gifts in the form of stationery items have been distributed among the children. A close affinity has been achieved with the children when shown a gesture of humanity.

5. Evidence of Success:

i. The students are taking keen interest in the activities and their aptitude and inclination towards competitive examination is taking shape of a positive attitude. The information has been made available on the website which is visited by the students. Many students are turning up for enquiry and they are informed about the introduction of new professional courses under this scheme. Students are exhibiting enthusiasm about this project. A MoU has been signed with Maharashtra Information Technology Support Centre, Maharashtra for starting of an incubation center. The students are preparing their ideas which could be generated into start-ups. So far guidance has been provided on many important competitive examinations like Maharashtra Public Service Commission, Police recruitment, Banking Services, Staff Selection Commission and UPSC. When those who have cleared these examinations hold direct interaction with aspirants, they make a huge impact on their minds. The successful entrepreneurs have rendered guidance about many vital topics like Management Skills, Money Management, Decision Making Capabilities, Risk Management, Human Resource Management and Modern Technology. The speakers have imparted tips in webinars on the steps to be taken in order to be successful while launching an enterprise or new business. The students have received the tips and guidance very positively and are making earnest efforts in the directions shown by the experts. A change in the attitude of the enrolled students is evident as they are making serious preparations to crack the examinations. They visit the college library during spare time and are referring books on competitive examinations frequently.

ii. Academic programmes have resulted into generation of interest in academics. They are indulging into studies and making progress gradually. The children have been asked to consult the college teachers for guidance. Donation of harmonium and money has built a confidence among the students. A close rapport has developed between the children and women for which the NGO works and the college. They are given a chance to stage a dance in the All India Principals' Conference and they received a standing ovation and donation. They are becoming self-dependent. They have stitched masks and gifted to the college. A change in the attitude of the children towards life has undergone a huge change. They are giving priority to academics and showing signs of improvement in studies. They have met the college teachers and sought guidance regarding studies. The teachers have been urged to spare time to guide them and clear their concepts. Besides teaching, counselling has also been done by the teachers. The college teachers are offering dedicated services to these children. The children are enjoying being guided by the college teachers. The children are showing excellence in their studies and taking keen interest in academics. They are scoring good marks and a marked change in their personality can be noticed. When they were given the opportunity to perform in All India Principal's Conference, it was a golden opportunity for them. Their performance sent waves among the audience and they received a huge applause. They are learning different skills and are becoming ready to be skilled craftsmen.

1. Problems encountered and resources required:

i. The students are willing for registration but when they are asked to pay the prescribed fee of Rs. 365/- (for 3 years) they grow hesitant. Since it is a government runs scheme, the students have developed a mindset that the services should be provided free of cost. Another problem is the online mode of payment in which many students are not adept. In such cases Ms. Manisha Patil, Coordinator, makes the online payment and the registration process is finalized. Sometimes it is difficult to mould the mindset of the students to try for a specific competitive examination. In some cases, it has been noticed that the students are not diligent about the dates of filling forms and thus miss the opportunity of appearing in examination. The students are reminded by the placement officer about the date and schedule. Sometimes the students have prepared for a specific examination and grows reluctant to take any other examination. In such a situation they are counselled and asked to take other examinations as well. When certain books on competitive examinations are not available, they are procured from other resources. All the efforts are made to make arrangements for study material required for preparation of competitive examination. Online resources have also been suggested to the aspirants for effective preparations. Sometimes the unavailability of internet connection has been reported and in such cases the students have been asked to use the free Wi-Fi provided at the college to attend webinars and online lectures. When the students do not find a proper space and environment to prepare, they are provided separate seating arrangement in the reading room.

It was difficult to convince and take into confidence the college students to work for welfare of the rag pickers. Financial aid to implement the welfare measures was another difficulty lying ahead. The security of the staff and students was a grave question. The management showed the courage and made donations. The college staff also collected money and made a donation as a gesture of appreciation. The college students initially showed reluctance to work for the welfare of these children mainly because of the locality in which they are dwelling. The college Principal was ensured by Mr. Khushal Dhak, President of the social organisation that there is no harm in initiating welfare measures and that there would be no harm caused. The

Principal and teachers reposed their faith in him but the students had to be convinced. The teachers had to struggle to take the students into confidence. After the program held on pronunciation and accent, the student overcome fear and showed their willingness to work for the social cause. The college teachers had to speak to a few senior persons of the locality before bringing the female teaches and students. The senior citizens of the area extended exemplary support and this contributed a lot in building confidence amongst teachers. Some of the children were dropouts and it was a difficult task to make them re-join studies. Initially all the children would not take part in activities due to reluctance or shyness. The college teachers and students persuaded them and they finally joined all the students in welfare activities.