



Modern Education Society's
Ness Wadia College of Commerce

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Assessment & Accreditation
Criterion 7
Institutional values and best practices

KI: 7.2 Best Practices

QIM:7.2.1. Describe two best practices successfully implemented by the institution as per NAAC format provided in the manual

Best Practice 1: -

Title: - Commencement of An Apprentice Embedded Degree Program (Bachelor Of Vocation and BBA Retail Operations)

Objectives of the Practice: -

1. To provide students a judicious mix of theoretical and practical skills (On the Job Training) relating to entrepreneurial activities.
2. To make students well equipped with adequate skills to enhance their employability.
3. To provide flexibility to the students by offering apprenticeship while they learn.
4. To integrate NSQF within the undergraduate level of higher education in order to enhance employability of graduates and meet industry requirements.
5. To provide an opportunity for students to earn while they learn.

The Context: -

The Ministry of HRD, Government of India had issued an Executive Order in September 2011 for National Vocational Education Qualification Framework (NVEQF). Subsequently, Ministry of Finance, in pursuance of the decision of Cabinet Committee on Skill Development in its meeting held on 19th December, 2013, issued a notification for a National Skills Qualifications Framework (NSQF) which supersedes NVEQF. Under the National Skills Development Corporation, many Sector Skill Councils representing respective industries have been established. Ness Wadia College of Commerce, Pune has been nominated by the Ministry of Human Resource Development, Government of India, as one of the few institutions in India to initiate the BBA in Retail Operations. This was the pilot project across the country initiated to check the feasibility of apprenticeship embedded programs.

The Practice: -

The Ministry of Human Resource Development, Government of India had chosen Ness Wadia College of Commerce, Pune as one of the few academic institutions in India to initiate the BBA in Retail Operations and B.Voc in Banking Finance and Actuarial Studies.

The BBA in Retail Operations runs in collaboration with Retail Association's Skill Council of India – RASCI, McDonald as a training/industry partner, and Savitribai Phule Pune University, Pune (SPPU). This program is of three years and is a judicious mix of theory and skill component on a credit-based system. It offers a direct gateway to an industry with mandatory practical exposure in the retail store. Students of this program will get a stipend from industry partners during the program. This apprenticeship embedded program is designed in a way that students not only get theoretical knowledge but practical knowledge too. Students acquire theoretical knowledge in the college for three days in a week and practical knowledge (On the Job Training-OJT) at the industry partner's workplace for three days in a week.

Evidence of Success: -

Apprenticeship Embedded Program enables the graduates to make a meaningful participation in accelerating India's economy by gaining appropriate employment, becoming entrepreneurs and building the knowledge base. These programs were well received by the students since it provides real time practical learning along with general education. It has also impressed students because they get a three-year experience certificate along with a Bachelor degree. The evidence of success of these programs lies in employment and opportunities. Two students have been offered packages of over 10 lakhs a year, 6 students started their own businesses and most others are pursuing their master's degree.

Problems encountered and Resources Required: -

- Training Components provided by Training Partner and Sector Skill Councils were not matching.
- Training Partners focus on revenue generation rather than imparting training to students.
- College has to discontinue the BBA Retail Operation program because of necessary approvals and affiliation.

Best Practice 2

Title : Intra-collegiate Start-up Idea i2e Contest

Objectives:

1. To encourage students to conceive and implement entrepreneurship ideas.
2. To develop the spirit of enterprise among students while building a startup ecosystem.
3. To provide students with a platform to interact with successful entrepreneurs.
4. To encourage students to convert their ideas into successful business ventures.

The Context:

The Government of India's thrust on *Atmanirbhar Bharat*, Make in India and the Startup India Mission set the policy mandate which led to the establishment of the CIIE at the SPPU, Pune. As a college having Start-up and Innovation Cell, it was decided to organise an intra-collegiate contest. Through this activity, the College endeavours to nurture the spirit of enterprise among students and expose them to the idea of starting up. Students are provided with information and exposure to various aspects of entrepreneurship and the startup ecosystem. well in advance to make them competent enough to go for entrepreneurship.

The Practice:

The Startup and Innovation Cell chalked out its activities for the year according to CIIE, SPPU guidelines. A core committee of students aided by enthusiastic volunteers supported the coordinator in the conduct of the Cell's activities. Workshops on Business Model Canvas, Entrepreneurial Mindset, Creative Thinking and Business Idea Development and Launching a Startup were conducted. Various entrepreneurs and startup founders were invited to share their ideas, insights and experiences with students and faculty members. A pool of mentors was created to provide a support system to students. Students were connected with mentors from our pool of mentors to seek direction in this regard. As per CIIE, SPPU guidelines, a College Level Startup Idea Contest was organized. The contest was organised virtually on the Google Meet platform. Winners went on to represent the College at the cluster-level contest. This practice helped student to orient their entrepreneurial skills to venture into business of their choice.

Evidence of Success

As per the directives of the CIIE, SPPU an intra collegiate startup idea contest was conducted and 2 of the best ideas went on to represent the College at cluster level. Two teams from our College Somya Sharma & Venugopal Darekar and Tushar Gopalkrishnan & Akshat Mandalgi were announced as the winning teams. Both winning teams made it to the top 50 ideas at the Cluster Level i2e Startup Idea Contest organized by CIIE, SPPU in January 2022.

Problems Encountered and Resources Required:

The involvement of all stakeholders is imperative. Unwillingness to participate, attend events, and contribute on the part of faculty members were experienced. Most students have a greater preference for the stability of jobs vis-a-vis the risk and uncertainty of starting their own business and hence they are reluctant to participate and explore entrepreneurial ideas through such events. Being the first year it a difficult task to motivate students to participate.