



GURUDEV ARTS & SCIENCE COLLEGE

(Affiliated to KANNUR UNIVERSITY)

Managed by the Catholic Diocese of Bathery

Best Practice 1

Title: Train, Gain, Sustain

Objectives

1. To provide opportunities for students to earn while learning - To expose students to the world of work before actual learning to meet their expenses.
2. To expose students to the world of work before actual employment.
3. To develop interpersonal skills of students, like communication, listening, and department and workplace attitude.
4. To provide new exposure and experience to students for their future jobs.
5. To make the students more confident and independent.

The Context

The institution is strongly committed for the betterment of the students. As stated clearly in the vision of the college, the college is very conscious to create globally competent and responsible citizens with the capability to build a successful career. ***The Train, Gain, Sustain*** program designed by the institution enables the students to gain first-hand experience of the professional and corporate world and earn an income while learning. Since the college is a self-financing institution, the students have to finance by themselves. As there

are many students who come from the poor and economically weaker section of the society, the institution promotes the students to involve in maximum part time jobs, which can meet their expenses to an extent. This is why the institution takes up this as a very serious issue and have positive steps towards improving the economic status. The college is located in a remote area where least possibilities are there for regular employment, and this makes the concept of Earn while Learn more relevant.

It is a fact that in today's competitive world, it is absolutely hard to find job experience, which is a required criterion in job placements. Here comes the pertinence of our best practice which provides work experience to students while still learning and it improves the linkage between industry and academy.

The Practice

Train, Gain, Sustain is the name of the way of thinking, which enables everyone to earn more. The institution has a good tradition of such practices which enabled it, to shape and showcase its best practice accordingly. The college identifies interested students from each department and provides special training and workshop on small industry startups. Each and every department of the institution provides this kind of training, annually, to the students. Students have been given training on Mushroom cultivation, Paper bag making, Umbrella manufacturing, Chocolate making, Cake Baking, Embroidery, Chalk Making, Paper pen Making, etc. under different departments and clubs of the college.

Evidence of success

‘The Train, Gain, Sustain’ program was introduced in the college in 2016 through the college council. The number of students who join the scheme has shown a slow but steady increase over the last four years. It clearly indicates the positive results that the scheme has delivered to its beneficiaries. The parents of the participating students have expressed their gratitude to the college for the positive step taken by the college for the upliftment of the economic status of the students. Alumni students who have attained success through this scheme of the college voluntarily come back and encourage existing students through motivating lectures. Students who have participated in the training program of Mushroom Cultivation continue to produce, sell and earn even after their graduation. Five students who learned baking through this scheme

started baking units at home. Similarly, students who received training in embroidery and umbrella making are working in their respective fields.

Problems Encountered and Resources Required

The major challenge faced by the college in connection with this practice is to ensure an adequate number of volunteers for the scheduled programs without affecting regular classes and examinations. As a result, only short-term workshops are scheduled and that too for a limited number of students at a time. To ensure that most deserving students are inculcated in the scheme, proper investigation has been conducted through class tutors. Another challenging task of the college was to arrange enough startup capital for programs like mushroom cultivation which requires a large amount of initial investment.