Enhancing Employability Skills through Career Development Center

A Case Study of Manav Rachna Educational Institutions

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“The body is mortal, but the person dwelling in the body is immortal and immeasurable.’

Bhagwat Gita.

FOUNDER VISIONARY

Dr. O.P Bhalla
(1947-2013)
India – Skill Development Scenario

We will have the largest working age group by 2022 but the challenge is that of being employable since the youth does not possess the necessary skills that the Industry expects. only 2% in India is skilled workforce (NSDC 2015)

We have tried to bridge this employability gap and aim to create a workforce of skilled and educated people who meet the global standards and requirements in terms of employability.

Vision

To build Manav Rachna as a center for total quality education through a focus on holistic development.

We do this by:
- Self Enhancement and Inculcation of Ethics and Values
- Maximizing Potential and Leadership Skills
- Conscious Participation in Larger Systems and Nation Building through Community Service and Corporate Social Responsibility
- Empowerment through Participatory Power
- Transparent and Good Governance based on Ethics
Career Development Center

Helps the 12,000 students in the Manav Rachna Educational Institutions - the schools and colleges in becoming a complete professional by enhancing their life and employ-ability skills.

It involves a diverse range of trainings and activities based on the long term vision of holistic development and creating better human beings.

Career Support Verticals of MR

- Human Lab
  - Psychological Testing, & Psychometric Assessment of Aptitude, Personality, Multiple Intelligence, Attitude etc

- ACDC
  - Assessment Center and Development Center for Industry, Corporate and in-house professionals

- Management Clinic
  - Life long Career Planning and Coaching for Alumni

- Corporate Resource Center (CRC)
  - Placement and Industry Connect for in-house students

- Academic Staff College
  - For training needs of in-house employees
How We Make Students Employable

Road Map of Training, Skills Development and Career Orientation and Planning

360° Student Development

- Domain Knowledge
- Employability Skills
  - Training Workshops & Human Lab
- Communication & Foreign Language
- Career Planning through CDC & Management Clinic
- Co-Scholastic Activities Sports & Outbound Training
- Events/Conferences/Seminars/Field Training
- 100 Hours Community Service & CSR
- Corporate/Industry Interaction
- Administrative Responsibility & 4 Tier Mentoring
Teaching Learning Process

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Skills to be Learned

- Analysis
- Communication Skills
- Application of Business Skills
- Domain Knowledge
- Character Building
- Governance Skills
- Conceptual Understanding
- Ethics and Values
- Administrative Skills

Scholastic & Co-Scholastic Events

- Live Projects
- Corporate Social Responsibility
- Employability Enhancement Skills & Udaan
- A Daily Journal
- Psychometric Profiling
- Drama and Dance
- Organizing and Managing Fests/Events/Seminars etc.
- Outbound Training
- Role Play by being the Director of FMS and running the Department
- Sports and Co Curricular Activities
- Debates, Quiz, Presentations, Panel Discussions
- Entrepreneurial Cell ‘Udyam’
- Participating in Competitions of other Institutes
- Personal Mentoring and Counseling
- Human Lab – Assessment Center & Development Center
- Edupreneurial & Innovative Pedagogy
- Clubs and Committees
- Strong Industry Interface and Visits
- Leadership Training by Leaders from Various Walks of Life
- Social Action Research
- Faculty Development Programme & Consultancy
- Government Funded Projects (ICSSR & UGC)
- Management Clinic
- Primary/Secondary Research & Publications
- 4-Tier Mentorship
Participation in Larger Systems, Empowering Others & Nation Building

- A trust that is solely dedicated to community service and philanthropy – **Dr OP Bhalla Foundation**
- All students undertake **100** hours of Community Service and Corporate Social Responsibility
- Every employee participates in corporate social responsibility
Career Orientation in Schools

CDC has expanded to include the 7 schools.

VI Grade onwards the students undergo psychometric profiling, counseling and mentoring to discover what they want to do in life.

Based on their interest, aptitude and personality etc, they are trained in the necessary skills so that they can crack the required tests and make it to their desired college, university and can choose the career they want.

Employability Skills, communication skills and life skills training is an integral part of their curriculum.

Employability Skills, psychometric profiling, necessary skills so that the communication skills and life counseling and mentoring can crack the required tests and make it to their desired college, university and can choose the career they want.

Placement Snapshot

More than **90%** students are placed every year.

More than **350** companies visit the campus for placement every year.

Students are encouraged to start their **ventures** and are supported by the Innovation Center and Entrepreneurial cell.
Placement Snapshot

Skills Development
Corporate Interface at FMS

200+ Guest Lectures

Industry Visits
Industry Mentorship Program

Shram Daan
Media Events and Celebrities at FMS
UDYAM E-Cell at FMS

Student Exchange Program

Cross Culture Learning
Cultural Festivties

Fresher's Party: Parichay
Chalte Chalte

Sports Activities
Unwinding Through Dance

Outbound Sojourn

Team Building Exercises
Management Games

River Rafting
Trekking, Rock climbing
Fun Activities
Student Cabinet

DR. O P BHALLA Foundation

MANAV RACHNA Vidyaniketan
Adoption of Girl’s School at Mohna Village
Activities at School

Ek Mutthi Daan
No one Sleeps Hungry
Activities at School

SWACCHH HARYANA SWACCHH BHARAT ABHIYAAN Adoption-Faridabad Railway Station
Anti Cracker Rally
First Educational Institution in Haryana to pledge to be Polythene Free

International Women’s Day
Manav Rachna Educational Institutions

Thank You

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