Provide the weblink on the Institutional website regarding the Best practices as per the prescribed format of NAAC:

Describe at least two institutional best practices

Best Practice I: Innovation & Entrepreneurship Development
1. **Title of the practice:** Innovation & Entrepreneurship Development
2. **The context that required the initiation of the practice**
The Govt. of India initiative and support towards the innovation and Startups encouraged the implementation of the initiative with full swing at our institute. The scope of having more innovations in this region helps our students to remain motivated towards finding innovative solutions for the regional problems. Institute has great potential with most of our faculty and students innovative and entrepreneurial activities taking place under Innovation and Entrepreneurship Cell (IEDC) and more number of the students engrossed in IEDC objectives. Mainly, the Innovation culture and supporting ambience in the institute is congenial for students participation in entrepreneurial activities. Institute has a well planned schedule for conducting Training programs, Ideathons and Hackathons to address local and global community issues. Institute has a patronizing ecosystem with a plethora of activities to inculcate a passion for innovation among young minds with a vision focused on our Nations progress.

3. Objectives of the practice
Our practice is in having the clear Vision and Mission to nurture the innovation spirit in student's minds by creating and providing a great platform to come up with the solutions for various problems as Ideation competitions and hackathons and many social entrepreneurial activities. Identifying the need for various local community-based markets and targeted towards the solutions.

4. The Practice
Institute has a well-supported ecosystem with a lot of activities towards inculcating the young minds towards Innovation for their own as well as national progress. We are with Institution Innovation Council (IIC) is an Initiative of 'MHRD's Innovation Cell (MIC)', MHRD, Govt. of India for selected Higher Education Institutes, to create and strengthen the culture of Innovation and Entrepreneurship ecosystem by promoting and supporting students innovations and sustainable startups from Vishnu Institute of Technology.

Innovation and Entrepreneurship Development Cell was established at Vishnu Institute of Technology to enable a creative, innovative design thinking mindset with problem-solving skills and excellence in research for sustainable Business Models/Startups among young generation towards the capacity and capability of building Atmanirbhar Bharat.

Institution Innovation Council (IIC) is an Initiative of 'MHRD's Innovation Cell (MIC)', MHRD, Govt. of India for selected Higher Education Institutes, to create and strengthen the culture of Innovation and Entrepreneurship ecosystem by promoting and supporting students innovations and sustainable startups from Vishnu Institute of Technology. Institution's Innovation Council (IIC) - Ministry of Education Innovation Cell (MoE's Innovation Cell), Govt. of India was established at Vishnu Institute of Technology to focus on creating complete ecosystem which will foster the culture of Innovation at our Institute.

Vishnu Institute of Technology has established Rural Entrepreneurship Development Cell (REDC) with support from Mahatma Gandhi National Council of Rural Education (MGNCRE), Department of Higher Education, Ministry of Education, Government of India to involve our students in the process of building resilient rural India which enable development of sustainable, resilient rural livelihoods by focusing on understanding Entrepreneurship in Rural Context, developing entrepreneurial skills, identify rural potential for a business idea, skills to convert the idea into a commercial viable business concepts. Tie Hyderabad Chapter at Vishnu Institute of Technology supports students with Startup workshops, Bootcamp sessions, Youth Entrepreneurship academy, and Bootcamp sessions catering to enhancing the knowledge about business, entrepreneurship, and new methods of enhancing ideation and innovation. Provided with high mentoring support. We encourage our students to participate in TiE Grad, TiE Young Entrepreneurs, TYE Summer, Open Mic, Mentor Advisor, Deeptech SIG, Investor Connect, Knowledge Series, Leadership Series & My Story entrepreneurial events at TiE Hyderabad.

5**. Obstacles faced if any and strategies adopted to overcome them**
One of the major problems that we have is balancing academics and entrepreneurial activities. Most of the students were interested to take over the E-Cell activities but, due to the other academic workload, they weren't able to work as expected However, Govt. of India and AICTE has declared clear instructions to the institutes to add up on the attendance and allot a few weeks in a semester for the students as mandatory for participating in the entrepreneurial activities. Thus we were able to overcome the situation.

6. Impact of the practice
Innovation/IP/Start-up Clinic is a counselling/mentoring time slot of 2-3 hours on a specific day during a particular week is reserved by the Innovation Ambassador (IA) to interact/mentor/address the queries from students/faculties/staff related to Innovation/IPR/Start-up.
Recently, we initiated VITe Talks, which create a virtual platform to PROMOTE innovation/entrepreneurship in young innovators/students. iEDC planning the talks from eminent Leaders, innovators, young entrepreneurs, scientists, researchers and startups to provide an opportunity for our students for COLLABORATION. In the vision of SabkaSaath, SabkaVikaas, SabkaVishwas' we will be stepping into this new initiative, impacting on innovations at VIT Bhimavaram.
We aim to channelize the mindset of the young generation towards the capacity and capability of building ATMANIRBHAR BHARAT to make India a self-reliant nation. This ecosystem will encourage, inspire and nurture young students by exposing them to new ideas and processes resulting in innovative activities in their formative years. We stepping towards promoting innovation mindset in every aspect to unleash the creative potential of the youth of the nation and contribute to our nation building endeavours through VITe Talks at Vishnu Institute of Technology.
7. Resources required:
A dedicated workplace (incubation centre) and support from the faculty to mentor and encourage them towards the entrepreneurship activities. Infrastructure and Incubation centre access. Field trips to the nearest Incubation Canters to visit the startups.

Best Practice II: Campus Recruitment Training

1. **Title of the practice:** Campus Recruitment Training

2. **The context that required the initiation of the practice**

Now a days, students are technically competent but they can't get employed unless they are good at Quantitative, Logical, Verbal aptitude, writing skills, communication, resume building skills and coding skills, we have initiated this practice in our institute to improve the student's aptitude and problem solving skills by inducting the aptitude classes along with regular academics. General perception of aptitude is often confused with Mathematical skills but aptitude is strengthened with general knowledge and speed mathematics. Majority of our students hail from rural background where there is meagre scope to speak in any other language except their mother tongue, therefore communication skills training in English is essential to make the students to open up and express themselves. Students need to switch from offline to virtual online campus training and virtual mentoring, progressively monitoring   by the faculty and performance grades were given and make the students ready for virtual recruitment process.

3. **Objectives of the practice**

To improve the student's aptitude, written and communication skills by providing resource material and online quizzes. To improve the student's problem solving skills and empower them to tackle real-world problems. To improve the students and able to perform well at Technical interview and HR interviews through virtual learning. A one-to-one mentoring will be held to all registered students by a TP cell coordinator and the Head of the Department.

4. **The Practice**

 Usually this practice starts from 5th semester, student's will undergo training classes along with their regular academics and online material is provided for all the topics, students can access the content from anywhere using a computer or mobile. For each topic, the online quizzes are provided in three levels - easy, medium, and difficult. Student's performance will be monitored by a training team and remedial classes will be conducted for the students who are weak in a particular topic. The specific topics which are required for various companies are also given special emphasis. Majority of the industries are using online written skills evaluation where a student's performance is automatically evaluated without human intervention, we have our own grammar evaluation tool developed by a team of students with the help of faculty, the tool will evaluate the written English for grammar and punctuation mistakes, many self practice and assessment questions are available in-built in the platform, self practice questions can be attempted by the students without any faculty support from home also, after each question is submitted, the student will be getting a report of the mistakes they have made and suggestion for the correct answer. Assessment questions are used to evaluate the student's performance and initiate necessary future actions. Group discussions and presentations play a major role in improving the student's communication skills every week, students are given a topic to prepare and discuss, this enables the students to improve their confidence and communication skills as well. We also conduct resume building sessions, students are informed about the best practices and

common mistakes to be avoided in resume building. One to one interviews by Intra and inter department faculty also help the students to overcome fear of interviews. The next major thrust is coding skills, we group the students into various levels based on their interest and capability, students who are meritorious and skilled with an aptitude for higher order coding are specially trained for niche product companies with high packages and medium and basic level students training will be focused towards employment in service level companies. Students were graded based on their performance in their virtual recorded video on Technical interviews and HR interviews. A leader board has initiated to help the students to track the actual progress level in problem solving skills.

5. **Obstacles faced if any and strategies adopted to overcome them**

One of the major problems that we have is balancing the academics and campus recruitment training, nothing can be ignored - during the time of academic exams we concentrate less on the training and give more importance to academics. The next obstacle is the computer resources, as majority of our training is online based, we often need more number of computers for the students to practice - as majority of the platforms can also be accessed on mobile, we encourage the students to write the exams in mobile whenever possible. The next challenge that we face is how to keep the students motivated throughout the training - as the training is imparted over a four semester tenure, it is important to sustain the students focus and momentum throughout the four semesters - A team of dedicated coordinators in all the departments hand hold the students and support them during stressful situations, very few students out of ignorance may use malpractices, our systems are intelligent enough to identify the students and we give special counselling to them. Online interview requires preparedness for the timely presents but few students try to avoid the time management of certain reasons for their negligence and importance of interview, those students are properly counselled by their respective mentors by regularly pushing their carrier by encouraging them.

6. **Impact of the practice**

We have seen tremendous improvement in the student's aptitude, written, communication, coding skills compared to earlier years where a student was given campus recruitment training for a very short period. This has significantly increased the percentage of students placed in recent years. Our placement percentages have always been above 90%. We also see remarkable growth in the number of students getting placed in product companies like Amazon, Expedia, Kony labs, Coviam technologies, Open-text etc. with a high package. There is tremendous improvement in the student's communication skills which is the reason of why our students are able to show exemplary performance in the interviews.

Students have developed new way of learning skills by adopting virtual interviews and attains confident and preparedness to attend for virtual interviews recruitment process.

7. **Resources required:**

A dedicated team of faculty mentors, computers to practice, and internet connection.