

1. Title of the Practice

Training and Placement Program

2. Objectives of the Practice (in about 100 words)

The Training and Placement Program aims to prepare students in terms of Personal and Professional Effectiveness, Communication, Career Readiness, Work Readiness, Career Counselling, Online Learning Platform, Employment Linkages, Helpline for Placed Students and Alumni Engagement. This is to ensure a healthy relationship between academics and industries. Through the means of training and placement program, we aim to make students aware of the placement process and it also helps the institute build good relationship with the recruiters for advancing our student's progress.

3. The Context (in about 150 words)

The training and placement program was initiated with the context of providing placement support to students through corporate links with firms. Our college which is a multi-faculty institute includes streams like BSc. IT, BMM, BMS along with BCom, BSc, BA too. The Career and Placement Cell of the college needed to work towards securing Campus Recruitment for the final year students of all these streams. Thus the establishment of EDC, AIFMB along with The Training and Placement Cell was needed to provide care and the best arrangements to our students to handle the changing market scenario and to prepare for the change.

4. The Practice (in about 400 words)

The Training and Placement program provides placement support to students of B.Com/ B.Sc IT/B.M.M/BA through corporate linkages with large and small firms. It provides transformative workforce skills training to youth for making better career choices and build a strong career path along with personal effectiveness, communication readiness, career readiness and work readiness.

Considering the lack of opportunities in employment and identifying the importance of entrepreneurship, college established its Entrepreneurship Development Cell on 9th November 2020. The main objectives of EDC are as follows:

- ☐ To promote culture of innovation to enterprise among the students.
- ☐ Provide facilities and skill development trainings with formal education
- ☐ To strive for building a rapport with the leading educational institutes who are well versed with EDC and connect the students to their peers, mentors and incubators.
- ☐ Nurture the social entrepreneurship by providing hands on training as well as distance education.

Career Guidance Cell provides necessary support to students to develop employability skills while EDC provides necessary support to students to acquire the qualities for entrepreneurship by organising various activities mentioned in the practices above.

5. Evidence of Success (Describe in about 200 words)

In the academic year 2021-2022, several placement programs were undertaken by the Placement Committee exclusively for Sathaye College students. The details of the placement activities are as follows:

A registration form for recruitment process was generated and amongst all third year BA/B.Com/BSc/ B.Sc. IT/BMS/BMM students , 326 interested students filled out the registration form for the recruitment process.

There were 186 Girls and 140 boys that registered. About 21 students from Arts, 115 from commerce, 39 from Science, 65 from BMS and 82 from B.Sc. IT and 4 from BMM, were interested to get employment through campus placement. Amongst all registered 31 students were from NSS, 8 From NCC, 24 from cultural activities and 25 from sports. 19 students were having part time job experience.

The expected salary wished by all students was between 15K pm to 25K pm. Total 33 various companies were approached by our college for placement/recruitment purpose. Out of 326 students registered, 295 students faced interview of various companies. Out of 295 students, 87 students were selected by different employers. Minimum salary per month received by our student is 13000 pm while maximum salary received is 37500 pm. The Lumina Datamatics was the largest employer to our students by selecting 30 employees from our college.

Employers Statistics table

| Employer | Position | Salary/Stipend | Recruited Students |
|---------------------------------|--|-----------------|--------------------|
| ProMX India | MS Dynamics 365 Developer | 37500 pm | 4 |
| Prothoughts Technologies | Business Development Executive | 18000 pm | 3 |
| Mphasis Technologies | Associate Software Engineer | 20000 pm | 4 |
| Lumina Datamatics | E-Commerce Trainee | 19000 pm | 30 |
| ISA Globus Pvt Ltd | Sales & Marketing Executive (Immigration services) | 25000 pm | 1 |
| Silverlink Technologies | IT Technical Recruiter | 15000 pm | 3 |
| Aditya Birla Sun Life Insurance | Digital Sales Manager | 25000 pm | 3 |
| Optimum Technologies | Software Developer | 19000 pm | 2 |
| Squareyard | Associate Investment Manager | 25000 pm | 12 |
| MPRS | Executive (Account) | 13000 pm | 4 |
| ALL Star Digital | Executive mass Media | 18000 pm | 1 |
| Andromeda | Sale Executive | 12500 pm | 4 |
| Byjuce | Sale Executive | 2500 pm | 1 |
| Fodxpert Ally OPC Private Ltd | SAle Executive | 23000 pm | 1 |
| HDB Branch Banker | Sale Executive | 16600 pm | 2 |
| Just Diale | Telephonic executive | 20000 pm | 2 |
| Motilal Oswal | Executive | 16600 pm | 5 |
| Muktapeeth | Media Executive | 18000 pm | 1 |
| TV9 | Media Executive | 21000 pm | 1 |
| JaiMaharashtra | Media Executive | 20000 pm | 1 |

Selected Students Statistics

| | Arts | Commerce | Science | BMS | IT | BMM |
|-------|------|----------|---------|-----|----|-----|
| Boys | 00 | 09 | 04 | 04 | 15 | 0 |
| Girls | 04 | 13 | 03 | 16 | 15 | 04 |
| Total | 04 | 22 | 07 | 20 | 30 | 04 |

27 companies out of 37 conducted interview at their office through offline mode, out of which 21 companies got right employees for them from our college.

6. Problems Encountered and Resources Required (in about 150 words).

The Training and Placement program has been working very efficiently for our students. However most of our student crowd comes from non-English speaking/medium background and find it difficult to cope up with the corporate working methods. This is generally seen as one of the causes of limited selection of students by corporate firms.

It was observed that only 29.5% students were selected from all aspirants. 70.5% were not fit as an employee and hence rejected. It was observed that rejected students were not good in communication skills, lacked guidance about aptitude test, lacked sense of urgency, punctuality and interview etiquettes and were unaware about the process of Group Discussion (GD).

The students were suggested to take some Add-on course about communication skills, interview techniques and Mathematics for competitive exams etc which are introduced by various departments post-autonomy status of the college.

1.Title of the Practice

Zero waste Program

2. Objectives of the Practice (in about 100 words)

The zero waste program is an ethical, visionary and achievable goal initiated by our institute. The objective of this program was to guide our stakeholders in changing lifestyles and create health consciousness to promote environmental awareness among them. The aim was to eliminate all discharges to nature whether land, air or water within the college premises as a way of sensitizing the importance of recycling and composting among our students, teachers and non-teaching staff and to contribute towards reducing the Carbon Footprint and conservation of energy.

3. The Context (in about 150 words)

Knowing that Green Audit is the need of the hour, we decided to carry out Green Audit at our College Premises on 3rd and 4th January 2020. We were already carrying out a few Environment friendly activities on the campus like Handing over Paper to Recycling Agency, Handing over Chemistry Laboratory Glass and other materials to recycling agencies, since 2005 Microbiology department has initiated vermicomposting pit for kitchen waste, Since 2017 October, we have started Bio-Composting of our Canteen Waste and Garden waste on large quantity, installed incinerator in Girls' Common Room for disposal of sanitary waste, conduct periodic E-Waste Drive for all the departments , Commerce Association's distribution of Cloth Bags, Plastic Free College Drives, Nature Club's Cleanliness Drive for Beaches, NSS Unit's cleanliness drives, Byte IT's E-Waste Drive are giving evidences of our people's awareness about Environmental issues.

4. The Practice (in about 400 words)

Despite years of eco-friendly practice, all these efforts were scattered and involved only small groups of people. Thus in order to make collective efforts in this direction, on the occasion of Science Day i.e. 28th February 2020, Sathaye College (Autonomous) launched its "Zero Waste Programme". That included the following new initiatives.

1. Permanent E-Waste bin near ground floor central staircase.
2. Zero Waste Programme Notice Board and Feedback Box near ground floor central staircase.
3. Sathaye College students' cartoons' cut-outs near entrance, canteen, ground floor auditorium to spread awareness about our Zero Waste Programme.
4. Separate Plastic Waste Bin opposite to E-Waste Bin.

Under Zero Waste Programme following initiatives were expected and at 10 prime locations we put up guidelines for Zero waste Programme. It included

1. Careful use of all resources viz. Electricity, Water and Papers etc. and stopping the wastage of these precious resources.
2. Avoiding use of Plastic

3. Strictly following the guidelines for Zero Waste Programme to reduce the waste!
4. Maintaining the cleanliness in the campus!

The Program was inaugurated by the Principal Dr. M.R. Rajwade at the main staircase on ground floor. The Principal formally launched the Zero Waste Programme by putting his personal E-Waste in E-Waste bin. This was followed by NSS students' skit on waste management and cleanliness. The *Zero Waste Programme guidelines were thereon officially put up on the Notice Board of the college.

Under this initiative a Zero Waste Programme Committee is established in 2021 to make the campus eco-friendlier and to conduct cleanliness related activities under one umbrella.

5. Evidence of Success (Describe in about 200 words)

Under this programme, garbage is segregated into different categories and it is disposed off separately. Canteen waste and garden waste is decomposed in the compost pits to form manure. The same manure is used for the entire campus garden. Shredder is purchased to size down the branches and twigs of the trees. Dry waste is handed over to Asra organisation. At the segregation centre of Asra organisation, different types of recyclers come and collect the segregated dry waste for recycling. E-Waste is collected separately in special E-waste bin or is stored separately at various departments and handed over to MPCB authorised recycling agencies to dispose it off in a scientific manner once or twice in a year through special E-waste drives. Incinerator is installed for burning used sanitary pads in girl's common room. We call Debris on Call service to hand over our debris to Municipal Corporation. All papers are given for recycling and damaged glass pieces are handed over to the recyclers. Thus, we do not send the above garbage to the dumping ground. Use of plastic is not encouraged in the campus.

Alongside this practice our NSS and NCC units also carry out various activities in this regard. A cleanliness drive was organized by NSS unit of Sathaye College on 14th August 2021. The volunteers performed this activity in their houses, society and nearby streets/footpaths by preparing a video of cleaning their houses, societies, making posters related to cleanliness / zero waste / waste management and power point presentation on E waste/ plastic waste management. On 24th November, 2021, volunteers of NSS Unit Sathaye College had participated at University of Mumbai, Kalina campus to clean the university campus as part of Swacchata Abhiyan and single use plastic camp.

On 30th November, the Zero Waste Management Committee and NSS and NCC unit of Sathaye College in collaboration with 'Asra NGO' had organized a guest lecture at 12.30 pm in College Auditorium. Our guest speaker Smt. Sukruta Pethe madam addressed our students about overall waste management system of our country and the present scenario of it. Under this activity Waste collection drive was held in the college for 5 days in which we collected 1000+ kg of Dry waste. The E-Waste Drive was open for people in the vicinity. We collected 568 kg of E-Waste.

For the purpose of creating sensitization about Environment Consciousness and Sustainability, our NSS and NCC unit of Sathaye college jointly had organized Statue Cleaning activity under 'Swaccha Bharat Abhiyan'. Volunteers and cadets were divided in two groups and were said to clean all the statues in the vicinity. On account of 26th January which is republic Day, 10 volunteers from NSS got the opportunity to visit The Asra Welfare Association (Andheri

East), where we attended the program for Republic day arranged by the association which highlighted the importance and hard-work of the safai sathi's. 1st of March being celebrated as International Waste Pickers' Day the Asra Association organized a small program to appreciate the work of Waste Pickers i.e. Safai Sathi. The Event was graced by the presence of dignitaries. NSS volunteers presented few songs and a street play performance. On Tuesday, 22nd march 2022, the NSS and NCC unit of PTVA'S Sathaye College (Autonomous) in association with Mission Green Mumbai organized, a guest lecture by Shri Subhajit Mukherjee (founder, Mission Green Mumbai) on the topic "underground water-Rain Water Harvesting."

6. Problems Encountered and Resources Required (in about 150 words).



Campus cleaning

Link for one of the videos:

<https://drive.google.com/file/d/1eCtvDnbrcesGeeENr82i70lAAHIcon1w/view?usp=sharing>



Swacchata Abhiyan and single use plastic camp

CERTIFICATE
 ॐ नमो भगवते वासुदेवाय
सथये कॉलेज
ISSUED TO

SATHAYE COLLEGE

This document certifies that E-Incarnation Recycling Private Limited, processes, recycles, destroys and displaces the received material in an environmentally sustainable manner that is in accordance with all local, state and central Government regulations. Further E-Incarnation Recycling Private Limited certifies that all intellectual client data will be destroyed or erased properly from the hard drives and other media.

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Contact: DRIFT ROAD, SATHAYE CHSL, NAVHARDA,
VILE PARLE EAST, MUMBAI - 400057.

Section A: Materials Received for processing
 ERPL Customer Id: 989 Transaction Id: 1424

| Materials Received | Quantity |
|--------------------|-------------------|
| <u>E-WASTE</u> | <u>568 Kilo's</u> |
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Reg. No. MPCB/RCHQ/MSMD/Ambu/21EW/23
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 Tel: 022 68251200-33 Fax: 022 23877102 E-Mail: recycle@e-incarnation.com support@e-incarnation.com

Certificate of E waste Collection



E Waste collection guest lecture and drive

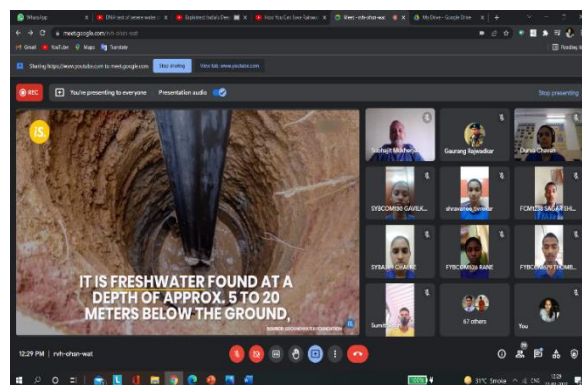




Statue Cleaning



Asra NGO Visit



Guest lecture "underground water-Rain Water Harvesting.