



SNDT Arts and Commerce College for Women, Pune

Career Advancement and Counselling Cell Policy

The Context:

Conscious efforts for Capacity Enhancement and Development at institutional and personal level help to achieve their objectives effectively and efficiently. This involves steps for improving abilities, knowledge and skill.

Capacity building through higher education is the thrust of UGC as well. This cannot be just consider as a programme but should be a movement for qualitative development. Such efforts will help to bridge gap between students' capabilities and employers' needs in today's complex era of globalisation and privatisation.

Capacity enhancement and Development along with Placement is needed at educational institute. On these line the College plans activities through Career Development and Placement Cell.

Objectives of Career Development and Placement Cell:

1. To help students to identify their abilities through Aptitude testing
2. To guide them about further studies and career options by offering guest lectures
3. To encourage them for competitive examinations by conducting training
4. To conduct training sessions and add on courses
5. To create awareness of entrepreneurship

The following picture will tell role of career advancement cell for college students-

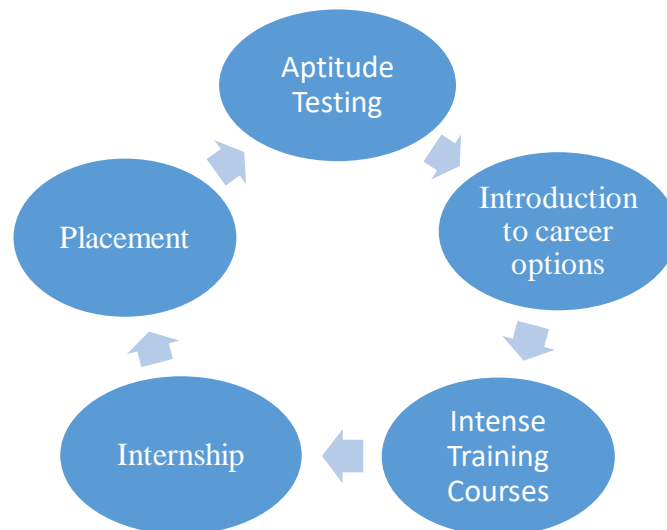




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The Practice

With an aim to achieve the above mentioned objectives it is the practice of the College to spread out different activities to create awareness and for capacity building. So many questions linger in the head when it comes to career choice. What talents you possess, what do you have at your disposal, how passionate are you with the career makes you choose that career path. So, at undergraduate level it is sincere effort of the College that helps the students to choose right career path. The activities of the College are presented in pictorial form:



1. **Aptitude Testing:** It helps to know about what you are good at, what you love, in what you are interested, who you are, what you want to be and how you look to your life etc. It aims at looking into few inner strength that one possess.
2. **Introduction to Career dynamism:** It must be well understood in order to make a right career choice. Making career choice in today's global world is difficult and confusing. Career Counselling includes assessment, analysis, counselling, guidance and success. Career counselling at college level will give tips to students and will guide them about different avenues like further studies, career options, self-employment, etc.
3. **Organisation of Short or add-on training:** It is the practice of the College to organise training programmes of longer duration ranging from a week to four months. Few add on courses or short courses on soft skills, employability skills, recent trend and techniques are conducted for the students. Most of them are under CSR activities.
4. **Internship:** It is a one credit programme for the students of BAF. For semester V and VI students of BAF undertook internship of 180 hours as per the University norms.
5. **On campus Placement:** Earning money and job satisfaction through appropriate placement, self-employment or engaging oneself in social activities is the outcome of the process. The College engages interviews of the willing candidates for on campus placement.

Now a days it has been observed that large number of students go for higher education and the companies also prefer to interview students after their graduation. Hence at undergraduate level it becomes difficult to judge the success of the process of career advancement and career counselling on the basis of success in competitive examinations or on-campus placement.