

## Best Practice-1

**Title of the practice:** Vastiva- Student Skill Enhancement

**KIMS-Vastiva** organizes skill enhancement programs like NSDC, add-on programs, and certificate courses, opening a variety of pathways for students to explore their ideas and enhance their core abilities. Additionally, it provides MBA students with opportunities to deepen their entrepreneurial skills.

### **Objectives of the practice:**

- The primary objective is to enhance students' skills in specific areas or industries, thereby increasing their employability and ability to contribute effectively in their chosen field.
- To ensure the alignment of the taught skills with the requirements of the industry and current trends. This approach allows students to remain competitive and relevant in the job market.
- Provide students with recognized certificates upon completion of the program, validating their acquired skills and enhancing their credibility to potential employers.
- Offer practical, hands-on training to students, allowing them to apply theoretical knowledge in real-world scenarios and develop a deeper understanding of the subject matter.
- Enable students to progress in their careers by acquiring new skills or enhancing existing ones, opening opportunities for promotions, salary raises, or career transitions.

### **The Context:**

- Facilitate opportunities for students to network with professionals, mentors, and industry experts, fostering valuable connections that can lead to internships, job placements, or mentorship opportunities.
- Equip students with entrepreneurial skills and mindset, encouraging them to explore and pursue innovative ventures or start their own businesses.

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- Instil a culture of lifelong learning among students, encouraging them to continually update their skills and adapt to evolving industry demands throughout their careers.
- Focus not only on technical skills but also on soft skills such as communication, teamwork, problem-solving, and leadership, which are essential for overall professional success.
- Ensure that the programs are accessible to students from diverse backgrounds, including those from rural areas or underprivileged communities, by offering flexible scheduling, online options, or financial assistance where possible.

### **The Practice:**

- Collaborating with industry partners to design curriculum, provide internships, or offer guest lectures ensures that the programs are relevant and meet industry standards.
- Providing opportunities for students to gain practical experience through internships or cooperative education programs allows them to apply classroom learning in real-world settings.
- Incorporating hands-on projects into coursework enables students to develop practical skills while working on real problems or scenarios.
- Pairing students with mentors from industry or alumni networks provides valuable guidance and support as students navigate their academic and career paths.

### **Evidence for success:**

- Tracking the employment rates of program graduates provide evidence of how well the skills taught in the program align with industry demands. Higher employment rates and quicker job placements for our graduates indicate the program's success in enhancing students' employability.
- Gathering feedback from employers who have hired program graduates can provide insights into the relevance and effectiveness of the skills acquired. Positive feedback, including commendations for the graduates' preparedness and performance, serves as evidence of the program's success.

  
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- Highlighting success stories of alumni who have excelled in their careers after completing the program can serve as compelling evidence of the program's impact. Alumni testimonials, highlighting how the skills learned in the program contributed to their professional success, can be powerful indicators of program effectiveness.

**Problem encountered and resources required:**

- Engaging students and maintaining their motivation throughout the program poses a challenge, especially when the content seems overly theoretical or lacks connection to real-world applications.
- Challenges in effectively assessing and evaluating students' skill development, particularly in terms of measuring soft skills such as communication, teamwork, and problem-solving.

To address these challenges, we take proactive measures. These include investing in resources, updating the curriculum, fostering student engagement, promoting inclusivity, and strengthening partnerships with industry and community stakeholders.

  
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## Best Practice-2

### **Title of the practice:** Institutional Social Responsibility at KIMS

To instil in the students a feeling of social consciousness and to prepare them to be responsible citizens in times of need, regardless of their cultural, ethnic, or racial background, KIMS organizes a variety of community service events like Vanamohathsav, medical camps, blood drives, and vaccine drives.

### **Objectives of the practice:**

- Engage with local communities to understand their needs and contribute to their development through various initiatives, including education, healthcare, infrastructure, and environmental conservation.
- Create meaningful and sustainable social impact by addressing pressing societal issues such as poverty alleviation, gender equality, access to education, healthcare, and basic amenities.
- Promote environmental sustainability by implementing eco-friendly practices, reducing carbon footprint, conserving natural resources, and supporting initiatives for biodiversity conservation and climate action.
- The primary objective is to promote health and well-being within the community by providing essential healthcare services such as medical check-ups, vaccinations, and blood donation opportunities.
- Educational sessions conducted during medical camps and drives help empower community members with knowledge and information to make informed decisions about their health.

### **The Context:**

- Engaging in community service initiatives fosters trust and goodwill between the institution and the community it serves.
- By demonstrating a commitment to addressing community needs and improving quality of life, institutions strengthen the relationship with residents.
- Participating in ISR activities fulfils the institution's corporate social responsibility (CSR) obligations and demonstrates its commitment to being a responsible corporate citizen.

  
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### **The Practice:**

- Collaborating with local healthcare organizations, government agencies, non-profit organizations, and community leaders help in leverage resources, expertise, and networks to organize and promote ISR activities effectively.
- Conducting a thorough needs assessment of the target community to identify healthcare gaps, prevalent diseases, vaccination coverage, and blood supply needs helps tailor ISR initiatives to address specific community health needs.
- Careful planning and coordinating essential for successful ISR events.
- Collecting data on the number of beneficiaries served, services provided, vaccines administered, blood units collected, and health outcomes achieved allows for evaluation of the impact and effectiveness of ISR initiatives.

### **Evidence for success:**

- Collect data on the number of individuals who attended the medical camps, donated blood, or received vaccinations.
- Assess the extent to which ISR activities address disparities and contribute to equitable access to healthcare services among underserved populations.
- Document media coverage of ISR activities, including articles, or social media posts, which provide external validation and visibility for the institution's efforts.

### **Problem encountered and resources required:**

- Limited financial resources were one of the main draws back while conducting ISR activities.
- Difficulty in engaging and mobilizing community members to participate in ISR activities due to lack of awareness, competing priorities, cultural barriers, or distrust of institutions.
- Access barriers such as geographic remoteness, language barriers and cultural sensitivities were also few challenges faced by the students while reaching marginalized populations.

  
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