

## Training & Placement

According to the Human Development Report (HDR) 2020, India ranks 129th out of 162 countries in terms of its skilled workforce, with only 21.2% of its labor force deemed skilled. This gap between industry expectations and workforce readiness is a significant challenge. While employers struggle to find suitable candidates, students, especially in their final semesters, face immense pressure to secure jobs. This highlights the importance of a proactive and well-organized placement cell.

At Swarnim Startup & Innovation University, we prioritize developing a vibrant and outcome-driven Training and Placement Cell that focuses on placing the right people in the right roles. Our students are groomed with both technical and soft skills, ensuring they are job-ready and able to meet industry demands from day one. Employers today look for more than just technical knowledge—they seek individuals who can communicate effectively, work in teams, solve problems, prioritize tasks, analyze data, and influence others. Our programs are designed to address both the technical and interpersonal skills required for success in today's job market.

**Hard Skills Development:** At Swarnim Startup & Innovation University, our programs are mission-driven and outcome-based. We provide professional education that meets both current and emerging socio-economic needs. This prepares students not only for local and regional demands but also for national and global industry requirements. Our curriculum is dynamic, evolving with industry trends to ensure relevance. We partner with leading companies like IBM to offer programs in Cloud Computing, Cybersecurity, Artificial Intelligence, and Industrial Internet of Things, aligning with both current and future industry needs.

In addition to technical education, Swarnnim Startup & Innovation University fosters a spirit of creativity, innovation, entrepreneurship, and leadership. With hands-on learning experiences and a "do-it-yourself" approach, students are encouraged to explore and experiment. Swarnnim Startup & Innovation University is one of the few institutions in India with a New Generation Innovation and Entrepreneurship Development Centre. This center supports students in turning business ideas into full-fledged companies, converting “job-seekers” into “job-creators.”

**Soft Skills Development:** While technical skills are crucial for getting to the interview stage, soft skills are often what land students the job. Our Placement and Training Cell works tirelessly to develop these skills through our Employment Ready Enhancement Program. This program focuses on building effective communication skills, self-confidence, positive attitudes, and resilience, all while fostering ambition and the courage to pursue big dreams.

To give students a taste of real-world challenges, we organize guest lectures by industry experts and provide opportunities for mock interviews and group discussions. Our "One student, many skills" policy is supported by several strategies, including:

- **Curriculum Enhancement:** Skill-based courses are integrated into the academic curriculum, and practical projects and case studies reinforce learning.
- **Simulated Experiences:** Mock interviews and group discussions help students prepare for real job interviews and teamwork challenges.
- **Technical Workshops:** Workshops on programming languages, software tools, and domain-specific skills, often led by industry experts, provide hands-on experience.

Our efforts have measurable success. Graduates who undergo our extensive training programs typically see a 20-30% higher starting salary compared to their peers. We continuously seek feedback from recruiters to refine and improve our training initiatives.



**Deferred Placement Policy:** Recognizing that many students today are inclined towards entrepreneurship, Swarnim Startup & Innovation University has introduced the Deferred Placement Policy, similar to those at some IITs. This policy allows students to pursue entrepreneurial ventures without the immediate pressure of securing a job. If their ventures don't succeed, they can rejoin the placement process later.

The Deferred Placement Policy offers several benefits:

1. **Risk Mitigation for Entrepreneurs:** Students can focus on their startup ideas without the immediate need to find a job. If the venture doesn't succeed, they can participate in the placement process later.
2. **Encourages Innovation:** By allowing students to focus on innovation and business development, the policy promotes creativity, problem-solving, and entrepreneurial thinking.
3. **Enhanced Employability:** Deferred placement allows students to wait for better job opportunities or adjust their career plans based on market trends. Even if they pursue entrepreneurship, they retain the option to participate in placements if needed.
4. **Industry Connections:** During their entrepreneurial journey, students have the opportunity to engage with companies, building networks and gaining practical experience that adds value to their profiles.
5. **Skill Diversification:** Students can use the deferral period to acquire additional skills, such as coding or digital marketing, enhancing their employability for a broader range of roles.
6. **Social Impact and NGOs:** Some students choose to work with NGOs during the deferred period, contributing to social causes while gaining practical insights and making a positive impact.

The Deferred Placement Policy aligns with industry trends, where employers increasingly value candidates with practical skills and real-world exposure. Students who spend time working on startups, projects, or internships are often better prepared for the job market. This policy accommodates diverse career paths, including entrepreneurship, research, or further education, ensuring that students can take calculated risks without jeopardizing their employability.

**Conclusion:** At Swarnim Startup & Innovation University, we believe that fostering a holistic learning environment that balances risk-taking with employability is essential for the future of education. Our comprehensive approach to skill development, entrepreneurial support, and innovative placement strategies ensures that our students are well-prepared for both the immediate job market and the challenges of the future. By embedding technical and soft skills into our curriculum and offering flexible career pathways, we empower our students to become not just job-seekers but job-creators, innovators, and leaders.



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