

GUJARAT TECHNOLOGICAL UNIVERSITY
MINUTES
OF
“Training & Placement Officers Meet”

GTU organized Training and Placement Officers’ Meet on 3rd December 2011 at Mahatma Gandhi Labour Institute, Ahmedabad. TPOs from Colleges/ Institutes and Human Resource Professional from various Industries were invited by GTU to discuss the road map for its Integrated Training and Placement cell.



After the Welcome Address Dr. G. P. Vadodaria, Actg. Registrar, Dr. Akshai Aggarwal, Vice chancellor, through a video-address, described the purpose of the meeting. He highlighted the importance of better employability skills or soft-skills for good placements.



Inauguration was done by **Prof. M. N. Patel**, Principal, LDCE, Member-Secretary ACPC and Director, GTU. **Dr. G.P.Vadodaria**, **Mr. Chirag Dhebar**, TCS and **Mr. Himanshu Upadhyay**, Gujarat Gas Ltd joined prof M N Patel in lighting the lamp.

Prof. M.N.Patel ignited the participants with the need for better placement scenario and integrated

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placement cell at GTU. In his inaugural speech, he shared his experience that at the time of admission in professional courses, a majority of the students keep placement scenario of the institution as the first criteria.



Mr. V. Srinivas, CEO, Illumine Knowledge Resources Pvt. Ltd., Mumbai gave a presentation on “How Training and Placement cells can benefit from and leverage GTU’s new initiative – Swami Vivekananda Contributor Personality Program”. This session made participants familiar with the need of a new approach to prepare the candidates for campus placement.



Mr. Pawan Dwivedi, BVM, Vallabh Vidyanagar made a presentation on “Integrated Training and Placement Cell (I-TAP) – A Role Model for GTU and Gujarat: Creating placements for the young generation”. This presentation was aimed at defining what is I-TAP and the importance of a common platform for all the placement officers for better co-ordination so that GTU students may be able to have the benefit of a top-quality placement service.

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Mr Dwivedi suggested the following steps in his presentation to form an Integrated Training and Placement Cell at GTU.

ACTION- A Forming Teams

1. Step-1: Forming a core team at I-TAP GTU (Officers from Masters & Degree Engineering, Masters, Degree & Dip Pharmacy, Diploma Engineering, MBA, MCA)
2. Step-2: Forming similar I-TAP GTU teams at Zonal Level

ACTION-B Training

3. Step-1: Arranging workshop and seminars at regular intervals to develop training and placement units at college level
4. Step-2: To find out partner organizations to develop training programs in technical and soft skills as per the need of institutions.

ACTION-C PLACEMENT

5. Step-1: Motivating institutions to appoint competent Training and Placement officer
6. Step-2: Providing training and logistic supports to help strengthen the training and placement cells at Colleges
7. Step-3: Arranging centralized placement for international industries, who offer more than 50K per month and above.
8. Step-4: Collecting Data from all institution for further use.

ACTION-D INDUSTRY-ACEDEMIYA RELATIONSHIP

9. Step-1 Searching industries to go for MOU between GTU and industries under CSR (Corporate social relationship)
10. Step-2: Taking feedback of industries and forwarding to respective departments for necessary action and implementation.
11. Step-3: Taking support of Industries to impart training, and conducting workshop and seminars to make professional education industry application oriented.
12. Step-4: Working as a bridge between Innovation Sankul/ UDHISA Club and Industries.

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Mr. Chirag Dhebar, Head Practice Delivery, Global Consulting Practice, TCS presented his lecture on “Expectations of IT Industries from Engineering Graduates”. Mr. Dhebar mesmerized the gatherings with his oratory and conveyed the expectations of IT industries. He emphasized that technical skills and communication skills need to be developed. He also expressed the need of practical knowledge among fresh graduates. Further Mr. Dhebar expressed his desire and offered open help and expertise that can be provided by TCS for formulating the syllabi of various branches.

Mr. Nishad Mehta, in-Charge, Training & Development, L & T Power Ltd delivered his expert lecture on “The gap between Theory and Practice: Manufacturing Industry’s Perspective”. Mr. Mehta advocated the need of strong technical fundamentals among fresh graduates. He highlighted that the need of professional etiquettes and grooming is expected from fresh engineers. He also discussed about the prevailing culture among the students and a strong need to improve the same.

Mr. Vishal Chhawchharia, CEO, Hidden Brains gave his presentation on “Strategies to be adopted for strengthening the existing Training & Placement Cell – “Creating a Role Model”. He urged placement officers to prepare candidates more effectively.



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Mr. Himanshu Upadhayay, Director, Gujarat Gas Ltd presented his views on “Vibrant Gujarat : Growing Industries in State and Grabbing Opportunity by Technocrats”. He said that Gujarat is attracting more and more industries and they need skilled manpower. Hence every industry has a huge expectation from the professional graduates. He stated 6 month industrial training should be mandatory for all professional programs. Mr. Upadhayay also presented the actual picture of the existing companies and the forthcoming companies, opportunities on the way and the concern why HR people of various companies go to South India and North India for recruitment of Engineers.

Prof. Pawan Dwivedi, made a presentation on the feedback and suggestion of the various training and Placement officers which was received through e-mail. Prof. Dwivedi conducted the open session and took the feedback of the participants in the presence of the Vice-chancellor.



The following points were recommended by the participants in the open session:

- a. Result of the Final semester should be declared on time, so that graduating students may be able to join the industries earlier.
- b. Lateral placement: For students who remain unplaced on campus, a portal should be generated and in the month of March-April all institutions will upload

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- the list of placed and unplaced list of the students on the portal. It would be available to colleges and industries for further placement activities.
- c. Infrastructure for Training and Placement Cell at college level should be up to the standard and for that university will declare guidelines.
 - d. For the enrichment of communication skills, soft skills and life Skills; Every College should take necessary measures.
 - e. During LIC, infrastructure of Training and Placement cell, Training and Placement Officer and activities for student done by T&P cell will be taken into the account.
 - f. A committee of Training and Placement officers at GTU and similar committees at Zonal level may be formed.
 - g. Placement officers will collectively arrange job fair/club campus/pull campus/off campus for that region/ Sankul.
 - h. MOU with industries and different training institutions may be done at university level for industrial training/ industrial visits, technical workshop, technical seminars, and certificate programs.
 - i. The University may propose the post of a full-fledged placement officer in government, grant-in-aid colleges and SFIs.

In the post lunch session **Dr. Akshai Aggarwal**, H'ble VC, GTU and **Dr. Hasmukh Adhiya (IAS)**, Principal Secretary, Education Department, Government of Gujarat chaired the session.

Dr. Aggarwal gave a brief introduction of I-TAP, Udisha Clubs and Innovation Sankuls. He said that we should work to see that our graduating students get excellent placements. He said that it was important that an excellent student of a College/ Institution in remote areas must get as good a

placement service as the students in bigger cities are able to get. Dr. Aggarwal said that GTU will create equal opportunity for all students. He also emphasized upon the need for students and teachers to take full advantage from the training programs, being organized by Colleges or the University for imparting employability skills.

Dr. Nandini Kanan described the role of Udisha Clubs and Gujarat Knowledge Consortium (GKC) in placement activities in government and Grant-in-aid colleges of three years graduation programs. She said that GKC would be willing to support GTU and its Colleges in the I-TAP activities.

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Dr. Hasmukh Adhiya (IAS) addressed the gathering and expressed his happiness for this initiative. He praised Dr. A. K. Aggarwal for his continuous efforts to develop industry oriented activities at GTU. He said that formation of Integrated Training and Placement cell at GTU was the need of the time. He provided guidance about how I- TAP cell could be taken forward.

Principal Secretary Education, GOG Dr Hashmukh Adhia stressed on 3 major aspects of placement and capacity building as follows:

- Revamp the academic and examination process so that it impart skills and builds their capacity before they graduate.
 - He emphasized technoseva programs and efforts like GTU innovation council will empower the students in their technical quotient.
 - He shared the efforts made by Public system like GSDM and other skill development activities through which students can be made more employable.
- He said that by organized strategies of excellence within academia and industry the capacity can be built faster and effectively.



Prof. Nilesh Jha compered the session and delivered the vote of thanks.

This entire program was coordinated by Mr. Hiranmay Mahanta, Prof. Nilesh Jha Government Polytechnic college, Ahmedabad; Prof. Pawan Dwivedi, TPO, Birla Vishvakarma Mahavidyalaya; Prof. Krunal Patel, SIT, Visnagar; Mr. Jitendra Gadhvi, TPO, Gandhinagar Institute of Technology and Mr. Manish Sharma, Laljibhai Chaturbhai institute of Technology. The meeting concluded with a vote of thanks.

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Faculties, TPOs, Udisha Coordinators and other members during interaction session where Honorable VC shared his vision and replied to queries. The best suggestions and policies will be incorporated in action agenda in coming days sooner.

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GTU Integrated Training and Placement (I-TAP) cell

GTU is establishing an Integrated Training and Placement (I-TAP) cell, consisting of a core group of Training and Placement Officers (TPOs) from the Colleges/ Institutions.

GTU expects that every student will be able to develop his/ her CV and other material and learn how to appear in an interview properly. (The students at first year should learn about the kinds of skills, they are expected to develop during their studies and the kind of CV they should have before they reach the Final Year.) GTU also wants that good students at mofussil Colleges get as good a service as an equivalent student in Ahmedabad/ Rajkot/ Surat etc.

Functions of I-TAP:

1. To build the capacity of the TPOs / Student Placement Coordinators and their offices
2. To make it possible for TPOs to mutually help through sharing of useful information and best practices.
3. To start inviting MNCs and large companies, which can offer a salary of Rs 6 lac pa or more.
4. To invite experts from industries, who have given IDPs, to visit the Colleges/ Polytechnics/ Institutions and to discuss with the students the progress of the projects and the expectations of the industry from new engineers.
5. To develop specializations about the needs and the developments in particular sector of industries, through one or more TPOs (The needs of IT/CSE, Manufacturing and different branches of engineering / Pharmacy may be different.)
6. To develop a common database format, which may be accessed by HR Officers of the recruiting companies at the Colleges / University
7. To help TPOs and the Udisha Clubs impart training about pre- placement skills and preparation of necessary material to students at every College/ Polytechnic/ Institution.
8. To support not only placement in businesses and industries but also to provide support to students who may be opting for entrepreneurship/higher education and research.
9. To move towards empowering students to largely manage placement with guidance and information from the TPOs (The Placement activity at IITs and IIMs is led and organized by students.)

Our Colleges/ Polytechnics/ Institutions have more than 200 plus TPOs. If they all join hands and empower our students, jointly we should succeed.