

SECOND BEST PRACTICES

Title: Youth Centre for Skill Development for All Services.

Objectives:

A Youth Centre for Skill Development for all services was established by the University in the office of Dean Students Welfare to help the students who aspire to join Defence Forces as Officers. To blend the teaching and training practices, the available resources mainly from the faculty of Department of Psychology, Department of English and Foreign Languages, Department of Geography and History etc. were utilized. In addition, external resources from superannuated defence personnel, who had direct service tenure with various selection centres were also pooled from the level of Col to Lt. Gen.

Context:

To inculcate a feeling of patriotism, better utilization of the acquired resources upto graduate level (like encouraging NCC “C” holders cadets, technical graduates and law graduates), the students were motivated to enrol in the courses of the centre which offers 8 to 12 batches every year. Since the establishment of the Centre, we have been able to offer post degree resource development to make them employable and worthy of selection.

Practice:

The Centre is helping the students to develop skills in the area of communication, interviewing and leadership by engaging them in group discussion and also exposing them to psychological testing and strategic field tasks. The exposure has satisfying outcome in crossing a very strict base selection ratio of SSB’s for various services in defence, in developing a sense of confidence and enhanced employability of the out-going graduates. Students who got skill development support joined the three wings of armed forces at Officer level.

Evidence of Success:

Through this, innovative practice the Centre has been able to achieve a major outcome in helping more than 60 students in the last three years (51 reported in SAR and 09 got success after submission of SAR), the Centre has imparted the training to 311 student so far. However, this human resource experiment has been able to develop a positive human capital and its innovativeness implies in identifying a resource at a critical turning point and enhancing the skills for particular selection practices and making them confident and anxiety free. The success of the experiment has enthused more and more students to join the Centre and avail of its services.

Problems & Resolutions:

- To adjust with their regular time-able.
However, this problem is overcome by keeping the training during late evening hours.
- Gap between the training and final interview.
This is, however, overcome by keeping them in constant touch and by organizing refreshing session before the interview.