



Vignan's Institute of Information Technology

Duvvada Campus, Visakhapatnam

Training Department

Campus Recruitment Training Process



Dr. Rojeena Mathew,

B.Sc, B.Ed, M.Sc, Ph.D(Physics)

Head Training & External Relations

Head Women Empowerment Cell

Campus Recruitment Training Program Success Path

- **Employability Skills:** Employability skills are important because the current Job market is intensely competitive, and employers are looking for people who are flexible, proactive and have the ability to undertake a variety of tasks in different environments.
- ❖ **First Year:**
 - ✓ **Pre-Assessments:** Our CRT program starts with a rigorous Assessment Test on Communication skills (Listening, Speaking, Reading, & Writing (LSRW) to assess the current level of knowledge and help students to focus on specific Campus Training learning goals.
 - ✓ **SWOT Analysis :** (Strengths, Weakness, Opportunities & Threats) on pre-assessment & student enrolments for various batches of skill development Programs.
 - ✓ **Certification Programs:**
 - Oxford Achievers Program:** A World class English language proficiency certificate course from Oxford University to build students' LSRW and Corporate English skills customized to cater the needs of current job industry for Vignan's Students.
 - Business English Certificate (BEC) Program:**
Internationally acclaimed English proficiency certificate program "BEC from **Cambridge University**. Designed to build the student communication skills more effectively in Campus recruitment drives, Professional workplace, Business and international work environment.
 - ✓ **English Practice Labs**
 - >Listening and understanding
 - >Speaking clearly and directly
 - >Writing to the needs of the audience
 - >Reading independently
 - >Speaking and writing in English languages
 - >Sharing Information
 - ✓ **Online Training Tools:** Rigorous online training & assessment throughout the academic year for enhancing learning capabilities, identify key areas of improvements and strategise further training plan.

❖ **Second Year:**

✓ **Pre-Assessments**

Pre-Assessment Test on Technical Skills (Coding Skills) which focuses on essential elements of Coding skills, which are: Self Reliance, Programming Language, Logic, Attention to Detail, Abstract Thinking, Scientific Methods, and Technical Skills which include Quantative Aptitude, Verbal skills along with basic of C, C++ Language Programming Skills.

✓ **Quantative Aptitude Skills:**

Intensive training would be imparted to improve student's Problem solving ability and respond to a task or a situation on the following areas.

- Numerical Ability and Quantitative Aptitude,
- Logical reasoning,
- Verbal Ability (General English) ,
- Data sufficiency and Interpretation.

✓ **Technical Training on Coding Skills :** Coding skills are mandatory for engineering & technology students for developing computer code & solving most of the engineering problems. We train our students on the Programming modular strategy & techniques for efficient coding to meet the demanding needs of industries and clear the coding skills & Technical rounds of the recruitment process pertaining to various companies.

Programming Languages : Python,C,C++,C#,RUBY,Java Script,Java,R-Language,Machine Language and other in demand languages specific to company requirements.

✓ **Club Activities :**

✓ Vignan encourages its students to be a part of clubs like Confiado club. The purpose of the club is to group students with similar interest for a social, literary, or other common purpose. Students have the opportunity to join these groups for: pursuit of individual interests, career networking opportunities, leadership skills development and social networking activities.

✓ **Other Integrated Clubs :**

- The Speak Out
- The Writers Club,
- Street Plays,
- KAIZEN(Innovation under low cost),
- Honing your auditory Skills(Listening)
- Literary Club.

❖ **Third Year:**

✓ **SWOT Analysis :** A complete SWOT Analysis is done on the analytics of the assessment Test. Based on SWOT analysis (Strengths, Weakness, Opportunities & Threats) of the students from respective engineering departments, they are divided into groups followed by in house & External Training along with complete skills required to handle the complete interview process.

✓ **In house CRT Training :**

Our in house trainers continuously assess and train the below required employability skills for better placement prospects of the students.

- Self-Introduction /Body Language
- Picture Perception Description Test
- Group Discussions
- Presentation Skill
- Resume Preparation
- Facing Interviews
- Debate/Jam
- ETIQUETTE - Grooming including topics on personal hygiene

✓ **External CRT Training:**

- Quantitative Aptitude
- Programming Concepts
- Verbal Ability (English)
- Coding

✓ **Mock Interviews :** Numerous mock interviews to train the Students continuously on various company specific interview rounds (Communication, Technical, Human Resource, Skype & Telephonic)

❖ **Final Year:**

✓ **Employability Skills & Placements :**

- Company Specific Trainings (Online Written Test Preparation)
- Aptitude Development Program
- Company Specific Interview Techniques
- Resume Building Techniques
- Just a Minute Sessions(JAM)
- Group Discussions/Personal Interviews
- Picture Perception Description /Thematic Appreciation Tests
- Interview Preparation Techniques (Communication, Technical & HR Rounds)
- Company Specific Case Studies
- Telephonic & Skype Mock Interviews
- Life Skills

✓ **Industry Awareness**

Pre-Placement Talks

Internships

Workshops

Seminars

Industrial Visits

✓ **Higher Education**

GATE/GRE/CAT Training Programs

Campus Recruitment Training Team

- **Dr.Rojeena Mathew,B.Sc,B.Ed,M.Sc,Ph.D (Physics)**
Associate Professor, Head Training & External Relations
Head Women Empowerment Cell
Head Career Guidance

1. N.Praveen, MBA,MCA
2. Puja Prasad,PGDBM,PGDHR,B,Ed,M.A English
3. P.Nagendra Prasad,MBA
4. M.Santhosh Kumar,B.Tech,M.Tech
5. Rajesh.D.Nagawade,B.E(CSE),MBA(IT)

First Year

- Pre Assessment
- SWOT Analysis
- Certification Programs
- LSRW Skill Development Labs
- Communication Skills
- Online Training Tools
- Online Assessments

Second Year

- Pre-Assessment Test on Coding & Technical Skills
- SWOT Analysis on Coding & Technical Assessments
- Coding Skills Training
- Technical Skills Training (Quant & Aptitude)
- Online Training Tools
- Online Assessments
- Club Activities

Third Year

- Post Assessment on Technical & Coding Skills
- SWOT Analysis on Technical & Coding Skills
- Inhouse Training for Technical & Coding Skills
- External Training for Technical & Coding
- Seminars
- Workshops
- Industrial Visits
- Mock Interviews
- Online Training Tools
- Online Assessments

Fourth Year

- Company Specific Trainings
- Aptitude Development Program
- Company Specific Interview Preparation
- Resume Writing
- Group Discussion & JAM Sessions
- Psychometric Tests (PPDT)
- Interview Preparation Skills : (Technical & HR Rounds)
- Case Studies - Company Specific
- Telephonic & Skype Interviews
- Life Skills
- Industry Awareness Programs
- Higher Education