

**Centre for Proficiency Development and Placement Services
(CPDPS)**



Antahprerana :

Aiming at Inner Motivation for Tapping Human Resources for Varied Competencies

Prologue

In the backdrop of the impact of globalization affecting all of us in one way or the other, we realise that India is a paradox vis-à-vis talent-pool, man-power, employability, leadership and development paradigms. We have a large number of degree holders, and a majority of them are not proficient enough to be employed. What bothers us is that while 'India produces over 2.5 million university graduates, including 400,000 engineers and 200,000 IT professionals annually', this 'vast talent -pool', as stakeholders in IT sector and experts associated with NASSCOM and National Knowledge Commission have often pointed out, has failed to impress prospective employers in terms of employability. Lack of proficiency is stated to be the main reason.

As Indian economy is increasingly becoming global, talent and proficiency have

high premium. Candidates with proficiency for employability have manifold opportunities. To gain overall proficiency, students need to be equipped with a variety of soft skills such as language fluency, creative thinking, communication skills, analytical skills, application skills, organisational skills, interpersonal skills, innovative skills, and entrepreneurial skills. Employability -worthiness, besides and beyond subject fundamentals, is a sought after *-mantra* and value.



UoM graduates, looking for opportunities for proficiency development and placements, interacting with a Trainer of soft -skills

CPDPS

The University Centre for Proficiency Development and Placement Services (CPDPS)

is a seminal initiative of the University of Mysore (UoM) to facilitate students to develop talent and competency. It focuses on augmenting the overall proficiency and employability levels of students so that they could scale up to national and international standards. In a way, UoM anticipated the arrival of the 12th Plan of UGC (2012-2017) which has a major thrust towards developing skills for varied competencies as part of the paradigm -shifts in higher education in India in the backdrop of globalization and knowledge expansion.

Against this backdrop, the possibility of launching a Centre with this focus was envisaged in the document, titled “**Vision 2025 – UoM**”, which was released in May, 2010, by His Excellency, H.R.Bhardwaj, Governor of Karnataka and Chancellor of UoM. The Centre, CPDPS, notified in May, 2011, courtesy the patronage provided by Prof. V.G.Talawar, our Hon’able Vice -Chancellor, and the support services rendered by UoM and UGC Officials, started functioning from June, 2011. Dr A.S.Dasan (Dept. of English) and Dr Niranjana Vanalli (Dept. of Journalism and Communication) were appointed respectively Director and Programme Coordinator of the Centre. Within a span of one year of its launch, CPDPS was privileged to be part of the prestigious UGC-UPE tag awarded to UoM in 2012.

Objectives

CPDPS

- i) identifies students’ innate capabilities and interests, besides and beyond their subject fundamentals, and helps them fine tune their *antahprerana*, their preparedness for employability;
- ii) designs and organises tailor-made training programmes in collaboration with the Industry Sector and Trainer agencies to enhance the capacity of students for varied competencies;
- iii) has periodic interaction with the Corporate Sector and other agencies providing prospects for placements so as to understand the nitty -gritty of employability -worthiness and maintain an up-to-date data base in this regard;
- iv) keeps liaison with different Institutions, Industries, Government Departments and such other organisations and collects information about job opportunities, knowledge and skills required for different jobs, disseminates this information among prospective candidates looking for placements, and facilitates graduates to have face to face interactions with prospective employers in view of placements;
- v) provides support services to enable graduates to develop their entrepreneurship -capacity so as to venture into self -employed initiatives vis-à-vis their areas of interest, competence and viability;

Infrastructural Facilities

CPDPS has:

- A compact state of the art multiple fluency and competency building Language Lab (*Alpha*) that has 42 computers;
- An interactive e -learning / multimedia fitted class-room that also serves as a mini conference hall (*Hamsa*) that could accommodate 60 + chairs / people :



Hamsa : Interactive Multimedia Conference Hall at CPDPS

- A spacious IT-focused skills developing Computer Lab (*Omega*) that could facilitate 50 students to have practical training;
- A wide passage that also has space and computing facilities for data entry and basic documentation, and
- An endearing and functional Office -set up wherein the Director, the Dy. Director and Programme Co ordinator, the Public Relation Officer (PRO), and other staff are available, being at the service of visitors and prospective trainees and candidates looking for opportunities for employability-worthiness and placements, and
- A team of talented and experienced teachers, trainers and consultants

serving as resource persons under the leadership and guidance of a core team of Faculty drawn from varied disciplines , headed by the Director.

Programmes Conducted till Date

- Coaching for K- Set / UGC Net Exams;
- Industry-Academia Interaction Sessions;
- Employment-focused competency-building Programmes in collaboration with Trainer-Agencies like Kaizen 4Front Technologies and Campus Connect:



A Trainer facilitating students to acquire fluency for effective communication



MOU signed with 'Kaizen 4Front Technologies Pvt . Ltd'

- Training in Media Translations:



Inaugural of Media Translation Training Programme

- Workshop on Digital Photography:



Inaugural of the workshop on Digital Photography

- Students' visit to Infosys for one day exposure on Soft -skills -related programmes;
- Job fair for placements in different companies / industries / institutions:



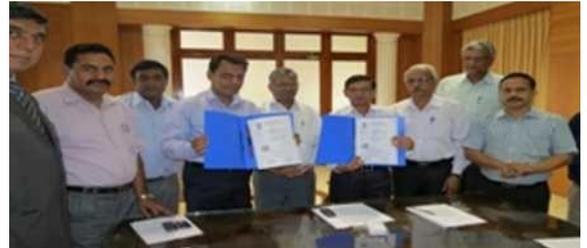
On 7th July, 2012: 390 graduates out of 725 were shortlisted for final round leading to placements

- Online Campus Connect Profiling / Question Bank Browsing programmes for varied competences:



MOU signed with 'Campus Connect' for online profiling

- Special Lecturers cum Interactive sessions on skill development, curriculum design blending communicative and other soft skills, and on other concerns such as 'The Role of Intellectuals in Contemporary India', 'Yoga and Spirituality', and 'Faith in a Fragmented World':



Inaugural of the Special Lecture on 'The Role of Intellectuals' on 4th Sept. 2012 on the eve of Teachers' Day

Ongoing Programmes

- Varied competency building / training programmes such as Personality Development, Communicative Competency Building, IT-Skills Development, and Creative Writing;
- Periodic University -Academia-Industry Interface Programmes so to be sensitive towards revamping and integrating subject -syllabi with employability / varied skills -focused training programmes, and
- UGC-UPE related programmes focusing on life skills, communicative skills, cross-disciplinary proficiency, competency building for team - leadership, testing and evaluation, and profiling.

Programmes in the Pipeline

- "Saadhakarondige Samvaada": A monthly interaction programme with

extraordinary achievers in varied fields so as to motivate UOM students to achieve;

- Capacity Building for Technical Writing;
- Creative Writing Workshops;
- Communicative Fluency-focused Training Programmes for foreign students;
- 'Guided Yoga Sessions' for inner motivation;
- Outreach-programmes of varied competency building for the benefit of students of constituent and affiliated colleges;

Epilogue

CPDPS, which was formally launched on 30th November 2012, may be viewed as a gateway to build and tap human capital for varied competencies required today in the IT and other sectors in contemporary India and elsewhere. Our focus is on facilitating learners to discover the aroma within, their latent talent. We hope that students of varied Disciplines of UOM would be our potential clients via PG Depts., PG Centres, and Constituent and Affiliated Colleges. Our dream is to ensure that as many students as possible have a passage through CPDPS either for capacity building for varied competencies and better placement prospects, or for measuring their overall proficiency level for varied competencies before they complete their graduation or post-graduation.

In course of time, the Centre would extend its services also to the administrative staff of UoM in terms of developing soft skills. It would also serve as a Nodal Agency for Evaluation Certification purposes vis-a-vis proficiency scaling for varied competencies.

Prof A S Dasan is the founder director of the Centre. Now it is headed by Prof S J Manjunath, as the Director



S J Manjunath – Professor of Business Administration and Director

For further information, please contact:

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