

Amar Sewa Mandal's
Kamla Nehru College of Pharmacy
Borkhedi (gate), Butibori, Nagpur-441 108 (M.S.)

CRITERION 7

7.2.

Best practices



Best Practice: 1

Title: - Careerthone: A Skill Enhancement Training Programme.

Objective of the practice:

- To prepare students with current academic and industry expectations.
- To impart professional knowledge and technical skills in niche areas and thereby improving competency.
- To enhance the interpersonal skills of the students.
- To provide guidance and support for higher studies at national and international level.

Context: There is a vital need to bridge the gap between the industry and academia. There are various career opportunities available for the students in the diversified areas of the pharmaceutical industry. It is the need of the hour to train the students in various aspects of newer horizons available for their placement and to make them ready for the global outlook as per their interests. Also, it was felt worthwhile to acquaint the students with various higher studies opportunities available at top ranked national and international institutes and to provide guidance accordingly. To comply with this, the institute has designed and conducts one of its kind “Careerthone: A Skill Enhancement Training Programme” to ensure the students are preferred by the industry interviews and to motivate and guide them for their higher studies.

Practice: The Careerthone program is designed and executed in the structured manner. There are three components of this program as,

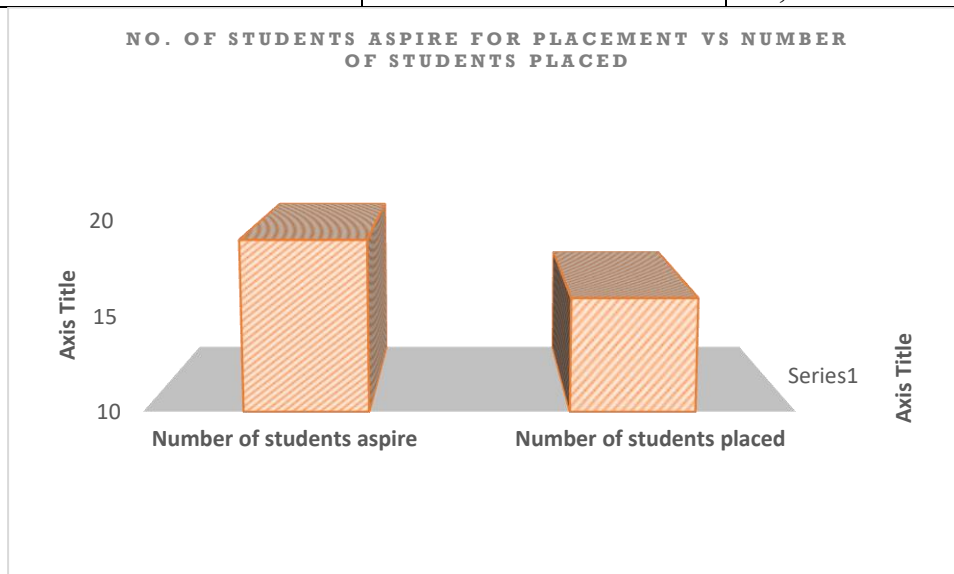
1. **Career plan survey sheet:** In the beginning of every academic year institute conducts career plan survey for the third and final year students to know their inclination about future perspectives. This career plan survey sheet was also designed to know the need of soft skill training or any add on course requirement through student perspective. The data of this career plan survey sheet is analysed and based on the outcome of analysis various seminar, training programs were designed and implemented.
2. **Training Programs:** The institute is continuously striving hard for the overall development of the students. As per the inclination of students training programs were implemented
 - Training programs to impart technical skills: at regular intervals, the institute conducts training and guidance sessions on particular domain such as pharmaceutical sales and marketing, quality assurance, research and development, pharmacovigilance, Clinical data management, etc for the students to make them trained/acquainted as per specific industry need. These sessions were delivered by the experts in the particular domain and by the alumni of the institute working in the same area. They also, shared the real time experience with the students, and gives significant insights about the job responsibilities and industry expectations from the passing graduates. Thus, students are equipped with technical aspects which help them in cracking the interview. Entrepreneurship, guidance sessions are also conducted by successful entrepreneurs.

- **Training program to impart interpersonal skills:** The institute organizes numerous personality development activities in collaboration with expert trainers to strengthen the interpersonal skills of the students.
 - **Training programs for higher studies:** The students were also guided for national and international opportunities available for higher studies by the experts in the respective domain. Moreover, the GPAT guidance sessions are also conducted for the aspiring students.
3. **Mock interview sessions:** The institute conducted mock interview sessions by the faculty members, alumni and industrial experts. During the sessions the students got chance to clarify responses to certain questions and help them to work on their weak areas. Moreover, mock interview sessions aid in familiarizing the students with the interview situation. The experts also provide the constructive feedback which helps students to perform better. These sessions help students to enhance self-confidence and overcome fear of interview

Evidences of Success:

1. This career plan survey sheet was analyzed and based on the data obtained students are guided through customized training program as per their inclination about future prospective various training sessions were conducted to impart technical, interpersonal skills and for entrepreneurship developments. Careerthone practices enhance the self-confidence of students during their final interviews resulting in a fair chance for the selection result of which more than 80 % of students were placed in various reputed companies like Tata consultancy services, Lupin, Baidhyanath in last years.

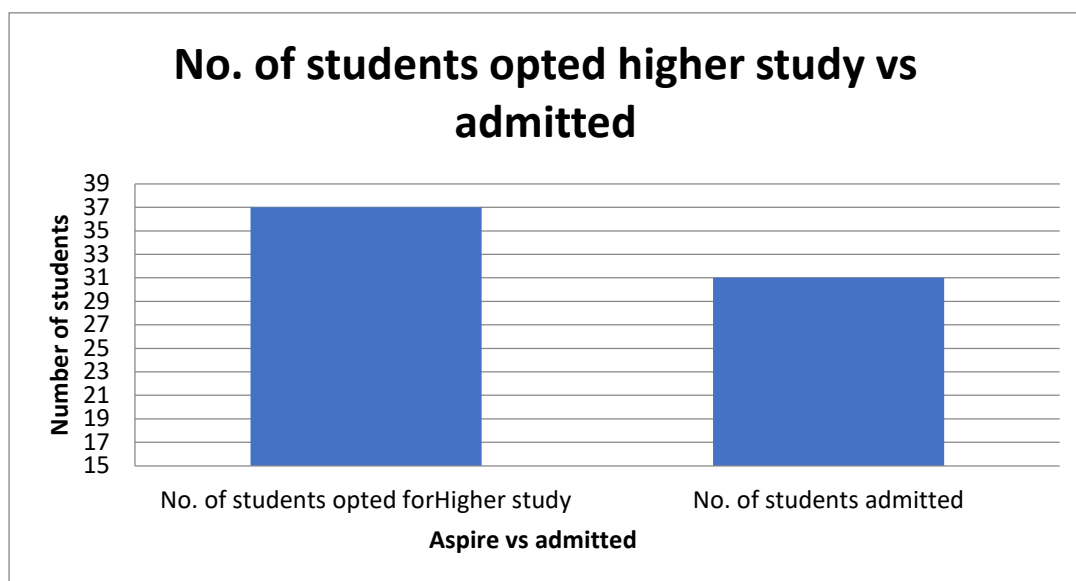
No. of students aspire for placement B. Pharm Final year (2022-23)	No of students placed (B. Pharm) AY 2022- 2023	% of placement
19	16	84,21



2. The institute regularly organizes higher studies guidance sessions and mock test on GPAT, these guidance sessions helped student to perform better in competitive exams

and currently our graduates are admitted in eminent national institute/university viz. NIPER (Mohali, Ahmadabad, Hyderabad etc), NMIMS institute of Management, Mumbai, etc.

No. of students aspire for Higher studies B. Pharm Final year (2022-23)	No of students admitted (B. Pharm) AY 2022- 2023	% of admission
37	31	83,78



- The sincere efforts of the institute to impart employability skills amongst graduate result into some start-up

Problems encountered and resources required:

- The students are less interested in core industrial job opportunities.
- The international placement opportunities are still not as per expectation. Some students are not ready to relocate.


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Best Practice: 1. - Careerthone: A Skill Enhancement Training Programme.

Details of Careerthone

S. N.	Workshop/ Webinar	Resource person	Date
1.	Webinar on “Hard Skill Vs Soft Skills”	Mrs. Kavita Chandak	16/02/2022
2.	Webinar on Use of Excel in Pharmaceutical Research	Dr. (Mrs.) Mamta Baheti	30/03/2022
3.	Workshop on “Soft skill – A pathway to career success”	Dr. Rakesh Himte	10/03/2023
4.	Workshop on “Career guideline for competitive examination”	Dr. Atul Parshuramkar	24/03/2023
5.	3 Days Workshop on “Entrepreneurship, Life Skills and Employability Training Program”	Mr. Indrajeet Sahare Mr. Umesh Awze	10 – 12/04/2023
6.	Workshop on “Application of QbD in Pharmaceutical Research”	Dr. Sunil Gupta Dr. Alok Sharma Dr. Vineet Kumar Rai	23/05/2023




PRINCIPAL
KAMLA NEHRU COLLEGE OF PHARMACY
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Best practice 2:

1. *Title of the Practice:* Industrial training of teachers

2. *Objectives of the practice*

- To promote faculty members to learn about the techniques and skills, in high demand in pharmaceutical companies.
- To familiarize with the implementation of standard operating procedures for manufacturing equipment's and analytical instruments.
- To utilise the knowledge gained during industrial training towards the development of students by enhancing their skills and practical knowledge.
- To share the experiences with students on new versions of existing instruments and its applications.
- To establish a relationship with pharmaceutical industry for long term by updating the skills expected from the outgoing students (as a fresher in industry).

3. *The Context*

The demands of the pharmaceutical industry changes with time therefore there is a need for training of teachers to keep pace with industry. Kamla Nehru College of Pharmacy has started an innovative practice to train the trainers. This also helps in up-gradation of the curriculum, gives ideas for research projects and opens up avenues for industry-academic interaction.

4. *The Practice*

Every year four to six faculty members are given the opportunity for industrial training. According to the academic needs of the department, teaching faculty is trained in a specialized area so as to enhance their practical skills, and theoretical knowledge. The faculty gets to understand the intricacies of daily working in different departments of pharmaceutical company like Granulation, Compression, Packaging, Quality Control, Quality assurance, Pharmacovigilance, Market research, Regulatory affairs, Intellectual property rights, Research and Development.

The college may be equipped with only a basic model of the analytical instrument or manufacturing equipment. During the training teachers get the opportunity to learn the handling of higher versions of the software, handling of the instrument/equipment and new applications. In addition to the use of instruments/equipments teachers learn about the calibration, maintenance and validation of these instruments/equipments. After acquiring this

information, the teachers share it among students and collaborate with industry on internship projects. As a result, students of Kamla Nehru College of Pharmacy get to know the environment in pharmaceutical industry.

5. Evidence of Success

- Due to industry-academic interaction, more students have shown interest in the industrial projects than that observed previously. MoUs are signed with different pharmaceutical companies.
- After the training the teachers could introduce new theory/experiments beyond the syllabus
- Also, projects were allotted to final year students of B. Pharm such that research work involved use of sophisticated equipments like fluidized bed processor and analytical instruments like ultraviolet spectroscopy, high performance liquid chromatography etc.
- As a result of industrial training of the teachers, the students get more applied knowledge than that available in the text books. Our students are now readily accepted as interns to work for pharmaceutical industry.

6. Problems Encountered and Resources Required

In our region, few pharmaceutical companies are operational close to the city; hence we had limited success for teachers training until last few years. Due to restrictions in parenteral dosage form unit, visitors can't get easy access for a week at a time. After the development of MIHAN SEZ and expansion of industrial area, more pharmaceutical companies wish to set up their plants in industrial area which is nearby our college.

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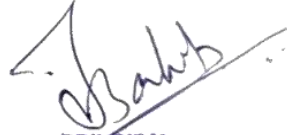
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Best Practice: 2. Industrial training of teachers

Details of Teachers Industrial Training

S. N.	Name of faculty	Name of Industry	Duration of training	Training outcome
1.	Mr. Lokesh Thote	Asylum Remedies, MIDC Butibori,	15/11/2023 to 28/11/2023	During tis training got the exposure and understanding of the following <ul style="list-style-type: none">• Quality control• Quality Assurance• Regulatory Affairs• Warehouse
2.	Dr. Nilakshi Dhobale	Asylum Remedies, MIDC Butibori,	15/11/2023 to 28/11/2023	During tis training got the exposure and understanding of the following <ul style="list-style-type: none">• Quality control• Quality Assurance• Regulatory Affairs• Warehouse
3.	Dr. Nitin Padole	Asylum Remedies, MIDC Butibori,	15/11/2023 to 28/11/2023	During tis training got the exposure and understanding of the following <ul style="list-style-type: none">• Quality control• Quality Assurance• Regulatory Affairs• Warehouse
4.	Mr. Pradeep Raghatate	Asylum Remedies, MIDC Butibori,	15/11/2023 to 28/11/2023	During tis training got the exposure and understanding of the following <ul style="list-style-type: none">• Quality control• Quality Assurance• Regulatory Affairs• Warehouse




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