

BEST PRACTICE - 1

Title of the Practice: Promoting Job Oriented, Skill based and Employability Viable Courses.

Objectives of the Practice:

- To produce work ready or employable graduates with multiple skills.
- To develop employability skills in the students, so that they make an immediate contribution to the workplace when recruited.

The Context: Graduate employability is a key issue for higher education. With the expansion in higher education and recent economic downturn, there is an intense competition for jobs in the graduate employment market. Hence, in order to promote the quality of human resources and to make use of them in the pace of development of the country's economy, Loyola Academy, under the aegis of Osmania University, has introduced Job Oriented, Skill based and employability viable courses to equip the students with employable skills and competencies required as per the global needs.

The Practice: The current business environment focuses on developing strategic skills and work experience by giving importance to higher education for employability. First a feasibility study is carried out by the management which comprises of parameters like selection of course in demand and need of the moment, resources to teach, fees to be charged, linkup with industries and student placement. Later the proposed course is introduced in the academic council. There is a discussion by the esteemed body and subject experts give their opinions and grant permission to start the course. In the year 2018-19, three new courses were started - Food Science Nutrition & Dietetics, B.Com. (Honours) Strategic Finance and B.Com. Business Process Management.

Evidence of Success: Loyola Academy is known for its Placement record. Some students proceed further to higher education, mastering the subject and some turn into entrepreneurs and set up their own firm.

Problems Encountered and Resources Required:

Courses are expensive. Faculties trained in those subjects demand high salaries.

BEST PRACTICE - 2

Title of the Practice: Management Scholarships to economically disadvantaged, meritorious and extraordinary Students.

Objectives of the Practice:

As per the Mission statement of the College - to form “Men and Women for others” and mould our students as global citizens with Competence, Conscience, Compassionate and Commitment special concern is shown towards the socially and economically underprivileged students. The management of Loyola Academy aims to encourage deserving students and ensures that no student should be deprived of education due to want of resources. With this mission in mind, the college ensures through Government and Management Scholarships that no one is impoverished of the right to education at Loyola Academy, Alwal.

The Context: The following two challenges were to be discussed before implementing the scheme,

1. Eligibility Criteria for the selection of the needy and deserving students.
2. Budget allocated to disburse scholarships.

In a series of continuous discussions in Academic Committee and Governing body meetings, it was resolved that criteria-based mechanism be developed to implement the policy. Scholarships are awarded based upon various criteria such as academic merit, diversity and inclusion, athletic skill, financial need, BPL category etc. SC/BC/OBC students are given scholarships as per the norms and directions of the Government.

The Practice: A notice is released by the Management to the students regarding the release and submission dates of the scholarship forms. Eligibility requirement to win a Scholarship are as follows,

- Students whose academic track record is good with no backlogs and
- Annual Family income must not exceed Rs.1, 50,000/-p.a.

They have to submit the application form along with the proof of the income certificate to the concerned Block In-charges. Head of the Departments scrutinise the students and forward the list to Block In-charges. A committee which comprises of teaching staff and management scrutinises the applications and decides the amount to be given to students. Depending on the number of applications received for the scholarship, the amount is disbursed from the budget. A list of eligible candidates is released. Management then makes the payment.

Maximum number of students are covered under Management Scholarship. The college has always given financial aid to every student who has applied so far. No eligible students have been denied this aid.

Evidence of Success: The results of the practice can be measured in the following manner:

1. This year the management aided 517 students in college (UG&PG). In totality, the amount reimbursed was Rs.53,47,440/- which is a significant move towards aiding economically disabled students.
2. The enlistment ratio of students from impoverished societies has increased in the past years and has benefitted many of them.

Problems Encountered and Resources Required:

The college is not able to reimburse the total amount of fee to the students due to limited amount of funds and a greater number of economically deprived students.