

INDIA'S FIRST IT FINISHING SCHOOL



# School in School

a Talent Development initiative

Technical

Analytical

Soft Skills

English



No 261, KIADB Land, Hebbal Industrial Area, Mysore 570 018.  
Ph: 0821-4244447/8/9, Cell : 9686669548, Email: itfs@riiit.com, www.riiit.com

### RIIIT SCHOOL IN SCHOOL PROGRAMS FOR INSTITUTIONS & UNIVERSITIES

RiiiT, through its innovative methodology helps complement the academic skills acquired by students while at learning institutions and makes them industry ready. This is accomplished in multiple ways:

#### LONG TERM INTERVENTIONS

1. **Starting a “Talent Development” department in the college.** This is a big change for the college/institution and has to be handled delicately leveraging the principles of organizational change management



“Skill training” to be rolled out as a subject to be taught and participation to be made mandatory like other subjects.

Minimum of 40+ hours per semester, starting from second semester onwards

Skills in School facilitators to sit full time in the institutions; follow the college calendars including holidays/vacations – this helps drive the change within the college

2. **Re architecting the “Talent Development model” of a college based on Finishing School benchmark to enhance performance of each student.**

#### SHORT TERM INTERVENTIONS

1. **Building a skills baseline for Final year students: This is done leveraging SiS:**



The baseline helps the institution know its overall capability on “job readiness of its students”

Each student individually knows where she/he stands on “Job readiness” and how it compares with his/her college/state/national baseline

2. **8th semester project guidance (for the Computer Science/IS/IT stream)** to be conducted at their Institute, for students in small batches, wherein the students will learn to orient themselves for the corporate world while executing the project



Introduce an integrated concept of process and core (behavioral) skills in the final semester project. The students will execute the project using complete development life cycle and learn the core skills required/expected by Corporate in that process. This will be conducted in a simulated corporate environment where professionalism, team work, communication are taught/practiced through their work; hence aiding the overall personality development.

Evaluate the strengths and gaps. Introduce a feedback mechanism to strengthen the strengths and improve the gaps over one semester

### 3. Faculty Development programs:



This will help upgrade Faculty skills to enhance their facilitation skills and knowledge in line with the following objectives:

- Increased understanding of IT & ITeS industry
- Work along with the students on Industry requirements making them more industry ready

#### HOW DOES PROCESS WORK?

**Step 1** Institutions sign an MoU with RiiiT to agree upon the areas of collaboration

**Step 2** RiiiT engages with the college, interacts with the students, assesses them, enables them and provides them access to a RiiiT pool drives.

**Step 3** RiiiT also works with the College faculty members to enhance their skills in order to make them more ready

**Step 4** RiiiT notifies institutions on feedbacks to consolidate the learning and starts the new cycle

