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ANNEXURE -B

Procedure to Monitor Employability Outcomes of Graduates at NIT Meghalaya

The Centre for Career Development (CCD) at the National Institute of Technology Meghalaya plays a pivotal role in enhancing the employability of students and ensuring a smooth transition from academic life to professional careers. To effectively monitor the employability outcomes of graduates, CCD follows a multi-faceted approach that encompasses skill development, internship opportunities, and rigorous career readiness training.

One of the primary responsibilities of the Centre for Career Development is to support students in building a strong professional foundation. This begins with **resume building sessions**, where students are guided on how to create impactful and industry ready resumes that highlight their academic achievements, skills, and relevant experiences. The CCD provides personalized feedback and iterative reviews to ensure each student's resume meets the expectations of potential employers.

In addition to resume preparation, the Centre places a significant emphasis on **soft skills training**. These sessions are aimed at enhancing communication, teamwork, leadership, and time management qualities that are essential in today's dynamic job market. To complement this, students are also provided with training in **aptitude tests and technical assessments**, which form an integral part of most recruitment processes. These trainings are conducted through workshops, practice tests, and mock evaluations to improve students performance and confidence during real assessments.

Another vital area of focus is **interview preparation**. The Centre conducts **mock interviews** with feedback sessions, often with the involvement of industry professionals and alumni. This provides students with a realistic understanding of interview dynamics and helps them refine their approach, body language, and articulation of thoughts.

The Centre for Career Development is actively involved in organizing and facilitating **internship programs**. These programs are categorized into **short term and long term internships**. Short term internship opportunities are typically offered during **summer and winter breaks**. These internships allow students to engage with industries and research organizations to apply their theoretical learning in practical scenarios. Such exposure significantly enhances their technical and analytical skills while broadening their understanding of the work environment.

On the other hand, **long term internships** are primarily targeted for **final year students**. Long-term internships are especially valuable because they provide students with sustained industry exposure, increase their chances of securing **pre-placement offers (PPOs)**, and strengthen their job prospects after graduation. The CCD proactively reaches out to companies, inviting them to participate in campus recruitment drives. It builds and maintains long-term collaborations with recruiters through continuous communication, networking events, and industry-academia interaction. The center organizes and manages the placement process—which includes scheduling pre-placement talks, interviews, tests, and group discussions. It provides both physical and digital platforms where companies can connect with eligible students.

The National Institute of Technology (NIT) Meghalaya was honoured with the prestigious 10th Higher Education Excellence Award in the category of Excellence in Creating Employment at the 19th FICCI Higher Education Summit 2024. This recognition, presented by the Federation of Indian Chambers of Commerce and Industry (FICCI), awards institutions that have made outstanding contributions to higher education and demonstrated leadership in making employment opportunities.

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