

To build an effective audit format for assessing how well an institute supports job placement and leverages technology with both qualitative and quantitative metrics

Institute Job Placement & Employability Audit Form

Section 1: Basic Institute Information

- Name of Institute: Minerva College of Pharmacy Indora Kangra HP
- Location: Kangra
- Accreditation & Affiliations: It is approved by AICTE & PCI New Delhi and is affiliated to HPTU Hamirpur.
- Contact Person: Dr. Kapil Kumar Verma
- Designation: Principal
- Email: principal.2019mcp@gmail.com
- Phone Number: 9418583381

Section 2: Employment Training & Skill Development

1. Does the institute provide technology-based employment training programs?

(Yes/No)

Yes

2. If yes, what types of training are offered? (Check all that apply)

- AI-based skill assessments
- Online skill development courses
- Virtual job-readiness programs
- AI-driven resume-building tools
- Other (Please specify)

Other: Campus Placement and counselling session

3. What percentage of students undergo employability training before graduation?

(Dropdown: 0-20%, 21-40%, 41-60%, 61-80%, 81-100%)

100%

4. Does the institute use data analytics to track student skill development? (Yes/No)

No

Section 3: Job Connection & Placement Support

5. Does the institute use AI-based job matching platforms to connect students with employers? (Yes/No)

No

6. What methods does the institute use to connect students with job opportunities?

(Check all that apply)

- AI-powered job recommendation systems

- Industry partnerships & tie-ups
 - On-campus placement drives
 - Internship facilitation
 - Alumni job referral networks
 - Other (Please specify)
- ✓ Industry partnerships & tie-ups
 - ✓ On-campus placement drives
 - ✓ Internship facilitation
7. **Does the institute track students' job placement / post-graduation?** (Yes/No)
Yes
8. **What is the percentage of students placed within six months of graduation?**
(Dropdown: 0-20%, 21-40%, 41-60%, 61-80%, 81-100%)

Section 4: Employability Insights & Career Guidance

9. **Does the institute provide AI-driven employability analytics to students?**
(Yes/No)
No
10. **What types of employability insights are shared with students?** (Check all that apply)
- Career readiness scores
 - Industry demand trends for skills
 - Personalized job fitment analysis
 - Salary benchmarking reports
 - Other (Please specify)
- Other:**
Guidance on structuring a compelling resume tailored to specific industries.
Common interview questions, mock interviews, and strategies for success.
How to present oneself effectively online and in professional settings.
11. **Are career counseling and mentorship programs available?** (Yes/No)
Yes
12. **If yes, how are they delivered?** (Check all that apply)
- AI-based virtual career coaching
 - One-on-one mentoring sessions
 - Group career counseling
 - Other (Please specify)
- ✓ One-on-one mentoring sessions
 - ✓ Group career counseling

Section 5: Technology Integration & AI Utilization

13. Which of the following technologies does the institute use for job placement support? (Check all that apply)

- ☐ AI-driven job matching platforms
- ☐ Chatbots for career guidance
- ☐ Automated resume screening tools
- ☐ AI-powered skill gap analysis
- ☐ None of the above

None of the above

14. Does the institute have a dedicated digital platform for job placement support? (Yes/No)

No

15. Does the institute collaborate with external AI-based employment platforms? (Yes/No)

No

16. What percentage of students actively use digital job placement tools provided by the institute? (Dropdown: 0-20%, 21-40%, 41-60%, 61-80%, 81-100%)
0-20%

Section 6: Challenges & Recommendations

17. What are the major challenges the institute faces in integrating technology for job placements? (Open-ended)

Integrating technology for job placements presents several challenges for institutes, including:

1. **Lack of Industry-Aligned Platforms** – Many job placement platforms do not align with the specific needs of students and employers in niche industries.
2. **Limited Employer Engagement** – Encouraging companies to actively use the institute's job placement system can be difficult.
3. **Data Integration Issues** – Combining data from multiple sources (e.g., student records, employer databases, and job portals) can be complex and time-consuming.
4. **Student Adaptation** – Some students may struggle with using digital platforms effectively for job searches, networking, and applications.
5. **Customization & Personalization** – Generic job portals may not provide personalized career recommendations, making it hard for students to find relevant opportunities.

18. What additional support would help the institute improve its placement outcomes? (Open-ended)

To improve placement outcomes, the institute could benefit from the following additional support:

1. Strengthening Industry Collaborations

- Build stronger ties with top companies to secure internships, apprenticeships, and direct placement opportunities.
- Connect students with industry professionals for career guidance.
- Offer employer-sponsored training programs to enhance job readiness.

2. Enhancing Career Services & Training

- Provide communication, leadership, and teamwork workshops.
- Regular sessions to prepare students for real-world hiring processes.
- Use AI tools to offer personalized job recommendations and career insights.

3. Increasing Alumni Engagement

- Leverage alumni networks for job referrals and mentorship.
- Invite successful graduates to share insights on career growth.

4. Policy & Institutional Support

- Increase staffing and resources for the placement department.
- Require internships as part of the curriculum for real-world exposure.
- Offer financial support for students to gain industry-recognized certifications.

Scoring System for Ranking Institutes

The scoring system will assign weighted points based on responses. Here's a breakdown:

Category	Total Points	Weightage (%)
Employment Training & Skill Development	20	20%
Job Connection & Placement Support	30	30%
Employability Insights & Career Guidance	20	20%
Technology Integration & AI Utilization	20	20%
Challenges & Recommendations (Open-ended - Not scored)	0	0%

Scoring Breakdown for Each Section:

1. Employment Training & Skill Development (20 Points)

- Provides AI-based skill assessments (5 Points)
- Offers virtual job-readiness programs (5 Points)
- Uses analytics to track student skill growth (5 Points)
- Trains > 80% of students before graduation (5 Points)

2. Job Connection & Placement Support (30 Points)

- Uses AI-based job matching platforms (5 Points)
- Facilitates industry tie-ups (5 Points)
- Has structured on-campus placement drives (5 Points)
- Tracks student job placements (5 Points)
 - 60% students placed in 6 months (10 Points)

3. Employability Insights & Career Guidance (20 Points)

- Provides career readiness scores (5 Points)
- Gives industry demand trends for skills (5 Points)
- Offers AI-driven personalized job fitment analysis (5 Points)

- Has career counseling and mentoring (5 Points)
- 4. **Technology Integration & AI Utilization (20 Points)**
 - Uses AI-driven job matching, resume screening, or chatbots (5 Points)
 - Has a dedicated digital platform for placements (5 Points)
 - Collaborates with external AI-based employment platforms (5 Points)
 - 60% students actively use digital tools (5 Points)

Final Score Calculation & Ranking

- Institutes will receive a total score out of **100**.
- Rankings will be assigned as follows:
 - **90-100 → Platinum Institute (Best-in-Class)**
 - **75-89 → Gold Institute (Highly Effective)**
 - **60-74 → Silver Institute (Moderate Support)**
 - **Below 60 → Basic Institute (Needs Improvement)**