

3.2.2.2.5 Finishing and work readiness module

PIAs should mandatorily have a finishing and work readiness module as a part of curriculum. It should preferably be done in PIA established finishing and work readiness centres located in places with high concentration of job opportunities. These centres should be staffed by specially trained high quality trainers who are adept at providing inputs that ensure high success rates at placement interviews and post placement retention. These centres should:

- Run short residential courses typically seven to ten days long. During this training alumni should meet and inspire the current batch.

The last few days should be used to bring prospective employers to the centre for on campus recruitment.

- Have a dedicated team that helps candidates find suitable accommodation, get access to health care etc.
- Provide support for finding alternate jobs in case the initial placement is not successful
- Provide counselling and advice on personal issues.

These interventions are expected to improve retention and help trainees make a smooth transition from their homes to the new work place. A one-time travel cost to the training centres will be allowed based on actuals with a maximum limit of Rs 4500/- per trainee.