



Training and Placement – Outset - policies and justification as a best practice of the Institute

“OUTSET” Placement of below par students

Objective: JECRC Management has taken a unique initiative of starting a vertical exclusively for placement of students with less than 60% marks and having many backlogs. This group works for providing training, motivation and opportunities to students who earlier could not even dream of a campus placement.

The JECRC Foundation believes that the students are the engine of change and being an educational foundation we devolve on creating this ingenious talent segment so that they become rapt with their dream organization and research arena. Rigorous training is provided to our students on emerging technologies and tools adding to their regular curriculum and making them industry ready.

The respective teams of JECRC Foundation rigorously work for providing the organizations with not only main stream engineers but also **the engineers who are academically slightly behind but are as good as any other and have been groomed up and drilled along with all others for practical aspects, skill sets & professional corporate traits so as to make them employable.**

This is the prime objective of the **Placement Cell (Outset)** and with the untiring efforts of this team, the concerned students are regularly getting placed in technology and core companies apart from the non-core / marketing companies.

Process: The Process followed by the Placement Cell (Outset) consists of sending introductory invitations to companies for empanelling and for conducting placement drives at the campus for assessing the mettle of our students.

As a result of the Pandemic, this time most of the companies have preferred to do the entire process of selections digitally and our students have fared better than before. This has been possible due to the extensive pre-placement trainings provided to them through the online route so as to make them thorough with the pros and cons of the system that was going to be followed by the companies during the drives.

Budget: The estimated Budget – based on the experiences of the previous years and keeping in view the new needs – is planned in advance and the necessary approvals are obtained. This results in the smooth flow and arrangements for all the concerned expenses during the drives. The budget heads are predefined and planning is done accordingly.

Formation of Team: The Team for implementing the policies and systems of the area is formed by inviting the interested faculty members to discuss further. Once the Team Members are identified and selected, they are mentored and provided with the in-depth intricacies involved for working efficiently in the best interest of the concerned students as well as the Foundation.

The Team Members continue to work in this area and changes / additions / modifications are done only when the need arises due to any situation at some point of time. The continuity of the members of the team results into getting enriched with hands on experiences year on year basis so as to be better prepared for the processes / changes needed due to global developments.

Placement Calendar: The Placement Calendar is decided at the beginning of each session and depends largely on the date of completion of the pre-placement training of the respective students. However, mostly the commencement of the placement drives for any batch is planned from the beginning of **September** so as to ensure that the academics of the students is not disturbed. Keeping in view the requirement of smooth flow of the company drives, generally, we do not plan for more than one company drive in a day. It may be noted that we have been able to conduct company placement drives for these particular students on back to back basis – as per the demands of the situations and needs as well as conveniences of the companies.

The company **drives are continued all through September to December** of each year and subsequently, the **remaining unplaced students – if any** – are provided with further opportunities of getting themselves placed **during the months of January to March**. The calendar is made based upon the respective needs of the students for academics or festivals etc.

Outcome: Broad Outcome of all these efforts has been that we have consistently set milestones of campus placements and our own Bench Marks are increasing with the passage of time. We have produced graduates who are well equipped to handle the working norms of the industry and commerce. Largely owing to our well established portfolio of several regular recruiters – added on with the newly connected companies - we perceive to ensure that all the students get placed and get the best of returns on their educational investment.

As a result of the pre-placement training provided to each and every student and also through one to one mentoring of the students we have been able to set records of campus placements of these special students so as to enable them to get at least one offer letter in their hands much before they pass out and graduate.

Minutes of Meetings: As per the demands of the situations, regular Meetings are held amongst the Team Members for planning or conduction of the company drives. The Meetings are also held by the Vice Chairperson for ascertaining developments from time to time, for providing guidelines or for discussing any particular matter of concern at any point of time.

As a result of the changed scenario due to the pandemic, this time, apart from the offline meetings many a times online meetings have also been held with the help of the digital systems available. Normally, Minutes of Meetings are prepared for keeping records of the discussions during the meetings as also for noting down the decisions and assignments given to the team members for completion of any particular task etc.

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