



TRAINING POLICY

Policy Statement

This Training Policy is hereby adopted by the Prestige Institute of Engineering Management and Research (hereinafter referred to as “PIEMR”). The Institute affirms its statutory and moral obligation to provide structured and holistic training for all undergraduate students, with the objective of preparing them for careers in corporate enterprises and government service. The Policy mandates continuous training interventions from the commencement of the first academic year until the conclusion of the final semester. Emphasis shall be placed upon employability enhancement, personality development, and technical competency in accordance with prevailing industry standards. Furthermore, the Policy incorporates preparation for competitive examinations so as to widen the spectrum of career opportunities available to students. The Institute shall ensure a judicious balance of academic instruction, professional grooming, and industry exposure. Faculty development and industry collaboration are declared as integral components of this Policy. Regular assessments, feedback mechanisms, and data-driven refinements shall be compulsory to maintain the efficacy of training. This Policy shall function as a binding framework to transform students into career-ready professionals capable of ethical and competent service to society.

Objectives

The objectives of this Policy are legally binding upon the Adroit Training Department and all associated stakeholders, and shall be construed as follows:

1. To enhance employability skills through structured training in aptitude, communication, and technical competencies.
2. To build holistic personality attributes including confidence, ethics, teamwork, and leadership.
3. To extend institutional support to students aspiring for competitive examinations.
4. To integrate industry exposure through seminars, guest lectures, projects, and technical workshops.



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5. To establish a system of continuous evaluation and improvement, including but not limited to Cocubes Assessments, for the purpose of maintaining accountability and effectiveness.

Scope

The scope of application of this Policy shall extend to all undergraduate engineering students enrolled at PIEMR, across all branches of study, from the first year until the completion of the final year. The Policy prescribes a structured progression of training commencing with foundational communication and digital literacy skills and culminating in career readiness and placement facilitation. This Policy shall also apply to faculty members, who are obligated to undergo professional development in pedagogy, technical expertise, and soft skills. Industry partnerships, guest lectures, industrial visits, and real-time projects shall fall within the mandatory ambit of this Policy, so as to bridge academic instruction with workplace requirements. Career counseling, alumni interaction, and individual mentoring shall be administered as institutional responsibilities. Accordingly, the Policy establishes a comprehensive and enforceable framework for continuous learning and institutional excellence.

Training Framework

The Institute hereby mandates the following structured framework of training:

Year 1 – Foundation Building

- Induction & Orientation (compulsory introduction to training, soft skills, and basic communication).
- English & IT Literacy (language lab, grammar, pronunciation, digital skills).
- Workshops (written communication, presentation skills).
- Aptitude Building – Level 1 (basic arithmetic and logical reasoning).

Year 2 – Skill Enhancement

- Employability Skills – Level 1 (teamwork, ethics, time management).



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- Aptitude Building – Level 2 (intermediate quantitative and reasoning).
- Technical Introduction (branch-specific workshops and software training).
- Verbal Ability Enhancement (reading comprehension and vocabulary).

Year 3 – Placement Preparation

- CTC 1.0 (60 hours: aptitude, verbal, coding, resume building, simulated recruitment).
- CTC 2.0 (mock interviews, resume reviews, group discussion practice, industry sessions).
- Technical Upskilling (advanced branch-specific certifications).

Year 4 – Career Readiness

- CTC 3.0 (150 hours: advanced aptitude, GD, professional coding, mentoring).
- Placement Drives (final year recruitment activities).
- Career Counseling (mentoring and alumni networking).
- Advanced Skill Workshops (emerging technologies).

Industry Engagement

The Institute shall ensure structured collaboration with industry partners. Mandatory activities include:

- Seminars & Guest Lectures by industry experts.
- Company-Specific Training aligned with recruitment requirements.

Assessment & Monitoring

- Cocubes Platform shall be the designated tool for compulsory assessments in English, aptitude, reasoning, employability, and coding.
- Periodic practice tests shall be administered to evaluate progress.
- Data analytics and measurable outcomes (including placement statistics and exam performance) shall be reviewed annually.



Prestige Institute of Engineering Management & Research, Indore
(Approved by AICTE New Delhi, DTE Govt. of M.P. Bhopal & Affiliated to RGPV, Bhopal MP)

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Expected Outcomes

The expected outcomes of this Policy shall be construed as binding institutional deliverables. The Institute anticipates measurable improvement in employability through the acquisition of technical, aptitude, and soft skills. Placement rates are expected to demonstrate consistent growth under the implementation of this Policy. Students shall exhibit enhanced confidence and industry readiness in interviews, group discussions, and corporate assessments. Aspirants of government examinations shall benefit from systematic coaching and practice sessions. Continuous assessment via Cocubes shall ensure that students' strengths and weaknesses are regularly identified and addressed. Alumni engagement shall be strengthened through enhanced career placements. Faculty upskilling shall directly contribute to improved teaching-learning outcomes. Industry partnerships, real-world projects, and expert lectures shall augment student exposure to practical scenarios. The Policy shall promote higher standards of problem-solving, leadership, and ethical conduct. Collectively, these outcomes shall reinforce PIEMR's standing as a recognized center of excellence in holistic career development.

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