

SUSTAINABILITY DEVELOPMENT REPORT 2022-23

SDG8: Decent Work and Economic Growth

Executive Summary

The Institute of Engineering & Management (IEM) Kolkata is committed to advancing Sustainable Development Goal 8: Decent Work and Economic Growth by fostering employment opportunities, skill development, entrepreneurship, and inclusive economic growth. In the academic year 2022-23, IEM implemented comprehensive placement programs, skill enhancement initiatives, entrepreneurship support through innovation labs, and industry collaboration activities. The institution's multi-faceted approach integrates employability training, professional development, innovation ecosystem creation, and economic empowerment for students and surrounding communities.

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Vision, Mission, and Strategic Objectives

Vision Statement:

IEM seeks to ensure that every student achieves gainful employment or successful entrepreneurship, while contributing to economic growth and productivity through innovation, skill development, and industry collaboration.

Mission Statement:

The mission for SDG 8 centers on maintaining high standards of employability through comprehensive training programs, fostering entrepreneurial spirit through dedicated innovation centers, ensuring industry-aligned curriculum, and creating pathways for decent work opportunities for all students.

Strategic Objectives for 2022-23:

1. Achieve placement rates exceeding 75% for eligible final-year students through campus recruitment drives and industry partnerships.
2. Provide comprehensive skill development training to 100% of students through specialized courses in soft skills, technical competencies, and professional development.
3. Support entrepreneurship by mentoring 200+ startup initiatives through IEM-IEDC and E-Cell programs.
4. Conduct 60+ workshops and seminars on employability, entrepreneurship, and skill enhancement.
5. Ensure curriculum alignment with industry requirements through regular review and incorporation of stakeholder feedback.
6. Facilitate internships and industrial training for 4,400+ students in collaboration with industry partners.

Comprehensive Employment and Skill Development Initiatives

Placement and Career Development

IEM maintains a robust placement infrastructure ensuring students secure decent employment opportunities. During 2022-23, the Placement Cell coordinated extensive campus recruitment activities, resulting in 1,194 students securing placements from 1,503 outgoing final-year students, achieving a placement rate of approximately 79%.

The Placement Cell operates year-round, organizing:

- Pre-placement training sessions covering aptitude, technical skills, and interview preparation
- Regular campus recruitment drives with leading companies across diverse sectors
- Industry interaction sessions through IEMCONNECT platform with weekly lectures from industry experts
- Career counseling services benefiting 4,285 students during the year
- Alumni mentorship programs connecting students with successful graduates

Companies recruiting from IEM span information technology, manufacturing, consulting, finance, and emerging technology sectors. The institution ensures equal opportunities for all students, with special support mechanisms for students from economically weaker sections.

Skill Development and Professional Training

Recognizing that employability extends beyond academic knowledge, IEM has embedded comprehensive skill development into its curriculum and co-curricular framework. Mandatory courses ensure all students develop essential professional competencies:

Curricular Skill Development:

- **Essential Skills for Professionals (ESP):** Core curriculum component developing quantitative aptitude, verbal ability, analytical reasoning, data interpretation, and critical thinking
- **Skill Development for Professionals (SDP):** Focused training in interpersonal skills, teamwork, experiential learning, emotional intelligence, and leadership management
- **Foreign Language Training:** French and Chinese language courses offered to enhance global employability
- **Technical Certifications:** Mandatory requirement of 15 credit points from industry and foreign certification courses for degree completion

During 2022-23, the institution offered 619 courses focusing specifically on employability and entrepreneurship skill development. Value-added courses totaling 1,590 were offered, with 9,383 student enrollments, ensuring comprehensive skill enhancement across all programs.

Professional Development Programs:

- Special GATE coaching for advanced learners pursuing higher studies and government employment
- Coding competitions, hackathons, and Olympiads promoting problem-solving culture
- Regular workshops on emerging technologies, industry practices, and professional ethics
- Bridge courses addressing learning gaps and preparing students for advanced curriculum

Access to online learning platforms amplifies skill development opportunities. IEM's partnerships with Coursera (5,000 courses), LinkedIn Learning (18,000 courses), NPTEL (2,000+ courses), and IEM Learning (200+ courses) provide students unlimited access to professional development resources.

Entrepreneurship and Innovation Ecosystem

IEM has established a comprehensive entrepreneurship support system fostering innovation and startup culture. The Innovation and Entrepreneurship Development Cell (IEM-IEDC), previously funded by the Department of Science and Technology (DST), Government of India, serves as the institutional hub for entrepreneurial activities.

Innovation Infrastructure:

- Augmented and Virtual Reality Lab
- Advanced Material Research Lab
- Antenna Design Lab
- IoT Lab
- Information Security and Application Development Lab
- Astronomical Research Lab

These specialized facilities enable students to work on cutting-edge technologies, develop prototypes, and transform innovative ideas into viable business ventures.

Entrepreneurship Support Programs:

The IEM Entrepreneurship Cell (E-Cell) provides comprehensive support to aspiring entrepreneurs:

- Mentorship from experienced entrepreneurs, alumni, and industry experts
- Seed funding and resource allocation for promising startup ideas
- Business plan development guidance and pitch preparation
- Networking opportunities with investors, incubators, and industry partners
- Legal and administrative support for startup registration and compliance

During 2022-23, the E-Cell supported over 172 startup initiatives, ensuring students receive guidance to convert innovations into sustainable enterprises. Outreach programs in

collaboration with TCS Innovation Lab, Confederation of Indian Industry (CII), and PwC further strengthened the entrepreneurial ecosystem.

Entrepreneurship Education:

The institution conducted 60 workshops and seminars on research methodology, intellectual property rights (IPR), entrepreneurship, and skill development during the year. These included:

- Entrepreneurship Awareness Camps
- Expert talks by successful entrepreneurs and industry leaders
- Tech-Fest INNOVACION showcasing student innovations
- Poster competitions and model exhibitions
- Participation in national competitions like Smart India Hackathon

Industry Collaboration and Internships

IEM maintains strong industry partnerships ensuring curriculum relevance and providing practical exposure to students. During 2022-23, 4,411 students undertook fieldwork, projects, or internships, gaining hands-on experience in real-world professional environments.

Industry Integration Mechanisms:

- 3,214 collaborative activities during the year for research, faculty exchange, student exchange, internship, and project work
- 18 functional MoUs with institutions of national and international importance, universities, industries, and corporate houses
- External industry members serving as final-year project guides
- Mandatory industrial training for all students
- Industry-sponsored research projects involving student participation

The institution generated INR 2680.603 lakhs revenue from consultancy and corporate training services during the year, demonstrating active industry engagement. Faculty members contributed expertise to industrial problem solving while students gained exposure to contemporary industrial challenges.

Curriculum Industry Alignment:

Regular curriculum review incorporates:

- Feedback from industry experts and alumni
- Analysis of competitive examination syllabi (GATE, IES)
- Benchmarking against reputed national and international universities (IITs, NITs, MIT, Stanford)
- Model AICTE curriculum guidelines
- Emerging technology trends and skill requirements

During 2022-23, syllabus revision was carried out for 19 programmes, ensuring continued alignment with industry requirements and global standards. The institution introduced 181 new courses across all programmes, reflecting responsiveness to evolving employment market demands.

Data and metrics

Performance Indicator	Annual Target	Achievement
Students placed during the year	1,125	1,194
Placement rate (%)	75	79
Students benefiting from career counseling	4,000	4,285
Startups supported through E-Cell	175	200+
Employability workshops conducted	50	60
Students undertaking internships/projects	4,200	4,411

Industry collaboration activities	3,000	3,214
Value-added skill courses offered	1,500	1,590
Students progressing to higher education	140	151

Challenges, Response, and Mitigation

Challenges

- Rapidly evolving technology landscape requiring continuous curriculum updates
- Ensuring placement opportunities for students from all academic backgrounds and performance levels
- Balancing theoretical education with practical skill development requirements
- Supporting entrepreneurship ventures beyond ideation to sustainable business establishment
- Addressing economic disparities affecting some students' access to supplementary training resources
- Maintaining industry partnerships amid changing economic conditions

Mitigation Responses

- Quarterly curriculum review and update process ensuring technology relevance
- Differentiated training programs for slow learners and advanced learners, ensuring inclusive skill development
- Mandatory hands-on training, laboratory projects, and industrial internships bridging theory-practice gap
- Extended E-Cell support including post-launch mentorship, funding connections, and business development guidance
- Scholarships and freeships for 619 students from economically weaker sections, ensuring equal access to opportunities

- Active industry engagement through regular corporate interactions, advisory board participation, and collaborative projects
- Seed money grants totaling INR 267.30 lakhs provided to 78 faculty members for research projects, strengthening innovation capacity

Future Roadmap and Strategic Plan (2023-24 and Beyond)

- Expand placement partnerships targeting emerging sectors including artificial intelligence, machine learning, block chain, and sustainable technologies
- Increase entrepreneurship success rate by establishing formal incubation facilities with funding partnerships
- Launch specialized employability training modules for industry 4.0 competencies
- Strengthen alumni mentorship programs connecting students with successful professionals globally
- Develop advanced simulation and practical training facilities for experiential learning
- Establish Centers of Excellence in collaboration with industry leaders for specialized skill development
- Increase international internship opportunities through global university partnerships
- Target 85% placement rate with enhanced support for students requiring additional assistance

Conclusion

IEM Kolkata's comprehensive strategy for SDG 8: Decent Work and Economic Growth demonstrates unwavering institutional commitment to employability, entrepreneurship, and economic development. By delivering industry-aligned education, comprehensive skill development, robust placement support, and entrepreneurship mentorship, IEM establishes

itself as a model for preparing graduates who contribute meaningfully to economic growth and sustainable development.

Collaborative efforts between administration, faculty, industry partners, alumni, and students continue to drive innovation in employment preparation and entrepreneurial support, positioning IEM at the forefront of institutions advancing decent work opportunities and economic prosperity for 2023 and beyond.

Photo Gallery



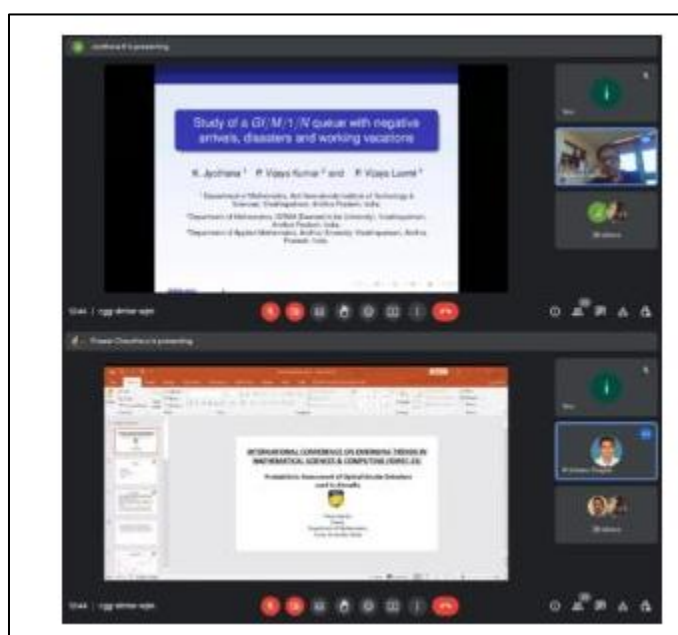
Celebration of youth day



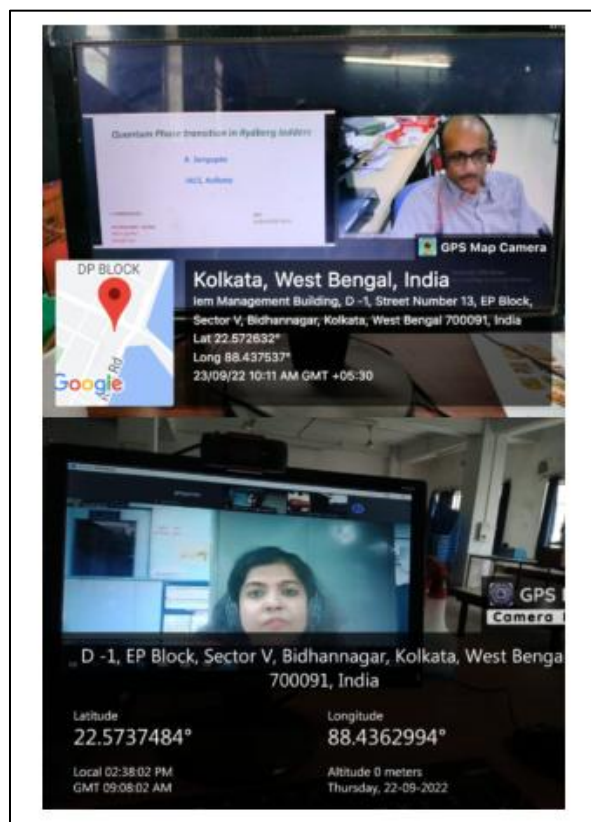
*Conference (IC- IEM 2023) was organized on 25th March 2023 by the BBA Departments
of IEM*



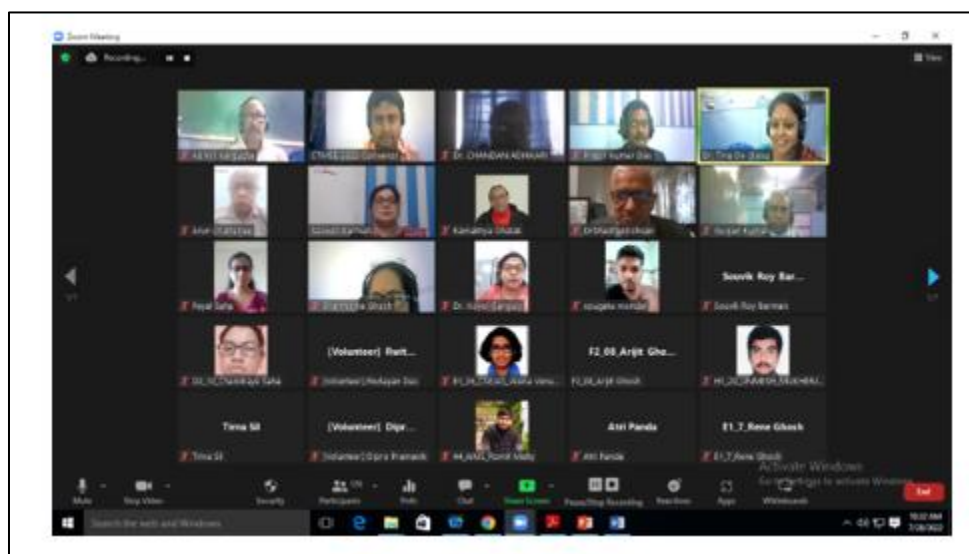
3rd International Conference on Innovations in Energy Management and Renewable Resources (IEMRE-2023) from 16th February to 18th February 2023



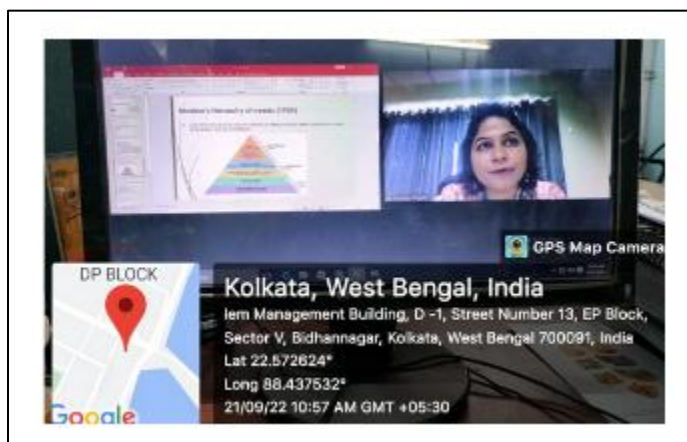
Department of Basic Science & Humanities, IEM, Kolkata is organizing the Fourth International Conference on Emerging Trends in Mathematical Sciences & Computing (IEMSC-23) from 3rd - 5th February 2023



International Conference on Advanced Physics – IEMPHYS 2022 is organized by the Department of Basic Science and Humanities



4th International Conference on Current Trends in Materials Science & Engineering (CTMSE 2022)

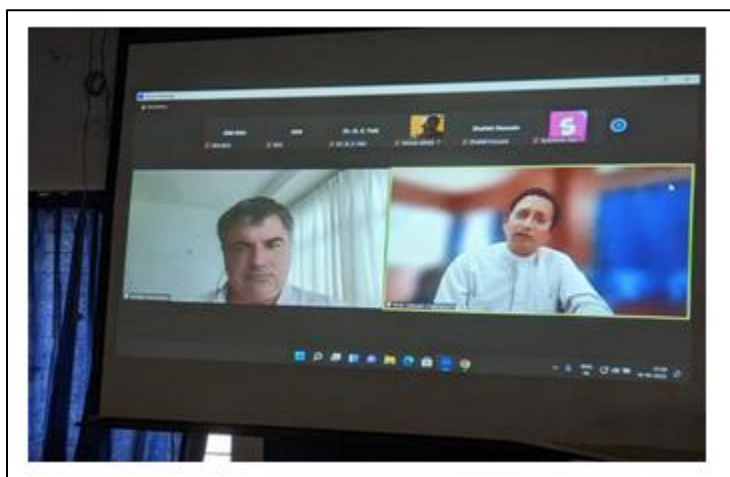


Prof. Dr. Priyanka Triparthi of IIT Patna talked about various aspects of language. During the session, she highlighted on multiple theories like Maslow's Hierarchy of Needs Theory, Trait Theory to make the students understand the fundamental needs of learning languages.

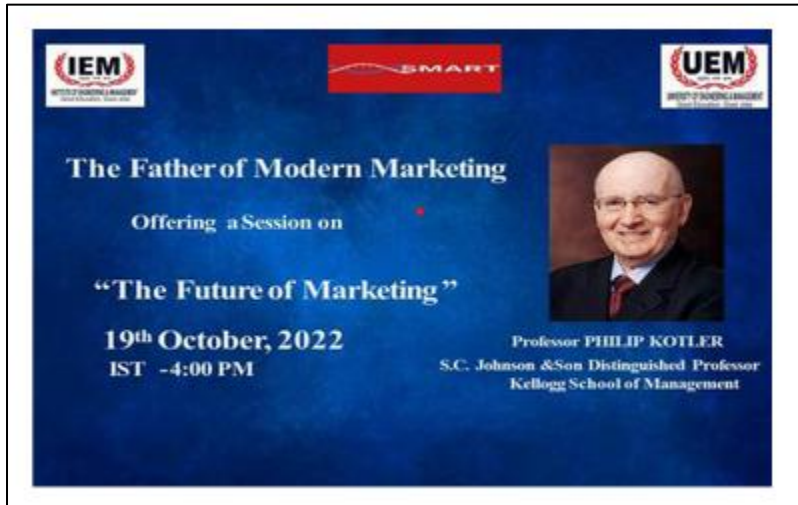




Various laboratory facilities



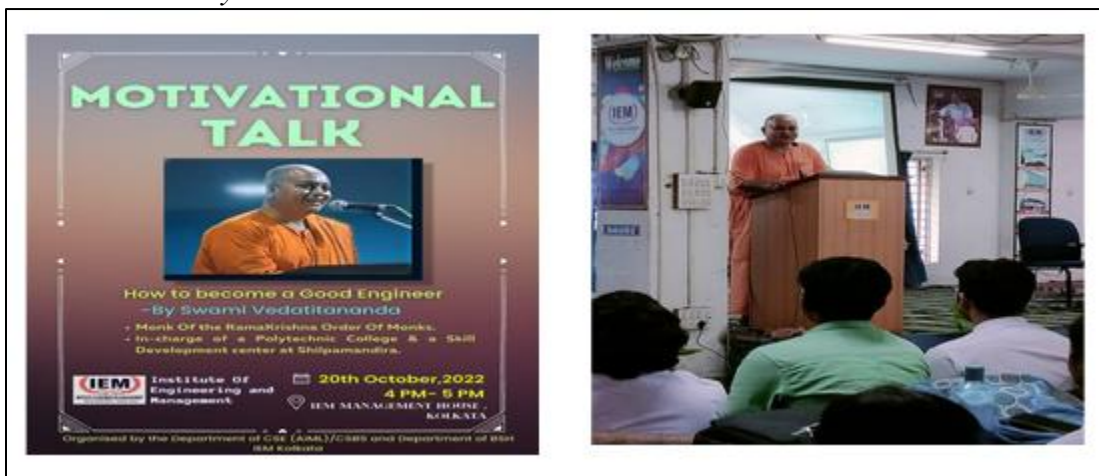
Lecture by Nobel Laureate, Prof. Konstantin Novoselov



Distinguished Foreign Lecture by Prof. Philip Kotler, known as the "Father of Modern Marketing,"



Lecture by Eminent Persons: Worldview Sessions and Interactive Talks



Swami Vedatitananda of Belur Shilpamandir came and delivered a motivational and inspirational talk for the newly inducted students at Management House auditorium



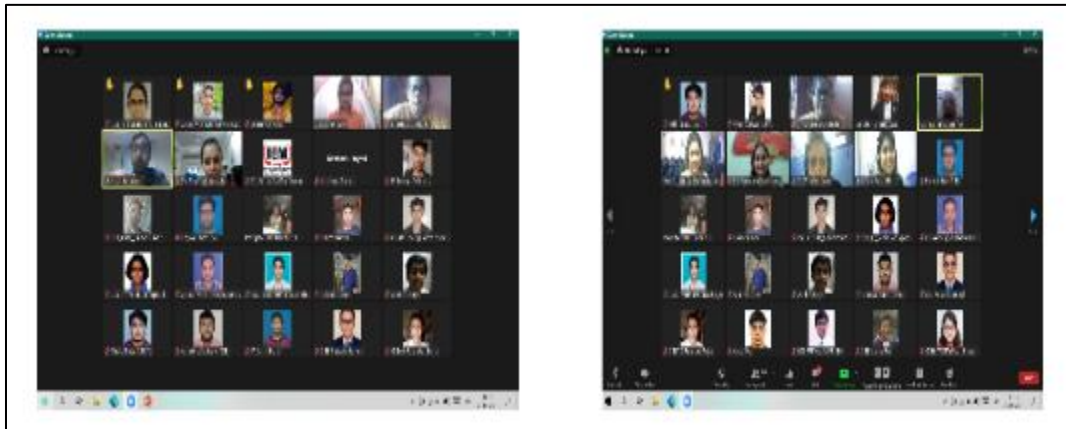
Dr. Sanghamitra Poddar delivered a lecture on “Anti ragging Committee”



Dr. Arun Kumar Bar (Principal, Institute of Engineering & Management, Kolkata) delivered his talk on “Internal compliance Committee”.



Dr. Binu James Mathew, College of Banking and Finance, Oman gave his engaging Talk on the “Maladies of Online Teaching Learning Process and Strategies to Shift to a Flipped Classroom Model”



An interactive and motivational session conducted by IEM Alumnus Mr. Alomoy Banerjee during the Student Induction Program



Workshop on cloud computing

THE NORTHCAP UNIVERSITY

ENGAGE 3.0

1-2 NOVEMBER 2023

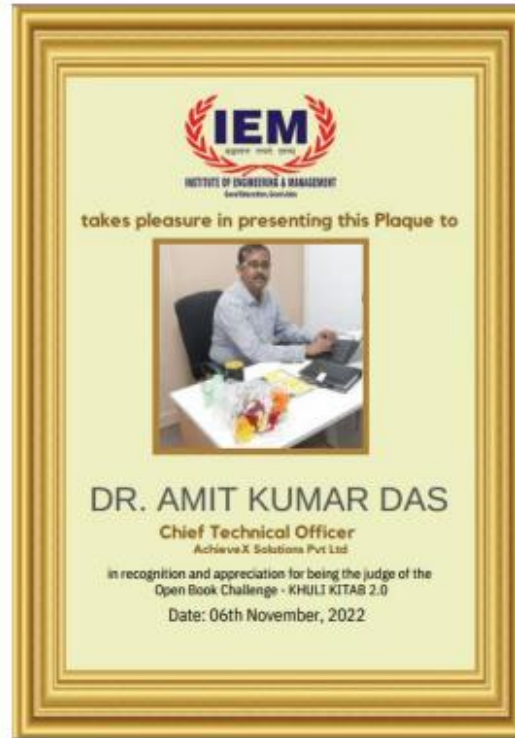
WIN EXCITING CASH PRIZES UPTO ₹15,000

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Logos of partner organizations: Google, DSC, IEM, and others.

Google DSC IEM collaborated with The NorthCap University to bring ENGAGE 3.0



Khuli kitab event