

STUDENT PARENT DECLARATION FOR INDUSTRY WORK INTEGRATION

Version: 1.0

Effective date: 1st August 2025

1. Preamble:

This declaration outlines the rules, responsibilities, and code of conduct that all eligible students must adhere to and their parents/guardians must be aware of during the Industry Work Integration process. The Industry Work Integration track provides opportunity to students to collaborate with corporate partners on real-world challenges, developing essential technical and professional skills during their formative years. The purpose of these guidelines is to ensure a disciplined, fair, and effective process that maximizes opportunities and success for every student.

This document must be read carefully, signed by both the student and their parent/guardian, and submitted to the Placement Team by the specified deadline. A signed declaration from parent submitted by the student essentially means the student has communicated the details mentioned in this document to the parent and has ensured their understanding and acceptance.

2. MY INDUSTRY WORK INTEGRATION JOURNEY & ELIGIBILITY

- ☒ **Achieving Eligibility:** I understand "Eligibility" means that I have met Kalvium's predefined academic, skill-based, and professional conduct criteria, which qualifies me to attend Industry Work Integration opportunities facilitated by Kalvium.
- ☒ **My Accountability Post-Eligibility:** I acknowledge that achieving eligibility is not an entitlement to placement. It is the starting point that grants me access to opportunities, but it does not guarantee that I will receive an industry work integration offer.
- ☒ **Kalvium's Roles and Responsibilities:**
 - A. Facilitate Industry Work Integration opportunities with interested companies.
 - B. Provide or facilitate training for skill gaps identified for specific opportunities and bridge courses for my existing skill sets relevant to Industry Work Integration opportunities.
 - C. Proactive communication of relevant information/ updates on Industry Work Integration opportunities.
 - D. Providing the environment required to perform and deliver the expectations during the Industry Work Integration opportunities.
- ☒ **Students Roles and Responsibilities:** I agree to:

- A. Actively prepare for all aspects of Industry Work Integration opportunities, including technical assessments, interviews, and company-specific tasks.
- B. Attend all scheduled Industry Work Integration opportunities, training sessions, and preparatory workshops diligently and punctually.
- C. Maintain the highest standards of professionalism, integrity, and ethical conduct throughout the Industry Work Integration process as per guidelines of each opportunity (including non use of AI tools).
- D. Adhere to the Continuous Skill Development requirements outlined below.
- E. Be responsive to feedback shared by Kalvium and act upon this feedback proactively.

☒ **Industry Work Integration Opportunity:** I understand I am deemed to have been offered a "Industry Work Integration Opportunity" if any of the following occur:

First Round Type	Condition for Opportunity to be Counted
Interview-Based (e.g., technical, HR, managerial)	I am shortlisted for and invited to an interview
Assessment-Based (e.g., online test, coding challenge)	I attend the assessment, irrespective of the result. OR I was scheduled to attend the assessment but I failed to appear for it.
Assignment/Task-Based (e.g., take-home coding task)	I submit the assignment or task, irrespective of the result. OR I was scheduled to submit the assignment/task but I failed to complete and submit it by the deadline.

☒ I am aware that to remain eligible for Industry Work Integration opportunities, I shall:

☒ **Continuous Skill Development:** I understand I am required to demonstrate continuous skill development throughout my active participation in an Industry Work Integration cycle to maintain my preparedness and competitiveness. I agree to undergo continuous skill development by meeting benchmarks set by Kalvium. I understand these benchmarks currently include, but are not limited to:

- A. Participating in **Academic hours** and **Employability and Career Success (also known as Growth Hour, typically from 04:30 pm or after scheduled academic hour)** hour with a minimum of 90% attendance. Additional 5% attendance relaxation is allowed for health/medical reasons with documented evidence.

NB: The minimum attendance requirement will be 95% (and additional relaxation of 5% for medical/health reasons) from the start of semester 4 for 2024 batch and semester 6 for 2023 batch.

- B. Setting a monthly growth goal, detailed plan including the weekly milestones and achieving the set goal.

- C. Participating in and successfully completing new skill development certifications offered by Kalvium as and when facilitated by Kalvium.
- D. Demonstrating ongoing project work and skill application through regular, meaningful code commits (e.g., to Git projects, OSS contributions etc).
- E. Upskilling my problem solving capability by practising LeetCode problems (or similar) and participating in at least 3 Weekly LeetCode challenges per month.

Consequences: I understand that failure to maintain minimum attendance requirements (academic sessions, ECS hour and Weekly LeetCode challenge) and professionalism score (score equal to or greater than 9.8) on a monthly basis in Growth Hour will lead to removal from the Industry Work Integration pool. Once removed, students will have to maintain minimum attendance requirement along with required professionalism score in the upcoming month to be reinstated into the Industry Work Integration pool.

Let's follow two students, Priya and Rohan, to see how this rule works month by month.

The Requirements for a Month:

Attendance: $\geq 90\%$ (across all required sessions)

Professionalism Score: ≥ 9.8

Month 1: September

Priya's Performance:

Attendance: 96% (Pass)

Professionalism Score: 9.7 (Fail)

Outcome: Because Priya failed to meet the Professionalism Score requirement, she is removed from the Industry Work Integration pool for October. She cannot apply for any new opportunities in October.

Rohan's Performance:

Attendance: 88% (Fail)

Professionalism Score: 9.9 (Pass)

Outcome: Even though Rohan's score was good, he failed the attendance requirement. He is also removed from the Industry Work Integration pool for October.

Month 2: October

Priya's Performance (while removed from the pool):

Attendance: 95% (Pass)

Professionalism Score: 9.8 (Pass)

Outcome: Priya met both requirements in October. She is reinstated into the Industry Work Integration pool starting November 1st.

Rohan's Performance (while removed from the pool):

Attendance: 92% (Pass)

Professionalism Score: 9.6 (Fail)

Outcome: Because Rohan failed the Professionalism Score requirement again, he remains removed from the Industry Work Integration pool for November. He needs to meet both conditions in November to get back in for December.

☒ **Application and Shortlisting Process**

A. **Application:** I understand that active participation is expected from Eligible students. If the application rate at the end of each month is lower than 75% will result in a warning. Second Month (both consecutive or non-consecutive) non- participation will result in a ban not less than 180 days from Industry Work Integration.

B. **Shortlisting:**

- I understand companies may conduct their own shortlisting based on profiles submitted by Kalvium.
- If a company requests Kalvium to provide a shortlisted set of profiles, I understand Kalvium will conduct the shortlisting.
- I acknowledge Kalvium's shortlisting criteria will be based on factors including, but not limited to, the specific skill sets required for the role, my academic performance, project work, continuous skill development efforts, and other relevant performance indicators. I understand Kalvium will also endeavor to ensure equal distribution of opportunities among eligible students, though this is not a guarantee that I will be shortlisted for any specific role.

☒ **My Industry Work Integration Professionalism and Integrity**

☒ **Breach of Integrity:** I understand a "Breach of Integrity" refers to any act of dishonesty, misrepresentation, or academic misconduct by me, which fundamentally undermines the fairness and credibility of the Industry Work Integration process. I acknowledge that examples of Breach of Integrity include, but are not limited to, me:

- A. Submitting plagiarized tasks, assignments, or project work.
- B. Using Artificial Intelligence (AI) tools, online resources, code repositories, or any other external assistance without authorization during assessments, interviews, or tasks where my individual, unassisted work is explicitly or implicitly expected.
- C. Copying, sharing, or receiving assessment answers, code, or completed tasks from fellow students or other unauthorized sources.
- D. Misrepresenting my skills, qualifications, experience, or project work on resumes, applications, or during interviews.

I understand that any indication or reported instance of a breach of integrity will result in my immediate termination from the current Industry Work Integration cycle, and I will also be debarred from participating in Industry Work Integration opportunities for a period not less than 180 days. I understand the onus lies on me to ensure that there are no concerns raised by the recruiter regarding integrity. I acknowledge that the decision by Kalvium will be final.

☒ **Non-Professional Conduct:** I understand "Non-Professional Conduct" includes any behavior or action by me that is inappropriate for a professional setting, reflects poorly on me or Kalvium, or disrupts the Industry Work Integration process. I acknowledge that examples of Non-Professional Conduct include, but are not limited to, me:

- A. Failing to have my camera turned on during virtual interviews or official placement-related meetings when requested or reasonably expected, without prior approved justification.

- B. Attending interviews or official placement-related meetings from a noisy, distracting, or inappropriate environment.
- C. Wearing casual, inappropriate, or unkempt attire for interviews (virtual or in-person) that does not meet professional standards. Students are expected to be in business casual attire.
- D. Demonstrating a lack of respect, attentiveness, or courtesy towards interviewers, company representatives, or Kalvium staff.
- E. Asking inappropriate, unprofessional, or irrelevant questions during interviews.
- F. Turning up late for my scheduled interviews, assessments, or meetings without prior notification and valid, verifiable justification.
- G. Being consistently late or non-responsive to official communications (emails) from the Kalvium placement team or campus team regarding Industry Work Integration activities.
- H. Failing to complete and submit assignments/tasks related to a Industry Work Integration opportunity by the stipulated deadline.
- I. Missing mandatory Industry Work Integration training sessions, workshops, or mock interviews organized by Kalvium.
- J. Reneging on an internship offer I have accepted, without valid and Kalvium-approved reasons.

I understand that any indication or reported instance of a significant non-professional conduct will result in an official warning. Repeated offense will result in immediate termination from the current Industry Work Integration cycle, and will also result in debarment from participating in Industry Work Integration opportunities for a period of not less than 90 days. I understand the onus lies on me to ensure that there are no concerns raised by the recruiter regarding integrity. I acknowledge that the decision by Kalvium will be final. I acknowledge that this decision by Kalvium will be final.

☒ **Communication and Grievance Channel**

- ☒ **Official Communication:** I understand Kalvium will primarily communicate Industry Work Integration - related information, including drive announcements, schedules, and updates, via my registered email address. I accept responsibility for regularly checking this channel of communication.

☒ **Grievances:**

- A. **Standard Grievances:** I understand I can raise grievances or queries related to the Industry Work Integration process by submitting a support ticket through Kalvium's designated support portal.
- B. **Time-Sensitive Issues:** For urgent, time-sensitive issues directly impacting my participation in an imminent Industry Work Integration activity, I agree to first contact my designated Campus Manager (CM).

3. Student Acknowledgement:

By signing below, I confirm that I have read, understood, and agree to all the terms and conditions outlined in this STUDENT PARENT DECLARATION FOR INDUSTRY WORK INTEGRATION PROGRAM.

Student Details:Name: Rajeev RanjanSignature: *Rajeev*Date: 28/07/2025Phone Number: 8871900963Email ID: rajeev.ranjan.s85@kalvium.community**Parent Details:**Name: Jaynarayan MandalSignature: *Jaynarayan*Date: 28/07/2025Phone Number: 9752600283Email ID: jaynarayanmandal.tsd@gmail.com
