

TRAINING, COUNSELING & PLACEMENT CELL (TCPC)
Directorate of Craftsmen Training, Manipur
Campus Placement Report – 28th November 2025
Government ITI Imphal, Takyelpat

1. Introduction

The Training, Counseling and Placement Cell (TCPC) of the Directorate of Craftsmen Training, Manipur continues to play a crucial role in connecting trainees of Government ITIs with suitable employment opportunities across the country. In pursuit of this mission, a special campus placement drive exclusively for women trainees and pass-outs was organised on 28th November 2025 at Government ITI Imphal, Takyelpat, in coordination with M/s Somemiya Corporation Private Limited, Neemrana, Rajasthan. The event witnessed the active participation of female candidates from different Government ITIs of Manipur and offered them an opportunity to interact directly with Japanese industrial experts.

2. Overview of Somemiya Corporation Pvt. Ltd.

Somemiya Corporation Private Limited is a well-established industry located at Neemrana, Rajasthan, specialising in the production of automotive plastic parts and precision components. The company operates a fully integrated production system that spans from mold fabrication and injection molding to the assembly and final inspection of finished products. ITI-trained associates form the backbone of its production and inspection lines. New employees usually begin with assistant-level duties, gradually strengthening their technical foundation as they progress into more specialised roles within production, quality, or dispatch departments.

The company places strong emphasis on maintaining stringent quality standards required by automotive clients. Every employee is trained to follow customer-specific requirements and adhere to the discipline and work ethics expected in a Japanese-influenced industrial environment. Somemiya Corporation is also known for providing a safe, supportive, and growth-oriented workplace for women candidates, which has made it a preferred employer for ITI graduates across several states.

3. Nature of Work and Job Roles

During the placement drive, Somemiya Corporation offered employment opportunities in their Production, Quality Inspection and Dispatch Units. In the production line, candidates are expected to assist in basic machine operations, loading and unloading of components, and maintaining cleanliness under the 5S

system. Those placed in the inspection and quality team perform visual inspection of molded parts, identifying OK and NG components, and gradually develop measurement skills along with exposure to basic quality tools such as 5S and Kaizen.

The dispatch unit involves responsibilities related to packing, labeling, arranging finished goods, and maintaining documentation. Across all departments, the company provides clear pathways for career growth. Production assistants can gradually move into machine operator and line leader roles, while those in quality inspection can aspire to become quality inspectors and later quality engineers. Similarly, candidates placed in dispatch and management support may progress towards supervisory roles with experience.

4. Facilities and Welfare Measures for Employees

Somemiya Corporation ensures that women employees receive secure and comfortable accommodation arranged in company-managed PG hostels. Transportation is also provided through company buses, ensuring a safe commute from the hostel to the factory and back. Meals are supplied at the hostel with fixed timings for breakfast, lunch and dinner. The company additionally provides medical care at both the accommodation and workplace, ensuring immediate attention during emergencies. A loan facility for emergency situations is also available for employees and their families.

The company follows a disciplined work routine. For those working the morning shift, the day typically begins at 6:00 AM, after which candidates board the bus from their PG at 6:45 AM and reach the company by 7:00 AM. The initial part of the day involves attendance, preparation, and 5S activities before production begins. The company operates in two shifts: 7 AM to 7 PM and 7 PM to 7 AM. Breaks are scheduled throughout the day, including a morning tea break, lunch break, afternoon tea break and a short refresh break in the evening. The day concludes with a shift handover at 7 PM, after which employees return to their accommodation.

The safety of women employees is treated as a top priority. The girls' hostel is equipped with 24-hour supervision, CCTV coverage and controlled entry. Male individuals are strictly prohibited from entering the girls' accommodation area. A female guard is stationed at the hostel, and female staff members are available to provide guidance and support. The company ensures that candidates do not face late-night travel or any unsafe working conditions, and parents are encouraged to stay in constant communication with their daughters.

5. Salary Package and Statutory Benefits

During the placement drive, the company clearly presented the salary package and statutory entitlements to ensure complete transparency. As per the offer letter issued to the selected candidates, the monthly gross salary is **₹19,688**, amounting to **₹2,36,256 annually**. This includes the basic salary of ₹8,500 per month, house rent allowance of ₹2,000 per month, and a significant overtime earning component averaging ₹9,188 per month, as overtime is compensated at double the ordinary rate in accordance with the Factories Act, 1948.

After statutory deductions such as Provident Fund (employee share), ESIC contribution, accommodation deduction and canteen charges, the cash-in-hand salary amounts to **₹15,270 per month**, translating to **₹1,83,240 annually**.

The employer also contributes toward Provident Fund and ESIC on behalf of each candidate, and the total Cost to Company (CTC) stands at **₹21,433 per month**, or **₹2,57,196 annually**.

Accommodation deductions are made strictly as per the company's accommodation policy and remain well within the permissible limits set by the Payment of Wages Act, 1936. Similarly, deductions for food and canteen facilities are minimal and regulated.

The company provides additional benefits including morning breakfast and dinner at the PG, lunch and evening snacks at the workplace, full transportation support, and uniforms with safety shoes. These provisions ensure that candidates incur minimal personal expenses while being able to save a significant portion of their earnings.

5. Workplace Expectations

Employees are expected to wear their uniform and safety shoes at all times, maintain discipline, report defective parts immediately and follow instructions provided by supervisors. The work culture emphasises teamwork, respect, cleanliness and responsibility. The company believes that operators play a vital role in the success of the production line and that consistent discipline ensures not only operational efficiency but also long-term personal growth within the organisation.

6. Background of the Placement Drive

The Directorate of Craftsmen Training, Manipur issued Notification No. DCT/MN/Placement/2025 informing all Principals and Superintendents (Technical) of Government ITIs about the visit of Somemiya Corporation Private Limited. The purpose of the visit was to conduct an introductory session, basic interviews and assessments for eligible female trainees and pass-outs. The Directorate also instructed

the institutes to inform candidates immediately and to extend all necessary support to Government ITI Takyelpat for smooth conduct of the programme.

The visiting team comprised Mr. Hedeki Tsujino, Technical Director of Somemiya Corporation Pvt. Ltd., and Mr. Ravi Gupta, HR and Japanese Interpreter. Their presence added significant value to the orientation as they provided first-hand knowledge of Japanese manufacturing practices, expectations from employees, and career opportunities at their organisation.

7. The Placement Drive – 28th November 2025

The placement drive was conducted at the campus of Government ITI Imphal, Takyelpat. A total of 25 women candidates from various Government ITIs across Manipur reported for the interview. The programme began with registration, followed by an introductory interaction by the company representatives, where candidates were briefed about the nature of the work, growth prospects, facilities provided and the discipline expected in the factory environment.

After the briefing, the candidates underwent technical and HR interviews. The recruitment procedure was conducted in a transparent and systematic manner with active support from the TCPC team and the staff of Government ITI Imphal. Out of the 25 candidates who appeared, 15 were selected by the company and were issued offer letters on the same day. The selection brought immense encouragement to the trainees as it provided them with secure industrial employment, especially in a reputed company known for its excellent safety standards for women.

8. Conclusion

The campus placement drive conducted on 28th November 2025 in collaboration with Somemiya Corporation Private Limited was a noteworthy success. It not only provided employment opportunities to women trainees of Manipur but also strengthened the confidence of parents regarding the safety and well-being of their daughters working outside the state. The initiative highlighted the commitment of the Directorate of Craftsmen Training and the Training, Counseling and Placement Cell to ensure meaningful employment outcomes for ITI graduates.

The Directorate looks forward to continued partnership with Somemiya Corporation and similar industries, further expanding placement avenues for trainees across the state.

Some of the glimpses of the event:

Photos: Pre one-one interview



Photos: One-One interview:



Photos: Give away offer letter to the candidates.





Group Photo of successful candidates along with Training Counselling and Placement Cell of Directorate of Craftsmen Training, Manipur with Staff of Government ITIs, Manipur.

