

ST. JOSEPH'S DEGREE COLLEGE,

SUNKESULA ROAD, KURNOOL

PARTNER ORGANIZATION

Naandi Foundation & APITA

DURATION & TIMELINE

6 Days (16-02-2026 to 21-02-2026)

TARGET COHORT

IV Semester Students (Year II)

1. Background & Context

On January 21, 2026, a collaborative proposal was received from Ms. G. Mary, District Delivery Manager (DDM) from Andhra Pradesh Information Technology Academy (APITA). The proposal was about the initiative from Naandi Foundation to conduct an intensive 6-day soft skills training program. Recognizing the vital role of behavioral and communication competencies in corporate recruitment, the proposal was formally sent by mail. The same was presented to the Principal, College Management, and Heads of Departments (HODs). The assignment is given to Career Development Cell to plan and execute the training programme.

After a thorough discussion the Management approved the mandatory training for all IV-semester undergraduate students. Positioned strategically at the conclusion of their second academic year, this training serves as a foundational platform to equip students with the core behavioral assets required to confidently present themselves in campus placement drives during their upcoming third year.

The approved schedule comprised 36 training hours, evenly balanced between 3-hour Forenoon (FN) and 3-hour Afternoon (AN) daily sessions for six days. After the same was confirmed by APITA and the Naandi Foundation, the programme commenced seamlessly on February 16, 2026, driven by a dedicated well trained staff of approximately 20 expert corporate trainers.

"True technical prowess must be supported by corporate readiness. This intensive 36-hour program was meticulously structured to bridge the gap between classroom academic theory and the collaborative environments of modern workplace settings."

2. Primary Vision & Objectives

The main aim of this multi-day initiative was to increase the employability skills of our students by instilling deep self-awareness, communication competence, interpersonal polish, and a confident interview mindset.

To ensure practical, measurable outcomes, the instructional design focused on six key areas:

- **Personal Mastery & Resilience:** Nurturing clear self-awareness, personal confidence, and goal orientation to catalyze long-term professional growth.
- **Life & Financial Literacy:** Introducing practical skills in structural time management, targeted goal setting, and foundational money management for smart personal decisions.
- **Advanced Workplace Communication:** Polishing verbal and non-verbal skills, mastering active listening, and refining the art of professional greetings and everyday office dialogue.
- **Recruitment Preparedness:** Demystifying the mechanics of winning resume building, strategic group discussions, and multi-stage interview navigation.
- **Corporate Etiquette & Integrity:** Instilling standard workplace ethics, corporate dress codes, grooming habits, and productive meeting etiquette.
- **Analytical Adaptability:** Developing core logical problem-solving, structured critical thinking, and collaborative conflict resolution skills within diverse corporate spaces.

3. Day-by-Day Scaffolding & Curriculum Delivery

The training curriculum was delivered using an experiential, scaffolded architecture. Rather than treating topics as isolated lectures, each day's curriculum naturally built upon the previous day's insights, systematically moving students from internal self-discovery to competitive outward presentation and strategic workplace performance.

Time Line	Core Modules Covered	Outcomes
Day 1	Self-Awareness, Goal Setting, Time Management, Greetings & Small Talk	Building identity and confidence; transforming abstract personal ambitions into organized, actionable daily timelines and professional introductions.
Day 2	Body Language, Professional Grooming, Business Communication, Money Management	Refining non-verbal cues, posture, and professional appearance; introduces real-world fiscal discipline crucial for early-career financial autonomy.

Day 3	Resume Structural Design, Interview Preparation (Phases I & II)	Transitioning from general life skills to tactical placement preparation; formatting individual achievements into high-impact, industry-standard resumes.
Day 4	Mock Interview Practice, Group Discussion Dynamics, Job Opportunity Analysis	Highly interactive peer and trainer review sessions; immersive simulation exercises designed to convert theoretical frameworks into polished corporate performance.
Day 5	Formal Project Presentation, Corporate Ethics, Structured Meeting Etiquette	Refining oral presentation and cross-functional teamwork; mastering the subtle ethics, organizational hierarchies, and communication norms of corporate environments.
Day 6	Structured Problem Solving, Critical Thinking, Active Conflict Management	Developing cognitive agility and emotional intelligence; ensuring graduates can successfully handle workplace pressure, resolve team friction, and think on their feet.

4. Interactive Training Methodology

To avoid instructional fatigue and maximize engagement, the pedagogical approach completely bypassed traditional, passive lecturing. Instead, the team of 20 trainers utilized an energetic, student-centric, and highly participatory experiential learning model.

Every instructional block combined brief concept introductions with immediate, interactive application. Students regularly engaged in deep self-reflection worksheets, real-time public speaking drills, structured debate, and collaborative peer-reviewed group presentations. Comprehensive simulated recruitment environments—including live mock interviews and standard corporate group discussions—formed the core of the mid-week curriculum. This approach forced students to immediately put their learning into practice, test their instincts, receive instant expert feedback, and make immediate corrections.

5. Measurable Outcomes & Strategic Significance

The systematic progression of the curriculum—from individual self-governance to complex team collaboration and analytical thinking—aligns perfectly with contemporary corporate onboarding standards. By offering this comprehensive training at an early, strategic point in the students' college journey, St. Joseph's Degree College has ensured that its cohort transitions from traditional academic learners into career-ready professionals well ahead of the upcoming hiring cycle.

Observable outcomes recorded across the 6-day period include a visible increase in public speaking confidence, sharper non-verbal communication, highly polished peer-to-peer interactions, and a clearer grasp of professional ethics. Ultimately, the program has effectively replaced job-market anxiety with genuine career readiness, positioning our students to confidently step forward into competitive hiring opportunities.

6. Institutional Conclusion

The 36-hour Soft Skills Training Programme, delivered in partnership with the Naandi Foundation and APITA, stands as a highly successful, exceptionally relevant student-support and capacity-building initiative. The undeniable pedagogical quality of the curriculum, combined with the professional execution by the training team, reinforces the academic integrity and professional relevance of our college's holistic development initiatives. This successful training will be officially documented as a key milestone in our ongoing commitment to graduate employability, student empowerment, and comprehensive personality development.

Program Coordinator / HOD



Principal