

Report

QUEST

Revisiting Career Opportunities

A Free Workshop For Women willing to Start Second Inning of Career

Background:

The workshop *QUEST* for women willing to start the Second Innings of the Career was organized by Smt.Hiraben Nananvati Institute of Management and Research in association with Baya Karve Women's Study & Research Centre. The workshop was funded by National Commission for Women. The workshop was held on 16th November 2022 from 09.30 am to 4.30 pm. A follow-up session for the same was conducted on 28th November 2022 from 10.00 am to 12.30 pm.

Purpose of workshop was to have an upskilling and upgradation for the women who want to restart their career.

Participants:

In total 53 participants were benefitted from the workshop. All the participants were women who had a break in their career and who were wishing to restart their career.

Inaugural Program:

On the inaugural function, Mrs. Surya Ramdas (Director, Smt.Hiraben Nananvati Institute of Management and Research) welcomed everyone.

Ms. Pratima Kirloskar, blessed her gracious presence through virtual platform as the Chief Guest of the workshop. In her Chief Guest address, she emphasized the significance of upskilling one's personal skills & potentials as it would be the foundation of their second innings career. The approach of enhancement should be prevalent while restarting the career as the beneficiaries have skill sets formerly with them & they would need just an element of enhancing it. She focused mainly over elements which would prove as the prerequisites for restarting their career including technical know-how, presentation skills, showcasing talent over various platforms available etc. The immediate barrier which the entrepreneurs face is

about the funding or capital flow to begin with start-ups, this barrier was lessened down by her as she mentioned numerous schemes and assistances programs which are specifically devised only for women by Government of India. In a way she canvased the broader scope of opportunities and means while planning to restart the career.

Ms. Swati Ranade, Unit Head, Baya Karve Women's Study & Research Centre set the tone of the workshop. She defined the objectives behind conducting the workshop.

Ms. Seema Kamble, Chairperson, Baya Karve Women's Study & Research Centre, Member in Managemnet Committee, MKSSS. She introduced the students about the parent body i.e.Maharshi Karve Stree Shikshan Samstha and gave a brief about the work that is been carried out in Samstha.

She appreciated the student's determination and the will for planning to restart their career. She gave an encouraging speech by sharing real life examples of women entrepreneurs and how they had built their success stories, for example the real life story of Ms.Kamaltai Pardeshi, owner of Ambika Masale brand, how well she managed the business from small scale earning to set a food brand which has its own brand value. Also she enlightened the beneficiaries about the possible hindrances in their pathway while they restart the career. But she also motivated by giving the self-disclosure that if the individual has the perseverance and determination to achieve their set goals, then nothing can withstand before achieving their dreams.

A brief introduction was given about National Commission for Women, funding organisation by Dr.Sonali Parchure. The scope and work of NCW (National Commission for Women) was highlighted and it was known to the beneficiaries through an AV depicting the work of NCW.

Brief about the Sessions:

Session 1: Current Market Scenario

Expert: Ms. Rohini Mulay (Corporate Expert)

The expert focused her session on current market scenario in hiring the employees and in selection. The participants were made to know about the different factors and trends in hiring. She listed the work opportunities according to location, fields and sectors. As when it comes to location there is a wide scope of job opportunities especially in major metropolitan cities. Likewise according to each field and sector which jobs are in great demand were listed down. This helped the beneficiaries to have a clear idea about the scope of jobs in particular fields. She shared numerous trusted portals wherein they can apply for jobs or atleast they can get a picture about job openings. The possible threats while applying for jobs were stated.

The current market trends was stated cconsidering the market scenario, many a times it seems that only fresher's will be of more priority while employee selection. But after Covid pandemic situation that doesn't seem to be happening. Women with a break are also considered equally because even if there is a break, the experience is definitely counted. Therefore the biased view while restarting the career was minimized which surely acted as a motivating factor for the beneficiaries.

Many times it's evident that by being middle-aged not each and everyone is that use to with technological advancement and new trends in the field. Therefore the expert highly recommended to get accustomed various digital and social platforms wherein it is looked upon as a source of networking.

Also the self-efficacy quotient somewhat deteriorates in this phase while restarting the career. It is not that the person lacks the necessary skills or knowledge but it becomes a question of presentation skills. Therefore the key element which she pointed out was about the reflection and use of key words in Curriculum Vitae which would enhance the identity of a prospective employee. She listed out some free applications to understand the appropriateness of a resume.

In all the groundwork to have a fresh start for career was specified/ defined.

Take away of the session:

1. Current market trends in hiring were listed down.
2. Post pandemic situation and market trends were stated especially in context to the career opportunities.
3. The online portals & different platforms for networking were stated.
4. The online free applications for resume writing were shared.

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Session 2: Panel Discussion on “Work from Home Opportunities”

Experts: i) Dr.Ujwala Bairagi, (Corporate Expert)

ii) Ms. Neelam Sharma (Corporate Expert)

Moderator of Panel discussion: Dr. Arpita Singh

The panel discussion topic was work from home opportunities. Both of the experts followed the thread independently in terms of opportunities in entrepreneurship and in corporate jobs respectively. Dr.Ujwala Bairagi focused more on career opportunities as entrepreneur and in finance sector, while Ms.Neelam Sharma focused more on career opportunities in corporate sectors and usual course of employability.

The panel discussion was carried out over 3 basic elements:

- Exploring career opportunities in corporates as well as different dimensions of entrepreneurship.
- Corporate jobs and Work from home opportunities.
- Cultivating skills for restarting the career.

Both the experts shared very realistic and holistic viewpoints when we actually think and start to execute about restarting the career be it about being entrepreneur or a typical job.

Key points from Panel Discussion:

1. The need to restart the career should be idealized and not just a mere need.
2. The restart is just a break and re-joining with prior experience therefore the approach should be clear & at the same readiness to face the challenges
3. The prerequisites for restarting the career were listed including individual and professional competencies.
4. The mental preparedness is necessary to carry out the tasks as determination proves fruitful only if the part of execution is accomplished. Intrinsic motivation
5. Self-motivation & self-work are the two key elements that needs to be practised or considered as a requirement of every individual.
6. There would be discrepancy in our proficiency set once formed & the current market trends therefore upskilling before onset of the second innings becomes an integral part in order to match up the current market conditions.
7. Sharpening skills & technical know-how is crux of upgradation according to market conditions.
8. The mere opportunities or nature of work could be transformed as income generation activities simply by being resourceful to identify the different arenas of it.

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Session 3: Preparing Curriculum Vitae and Understanding Interview Skills

Expert: Dr. Ketki Kulkarni (Associate Director, Corporate Trainer)

The session started with interactive activity about introducing oneself. The activity was then connected with the topic of the session. The significance of the Curriculum Vitae was underlined as it was made to know that even our candidature would only be considered if we build an effective resume. As the probability of getting shortlisted depends upon how attractive your resume is built.

Later, the session covered the understanding the effective skills necessary to crack an interview. A mock interview session was held wherein the participants got an insight about the effective ways of facing an interview. This part of the session was very integral as each one of them faced interviews but due to an break again going through the same process after

a sufficient time develops blocks while dealing with it. Hence the session helped to make the exercise of diluting the blocks in the entire process.

Take away of the session:

1. The pointers that need to be part of effective resume building were shared.
2. The acronym of K-S-A= knowledge, skills and attitude was stated to make them understand how well they can present their candidature.
3. The clarity about how professional summing can be compiled was illustrated.
4. Do's and don'ts in facing the interview were stated.

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Session 4: Session on Getting Ready for Work

Expert: Dr. Pallavi Kasande (Counsellor)

The session initiated with an open discussion round wherein a review of understanding was taken by compilation of key words that they found remarkable. The significance of attitude & precisely Right attitude was emphasised. It was illustrated through a short story wherein even the patience and importance of hardwork was noted.

The importance was given to understand the rationale behind the *restart* of career. The realization of self-worth becomes necessary and that too free from any criteria's. The viewpoint about the second innings was framed as it could also be a fresh start about presenting the potentials which one already has. Thus the drive to start the work without any barrier and mental blocks was communicated.

The session was enriching for the participants and it ended with an interactive session between the resource person and the students. Lastly the session ended with a game about realizing positive affirmations.

The workshop ended by vote of thanks delivered by Dr.Sonali Parchure and by handing over the Letter of Appreciation to the participants followed by tea.

Follow-up Session:

A follow-up session was planned as a refresher of the workshop. It was planned with an aim that the women participants would get a boost to know what tasks they could undertake as planning their second inning career.

Session 1: Session on Upskilling Session

Expert: Ms. Trupti Bal

The session initiated with discussion about the reason and tentative barriers while starting with second innings in career. It is often found that starting the second innings often has this void and the anxiety that comes with it. The approach was understood while starting the second innings be it as an entrepreneurship or as a job.

Approach was developed wherein the concern was minimized especially about the gap while restarting the career. So when starting something new, undergoing training or doing a new course for upskilling, there is a feeling in the mind that if I don't earn then should I spend or invest so much? There is possibility that women tend to be ignorant about their own need. Therefore the significance that it's a necessity was emphasized through the session.

The preliminary platforms for searching job opportunities in their respective fields were listed down. The digital use about understanding current market trends and opportunities were highlighted. To build up networking various ways were suggested as to tapping the existing social contacts to building LinkedIn profile and creating a network.

Likewise the contributing elements were stated comprising of external & internal factors while restarting the career. It is evident that women face this block when intrinsic drive inspite being very high still many a times it so happens that the momentum to actually start the work or being in the field remains absent. It's so because of mere psychological constructs the associations attached with restarting the career. At that very point salability of our potentials & profile becomes a key component. Similarly confidence building, coping up with new technological advancements, interconnecting with people to build linkages should be executed as a prerequisite to start afresh.

The session concluded by developing individualized plan for each of the participants wherein an activity was conducted to write up the goals and the mere steps that could be undertaken to achieve the specified goal were jotted down. In short a detailed goal directed activity plan was chalked. It helped gaining a clear picture that assisted the participants to develop their due plan of action in immediate future or atleast can start working as short term plan for themselves.

Session 2: Session on Share Trading & Self-employment opportunities

Expert: Dr.Ujwala Bairagi, (Corporate Expert)

The session focused the career in stock market as investment & learning about it. Also the session canvased the possible self-employment opportunities in second innings.

Initially the generalized notion that investment in stock market does means trading, this view was clarified by surfacing the different activities that could be undertaken in share trading.

The possible risk and concerns about career in stock market were discussed.

A detailed induction as to what work comprises by investing in stocks was briefed including how to conduct technical analysis, the difference between product and service oriented industries, brief about how to conduct swing trading for beginners was oriented.

The self-employability career options were listed by individual interest areas and their aptitude. Considering the current market trends the employability options in context to work from home condition were also listed as employment in marketing sector, telemarketing, contribution as subject matter expert on various online learning platforms, contribution on shopping apps, etc. Various online platforms were briefed where they can opt for employability.

An addition to both of these sessions the participants were addressed by one on one counselling and guidance session was conducted by Dr.Pallavi Kasande (Counsellor, Maharshi Karve Stree Shikshan Samstha)

Recommendations:

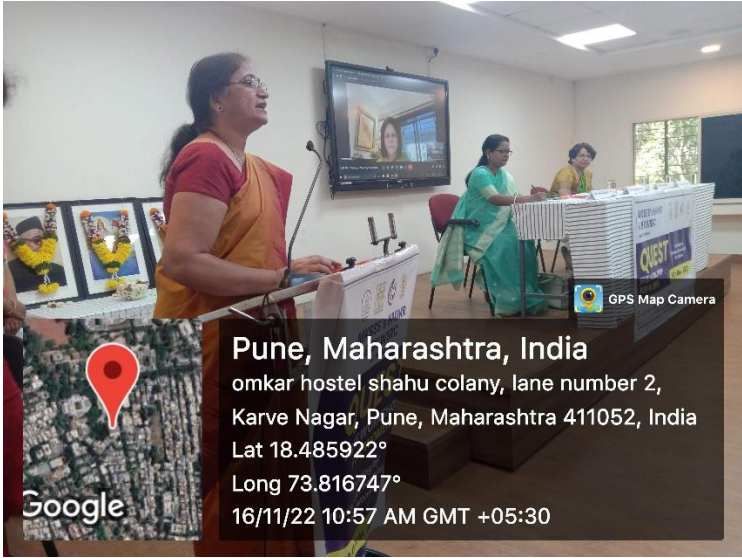
At a stretch women who decides to restart her career is often faced with questions. Therefore, they have to struggle to maintain the drive in their hearts. At the same time, she needs a strong support or some mechanism to instill her confidence in her abilities.

Observations:

1. Many a times the middle-aged women feel the void about occupancy, struggling while building a self-image especially in this phase of life & hence there emerges the issue of identity crisis. Therefore the need of restarting the career should be analysed with due course of time.
2. There arises a predicament about the possibilities of starting a career again and especially the questions raises about the existing opportunities or the possible options while restarting the career. Therefore a thorough orientation about the current market trends should be provided to those whose wish to restart their career.
3. The need to strengthen and enhance the technical know-how according to the current market trends and technological advancement strategies should be emphasised as one of the key element while restarting the career be it from technical background or allied employability options.

The following are few recommendations that got highlighted as a result after completion of workshop & in order to carry forward the work effectively for women.

1. The approach of enhancement should be emphasised.
2. Considering the observations from the workshop the need to conduct such refresher course/workshop is really necessary in various sectors and course of work.
3. The one-on-one counselling or assistance should be provided to the beneficiaries in order to get a clarity about the status quo about their individual potentials and it would be easy to address their needs.
4. Just like Incubation centre, specialised assistance cell should be formulated to cater the need of mentoring and guidance.



Pune, Maharashtra, India

omkar hostel shahu colony, lane number 2,
Karve Nagar, Pune, Maharashtra 411052, India
Lat 18.485922°
Long 73.816747°
16/11/22 10:57 AM GMT +05:30