



EDITOR'S CORNER

Hi everyone! Wish you all a very Happy New Year!!! We often talk about looking for the right career and being 'well settled' in life. However, it is quite frequent to have persons wanting to change their career despite being in a seemingly GREAT job! These persons bring up the topic of change almost apologetically. Why apologetically? Because they feel embarrassed to admit that they want something else when what they have could be the envy of many! Although they may be in very well paying jobs, they are basically stuck where they are not sure they want to be!

Yes, I agree it is important to have a well paying job, but is that enough? It is not that one should quit straight away, and it does take a lot of courage to leave the safety of a good job and move toward uncertainty and take the initiative to look for something else! So what could be the reasons for considering a career change?

- 1. Simply Boredom.** One of the most common reasons people seek to change careers! For some people their job used to be challenging initially but now it is not, and for some it was never satisfying.
- 2. No Promotion Potential.** Feeling stuck in a job with no potential for progress in the future could be a reason for some persons to decide to change careers.
- 3. Living a Dream.** Some people may have had a dream as a kid, a passion in their adolescence, or just an idea they thought of last year. Whether the dream has existed for years or is a more recent preoccupation, following a dream may be a reason for a change of job!
- 4. Interference with Work-Life Balance.** The job does not leave you with any time for other activities like spending time with family or pursuing hobbies! So why not make the hobby as your job??
- 5. Other Reasons.** Reasons like a boss whose personality is totally incompatible with yours or perhaps the company is downsizing may actually become 'a blessing in disguise'!
- 6. Can't Really Give A Reason.** Of course, it's entirely possible that there isn't really a logical reason as to why you want to change careers, but you just know your current career is not what you want to do! Doing some self-analysis and thinking about what interests and challenges you can go a long way toward helping you change careers, change jobs, or just shift a little within your present career.

In any case, as long as you're responsible about it and do your homework before jumping off, you shouldn't have to apologize for wanting a more satisfying career. Whatever the reason is, don't settle for the second-best; take the initiative today and have no regrets tomorrow!

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MESSAGE FROM OUR FOREIGN COLLABORATORS



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FOREIGN MENTOR

Dear Friends and Colleagues at ICDA,

We are delighted to see the continued progress of ICDA. It is wonderful to keep in touch. As we enter a new year, we are reminded that this year holds new promises and new opportunities. We are planning to join our ICDA leaders at a conference this summer in Cape Town, South Africa. We are also looking forward to the March ICDA conference in 2013. Finally, we are finishing the final edits to the new National Career Development Association's curriculum for career development facilitators. We look forward to sharing those results with you in the near future. All the best for 2012!!!

David Reile and Barbara Suddarth

GIVE IT A THOUGHT

NEW YEAR, NEW CAREER!

The 21st century workplace is changing and there are a myriad of opportunities to consider. You can be employed on a full or part time basis, work on temporary projects, run your own business or even work for an organisation and have a side venture.

Don't feel overwhelmed by this change, rather see it as an opportunity to take control of where you are in your career at present and determine where you want to be in the short and long term. To establish how you feel about your career and working life rate your level of satisfaction on a scale of 1 to 10, where 1 = dissatisfied and 10 = satisfied.

If you are happy with how your career is progressing, that's great but if not read on and apply the following C.A.R.E.E.R tips to increase your satisfaction in your work and seek out opportunities for change or development.

Tip 1: C is for clarity – Where do you want to go next in your career?

Being clear about what the future might hold for your career requires energy, discipline, patience and curiosity.... it is hard graft...but in the long term is worth the effort!

Action: Look back over your entire working life; identify the highlights and low points. What do they reveal about what is really important to you? Think about what kind of experiences, talents, skills or interests you want to take with you on your journey and the values that matter most.

All of these factors will give you the confidence, drive and motivation to take control of where you are going, steer a course to the future and realise your dreams.

Tip 2: A is for attitude – is your glass half full or half empty?

How you feel about your career and working life can lead you to feeling powerless or powerful. Whether you are employed or self-employed the first impression you make is the most important of all because it only takes a few seconds but lasts for months, even years.

Action: Become more self-aware. What kind of attitude do you convey on a typical working day? What are you thinking about, saying or doing that creates a negative attitude? If you are not sure ask 4 people, who will be challenging and supportive, for feedback. Then identify what one action you can take to think and behave in a more upbeat and welcoming manner.

A positive attitude makes all the difference at interviews and pitches for business. In a labour market where there is an abundance of talented people, employers and clients are spoilt for choice, so your disposition will go a long way to determine if you are hired or fired!

Tip 3: R is for relationships – what kind of network do you have?

If it is full of people who are like minded, but also complement you, and that you enjoy spending time with, great! However, if there are people who sap your energy or that you want to avoid, there is pruning to be done! Your network, personal and professional, is a valuable source of expertise and advice, so it is vital that the people you need are in place.

Action: Review your address book, mobile phone directory, email contacts, Facebook friends, LinkedIn connections. Identify an inner circle of 12 people you want to contact regularly and make time to see and support them. With others the odd email, coffee or night out will suffice.

Harnessing your network to find out about job vacancies or create strategic business alliances are examples of the benefits it can bring. Some people will come in, others will be there just for a season of your working life, others you will seek out and some will be with you for life.

Tip 4: E is for equipped – Are you investing in your own learning and development?

Your talents, knowledge, skills and experience are priceless. Utilising, growing and updating these assets is essential in demonstrating your ability to deliver outcomes to a high standard of quality. Who you are and how you perform determines your track record and reputation.

Action: Create a self-development plan for the next 12 months based on things that you want to improve; remember to play to your strengths (rather than trying to correct your weaknesses). Doing this is how you add value, give your best and it will get you noticed.

Developing yourself isn't all about going on courses. You can learn by reading, joining online webinars, networking and YouTube, on the job, through mentoring, conferences and coaching.

Tip 5: E is for excellence – What does excellence in your work mean to you?

When you make the most of your career other people see you as a role model and want to hear about the successes and pitfalls along the way. Being visible and sharing your story to an individual or group inspires others to be courageous and confident to take calculated risks. Ultimately you can influence people to change and fulfil their potential by being your best self.

Action: Set your standards of excellence by being authentic and completing each of the C.A.R.E.E.R tips. In your heart you know if you're operating below or above par. If you are content to stay in your comfort zone, watch out because the bar will be raised whether you want it to or not, so be proactive and step up.

We all have the capacity to be more and do more, our potential is unlimited. Remember that as the world changes the strategies that bring you success may not necessarily work in the future. What got you to where you are now won't always get you to where you want to be.

Tip 6: R is for reflection – Are you taking care of yourself?

If you're feeling irritable, fed up or burnt out it is time to get real and set your priorities straight. You have one life and none of us knows what tomorrow will bring so enjoy all aspects of your life each and every day.

Action: Pause and take time to check out your spiritual, mental, emotional, physical and financial wellbeing. If your work and life is out of balance identify just one key action that will redress this. For example, if you've been working too hard, then organise a night out. Keep taking small steps and the changes you make will spur you on.

Self-care is not selfish but a necessity in a world that demands our attention and time 24 hours a day, 7 days a week and 365 days a year. Guard your time and enjoy the present moments.

Now that you have read this article, what are you committed to changing over the next twelve months? The first step is often the hardest to take, so consider carefully what you are and what you are not going to do. In this way you will start off well and keep the momentum going until 31st December. My hope is that these six tips will bring the boost to your career that you desire in 2012!

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MEANINGFUL MUSINGS

ELDER ABUSE IN INDIA & PROTECTION

The structure of the Indian population has undergone an unprecedented shift towards a growing proportion of people aged 65 and older during the last two decades. According to the estimates projected by the Census Bureau of India, the 65 and older group is expected to almost double from 71 million in 2001 to 173 million by 2026. A similar trend is observed in the number of cases of elder abuse in the country. Each year many of the elderly are physically, financially and emotionally exploited and abused by their caretakers. However, the problem of elder abuse is still kept in the shroud of family secrecy and only a small number of the cases have been brought to the fore. In India, family has always been portrayed as a sacred place for the care, love, safety and protection of the elderly.



Societal changes such as alterations in the family structure have significantly affected the potential for elder abuse. For example, The increasing number of women entering into the workforce, and trend towards nuclear families has diminished the availability of dedicated caregivers in the family itself. Rapid urbanisation has led to a significant decline in the status of the elderly in recent times – from a figure of authority they are now both lonely and dependent.

One common factor which emerges in cases of elder abuse is the dependency of elders on others. There are contrasting views in literature about the role played by dependency as a factor leading to elder abuse. One view is that dependency arising out of elder's inability to take care of themselves imposes a heavy burden on the caregiver who may not have the adequate resources or the time, resulting in neglect of the elders and consequently increasing elder abuse (Pillmer, 1992). Another view is that the abuse is not caused by the dependency of the elderly on the abuser but is actually a consequence of the dependency of the abuser on the elderly. Abuse occurs when the abuser feels powerless and seeks to compensate for his powerlessness by using violence on the other person.

Another factor responsible for elder abuse is Social isolation. The lack of a social network has been seen as an important ingredient in almost all cases related to violence. Several researches on elder abuse have found that the abused elders are significantly less likely to have contact with friends and family members than the non-abused elders (McDonald 1996; Lach 1996). The presence of social support is likely to deter violent behaviour and at the same time, by providing additional support, it also alleviates the caregiver's sense of burden and stress.

There is empirical evidence to demonstrate that elder abuse is more likely to be the result of a violent upbringing. However, the cycle of abuse is more direct as a formerly abused child often strikes out at his abuser when he has the power to do so. Pillmer (1996) suggests that the transmission of violence in elder abuse involves a distinct psychological process with the element of retaliation as well as imitation. Similar to many other modern societies, the elderly do not make any material contribution and have thus become devalued in the society especially in India. Contemporary Indian elders are often not treated in the same way as they would have been treated in a traditional Indian society. Multiple factors have been identified as the common risk factors for elder abuse. However, it has also been recognised that no single risk factor can adequately explain the complex phenomenon of elder abuse in the society.

The Indian government passed the Maintenance and Welfare of Parents and Senior Citizens Act in 2009. The major benefits of the Act include a monthly maintenance of up to Rs.10,000, and a fine of Rs.5,000 or jail of 3 months or both on the non-payment of the monthly allowance to their parents if they are unable to maintain them. However, most senior citizens in the country are not even aware of the provisions of the Act. They believe that the Act is against the Indian value system and despite what they may be facing at home, they would never want their children to be punished for the same. As a result, instead of providing incentives, the government has shifted the responsibility of the elders on to their children.



Thus, the best way to prevent elder abuse is not only to educate the masses about this social evil but there is also a need for effective awareness about the Act especially among the youth. There is no doubt regarding the fact that elders are abused. However, the question is whether the Act will actually help them to lead a more secured and dignified life or not.

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STUDENT'S CORNER

CAREER CLIMBS INTO LOW JOB SATISFACTION

CAREER a 'distant course of life' which pops up the significant factor that probably conquest the 'pleasure principle' (the satisfactory result). To satisfy this principle of pleasure everyone rush in a hustle.

In this global world everyone wants to become a shining star (even the writer and the reader), so to achieve that 'shine' one is to fulfil the demands of their interest.

During the process some enter into maze (puzzle) rather than their area of potential as well as interest. To control this biased factor, there are following strategies which will enhance the efficiency or the pleasure principle and also reduce the inconveniency.

- Attention towards the benefits as well the interest.
- Focus on your own aptitude
- Before stepping ahead think for your future.
- Set small goals and fulfill them step by step.
- Don't feel rushed or forced while setting a goal.
- Just think for a moment about your definition of SUCCESS in life
- Take learning from the past experiences and give a successful root to your career.
- Do what you want "not" what other wants.

Now you will think that how to reach to these strategies, RIGHT!!!



The very saying words 'WANT IT' often reflect the courage to seek the pleasure. These words will turn your mind to grasp the way to success...

"No matter how you make it, what matters is what you want to make it".

The above phrase will also lead you to accelerate the courage within yourself to achieve your potential goal. So think before taking a decision and have courage to fulfil it as it might CREATE or CRUSH your career.

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I NEED A NEW CAREER

Vocational courses as career option

Vocational education or *Vocational Education and Training* (VET) is an education that prepares trainees for jobs that are based on manual or practical activities, traditionally non-academic. Earlier the perception was that only good academic achievements could lead you to success but now vocational courses are becoming *quite popular* among the *younger generations* in the world, as these courses provide the *fruit of success*, much *quicker* when compared to *other academic courses*. And the impact of this change is evident in the way that a vast majority of students, in their bid to at least land up with mid – level jobs, are fast waking up to the urgency of following the vocational route instead of remaining on the beaten path as plain graduates.

This might also imply that students, more specifically their parents are finally giving up on their degree fixation and understanding the fact that VOCATIONAL COURSES fulfil both the needs of KNOWLEDGE and SKILLS.

Vocational Courses have plenty of advantages and some of them are:

- Some vocational education institutions, offer *flexible payment system*, thereby providing an *easy access* to the courses.
- There are many *online universities* available and these universities have also proved their standard with *quality education* and a successful history of *providing job opportunities* to the candidates.
- Moreover, the vocational courses are *much faster* in *offering job* to their candidates, i.e. most of the vocational courses would be *conducted for a year, or for two years*, hence the candidates would get the chance of *applying for the job* and to *undergo the process of getting the job* at a much *faster pace*, when compared to other academic degree courses.
- The online vocational institutions and universities are *gaining momentum* in the field, which has also *enhanced the lives* of many candidates and has also *given hopes* to the candidates, who were considered under the category of ‘*school dropouts*.’
- Anyone could expect a *huge growth and development* via such courses, but choosing the *right institution* matters a lot.



Some of the Popular Vocational courses one can opt for are :

- Geriatric Care
- Travel and Ticketing,
- Finance accounting and auditing
- Electronic instruments repairing
- Diploma in film arts and audio, video editing
- Diploma in pharmacy
- Diploma in general nursing and midwifery
- Stenography and private secretary practice
- Beauty culture and hairdressing
- Vocational courses in fisheries
- Course in tool and die making
- Course in printing technology
- Course in plastic and leather technology
- Course in poultry
- Store keeping, Salesmanship and advertising
- Diploma in food technology
- Embroidery
- Printing wedding cards and nameplates
- Fruits and vegetable preservation

The ongoing trends in the global job market categorically suggest that while specialists grab the centre stage in every field and at all levels, generalists, being unable to adjust to the dynamics of competitiveness, are pushed aside. It is in this regard that a vocational course comes to the rescue of those who consider successful job hunt to be the veritable outcome of specialised learning. Contrary to the earlier view, a look at the cut – off marks and rush for the courses in various universities throughout India demolishes the myth that vocational course is an inferior stream, suitable only for less brilliant students. In fact, there has been a closing of the gap between knowledge and skills with the emergence of these courses.

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CULINARY CAREERS: CAREER AS CHEF

"I always had a fantasy of being a chef, because I like kitchen life."

Some of you might be thinking that this statement holds true for you. Now there is an option of building a professional career as a Chef. This way you get a chance to live your dream and at the same time enjoying the pay!!!!

The growth in hospitality industry has given rise to a growing demand for professional chefs. As a chef, one not only gets the opportunity to spice up palatable dishes, but also make a fortune by way of it.

It is the chef, who holds the recipe for the success of an eatery or a catering business. If one nurtures the desire to win a million hearts by serving people with good food, a career as a chef is the right answer.



Nature of Work:

- Prepare and cook foods of all types, either on a regular basis or for special guests or functions.
- Plan, direct, and supervise the food preparation and cooking activities of multiple kitchens or restaurants in an establishment such as a restaurant chain, hospital, or hotel.
- Instruct cooks and other workers in the preparation, cooking, garnishing, and presentation of food.
- Demonstrate new cooking techniques and equipment to staff.
- Order or requisition food and other supplies needed to ensure efficient operation.
- Determine production schedules and staff requirements necessary to ensure timely delivery of services.
- Recruit and hire staff, including cooks and other kitchen workers.
- Collaborate with other personnel to plan and develop recipes and menus, taking into account such factors as seasonal availability of ingredients and the likely number of customers.
- Check the quality of raw and cooked food products to ensure that standards are met.
- Estimate amounts and costs of required supplies, such as food and ingredients.
- Monitor sanitation practices to ensure that employees follow standards and regulations.
- Meet with customers to discuss menus for special occasions such as weddings, parties and banquets.

Skills Required:

- Culinary skills.
- Creativity to develop innovative dishes, presentation of dishes.
- Leadership and people skills to deal effectively with customers, co-chefs etc.
- Planning and management skills for budgeting, coordinating, and purchasing for all the food operations.
- Time management and ability to work under pressure.
- Multitasking skills to coordinate and manage different operations.
- Perseverance: Enduring long working hours including weekends and holidays.



Career Prospects:

- Professional chefs may find jobs in hotels, restaurants, air catering, food processing companies, catering in confectioneries, cruise liner, corporate catering, etc.
- Departmental catering services of defence and railway departments are also open to them.
- They can work in canteens operated by universities, colleges, and private schools.
- Chefs can later become food writers or food journalists.
- A two-year post-graduation degree from IHM (Institute of Hotel Management) institutions can offer them to join as faculty members in government or private institutions, conducting hotel management courses.
- And, of course, they can become an entrepreneur by setting up their own business.
- In addition to all, they can find a job abroad as Indian chefs are lately high in demand in countries, like UAE, USA, Australia, and Canada.

Remuneration:

- A new entrant can earn about Rs. 10,000 to 15,000 per month.
- After gaining 5-7 years of experience, one can easily earn up to Rs.50, 000-60,000 per month.
- As you reach the top and become an Executive Chef, your salary can be anywhere between Rs. 1 lakh and Rs. 2 lakh per month.

Institutes offering courses in Chef and Hotel Management:

After completing class XII you are eligible to apply for:

- Three year diploma in chef management offered by the **Academy of Culinary Education**, Cidade de Goa, Vainguinim Beach, Goa 403004 (www.acegoa.com).
- The three-year diploma in culinary arts and kitchen administration of the **Institute of Hotel Management**, Rauza Bagh, Aurangabad 431001.
- The **Oberoi Centre for Learning and Development**, New Delhi (OCLD-www.careers-theoberoigroup.com) offers a two-year diploma in kitchen management to hotel management graduates.



Courses in hotel management and food processing are offered by several institutes in India. Training to qualify as a chef is included. The most important among them are:

- Institute of Hotel Management, Catering Technology and Applied Nutrition at New Delhi, Ahmedabad and Goa;
- The Welcome Group Graduate School of Hotel Administration, Manipal;
- Government Institute of Hotel Management and Catering at Dehradun and Almora;
- The Oriental School of Hotel Management at Mumbai, Delhi and Vadodara;
- National Council for Hotel Management and Catering Technology, New Delhi;
- Delhi Institute of Hotel Management, New Delhi;
- State Institute of Hotel Management and Catering Technology, Thuvakkudi;
- Amity School of Hospitality, Noida;
- Lakshay Bharthi International Institute of Hotel Management, New Delhi.

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Institutional Information

NATIONAL INSTITUTE OF DESIGN (NID)

The **National Institute of Design (NID)** is internationally acclaimed as one of the foremost multi-disciplinary institutions in the field of design education and research. The Business Week, USA has listed NID as one of the top 25 European and Asian programs in the world! The institute functions as an autonomous body under the department of Industrial Policy & Promotion, Ministry of Commerce & Industry, Government of India. NID is recognized by the Dept. of Scientific & Industrial Research (DSIR) under Ministry of Science & Technology, Government of India, as a scientific and industrial design research organisation.

NID Gandhinagar is situated in the city of Gandhinagar, in Gujarat. As part of expansion plan, NID has started building a new postgraduate campus at Gandhinagar, the capital of Gujarat State. Campus will consist of a jewellery and automobile design centre along with lifestyle accessory design, new media design, toy and game design, strategic design management, transportation and information design centers.



EDUCATION

NID offers professional education programs at Under Graduate and Post Graduate levels with 5 faculty streams and 16 diverse design domains. NID has established exchange programs and ongoing pedagogic relationships with over 35 overseas institutions. NID has also been playing a significant role in promoting design.

Having entered the 5th decade of design excellence, NID has been active as an autonomous national institute of excellence under the aegis of the Department of Industrial Policy & Promotion, Ministry of Commerce & Industry, Government of India; in education, applied research, service and advanced training in Industrial, Communication, Textile, and I.T. Integrated (Experiential) Design.

The overall structure of NID's program is a combination of theory, skills, design projects, and field experiences supported by cutting edge design studios, skill & innovation labs and the Knowledge Management Centre. Sponsored design projects are brought into the classroom to provide professional experience.

A unique feature of NID's design education program is the openness of its educational culture and environment, where students from different faculties and design domains interact with each other in a seamless manner. The benefit of learning in such a trans-disciplinary context is immeasurable.

The Professional Education at NID has both UG Program — Graduate Diploma Program in Design (GDPD) of four years duration for students after 10+2, or equivalent like AISSCE/ IB/ ICSE.

UNDERGRADUATE

GRADUATE DIPLOMA PROGRAM IN DESIGN (GDPD)

This 4-year intensive professional UG program is offered in the following areas of specialization:

Under the faculty of Industrial Design

- PRODUCT DESIGN, FURNITURE & INTERIOR DESIGN, CERAMIC & GLASS DESIGN

Under the faculty of Communication Design

- GRAPHIC DESIGN, ANIMATION FILM DESIGN, FILM & VIDEO COMMUNICATION, EXHIBITION (SPATIAL) DESIGN

Under the faculty of Textile, Apparel and Lifestyle Design

- TEXTILE DESIGN

GDPD commences with a two semester rigorous Foundation Program. The primary concern of the Foundation Program is to introduce the students to the fundamentals of design, to initiate them to design as a creative problem solving process, and to develop a highly evolved 'design' attitude and understanding of the relationship with culture and human senses, emotions and feelings. The Foundation Program is geared to inculcate the development of values, attitudes, materials and sensorial skills necessary for any design specialization. It aspires to create an awareness of the changing environment by constantly relating the students' learning to real life situations. The program provides the necessary direction, stimuli, facilities and experience to foster creativity and thereby help each individual to discover their own identity, ability and potential. The Foundation Program is the basis on which the remaining design curriculum is built. It also makes students appreciate the multidisciplinary nature of design.



PROJECTED NUMBER OF SEATS IN GDPD: 100 (Includes OBC and other reserved categories)

Eligibility: **Undergraduate Program**

Admission is open to students who have passed or who will appear for qualifying examinations under the Higher Secondary (10+2), or equivalents like AISSCE/ IB/ ICSE etc. Candidates passing the Institute's admission tests/ interviews will be admitted, subject to passing their qualifying examinations before they join the Institute.

Competence in technical and related subjects will normally be considered an advantage. The medium of instruction for UG program at NID is English. Upper age limit for candidates is 20 years (relaxable by 3 years for reserved categories) as on June 1st of the year of admission.

Admission Procedure:

Admission announcements are made in the leading national dailies in the last week of September every year.

1. Application forms along with the prospectus for the ensuing academic year is available on request from the second week of October on payment of Rs.1,500/- (Rs.750/- for reserved categories) by a Demand Draft of any nationalised bank drawn in favor of the 'National Institute of Design' payable at Ahmedabad.

2. Forms downloaded from NID's website www.nid.edu along with required amount of DD drawn in favor of National Institute of Design payable at Ahmedabad are also be accepted.

3. Forms can also be obtained from select branches of Bank of India on payment of Rs.1,500/- towards the cost of the form plus Rs.50/- as bank charges. Forms at concessional rates to reserved categories are available only from NID, Ahmedabad subject to the submission of relevant reserved category certificate (In case of OBC, a non-creamy layer certificate should be submitted).

Last date for submission of forms is usually the first week of October.



The Entrance Test GDPD is conducted at 11 centres — Ahmedabad, Bengaluru, Bhopal, Chennai, Delhi, Guwahati, Hyderabad, Kanpur, Kochi, Kolkata and Mumbai. (NID reserves its right to cancel any of these centres).

Hall Ticket/ Call Letter are posted by December. The NID Admission Committee systematically seeks evidence of the perception, attitude, aptitude, achievement and motivation essential for a challenging and satisfying design career. The objective of the tests and the interviews is to ascertain the above qualities. The tests at the various centres consist of design aptitude tests. Based on scores obtained from these tests, shortlisting of candidates to be called for second phase is done.

The second phase of the admission procedure consists of studio tests followed by personal interviews at Ahmedabad, Bengaluru and Gandhinagar.

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FORTHCOMING EVENTS

- **Career Thought Leaders Conference and Symposium.** Hyatt Regency Inner Harbor, Baltimore, MD, March 11-14, 2012
<http://www.careerthoughtleaders.com/conference/>

- **NCDA Global Career Development Conference** , June 21-23, 2012, Atlanta, GA

ICDA IS ORGANISING THE FOLLOWING EVENTS:

- **Personality Development Program** (60 hours, Classes only on Sat-Sun) commencing from 4th February 2012 (For further details contact at: hb_2906@yahoo.co.in)
- **National Conference on Career Development: Preparing For The Road Ahead**, May 26 – 27, 2012 www.icda.in (For further details visit <http://indiacareerdevelopmentassociation.blogspot.com/>
Contact at Gargi.jain.icda@gmail.com)
- **International Conference on “2013: COLORS OF CAREER DEVELOPMENT”**, NEW DELHI, INDIA MARCH 27 – 29, 2013 (For further details contact at: nkc_du@yahoo.co.uk)

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