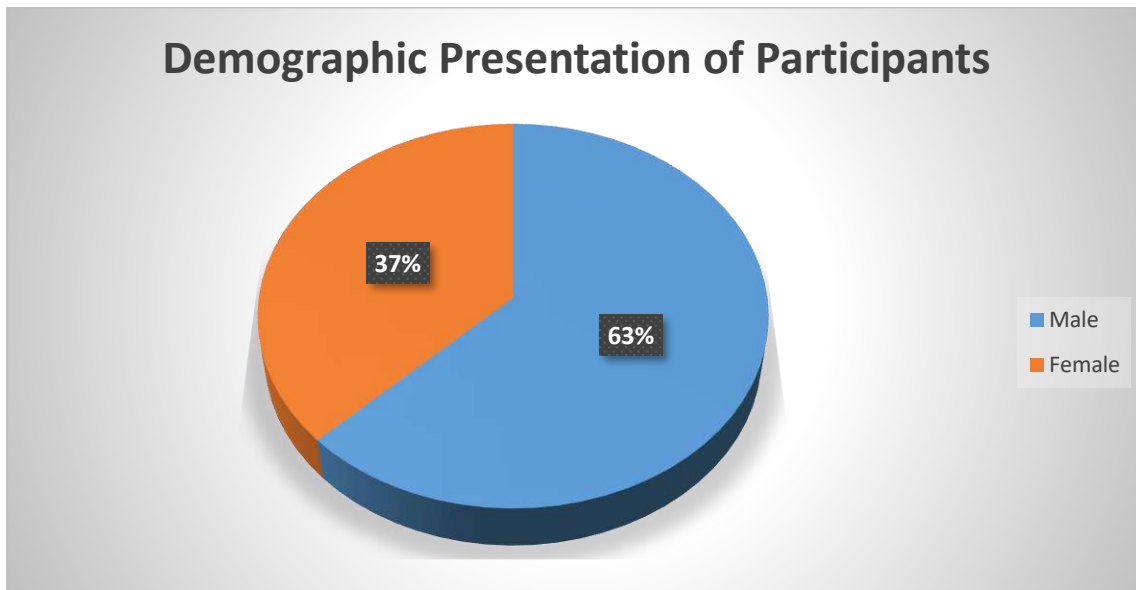




REPORT

A Two-Day Workshop on “Skills Beyond Syllabus” was organized by the Graduate Employability Committee (GEC), Netaji Subhas Open University (NSOU) in association with the Commonwealth of Learning (COL) and the Commonwealth Educational Media Centre for Asia (CEMCA) on 7-8 May 2026, NSOU Headquarters. 51 participants including 6 faculties) were attended the Two-Day Workshop on “Skills Beyond Syllabus”. The Demographic representation of the participants are showing through the following pai chart.



Total participants 51, of which 32 were males and 19 were females. The workshop aimed to bridge the gap between academic learning and employability skills by focusing on leadership, communication, internship opportunities, CV writing, and 21st-century competencies. The programme brought together academicians, professionals, researchers, and students to discuss the importance of skill development in the present competitive world. The workshop has provided a platform for meaningful interaction and experiential learning. The participants from various academic backgrounds actively took part in the sessions, activities and discussions. The resource persons emphasized practical and transferable skills rather than the traditional curriculum. The programme also highlighted the importance of critical thinking, creativity, collaboration and digital readiness for students and young professionals.

The workshop was interesting and participatory with lectures, interactive sessions, practical demonstrations and presentations by the learners. The sessions were well received by the participants who found them to be relevant and useful.

Day-1: Inaugural Session

The inaugural session was marked as the beginning of the workshop. The session brought together distinguished dignitaries, academicians, and participants. The programme started with a warm welcome to all guests, speakers, and attendees.

Dr. Sumana Bandopadhyay, Assistant Professor, English Language Teaching, NSOU delivered a welcome address. She warmly welcomed the dignitaries, participants and

organizers and stressed the need of organizing a workshop on “Skills Beyond Syllabus”. She stressed that in today’s fast-changing world, academic qualifications alone are not enough to attain professional success. She said students need to develop communication, leadership, emotional intelligence and digital skills in order to be employable and socially responsible. Dr. Bandopadhyay spoke on the objectives of the workshop and the University’s Graduate Employability Framework. Speaking on the year wise activities of Graduate Employability Committee she discussed how such workshops help students to become industry ready. She also spoke about the need for experiential learning and practical exposure to mold confident learners. In her speech, she urged the participants to take an active role in the sessions and to use the workshop as a vehicle for personal development.



The address was successful in generating enthusiasm among the participants and in highlighting the relevance of the workshop theme. Her words of encouragement encouraged the students to go beyond classroom learning and work towards holistic personality development.

CA Samarjit Mitra, Chairperson, Council on HR & Skill Development, Merchants’ Chamber of Commerce and Industry (MCCI) delivered the keynote address. He spoke about the employability and expectations of the workplace of the future, engaging the audience with a stimulating presentation. CA Mitra stated that in addition to the theoretical knowledge, the candidates of today’s industries must be equipped with the attributes of flexibility, teamwork, leadership, communication, and problem-solving. During the presentation, he expressed the need to identify the attributes of flexibility and team efficiency among the candidates, since the industries expect the candidates to possess the aforementioned traits. He talked about the challenges graduates face in the employment sector and mentioned the need to work on oneself and keep learning. He explained how students can be ahead of the game and become work-ready through internships, skills-building initiatives, and collaboration projects, by citing tangible examples and other observations.



He stated that participants should make an effort to learn technology. He believes innovation, creativity, and emotional intelligence will be key skills in surviving the future of work. His speech was informative and motivating, and showed participants what to expect from the industry and how to professionally develop.

Prof. Anirban Ghosh, Director, SPS, SVS & CIQA, and Chairperson, GEC-Netaji Subhas Open University delivered the Presidential Address. Prof. Ghosh was so happy to congratulate to the team of the Graduate Employability Committee (GEC) for organizing such a Workshop for Skills beyond Syllabus. His address during the first day of Two-Day workshop on "Skills Beyond Syllabus" was very motivating and informative. The Chairman of the program delivered very warmly welcome to all the dignitaries, resource persons, faculty members and the participants at the workshop. The Chairman said, importance of acquiring skills is becoming a very vital and important factor in today's modern and fast changing world and competition. According to the Chairman, getting good grades in academics alone is not enough to be successful in life and thus along with their academic students need to develop various skills like communicative ability, attitude, leadership, teamwork, confidence etc.



Prof. Ghosh expressed that not only syllabus-based learning should be important in the modern education system but holistic development should also be important in the personality development of the students. Prof. Ghosh also added that the personality traits like attitude, confidence, positive approach, innovation, imagination, communication, leadership, etc. should also be considered. Such kind of workshops will definitely help the students not only to achieve academically but beyond academic success as well. Prof. Ghosh also said that such kind of workshop will really help the students to shape up their future by using all the skills required for facing life and the professional field.

In his address, Prof. Ghosh highlighted about the need of good personality and stressed on the role of having moral values, discipline, sincerity and social responsibilities which play very important part in development of personality. True education not only means to get marks or jobs but it means to be good humans for helping others, contributing society etc. He congratulated the organizing committee and resource persons for providing such vital and an important program. The Presidential Address proved to be a motivating element that not only boosted the morale of the participants to achieve beyond academics but also inspired them to have positive and a lifelong learning approach. The enthusiastic speech of the chairman of the program added a lot of positive environment in the inaugural session and proved to be one of the main and remarkable part of the workshop.

Dr. Sudarshan Roy, Assistant Professor of Commerce, Netaji Subhas Open University sincerely thanked everyone who had made the inaugural program possible. Dr. Roy was thankful to all the dignitaries, speakers, organizers and participants. He paid special thanks to the keynote speakers along with all the dignitaries, who presented various views and also narrated their experiences. He expressed his appreciation to COL and CEMCA, along with the NSOU management, for their support to conduct the workshop.



Before closing, he encouraged everyone to dive into the upcoming sessions and get as much as they can from the program. His closing words carried a sense of gratitude, encouragement, and hope for a successful workshop ahead.

Dr. Debajit Goswami, Assistant Professor, Netaji Subhas Open University and Dr. Biraj Kanti Mondal, Assistant Professor, Netaji Subhas Open University delivered the first

technical session. Internship & Extension Activities” was the topic of discussion. The two lecturers highlighted the importance of practical knowledge as compared to the theoretical one that can be acquired during higher education. To put it bluntly, internships help students apply what they have learned in classes to real-life situations. Through the presentations, it became clear that the internship process is essential for students to learn the skills necessary for their professions, understand business ethics, develop communication skills, and gain self-confidence.



It is not that they stopped at internships. Both Dr. Goswami and Dr. Mondal emphasized upon extension activities, stressing the importance of these activities in fostering social consciousness and motivating students towards involving themselves within their communities. Social services, community development, environment-related activities, etc., can make students realize more about what lies outside their sphere of life. Both the speakers kept stressing the importance of the role played by internships and extension activities in making an individual what he or she is and in shaping his/her personality. They stressed upon the need of participating in any activity and going out in the fields.



It was not a lecture only in terms of information delivery as there were discussions where participants were actively involved and asked various questions relating to internship opportunities and obstacles. Speakers provided recommendations for choosing meaningful internships as well as suggestions about professionalism at work. In sum, there was no lack of practical information. Every person got an understanding of the importance of experiential

education not only in terms of future employment but also in terms of responsibility towards society.

Dr. Sudarshan Roy, Assistant Professor in Commerce, Netaji Subhash Open University delivered the topic 'Leadership'. Dr. Roy not only discussed what is meant by being a leader but defined the real essence of leadership as the art of motivating others in pursuit of a collective goal. Titles do not make a leader-it's the person that counts. Dr. Roy spoke of various leadership theories such as Democratic, Transformational, Participative and Situational Leadership. However, the focus of his presentation remained on the important aspects of leadership i.e. Communication, Decision Making, Empathy, Self-Confidence and Ethics.



With the use of practical examples from real life, Dr. Roy made it evident that there is no need to possess unique traits to be an effective leader since one gain skill by working within a team and constantly learning and developing self-control. Emphasis was also placed on the topic of emotional intelligence. For example, a leader must manage conflicts, maintain motivation among colleagues, and continually develop trust.

Dr. Roy made the participants reflect on their personal qualities and evaluate where they excel and where they require improvement. The participants were not passive listeners but actively participated and shared their experiences regarding the qualities of leaders and their barriers to becoming successful leaders. It is obvious that the participants understood the importance of taking responsibility for being a leader instead of merely occupying a leadership position.

Dr. Debajit Goswami, Assistant Professor, Netaji Subhas Open University concluded the first day of the workshop with an interactive session covering all the basics of resume writing, creating electronic portfolios, and maximizing the potential of online job portals. Dr. Goswami did not merely cover the dos and don'ts of CV writing; he discussed the essential components of a good CV, which include personal information, academic qualifications, skills, accomplishments, internship experience, and hobbies. Dr. Goswami highlighted the common errors that candidates often make in their resumes and gave advice on how one can write an effective CV.



In addition to this, Dr. Goswami presented another important concept: e-portfolios. E-portfolios can effectively emphasize your abilities and accomplishments in order to give you a professional appearance on the Web. However, the presentation did not end there as he went ahead to demonstrate how one should utilize job search engines as well as networking sites. Participants were shown how to build great profiles, search for openings, and prepare for video conferences.

As for what made the session especially interactive and engaging, it was certainly the use of actual demonstrations and case studies. Questions were raised on resumes, job interview tips, and other career-oriented topics which kept people interested. It was definitely an informative session as attendees left with valuable knowledge and information to guide them into the future.

Day-2

Prof. Anirban Ghosh, Director, SPS, SVS & CIQA and Chairperson, GEC-Netaji Subhas Open University delivered the Theme-4: Types of 21st Century Skills. Prof. Ghosh talked about the evolution in the field of work and education. In the current world scenario, technology evolves at a very rapid pace and due to the influence of globalization, the future holds some level of uncertainty. Prof. Ghosh emphasized on the importance of continuous learning and growth. Be inquisitive, experiment with various possibilities, and explore different competencies-this was the key message he conveyed. This lecture was not an exercise in theory but rather a discussion that made us relate to real-life examples and incidents. The lecture was very motivating and informative in nature and provided participants with enough drive to develop both technical and soft skills in equal measure.



Mr. Purandar Sengupta, Master Trainer conducted the session on “Mapping 21st Century Skills”. Without wasting any time, Mr. Sengupta got down to listing out all the buzzed skills such as critical thinking, decision-making skills, creativity, innovation, empathy, and problem-solving skills. Mapping one’s skill sets involves an intense understanding of one’s own strong areas along with the weak ones. It requires people to do a serious introspection and link them up with their respective objectives-academic and professional.



Mr. Sengupta brought in practical examples, group discussions, and interactive exercises. People didn’t just sit and listen-they got involved, wrestled with real-life scenarios, and tried out innovative solutions. Everyone was pushed to think deeply, analyse situations from every angle, and brainstorm fresh ideas.



He kept coming back to empathy and emotional intelligence-basically, how you treat and understand people matters, especially in a team. Strong communication and working well with others, he said, are the backbone of a productive group, whether you’re learning or working.



The cooperative activities allowed everyone to collaborate in solving issues and gaining new insights. Creativity and innovation were not merely buzzwords. Mr. Sengupta provided practical examples of how originality can play an important role in academic, professional, and even civic life. Throughout the workshop, he encouraged active participation from all attendees. At the end of the day, everyone emerged from the experience more introspective and confident in leading their own development process. Mr. Sengupta concentrated entirely on actionable techniques for acquiring core competencies rather than mere discussion of theoretical principles. His approach was interactive and hands-on, including various activities and exercises aimed at stimulating participants' creativity, communication skills, and teamwork. Mr. Sengupta actively motivated his audience to participate in discussions and cooperate with other attendees. He stressed that consistent practice and engagement are crucial for gaining confidence and achieving effective interpersonal interaction. No one remained passive observers throughout the session-everyone actively participated.



The speaker also discussed why it is important to take a look at oneself. By doing so, one gets an opportunity to evaluate his/her own performance and identify the areas where improvement is needed. The discussion was very engaging and people seemed excited to contribute their thoughts. The session managed to bridge the gap between the theoretical part and practical experience by demonstrating how knowledge gained here could be transferred and used in other environments like school or work. People felt inspired after the discussion and were encouraged to continue perfecting their skills. Overall, the session revealed that acquiring new skills requires continuous effort and engagement.

Distribution of Certificates

The Two-Day workshop on “Skills Beyond Syllabus” ended with distribution of certificates and conveying a warm vote of thanks to all the Dignitaries, Resource Persons, Participants and all who are directly and indirectly involved to the workshop by Dr. Sudarshan Roy, Assistant Professor, Department of Commerce and Management, Netaji Subhas Open University. The two-day “Skills Beyond Syllabus” workshop really delivered for everyone involved. People wanted more than just what’s in the textbooks, and this program stepped up, focusing on real-world skills and developing the whole person-something that matters more than ever in today’s education scene.



Instead of just sitting and listening, participants got involved. Expert talks, hands-on sessions, lively discussions, and group activities covered everything from leadership to internships, communication skills, CV writing, digital tools, and those all-important 21st-century skills. Along the way, folks picked up practical tips, but they also gained confidence and started thinking more seriously about their career paths. NSOU, COL, and CEMCA joining forces made a clear difference. Their collaboration didn’t just raise the bar-it made the whole event more relevant and engaging. People learned from each other, shared real experiences, and picked up skills they can actually use.

In the end, the workshop broke through the usual limits of academics. It got everyone thinking bigger, ready to tackle both the challenges and the opportunities as they get every day. When it wrapped up, you could feel the energy-participants, organizers, and speakers all left more inspired and eager for what’s next.







Two Day Workshop on “Skills Beyond Syllabus”

Organized by the Graduate Employability Committee, Netaji Subhas Open University in association with Commonwealth of Learning (COL) and the Commonwealth Educational Media Centre for Asia (CEMCA)

Programme Schedule for 7-8 May, 2026 at Shabhagar, 7th Floor, NSOU-Headquarters

Sl. No.	Speakers	Time & Duration
1	Registration (By Mr. Susanta Roy, Research Scholars and Mrs. Priti Bera, Research Scholar)	10.30 am to 11.00 am
Day 1: Inaugural Session		
2	Welcome Address by Dr. Sumana Bandopadhyay , Assistant Professor, English Language Teaching, NSOU	11.10 am to 11.20 am
3	Keynote Address by CA Samarjit Mitra , Chairman, Council on HR & Skill Development, Merchants’ Chamber of Commerce and Industry (MCCI)	11.20 am to 12.00 noon
4	Presidential Address by Prof. Anirban Ghosh , Director, SVS & Chairperson, GEC-NSOU	12.00 am to 12.15 pm
5	Vote of Thanks by Dr. Sudarshan Roy , Asst. Professor of Commerce, NSOU	12.15 pm
6	Tea Break	12.20 pm to 12.30 pm
7	Theme 1: Internship & Extension Activities by Dr. Debajit Goswami, Asst. Professor and Dr. Biraj Kanti Mondal, Asst. Professor	12.30 to 1.30 pm
8	Lunch Break	1.30 pm to 2.30 pm
9	Theme 2: Leadership by Dr. Sudarshan Roy, Asst. Professor of Commerce, NSOU	2.30 pm to 3.30 pm
10	Theme 3: CV writing, E-portfolio, Online Job portal etc. by Dr. Debajit Goswami, NSOU	3.30 am to 4.30 pm
Day-2		
1	Theme 4: Types of “ 21st Century Skills ” by Prof. Anirban Ghosh, HoD & Director, NSOU	11.00 am to 11.30 pm
2	Theme 5: Mapping “ 21st Century Skills ” by Mr. Purandar Sengupta (Critical thinking, Decision making, Creativity & Innovation, Empathy & Problem solving etc.)	11.30 am to 2.00 pm
3	Lunch	2.00 to 2.30 pm
4	Theme 6: Developing “ 21st Century Skills ” by Mr. Purandar Sengupta (Hands-on activities, presentation by the learners etc.)	2.30 pm to 4.30 pm
5	Distribution of Certificates	4.30 to 5.00 pm

Organizing Secretary: Dr. Sumana Bandopadhyay, Assistant Professor, English Language Teaching, NSOU and Dr. Sudarshan Roy, Asst. Professor of Commerce, NSOU

Compere: Dr. Sumana Bandopadhyay (Day-1) and Dr. Sudarshan Roy (Day-2)

Sd/-
Chairman (GEC-NSOU)
