

FIDES

ANNUAL REPORT 2024-25

VISION

Arise to Wholeness

MISSION

To ensure united and happy families by promoting health and hygiene, empowering children, young people and women at all levels, and promoting socio economic development

OBJECTIVES:

- To promote education for the less privileged through sponsorship programme.
- To organize and capacitate children, youth and women to realize their basic Socio- Economic development.
- To promote Health and hygiene.
- To offer skill Training for development and Self Employment.
- To train women for Income generation programmes.
- To promote legal literacy and eco – awareness.
- To empower women through the formation of Self-Help groups and Women’s rights education.
- To Empower young people with leadership training and value education
- To Promote community health especially in the areas of drug abuse and HIV AIDS
- To ensure health care and quality of life for everyone.
- To implant saving habits.
- To stop infant mortality and illiteracy
- To form healthy individuals especially mothers.
- To stop alcoholism, especially among men.
- To ensure united and happy families.

FOURFOLD STRATEGY OF FIDES:

- ❖ Educational development
- ❖ Economic growth and development
- ❖ Holistic Health Care
- ❖ Developing the capacities individual

APEX BODY MEETING – VILLAGE



On 1st June 2024, Apex Body Meeting was held at FIDES Hall. The meeting was organized by Sr. Sumi Joseph, the Director of FIDES, and Mr. Samuel, the SHG Coordinator. Representatives

from each Self-Help Group attended the meeting. During the meeting, the members were informed about the upcoming Adoption Christmas letter writing. They were given the submission deadline and the way the letter had to be presented. Along with this the details regarding an Environment Day competition were given to the participants. For this competition, all the groups had to plant a tree together and send a picture of their work to the person in charge. The best group based on their creativity and group participation will receive a prize. Additionally, it was decided that a fine would be imposed on leaders who do not attend the Apex Body meetings faithfully. Everyone agreed to write the adoption letter, participate in the competition, and attend the meetings on time without fail.

APEX BODY MEETING AT KAVERINAGAR



On 1st June 2024, Apex Body Meeting was held at FIDES Office at Kaverinagar. The meeting was organized by Mr. Samuel, the SHG Coordinator and Mrs Aprutha Mary the FIDES Staff. Representatives from each Self-

Help Group attended the meeting. This meeting was organised to discuss quarries related to Accounts and Auditing. Along with this all the participants were informed about the Environment Day competition organised by FIDES. They were also informed that, for

this competition, all the groups had to plant a tree together and send a picture of their work to the person in charge. The best group based on their creativity and group participation will receive a prize. All of them were excited and enthusiastically agreed to participate in the competition.

WORLD ENVIRONMENT DAY CELEBRATION AT FIDES

On June 5th, 2024, FIDES had organised World Environment Day. The FIDES Staff and Skill Training students enthusiastically participated in planting as many trees as possible across the campus. Sr Sherly Joseph the Superior of the Provincial house and Sr Sumi Joseph the Director of FIDES were part of this event as well. Everyone wore green outfit symbolizing their support in making the mother Earth greener. Additionally, a poster-making competition was held, showcasing the creativity and environmental awareness of our students. All the students actively participated in the competition. Along with the Environment Day celebration we also organized a



small welcome to Sr Litveena Kasper the new Quest Co Ordinator. There could be no better occasion than this to welcome her into the FIDES Family. Sr Sherly Joseph the Superior of the of the Provincial House honoured and welcomed Sr Litveena with a Shawl, Garland and a bouquet. All the students

Welcomed her with a huge round of applause. Following this, the Plantation drive commenced. Sr. Sherly Joseph put a start to the program by planting a tree along with the staff and students. All the students not only planted today also promised to take care of the plants they planted, in the upcoming days. All of them put in their efforts to make this event a successful one, Sr Sumi Joseph the Director of FIDES appreciated their dedication in making our common home a better place to live in. After the plantation drive all the staff and students got busy as per their schedules.

A VISIT BY QUEST TEAM

On 10th June 2024 Ms. Shruthi and Mr. Abhishek made a short visit to FIDES. Ms. Shruthi met the



students and interacted with them, through a session and a group activity using Quest Town Cards and Actors studio Cards. It was a great learning to the students. In

the afternoon, they met the Quest staff and taught them how to facilitate the students. They also introduced the Quest materials to the staffs and told how to make best use of it. The meeting concluded with the feedbacks and the observations they made in the class.

QUARTERLY MEETING WITH DECATHLON



On 12th June 2024, Sr Sumi the Director of FIDES along with Ms Vandana FIDES Staff had been to Decathlon Warehouse at Malur for a Quarterly meeting with the

Decathlon team - Mrs Preethi and Mr Alex and the Skill Training students sourced from FIDES. The meeting was held to know the current updates on the number of students registered for the upcoming batches, support required and the challenges faced by FIDES. Along with this, the meeting also had involved sharing of the experience at Decathlon and their work culture. All our students working at Decathlon are overwhelmed with joy for working under outstanding and humble leaders. They were really happy and consider themselves blessed to having got this opportunity to work at Decathlon. Sr Sumi advised them to set a good example to all the upcoming batches and told them that success is a fruit of constant effort, so work hard to achieve greater heights.



The Decathlon team also appreciated the students hired from FIDES, as they were really serving the needs of the company. It was also decided that Decathlon would be conducting few sports for the Migrant children and the youth in the upcoming days. Also, the next Quarterly meeting was scheduled in the month of August or September. Decision regarding the next job drive was made, that they would come to FIDES to hire the candidates in the month of July or August. Following this was a group picture and after this all together had a scrumptious meal and left.

A VISIT FROM ASHIRWAD



On 12th June 2024, a visit was made by fathers from ASHIRWAD to meet the students at all the tuition centers. Fr Arul, Fr George Pinto and Ms Deekshitha had come, along with them Sr Sumi, Ms Vandana and Ms Lisha Jenifer visited all the centers and

distributed some biscuits and chocolates to the children. All the children were happy that the tuition was restarted. We visited all the tuition centers and headed back to FIDES.

FIDES STAFF MEETING WITH SUPERIOR SR SHERLY JOSEPH



On 15th June 2024, a meeting was organized by Sr Sherly Joseph the superior in order to interact with the FIDES Staff. The meeting commenced, by invoking the presence of God through a small prayer lead by Sr Sherly. Sr Sherly started off by saying “Learning will continue till I die”.

Following this was a small evaluation on how the work is divided and performed. Everyone was asked to share their experience of working at FIDES. After this Sr Sherly spoke about how to carry oneself in front of the outsiders. The approachability, appearance, having the ability listen, empathy, being positive, being a strong personality should be the qualities of the person who’s preparing the students for the outside world said Sr Sherly. It was also told that FIDES staff shall have the meeting with Sr Sherly once in a month on the 2nd Saturday. Sr Sherly wished everyone the best for the rest of the month with sweets. That’s how the meeting came to an end.



MONTHLY PLANNING

On 15th June 2024, a monthly planning meeting was held in the presence and leadership of Sr Sumi Joseph the Director of FIDES. All the Social Work and Skill Training staff were present for the meeting. The activities held in the month of May were evaluated and the activities for the month of June were planned. All the staff actively participated in the planning and evaluation. It was decided to celebrate Anti-Drugs Day with the skill training students as a major activity for this month. All the staff got back to their work after the meeting.

ADOPTION LETTER WRITING AT ULSOOR



On 17th June 2024, as it was time to write Christmas letters to the benefactors, all the beneficiaries (Adoption Students) were gathered together to write the letters at

Ulsoor, Sr Sumi Joseph, Sr Liveena, Sr Selvi along with Ms Vandana, Ms Varsha and Ms Jenifer went to Ulsoor to correct the adoption letters. All the children wrote letters thanking their benefactors for their generous support towards their education. They stated that the support has really made a huge difference in their lives.

GUEST LECTURE

On June 20th 2024, we had the privilege of hosting Mr Alex Babu from “The Suniti Solomon Foundation” for a guest lecture on Career

Development for the Skill Training Students. This aimed at providing the students with guidance and motivation to focus on their career paths. The resource person Mr Alex babu began the session by explaining the importance of Career Development and how it plays a crucial role in shaping ones future. The session also included a segment of goal setting, he also encouraged the students to set



SMART (Specific Measurable Achievable Relevant Time board) goals for their careers. He shared personal success stories to illustrate the impact of clear goal setting. This guest lecture by Mr Alex Babu provided a wealth of

knowledge to all the participants and also provided the advice to aid their career development journey. The session was well received.

QUEST FOLLOW UP MEETING



On 2nd July 2024, Quest team had organised a virtual meeting. Mr. Abhishek was the host, he started off by giving instructions to Ms Harshitha and Mr Christen on how fast & efficient Quest lessons could be completed. Ms

Harshitha explained how they are allowing and encouraging students to make sure that all are completing the lessons at the given time period. She also explained how they have planned to complete the lessons at the earliest by organising some activities and announcing some prize for those who complete soon. Mr Abhishek also told that the 100% lessons should be completed within 45 days as we are presently at 29.98%. Ms Harshitha and Mr Christen agreed to work on

it. Mr Abhishek interacted with the students regarding Quest app and the other classes. That's how the meeting came to an end.

ANTI DRUGS DAY CELEBRATION



World Drug Day was established to commemorate the efforts made by individuals, communities, and organizations to rehabilitate those suffering from drug abuse and prevent the illicit trafficking of drugs. Throwing

light to this FIDES had organized an Anti Drug day Celebration on 26th June 2024, along with the Skill Training Students by hosting a Poster making competition and a Rally to the local village spreading awareness against drug abuse. Sr Sumi Joseph the Director of FIDES started the day with a powerful message



speaking about the Importance of Anti Drugs Day. Following this was a rally to the local village leading our paths to FIDES Auxilium Punar Jeevan – De Addiction Center. One of the activities of FIDES is to help people to get rid of the addiction. The HOD of FIDES APJ Sr Agnes Fernandez joined us by telling out the slogans like “Say no to Drugs” etc. Along with them was Mr Vinod the De Addiction Counselor an expert in counseling, he spoke about the importance of awaking our inner self to pull us away from these unhealthy practices. Following this all the staff and students marched back to FIDES reciting the slogans. That's how Anti Drugs Day celebration came to an end.

BOARD MEETING



On 26th June 2024, all the Board members were called for a meeting. In the meeting the discussion was held regarding the request for the society loan by two Self Help Groups. It was discussed if those groups were eligible to sanction the loan. After looking into the effective functioning of the groups it was decided by the Board Members to sanction the loan. Of the two groups one group requested for the loan of Rs. 10,00,000 and the other group requested for Rs 3,00,000. Alongside discussions regarding auditing were made.

A VISIT TO NYX SOLUTIONS FOR PLACEMENT REGARDING ENQUIRIES

On 27th June 2024, Ms Shruthy and Ms Vandana from FIDES and Mr Shiju and Mrs Romina from Tech Mahindra Foundation had visited NYX Solutions to interact with the HR regarding the long term collaboration in terms of recruitment, also enquired regarding the requirements of the company and they also enquired the Senior HR Manager Mr Gouri Shankar if the company has the provision to sponsor the Medical Coding students on board for CPC. In response to this, Mr Gouri politely responded that once the hiring cycle is on, they will surely source the candidates from FIDES, due to the changes in the policies of the company they are insisted not to hire any candidates without CPC so there is no word of sponsoring for CPC, so the company has planned to sponsor the candidates onboard without CPC hired in the previous cycle. Mr Gouri was extremely joyous about the exceptional work Tech Mahindra Foundation has been

doing for the betterment of the society and also promised to send the students who fall under the focus light of Tech Mahindra Foundation.

GROCERIES DONATED BY VIAVI SOLUTION



VIAVI Solution has always been supporting FIDES in various activities for a long time now. On 28th June 2024, Mrs Swarna Anup and her team visited FIDES to donate groceries to Feed A Mouth Program to fill in the

stomachs of so many homeless and poor – under privileged elderly. Mrs swarna Anup also interacted with the students about the job vacancies at VIAVI Solutions and about how to work effectively towards achieving greater heights in an organization. She also spread light on the fact that without growth working on a horizontal pane is just a job and not a profession. It was truly an enlightening session for all the students. They also visited the De Addiction center and interacted with the patients and left.

CELEBRATING SOBRIETY

On 29th June 2024, Chowdappa from Bandapura and Mahadev from Whitefield, two members who have been strong enough to quit, celebrated their sober birthday at the FIDES - Auxilium Punar Jeevan. They celebrated one year of their journey towards a healthier, happier life, free from alcohol. Sr Sherly Joseph, Sr Sumi Joseph, Sr Agnes Fernandez, Staff, AA members and



Patients witnessed this event. Chowdappa and Mahadev had struggled with alcohol addiction for years, affecting their personal and professional lives, with the support of the FIDES - Auxilium Punar Jeevan



and their own; they are now on a journey of recovery. Chowdappa and Mahadev shared their stories of struggle, motivating others to go about on their own path to recovery. The sisters, staff and patients congratulated and encouraged them on their achievement. A cake-cutting ceremony and a small celebration marked the occasion, symbolizing their newfound lease on life. Chowdappa and Mahadev's sober birthday celebration at the de-addiction center is a reminder of the possibilities of recovery and the importance of support systems. Their journey inspires hope and motivation for others struggling with addiction. Sr. Sumi Joseph, Director of FIDES, was felicitated by Mr. Manu on behalf of FIDES Auxilium Punar Jeevan for her achievement of completing Doctor of Philosophy in Social Work. She was honored with a shawl, garland, and a flower bouquet. Then the program came to an end.

SAFAL LABOUR COLONY - MISSING CASE



On 4th July 2024, Sr Sumi, Mr Manu and Ms Vandana visited Safal labour colony as they heard a news of a women who's gone missing for 13 days now. They collected the primary details from one of the family members named Salim who was the son in law of the person missing, where they found that the lady had gone missing from the very first day of their arrival to Bangalore. On further enquiry it was found out that the lady gone missing was Mrs Kusma

Begum aged around 54, sourced from Uttar Pradesh and only knew Hindi. They also informed that they tried seeking help from the police but was of no use. They had also pasted posters with the image and identification of the person gone missing. For the past 13 days they have been searching her desperately in all the areas nearby. After hearing from them Sr Sumi assured her support in finding the missing lady back.



Also exchanged their phone numbers for further contacts. Sr Sumi decided to follow up this case until the family is being reunited with the Lady. On 5th June 2024, Sr Sumi the Director of FIDES wanted to know the updates of the missing case and sent the MSW students to follow up the family. Sr Sumi also tried contacting various people seeking help to find the lady. Sr Sumi along with Mr Manu and Ms Vandana had been to Mr Papanna Social Worker who could really help them find this lady. Mr Papanna introduced Sr Sumi to another Social worker running a home for the homeless. She tried her best to search the lady. At the end of the day it was decided to use the social media to spread the news among the community. Sr Sumi informed all the staff and students to share the message on social media.

FIRELESS COOKING COMPETITION



On 06th July 2024, FIDES had organized Cooking without fire competition for the Skill Training students. The program commenced at 10:00 AM in the presence of Sr Sumi Joseph the Director of FIDES, Staff and Students. The students were given instructions on the timings and guidelines to be followed throughout the day. The main objective

behind conducting this activity was to introduce some basic life skills in form of the fireless cooking activity and to involve them in an enriching experience by introducing them to a variety of healthy food also to instill the spirit of Team work among the participants. There were 9 groups and each group had a name and a leader. All the groups prepared variety of dishes and the hall was filled with aroma of the tasty dishes prepared by the students. Their creativity made things even better, the way they garnished the dishes and presented it made them no lesser than hotel management students. There was a special invitee that is Sr Sherly Joseph. Sr Sherly congratulated everyone for dedication they had put in to make this event a successful one. There were 5 Judges, Ms Linu- Feed a Mouth Benefactor, Sr Priya- Production Co Coordinator, Ms Jyothi- Auxilium School Teacher, Sr Supriya and Mr Salvin a Volunteer at FIDES. All tasted the dishes prepared by the students and graded them based on Presentation, Creativity, Number of Dishes, Team Work and Taste. 3 best groups were selected based on the marks given by the judges. All the food prepared was shared among the students and the staff. Everyone enjoyed the food. The students were informed that the winner would be announced shortly. All the groups segregated and disposed the waste and cleaned their area and went back to their classes after a Photo session.

ANIMATORS MEETING



On 6th July 2024, there was an animators meeting for all the Tuition Animators and NCP Animators. The meeting commenced by invoking the presence of God amidst us through a prayer song. Sr Sumi, FIDES

Staff and Animators were present for the meeting. The meeting was all about planning activities for the Tuition and NCP Children for the rest of the month. Sr Sumi also instructed the animators about how to make tuition classes interesting. She also appreciated Ms Sreeja one of the tuition animators for her dedication and commitment in bringing up the children. Ms Sreeja was asked to share her experience with the children and about the drastic change she's seen in them. She suggested the other new animators few ways to catch the children's attention such as make the class interesting by rewarding the students who answer or by conducting activities, appreciate them for the little things they do, and so on. After this the floor was open for the animators to share anything they would like to. Following this Ms Sreeja taught the animators Phonics to help their tuition children read and write English. All the animators were informed to restart the NCP at all the centers, all agreed for the same. That's how the meeting ended.

APEX BODY MEETING AT ULSOOR



On 10th July 2024, Sr Sumi, Mr Manju and Ms Vandana were part of the Apex Body Meeting was held at Ulsoor. The meeting aimed to provide directions to the women representatives on effectively managing Self Help Groups (SHGs) and to discuss various other matters. Sr. Sumi and Mr. Manju provided valuable insights and directions on running SHGs efficiently. They emphasized the importance of regular meetings, proper record-keeping and active participation from all members. The attendees were instructed to ensure that all financial transactions are properly audited and that account details for sponsorship purposes are accurate and active. This is crucial to avoid any issues with receiving

funds. The women representatives were advised to conduct regular meetings to maintain the continuity of SHG activities. The meeting concluded on a positive note. The women representatives were served tea and biscuits before departing.



SPEECH COMPETITION FOR THE SKILL TRAINING STUDENTS



On 11th July 2024, FIDES hosted a speech and pick-and-speak competition for the students, aimed at improving their public speaking skills and encouraging spontaneous thinking. We were delighted to have Sr Fathima and Sr. Jacintha as our esteemed judges. Sr. Jacintha was asked to address the students and provide feedback on their participation, she was happy to share her observations. Sr. Jacintha was impressed with the high level of participation from the students. She praised the student's creativity in their speech delivery. - "I was thoroughly impressed with the students enthusiasm and energy!" said Sr Jacintha. Later the winners were announced and appreciated. The Speech competition was a resounding success.

A SESSION BY INDIGO AIRLINES

On 12th July 2024, Tech Mahindra Foundation, in collaboration with Indigo Airlines, conducted an engaging session to raise awareness about aviation courses among our students. The session aimed to

provide more information regarding the aviation industry and career opportunities in this field. The cabin crew shared their personal



experiences, sharing their perspective on the industry and inspiring our students. The session provided information about aviation courses, including criteria, scope, and

career paths. The students actively participated in the session, asking questions about the industry. The session was truly enlightening, and our students were excited to learn about the opportunities in the aviation sector. We are grateful to Tech Mahindra Foundation for their support and for providing our students with this opportunity.

WORLD YOUTH SKILLS DAY PROGRAM



On 15th July 2024, TMF students and facilitators attended the virtual meeting held on the occasion of World Youth Skills Day, organized by Tech Mahindra Foundation. The

meeting was an enlightening experience, providing valuable insights and inspiration. It was an engaging interaction with Mr. Mohit Joshi, MD & CEO of Tech Mahindra Ltd. It was a good discussion on skill development and career growth. Opportunities were given to students to ask questions and learn from industry experts. The virtual meeting was a huge success, with our students and facilitators benefiting greatly from the experience.

VIRTUAL MEETING FOR THE ENGLISH TRAINERS

On 19th July 2024, the meeting was conducted to give the directions on the new assessment format for the English Trainers. The meeting was hosted by Ms Naima and Ms Tanvi. All the English trainers from different SMART centers were present in the meeting. It was informed that the new English Assessment will be given in the word format and the students have to fill in the answers. It consists of 5 sections, Reading, Grammar, Listening, Writing and Speaking.

The question paper format was also discussed. The duration of the test will be 90 minutes and the question paper will be set for 60 marks, which will be divided as follows:

1. Section 1 (Reading) (10 Marks, 5 Questions, 2 Marks each)
Students will be given a passage to answer questions based on it.
2. Section 2 (Grammar) (15 Marks, 15 Questions, 1 Mark each)
Questions will be based on noun, prepositions, verbs, adjectives etc.
3. Section 3 (Listening) (5 Marks, 5 Questions, 1 Marks each)
2 Audios will be played and the students should answer the questions based on the audio played.
4. Section 4 (Writing) (100 words on a given topic and an informal letter)
Students have to write a short essay and an Informal letter to their friends, family or relative.
5. Section 5 (Speaking) (5 Marks, 2 Topics to choose from)
Students will speak on the topic they choose to and will be rated on the basis of their pronunciation, clarity, speed etc.
6. Read Aloud – Viva. Reading viva has a rating based on 3 points, Pace, Phrasing, and Comprehension.

Timeline for the assessments to be conducted were also given, the Base line test should be conducted on the first or second day after

entering the student details into the MIS. Mid line test to be conducted 45 days or one and a half months after the batch is started. The End line test should be conducted 7 days before the batch is ended (Only in exceptional cases such as student going on a on job training or placed before 15 days then it can be conducted earlier).

It was also informed that:

1. To avoid malpractices 2 sets of question papers will be given. The completed word document should be saved “Batch ID, Student Name, Assessment Set” in this format as a pdf.
2. Marking criteria will be provided to the facilitators and they will rate student’s performance accordingly. A scoring sheet will be provided and the scores are to be uploaded on the Google drive provided.
3. Answer key will be provided to the facilitator but any relevant answers can be considered.
4. Records of the Answer Sheets are to be kept for the future reference (Auditing Purpose).

They also informed that the new way of Assessment can be implemented from the next batch. Following this the floor was open for questions, all the participants cleared their doubts and left the meeting.

GUEST LECTURE

On July 22, 2024, we had the privilege of hosting Sister Jacintha Lobo (FMA) for an insightful guest lecture on communication skills. The event aimed to provide students with valuable guidance and motivate them to enhance their English and communication abilities.

Sister Jacintha began the session by sharing a short story about good manners and their importance in daily life. She introduced inspiring slogans such as "I LOVE ENGLISH" and "I LEARN ENGLISH."

The session included English songs, where Sister Jacintha encouraged students to learn the songs with actions, including:

"To give thanks is very nice, thank you, thank you,

To a person just like you.

To give thanks is very niceeeeeee."

This interactive approach was very helpful for students in improving their English pronunciation. They enjoyed the session, learned new words, and practiced their pronunciation. The session concluded with a lively performance of the English songs by the students, leaving everyone uplifted and inspired.

GUEST LECTURE



On 6th August 2024, FIDES welcomed Mr. Sabu Joseph, for a Guest Lecture on Interview Readiness. This enlightening session aimed to provide students with essential skills to excel in their future careers. Mr. Sabu shared valuable thoughts with the students. Such as confidence in interviews, also taught them how to create resumes and cover letters and effective communication and body language techniques. Students actively participated, asking thoughtful questions and receiving guidance. At the end of the session the students had increased understanding of the interview process and boosted confidence in their abilities also learnt the ways to tackle real world challenges

This lecture was an important step in preparing students for their career empowering them to use opportunities.

MEETING WITH QUEST

On 7th August 2024, Quest Alliance had organized a virtual meeting. In the meeting all the four centre's namely Nirmal Jyothi, Puthiyathur, Vayanad and FIDES participated in it. Along with them the meeting was also attended by Mr. Abhishek the POC of Avalahalli. The meeting was mainly about the progress and the challenges faced by the centre with respect to the Quest program. Everything was presented through the ppt. We also discussed about the tragedy that is taking place in Vayanad and also had the discussion on how to reach out to the people in Vayanad. The meeting went on well. After the meeting Mr Abhishek interacted with the students of FIDES Avalahalli centre and told them about the Quest Alliance and the course that is being offered. He also gave us some suggestions on how to go about with the facilitation, mobilization, placement and the documentation.

MEETING FOR THE TMF STAFF

On 8th August 2024, an online meeting was organized for TMF Staff by Tech Mahindra Foundation, Center manager, Placement Officers, Mobilizers, Domain Trainers, IT, WPR, English and Mental Health Trainers were a part of it. Each person was allotted a different timing to attend the meeting. The meeting was hosted by Ms Naima and Ms Tanvi from TMF, it was held to analyze the needs of the centers in south locations in India. The meeting was all about understanding role-specific challenges and the current needs of the center. Four locations were part of the meeting namely Chennai, Hyderabad,

Bangalore, and Vizag. The meeting started by 10:30 and went on up to 3:00 PM. The meeting was all about challenges faced by the respective position holder. The other factors affecting the center were discussed. Also the ways to excel in their own field and support required from the Foundation were asked. All the participants actively participated in the meeting by enthusiastically interacting with the host. After a brief discussion on the same, the meeting came to an end.

CERTIFICATION FOR QUEST



On August 13, 2024, FIDES proudly conducted the certification program for the 22nd batch of Quest students. The ceremony was expertly hosted by Ms. Harshitha, whose confidence and enthusiasm set a positive tone for the event. The highlight of the ceremony was a special

address by Sr. Sumi Joseph, who emphasized the critical importance of skill development in today's competitive job market. She spoke passionately about how the skills acquired during the Quest program equip students to meet the challenges of their future careers, making them more adaptable and market-ready. The event marked a significant milestone for the students, celebrating their hard work and dedication throughout the training and skill development program. This program aimed to empower them with essential skills, including communication, teamwork, and problem-solving abilities, all vital for their professional growth. As the students received their



certificates, there was a palpable sense of accomplishment in the air. Families, friends, and faculty members gathered to celebrate the students' achievements, fostering a spirit of community and support. The ceremony concluded with heartfelt congratulations to the graduates, who are now well-prepared to embark on their career journeys with confidence and competence.

INAUGURATION DAY



On August 13, 2024, the inauguration program for the 23rd batch of Quest students was held at FIDES. The ceremony was gracefully hosted by Ms. Harshitha, who guided the event with confidence and enthusiasm.

The program began with an opening address from the program coordinator, who extended a warm welcome to the new batch and provided an overview of the Quest program's objectives and benefits. This introduction set a positive tone, highlighting the program's commitment to equipping students with essential skills for their future careers. A special address was delivered by Sr. Sumi Joseph, who emphasized the critical importance of skill development in today's competitive job market. She shared insights on how the skills gained through the Quest program can enhance employability and prepare students to face various challenges in their professional journeys. Following Sr. Sumi's address, the program head provided encouraging remarks, urging students to approach the program with dedication and a positive attitude. This message resonated deeply, inspiring students to take full advantage of the opportunities available to them. The session closed the event by thanking everyone for their participation and support. She expressed her best wishes to the new batch,



encouraging them to embrace their learning experiences and strive for success in their endeavours. The ceremony concluded on a hopeful note, with students feeling motivated and eager to

embark on this new chapter in their educational journey.

JOB FAIR AT FIDES



On 20th August 2024, FIDES Trust had organized a job fair for all the unemployed young people. There were around 20 companies and above 85 candidates looking for the job had come under one roof. The day was

begun by invoking the presence of God by a prayer song followed by a welcome speech by Ms Vandana FIDES staff. To traditionally put a start to the program a lamp was being lit by Sr Sumi Joseph, Sr Fathima Mary, Representatives from the companies and a Student representative. Following this, guidelines were given on how to attend the interview, the eligibility criteria and the facilities available were let known to all the participants. After this all the representatives from the companies were invited onto the stage to introduce their company's policies, vision and eligibility criteria. All the students based on the eligibility attended the interviews. Most of them were happy about the opportunity provided by FIDES. Some were also issued offer letters on spot confirming their job offer. All the representatives from the companies had a scrumptious meal and



left. FIDES Director and Staff were happy about the success of this event.

ETHNIC DAY

On 23rd August 2024, FIDES came alive with color, music, and laughter as we celebrated our Ethnic Day. This joyous event brought together Sisters, staff and students to cherish the diversity that makes our community so rich. Ms. Varsha and Ms. Jenny anchored for the day, while Ms. Lakshmi warmly welcomed everyone. The day was begun by invoking the presence of God through lightening the lamp by the dignitaries and

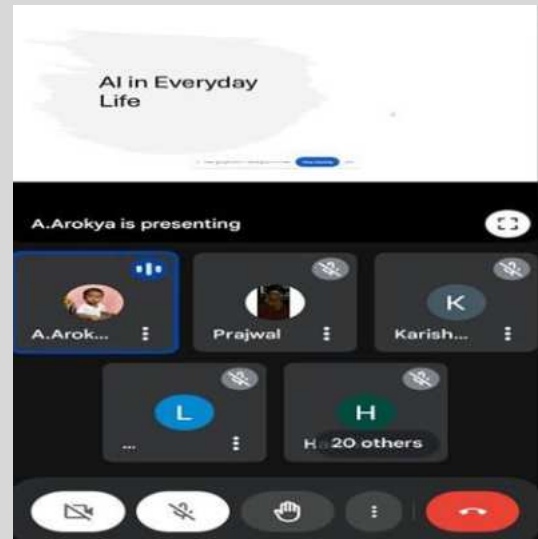


representatives among students. The students performed a beautiful solo song and group dances, a stylish ramp walk, and an energetic game of musical chairs. Our talented students took center stage, proudly showcasing traditional attire, sharing stories, and performing cultural dance. The ramp walk was a stunning display of cultural pride, with each outfit telling a unique story. The musical chairs game brought everyone together. Everyone enjoyed the game. As the celebration drew to a close, Ms. Varsha expressed our gratitude by delivering a vote of thanks.

ONLINE VOLUNTARY SESSION

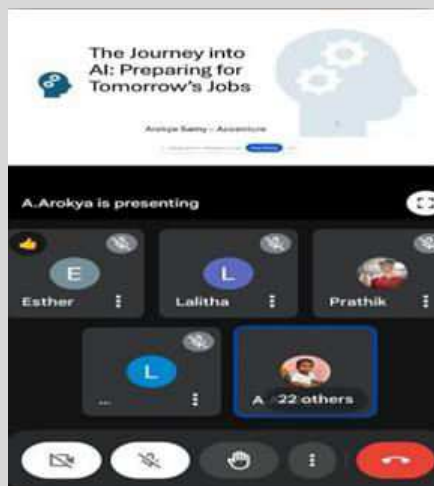
On August 24, 2024, an insightful online meeting was conducted by volunteers from Accenture, aimed at guiding students in their career exploration. The resource person, Miss Malathi, delivered an

engaging presentation that focused on the important distinction between a career and a job. Miss Malathi began by defining key concepts, explaining that while a job is often a specific position of employment; a career encompasses the broader journey of professional growth and development over time. She emphasized the significance of understanding this difference, as it can help students make more informed decisions about their futures. To facilitate this understanding, she provided eight practical tips for navigating career choices. These tips included identifying personal strengths and interests, researching potential career



paths, networking with professionals in desired fields, and setting realistic goals. Each tip was accompanied by relatable examples, making the information accessible and actionable for the students.

Throughout the session, students were actively engaged, asking questions and participating in discussions.



Their enthusiasm was palpable, as they recognized the value of the insights being shared. Miss Malathi's interactive approach encouraged them to reflect on their own aspirations and consider how to align their interests with suitable career options.

By the end of the meeting, students expressed gratitude for the clarity they gained regarding their career trajectories.

Many felt more equipped to explore various paths and to think critically about their future. The session not only enriched their understanding but also inspired them to take proactive steps toward

achieving their career goals. Overall, it was a productive and motivational experience that left a lasting impact on the participants.

TEACHERS DAY CELEBRATION AT FIDES



5th September 2024, was a memorable day at FIDES as students from the Skill Training Centre organized a cultural program to honor their teachers on the occasion of Teachers day. The program commenced with a soulful prayer song

by Sowmya. Aleena warmly welcomed everyone with a welcome speech. Christina and Kala anchored for the day. The cultural performances were a highlight, solo dances by Prajwal and Anitha, and energetic group dances by Anita & group and Gayatri & group. Prajwal also delivered a heartfelt speech, expressing gratitude to his teachers. To add a playful



touch, games were organized for the teachers, including a balloon bursting contest. Sr Litveena secured the first place, while Jenny came second. The teachers were warmly appreciated through various gestures, including a rose petal welcome, gift presentation, and a stylish ramp walk. This thoughtful recognition touched the hearts of all. The event concluded with a vote of thanks by Sahida Banu,

followed by refreshments. The Teacher's Day celebration was a great success, strengthening student-teacher bonds and creating memories.

ONLINE VOLUNTARY SESSION

On September 14, 2024, the Quest team organized a volunteering session conducted by Accenture volunteers. Mr. Arokya Swamy began by providing instructions to students and staff. The session was engaging and informative, introducing students to the concept of artificial intelligence (AI) and its various types. They learned about different AI applications, including OTTAR, ChatGPT, and various bots. The session covered key types of AI, such as:

1. Supervised learning
2. Unsupervised learning
3. Reinforcement learning

Students actively participated by asking questions, and their doubts were clarified by the volunteers. This session proved to be very beneficial for students, equipping them with a better understanding of AI and how to utilize it effectively in today's digital age.

CERTIFICATION AND INAUGURATION DAY



On 7th November 2024, CDEW Avalahalli organized a memorable event to mark two important milestones: the Certification Day for Batch 23 and the Inauguration of Batch 24. This significant event brought together the outgoing

batch, who celebrated their completion of course, and the incoming batch, who were warmly welcomed into our center. The event started with a prayer song and the lighting of the lamp, symbolizing the start of a new journey for both batches, filled with hope,



dedication, and unity. As part of the event, the outgoing students from Batch 23 shared their personal experiences and learnings during their time at CDEW - Avalahalli. They reflected on the challenges they faced, the skills they developed, and the growth they achieved during their 3 months journey. Their stories were inspiring, as they highlighted the importance of perseverance, teamwork, and the support of the institute. A key highlight of the event was the presence of an esteemed **alumni student**, who is currently working as an administrator. The alumni shared his personal journey, detailing his experiences after the completion of the course and the lessons learned along the way. He spoke about the role of his facilitators in shaping his career and how the skills and knowledge gained at the institute helped him excel in his professional life. His motivating words served as a beacon of inspiration, encouraging Batch 24 to stay focused, resilient, and proactive in their pursuit of success.

GUEST LECTURE



On September 26, 2024, we conducted a guest lecture titled "Navigating Your Career Journey: Insights and Strategies for Success." The

session was led by Mr. Oscar Royan Matin, who shared his personal experiences and professional journey. Mr. Matin offered valuable perspectives on career development, emphasizing the importance of understanding the landscape, identifying goals, and developing effective strategies to achieve success. He encouraged students to share their own goals and provided personalized suggestions on how to pursue them. The session was highly informative and beneficial for the students, giving them clarity on how to start their careers and the steps needed to achieve their aspirations. Overall, it was an enriching experience that left students feeling motivated and empowered to take charge of their career paths.

JOB HACKATHON



On September 27, 2024, Mr. Christen conducted a session on market scanning for the students, followed by an online market scanning activity. For many students, this was a new experience, and they were thrilled to learn how to search for jobs online. The session equipped them with valuable skills for navigating the job market. By the end of the activity, students expressed their excitement and satisfaction, feeling empowered with new knowledge that would aid them in their career pursuits.

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Students actively participated by asking questions, and their doubts were clarified by the volunteers. This session proved to be very beneficial for students, equipping them with a better understanding of AI and how to utilize it effectively in today's digital age.

MOCK INTERVIEW



On 9th October 2024, mock interview was conducted at CDEW Avalahalli with the aim of preparing the candidate for real-world job interviews. The interview was structured into several key segments, beginning with an introduction where the candidate was asked to talk about their background, education, and career aspirations. The candidate performed well during the mock interview, demonstrating strong technical knowledge, clear communication, and good interpersonal skills. However, there were areas that could be improved, particularly in communication clarity and time management. Additionally, the candidate showed some hesitation when faced with unfamiliar questions, suggesting that more practice on broader topics could be beneficial. To improve further, it was recommended that the candidate engage in more mock interviews, refine their problem-solving skills, and use the STAR method for structuring answers to behavioral questions. Overall, the candidate

showed great potential and, with some focus on these areas, is well-positioned for success in future interviews.

INDUSTRIAL VISIT



On 21st November 2024, students from CDEW Avalahalli visited the Hourglass Essential Pvt Ltd warehouse in Cheema Sandra as part of an industrial visit. The visit aimed to give students practical insights into warehouse operations and the logistics industry. Upon arrival, the warehouse supervisor

welcomed the students and provided a detailed information about their warehouse. The supervisor took the students through each department, explaining various aspects of the warehouse operations, including inventory management, packaging, quality control, and distribution. The students were able to explore the different sections of the warehouse, gaining a deeper understanding of the processes involved in handling and storing products. The supervisor also highlighted the technologies and systems used for inventory tracking and order fulfillment, allowing students to see the integration of software tools in warehouse management. Throughout the visit, students were encouraged to ask questions, and the supervisor addressed their doubts thorough explanations. The interactive nature of the visit helped the students better grasp the practical applications of their theoretical knowledge and gain a clearer perspective on how the logistics and warehousing sector operates. Overall, the industrial visit was a valuable learning experience for the students, offering them the opportunity to apply their academic learning in a real-world

setting. The exposure to the operations of Hourglass Essential Pvt Ltd enriched their understanding of industry practices and enhanced their career readiness in the field of logistics and supply chain management.

AN HOUR WITH NATURE



On 22nd October 2025 an enriching and refreshing "One Hour with Nature" session was organized for the students at CDEW Avalahalli. The event aimed to connect the students with nature, offering them an opportunity to step outside the usual classroom environment and experience the natural beauty that surrounds them. The event encouraged mindfulness, relaxation, and reflection, with a focus on environmental awareness and sustainable living. The session began with a nature walk through the beautiful surroundings of Avalahalli. Students were guided through the various trails, observing the flora and fauna, and were encouraged to notice the little details in the environment, such as different types of trees, flowers, and bird species. Students were encouraged to pause and observe their surroundings in silence, focusing on their senses. The sounds of birds, the rustling of leaves, the fresh air, and the natural scents were all explored as part of a mindfulness exercise aimed at improving their focus and presence in the moment. The peaceful, immersive experience in nature had a calming effect on the students. It was noted that the session helped reduce stress, promote relaxation, and improve their overall mental well-being. The peaceful, immersive experience in nature had a calming



effect on the students. It was noted that the session helped reduce stress, promote relaxation, and improve their overall mental well-being.

SUBSTANCE ABUSE AWARENESS AT SAFAL LABOUR COLONY, AVALAHALLI



On 24/10/2024 a social action program was organized under the supervision of Sister Sumi Joseph, FIDES, with trainees from St. Joseph's University focusing on the male migrant workers in the Safal Labour Colony, Avalahalli. The program addressed the issue of substance abuse, specifically Gutka, chewing tobacco, alcohol, and psychoactive substances. The objective was to raise awareness and educate participants on the impact of substance abuse. The session started with an assessment of the male workers in the area to understand the prevalence of substance use and to encourage them to participate in the awareness session. A lecture session followed, culminating in a vote of thanks. The program aimed to foster healthier lifestyle choices and prevent the harmful impacts of substance abuse.

Problems/Needs Identified

1. High Substance Abuse Rate: There is a significant presence of harmful substances such as Gutka, chewing tobacco, alcohol, and psychoactive drugs among the migrant workers.
2. Lack of Awareness: Workers are largely unaware of the long-term health impacts of substance use, and many have normalized the habit due to peer pressure.

3.Limited Access to Healthcare and Support: The lack of access to healthcare and support services makes it difficult for individuals to seek help in overcoming their dependency.

Objectives of the Program

1. Raise Awareness: To educate male migrant workers about the health risks of substance abuse, specifically Gutka, tobacco, alcohol, and psychoactive substances.

2. Promote Healthy Alternatives: Equip participants with the knowledge to make healthier lifestyle choices.



The session started with an initial survey of male workers to assess the prevalence and severity of substance abuse. Workers were encouraged to participate in the program, which began with a lecture discussing the harmful effects of Gutka, tobacco, and alcohol on their physical and mental well-being.

In conclusion, the substance abuse awareness program at Safal Labour Colony was a successful session and it has raised awareness about the dangers of Gutka, tobacco, alcohol, and psychoactive substances, empowering participants to make healthier choices and support each other in overcoming these challenges and methods to overcome these challenges.

ALUMNI MEET

On 9th November 2024, CDEW Avalahalli participated in the Alumni Meet organized by Quest Alliance at Bannerghatta DBSM. A group of 20



participants, including both staff and students from CDEW Avalahalli, attended the event. The meet was a wonderful platform for reconnecting, sharing experiences, and learning from one another. Our students were particularly active in the discussions, sharing their personal learnings and experiences, which made the event more dynamic and engaging. One of the key highlights was a **panel discussion** involving alumni, parents, and an HR manager, which proved to be highly motivational and inspiring. The event not only fostered stronger connections within the CDEW community but also provided students with valuable networking opportunities and guidance for their future career paths.

GOAL SETTING SESSION FOR THE MIGRANT CHILDREN



On the 9th of November, a training session was held for 50 migrant tuition children under the auspices of The Suniti Solomon Foundation. The event commenced at 2:30 PM with a prayer session, setting a reflective and respectful tone for the proceedings. The session began with a welcome speech delivered by Roseline, who warmly greeted the participants and outlined the objectives of the program. Following the welcome speech, the session was taken over by Mrs Agatha Shekar who facilitated the training session. The primary focus of the session was on imparting core values and basic principles that are essential for personal growth and social harmony. The training focused on the importance of valuing a person during conversations, respecting others' opinions, and the critical skill of active listening. Mrs Agatha

effectively illustrated how these values contribute to better communication and mutual respect in daily interactions.

After the core presentation, the children participated in group activities designed to reinforce the lessons learned and encourage teamwork. These activities allowed the children to practice the principles of respect and active listening in a supportive environment. The program concluded with a vote of thanks, acknowledging the efforts of the speakers, the organizers, and the participants for making the session a success. This training session successfully created an interactive and educational environment that equipped the children with valuable life skills, promoting respect, communication, and teamwork.



FAMILY ENGAGEMENT



On 24th November 2024, at FIDES, we held an online parent engagement session to connect with parents who were unable to attend in person due to work commitments. The session was conducted via a group video call, allowing parents to participate remotely. During the meeting, we provided a detailed overview of the current courses offered at the center, highlighting their benefits and learning outcomes. We also emphasized the importance of regular attendance, encouraging parents to send their children consistently to the center to ensure they get the most out of their education. The session included an interactive Q&A

segment, where parents had the opportunity to ask questions about the curriculum, schedules, and ways to support their children's learning at home. The parents actively participated and expressed appreciation for the flexibility of the online format. The session ended with a thank-you note, and parents were encouraged to reach out for any further information or concerns. The overall response was positive, and many parents expressed their commitment to ensuring regular attendance for their children moving forward.

BALA MELA – ASHIRWAD



On 1st December 2024, around 500 migrant children from various centers gathered at St. Joseph's Commerce College for a day of fun and celebration at the Bala Mela event. Children from Ramaiah Colony, Water Tank, Cheemasandra 1, Cheemasandra 2, and Kaverinagar joined with kids from other areas. The Jesuit Fathers from ASHIRWAD had organized this event, treating everyone to a delicious breakfast and an inaugural program that set the tone for the day. The chief guest, Mr. Lokesh Kumar from Comedy Kiladigalu, along with other fathers started the event by lighting the lamp. The children were welcomed with a traditional lighting of the lamp, followed by a beautiful prayer dance that invoked the presence of God. As the morning progressed, the kids were given tokens to explore the play area, where 12 exciting games awaited them. After playing, the children were treated to a mouth-



watering meal that left everyone satisfied and happy. The afternoon was filled with wonderful performances, including beautiful group dances and skits that showcased the children's talents. The audience really were amazed by their performance, and it was no surprise that children from Cheemasandra, Water Tank, and Kaverinagar took home three prizes in the dance and skit. As the day drew to a close, each child was given a special Christmas gift, a reminder of the love and care that surrounded them. With full hearts and big smiles, the children bid farewell to their new friends and the wonderful organizers.

MARKET SCAN



CDEW Avalahalli organized a "Market Scan" activity to help students explore real-world job opportunities and develop essential skills for job hunting. The event aimed to engage students in identifying legitimate job openings and

provide them with hands-on experience in navigating the job market. Students were divided into groups, each tasked with visiting various locations, such as job portals, recruitment agencies, and local businesses, to gather information on available job openings. They were instructed to collect details about job descriptions, required qualifications, and application procedures. Through this activity, students gained insight into how job listings differ across various platforms and industries. They also learned how to assess job openings and recognize the characteristics of genuine job offers. The hands-on nature of the task allowed students to actively



engage with the job market, and they had the chance to share their findings and observations. Overall, the market scan proved to be an enriching experience, giving students a deeper understanding of job trends while equipping them with practical skills for their future careers. The activity helped boost their confidence and provided valuable knowledge for job searching.

CHRISTMAS WITH WOMEN



On 22nd Dec 2024 the FIDES family including Women, Youth and Children came together to celebrate the festival of sharing

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Christmas, and it was a day filled with love, laughter, and joy. The celebration began with a warm welcome speech that set the tone for a wonderful day ahead. We then took a moment to reflect on the true meaning of Christmas with a beautiful prayer song sung by Mrs Swapna. As we exchanged Christmas wishes, Sr Sherly and Sr Jacintha's kind words and warm wishes spread joy and happiness among the gathering. The students from our Tailoring department performed a wonderful and energetic dance performance. Everyone enjoyed it. Next up was a Christmas wishing by Youth from Kaverinagar by performing a beautiful Dance performance. Tuition Children from Cheemasandra 2 showcased a dance performance related to Christmas, those tiny legs performing to convey the true meaning of Christmas was a true feast to our eyes. FIDES Staff and MSW Interns presented a beautiful skit that brought the story of Birth of Jesus Christ. They enacted the journey of the

three wise men, which followed the star to Bethlehem to pay homage to the newborn king. Every one enjoyed it. Santa Claus made a surprise appearance, spreading joy among the children and among the adults as well. The audience received chocolates from Santa Claus flying in the air and landing straight into their hands. This bit of the event was thoroughly enjoyed by all the participants. Following this there was a Vote of Thanks delivered by Mr Samuel FIDES Staff. All of them were given Cake and wished a Merry Christmas and a Happy New Year.

INDUSTRIAL VISIT



On 04th January 2025 FIDES had conducted a industrial visit to Arteria Technologies Private Limited offers students an insightful experience into enterprise IT solutions and SAP technologies. They gain exposure to SAP modules, ERP systems,

and digital transformation tools like SAP S/4HANA and analytics. The visit includes a tour of development centers, interactive Q&A sessions with industry experts, live demonstrations, and workshops on real-world problem-solving. Students leave with practical knowledge, a better understanding of industry trends, and guidance on career opportunities in enterprise IT. During the visit, students were actively encouraged to ask questions, with the supervisor providing detailed responses to clarify any doubts. The hands-on, interactive approach of the visit allowed students to better understand how their academic knowledge can be applied in real-world scenarios, particularly in the logistics and warehousing industry. In conclusion, the industrial visit proved to be an invaluable educational experience, giving students the

chance to see firsthand how their studies translate into practical operations. Observing the processes at Hourglass Essential Pvt Ltd gave them a deeper insight into industry practices and greatly contributed to their career readiness in the field of logistics and supply chain management.

MOCK INTERVIEW



On 08th January 2025 a mock interview was held at FIDES to help the candidate prepare for real-world job interviews. It began with the candidate discussing their background, education, and career goals. The candidate showcased strong technical knowledge, effective communication, and good interpersonal skills. However, there were areas that needed improvement, such as communication clarity and time management. The candidate also hesitated when faced with unfamiliar questions, indicating that further practice with a wider range of topics could be useful. To improve, it was suggested that the candidate take part in more mock interviews, enhance their problem-solving abilities, and apply the STAR method for behavioural questions. Overall, the candidate displayed significant potential and, with attention to these areas, is well-prepared for future interviews. To improve further, it was recommended that the candidate engage in more mock interviews, refine their problem-solving skills, and use the STAR method for structuring answers to behavioral questions. Overall, the candidate showed great potential and, with some focus on these areas, is well-positioned for success in future interviews.

PONGAL CELEBRATION

On 17th January 2025, the FIDES family came together to celebrate the festive occasion of Pongal, and it was a day that will be cherished



by all of us for a long time. As we gathered to celebrate the beginning of the harvest season, our hearts were filled with gratitude for the blessings we've received. We started the day by thanking God for this auspicious occasion. The atmosphere was electric, with everyone dressed in their vibrant ethnic attire, adding a splash of color to the



proceedings. CDEW Director, Sr. Sheela Jacob, inaugurated the celebrations by lighting the firewood to cook the traditional Pongal dish. The aroma of spices and ingredients wafting from the cooking pot was

tantalizing, and we couldn't wait to taste the delicious Pongal. The Rangoli competition that followed was a testament to the creativity and talent of our Students. They worked tirelessly to create intricate designs and patterns, and the judges were impressed by the incredible displays of artistry. The criteria for judging were stringent, with emphasis on creativity, cleanliness, time management, design, and color pattern. But our students rose to the challenge, and the winners were announced by Sr. Sumi amidst cheers and applause. The pot-breaking program, Uriadi, was a thrilling addition to the celebrations. The students had a blast participating in this traditional activity, and their laughter and excitement were infectious. It was wonderful to see

everyone letting their hair down and having so much fun. Finally, we gathered to savor the delicious Pongal, which was cooked to perfection. The traditional dish was a perfect culmination to the festivities, and we left with full hearts and happy memories. The Pongal celebrations at FIDES were a reminder that even in today's fast-paced world, we can still come together to appreciate the simple things in life and cherish our traditions."

FIDES WAS AWARDED

FIDES has been awarded the Best NGO for its outstanding contributions to societal development at the Mahadevpura constituency, on the occasion of the Bharat Mata Festival, January 25, 2025. This prestigious award recognizes our organization's efforts in bringing positive change and improving the lives of those in our community. We are grateful to Mr. and Mrs. Aravind Limbavali for presenting this award to us. Their support and recognition of our work serve as a motivation to continue the good work. This achievement is a testament to our team's dedication and commitment to our mission.



GUEST LECTURE

On 12th February 2025 a guest lecture on interview tips Conducted at FIDES. The speaker shared valuable insights on how to effectively prepare for interviews, from researching the company to understanding the importance of



body language and confidence. The practical tips on answering common interview questions and how to tailor responses to highlight strengths were particularly helpful. Additionally, the advice on handling nerves and staying composed under pressure was useful for building confidence. Overall, the session provided essential tools and strategies that will undoubtedly aid in performing well during interviews, making it a highly beneficial experience for all attendees. During the guest lecture, the resource person, Mr. Sabhu, shared some important tips to help students face interviews with confidence. He emphasized the significance of thorough preparation, including researching the company and the role. Mr. Sabhu also discussed the importance of dressing appropriately for the interview to create a professional first impression. He stressed the need for clear and concise communication, encouraging students to practice answers to common interview questions while also being prepared to discuss their strengths and weaknesses. Additionally, he highlighted the value of good body language, maintaining eye contact, and being mindful of posture. Finally, Mr. Sabhu reminded the students to stay calm and confident, even when faced with unexpected or challenging questions. These tips were invaluable in helping students understand how to make a strong impression during interviews.

MOCK INTERVIEW



On 1st March 2025 a Mock Interview was conducted at FIDES, this mock interview activity provided students with a valuable opportunity to develop essential skills for real-world job interviews. The activity aimed to familiarize students with common interview questions, help them improve their communication abilities, and provide them with

constructive feedback on their performance. By engaging in mock interviews, students were able to practice their answers, showcase their strengths, and refine their interview etiquette, all in a supportive environment. This experience not only enhanced their professional demeanor but also significantly boosted their confidence and better prepared them for the challenges of actual job interviews. The structure of the mock interview involved several key phases. First, students were given preparation materials, which guided them in researching common interview questions and crafting their responses. They were also advised on professional attire, proper interview etiquette, and how to present themselves confidently. The mock interview itself followed a structured format, where each student faced a one-on-one session with an interviewer. The interviewer asked typical interview questions, assessing the student's communication skills, problem-solving abilities, and overall presentation. Afterward, students received personalized feedback on their performance, which included advice on how to improve their answers, body language, and overall approach. One of the most significant benefits of the mock interview was that it allowed students to refine their interview skills in a low-pressure environment. By practicing how to answer common questions, students learned to craft concise and confident responses, which helped them present their qualifications effectively. The activity also gave them the chance to enhance their communication skills by encouraging them to articulate their thoughts clearly and professionally. Furthermore, students received guidance on improving their body language, such as maintaining good posture, making eye contact, and offering a firm handshake—key components of making a positive impression in an interview setting.

GUEST LECTURE ON WORKPLACE BEHAVIOUR

On March 6th, FIDES hosted a guest lecture on "Workplace Behaviour" led by Mr. Terence D'Souza. He shared valuable insights on professional ethics and conduct, focusing on essential workplace skills like communication, teamwork, and professionalism. Mr. Terence D'Souza, a seasoned professional with diverse experience, began his career as an accountant and later became a software project manager at AT&T (Telephone and Telegraph Company). He emphasized the importance of embracing challenges, hard work, and self-belief in achieving success. Key takeaways from the session included: Integrity, Hard work and smart work, Positive attitude, being open to asking questions, Teamwork Clear data and accuracy. The session provided students with valuable guidance on workplace behaviour, highlighting the significance of character, work ethics, teamwork, and data accuracy in shaping career success. The lecture was insightful and motivating, leaving a lasting impact on the students.



REPORT FOR THE INDUSTRIAL VISIT



On March 7, 2025, students from CDEW Avalahalli participated in an industrial visit to Hourglass Essentials Pvt. Ltd, which has been linked to different companies in branding the gifts products for the employers We also visited Arteria Technologies Pvt and

Ltd, They gain exposure to SAP modules, ERP systems, and digital transformation tools like SAP S/4HANA and analytics. Visit was organized to provide students with a comprehensive understanding of the company's and warehouse operations, products, and manufacturing processes. The event began with a small introduction by Mr. Ashman the manager of the warehouse and its function. the students had the opportunity to observe various sections, including the production area, quality control sector, packaging units, and storage facilities and also the embroidery sector. The guide explained the entire production process, from buying the unbranded goods to final product packaging. Mr. Rudresh the Manager of the Arteria Technologies Pvt and Ltd offered students an insightful experience into enterprise IT solutions and SAP technologies. The session also covered the company's sustainability practices and marketing strategies. A key aspect of the visit was the interactive Q&A session, where students were encouraged to ask questions regarding the technical aspects of production, the challenges faced by the company, and potential career opportunities in the industry. Company representatives provided insightful answers, which helped clarify the students' queries. The visit was attended by both offline and online students, with the hybrid format allowing remote students to participate and benefit from the experience. Overall, the industrial visit to Hourglass Essentials Pvt. Ltd. proved to be a fruitful and educational experience, providing students with valuable insights into the real-world operations of a company. The exposure to production processes and industry practices enhanced their understanding, offering them practical knowledge that will contribute to their academic and professional growth.

WOMEN'S DAY 2025



On March 23rd, 2025, FIDES hosted International Women's Day celebration at FIDES Hall, bringing together over 300 women from Village, Kaverinagar, and Ulsoor. The event was a vibrant tribute to women's empowerment, achievements, and contributions to society. The program commenced with a soulful prayer dance by FIDES staff, setting a spiritual tone for the celebration. This was followed by the traditional lighting of the lamp, symbolizing the triumph of knowledge over darkness and ignorance. The dignitaries, including the chief guest, Mrs. Sumathi Irudayaraj Program Manager-Corporate Relations at ADD India, and esteemed guests Sr. Sherly Joseph Superior of the Provincial House, Sr. Sheela Jacob Director of CDEW Society, and Sr. Jacintha Lobo Lawyer and a dedicated teacher, graced the occasion with their presence. Mr. Samuel FIDES Staff presented a report on the activities, programs, and achievements of

FIDES, highlighting their commitment to empowering women and marginalized communities. The chief guest, Mrs. Sumathi Irudayaraj, delivered an inspiring talk, emphasizing the vital role women play as role models in society. She



encouraged women to embrace their strengths, overcome challenges, and strive for excellence in their personal and professional lives. The audience was treated to a series of energetic performances, including: A vibrant Kolata dance by Kaverinagar SHG women, showcasing their rich cultural heritage. A mesmerizing dance performance by

Ulsoor SHG, highlighting their talent and creativity. A final dance by Kaverinagar ladies and girls, with great enthusiasm and energy. Sr. Jacintha Lobo shared her thoughts on women's patience, perseverance, and contributions to society, emphasizing their importance in shaping families, communities, and nations.

The program concluded with a heartfelt vote of thanks by Mrs. Swapna, a long-time FIDES volunteer, and the National Anthem. As a token of appreciation, a delicious lunch was served to all attendees, courtesy of Sr. Sheela Jacob, Director of CDEW Society. The event was a resounding success, leaving everyone in high spirits to continue working towards women's empowerment and social change.

SUMMER CAMP

DAY 1



On 12th April 2025, Summer Camp commenced with enthusiastic participation from children from various places like Ramaiah Colony, Water Tank, Cheemasandra 1, Cheemasandra 2, Chinnagenahalli, Bandapura,

and MR Layout. A total of around 105 children were present, showing the excitement and eagerness to be a part of this event. The day began with registration, followed by a prayer that set a positive tone for the day. Ms. Deepthi then led the children in warm-up exercises, getting them energized and ready for the activities ahead. After the energizing session, the children were treated to a refreshing drink break, where they enjoyed homemade muskmelon juice prepared by the FIDES

staff. This thoughtful gesture not only quenched their thirst but also showcased the camp's focus on providing healthy and nutritious options. The children were then divided into groups and participated in various sessions designed to enhance their skills. These sessions included: Listening skills, developing active listening and comprehension abilities. Personality development, focusing on building confidence and personality traits. Self-expression and confidence, encouraging children to express themselves creatively and develop self-assurance. Children below grade 3 had a lot of fun participating in fun-filled activities like: Dance and aerobics, Promoting physical activity and creativity. Action songs, Engaging children through interactive and entertaining songs. Games, Fostering teamwork, social skills, and healthy competition. Around 12:45 PM the children were sent to have a scrumptious simple and nutritious meal consisting rice, vegetable sambar and egg. The afternoon session was packed with engaging games and activities, including:



Brain- focus activity, exercises to improve cognitive skills and concentration. Framing sentences and word building activities, Enhancing language skills and creativity. These activities were thoroughly enjoyed by all the children, making the first day of the summer camp a success. At the end of the day, the children, sisters, and staff gathered to offer a heartfelt prayer, expressing gratitude to all the benefactors who supported the organization of the summer camp. Following the prayer, children were treated to snacks, and with the assurance of their safety, they were sent home, marking a fulfilling conclusion to the day's events.

DAY 2



The day began with a prayer, followed by warm-up exercises for the children. Sr Hunbi from the Provincial House, along with Sister Mary, conducted action songs and activities, including a puzzle-making activity. There was a short break where the children enjoyed the tasty snacks. Followed by a math quiz was hosted by Mr. Henry, where students participated enthusiastically. After this Mrs. Jyoti Mam from Auxilium School conducted a session on self-awareness, and goal setting. The program commenced with a warm introduction, followed by a heartfelt welcome to our esteemed benefactors, Mr. Srinivas, Mrs. Veena Aryan, and her family. We were also honored to have Sr Jacintha from the Provincial House join us, who was given a warm welcome to share inspiring words with the children. Three students enthusiastically shared their experiences and takeaways from the event, Leo from MR Layout, Sridevi from Cheemasandra, and Chetan from Chinnagenahalli. Each expressed heartfelt gratitude, highlighting the benefits and memorable moments they cherished during the program. Devraj, an outstanding student from our Ramaiah Colony tuition center, was felicitated and awarded a prize for achieving distinction in his 2nd PUC exams, inspiring his other children with his academic excellence. The celebration continued with a special birthday celebration of Mrs. Veena Aryan. Led by Sr Jacintha, the children gathered for the prayer, followed by a joyful birthday song as she cut the cake. Sr. Sumi, Sr. Jacintha, Mr. Srinivas,



and Mrs. Veena Aryan presented prizes to the winners. Water Tank was awarded the first prize for their outstanding participation, engagement, and behavior. Chinnagenahalli secured the second prize, and Cheemasandra 1 took the third prize. Additionally, gifts were distributed to all participants, spreading joy and appreciation. Sr Jacintha shared a story, highlighting the children's strengths and potential. Her inspiring talk left a lasting impact, motivating the students to strive for excellence.

As we came to the end of the program the cake and snacks were distributed, adding a sweet conclusion to the event. This summer camp was a memorable experience for all.

HOUSEKEEPING TRAINING PROGRAM IN ASSOCIATION WITH ADD INDIA COMPANY KAVERI NAGAR

FIDES, in association with Add India Company, conducted a 15-day housekeeping training program from 24th March 2025 to 6th April 2025 for the women of Kaveri Nagar village. The program aimed to empower women by covering various valuable aspects of their daily lives. Key focus areas included housekeeping services, time management, team building, cleanliness, professionalism, waste management, spoken English, and more.



24th March 2025

Sr. Jacinta Lobo delivered insightful sessions on leadership qualities and time management, budgeting and savings. Her guidance helped the women understand the importance of using time wisely and

efficiently. She emphasized the role of leadership in everyday life, inspiring participants to take initiative in guiding their families and becoming proactive leaders within their communities.

25th March 2025



Sr. Alice Chacko led a session on communication skills, which proved to be highly beneficial. The training helped participants recognize the power of effective communication and

how it can improve both personal and professional relationships. It also boosted their self-confidence, encouraging them to express themselves clearly and purposefully in various environments, including their homes and workplaces.

26th March 2025

Sr. Jacinta engaged the women in a discussion on basic housekeeping skills, fostering an interactive and collaborative learning environment. The session was characterized by a two-way exchange, where Sr. Jacinta shared her insights and the women actively participated, sharing their own experiences and questions. This mutual interaction facilitated a rich learning experience, allowing all participants to benefit from each other's perspectives and knowledge.

27th March 2025



Ms. Muskan From Deloitte Company, Ms. Yasmin from the ADD India, hosted a multifaceted session covering food waste management, employee-employer relationships, health and hygiene, proper

use of gloves and air conditioners, and engaging activities such as “sprouts,” “star activity,” and the “not removing” activity. These sessions deepened the women’s understanding of hygiene practices and workplace etiquette, while reinforcing the importance of well-being both at home and in professional settings.

28th March 2025

Yasmin's session on employee-employer relationships resonated deeply with the participants, particularly the housekeeping staff. She addressed sensitive topics, such as being stereotyped and blamed for missing items, feeling disrespected and mistreated. The women shared their emotional experiences, highlighting the challenges they face in their daily work lives. Jasmine provided guidance on tackling these issues effectively, building confidence and assertiveness and strategies for improving workplace relationships. The session created a safe space for the women to express themselves and gain valuable insights.

29th March 2025



The Fides Staff Ms. Jennifer and MSW student Ms. Emika, conducted an informative session on the 3 R’s—Reduce, Reuse, and Recycle. The training

emphasized the importance of waste segregation and household-level waste management. Participants were encouraged to adopt eco-friendly practices at home, promoting a cleaner and safer environment. The session sparked a strong sense of responsibility toward sustainable living.

30th March 2025

Manakah led a session on employee-employer relationships, providing valuable insights on effective communication and behaviour with employers, building and maintaining positive relationships and professional etiquette and expectations. Her session aimed to equip participants with the knowledge and skills necessary to navigate workplace dynamics successfully.

31st March 2025

Mrs. Samuel conducted an informative session on sustainability and eco-friendly practices, highlighting the importance of environmentally responsible habits. The session aimed to raise awareness and encourage the adoption of eco-friendly practices among the participants.

1st April 2025

Ms. Shamita and her team conducted a practical demonstration on the use and maintenance of vacuum cleaners. For many women, it was their first experience with such equipment. The session was particularly valuable, offering hands-on guidance on operating vacuum cleaners—skills that will be useful in future employment opportunities.



2nd April 2025

Mrs. Vandana led a session on Safety and Health, with a specific focus on Menstrual Health and Hygiene, as well as Workplace Hygiene. The session aimed to promote awareness and best practices among participants.

3rd April 2025

Mrs. Arputha Mary conducted a session on Room Set and Maintenance, highlighting the importance of attention to detail and high standards in housekeeping.

4th April 2025

Ms. Lisha Jennifer's session on Professional Development covered essential topics such as Personal Hygiene and Grooming, Leadership Skills, Career Growth, and Guest Interaction. The session aimed to equip participants with the skills and confidence needed to excel in their roles.

5th April 2025

Ms. Varsha's session on Cultural Sensitivity and Diversity promoted understanding, respect, and inclusivity among participants. The session encouraged empathy and awareness of diverse backgrounds and perspectives.

6th April 2025

Mrs. Leena Sebastian's session on Time Management and Efficiency provided participants with practical strategies to prioritize tasks, manage time effectively, and increase productivity. The final day was marked by a special closing



ceremony, graced by Add India Company's Director Ms. Sumathi and Mr. Madhi. They issued the certificates to all the women who successfully completed the training. Each participant also received a specially curated housekeeping kit to support their continued learning

and application of the skills acquired. A few women shared heartfelt testimonials, expressing how the training program had positively transformed their lives by increasing their knowledge, confidence, and readiness for future opportunities. Every day concluded with the distribution of snacks and tea to all 55 participants, fostering a sense of community and care. This initiative by FIDES, in collaboration with the ADD India Company, was a resounding success. It significantly contributed to the empowerment of underprivileged women in Kaveri Nagar. Their enthusiastic participation throughout the program highlighted the impact of such initiatives in building stronger, more confident, and self-reliant women. The collaboration has laid a strong foundation for continued growth and empowerment within the community.