



CAREER ACADEMY OF MANAGEMENT



Career Academy of Management

Presents

CAREER SHINE

A man in a white shirt and tie is presenting to an audience in a modern office setting. He is holding a tablet and gesturing with his hands. The background shows large windows and a blurred office environment. A large blue arrow graphic points from the top left towards the center of the image.

A strategic bridge connecting the Hospitality Sector's need for skilled talent with the aspirations of underprivileged youth.

Building on a Foundation of Success Proven Track Record

Over the past few years, we've successfully placed more than 100 candidates—both fresh graduates and experienced professionals—across various locations through strategic placement drives.

This experience has given us deep insights into what both job seekers and employers truly need to succeed in today's competitive hospitality landscape.

Evolution of Excellence

Building on our success, we've developed a robust, industry-aligned training model that goes beyond traditional recruitment.

Our new approach focuses on creating job-ready candidates who not only possess technical skills but also understand and embody the values that drive hospitality excellence.

THE CAREER SHINE ADVANTAGE

A COMPREHENSIVE HIRE-AND-TRAIN SOLUTION DESIGNED SPECIFICALLY FOR THE HOSPITALITY AND F&B SECTOR

The Challenge

The Talent Paradox

The Hospitality and F&B sectors are currently facing a critical disconnect between recruitment needs and workforce reality.

High Attrition

Retaining entry-level staff is increasingly difficult, leading to operational instability.

Skills Gap

Fresh graduates often lack the practical, floor-ready skills required for immediate impact.

Culture Mismatch

Finding candidates who inherently embody a specific brand's ethos is a major challenge.

The Solution: Hire-Train-Deploy

STEP 01

Employer Selection

Talent is identified and sponsored.

STEP 02

100-Hour Training

Rigorous skills & culture alignment.

STEP 03

Deployment

Floor-ready staff joins your team.

Career Shine moves beyond traditional recruitment by integrating Employer-Sponsored Training. We allow partners to select talent before the training begins, ensuring the final workforce is molded to your specific operational DNA.



Pre-Selection: You choose the best potential talent first.



Customized Integration: Trainees learn your values during the course.



Future-Ready Pipeline: Secured workforce for 2026–2028.

The 100-Hour Curriculum

A scientifically designed training schedule for the Pilot Phase, balancing core industry requirements with your specific brand needs.

**Domain Skills
60 Hours
Platform Skills
20 Hours
Employer Mandated
20 Hours**

OPERATIONAL ROADMAP



3-Year Phased Implementation
We adopt a phased approach to ensure the quality of the curriculum and the stability of industry partnerships before mass scaling.

- 1** Year 1: Foundation
Pilot batches, finalizing industry tie-ups, and curriculum development.
- 2** Year 2: Scaling
Expanding to multiple job roles and increasing OJT sites.
- 3** Year 3: Sustainability
Full training capacity and optimized placement ratios.

CORE MISSION OBJECTIVES

Our strategy is built on three pillars designed to sustain long-term careers in the Food and Beverage business.



Mobilization

Identifying youth with aptitude for hospitality through targeted outreach and initial career counseling.



Skill Development

Delivering comprehensive, multi-role training tailored to industry standards and specific organizational cultures.



Career Progression

Seamless transition to full-time employment through placement drives and continuous mentorship.

THE TRAINEE LIFECYCLE



A structured journey from mobilization to certification ensures quality control at every step.



Mobilization



Outreach & Counseling



Execution (OJT)



Live Environment Training

WEEKLY REVIEW

Counseling & Morale

Placement

Certification & Hiring

Defining "Industry Ready"

To bridge the skills gap, our curriculum is not one-dimensional. We develop a versatile workforce capable of handling multiple job roles. The training content is personalized from participating organizations to ensure trainees are "floor-ready."

- **Multi-Role Competency: Front of House, Kitchen Ops, Bartending.**
- **Cultural Alignment: Imparting organization values and ethics.**
- **Soft Skills: Communication, hygiene, and service protocols.**

Training Composition

The core differentiator of this program is the emphasis on On-the-Job Training (OJT). Unlike purely academic courses, our candidates spend the majority of their time in live environments, collecting personalized content from participating organizations.

We want to invite industry members to participate in the training program in order to ensure optimum-level manpower hiring with the right talent.

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SUCCESS STORY



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KARTIK MALI



SANJIB DAS



ASIM PRAMANIK



RANJAN BAG



GOLAM MOURTAJA SHA



DEBASISH PARUA



ARCHI DANDAPAT



SUBHANKAR KAMILA



PRABIR BANERJEE



RAJKUMAR MONDAL



ANUP KR. DAS



GOURAB MONDAL



BAPPA KOLEY



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