CASE STUDY · GRADES 3–12 · NORTH INDIA

From a 4-school pilot to a 7-school system

How DALIMSS Sunbeam Group moved career guidance from a one-off event to a measurable program embedded in their academic calendar.

4 → 7	1,000+	91%
Schools in active partnership	Students assessed via Navigator-360™	reported greater career confidence

CLIENT OVERVIEW

DALIMSS Sunbeam Group of Schools, under the leadership of Mr. Pradeep Madhok (Director & Owner), is one of India's most respected educational groups, known for its progressive academic philosophy and strong community trust. The group operates a network of schools committed to nurturing intellectual growth, emotional intelligence, and real-world readiness among students.

THE CHALLENGE

Despite being academically strong, DALIMSS recognised an emerging challenge: students and parents were increasingly uncertain about career paths in an evolving world of work. Previous engagements with other counselling organisations had produced limited, transactional results — one-off events, little follow-through, no measurable change in student clarity.

The leadership sought a strategic partner who could embed career development into the core academic fabric — not as a one-off event, but as a systemic transformation.

Key objectives:

- Deliver personalised, data-driven guidance to every student.
- Engage parents as partners in career planning.
- Empower principals and teachers to align academic mentoring with student aspirations.
- Institutionalise career guidance as part of the curriculum and school culture.

THE CAREER-9 SOLUTION

In 2024, DALIMSS initiated a pilot partnership with Career-9 across **4 schools**. The pilot combined Navigator-360™ assessments, BET behavioural testing, and personalised counselling to provide holistic student profiles and actionable guidance.

Following exceptional results, DALIMSS made the strategic decision to expand the partnership to **7 schools** across the group. Career-9's process is now being formally integrated into the curriculum and annual academic calendar, ensuring that every learner's journey from Grade 3 to Grade 12 is guided, measured, and supported.

PROGRAM DEPLOYMENT

A 14-member Career-9 team was deployed across the DALIMSS network:

- **11 Certified Counsellors and Psychologists**
- **4 Core Implementation Specialists**

The engagement included:

- One-on-one sessions for students from Grades 9–12, with parents actively participating.
- Structured reporting and analytics through Navigator-360™ profiles.
- Faculty and principal workshops on interpreting career insights and reinforcing guidance.

THE NAVIGATOR-360™ FRAMEWORK

Every student is mapped across six dimensions: **Career Personality** (using Holland's Theory), **Ability**, **Intelligence** (based on Gardner's Multiple Intelligences), **Values**, **Subject Interest**, and **Aspirations**. The result is a personalised blueprint for growth — not a single aptitude test score, but a longitudinal profile that tracks development over time.

IMPACT HIGHLIGHTS

For Students

- Over **1,000+ students** (Grades 9–12) engaged in individualised sessions.
- **91%** reported feeling more confident about career choices.
- Notable improvement in focus, self-awareness, and motivation.

For Parents

- High satisfaction levels, citing greater confidence in supporting their children.
- Renewed trust in school leadership, seeing tangible progress in student clarity and direction.

For Principals & Teachers

- Described the collaboration as a "shared responsibility model" that alleviated the pressure of career mentoring.
- Reported improved student engagement and academic alignment with career goals.

For the Institution

- Reinforced DALIMSS's positioning as a future-ready education leader.
- Enhanced parent trust, institutional reputation, and long-term student success metrics.

> *"The fragrance of Career-9's good work continues to linger through the positive feedback from our principals and parents. In our last core committee meeting we decided unanimously to continue their services on a regular basis, and to extend counselling from Class 3 or 4 onwards till Class 12."*
>
> **— Mr. Pradeep Madhok, Director, DALIMSS Sunbeam Group of Schools**

NEXT PHASE: SCALING FOR SUSTAINABLE IMPACT

Encouraged by the success of the pilot, DALIMSS has committed to expanding the Career-9 program to all students from **Grades 3 to 12**, across the 7 schools currently in the partnership — with a view to extending to additional schools in the group over subsequent academic years.

The next phase will:

- Introduce early-stage career discovery modules for primary and middle grades.
- Leverage Navigator-360™ longitudinal tracking to map student growth over time.
- Integrate parental engagement frameworks to sustain long-term collaboration.

This expansion embeds career intelligence as a developmental competency — preparing students not just for college admissions, but for life success in an evolving global economy.

KEY OUTCOMES AT A GLANCE

Dimension	Impact
Scope Expansion	From 4 schools (pilot) to 7 schools in active partnership
Program Reach	Grades 3–12 integrated into the academic calendar
Student Impact	1,000+ students counselled with measurable growth in confidence and clarity
Stakeholder Feedback	Positive response from 100% of principals; high satisfaction among parents
Institutional Value	Elevated trust, enhanced reputation, and sustainable academic alignment

CONCLUSION

The DALIMSS–Career-9 partnership demonstrates how a visionary institution can transform career guidance from an isolated activity into a strategic educational pillar. By uniting data-driven insights, empathetic counselling, and institutional commitment, DALIMSS Sunbeam Group of Schools has redefined what it means to build a future-ready learning ecosystem — one where **students are confident, parents are assured, and educators are empowered.**

ENDORSEMENTS BY SCHOOL LEADERS

“The fragrance of their good work is in the air by way of good feedback from our principals of all branches. In our last core committee meeting, we decided unanimously to continue Career-9’s services on a regular basis, and to extend counselling from Class 3 or 4 onwards till Class 12. Thank you for your visit — keep up the good work.”

— Mr. Pradeep Madhok, Director, DALIMSS Sunbeam Group

“As Principal of DALIMSS Sunbeam Global School, Ramkatora, I am delighted to share our extremely positive experience with Career-9’s career counselling services for our students in Classes IX–XII. The feedback from both students and parents has been overwhelmingly positive.”

— Mr. Dipendra Verma, Principal, DALIMSS Ramkatora

“Career-9 symbolises — empowering futures, one path at a time. A guide for students to discover their true potential, and support for parents every step of the way.”

— Ms. Neha Qureshi, Principal, DALIMSS Paharia

“The career guidance session conducted by Career-9 at DALIMSS Sunbeam School, Rohania for students of Classes 6 to 12 was an eye-opening and empowering experience. Their engaging and practical approach — using assessments and real-life examples — made the sessions highly impactful.”

— Ms. Gurmeet Kaur, Principal, DALIMSS Rohania

“The session concluded at Sigra with loads of clarity, mindfulness, and positive feedback from parents and students alike.”

— Ms. Pratibha Tiwari, Principal, DALIMSS Sigra

RESOURCES & NEXT STEPS

PODCASTS & INTERVIEWS

Extended conversations between Mr. Sushil Jha and DALIMSS principals on their experience with Career-9:

Mr. Sushil Jha & Ms. Neha Qureshi	youtu.be/ptWGXNTaBrM
Mr. Sushil Jha & Mr. Dipendra Verma	youtu.be/KPP9lUOrBoA
Mr. Sushil Jha & Ms. Gurmeet Kaur	youtu.be/GnbahRbAbI8

15 minutes is all we need to show you what this could look like for your school.

A short conversation to understand your school's context — your students, your priorities, and where career guidance currently sits in your academic calendar. No pitch deck, no hard sell.

Sushil Jha, Founder & CEO, Career-9

sushil.jha@career-9.com · +1 (408) 394-7688 · www.career-9.com