



**Instilling right skills
in the future of India**

Volume 18 : October 2017

DIRECTOR'S DESK



Sapna Moudgil - Director

Sanctity of a Process

I don't count cooking in my areas of expertise – not by any stretch of imagination. Yet programs such as Master Chef are my all-time favourite programs on TV. I find immense inspiration in watching the participants follow a process detailed in a recipe leading to beautiful and predictable dishes. If there is a change in the sequence of steps or if steps are skipped in a recipe, there is no guarantee what results will emerge.

The same is true of any work related process, isn't it?

At NIIT Foundation we are working to create students who actively work to improve their own lives and take action to improve others' lives as well.

Towards this NF team is learning many new processes – how to have more meaningful community meetings, how to handle conflict, how to engage with students deeply etc. Yet I notice a lot of us don't maintain the sanctity of a process we have learned. We like to improvise, like to skip steps and then are surprised when the result is not exactly what we hoped for. I appreciate that the intention is not wrong, that sometimes we feel unsure about the audience – that the underprivileged community may not be able to understand the process in its entirety - so we skip steps. I feel doing that is a great injustice to the community – we are guilty of underestimating their capability.

In our experience where ever we have followed the complete process however much time it may take, we have seen amazing results! I think Abraham Lincoln agrees.

*A man watches his pear tree day after day, impatient for the ripening of the fruit. Let him attempt to force the process, and he may spoil both fruit and tree. But let him patiently wait, and the ripe pear at length falls into his lap.
- Abraham Lincoln*



Of the 26.81 million persons with disabilities (PwD) which constitute about 1% of India's population 4.1 million fall in the bracket of employability. However most of them are unskilled and therefore remain unemployed.

On the one hand when education and training for those PwD at the bottom of the pyramid are available, it is unaffordable. On the other, when affordable it lacks quality and is not good enough to fetch them employment. This compels millions of PwD to be dependent on their families and caregivers.

NIIT Foundation has always been sensitive towards this issue and has offered a variety of skill-training programs to differently abled youth.

COVER STORY

Skilling Up Differently abled: Need of the hour

Most of the PwD (People with disability) candidates enrolled at NIIT Foundation centres opt for courses related to Data entry, Retail and Hospitality Sector. We have recently collaborated with Microsoft India to initiate a special program for visually impaired school going students & second phase of this project will focus on students with an orthopaedic impairment.

The placement cell at NIIT Foundation diligently places PwD in organizations which have special positions for such candidates and gives them an opportunity to grow. Organizations like Lemon Tree Chain of Hotels, Big Bazaar, Aegis BPO and various others have been hiring such students from NIIT Foundation centres. These organizations have helped us in the mission to promote inclusivity and integrate the differently-abled into the mainstream functioning.

Our challenge is to do more in the same amount of time. We are trying to change the way they look at themselves - not simply an individual with a job but as an active contributor to the national economy.

THE CHANGEMAKERS

Going by the vision of NIIT Foundation - "We will use skilling and education to show demonstrable deep impact in every underserved community we work in", we have chosen to bring it to practice through our work in communities by ensuring that every NF student becomes a change maker. Our mission is to create 500,000 change makers by 2020.

To make our students change makers, we at NF needed to change the way we have been working with the students, thus a need for Organizational Transformation. Using an innovative methodology called "Genuine Contact", the entire NF team underwent introspective training, learning and experiencing new tools and facilitation methods for engagement with people. Each NF team member learnt through introspection and observation while deeply engaging in the process.

The team is slowly & gradually working to implement their learning & make Changemaker's an integral part of NF culture.

Experiences & Journeys



"I apply different tools and facilitation methods to achieve my purpose in meetings with schools, teachers, funders, and students. I have found that the storyline tool is a great way to connect with students when they come for counseling. It helps them open their heart and share things that have been important to them. It also helps them share their vision for their own life."

- Aradhana Sharma
Area Manager

"Through this process my basic thinking has changed. I try and create a life nurturing environment for my team and encourage them to create a similar environment for the students in class. I am more conscious of my thoughts and words, always thinking of how best to achieve what I want, what is the purpose of doing this, and will this work help me to do something good."

- Naveen Gupta
Area Manager



"I feel that, past few months of training has made me feel more connected to the organization's vision. I know, how to implement these learnings in order to reach closer to the mission. Now, before interacting with students or parents, we first clarify purpose and outcome behind the counseling process or mobilization activity. I ensure that the strategies and tools I learned should be in practice every day in my workplace."

-Supriya Chauhan
Center Head

"The interesting part of the training is that it not only develops a person professionally but personally too ... It is almost a 360 degree change in my attitude & approach when dealing with any problem – be it professional & personal. I am sure if we can implement this in the field then our students will be benefited and we can create a real impact in the community we are working in."

-Atanu Patra
Cluster Manager



NEWS & EVENTS

Industry Visit at Securities & Exchange Board of India

Organization visit at 'SEBI – Securities and Exchange Board of India' was organized for the Banking and Finance students of Mahipalpur Centre. The purpose was to make students aware of the functioning of marketing, finance & human resource departments in an organization, and to provide practical exposure to the students to nurture their skills.



Successful Job Fair conducted

A Job Fair was successfully organized at Career Development Centre, Uttam Nagar on August 2017. The event witnessed participation of more than 65 students. 34 students got shortlisted and over 26 students were selected for employment in 'Samsung'.

A similar job fair was organized at Career Development Centre, Goregaon, where the number of participants was more than 45 students and 4 companies participated.



Job Preparation Workshop by Birla Aircon

Job preparation activity was held by Birla Aircon at Bhagawanpur Career Development Centre, where the Human Resource team of the organization conducted a session on placement preparation. This session was focused on Job preparation tips and tricks: how to handle job portals, how to write resume, how to prepare for job interviews etc.



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20 Job fairs conducted where over 600 students got placement
Over 50 hours of Volunteer effort to help students
12 students received IGive sponsorship

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PARTNER'S PERSPECTIVE

Microsoft India's initiative for visually impaired students.



NIIT Foundation has recently entered into partnership with Microsoft to implement the "Accessibility and Education Project" for students with disabilities.

This project is running at few selected schools exclusively for visually impaired students. The second phase of this project will focus on proposed school which will be an inclusive school that will cater to students with orthopaedic disability too.

The project is implemented in one integrated school – where disabled students learn with normal students (inclusive). The classrooms set up have all ICT (Information and Communication Technologies) teaching and learning resources, which can help disabled students and shall help teachers make their learning teaching experience engaging and interactive.

The standard digital classroom infrastructure with some special items have been deployed:

1. Special Keyboards that allow students with compromised limb movement to operate the laptop
2. Classrooms are offered mix of laptops and netbooks devices
3. NIIT Foundation has identified trainer who can act as resident facilitator – the program will cater to all students with all kinds of disabilities so NIIT Foundation has engaged a trainer who would be able to work on different disabilities.
4. Special Hardware and Software - working with visually impaired students will demand new technology and applications that can be incorporated with the digital devices.

New Partnership Update

PARTNER

PAL CHARITY INDIA FOUNDATION
UNNATI CHARITABLE TRUST
MAX VISION SOCIAL WELFARE SOCIETY
CATALYST FOR SOCIAL ACTION
ROTARY NEW DELHI SERVICE FOUNDATION
HPCL
VODAFONE

PROJECT

NREACH
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SPECIAL PROJECT
SPECIAL PROJECT

GEOGRAPHY

ODISHA
HARYANA
HARYANA
MAHARASHTRA
DELHI
PAN INDIA
PAN INDIA

MONTH

Aug-17
Jul-17
Sep-17
Sep-17
Sep-17
Sep-17
Sep-17

We thank our existing partners who continued to support us in our programs with additional funding;

Sony India | Rotary Club of Delhi | Cipla Foundation | Parijat Industries | Everest Industries | Intel Technologies

VOLUNTEER TALK



I am associated with NIIT Foundation (NF) and it's my privilege to be part of IGive Hope week when students from Dankaur centre visited Greater Noida campus and performed Nukkad Natak and patriotic songs. Nukkad natak was presented very beautifully and theme was how education plays a crucial role for children. The patriotic song was sung by a cute girl in a very melodious voice. I was fascinated by the lovely wishes of some students on 'I Give Wish' Tree and thought of fulfilling some of the wishes which I could do by gifting dictionaries and geometry boxes to some students. Students were very happy to receive those gifts and I am sure they will use them for their personal growth. It's very important for all of us to associate with such activities and our own NF provides us this opportunity. We all should support the NF projects either by donation or volunteering. This way we will return back something to society as this is our duty also.

Gayatri Indoria

Senior Project Manager
NIIT Technologies Limited

IGive Hope Week

16th Aug - 26th Aug 2017

Similar to the previous years, NIITians once again observed the IGive Hope Week at NTL campus during the Independence Day week. Each member of our NIIT family came forward and was determined to contribute back towards the Society. Through this initiative, NIITians tried to bring a social reform in the community and encouraged their colleagues to work towards the betterment of the Society.



Students submitted their wishes, and a wish-tree was prepared to indicate all the wishes of students. NTL employees came forward and gifted students with dictionaries, geometry boxes, General Knowledge books etc. Students were excited to see their wishes come true. NIITians volunteered at NF Centres and shared their expertise with our students. Students took an aspiration from these volunteers and were filled with enthusiasm to build a future for themselves.



DONATE NOW!

A small contribution from you creates a huge impact in the lives of needy youth and children.

NF Bank Details :

Account Name. : NIIT Foundation

Bank Name. : ICICI Bank Ltd.

Branch : 59/8 Kalkaji Extn, 'K' Block, New Delhi – 110019

Account No. : 663101700091

IFS Code : ICIC0006631

NIITians can also donate through Payroll:

Visit www.iNIITian.com -> My Data -> NIIT Giving in order to donate through payroll or to register yourself for volunteering.

Contact Us

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Tel: 011- 41675000

Follow us on



...HIWEP MINI STORIES

Hi, My name is Suresh Sahoo, and I study in class IV. My father always believed that I would go to HiWEP daily to play games but recently a very interesting thing happened which changed his perception not only towards HiWEP but also that of my Community. I took ill and could not go to HiWEP for a few days so my father took me to the doctor. Suddenly Doctor's computer got hung. I immediately closed all programmes and restored his Computer. The doctor praised me a lot and asked where I learned all this. I proudly named HiWEP. This elated my father and he felt a sense of pride in me. He himself spread the word for HiWEP and it became an instant hit in my community.



Centers

Nizamuddin - Delhi, NTL Greater Noida Center- Delhi, DLC Chhindwara - Madhya Pradesh, DLC Barkuhi -Madhya Pradesh, MadanpurKhadar - Delhi, Begumpur - Delhi, Brahmपुर - Delhi, Civil lines - Delhi, Paharganj - Delhi, NF EXL CDC - Delhi, DAFFPL Mahipalpur Center - Delhi, Amdocs Gurgaon - Haryana, Amdocs Hadapsur Pune - Maharashtra, Amdocs Uttam Nagar - Delhi, Amdocs Bibwewadi - Pune, Amdocs Dhayri - Pune, Chennai - Tamil Nadu, NF HCCB Bidadi Center - Karnataka, ParijatUrja Chakra Ambala - Haryana, Berla - Chhattisgarh, Gariyaband - Chhattisgarh, Umapada - Odisha, Moratalab - Bihar, NF HCCB Pirangut Center - Maharashtra, Dasna - UP, NF HCCB Khurdha Center - Odisha, NF HCCB Ameenpur Center - Andhra Pradesh, NIIT Foundation Everest Roorkee - Delhi, NF-Fateh Nagar CDC - Delhi, NF Everest Balasore - Odisha, TSRDS Gopalpur - Odisha, TSRDS Duburi - Odisha, TSRDS Manatira - Odisha, TSRDS Sansailo - Odisha, TSRDS Gobarghati - Odisha, TSRDS Joda - Odisha, NIIT Naraingarh - Haryana, Dhanvapuri - Harayana, Segva GBT Site - Gujarat, Bhalod GBT Site - Gujarat, Pakhajan GBT Site - Gujarat, Sarar GBT Site - Gujarat, Polosora GBT Site - Odisha, Keshpur GBT Site - Odisha, Kumbhari GBT Site - Odisha, Makarajala GBT Site - Odisha, Suakati GBT Site - Odisha, Narenpur GBT Site - Odisha, Ariyur South GBT Site - Tamil Nadu, VINNAMANGALAM - Tamil Nadu, Aurovil GBT Site - Tamil Nadu, Melnagar GBT Site - Tamil Nadu, Chunampet GBT Site - Tamil Nadu, UppalJagir GBT Site - Punjab, Meswan - Maharashtra, Gandala- Rajasthan, Goregaon - Maharashtra