

Anahata **UNITED EFFORTS** Foundation



What we learnt from our students!

A Report

2019 - 2020





About Us

When an VIII standard, 13-year-old student, said in a very matter of fact and resigned manner, “I don’t have a future”, the idea of Anahata United Efforts Foundation was born. That was 2 years ago!

Anahata UNITED EFFORTS Foundation or UE for short is a non-profit organization incorporated under a Section 8 of Companies Act 2013. We engage with underprivileged children in Govt. High Schools, to first instill aspirations in them, leading on to helping them explore their education and career options and finally supporting them to make informed decisions, post X standard. Currently, the children make uninformed choices of education. They typically drift into courses like B. Com and end up as the 'educated-unemployable'. Our aim is to change this into an informed choice. Our engagement is both intensive and extensive, spread over three years, in the crucial adolescent phase of the lives of the students. We believe that this long engagement contributes sustainably shaping their future.



Through a three phased program, running through classes 8th to 10th, we work very closely with our students on a weekly basis nudging them to think deeper about their interests and skills and motivating them to aspire.

DISCOVER: In the first phase, a trained UE team member interacts with the students every week to help them become aware of the details and career options in different industry sectors. In an academic year seven to nine sectors like Media & Entertainment, Information Technology, Healthcare industry, Armed forces and more are presented and debated. Students gain crucial understanding regarding the educational pathways that can equip them for each sector.

REINFORCE: The awareness and interest kindled in the students by the Discovery Phase, is given further depth in the Reinforce phase. Reinforce phase builds on the adage 'Seeing is believing'. Students who evince interest in a particular industry sector are taken for half-day field visits to organisations. For example, they visited Madras Engineering Group (MEG) and Para Regiment as part of their exposure visits to the Armed Forces. They visited TVS Motors, Hosur and understood



the dynamics of an automobile company. They interacted with lecturers and researchers of Bangalore University and IIM Bangalore and learnt of the different roles in the Education sector. Ujjivan Small Finance Bank opened their doors and passionately explained how they serve their customers and manage their money. FNF India allowed the students a walk-through of their work areas and departments and explained the efforts involved in process outsourcing. At Dravid Padukone CSE students learnt of the various sports scholarships available as well as the hardwork that goes into training an athlete. Our students were fascinated, at the same time they soaked in the gravitas of each profession.

SUPPORT: This third phase builds on the insights of the first two and provides the last mile connectivity. Knowledge and exposure need to culminate in action, which is accomplished by this phase that takes place in X Standard. Corporate volunteers, who support UE, personally mentor and develop the 21st century skills of our students, enabling them to make informed career decisions. At this stage, parents are brought into the picture to help the students firm up their goals. Setting them up for a trajectory of choice is the crux of UE intervention.



The strength of a program lies in its people and leading the way, are ARCHANA and SHAMALA. Tirelessly they have worked with the students encouraging them, taking them on their visits and helping them express their career plans. Over the summer holidays when Covid hit our student families they could not turn a blind eye to the plight of their student families and they actively supported them with relief materials and direct beneficiary transfers.

Guiding and supporting his team and ensuring smooth ties with the schools is PRAVEEN. A bundle of energy, he can travel from North Bangalore to East Bangalore to South Bangalore and back to North Bangalore, all in a day, tying up various activities. He understands the psyche of the students and engages them effectively, be it in a career workshop or a motivational workshop.





At the heart of our programme is the Product that UE wishes to get across to all the two crore high school students across India. Working closely with the Program team on this endeavor is VERNON, who in a short time, has got to the task of making the Product robust and bilingual. The career content is now available in the form of workbook, videos and presentations.

Passion to work with underprivileged students is the only way to describe OSMITA who heads the volunteer engagement program at UE. Last year, we made a beginning by providing volunteer mentors to two out of the eight schools we work in. Osmita certainly has plans to improve this and ensure every student is inspired and mentored by a corporate professional.



Last but not the least is our Anchor and Guide, KRISHNA. Krishna recently retired from Robert Bosch Engineering as Executive Director and we have much benefited from the clarity of his thoughts and clear vision. Under his guidance we are sure to reach our mission to support every underprivileged student in our country to make informed career decisions and tap into their potential.



From the Founder's Desk

"THEIR future is OUR future" is the strong belief that makes my team and I wake up every morning and work towards our mission of ensuring our students have a good shot at their future and they win over poverty with their potential.

Puneet said, "Ma'am will you please guide me to fill in the Army application form?" It was some time since we returned from a visit to the Madras Sappers campus in Ulsoor. Nearly two hundred students had participated in the visit. Many had joined us for the visit. Post the visit some realized the hardships involved in the Armed Forces. There were also many whose interest had been further strengthened, like Puneet. They were now crystal clear in their ambition to serve the nation, in uniform.



ಪ್ರತಿ ಯೋಜನೆ 2019-20 of Monica D
ಕರ್ನಾಟಕ 9^{ನೇ} ವರ್ಗದ ಕಾರ್ಯಕ್ರಮದ ಸಮಯದಲ್ಲಿ
ಪ್ರತಿ ಯೋಜನೆ 2: ಭೌತಶಾಸ್ತ್ರ

| ಪ್ರತಿ ಯೋಜನೆ 1: ಅಭಿವೃದ್ಧಿ | | ಪ್ರತಿ ಯೋಜನೆ 2: ಭೌತಶಾಸ್ತ್ರ | |
|--------------------------|---------|---------------------------|---------|
| ವಿಷಯ | ಮಾಹಿತಿ | ವಿಷಯ | ಮಾಹಿತಿ |
| 85% | Diploma | 90% | Diploma |
| Vidya Bhairavi College | | Doodh College | |
| 1,00,000 | | 50,000 | |

ವಿಷಯದ ನುರಿತವರು: ಶಿಕ್ಷಕರ ನುರಿತವರು: ಭೋಜನದ ನುರಿತವರು:

Ue
Ananya UNITED EFFORTS Foundation
Creating Children to Brighten Tomorrow

A shy girl, Monika would quietly take notes as we presented different sectors week after week. She would not participate nor would she interact with us much. But, after a year and a half of exposure, when it was time to draw up career plans, Monika's plan was well thought out and clear. She explained shyly that she enjoyed drawing and imagining stories and that she wanted to be an animation artist. If this plan does not succeed, her back-up plan is to be a physiotherapist.

It has been two fulfilling academic years of working with Govt High School students through 8th and 9th grades. They have been exposed to career opportunities in class, taken on exposure visits and nudged by mentors to dream big. As they move into 10th grade in this challenging COVID year, our team is taking the responsibility of delivering on those Career Plans very seriously.

The support provided by the teachers and HM of the schools along with the Block Education Officers has been extremely encouraging. Their constant interest and feedback to building the future of their students beyond X std is truly commendable. Our journey has just begun and Team UE will not rest until we have reached the 2 crore students who are studying in High Schools wondering "What Next?"

Meenakshi

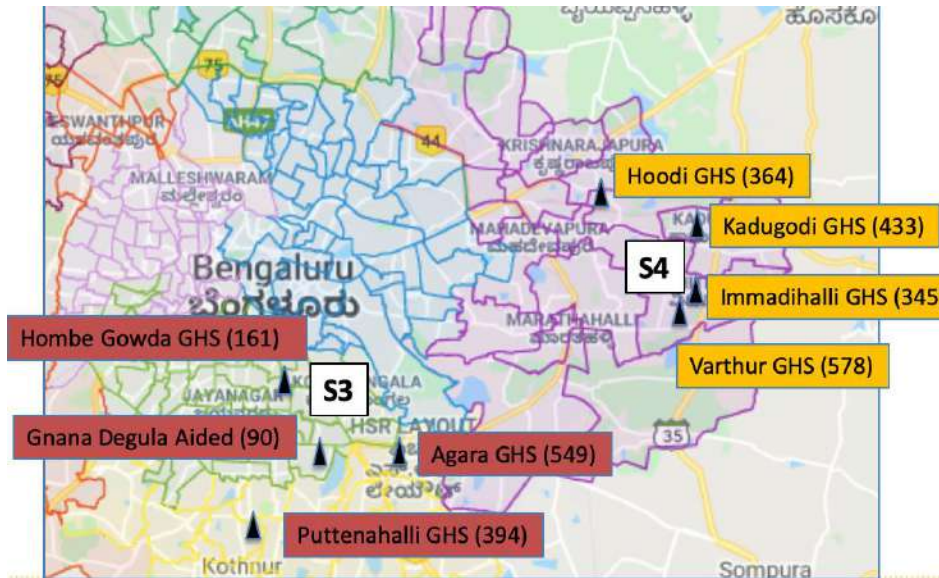
MEENAKSHI



The Year at a Glance

| UE PROGRAM | | | |
|------------|-----------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| Month | Discover Grades 8 & 9 | Reinforce Grades 8 & 9 | Support Grade 10 |
| Jul 19' | <ul style="list-style-type: none"> • Introduction to Careers • Career Awareness: Armed Forces Sector | | |
| Aug 19' | Career Awareness: BFSI Sector | BPO sector visit to FNF India | Mentoring Sessions 1 & 2 (<i>Getting to know each other</i>) |
| Sep 19' | Career Awareness: Education Sector | | Mentoring Sessions 3 & 4 (<i>Creative Thinking</i>) |
| Oct 19' | Career Awareness: Sports Sector | | Mentoring Session 5 (<i>Critical thinking</i>) |
| Nov 19' | Career Awareness: <ul style="list-style-type: none"> • Hospitality Sector • Indian Police | Armed Forces visit to Madras Sappers Regiment | Mentoring Sessions 6 (<i>Critical thinking</i>), 7 (<i>SWOT</i>) |
| Dec 19' | Career Awareness: Indian Civil Services | Automobile sector visit to TVS Motors, Hosur | <ul style="list-style-type: none"> • Mentoring Session 8 (<i>Career Plan A & B</i>) • Career Planning Workshop for X std. |
| Jan 20' | Career Awareness: Law | <ul style="list-style-type: none"> • Education sector visit to IIMB and Bangalore University • Sports sector visit to Dravid Padukone Centre for Sports Excellence • Armed forces visit to Parachute Regiment | <ul style="list-style-type: none"> • Stress Management Workshop for X std. • Exam Preparation Workshop for X std. |
| Feb 20' | Career Awareness: Healthcare Sector | BFSI sector visit to Ujjivan Small Finance Bank | Mentoring Session 9 (<i>Firm up Career Plan A & B</i>) |
| Mar 20' | | Career Fair/ Vrutti Darshana 2020 at Agara GHS by 9 th graders | |

Schools and Students



Having successfully piloted the model in 4 govt./aided schools in Bangalore, and gaining the acceptance of students, teachers, HM and BEOs we wanted to test the model with a larger base and started the academic year 2019-20 by working in the 8 Govt. High Schools in the picture above.

In the academic year 2019-20, we worked with 2,773 students - 1400 girls and 1373 boys.

1,218 students from South Bangalore or S3 Educational Block and 1515 students from East Bangalore or S4 Educational Block.

In S3 Block, Puttenahalli GHS and Gnana Degula Govt. Aided school continued with the UE career guidance program, while Hombegowda GHS and Agara GHS were the new schools where the program was conducted this year under the guidance of BEO Shri Mathi Gowda.

In S4 Block, Varthur GHS and Immadihalli GHS continued with the UE career guidance program, while Kadugodi GHS and Hoodi GHS were the new schools where the program was conducted this year under the guidance of BEOs Shri Saleem Pasha and Shri Hanumantharaya.

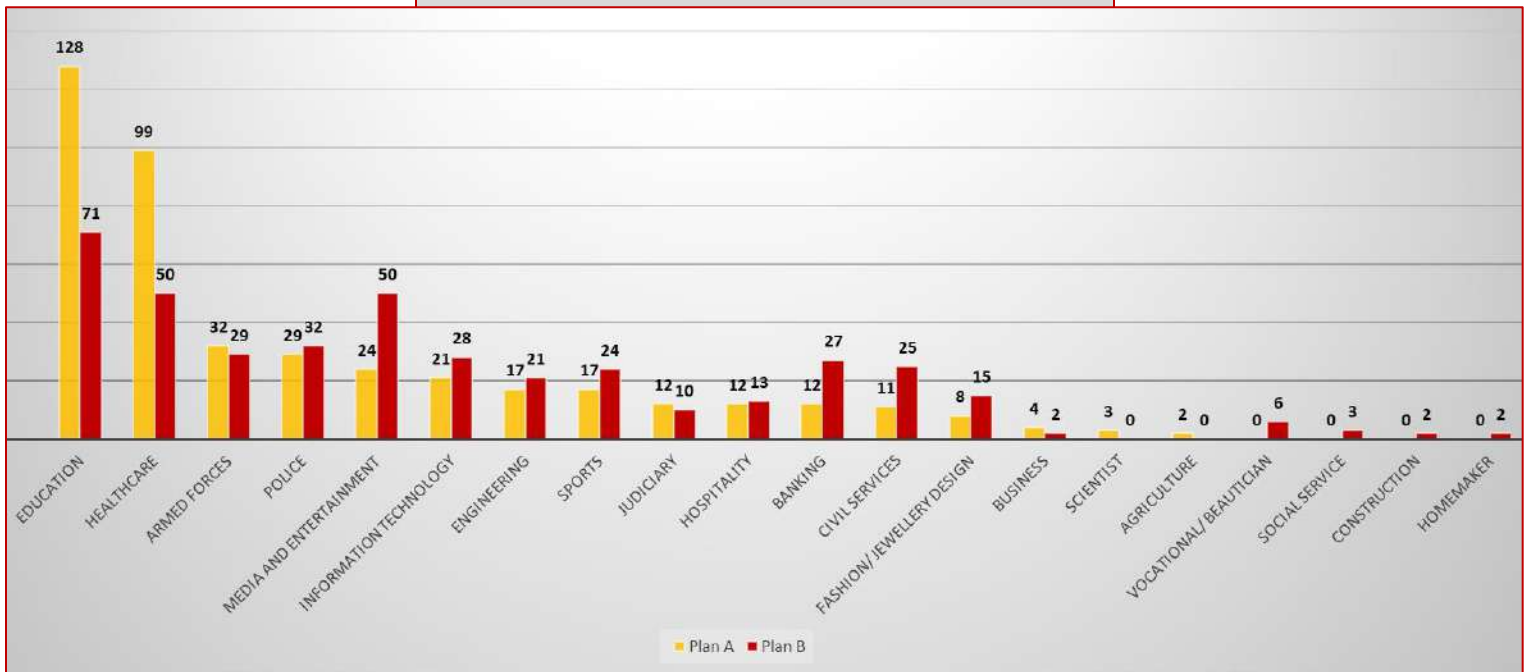


Career Aspirations of 9th Graders

After slowly building awareness, providing exposure and cultivating critical thinking skills, our 9th graders took some time to arrive at their Career Plans. They noted down their first choice or Plan A and in case, that plan did not work their back-up plan, or Plan B.

In the charts below are the comparisons of Plan A and B, first of the girls of 9th grade and then of the boys of 9th grade. The plans of both the genders look intuitive, and what we might have arrived at logically. **Girls want to become teachers and doctors, while boys want to join the armed forces or the police force. But what is interesting is the fag end of both the charts. Not many want to become beauticians, mechanics or construction workers. They want their education to steer them towards their aspirations.**

Career Plan A vs. Career Plan B of 9th std. Girls

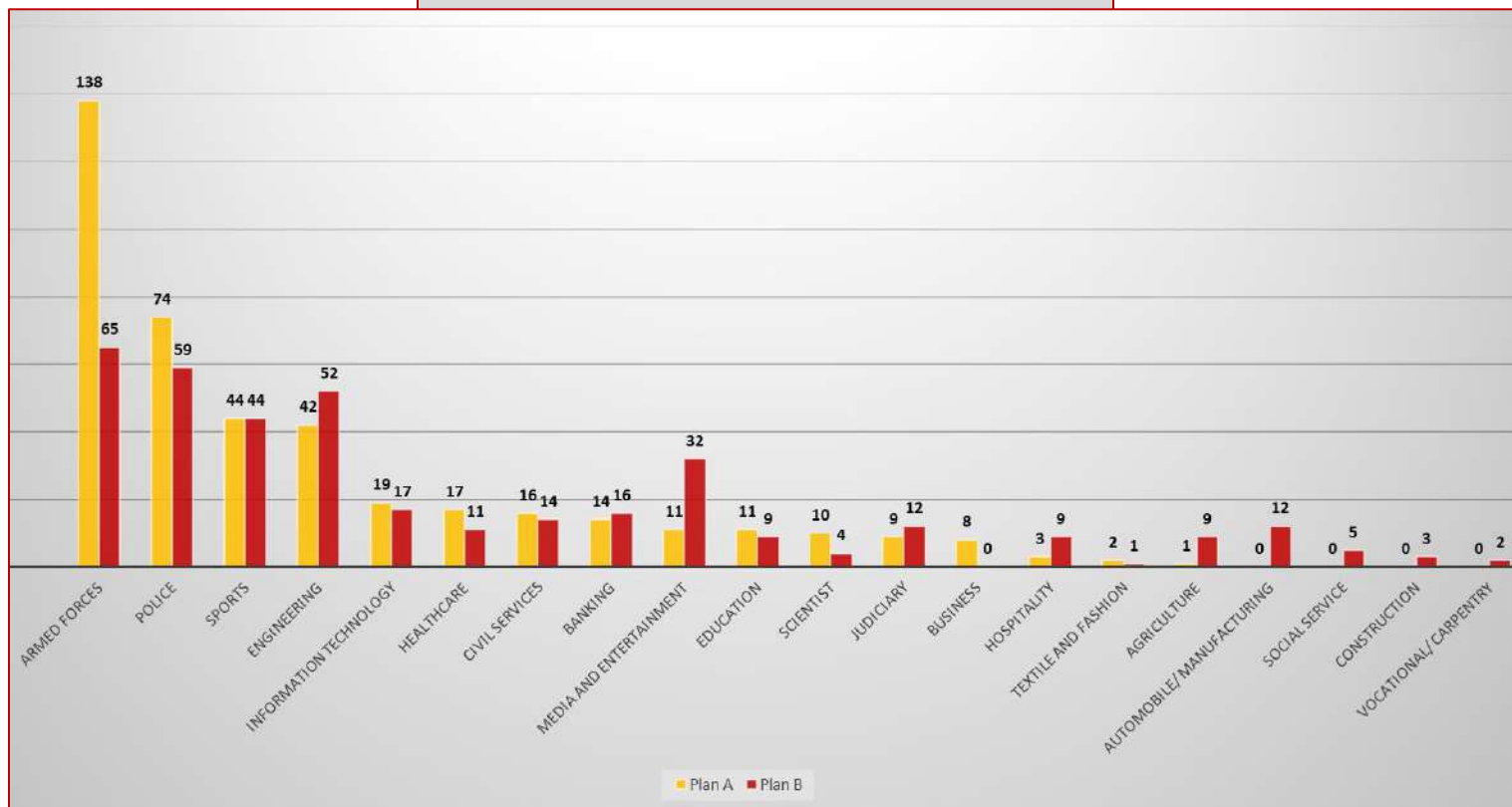


A combination of Plan A and Plan B indicate that girls are tending towards opportunities in *Education, Healthcare, Government services like the Armed forces, Police and Civil Services, and Media and Banking too.*

Job security seems paramount in their minds. Peaking of opportunities in media in Plan B is an interesting aberration.



Career Plan A vs. Career Plan B of 9th std. Boys



With boys, job security and pride of uniform seems to be topmost and hence they seem to be keen on opportunities in *Armed forces and Police*. *Sports, Engineering and Media* again are other choices that are peaking amongst boys.

Opportunities in *Hospitality sector, Agriculture, Manufacturing, Social services, construction and vocational skills* appear in the back-up plans of our male students.

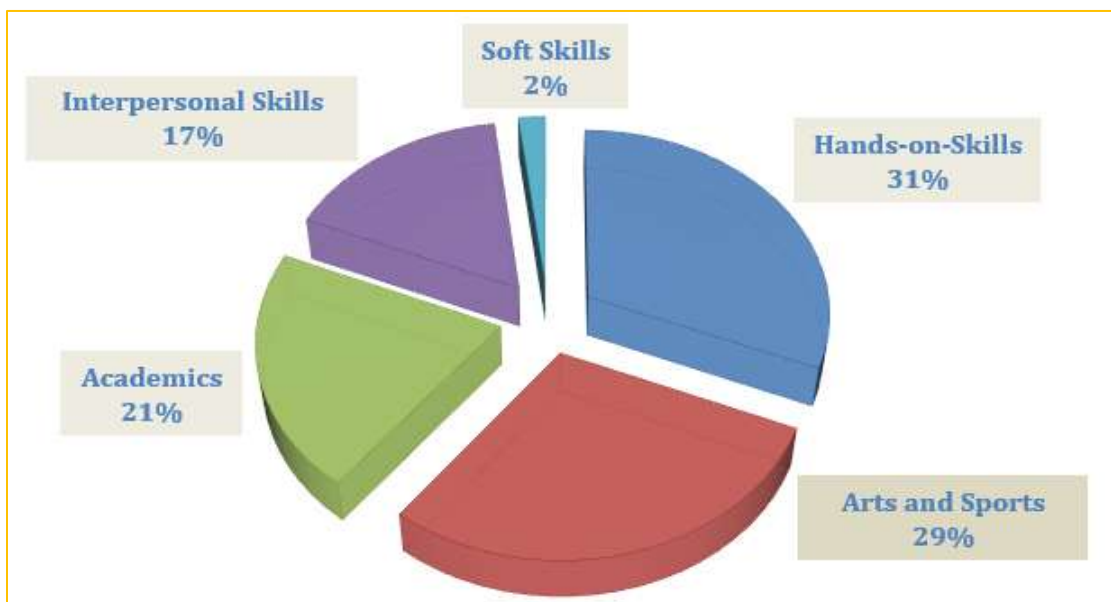


Student SWOT Analysis

As a precursor to drafting their career plans, students were guided to reflect on their strengths and opportunities and note down their weakness and threats. Similar to Career Plan, this exercise was conducted with a 1000 students of Class 9 across 8 Govt High Schools.

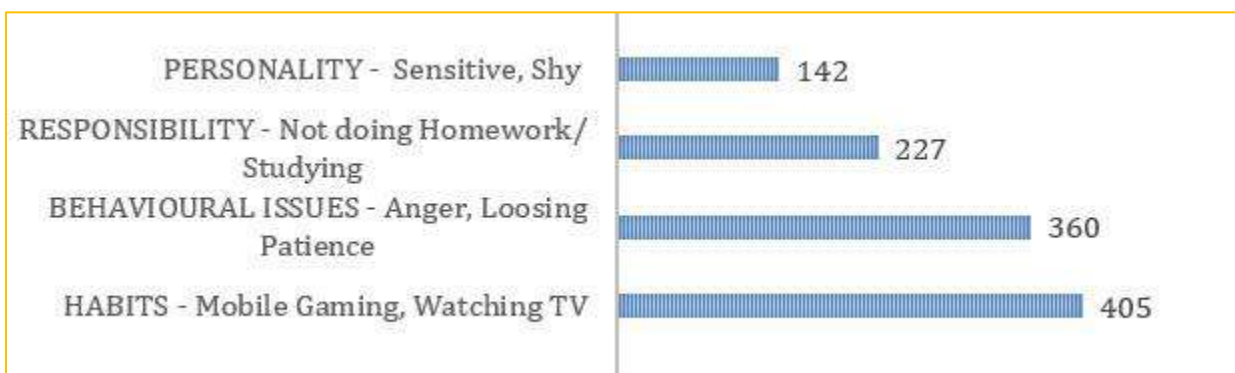
STRENGTHS

The top 3 strengths, Hands-on-skills, Arts and Sports and Academics are in conjunction with the career aspirations of our students. 2% of students believed in their leadership skills and critical thinking skills.



WEAKNESSES

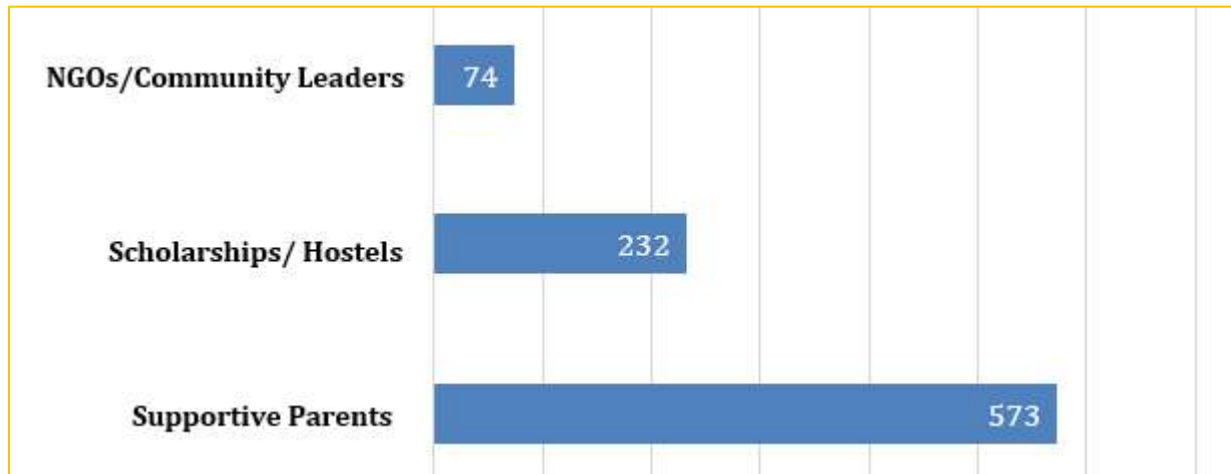
405 students were brave enough to admit that gaming/talking on their phone and watching TV was their biggest challenge. *They were honest to accept that anger and lack of patience were areas that require correction.* Students also identified that they would need to take more responsibility towards their academic work.





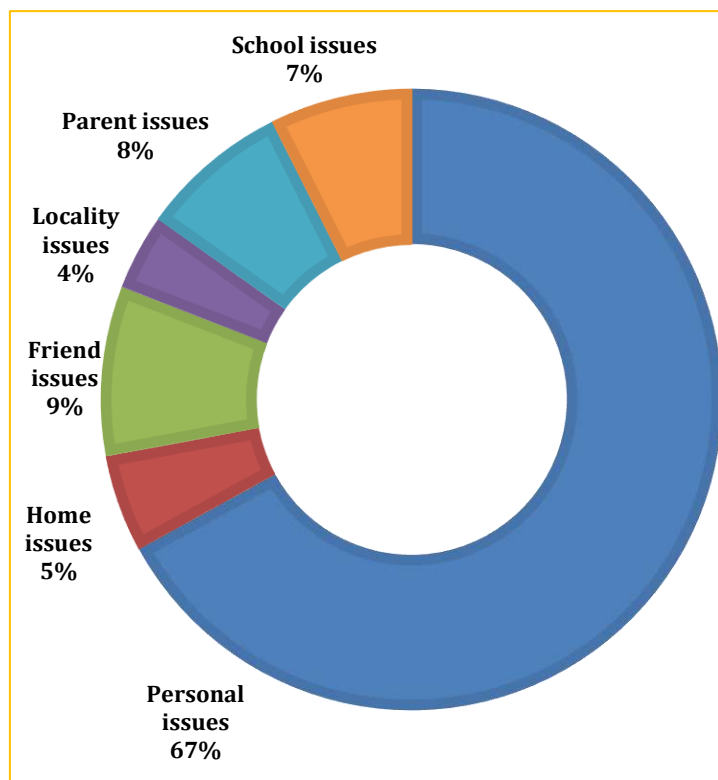
OPPORTUNITIES

50% of our students felt that their parents' support is their biggest opportunity. They are confident that they will get the necessary support from their parents to pursue their passion. The rest are relying on scholarships and support from NGOs.



THREATS

Students showed maturity beyond their years to identify that their biggest threat was from themselves. Students poured out their many issues here right from *fear of exams, having to focus on part time jobs and academics, lack of interest in academics, home environment not being conducive, responsibility of siblings and grandparents, drugs to eve teasing.*



Personal Issues: Fear of exams, forgetting revised subjects, already have a job, not interested in academics

Friend Issues: Friends are teasing, friends take drugs and force others

Parent Issues: No elders to provide guidance, pressurising for marriage, do not want children to continue education

School Issues: Punishment, class Disturbance

Home Issues: Small house, no electricity, not clean, everyone watching TV/ mobile, have to take care of grandparents, have to take care of smaller siblings

Locality Issues: Eve-teasing problems, drug problem in the area, constant fights/ construction noise, fear of the local boys

GOVERNMENT HIGH SCHOOL, AGARA



CAREER FAIR



WEEKLY CAREER AWARENESS SESSION

GNANADEGULA GOVT. AIDED, BTM LAYOUT



WEEKLY CAREER AWARENESS SESSION



EDUCATION SECTOR VISIT TO BENGALURU UNIVERSITY



MENTORING BY VOLUNTEERS OF XPHENO



BPO INDUSTRY VISIT TO FNF INDIA, BENGALURU

GOVERNMENT HIGH SCHOOL, HOMBEGOWDA



ARMED FORCES VISIT TO PARACHUTE REGIMENT



WEEKLY CAREER AWARENESS SESSION

UE not only encourages the students to see the brighter side of the world but also motivates the teenage minds to prepare and face the exams more confidently. Adding to this, the 10th std students were provided with charts and books of career guidelines that includes various courses for further education with a brief of the duration of course, fee structure and different job sectors they might look into. UE team co-coordinators and trainers are dedicated to students and also to the staff. Their humbleness has reached us deeply.

Smt. Vijayalakshmi, HM
GHS, Hombegowda Nagara
Wilson Garden



CAREER GUIDANCE FOR 10TH GRADERS



EDUCATION SECTOR VISIT TO BENGALURU UNIVERSITY



SPORTS SECTOR VISIT TO DRAVID PADUKONE SPORTS ACADEMY

GOVERNMENT HIGH SCHOOL, PUTTENAHALLI



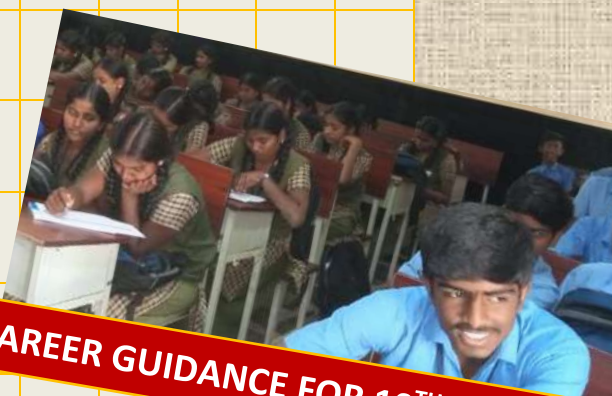
WEEKLY CAREER AWARENESS SESSION



BPO INDUSTRY VISIT TO FNF INDIA, BENGALURU



ARMED FORCES VISIT TO MEG CAMPUS, BENGALURU



CAREER GUIDANCE FOR 10TH GRADERS



AUTOMOBILE INDUSTRY VISIT TO TVS, HOSUR



SPORTS SECTOR VISIT TO DRAVID PADUKONE SPORTS ACADEMY

GOVERNMENT PRIMARY SCHOOL, PUTTENAHALLI

United Efforts not only look into future of students, they are well connected with parents and children. During the Covid-19 lockdown they helped parents and children. We all are looking forward to the same support and program continuity in the coming years too.

Smt. Madhumalathi
HM (in-charge)
GHPS, Puttenahalli



SPORTS SECTOR VISIT TO DRAVID PADUKONE SPORTS ACADEMY



EDUCATION SECTOR VISIT TO BENGALURU UNIVERSITY



WEEKLY CAREER AWARENESS SESSION



ARMED FORCES VISIT TO MEG CAMPUS, BENGALURU

GOVERNMENT HIGH SCHOOL, HOODI



BANKING SECTOR VISIT TO UJJIVAN SMALL FINANCE BANK



ARMED FORCES VISIT TO MEG CAMPUS, BENGALURU



SPORTS SECTOR VISIT TO DRAVID PADUKONE SPORTS ACADEMY

Their ample amount of support, care and encouragement towards our students promises them a really bright future. Their service has been incredible and spectacular. So, we are very thankful for United Efforts contribution on behalf of the vice principal and staff of GPUC(Hoodi). We would be happy if this persisted in the upcoming years.

**Smt. Afroz, HM
GHS, Hoodi**



EDUCATION SECTOR VISIT TO BENGALURU UNIVERSITY



CAREER GUIDANCE FOR 10TH GRADERS

GOVERNMENT HIGH SCHOOL, IMMADIHALLI



WEEKLY CAREER AWARENESS SESSION



MENTORING BY AIRBUS VOLUNTEERS
FOR 9TH GRADERS



CAREER GUIDANCE FOR 10TH GRADERS



GOVERNMENT HIGH SCHOOL, KADUGODI



EDUCATION SECTOR VISIT TO IIM, BENGALURU

BANKING SECTOR VISIT TO UJJIVAN SMALL FINANCE BANK



WEEKLY CAREER AWARENESS SESSION

The program helps in motivating our students' learning process and improving the quality of our students' education as well. Thanks for the efforts of the United Efforts Foundation and its team. We keep cooperating with you for the long term since it helps our Students.

**Sri. Mohan Mudaliar, HM
GHS, Kadugodi**



ARMED FORCES VISIT TO PARACHUTE REGIMENT



CAREER GUIDANCE FOR 10TH GRADERS

GOVERNMENT HIGH SCHOOL, VARTHUR



BANKING SECTOR VISIT TO UJJIVAN SMALL FINANCE BANK



MENTORING FOR 9TH GRADERS

Our students hail from poor families. They are unable to afford any of the support provided by UE. Like, industry visit to Army campus, Bank, Sports campus, BPO company etc. Students were motivated by your program and have got a better understanding and ability to choose the optimal career options.

**Smt. Sabeeha Begum, HM
GHS, Kadugodi**



BPO INDUSTRY VISIT TO FNF INDIA, BENGALURU



ARMED FORCES VISIT TO PARACHUTE REGIMENT



CAREER GUIDANCE FOR 10TH GRADERS



Appreciation and Gratitude

As much as we are thankful to our students, Head Masters & Head Mistresses, Block Education Officers and the Department of Education, we are extremely thankful to the support provided by incubators **IIM Bangalore, NSRCEL** and **N/CORE**. NSRCEL has a great array of mentors to provide one with sound advice and would like to thank **Mr Suman Sasmal, Mr Naga Prakasam, Mr Rajiv Sawhney** and Professors of IIMB, **Prof Srivardhini Jha, Prof Srinivas Prakya, Prof Trilochan Sastry** and **Prof Rishikesh Krishnan** for their patience and guidance. We are extremely thankful to **Atul Satija, Sudha Srinivasan, Lakshmi Pattabhiraman, Akshay Soni, Priya Ajmera, Santosh Charan, fellow social start-ups** and the entire team at Nudge for their ever willingness to contribute to our growth, impact and success.

A big thanks to **Nous Infosystems Pvt Ltd.** and **Sundaram Asset Management Group** whose support has been a boost to our commitment. Many **individual donors** have supported us at an early stage and ensured that we hire good talent to run the program in these schools.

Evidyaloka, Pratham Education Foundation, and **Whitefield Ready** have been our silent supporters. As we took our baby steps you guided and supported us. **Venkat and the team** at eVidyaloka allowed us to use their office premises for a good six months and supported us with their own experience of impacting students and building strong volunteering models. **Neel, Yoshita, Annapoorni, Lohith and Mr Seshadri** of Pratham Education Foundation were always just a phone call away to guide and collaborate. **Sumedha** of Whitefield Ready has been a silent supporter right from day-one and we will always remain thankful to her and her team of inspiring volunteers.

A big shout out to our volunteers without whose support United Efforts would not have been possible - **Aparna Harsha, Gayatri Gokhale, Latha Raghu, Mini Lakshmanan, Seetha Ramaswamy, Srividya Shankar, Vandana Kulkarni, Veena Gowda** and many more who quietly believed in the need for United Efforts model for students and put in their time and efforts to impact underprivileged Govt school students.

Airbus corporate employee volunteers - Amol Santhwane, Akshay Kanoria, Prema, Swapna and team – you have in your own individual styles motivated many students to emulate your steps into becoming world class professionals.

Xpheno corporate employee volunteers, Faizal, Prasadh, Chandana, Anila and Vishal your interactions with students with your students was energising and the way they became more amenable to inputs is indeed heartening.



Integral to career guidance is industry/ sectoral support. We have been extremely fortunate in getting the support of **Lt General (Retd) Dr Prakash Menon PVSM, AVSM, VSM, PhD**. He has ensured our students get a better idea of life in the forces by facilitating visits to the Madras Engineering Group in Ulsoor and Parachute Regiment in RT Nagar, Bangalore. Advising on opportunities and careers in Law, is our Sectoral Advisor **Lawyer Mahesh Kumar U. Humble** in his approach, he is a role model our students will wish to emulate. Making happen a visit for over 200 students to the Dravid Padukone Centre for Sports Excellence was our Sectoral Advisor for Sports, **Mr Vijay Krishnamurthy**. We are extremely thankful to each of our Sectoral Advisors and the key role they play in shaping the future of our students.

Last but not the least is our Board of Advisors who have over the last 2 years questioned, clarified, encouraged, cautioned and prodded us to always stick to our values and work towards impact. **Dr Aravind Raj** from Department of Psychiatric Social Work - NIMHANS, **Gopal Rao Adankki** Mentor in Residence NSRCEL, **Kamal Karanth** – Cofounder Xpheno, **Dr Madhav Chavan** – Cofounder Pratham Education Foundation, **Pramod Sridharmurthy** – Trustee India Literacy Project and **Rajesh Navneetham** – Cofounder Semcostyle Institute; have been advising and guiding United Efforts since idea stage and they have seen us steadily grow from a one woman team to a 7 member team with considerable volunteer/support base.

Our auditors, Rani, Kaushik, Rekha and the entire team at G Ananth & Co, have been professional and very systematic in their approach. Be it 12A application or the 80G application, or looking for every bill and agreement, the processes needed to set the organization in compliance has always been well managed and advised by this team.

Our journey has been meaningful, with a steep learning curve thanks each and every one of you. If we have missed mentioning you, kindly pardon us for this over sight and please accept our request to “Unite Efforts” for a better tomorrow for our high schoolers and “us”.



The Way Ahead



The way ahead is not easy. A quick fix will not work. There are a million opportunities out there with few takers. The classic supply- demand conundrum!

As much as we want more boys and girls to benefit from their education and make their mark in the employment market, the odds are against them. Parents from the underprivileged background are keen on education for their wards but they have their own mindsets and community issues that they need to battle.

Some of the challenges our students face on an everyday basis are:

- Uneducated parents and family members who think their responsibility ends with sending their wards to schools. In other words, lack of guidance and support.
- Noisy environment at home (parents fighting is a very regular issue in many households) and neighbourhood.
- Unclean/ unsafe homes and neighbourhoods
- Having to take on the responsibility of elders/grandparents and little siblings when the parents are away at work
- Significant presence of drugs in neighbourhoods around school and home
- Single parent homes
- Parents concern over educated girls not finding suitable grooms in their community
- Economic compulsions leading to poor nourishment and part time jobs

Undoubtedly the challenges are many but the impact UE program can have on a poor family and the confidence of the student is exponential. Students from underprivileged background are generally street smart and practical which is a great quality for encouraging the development of a strong human resource pool. Let's together show them the way to overcome obstacles and achieve their best dreams by leveraging education!

Their future is our future! Let's Unite Efforts!



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