



2020

# We Care : Civic Engagement Internship Annual Report

Jasani Centre for  
Social Entrepreneurship and  
Sustainability Management

June 1, 2020

## *Acknowledgment*

*We Care*: Civic Engagement has completed its ninth year. It has been an enriching journey for us. We appreciate the personalized attention rendered by Prof. Ramesh Bhat, Officiating Vice Chancellor, NMIMS & Dean, School of Business Management to ensure the sanctity of the internship. The office-bearers of SVKM Trust have played an enabling us in helping us to organize the We Care poster presentation- a mega event to celebrate the learning journey of our MBA students. We take this opportunity to sincerely acknowledge their support.

This year, 256 organizations provided internship and mentorship support to our students. Their contribution towards socially sensitizing our students is highly appreciated. To ensure smooth execution of the internship Dr. Satish Kajjer and Dr. Sujata Mukherjee, Regional Coordinators actively extended their support. We express our gratitude towards them.

The mentorship support extended by our SBM faculty members in mentoring students has been instrumental in maintaining the discipline and facilitating the learning process. We sincerely acknowledge their efforts in strengthening the We Care internship.

Social Responsibility Forum (SRF) of SBM, has played an instrumental role in coordinating with the Jasani Centre team to carry out various tasks related to the internship. Special mention needs to be made of Mr. Karan Bathla and Ms. Aashi Gupta, We Care Head, SRF. We also thank Mr. Jay Mehta, President, SRF, Mr. Sachin R C, Vice President, SRF and all the SRF members for their active contribution

We are grateful to Ms. Sushma Louis, secretarial staff, SBM for actively providing secretarial assistance to the We Care team. We also take this opportunity to thank our academic staff of SBM for supporting the We Care team to ensure smooth management of the internship.

Mr. Akshay Malhotra and Ms. Mukhtara Choudhry, Students of FT MBA second year in their duration of community service assignment extended their support in drafting the current report. We thank them for their time and effort.

Last but not the least, we express our sincere thanks to the batch of 2019-2021 Full-time MBA students for their involvement in completing the We Care internship.

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## ***Executive Summary***

The *We Care: Civic Engagement Internship* was initiated in 2010 as a part of the FT MBA curriculum for acquainting students to examine social realities, understand BOP markets, and engage them in civic activities. In the current year between January 27 to February 19, 2020, 677 students were placed in 256 social sector organizations spread across 135 cities located in 24 States and 2 Union Territories in India. One NRI student was placed in Kathmandu, Nepal. In all, 675 students completed the internship.

During the internship, students collectively contributed 96,827 man-hours to the social sector.

The students undertook projects which were aligned with various SDGs. Around 63 % of students handled projects which were aligned with SDG 4 (Quality Education & Lifelong Learning). Predominantly projects were in the area of teaching, training, developing educational contents, road safety, and so on.

30% of projects were aligned with SDG 3 (Good Health and Wellbeing). For instance, students handled health projects like Urban Slum Health Action (USHA), sustainability plans for Manyata-a FOGSI-JHPIEGO initiative, developing standard operating procedures for the centralized pharmacy managed by Deepak Foundation.

30% of projects were ranged in the area of SDG 8 (Decent Economic Growth & Wellbeing). Students were involved in projects on livelihood support, watershed development, and sustainable agriculture.

Major feedback from the students as well as organizations is highlighted in Table 1 below:

**Table 1: Major Feedback**

<b>Students</b>	<b>Internship Organizations</b>
1. 90% of students reported high level of satisfaction with their internship organization.	1. 95% of internship organizations expressed high level of satisfaction with interns' conduct
2. 92% of students experienced high level of satisfaction with regard to project execution.	2. 92% of organizations reported high level of satisfaction with capabilities of the students' with regard to project execution
3. 89% of students reported high level of satisfaction with regard to clarity in reporting protocols.	3. 94% of organizations expressed high level of satisfaction with regard to reporting skills of the students
4. 98% of students indicated that they had a great learning experience	4. 56% of organizations reported to be satisfied with the entire We Care management.

Poster Presentation was organized on March 7, 2020, to assess and share the We Care learning experience. 55 judges were engaged in assessing the students. Creative posters designed by 21 teams were awarded cash prizes worth INR 2.10 lakh.

## 1. About We Care

We live in a society where there are structural inequities between various classes and different cultures. Consequentially, the poor face lot of struggles to procure basic services like food, water, shelter, education, and so on. At the School of Business Management, NMIMS, we believe that managers should be socially responsible because it is a prerequisite for good management and personal development. Against this backdrop, in 2010 the *We Care: Civic Engagement Internship* was incorporated as a part of the Full-Time MBA curriculum. The major objectives of the internship are:-

1. To enable students to value their role as an informed & sensitized citizen and engage them in social development activities.
2. To develop analytical skills of the students to examine the cascading impacts of social problems on various social groups and social institutions.
3. To facilitate student's contribution of time, skills, talent, and knowledge to make a difference.
4. To provide an opportunity to the students to learn and apply managerial skills for addressing social issues and social projects.

In the current year between January 27 to February 19, 2020 in all 677<sup>1</sup> students were placed in 288 social sector organizations including CSR departments across twenty-four states, two union territories and one at an international level (Nepal). During the internship students contributed 96,827 hours to the social sector.

**Table 1 : Internship Execution: Schedule**

<b>Internship Execution: Scheduled Tasks</b>	<b>2019 - 2020</b>
<b>Pre internship activities</b>	
Initial planning	June 3 to July 8, 2019
Sourcing and contacting prospective internship organizations	June 4 to Dec 11, 2019
We Care orientation workshops	June 20 to July 3, 2019
Collecting student details (Students' personal data, social sector preferences, skill-sets etc.) and their CVs (Refer Annexure I)	June 21 to August 8, 2019
Designing code of conduct and guidelines and sharing with students	Jun 21 to Oct 7, 2019
Collection of student's preferences for the organization. Strategic alignment of organizations' requirements and students' profiles	June 21 to December 11, 2019
Sharing students' CVs and connecting them with internship organizations in 24 states & 2 UTs and one at international level (Refer Annexure II)	July 10, 2019 to January 14, 2020
Students' meeting with faculty mentors (Mandatory)	August 24, 2019 to January 15, 2020
Appointment of 55 faculty mentors for monitoring and evaluation (Refer Annexure III)	September 25, 2019 to January 7, 2020
Pilot visit to internship organizations: Out of 677, 529 students visited their respective internship organizations. Remaining 148 students connected with them through email/ skype/ tele call	November 4, 2019 to January 2, 2020

<sup>1</sup> Initially 680 students were placed for We Care internship. Three students left the program before commencement of the internship. During the course of internship, out of 677, one student deferred on medical grounds and one student defaulted on code of conduct. In all, 675 students completed their internship.

Special workshops:	
Workshops on working with persons with disabilities	December 9 and 10, 2019
Workshops on working with Salaam Bombay Foundation	December 15, 2019
Internship execution	<b>January 27 to February 19, 2020</b>
Post internship activities:	
Feedback from students (Refer Annexure IV)	February 19 to February 25, 2020
Feedback from organizations (Refer Annexure V)	February 19 to March 6, 2020
Viva-voce conducted by faculty mentor and We Care documents submission [project report, log sheets, completion certificate from internship organization] (Refer Annexure VI)	February 21 to March 30, 2020
Poster presentation: At B. J. Hall, Vile Parle-West, Mumbai	March 7, 2020

## **2. Methodology**

### **2.1 Design: Feedback and We Care Rubric**

Student feedback covered 11 data points spanning across 38 variables. Feedback was captured through an online questionnaire. (*Refer Annexure IV*)

Internship organizations' feedback was covered with the help of 5 data points consisting of 14 variables. Feedback was captured through an online questionnaire. (*Refer Annexure V*)

The assessment of the student's performance by faculty mentor was measured with the help of a rubric covering 3 data points consisting of 9 variables. (*Refer Annexure VI*)

### **2.2 Respondents**

Out of 677 Full-Time MBA students, 666 students (98.37%) submitted their feedback. Out of 256 internship organizations, 176 (69%) executives shared their feedback regarding students' performance.

### **2.3 Duration of data collection**

Student feedback was collected between February 18 to February 25, 2020 and feedback from organizational mentors was collected between February 19 to March 6, 2020.

### **2.4 Result analysis and interpretation**

Information gathered was analyzed using descriptive statistics.

- The level of satisfaction of students with internship organizations, project execution and reporting clarity was evaluated using a five-point scale. Based on the score, responses were categorized into high, moderate and low levels of satisfaction.
- The level of satisfaction of internship organizations with the students concerning their conduct, project execution and reporting quality was evaluated using a five-point scale. Based on the score, responses were categorized into high, moderate and low levels of satisfaction.
- Data pertaining to support provided by faculty mentors was classified into four categories – prior to commencement of internship, prior as well as during the course of placement and during the course of internship.
- Data about We Care as a learning experience was classified into two categories based on positive and negative responses of students.
- Major learning's as specified by the students were classified into five categories and appropriate inferences were drawn. The responses were categorized into 1) self-development, 2) project related learning, 3) functioning of social organizations, 4) skills acquired and enhanced, 5) government policies and schemes.
- Data pertaining to special contributions made by students, special comments by the internship organizations and recommendations from both the type of respondents were classified into specific categories and appropriate inferences were drawn.



## **2.5 SDG mapping**

Students were involved in various projects in the area of child rights, education, skills development, health, environment, water, and sanitation (*Annexure VII.*) These were appropriately mapped with the Sustainable Development Goals (SDGs).

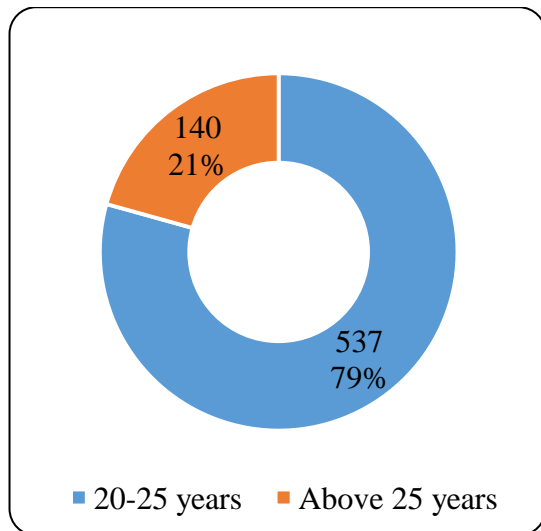
A total of 310 projects were executed by 677 students. 63% projects were in the area of promoting quality education (SDG 4), 30% each were in area of promoting healthy lives and well-being (SDG 3) and Decent Work and Economic Growth (SDG 8).

### 3. Student profile

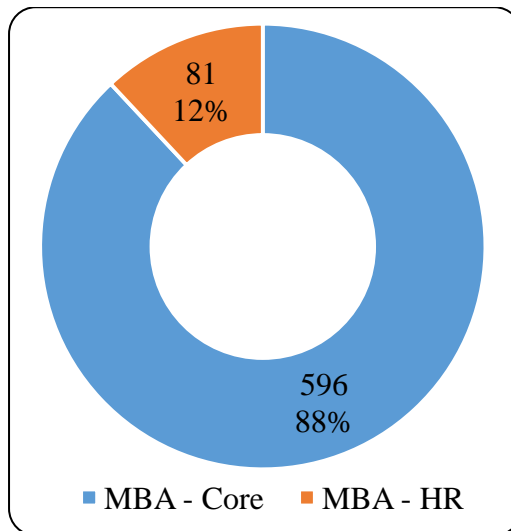
#### 3.1 Preliminary information

The profile of 677<sup>2</sup> students with regards to age, MBA specialization and gender is displayed in, Fig 3.1 to 3.3 below.

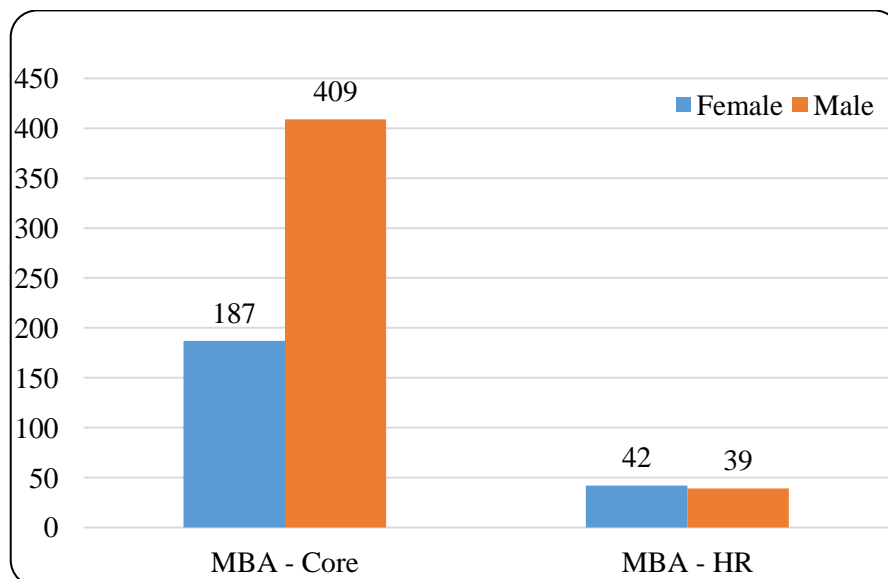
**Fig 3.1 : Age**



**Fig 3.2 : MBA Specialization**



**Fig 3.3 : Gender**

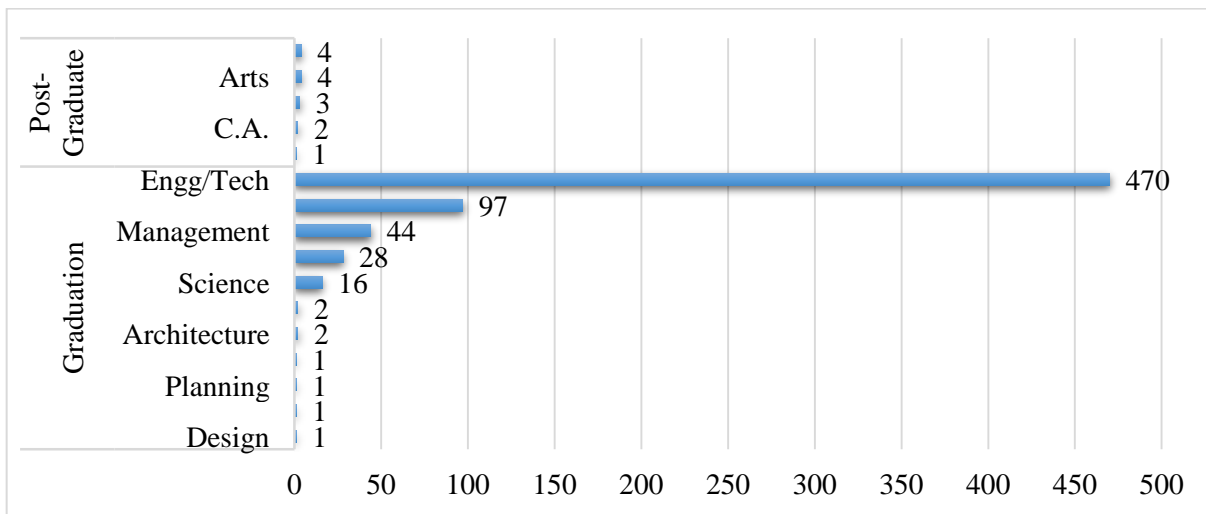


<sup>2</sup>677 students were placed at the beginning of the internship. During the course of internship, one student deferred the internship on medical ground and once student defaulted on code of conduct. Hence, 675 students completed their internship.

### 3.2 Education

Out of 677 students, 98% (663) had completed graduation and 14 pursued post-graduation. See Fig 3.4

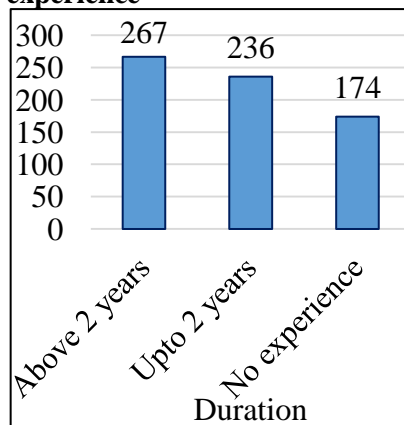
**Fig 3.4: Education**



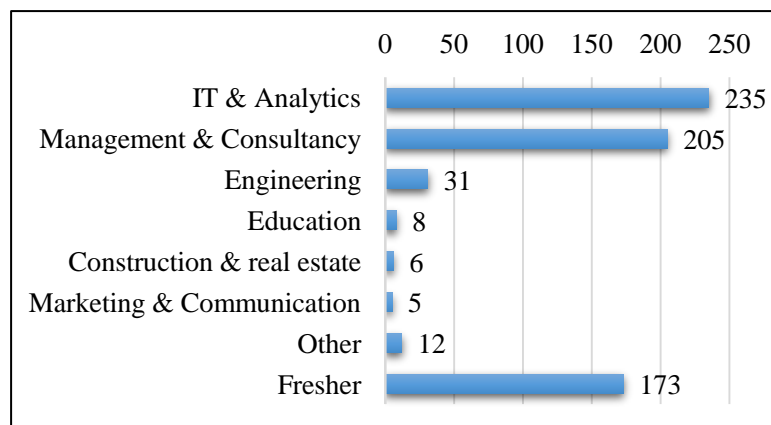
### 3.3 Work experience

Fig. 3.5 and 3.6, displays information about duration of work experience and sector of work experience undertaken by the students. 40% (267) students had work experience of more than two years. 35% (235) had experience in IT and Analytics field.

**Fig 3.5 : Duration of work experience**



**Fig 3.6 : Area/Sector of work experience**

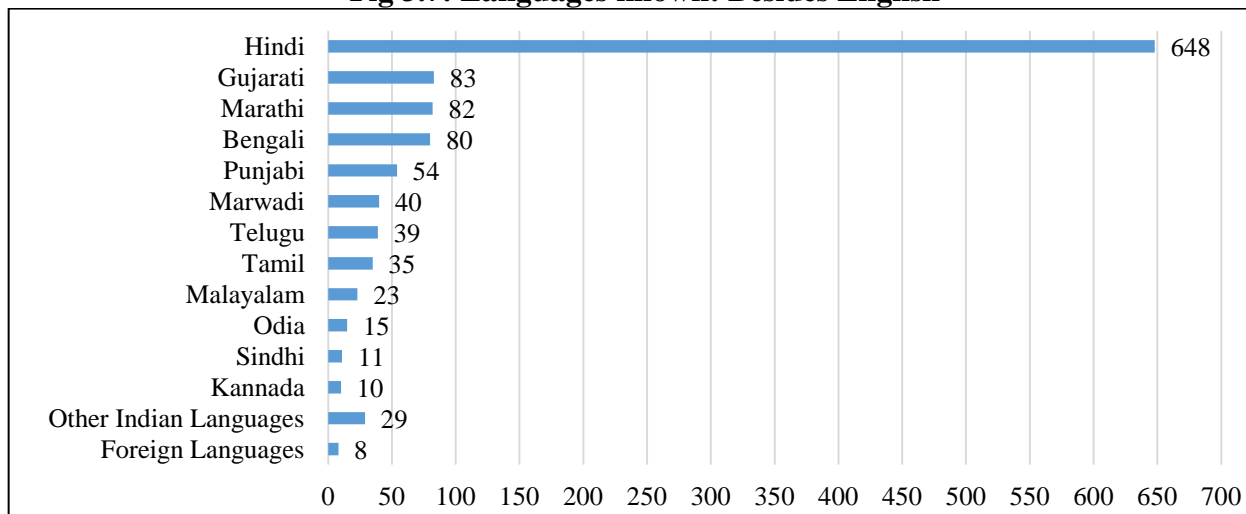


Other includes Armed Force, Gems and Jewelry, Healthcare, Hotel Restaurant, operations, Medical Billing, NGO, Pharmaceuticals, Power, Retail

### 3.4 Languages known

All students were fluent in English language. Besides, Hindi was found to be the most prominent spoken language. See Fig 3.7

**Fig 3.7: Languages known: Besides English**

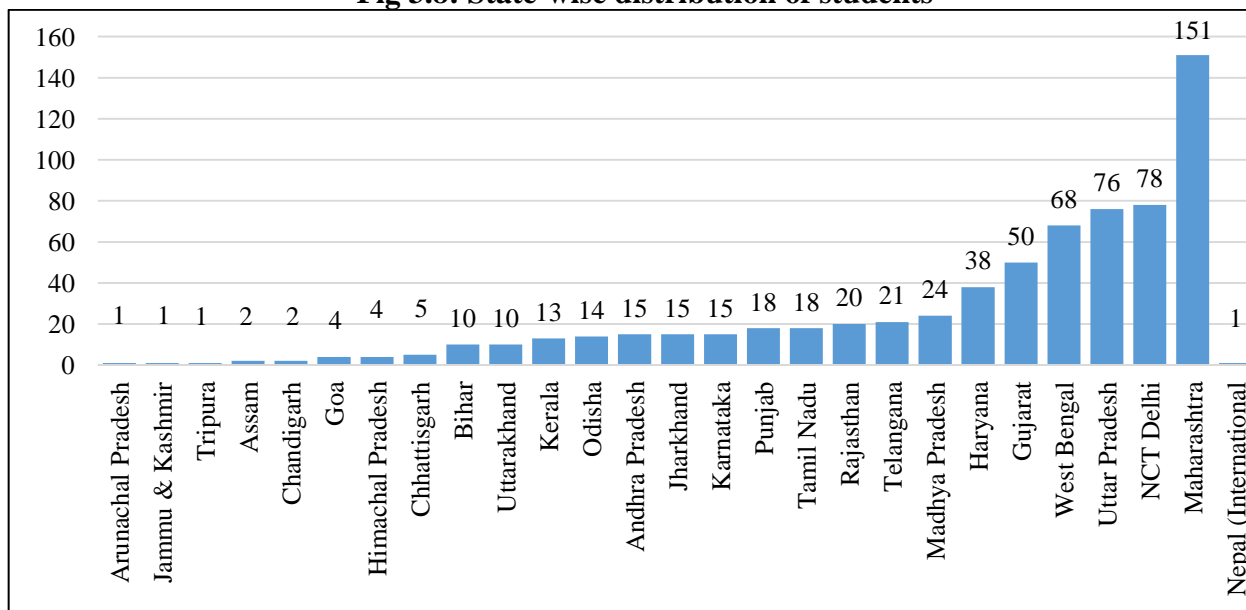


Foreign Languages include German, French and Mandarin

### 3.5 Geographic distribution

Fig 3.8 shows State/ UT wise spread of students. 22% (151) students belonged to Maharashtra. Followed by 12% (78) students were from the National Capital Territory of Delhi, 11% from Uttar Pradesh, 10% from West Bengal and remaining from other states, union territories and one outside India.

**Fig 3.8: State-wise distribution of students**

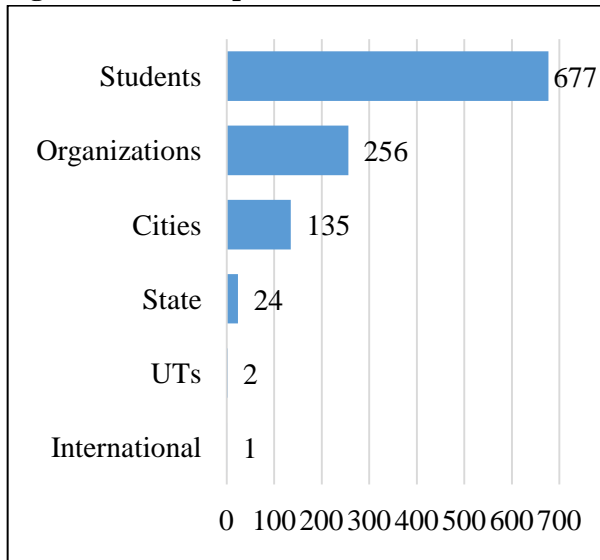


## 4. Organizational placement profile

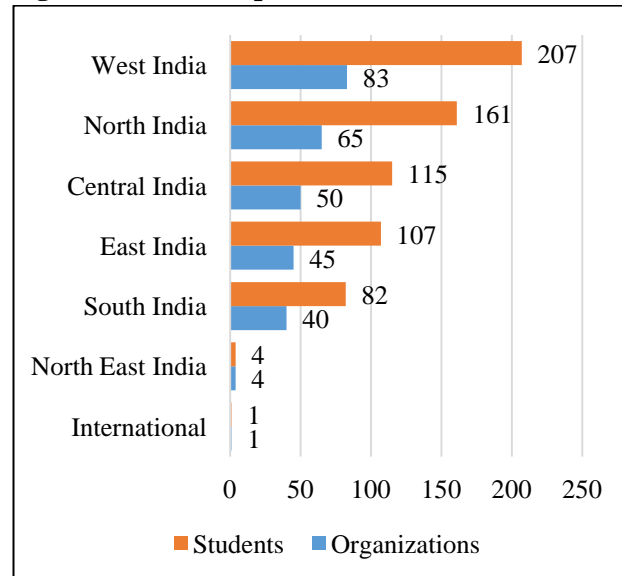
### 4.1 Placement profile

In all 677 students were placed in 256 social sector organizations at 288 locations PAN India. The locations were spread across 135 cities situated in 24 States and 2 Union Territories of India. One NRI student was placed in Kathmandu, Nepal. See fig. 4.1 and 4.2 below. From 256 organizations, 81% (207) organizations have been placing our Full-Time MBA students for We Care internship since past 6 to 7 years.

**Fig 4.1 : We Care placements – overview**



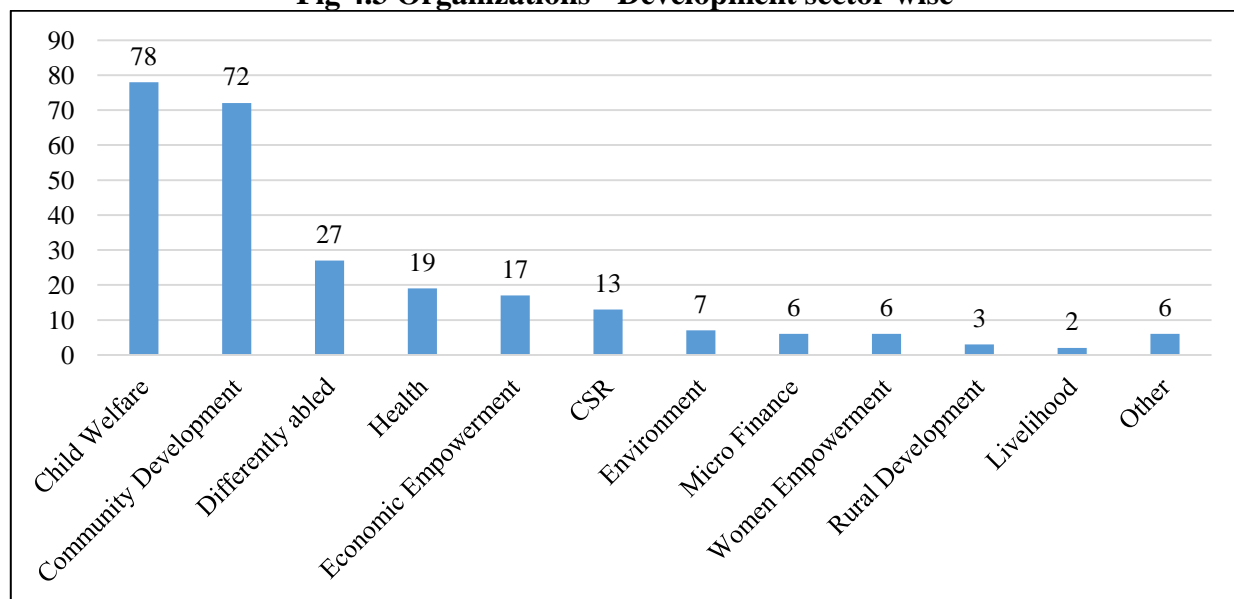
**Fig 4.2 : Zone-wise placements distribution**



### 4.2 Organizational profile

Fig 4.3 displays sector wise distribution of the placement organizations.

**Fig 4.3 Organizations - Development sector wise**



\*Other includes Animal Rights, Dalit Human Rights, Education, Health Care, Enhancing CSR, Research, Skill Development.

Table 2 shows cross-sector wise distribution of organizations and the students.

**Table 2 : Sector wise distribution of organizations and students**

<b>Sector</b>	<b>No. of Organizations</b>	<b>No. of Students</b>
NGO	242	653
Corporate (PSU)	7	12
Corporate (Private/Public)	7	12
<b>Total</b>	<b>256</b>	<b>677</b>

### **4.3 Placement process**

The placement process comprised of several steps as listed below:

1. We Care team contacting placement organizations to map internship opportunities and requirements.
2. Conducting We Care orientation workshops to orient them towards We Care internship and familiarizing them with the protocols to be followed.
3. Collating student profiles and their preferences to intern with specific sectors.
4. Sharing list of organizations ready for placing students in various geographies along with their specific requirements.
5. Designing strategic alignment between their interests, skillset, language, prior experience along with the organization's requirement.
6. Sharing CVs of students with various organizations.
7. Scheduling selection interviews wherever necessary.
8. Finalizing placements.

## 5. Feedback from students

Online feedback forms were circulated to capture individual responses of, a) students and b) organizational mentors. Table 2 incorporates objectives and data points for feedback. Refer Annexure IV for Student Feedback Form.

**Table 3 : Students' feedback: Objectives and data points**

Feedback objectives	Feedback data points
a) Examine the opinion of students regarding the level of satisfaction with internship organizations, project execution, clarity of reporting, the support provided by the faculty mentors and students' learning's from the internship.	a) Satisfaction levels with regard to internship organizations
b) Recognize special contributions made by the students.	b) Project Execution
c) Solicit recommendations from students for strengthening We Care internship.	c) Clarity for Reporting
	d) Special Contributions
	e) Learning from the Internship
	f) Support received from faculty mentors
	g) Suggestions for future

From 675 students who completed their internship, 666 students submitted their feedback. The findings are listed below:

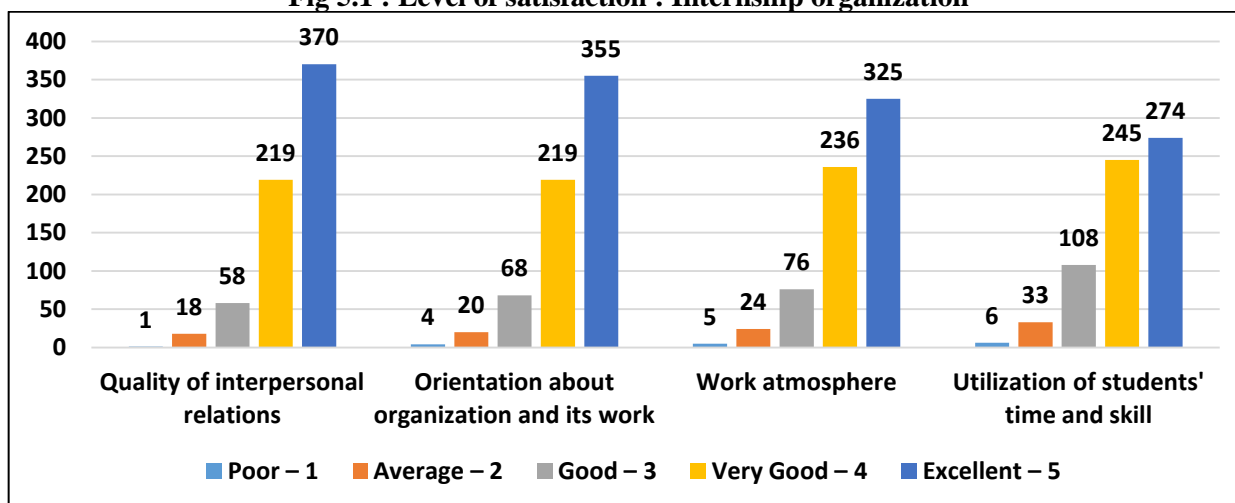
### 5.1 Level of satisfaction: internship organizations

The data reveals that 90% (602) students reported experiencing a high level of satisfaction with the stakeholders of the internship organization. Moderate level of satisfaction was reported by 9% (62) students, while less than one percent (two) students reported a low level of satisfaction.

The level of satisfaction of the students with the internship organization was measured on a five-point rating scale ranging from 'Excellent' (5) to 'Very Poor' (1). The parameters used to infer the level of satisfaction were 1) quality of interpersonal relationship; 2) orientation provided to interns; 3) working atmosphere provided to interns and 4) utilization of an intern's time and skill.

Level of satisfaction parameters are depicted in Fig 5.1

**Fig 5.1 : Level of satisfaction : Internship organization**



### 5.1.1 Interpersonal relations

Fig 5.1 highlights that 56% (370) students reported having a high level of satisfaction with regards to interpersonal relations with the staff of the organization. The interns had a great learning experience while working and interacting with the employees of their organization. For instance, Mr. Lakshmi Suresh Babu who was placed in Kshamata Transformation Centre, Thane (Maharashtra) mentioned, *“As a future HR, I learned a great deal from my organizational mentor and other volunteers at the centre on how to deal with different personalities, situations and how to conduct meetings, methodically solve disputes in a formal manner”*. Mr. Prashant Senthilarasu, who was placed in WORD- Women's Organisation in Rural Development in Andikadu (Tamil Nadu) listed his feedback as, *“I couldn't have asked for a better staff and organizational mentor who guided me throughout the internship.”* Ms. Neha Taneja who interned with Bangalore Rural Educational and Development Society (BREADS) of Bengaluru (Karnataka) wrote about her team that *“Staff members at BREADS helped us to learn about the functionality of NGO and the entire implementation process”*.

### 5.1.2 Orientation provided to interns

High level of satisfaction with regard to the orientation about the organization and its work was expressed by 53% (355) students. According to them, the orientation session helped to understand NGOs work and importance of volunteering for efficient functioning of the NGOs. For instance, Mr. Rohit Shetty, an intern with VIDYA, Mumbai (Maharashtra) mentioned, *“Through the orientation, we understood the importance of volunteers in any NGO and the kind of support that they can provide to the NGO. We came across several initiatives undertaken by various volunteers, who helped the NGO in its efficient functioning.”*

### 5.1.3 Work atmosphere

In all, 49% (325) students expressed a high level of satisfaction regarding the work atmosphere in their internship organization. The students found it easy to understand the work and most importantly complete their tasks and projects easily due to easy working conditions they were in. For instance, Mr. Shashank Reddy, an intern with Akshay Pratishthan, New Delhi mentioned, *“I got sensitized to the work environment and the culture of an inclusive organization”*. Ms. Sugandha Anand, an intern with Salaam Bombay Foundation, Mumbai (Maharashtra) stated, *“I learned about the work culture and mannerism prevailing in NGO and nonprofit sectors”*. Ms. Nitya Garg, an intern with Youth for Unity and Voluntary Action (YUVA), Mumbai (Maharashtra) explained, *“I learned why different cultures should be cherished and brought together to make Mumbai a better place to live in.”*

Mr. Rahul Yaduvanshi, an intern, Don Bosco Ashalayam (DBA) in New Delhi explained, *“Working full time for a cause requires not just putting in long hours and hard work, but also needs a lot of passion and commitment towards the job at hand. The staff members of the NGO were completely dedicated to the same. They worked day in and day out to ensure the children get the constant support they needed. DBA believes in resorting to counseling rather than punishment to make the children understand the importance of discipline and hard work which in turn reflects in the character of the children”*.

The recognition of a responsible volunteer happens when the person understands what work is done by their organization. Work culture plays a vital role in any organization, be it a corporate or a social organization. The learning about the culture and environment of social sector organizations helped our students to get sensitized towards the underprivileged section of the society. Hence, their satisfaction level concerning work culture was rated high.



### 5.1.4 Utilization of interns' knowledge and skills

41% (274) students felt that the organizations made excellent use of their knowledge and skillsets. Hence, they were able to contribute effectively. See Fig 5.1. For instance, Mr. Jeet Shah, an intern with Saurashtra Medical & Educational Charitable Trust (SMECT) of Rajkot (Gujrat) mentioned, *"I could put to use my theoretical knowledge of HR in practical use by preparing the induction presentation, training module and performance appraisal system for the organization"*. Mr. Bhargava Beerpoor, an intern with Prakriti Environmental Society, Karimnagar (Telangana) mentioned, *"We got a practical exposure and implementation of the skills we learned from MBA"*. Mr. Amir Asif, an intern with Baroda Citizens Council in Vadodara (Gujrat) mentioned, *"We improved understanding of brand marketing, both online and offline through practical exposure and learned important aspects of HR and team management through volunteer bank"*.

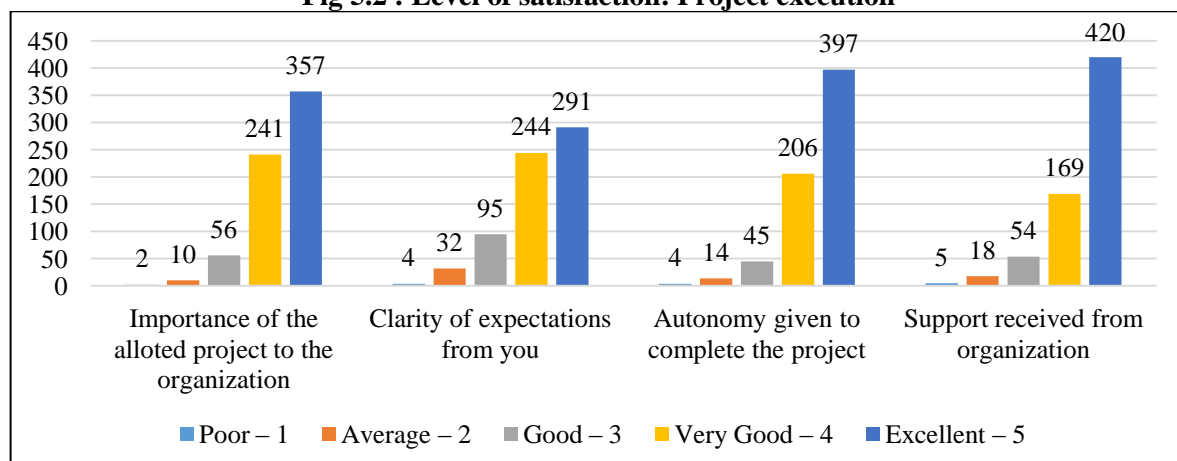
Moderate level of satisfaction was expressed by 37% (245) students. These students expressed that by utilizing their experience and knowledge, they were able to help the internship organization. However, they also felt that they could have been allocated projects which could have utilized their management skill sets. For instance, Ms. Shivani Somani, who was placed in ECO-PRO, Chandrapur (Maharashtra) reported, *"Proposing new initiatives and giving recommendations for the school club program, based on my past professional experience."* Ms. Nikita Kabra, an intern, Institute of Rural Credit and Entrepreneurship Development (IRCED), Sangli (Maharashtra) stated, *"Through my HR knowledge I suggested a few best HR practices that the organization could follow for greater employee engagement."* Whereas Ms. Kosha Joshi, an intern, Salaam Bombay Foundation, Mumbai (Maharashtra) suggested, *"Students should get an opportunity to contribute towards projects in which their management skills can be utilized."*

## 5.2 Level of satisfaction: Project execution

A five-point rating scale ranging from 'Excellent' (5) to 'Very Poor' (1) was used to measure the level of satisfaction of the interns regarding project execution. In the current year, 92% (613 students) experienced a higher level of satisfaction about project execution. A moderate level of satisfaction was reported by 8% (51 students) while only 2 students experienced a low level of satisfaction.

The parameters used to check the level of satisfaction regarding project execution were: 1) importance of the project to the organization; 2) clarity of expectations; 3) autonomy given to complete the project; 4) support received from organization mentor. Level of satisfaction regarding project execution on each parameter is shown in Fig 5.2

**Fig 5.2 : Level of satisfaction: Project execution**



As per their feedback, students were found to be highly satisfied on each parameter of project execution.

### 5.2.1 Importance of project

54% (357) students expressed a high level of satisfaction regarding the relevance and the alignment of the projects undertaken by the students with the organization's goals. For example, Ms. Kalpita Nimje, who interned with Century Rayon, Shahad (Maharashtra) expressed, *"I understood the importance of CSR for organizations and its impact on the people as well as the company"*. Mr. Aman Agarwal, an intern with Asha Deep Foundation in Ghaziabad (Uttar Pradesh) mentioned, *"I learned about various projects undertaken by Asha Deep Foundation and how they are impacting the society."*

Mr. Abhishek Mishra, an intern, Deepak Foundation, Vadodara (Gujarat) shared, *"The product instant khichdi had no market presence. It was very important to develop visibility of the product in the digital world. I was presented with an opportunity for creating and executing the start of a digital marketing campaign. This included website development, social media handling, content marketing and search engine optimization. Besides, I also devised an action plan with specific details regarding various tasks related to the different aspects of the campaign. My field visit helped me in providing offline marketing suggestions and insights."* Mr. Jino John, an intern, Atma, Mumbai (Maharashtra) expressed, *"We created standard operating procedures for partner NGOs of Atma. Due to this, it will greatly ease out the onboarding process for new employees. It is also an important input for conducting a collaborative audit project by Atma in future."*

### 5.2.2 Clarity of expectations

In the context of clarity of expectations from the organization, 44% (291) students reported having excellent clarity and 37% (244) students felt that their respective organizations gave them good clarity for the projects which were undertaken. For example, Mr. Nishanth Kukkadapu who interned with the CSR department of Vizag Steel Plant in Visakhapatnam (Andhra Pradesh) mentioned, *"There was a process which was followed before VSP took up any projects. The process was well defined and helped me to realize the importance of a well-defined process"*. Mr. Harsh Parekh, an intern, VIDYA, Mumbai (Maharashtra) expressed, *"My organizational mentor explained the depth of clarity provided and showed me the importance of being precise and to the point."* Mr. Tanmay Khanolkar, an intern with Sahaara Charitable Society, Koparkhairane (Maharashtra) reported, *"We Care internship superseded my expectations and gave me a wholesome idea of how an NGO works. I also did learn the ground reality of the projects I was assigned to and learned a lot about how to communicate in a particular situation."*

Fig 5.2 provides the range in the clarity of expectations experienced by the students.

### 5.2.3 Autonomy for project completion

60% (397) students expressed a higher level of satisfaction with regards to the autonomy of functioning. Students felt that they were given good flexibility to perform their tasks and projects. While performing the assigned projects, 63% (420) students reported having excellent support from their organizations. For instance, Ms. Atreyi Ghosh, who interned with Bapuji Rural Enlightenment and Development Society (BREDS) in Visakhapatnam (Andhra Pradesh) mentioned, *"The autonomy that was given in completing the project helped me in understanding the work of the organization better and how they function."*

### 5.2.4 Support received from organization

63% (420) students reported of a high level of satisfaction with the organizational support received by them. For instance, Mr. Yash Radia, an intern, Narmadanagar Rural Development Society (NARDES) in Narmadanagar (Gujrat) mentioned, *“The organization gave me full autonomy to handle the project. They provided me with all the required support when needed. This was really helpful. Working under the guidance of amazing mentors from NARDES, coupled with the flexibility to handle the project helped me to conduct market research independently.”* Ms. Keerthana Narayanan, an intern, Isha Vidhya in Coimbatore (Tamil Nadu) shared, *“With the help of my mentor, I was able to come up with a strategic plan for analyzing pain points for the organization.”*

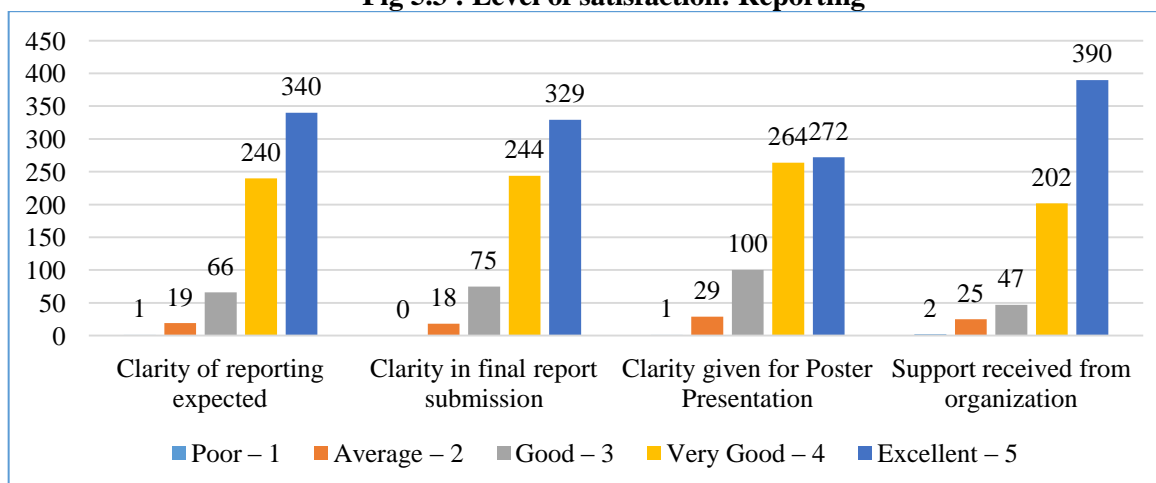
Only four student raised concerns over the guidance received from the organizational mentor or the autonomy at work. For instance, Mr. Omkar Ulhas Palsule, who worked with Astitva in Dombivli (Maharashtra) suggested, *“Please educate organizational mentors on the best possible ways for utilizing MBA interns. Organizations should be requested to give some autonomy/ flexibility to interns while working on their projects”.*

### 5.3 Level of satisfaction: Reporting

The level of satisfaction regarding clarity of reporting was measured on a five-point rating scale ranging from ‘Excellent’ (5) to ‘Very Poor’ (1).

The parameters used to infer the level of clarity in reporting were 1) clarity of expectations in terms of reporting; 2) clarity in submitting final report; 3) clarity is given for poster presentation; and 4) support received from the organization. Level of satisfaction regarding reporting on each parameter is presented in Fig 5.3

**Fig 5.3 : Level of satisfaction: Reporting**

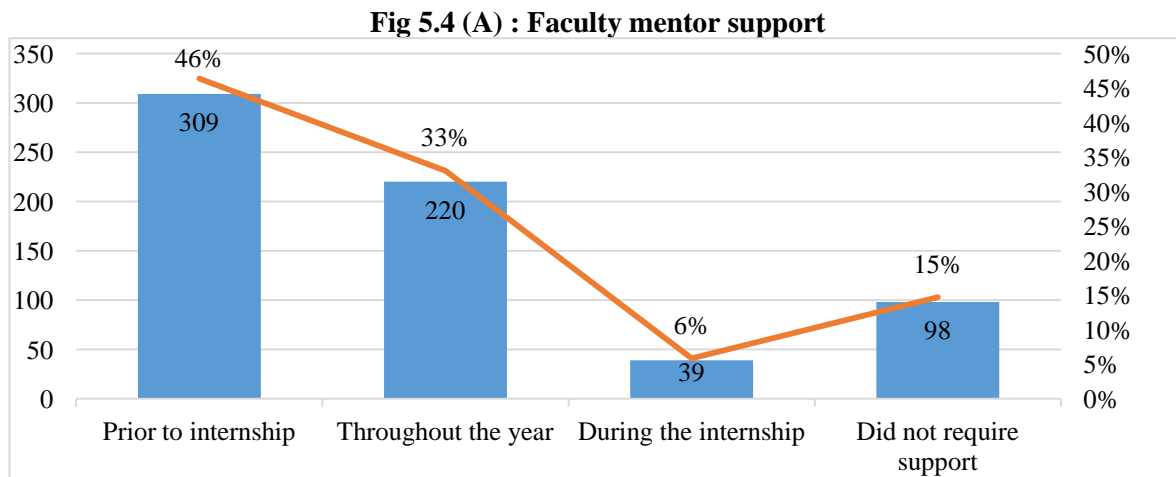


Institutional reporting guidelines were shared in October 2019 with the students through NMIMS portal. Besides closer to the date of internship they were shared through email with the faculty mentors, organizational mentors and students. As a result of which a little over 50% (340) students expressed a high level of satisfaction regarding clarity of reporting. 41% i.e. 272 students found excellent clarity in the final report submission. About 59% (390) students expressed a higher level of satisfaction as they received good support from their respective organizations as far as reporting was concerned.

## 5.4 Faculty mentor support

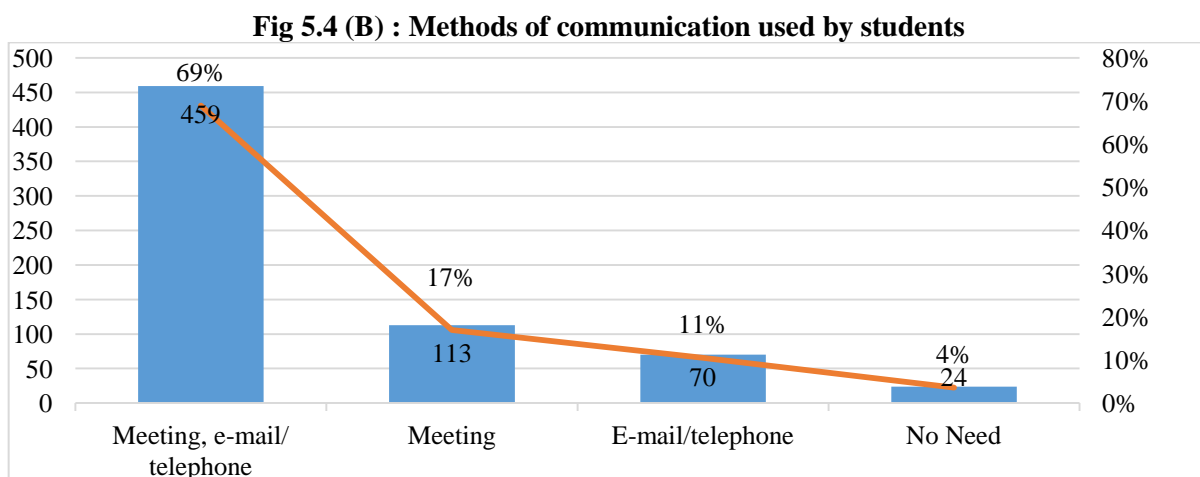
To monitor the internship progress of students, 55 faculty mentors were appointed. Before the commencement of the internship, students were encouraged to have a preliminary meeting with their respective faculty mentors. Faculty mentors were expected to track the progress of the student, provide regular feedback and assess the performance and learning gained by the student.

In order to examine the guidance and support provided by the mentors, students were required to provide feedback on faculty mentorship support prior to internship, throughout the year and during the internship. Fig 5.4 (A) below describes the faculty support solicited by students at various stages.



In all, 46% (309) students solicited guidance from their faculty mentors before the internship. Whereas a little more than one third (220) students sought continuous guidance from their faculty mentor. 6% (39) students reached out to their faculty mentors only during the internship duration as they faced some project related problems.

From those who contacted faculty members 71% (472) students found faculty to be highly responsive and were available to the students. Faculty were contacted through both online and offline mode. See Fig 5.4 (B). Only 1% (7) students had difficulty in receiving a prompt response from faculty mentors.

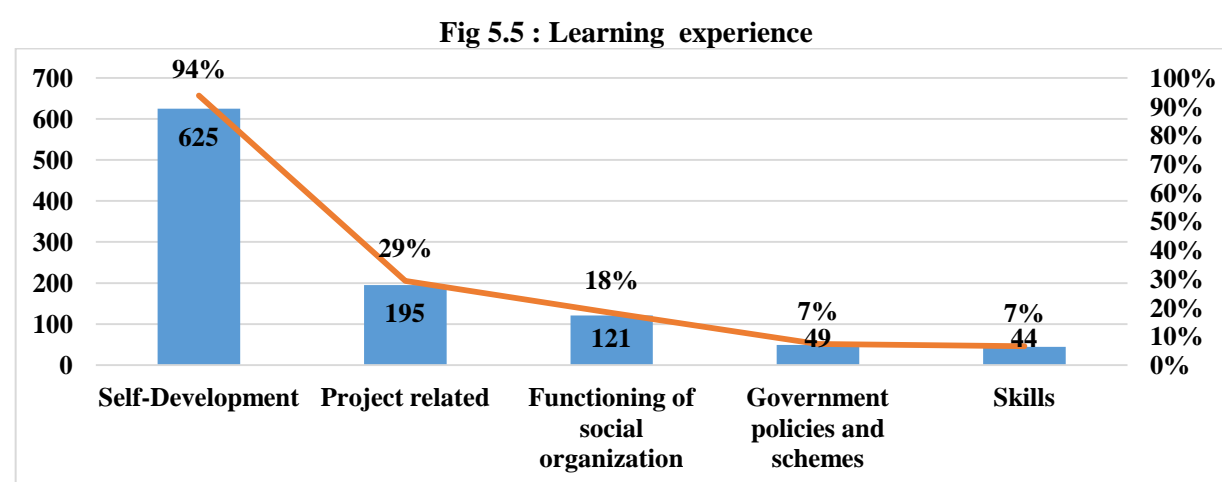


Four students spelled the need for more involvement of the faculty mentors in mentoring students and interacting with NGO mentors. For instance, Mr. Harsh Agarwal who interned with Child In Need Institute (CINI) in Siliguri (West Bengal) mentioned, *“We Care Mentors must be more involved in the internship and mentoring process.”* Mr. Mihir Awale, an intern with The Kailash Satyarthi Children’s Foundation in Mumbai (Maharashtra) suggested, *“There should be more interaction of faculty mentor with the students and the organizational mentor.”*

## 5.5 Learnings from the internship

Students were requested to mention whether the We Care internship was a good learning experience. From 666 students, 98% (650) students indicated that they had a great learning experience through the We Care internship.

The students reported that during the internship they developed their learning in multiple areas. See Fig 5.5.



Multiple responses

### 5.5.1 Self Development:

Around 94% (625) students reported that the We Care internship learnings helped them for self-development. This helped them develop empathy towards the underprivileged and marginalized. Students got sensitized towards child rights, gender rights as well as rights of tribals, farmers, persons with disabilities, and marginalized sections of society. For example, Mr. Abhishek Mishra, an intern, Bhorka Public Welfare Trust, Kolkata (West Bengal) shared, *“The ground level functioning and challenges are very different from what we perceive from the outside world”*. Ms. Shreya Luthra, an intern, National Institute of Women Child and Youth Development (NIWCYD), Jabalpur (Madhya Pradesh) mentioned, *“We understood the ground realities of farmers in the interiors of Madhya Pradesh. This gave us insight into their plight and the government schemes that are launched for their benefits. After understanding the challenges that they face every day, we could help them in filing their grievances”*.

Mr. Harsh Shah who interned with Blind People's Association in Ahmedabad (Gujrat) mentioned, *“I understood the perspective of life from a person with disabilities through a detailed conversation about their life journey”*. Ms. Susan Rath, an intern, Speech and Hearing Action Society (SAHAS), Durgapur (West Bengal) mentioned, *“I learned about the importance of spreading awareness about various disabilities (autism, CP, ADHD), the importance of early detection and symptoms for early detection in children and the role of social media marketing in*

*helping spread the word. I also learned about the ways of developing cognition, behaviour management in differently-abled children through workshop sessions and monthly meet”*

They got sensitized towards the social issues in their communities or hometowns. For instance, Mr. Varun Philip, an intern, Aarohan, New Delhi mentioned, *“I got sensitized towards the challenges faced by the underprivileged for basic amenities s like proper sanitation, education, safety and so on”*. Mr. Anurag Shukla, an intern, Youth for Unity and Voluntary Action (YUVA), Mumbai (Maharashtra) stated, *“I got a better understanding of people living in slums and how their children are affected after getting their homes are s destroyed. I also gained a better perspective about laborers and their problems related to wage theft”*.

Mr. Gaurav Kumar, an intern, Society for All Round Development (SARD), Moradabad (Uttar Pradesh) stated, *“We understood the problem and complexity at the grass-root level of society and realize our responsibility to bring positive changes through our acquired skills”*. Ms. Prakshi Thareja, an intern, Love Care Foundation, Ghaziabad (Uttar Pradesh) mentioned, *“I understood the problems at the grassroots levels faced by the underprivileged students relating to education and corrective measures required to improve their situation”*. Ms. Hinal Chheda, an intern, Sahaara Charitable Society, Thane (Maharashtra) expressed, *“We Care internship was a good medium to let our managerial instincts pair up with the hard reality of the red-light areas. It helped us to make a substantial contribution towards the children residing in the government homes”*.

Mr. Pradeep Vasu, an intern, Cholai - Action for Child Labour, Chennai (Tamil Nadu) reported, *“Being grounded is the key to the success of any manager. The program gave me a perspective about the life of underprivileged and made me realize that I need to be more rational while making certain decisions in life. I also learned several managerial traits including relationship management and strategy formulation”*. Mr. Rahul Jain, an intern, Aim for the Awareness of Society, Indore (Madhya Pradesh) expressed, *“I felt a need to stay grounded and work for the betterment of those people who have in some way or the other have been deprived of the resources that a good and healthy lifestyle would require”*.

Students also shared that the internship helped them to develop discipline, patience and humbleness. For example, Ms. Areeba Fatima, an intern, Sarvahitey, Noida (Uttar Pradesh) expressed, *“I learned discipline from the work ethic of the regular volunteers who devote time at NGO with no material gain. I explored how any organization can be transformed into a self-sustainable model.”* Mr. Salil Aneja, an intern, Don Bosco Ashalayam, New Delhi stated, *“I understood the importance of patience in handling situations. I learned the importance of life skills, creative thinking as well as decision-making skills in the lives of students”*. Mr. Chetan Agarwal, an intern, Samaritan Help Mission, Howrah (West Bengal) mentioned, *“I was touched by seeing the nature of people I interned with. Going through so much humbleness they shown was not parallel to anything.”*

Post We Care internship, students expressed that it was an eye-opening experience. They understood the hard realities of the world and were sensitized towards various social issues. It can be inferred from the feedback that the students **in the future are likely to contribute** to the NGOs.

### **5.5.2 Project related:**

29% (193) students expressed that they got an in-depth understanding of the project areas assigned to them. Students got a chance to enhance their management skills and also learned various processes and organizational systems. Students were involved in various projects ranging from teaching, organizing events, documentation, drafting proposals, counseling, health, promoting social issues and so on.



Ms. Avantika Mehta, an intern, United Way, Mumbai (Maharashtra) mentioned, *“I learned how to identify the appropriate companies to tie up for CSR projects based on evaluation of past reports and projects undertaken. I also gained knowledge on, how to identify ideal NGOs to implement CSR projects, and evaluate project impacts. I got exposed to the importance of designing specific processes in an NGO setup which are interdependent and ensure cohesive results.* Mr. Neel Shah, an intern, Vikas Sahyog Pratishthan, Mumbai (Maharashtra) stated, *“Projects undertaken helped me to learn about editing websites and incorporate a huge sum of data to make presentable reports”.* Mr. Siddharth Srivastava, an intern, VIDYA, Mumbai (Maharashtra) reported, *“I understood how to design a learning product, how to standardize and customize a product, design formal presentations for market pitch.”*

Mr. Shubham Singh, an intern, Amrapali Utkarsh Sangh, Nagpur (Maharashtra) mentioned, *“I learned how to set up a project and address various challenges that came along with it”.* Mr. Raja Banwarilal Agrawal, an intern, Baroda Citizens Council, Vadodara (Gujrat) stated, *“I understood the importance of digital marketing and how to create a volunteer base for an NGO”.* Mr. Anubhav Dhuliya, an intern, Balajee Sewa Sansthan, Dehradun (Uttarakhand) reported, *“I understood the need for microfinance and learned about its operation through the workshop on microfinance organized by NABARD”.*

Ms. Keerthana Narayanan, an intern with Isha Vidhya in Coimbatore (Tamil Nadu) mentioned, *“I was able to learn how to come up with a perfect flow graph for all possible analyses that can be done”.* Ms. Ananya Sachar who interned with Fair Trade Forum India in New Delhi mentioned her learnings related to her project which was in the HR domain, *“I undertook screening of candidates, conducted their interviews and coordinated work with the placement committee of TISS Tuljapur”.* Mr. Ayush Raj, Gramin Evam Nagar Vikas Parishad (GENVP), Patna (Bihar) mentioned, *“I gained experience of how to conduct market research at grassroot level and extract insights from the data”.*

Mr. Dhruvil Pandya, an intern, Deepak Foundation, Vadodara (Gujrat) mentioned, *“I learned supply chain management of pharmacy, developed standard operating procedures and also applied ABC inventory technique”.* Mr. Sajal Agarwal, an intern, Society for All Round Development (SARD), Moradabad (Uttar Pradesh) stated, *“We learned to do research, give attention to details and how various stakeholders in the community coordinate together for the development of society.”* Ms. Bhagyashree Shiveshwarkar, an intern, Atma, Mumbai (Maharashtra) reported, *“I could understand the practical applications of the theoretical knowledge in finance that was gained in the academic life”.* Ms. Aditti Agarwal, an intern, United Way, Mumbai (Maharashtra) expressed, *“We understood the importance of teamwork and discussions for implementing any community project or promoting any sensitive issue.* Mr. Sourav Chakraborty, an intern Make-A-Wish Foundation, Kolkata (West Bengal) shared, *“During the internship, I came across a very useful tool called salesforce. I had heard about this CRM software earlier but never got a chance to learn or use it. During this internship, our coordinator introduced this software and its functions to us.”*

Students reported that they learned about life-threatening diseases, the difficulties faced by needy patients and government initiatives for eradication of such diseases. For instance, Mr. Prakhar Shukla, an intern with Caring Souls Foundation, Lucknow (Uttar Pradesh) stated, *“We learned about symptoms of diseases like Cancer and HIV. We also learned about hardships faced by needy patients and the necessity for creating awareness amongst the young generation regarding such life-threatening diseases.”* Mr. Nikhil P, OISCA South India, Kozhikode (Kerala) mentioned, *“I got to know more on HIV/AIDs and the government intervention to eradicate HIV”.* Mr. Varun Singh and Mr. Govind Biyani, interns with Bhoruka Public Welfare Trust, Kolkata (West Bengal)

mentioned, *“We learned about HIV/AIDS / Thalassemia, and challenges faced by health sector NGOs. We also learned about the operations of a blood bank and organizing blood donation drives”*.

### **5.5.3 Functioning of social organization:**

18% (121) students reported that they have been acquainted with the management of NGOs. Specifically, they shared having benefitted from understanding the different management processes which are operated in the NGOs, legal framework, and the purpose of forming NGOs.

Mr. Mohit Mehta, an intern with Gayatri Seva Sansthan, Udaipur (Rajasthan) mentioned, *“I understood the working of an NGO and their operational reach across various regions.”* Mr. Shreyoshi Mandal, an intern, Nirmaan, Hyderabad (Telangana) expressed, *“I gained knowledge about NGO functioning and relevance of designing an action plan to help underprivileged people. I learned how to connect with beneficiaries as well as to understand their hardships and expectations.”* Mr. Arvind Kumawat, an intern, Muskan Foundation for People with Multiple Disabilities, Mumbai (Maharashtra) mentioned, *“I learned about the various administrative functions of an NGO”*. Mr. Rishav Anand, an intern, Vikalp Foundation, Gaya (Bihar) mentioned, *“I understood the functioning of an NGO from its core (operations, finance, and development).”* Mr. Manmeet Singh Chhina, Jan Sahas Social Development Society, Dewas (Madhya Pradesh) mentioned, *“I understood the financial management function in NGO. I also learned about executing policies at the grassroot level.”* Mr. Abhishek Agarwal, an intern with Sarvahitey, Noida (Uttar Pradesh) mentioned, *“I got to know about various issues and challenges faced by NGOs in its routine operations, executing administrative work related to fundraising, managing stakeholders and volunteers, attrition and so on.”*

Ms. Vaishali Kishore Lakhani, who interned with Anyay Rahit Zindagi (ARZ), Vasco Da Gama (Goa) stated, *“I got a clear understanding of the functional differences between commercial and a social organization”*. Ms. Sindhu Araga, an intern Ashray Akruiti, Hyderabad (Telangana) mentioned, *“I got an opportunity to make a corporate pitch for a funding proposal. I got acquainted with the effective administrative processes of an NGO which are managed by small teams.”* Mr. Omkar Palsule, an intern, Astitva, Dombivli (Maharashtra) expressed, *“I understood how non-profits work. I gained insights on internal roadblocks faced by organizations with a rigid structure. I could develop my skills in addressing a few administrative roadblocks.”* Ms. Ishita Gupta, SAKAR, Bareilly (Uttar Pradesh) stated, *“I understood the different levels at which the organization is working and how do they deal with rural communities.”* Mr. Pranav Batra, an intern, Centre for the Study of Social Change (CSSC), Mumbai (Maharashtra) reported, *“I got to learn about the desk and field-related jobs in NGOs.”* Mr. Siddhant Ahuja, Child Rights and You (CRY), Kolkata (West Bengal) mentioned, *“I could examine how NGOs raise funds, create partnership opportunities and handle various challenges”*

The comments mentioned above are just a few amongst many. Students shared that they got an opportunity to understand the functioning of a social organization. Students could examine from close quarters the fundraising, partnership strategies, and managerial styles adopted by NGOs. They were able to appreciate that principles of management apply to both for-profit and not-for-profit sectors.

Little more than 3% (24) students reported that they could grasp the ground realities of CSR execution. For instance, Ms. Lalasa Mynalli who interned with Vizag Steel Plant in Visakhapatnam (Andhra Pradesh) mentioned, *“I understood the difficulties faced by the CSR department in implementing and evaluating the projects. The company conducted periodic inspections through field visits. To interview the beneficiaries, first, we needed to break the ice, become friendly and*



*subsequently solicit information about the benefits they received. I also understood that public sector enterprises undertake CSR due to legal mandate and hence differ from private companies that use CSR for branding.” Mr. Abhishek Rajesh Rathod, interned with Tata Motors Ltd., Thane (Maharashtra) mentioned, “I got to know the entire cycle of how CSR works i.e. budget allocation, identifying partners, monitoring, impact assessment and so on.”*

#### **5.5.4 Skills:**

As shown in Fig 5.5, 7% (44) students reported on the development of teaching skills, people management skills, time-management skills, leadership skills, and communication skills. For instance, Mr. Vinay Ravi Shankar, an intern with Society For People's Action For Development (SPAD) Bengaluru (Karnataka) mentioned, *“I understood how to conduct oneself while teaching in class”* Mr. Ankit Kumar Dubey, an intern, Sarvahitey, Noida (Uttar Pradesh) expressed, *“I realized that handling people is a bigger skill than any technical skill / inter-personal skill”*. Mr. Adithya Gudihal, an intern, Agastya International Foundation, Bengaluru (Karnataka) mentioned, *“The work made me learn the art of time management”*. Mr. Jino Chacko John, an intern with Atma, Mumbai (Maharashtra) mentioned, *“Working with Atma helped me in learning to work in a complete non-technical setting.”*

Ms. Aashna Parikh, an intern, Janvikas, Ahmedabad (Gujrat) mentioned, *“Everything we did was on our discretion, like the initiatives to be taken, programs to be conducted, etc. This enhanced my leadership skills and more than anything else, I could discover myself”*. Mr. Chetan Agarwal, an intern, Samaritan Help Mission, Howrah (West Bengal) mentioned, *“I learned to think of solutions whenever a problem arises rather than going to someone and asking them how to do. It gave me a sense of independence in working”*. Ms. Harneet Kaur, an intern, SOS Children's Village, Rajpura (Punjab) mentioned, *“I feel I have become more patient, dealing with the junior classes specifically helped me with the same”*.

Ms. Prakshi Thareja, an intern, Love Care Foundation, Ghaziabad (Uttar Pradesh) mentioned, *“We improved our event management skills by coordinating between the NGO and the sponsors for the execution of the event.”* Ms. Riya, who interned with National Association of Street Vendors of India (NASVI) in Patna (Bihar) mentioned, *“I learned about the supply chain of the plastic collection management system and also to plan and execute a proper program with a team and working with NASVI also helped in enhancing my communication skills and understand the need of people at grass-root level by talking to the waste picker.”*

Mr. Akshat Srivastava, an intern, Sujaya Foundation, Vashi (Maharashtra) mentioned, *“I developed the necessary skills to effectively provide training to specially-abled people. I reached out to several employers for employment opportunities for specially-abled youth both offline and online. This helped me to develop skills to communicate effectively with employers and managers. Also, carrying out data review and correction for specially-abled interns helped me to improve my focus and accuracy while doing tasks”*. Mr. Siddhant Aggarwal, an intern, ETASHA Society, New Delhi mentioned, *“Getting an opportunity to design the entire course from scratch has enhanced my ability to think on my toes and coming up with innovative solutions to a problem.”*

#### **5.5.5 Government policies and schemes:**

7% (49) students reported having increased knowledge about government policies and schemes designed for the vulnerable section of the society. For instance, Mr. Ayush Raj, an intern, Gramin Evam Nagar Vikas Parishad (GENVP), Patna (Bihar) mentioned, *“I became aware of various government policies and schemes for ultra-poor. I learned about the efforts taken by NGOs in promoting them in the society as well as build capacities of the community.”* Mr. Hitesh Chugh, an

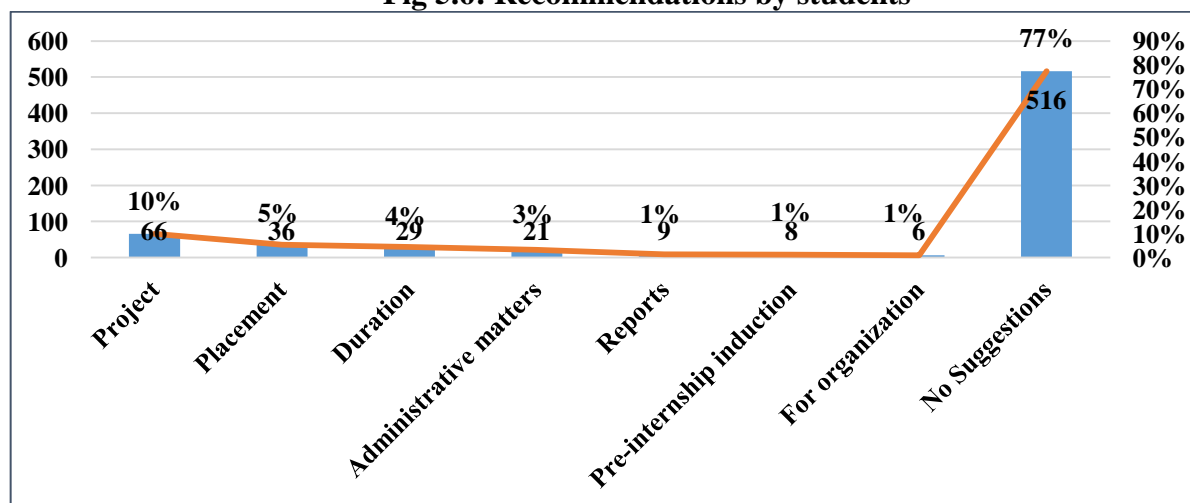
intern, Kisan Sanchar, Chandigarh mentioned, *“I got to know about the policy and process guidelines for forming and running a farmer producer company. The benefits that they provide to their members and the overall impact they have on the economy.”* Mr. Shivam Mishra who interned with Gandhi Adhyan Peeth in Varanasi (Uttar Pradesh) mentioned, *“I understood the terms like POCSO Act, CWC, JJB, DCPU and I also learned about 1098 helpline number and how it is helping child protection.”*

Mr. Rohan Agarwal, an intern with Western Coalfields Limited (WCL), Nagpur (Maharashtra) mentioned, *“I got an in-depth knowledge of the CSR policy of Coal India. It cleared a lot of my doubts and reservations about the same”*. Mr. Akhil Saurav, an intern with Chotanagpur Sanskritik Sangh in Ranchi (Jharkhand) mentioned, *“I learned about various alternative child care programmes under Juvenile Justice Act, various government Acts and schemes placed to protect child rights, and how they are being implemented at the grass-roots. I learned about the structure of the Integrated Child Protection Scheme (ICPS)”*. Ms. Perna Malaviya, an intern, Universal Charitable Trust, Vapi (Gujrat) mentioned, *“I learned about major skill gaps that exist between the ITI trainings and industry requirements. I got to know about how NGOs work with the government to help communities implement schemes such as PMKVY, Skill India and Digital India initiatives.”*

## 5.6 Recommendations

Fig 5.6 depicts that 77% (516) students, did not have any suggestions to offer as they found We Care to be highly organized and were happy with the internship. Students appreciated the efforts taken by the We Care team. For instance, Mr. Shreyansh A Chandarana, an intern with Blind People's Association, Ahmedabad (Gujrat) expressed, *“Thank you We Care for allowing us to make a difference in the lives of other people. Thank you Team SRF.”* Mr. Pankaj Rungta, an intern with Speech and Hearing Action Society (SAHAS), Durgapur (West Bengal) mentioned, *“The procedure followed throughout the program was commendable. There was proper communication from the administration at all times. I don't think anything better can be done.”* Ms. Shivangi Pandey, an intern, Milaan: Be the Change, Lucknow (Uttar Pradesh) mentioned, *“It was a very enriching experience, both personally and professionally.”* Mr. Adhinav Mathur, who interned with Samarpan Care Awareness and Rehabilitation Centre in Ratlam (Madhya Pradesh) expressed, *“I appreciate the efforts of the We Care team for providing such a wonderful platform to students for interacting with society. We Care internship is the best part of my MBA journey till now, I never had such kind of experience before and I will make sure from my end that I will be involved in some social activity in my life going forward.”*

**Fig 5.6: Recommendations by students**



Multiple responses

In all 10 % (66) students offered recommendations about their internship projects.

### 5.6.1 Project-related suggestions

18 students recommended giving prior information about the projects to be undertaken in advance. For instance, Ms. Aditti Agarwal, an intern, United Way Mumbai, Mumbai (Maharashtra) suggested, *“A detailed discussion of the project to be allotted to the interns can happen with the organization for better functioning and expectations from the intern can be clarified at an earlier stage.”* Mr. Neel Bhadresh Shah, an intern, Vikas Sahyog Pratishthan, Mumbai (Maharashtra) suggested, *“Students should be provided with a clear understanding of the work expected before selecting an organization,”* Mr. Subhradip Das, an intern, Samaritan Help Mission, Howrah (West Bengal) recommended, *“Information about projects can be provided a few days in advance before the We Care Internship starts so that some prior preparation can be made to provide better services, if required.”* Ms. Shailaja Rai, an intern, Universal Charitable Trust, Vapi (Gujrat) commented, *“It would be better if we are allotted a project beforehand prior to coming to the NGO. It will help students build a perspective on what they are going to work on.”* Mr. Harsh Agarwal, an intern, Youth for Unity and Voluntary Action (YUVA), Mumbai (Maharashtra) mentioned, *“The projects sometimes do not use your capabilities in the right way. Projects should be decided prior to commencement of the internship.”*

14 students recommended projects allocated should be a little more structured. For instance, Ms. Priyanshi Jindal, an intern with Sarthak Prayas in New Delhi recommended, *“A defined project experience instead of scattered work, would have ensured a better learning experience for the interns as well as a substantial addition to the working of the organization.”* Mr. Anmol Makkar, an intern, Khushboo Welfare Society, Gurugram (Haryana) shared *“The projects provided could have been more structured and deliverables could be clearer.”* Mr. Raunaq Ratan Saraf, an intern, Jeevan Asha Charitable Society, Thane (Maharashtra) opined, *“It would be better if NMIMS can communicate with first-time organizations extensively on the scope and details of the project beforehand to ensure maximum utilization of student’s skills. Mapping the organization's requirements with the student's past profile can make the internship more fruitful.”*

Suggestion for the NGOs to allocate projects utilizing students’ management, technical and creative skills was offered by 12 students. For instance, Mr. Shivam Aggarwal, an intern, Deepalaya, New Delhi suggested, *“The students should receive a Job Description (JD) from the organization before to the placement. They should be able to apply for organizations based on the JD.”* Mr. Rohit Shetty, VIDYA Mumbai, Maharashtra recommended, *“Being an MBA, what we can offer our inputs is in the area of management. Thus, apart from the work that the NGO allots to the students, one activity that an MBA student must do is performing Impact, Risk analysis of the NGO. This would help them analyze their programs and plan their activities accordingly. This activity could be added as a default activity for any student going for his internship program. Many NGOs in rural areas might not be aware of the benefits this activity could bring to their organization.”*

Nine students voiced that projects allocated by NGOs should include fieldwork. Mr. Akash Harlalka, an intern with Dalit Welfare Organization in Kathmandu (Nepal) suggested, *“There must be a compulsory mix of field and office work.”* Mr. Viraj Samant, an intern, Light of Life Trust, Mumbai (Maharashtra) mentioned, *“Internship could be a more immersive program involving more grass-root level work.”* Ms. Purvi Bhargava, an intern with Make-A-Wish Foundation, New Delhi commented, *“Internship should be more about first-hand experience. Students should get more opportunities to directly interact with the kids/adults etc. for whom the NGO works. This will help them to get sensitized and develop empathy.”* Mr. Akshay Bohra, an intern with Sol's ARC (Assessment and Remedial Centre), Mumbai (Maharashtra) suggested, *“There must be a little*

*college intervention on the tasks and projects being allocated so that students don't end up just doing the back office work and the internship remains focused to the prime objective of creating socially sensitive leaders.*” Mr. Pradeep Vasu who interned with Cholai - Action for Child Labour, Chennai (Tamil Nadu) suggested, *“We could speak to the organization to give 2 or 3 days of outstation duties which will help us explore deeper territories in the state we are doing the project in.”*

Seven students suggested that there should be standard working hours and five days week for all students during the internship. For instance, Ms. Ishana Mantri, an intern, Trishul, Mumbai (Maharashtra) suggested, *“NGOs have different needs, but some standardization in the quantum of work and travel requirements for all students would be appreciated. I know people who spent 14 hour a day reviewing financials and people who only spent 3-5 hours teaching kids. Clearly, one job is more enjoyable than the other.”* Ms. Alokanda Ghosh, an intern, Indian Institute of Cerebral Palsy (IICP), Kolkata (West Bengal) recommended, *“Different organizations have different working hours. If it is possible to maintain parity amongst the organizations regarding working hours then it should help the students.”* Mr. Vibhor Aggarwal, Fair Trade Forum India, New Delhi recommended, *“During the internship, timings and days should be uniform for all students. 5 day week should be fixed by the institute and it should not be at the discretion of the NGO.”*

Another recommendation that around five students gave was regarding strategic alignment between the area of their interest of students and allotment of projects. Mr. Saksham Ravi who interned with Srijan Foundation in Hazaribagh (Jharkhand) suggested, *“Ask students beforehand in which area of the society he/she would like to contribute and based on that allot him/her the NGO.”* Mr. Anmol Shah, an intern with Make-A-Wish Foundation in Chennai (Tamil Nadu) recommended, *“The program can further be divided based on the student's area of interest. e.g. Finance intended student can be given a project which required more of financial knowledge and a marketing student can be given work related to canvassing and developing a marketing/expansion plan for the organization.”* Ms. Nidhi Ajay Agrawal, an intern, Make-A-Wish Foundation, Mumbai (Maharashtra) expressed, *“Make the projects more precise to the student as per their interest.”*

### **5.6.2 Placement related**

5% (36) students offered recommendations in the area of internship placement which included a choice of location/ choice of NGO, ease of travel and alignment with their interest area/skills.

13 students suggested that they should be allowed to select the location of choice or the kind of organization they wanted to work in. For instance, Mr. Aiyush Bahl, an intern with Centre for the Study of Social Change (CSSC), Mumbai (Maharashtra) suggested, *“We should be allowed to select our city of choice. This would allow gaining exposure. Send us to rural areas.”* Mr. Nishant Sanjay Malpani, an intern with World Wildlife Fund (WWF) – India in Panaji (Goa) recommended, *“Allow the student to find an NGO that supports a cause that they support or wish to contribute towards.”* Mr. Animesh Kumar, North East Multipurpose Development Society (NEMDS), Naharlagun (Arunachal Pradesh) mentioned, *“Students can be placed in states other than their home-states. It will help them understand the life and culture of other people.”*

11 students suggested that the internship location should be nearby to their place of residence or should be informed along with a list of the organizations. At a few locations, students had to travel long-distance or faced difficulty in reaching the project location due to lack of transportation. They felt that the location should be close to their residence. For instance, Mr. Nupur Gupta, an intern, Bangalore Rural Educational and Development Society (BREADS), Bengaluru (Karnataka) mentioned, *“The distance of the organization should be near the vicinity of the student's*

*residence.” Ms. Akshita Singh and Ms. Priyanka Satija, interns with Sri Aurobindo Society, New Delhi recommended, “We selected an NGO which was located in our hometown. However, we were asked to report to another office which required 2.5 hours of traveling from one side. Discuss with NGO beforehand if the reporting office will remain the same unless the fieldwork is required.”*

Eight students suggested better mapping between organizations’ requirement and students’ qualification or skills. For example, Mr. Aviral Agrawal, an intern, Animedh Charitable Trust, Mumbai (Maharashtra) suggested, *“There should be right expectation setting with the NGOs to facilitate better utilization of students’ time.”* Mr. Sidharth Prasad, an intern, Society For People's Action For Development (SPAD), Bengaluru (Karnataka) suggested, *“If a program requires the student to know the local language then only respective students should be placed in such organizations.”*

Other suggestions offered were in the areas of empaneling more NGOs, CSR placements, conducting a pre-placement interview, pre-check of NGO’s work environment and related others.

### **5.6.3 Internship duration and timespan**

4% (29) students extended suggestions relating to the duration or timespan of the internship. From these 24 students recommended that the internship duration should be extended for a minimum of one month. Mr. Anubhav Dhuliya who interned with BalajeeSewaSansthan, Dehradun (Uttarakhand) suggested, *“We care internship should be a month-long process instead of 3 weeks. A month gives the interns more opportunity to make an impact.”* Mr. Khush Singhvi, Navsarjan Trust, Surat (Gujrat) expressed, *“If the number of days can be increased for the internship period, it will be of great help for NGO as 20 days is not enough time to work on real projects.”* Ms. Susan Rath, Speech and Hearing Action Society (SAHAS), Durgapur (West Bengal) recommended, *“The internship period can be increased from 3-weeks to 4-weeks. It will give us more time to see to it that our action plans are implemented and the impact that it has caused”* Mr. Akash Harlalka who interned with Dalit Welfare Organization in Kathmandu (Nepal) recommended, *“It should for a longer time frame- 45 days.”*

Two students suggested having concurrent fieldwork. For instance, Ms. Shirsha Chakraborty, Hope Kolkata Foundation, Kolkata (West Bengal) recommended, *“To continue this work through the year-round since the children we taught at the NGO get benefited by our guidance.”* The suggestion for rescheduling the placement month was extended by three students. For instance Mr. Kumar Anurag, Sankalp, Jamshedpur (Jharkhand) mentioned, *“It should be kept after the final trimester exam in order to avoid loss of study.”*

### **5.6.4 Reports & submissions**

1% (9 students) offered suggestions related to reports. These suggestions mainly focused on student views on how to reduce repetitive reporting or to improve the reporting style. Mr. Kuber Singh Manhas, Bachpan Bachao Andolan, Mumbai (Maharashtra) mentioned, *“The reporting structure could be streamlined with one form for each week rather than one online form and offline form.”*

Mr. Chirag Kawatra who interned with Chetana Conscience of Women (CCW) in New Delhi expressed, *“We can only use the Google Form to submit the weekly report to save paper.”* Mr. Kuber Singh Manhas, an intern with The Kailash Satyarthi Children’s Foundation in Mumbai (Maharashtra) suggested, *“The reporting structure could be made more streamlined with one form for each week rather than one online form and an offline form.”* Mr. Siddhartha Nagalla, Bapuji Rural Englightenment and Development Society (BREDS), Visakhapatnam (Andhra Pradesh)

suggested, *“In the case when a group of students are asked to work on a single project and asked to do the same work, everyone in the group can’t submit different weekly reports.”*

### **5.6.5 Pre-internship induction**

1% of the respondents (8 students) suggested that pre-internship induction should be arranged to help the students to have an orientation of the internship organization, their interventions as well as about the internship project. For example, Mr. Akshat Vijay, an intern with Movement for Alternatives and Youth Awareness (MAYA), Bengaluru (Karnataka) recommended, *“The NGO and students should start interacting a month before the commencement of the internship so that when the students join, they can immediately start working as they would have a structured plan owing to the prior interactions.”* Mr. Toshik Mehta, Aarambh Education & Community Development Society, Bhopal (Madhya Pradesh) suggested, *“Few sessions on NGO working and its responsibilities before the internship program will be very helpful.”*

Mr. Rajat Garg, Prakashdeep, Faridabad (Faridabad) recommended, *“There should be a 4 day preparation period prior to the commencement of the internship with an orientation about what projects and deliverable are expected as it will help in saving the starting few days that are wasted in trying to figure things out that could have been also done in a much better way using the resources of NMIMS.”*

### **5.6.6 Suggestions for organization**

1% (6) students suggested that placement organizations should induct and sensitize the interns before allocating fieldwork. For instance, Mr. Shashwat Bhushan, an intern with Adarsh Seva Sansthan in Jamshedpur (Jharkhand) suggested, *“Not specifically about ours, but NGOs that send students to meet with sick/disabled kids/adults should provide proper sensitization prior to the visit and take note if the individual has the proper skills or mindset to handle adverse situations.”* Ms. Annapoorani Barani, Asha Deep Foundation, Chennai (Tamil Nadu) expressed, *“If the work involves moving around in the community, adequate safety must be provided to the interns (if they are less in number) by the organization (I had to canvass for long hours in the slums of Chennai with my only co-intern and we both had to endure many risks, which we couldn't explain to anyone during our internship).”*

Ms. Kruti Vyas, Muskaan, Bhopal (Muskaan) expressed, *“The organization should not involve the students in politics like a protest against the government or asking the student to influence people to protest against political issues like NRC or CAA. Religious views of students should be respected rather than asking them to sit where everyone is laughing at rituals.”*

### **5.6.7 Administrative matters**

7% (47) students put forth their views on the administrative matters of We Care internship. Suggestions were in the areas of giving more relaxations to students to exercise their daily routine, leave procedure, engagement of parents in internship and strengthening the academic inputs for better internship performance. For instance, Mr. Shashank Saxena, an intern with Umang in Jaipur (Rajasthan) expressed, *“Hours spent at an NGO shouldn't be the parameter to judge the impact created at an NGO.”* Mr. Aditya Gupta, Grameen Vikas Sanstha, Meerut (Uttar Pradesh) suggested, *“To improve the We Care internship program, more liberation to the student should be given, such stringent rules regarding leaves should be relaxed.”* Mr. Anish Dalmia, ADARSA, Sambalpur (Odisha) recommended, *“Encourage parents to visit the NGO to better understand the social issues and help them on a monthly basis.”* There was just one student who gave an input related to academics. Mr. Prakhar Jain, who interned with Aarambh Education & Community Development

Society in Indore (Madhya Pradesh) recommended, “Learning courses to be provided by the college that would be required in NGO before We Care internship.”

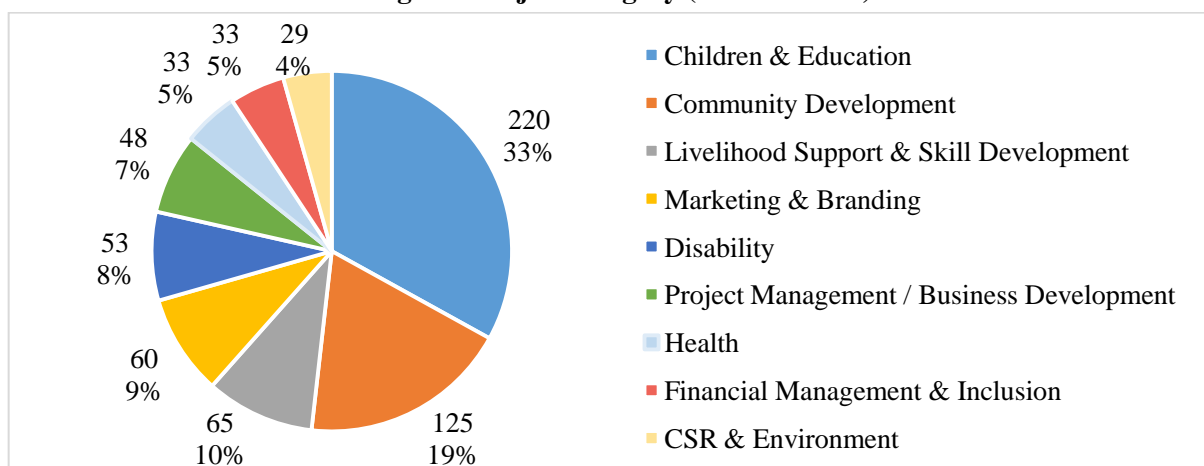
## 6. Projects Handled & Special Contribution

Students were requested to share the category/area of the projects undertaken by them and special contributions made in the duration of the internship. In all 310 projects were allocated among 677 students across PAN India. (Refer Annexure VII for the list of projects)

### 6.1 Projects handled

33% (220) were allocated projects in the area of child welfare and education. Followed by, 19% (125) students were engaged in community development projects. Fig 6.1 displays projects handled by students in various areas.

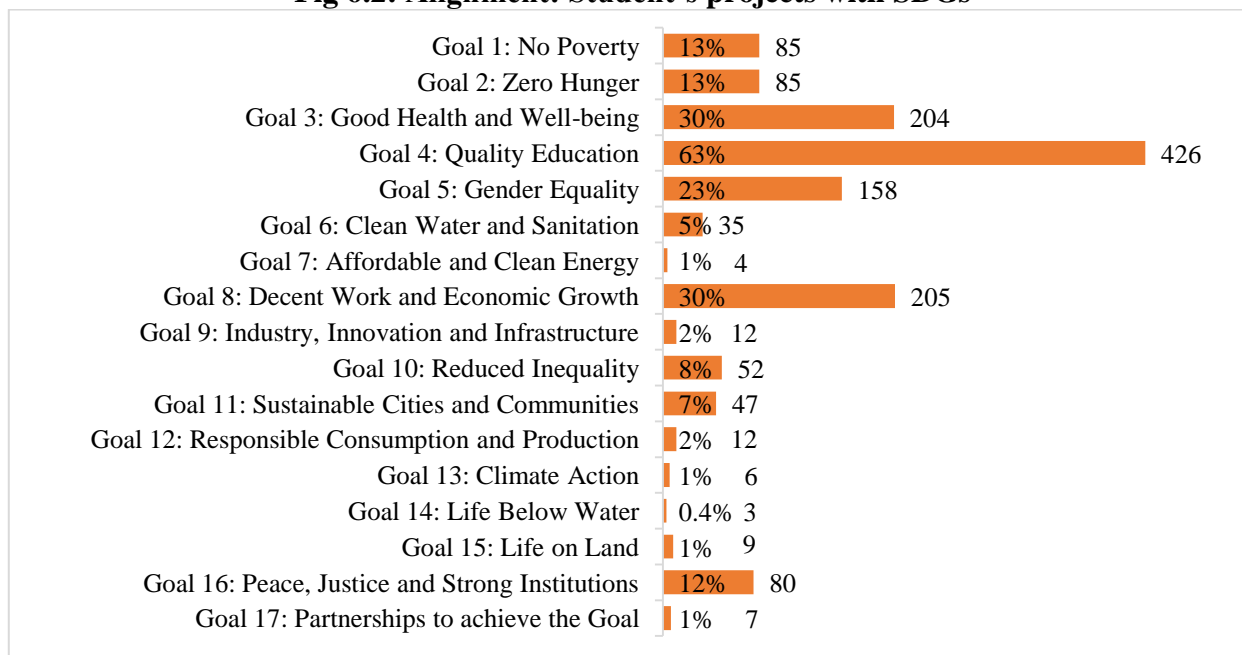
**Fig 6.1: Project category (Area of work)**



### 6.2 SDG Alignment

Students undertook projects which aligned with various SDGs. See Fig 6.2

**Fig 6.2: Alignment: Student's projects with SDGs**





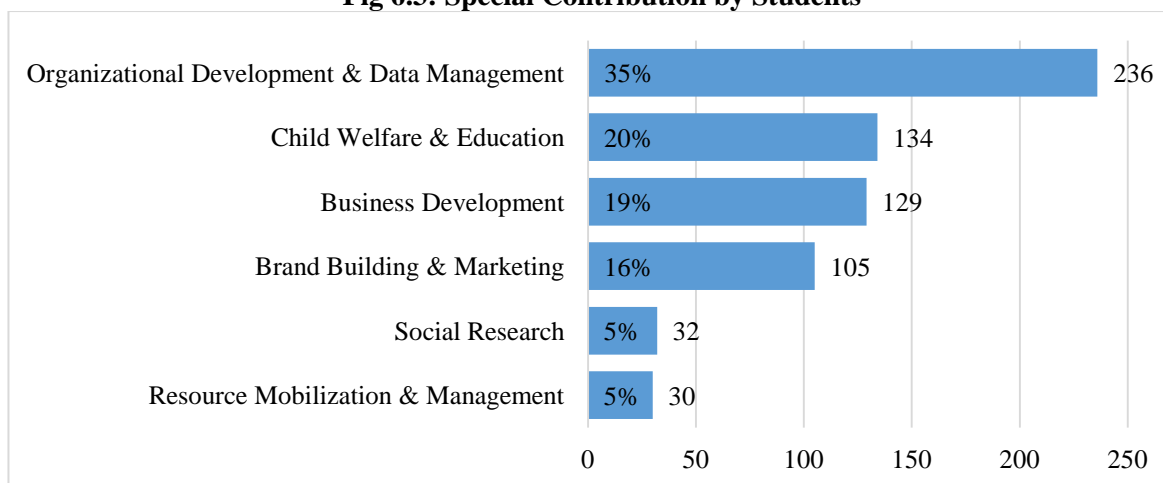
Around 63 % of students undertook projects in the area of SDG 4 - Quality Education & Lifelong Learning. Students specifically undertook projects in the areas of child welfare and education like promotion of CHILDLINE 1098, public engagement in an e-learning platform, education on wheels, mapping child labour in Mumbai via road safety, evaluation of Casio school project and so on.

In the area of SDG 3 - Good Health and Wellbeing, 30 % of students' projects were in the area of Urban Slum Health Action (USHA), sustainability plans for Manyata, a FOGSI-JHPIEGO initiative, developing standard operating procedures for the centralized pharmacy of the Deepak Foundation. Similarly, 30 % of the students handled projects in the area of 'Decent Economic Growth & Wellbeing'- SDG 8. They took up projects in the areas of rural and tribal livelihoods, watershed development, and sustainable agriculture.

### 6.3 Special Contribution by Students

Besides working on specific projects allocated to students, they made specific contributions to other areas too. See Fig 6.2.

**Fig 6.3: Special Contribution by Students**



#### 6.3.1 Organizational development and data management

Out of 236, 55 students contributed towards organization development. This included establishing partnerships with new entities, developing new social initiatives for the organization, designing organization frameworks, and so on. These contributions may help the organization sustain its operations in the future. For instance, Mr. Rohan Agarwal, an intern with Western Coalfields Limited (WCL) in Nagpur (Maharashtra) mentioned, *"I did a comprehensive analysis of the company's CSR policy. Based on our various field visits, I came up with observations about redesigning the entire e-process of implementation of a particular project. We also came up with some recommendations that the organization can implement shortly."* Ms. Ayushi Tyagi, an intern with Agrasar in Gurugram (Haryana) mentioned, *"I developed the Financial and Human resource policies to be officially implemented by the organization for the upcoming financial years."* Mr. Akash Sethia, an intern, Vishakhapatnam (Andhra Pradesh) stated, *"I have established relations and contact with a few companies concerning CSR partnerships."*

Ms. Ritu Chhipa, an intern, Prayas- Sustainable Development, Gandhidham (Gujarat) mentioned, *"I taught village health leaders (VHL) the use of Google Drive for sharing pictures of health camps and HB camps easily and taught three new VHL about the menstrual cycle. I helped the*

*coordinator by teaching her a few Excel formulas for better stock management. I also did documentation and crowd management for health camp in Anjar.” Ms. Rashmi Mishra, an intern, Kshamata Transformation Centre, Thane (Maharashtra) mentioned, “I helped the organization identify the areas for improvement for the girls as well as the center. I also helped them draft content and test papers for their literacy program.”*

*Mr. Rohit Shetty, an intern with VIDYA, Mumbai (Maharashtra) mentioned, “I designed a framework for one of the organization's core Program- Digital Empowerment Program (DEP). I designed a 3-pillar model which can be used to increase the reach of the program and also designed a framework to standardize DEP's course content and align it with SDG Goal 4. I drafted a pitch for the DEP program and course content which could be pitched to donors, schools, and institutional partners.” Ms. Ayushi Garg, Animedh Charitable Trust, Mumbai (Maharashtra) mentioned, “I worked on some HR specific things like incentives, appreciation, and activities like the wheel of life. These shall help the project manager to keep the employees motivated and gain more support.” Mr. Karn Avasthi, an intern, Tata Chemicals Ltd, Mithapur (Gujarat) expressed, “With the help of community-based tourism or rural tourism project, I brought a new initiative in the organization which could help the people living in villages to earn an alternative income and also sustain their culture and create a better livelihood for their families.”*

52 students contributed towards documentation of annual reports, draft policies/ proposals, content writing, and so on. In this context, Mr. Rishabh Gupta, an intern with Asha Deep Foundation, New Delhi stated, *“I helped in designing and content writing of the annual newsletter and PPTs.”* Mr. Harshvardhan Shah, who interned with Smile Foundation, Kolkata (West Bengal) mentioned, *“I helped in streamlining the entire documentation process of the NGO.”*

*Mr. Kunal Agarwal, an intern, Navjivan Center for Development, Mehsana (Gujarat) mentioned, “I wrote a research paper and a business proposal which can be implemented in the future for finding resources and opportunities.” Mr. Ashutosh Singh, an intern, Asha Deep Foundation, Ghaziabad (Uttar Pradesh) mentioned, “I completed the Annual Report for Asha Deep Foundation that included more than 21 projects.” Mr. Krunal Shah, an intern with Navsarjan Trust, Surat (Gujarat) mentioned, “Being the only Gujarati speaker and reader in our group, I helped to translate some of the policy documents in Gujarati.”*

Out of 236 students, 45 contributed to the database management of the organization. These include redesigning or improving data management systems of organizations, improving the operational efficiency of the organization, and related areas. For example, Mr. Parth Thakkar, who was placed in Bright Future, Mumbai (Maharashtra) mentioned, *“I worked on improving the placement database and corporate relations.”* Mr. Shreyansh Chandarana, an intern, Blind People's Association, Ahmedabad (Gujarat) informed, *“I helped in creating a database of students enrolled and present in the course of ITI during the span of the internship.”* Mr. Mitesh Baheti, an intern, Durbar Mahila Samanawya Committee, Kolkata (West Bengal) mentioned, *“I helped in revamping NGO's data entry points and improving their onboarding process for the new admissions.”*

*Ms. Nitika, who was placed in Kisan Sanchar, Rohtak (Haryana) mentioned, “Creation of a detailed database for the formation of an Innovation Park in the near future to provide the Grassroots Innovators with the desired recognition and funding by microfinance banks.” Mr. Mihir Ethan Awale, an intern with Bachpan Bachao Andolan, Mumbai (Maharashtra) informed, “I helped in making a database of corporate with CSR initiatives for the organization to facilitate future collaboration.” Ms. Srinidhi N, an intern, Make-A-Wish Foundation, Bengaluru (Karnataka) stated, “I created a database of various schools and colleges in Bengaluru with relevant contact information which could be used by the organization to obtain partnership for ‘Kids for wish kids’ program.”*

Special contribution in developing the internal and external processes for the better functional working of the organization was made by 36 students. This includes developing basic HR policies and processes, improving the financial management system with recommendations for project improvement. For instance, Mr. Jeet Jatin Shah, an intern, Saurashtra Medical & Educational Charitable Trust (SMECT), Rajkot (Gujarat) informed, *“I contributed in HR-related jobs like induction presentation, training modules, and performance appraisal system. Also, visits were conducted to the Lifeblood center and the Greenfield project. My contributions also include conducting interviews of the yoga practitioners for promotional purposes.”*

Ms. Bhagyashree Shiveshwarkar, an intern with Atma, Mumbai (Maharashtra) stated, *“I identified gaps in accounting and designed compliance calendar for partner organizations and worked on formulating an accounting handbook, cash book, employee reimbursement form, salary register for the same. I also provided an analysis after reviewing the mechanism for sourcing volunteers through online portals.”* Mr. Abhishek Mishra, an intern, National Association of Street Vendors of India (NASVI), Muzaffarpur (Bihar) mentioned, *“I have provided insights on making the process more effective and how to broaden the reach and impact on livelihood and social development of street vendors.”* Mr. Karan Surjani, an intern, Jan Sahas Social Development Society, Bhopal (Madhya Pradesh) mentioned, *“I provided the NGO with a new and easy way to regularly maintain records through MIS.”* Mr. Chetan Agarwal, an intern with Samaritan Help Mission, Howrah (West Bengal) expressed, *“I helped in upgrading and designing the online portal for smoother and faster work thereby leading to saving of time, energy and effort.”*

Mr. Chengalath Rohan Nair, an intern with Welfare Services Ernakulam, Kochi (Kerala) mentioned, *“I have helped in identifying bottlenecks from the organization and SHG's perspective when it comes to microfinance.”* Mr. Shiva Sai Mylarapu, an intern with Prakriti Environmental Society, Karimnagar (Telangana) informed, *“I worked in process improvement and attaining operational efficiency by giving a technical perspective to improve the thought process for designing campaigns and achieving visibility.”* Ms. Titiksha Daga, an intern, Baroda Citizens Council, Vadodara (Gujarat) stated, *“We streamlined all the business processes and increased the business efficiencies.”* Mr. Siddharth Srivastava, Vidya, Mumbai (Maharashtra) mentioned, *“I helped the organization to streamline one of their core programs - Digital Empowerment Program by creating a structured format for all the lesson plans and classes and creating a master database to streamline the process.”*

Contribution in the area of strategic management was mentioned by 20 students. The work includes setting objectives, analyzing the internal as well as external environment, evaluating strategies, designing a roadmap for future projects, competitive analysis, and so on. For example, Mr. Nimish Goyal, Oil and Natural Gas Corporation Limited (ONGC), Ahmedabad (Gujarat) mentioned, *“I designed a road map for CSR activity plan. This included identifying villages from nearby operations area, impact assessment of CSR activities undertaken in the area, and activities to be undertaken during next year.”* Mr. Sidhant Harshwardhan, Jhpiego, Ranchi (Jharkhand) informed, *“We have helped devised a separate strategy for Manyata program run by JHPIEGO under FOGSI, and once approved by higher authority at FOGSI, it might be implemented.”* Mr. Omkar Suhas Rane, VIDYA, Mumbai (Maharashtra) mentioned, *“Impact analysis and need gap analysis of Beyond school & Margam, organization level gap analysis of VIDYA.”*

Mr. Abhishek Mishra, Bhoruka Public Welfare Trust, Kolkata (West Bengal) stated, *“NGO has a strong network and has 4 major on-going projects. We did gap analysis and recommended strategy to strengthen their network by approaching other organizations operating in the same segment.”* Mr. Raghav Kedia, Under the Mango Tree Private Limited, Mumbai (Maharashtra) informed, *“I worked on the go-to-market strategy for HoReCa sector and database for future collaborations.”*

Mr. Shubham Pradeep Pandit, Community Development Society, Nagpur (Maharashtra) stated, *"We performed Financial and SWOT analysis and made recommendations to make the organization sustainable and financially independent."*

Technical Support was provided by 19 students to enhance the operational efficiency of their respective internship organizations. Students suggested the use of software or developed MIS system, digitization of process, automating processes, installation of CCTV camera and so on. They also trained the NGO staff members to use new software or digital application. For instance, Ms. Lalasa Mynalli, an intern with Vizag Steel Plant in Visakhapatnam (Andhra Pradesh) mentioned, *"I asked them to use Microsoft Project software as the data collection, analysis, tracking and reporting takes place manually on files. I suggested to them Enablon sustainability software. They informed that they would check the feasibility of the software in terms of cost, usage, training required."* Mr. Gulshan Kumar Mishra, an intern with ASHRAY - South Vihar Welfare Society for Tribal, Ranchi (Jharkhand) mentioned, *"I made the reporting easier for field staff by providing training of TIMBY app."*

Ms. Rajasi Nitin Paranjape, Academy of Learning and Development, Mumbai (Maharashtra) mentioned, *"I did game designing for disabled children, creation of an online digital repository for children, improved ease of access and efficiency by organizing student records, files, and worksheets."* Mr. Neel Bhadresh Shah, Vikas Sahyog Pratishthan, Mumbai (Maharashtra) stated, *"Upgraded G-suite use to the organization, installed CCTV cameras in the office, assisted in making reports and edited the Financial policy of the organization."* Mr. Harsh Parveen Agarwal, Youth for Unity and Voluntary Action (YUVA), Mumbai (Maharashtra) mentioned, *"Helped in the digitization process of the library which was very monotonous."* Mr. Jay Rana, Bal Bhavan Society, Vadodara (Gujarat) mentioned, *"I established an online payment portal for fee collection."*

Nine students designed Standard Operating Procedures (SOPs) for certain processes or projects in their organization. For instance, Mr. Dhruvil Pandya and Mr. Kunj Shah, interns with Deepak Foundation, Vadodara (Gujarat) reported, *"We developed Standard Operating Procedures for centralized Pharmacy of Deepak Foundation and a new project named 'Jan Seva Kendra'."* Mr. Kartik Bawa, an intern with Literacy India, Gurugram (Haryana) mentioned, *"I designed SOP for the paper recycling plant and suggested optimizations to make the plant sustainable."* Ms. Mansi Awasthi, an intern with Ehsaas, Lucknow (Uttar Pradesh) mentioned, *"I designed safety manual for children aged 10 to 14 years."*

### **6.3.2 Child welfare and education**

As illustrated in Fig. 6.3, 20% (134) students made a special contribution in the area of child welfare and education. Out of these, 111 students provided teaching assistance to the students in schools / NGO teaching centers, conducted skill development sessions in municipal schools, and imparted life skills training to youth in local communities. They also helped the organizations in designing new pedagogy and learning material. For instance, Ms. Alekhya Banerjee, an intern with Towards Future, Kolkata (West Bengal) stated, *"I taught the kids, suggested some activity-based teaching and designed a formal course curriculum for the students."* Ms. Garima Bharadwaj, an intern, Tapovan Education Foundation, Ghaziabad (Uttar Pradesh) reported, *"We tried to facilitate the proper structuring of the teaching curriculum and also initiated the process of getting ID Proof of students made."* Mr. Rohit R, an intern, Cholai - Action for Child Labour, Chennai (Tamil Nadu) stated, *"I conducted 'Canva' skill development program to the employees and delivered Rural Marketing tips to the founder to help them sell their products."*

Mr. Davindar Arora, an intern with All India Pingalwara Charitable Society, Amritsar (Punjab) informed, *"I have worked in streamlining the curriculum of mathematics for the NGO students."* Ms. Tarunika Khanna, an intern with Salaam Bombay Foundation in Mumbai (Maharashtra) expressed, *"I delivered financial literacy lectures at BMC schools in Mumbai, improved performance measured with the help of pre and post-test marks. I also provided counseling to the students for their future."* Mr. Anoop Solanki, an intern, District Child Welfare Council, Ambala Cantt, Haryana mentioned, *"I have conducted counseling sessions for the runaway children for better understanding of their issues so that they can be addressed better. I have also made my recommendations for new pedagogy methods for a more inclusive learning experience."*

Students helped in mentoring, counseling, and overall personality development of the children. For instance, Mr. Pranay Jain, I-India, Jaipur (Rajasthan) mentioned, *"The children benefited a lot from this internship as we helped in their overall development. They were focused and were always willing to learn new things. We taught them about manners, good habits, current affairs, Swachh Bharat Abhiyaan, physical exercises, etc. which was a very vital contribution from our side to the organization."* Mr. Vinayak Mirakhur, an intern with Khushboo Welfare Society, Gurugram (Haryana) mentioned, *"I gave special attention to students and brought about an improvement in their discipline and learning attitude."*

Children's rights include the right to health, education, family life, play and recreation, an adequate standard of living and to be protected from abuse and harm. Children's rights cover their developmental and age-appropriate needs that change over time as a child grows up. About 23 students worked on projects which were related to Child Rights.

Mr. Akhil Saurav, an intern with Chotanagpur Sanskritik Sangh in Ranchi, (Jharkhand) stated, *"I found out the various gaps of many interventions done by Chotanagpur Sanskritik Sangh under alternative child care program, and suggested ways to bridge that gap. I also found out the awareness level of Childline in Ward 6 area of Ranchi and found out major issues faced by children of that area, and identified the effectiveness of micro-financial support provided to PWD and evaluated their plan to utilize that support to improve their livelihood."* Ms. Arushi Agrawal, an intern with Nav Srishti in Faridabad (Haryana) mentioned, *"I contributed towards assistance in rescuing children, increasing awareness about child rights, protection, education, etc. I have also helped with documentation of FIRS and cases handled by the organization."* Mr. Kuber Singh Manhas, an intern, Bachpan Bachao Andolan, Mumbai (Maharashtra) mentioned, *"I was Involved in child rescue operations, was a part of the identification process to check where child labour is taking place. I also accompanied the research team while interviewing to facilitate meetings between them and the respondents."*

Mr. Gaurav Patharkar, an intern, Navjeevan World Peace & Research Foundation, Nashik (Maharashtra) mentioned, *"I helped in spreading awareness about the NGO's work and ChildLine."* Mr. Siddhesh Deshpande, an intern, Sahyog - care for you, New Delhi expressed, *"I worked closely across various domains of remedial training, vocational education, and Child sexual abuse awareness. I made contributions in the form of helping children prepare for their exams, helping youth prepare for job interviews by understanding personality development and body language. CSA was a domain where I felt that I could impart some important knowledge to students that can have an impact on their lives."* Ms. Stuti Vishnoi, an intern, Subhash Children Society, Kanpur (Uttar Pradesh) mentioned, *"I assisted the NGO in counseling numerous children throughout the internship and helped reunite the lost children with their families. Also, assisted in filling out numerous forms required in the adoption process and gave inputs for organizing their events."*

### 6.3.3 Business development

A contribution to business development was reported by 18% (129) students. This involves planning and execution for business development, project management as well as contribution in the existing programs.

Out of these 129, the contribution of 67 students was reported in designing a business plan, identified bottlenecks for better functioning of the business, and developed business and financial models for their respective internship organizations. For instance, Mr. Vishesh Sahni, an intern with Bharat Memorial Charitable Trust, "Neev", Gurugram (Haryana) mentioned, *"I worked on career mentorship for students and fund-raising campaigns."* Ms. Avantika Mehta, United Way Mumbai, Mumbai (Maharashtra) mentioned, *"I added more than 100 companies to tie up with for CSR projects across diverse sectors and also added 100 NGOs to tie up with for projects, across different thematic areas and regions of India. I created cause marketing report for United Way Mumbai to execute with the potential company and I completed the due diligence process of NGOs registered with us for more than 20 companies."* Mr. Prakhar Shukla, an intern with Caring Souls Foundation (CASOF) in Lucknow (Uttar Pradesh) mentioned, *"I gave business development ideas for fundraising and designed the training material and proposal presentations to be used during awareness sessions at different institutes. I also came up with the idea of Social Media Marketing for greater penetration and reaching out to a larger audience."* Mr. Ashutosh Biswal, an intern Adhikar Microfinance (P) Ltd., Bhubaneswar (Odisha) informed, *"I have worked in analyzing the internal bottlenecks to come up with recommendations for a smoother business functioning."*

Ms. Priya Vishwanath, Swami BrahmanandPratishthan, CBD Belapur (Maharashtra) mentioned, *"I was part of the project proposal curation wherein we drafted a proposal for around 3 crores to be presented to f Kores India Ltd's CSR team."* Ms. Wriddhi Chattaraj, who interned with Child Rights and You (CRY) in Kolkata (West Bengal) mentioned, *"We made fundraising proposals for hospital chains such as Fortis and IRIS, coaching institutes like TIME, Career Launcher and IMS. We made proposals for creating playscapes to focus on the right to play concept, counseling and monitoring centers, and the orientation of new volunteers who join CRY. Additionally, we also created proposals for an increase in CRY Presence in East Medinipore region and a database to influence corporate engagement with CRY."* Mr. Anubhav Dhuliya, an intern, Balajee Sewa Sansthan, Dehradun (Uttarakhand) mentioned, *"I created a business model of the upcoming FPO and offered recommendation about increasing the efficiency of SHGs and operations of the NGO."*

Special contribution in the area of project management was reported by 50 students. They contributed towards gap analysis, comparative analysis of departments or techniques, collaborations, event management, and so on. For example, Mr. Sameer Dhuri, an intern with Astitva, Dombivili (Maharashtra) mentioned, *"I helped to identify the gaps in the Workshop Department by performing a 4P analysis of their product portfolio. Also, I extended my co-operation to the organization to organize its Annual Day Event."* Ms. Ishita, an intern with Society for All Round Development (SARD), New Delhi mentioned, *"I helped in analyzing the key result areas of the project. I also helped in organizing and achieving deliverables of the Indo Georgian Cultural Fest which happened for 3 days."* Mr. T Surya Kandhaswamy, AID India, Chennai (Tamil Nadu) informed, *"I performed gap analysis and identified an SDG gap in multiple villages."*

Mr. Kartavy Joshi, who was placed in Janvikas, Ahmedabad (Gujarat) informed, *"We initiated cleanliness drive to clean the locality and made the residents realize the importance of cleanliness."* Ms. Shreya Prakash, an intern, National Association of Street Vendors of India (NASVI), Patna (Bihar) mentioned, *"I was involved in the partnership between different organizations (schools, colleges, banquet halls, restaurant, and malls) and the plastic waste management program. I have also worked on the NIDAN Cooperative."*

Mr. Kumar Anurag, Sankalp, Jamshedpur (Jharkhand) stated, *“I organized the very first sports day and drawing competition for the students.”* Ms. Shivangi Goel, an intern with Aseema, Mumbai (Maharashtra) informed, *“We conducted seminars on Ragging for various standards in the school which created a better environment in the school.”* Ms. Puru Jain, an intern, Naya Sawera, Jaipur (Rajasthan) mentioned, *“Fundraising through a cricket was a crucial part that our team was able to achieve and day-to-day activities at NGO was handled smoothly.”*

12 students were allocated to work on the existing programs within the organization. Students utilized their skills to enhance the performance of the ongoing projects. For example, Mr. Vishal Srivastava, an intern, Rural Litigation and Entitlement Kendra, Dehradun (Uttarakhand) stated, *“I had personal discussions with the District Panchayati Raj Officer where I explained to him about how rural women can be made aware of their constitutional responsibilities through gamified learning. It also gave my point of view of solving the problems faced by van Gujjar communities to Padamshree awardee Mr. Avdhash Kaushal.”* Ms. Esha Panpalia, an intern with CSR Department, UltraTech Cements Limited, Rawan (Chhattisgarh) reported, *“I have worked on their project ‘Mamta’, an initiative for pregnant and lactating women as well as children concerning their health and well being.”* Mr. Hitesh Chugh, an intern Kisan Sanchar, Chandigarh mentioned, *“I have worked on the implementation of Kisan Academy.”* Mr. Naveen Prakash, an intern, Devashrayam Charitable Society, Palakkad (Kerala) mentioned, *“I helped the NGO in all activities concerning National Trust related activities and helped in the conduct of day to day activities for the organization.”*

#### **6.3.4 Brand building & Marketing**

As depicted in Fig. 6.3, 15% (105) students helped the organizations in brand building, social marketing of their products/programs as well as enhancing organizations’ reach and digital presence through social media marketing.

Out of these 105, 51 students reported that they have contributed to the brand building of the NGOs. For instance, Mr. Shivam Mishra, an intern with Gandhi Adhyan Peeth in Varanasi (Uttar Pradesh) mentioned, *“I developed an awareness video for the NGO which will be displayed on the billboards throughout the city.”* Mr. Shivam Gupta, an intern Empower Pragati, Sambhal (Uttar Pradesh) mentioned, *“Previously there was a little digital reach; I was able to enhance the digital reach from 10 followers to 168 followers which are our target audience. I redesigned the Facebook page and made sure that all the important information about placements or course offered should be shared on the portal.”* Mr. Aayush Kalra, Chetana Conscience of Women (CCW), New Delhi stated, *“Helped in branding/marketing of Kutch products. Created product catalogs, marketing strategies, and helped in the school kit distribution initiative.”* Mr. Shubham Joshi, an intern, Universal Charitable Trust, Vapi (Gujarat) mentioned, *“I contacted the HR of the chemical and pharma industries and then visited the industries to show the presentation about the project. I also contributed to designing the NGO poster.”*

Mr. Aiyush Bahl, an intern, Navjeevan Centre for the Study of Social Change (CSSC), Mumbai (Maharashtra) mentioned, *“Besides conducting sessions and working on the mobile medical van, I have built an entire website > cssindia.org single-handedly.”* Mr. Tushar Chaudhari, an intern, Hope Foundation, Vadodara (Gujarat) stated, *“I digitized the work and made promotional tools for the NGO. I helped them to pitch to nearby corporates in the vicinity and advised for promoting future partnership at various forums to support and strengthen their cause further.”* Mr. Tanay Pramod Malkar, an intern, Vijay Krida Mandal (VKM), Mumbai (Maharashtra) informed, *“I worked on changing the brand perception by changing perfume packaging, perfume bottles and fragrances to make it more premium. I also assisted in designing their marketing campaigns.”*

27 students handled projects related to social marketing. Social marketing aims to influence behaviors that benefit individuals and communities for the greater social good. Projects included designing informative posters, presentations, promotional videos, spreading awareness, increasing the outreach of the organization. For instance, Ms. Ishita Gupta, an intern with SAKAR in Bareilly (Uttar Pradesh) mentioned, *"I have successfully designed an informative poster for SAKAR. I have also formulated success stories of young women leaders and motivated young girls in villages to continue their education."* Mr. Siddhant Ahuja, an intern with Child Rights and You (CRY) in Kolkata (West Bengal) mentioned, *"I Identified online influencers, designed campaign for increasing youth engagement, designed specific pitch presentations for various organizations like hospitals, corporate businesses and governmental bodies. Used the ability to understand specific needs and alter pitches accordingly."*

Mr. Pankaj Rungta, an intern, Speech and Hearing Action Society (SAHAS), Durgapur (West Bengal) mentioned, *"I devised a plan to increase the social outreach of the organization through various mediums and designed PPT's for training to parents."* Ms. Garima Dutta, an intern with Ashadeep in Guwahati (Assam) stated, *"I have started a new page 'Humans of Ashadeep' where all the success stories will be published."* Ms. Prakshi Thareja, an intern, Love Care Foundation, Ghaziabad (Uttar Pradesh) mentioned, *"I helped in designing and executing the buzz activities for the green summit which included making promotional videos and deciding what is to be posted when on social media platforms."* Mr. Abhijeet Vigg, Divya Disha, Hyderabad (Telangana) informed, *"I have worked in designing several marketing creatives and documentation of domestic violence cases."* Mr. Chirag Kawatra, an intern with Chetana Conscience of Women (CCW) in New Delhi stated, *"I helped in revamping of marketing strategies for 'himsampada' initiative."*

Besides above, 27 students were involved in social media marketing. Some students made social media plan or marketing strategy for the organization while some students made posts and videos for the social media platform to create a better brand image for the organization.

Mr. Ishan Bhatia, an intern with Kherwadi Social Welfare Association (KSWA) / Yuva Parivartan Institute of Skill Development in Mumbai (Maharashtra) mentioned, *"By taking interviews and videos, we created various success stories to be uploaded on various social media platforms, increased the number of engagements on various social media platforms, created a 'Life at Yuva Parivartan' video to be shown to all corporate's and to be uploaded on the website, created a report on the various aspects of digital engagements and employment in the country to be submitted to organization mentor as well as created various posters of courses to be started by the organization."* Mr. Aditti Agarwal, an intern, United Way Mumbai, Mumbai (Maharashtra) stated, *"I researched and designed a presentation for an upcoming social media campaign that helped the organization get a new perspective which gave them ideas to better engage with their ambassadors."* Mr. Yogesh Sharma, an intern, Gayatri Seva Sansthan, Udaipur (Rajasthan) mentioned, *"I enhanced the reach of the organization through the use of Digital media."*

Mr. Mohit Mehta, an intern, Gayatri Seva Sansthan, Udaipur (Rajasthan) expressed, *"I enhanced the reach of the organization through proper use of digital media"* Mr. Pradeep Vasu, an intern, Cholai - Action for Child Labour, Chennai (Tamil Nadu) mentioned, *"We created an entire digital strategy and a sustainability Plan of Action for the organization. We enhanced their digital presence and put them on the field for visibility. We offered an external opinion/recommendation on each offering and aided them in modifying the same."* Ms. Shaily Kasaundhan, an intern, Action for Women and Rural Development (AWARD), Kanpur (Uttar Pradesh) mentioned, *"I created a social media page and made plenty of media content for uploading on Facebook."* Ms. Priyansha Dwivedi, an intern, Shramik Bharti, Kanpur (Uttar Pradesh) mentioned, *"Apart from handling the given work, I also took care of branding and marketing of the brand on social media."*



Mr. Abhishek Mishra, an intern with Deepak Foundation in Vadodara (Gujarat) shared, *“The product instant khichdi has not yet taken off in the market and had a negligible online presence. Thus, it was very important to start establishing a presence in the digital world and I was presented with an opportunity to further this by creating and executing the start of a digital marketing campaign. This included website development, social media handling, content marketing, and search engine optimization. Not only this, but I also devised an Action Plan with specific details regarding each task related to the different aspects of the campaign. Courtesy to my field visit, I was also able to provide the organization with any marketing related suggestions and insights.”*

### **6.3.5 Social Research**

Five percent (32) of the student was engaged in social research. This includes conducting surveys, preliminary and secondary research to implement effective working modules for the organization. For instance, Ms. Nitya Garg, an intern, Youth for Unity and Voluntary Action (YUVA), Kharghar (Maharashtra) mentioned, *“I helped in research work in different aspects like climate change adaptability, SDG 11 and sustainable agriculture which would be very helpful for the organization.”* Ms. Saaniya Aurangabadkar, an intern, Light of Life Trust, Mumbai (Maharashtra) informed, *“I conducted preliminary research to find out if the courses are good enough to make the women feel confident and independent, and also to get to know the dreams and ambitions of these women. Searched for jobs wherein they can work from home.”*

Mr. Gaurav Ratan, an intern, Arpan, Mumbai (Maharashtra) mentioned, *“I researched different campaigns namely Child Safety Week potential partners and their contacts, Safety Centers on different platforms, podcasts related to child sexual abuse, social media analysis.”* Mr. Shashwat Bhushan, an intern, Adarsh Seva Sansthan, Jamshedpur (Jharkhand) informed, *“The primary research done by us is really important for the report that ASES is trying to form in order raise awareness about the issues of underage marriage due to elopement happening across slums in Jamshedpur.”* Ms. Priya Megotia, an intern, Navsarjan Trust, Surat (Gujarat) stated, *“I was actively involved in surveying the informal sector especially women and then collating data to analyze and understand the gaps that the marginalized section faced. My specific contribution was developing a bond with the Mahila Mandal and understanding their root issues.”*

### **6.3.6 Resource mobilization and management**

Around 5% (30) students reported their special contribution towards resource mobilization and management includes effective planning of the allocation of resources and efficient management of the same. This includes streamlining existing processes through restructuring, designing re-skilling modules for the organization resources, and the like. For instance, Mr. Avdhesh Kuntal, an intern, Kalyanam Karoti, Mathura (Uttar Pradesh) mentioned, *“I provided a solution for stock management that will bring efficiency in processes, discussed potential solution for an outreach program that will help save time and cost, increased awareness through social presence.”* Mr. Prakhar Agarwal, an intern, Literacy India, Gurugram (Haryana) informed, *“I identified the problem in recycling paper plant processes and gave recommendations to improve the process, inventory management, and quality output.”* Mr. Shankargouda Hosagouda, an intern, Rehabilitative Assistance for People in Distress (RAPID), Dharwad (Karnataka) stated, *“I have worked in rehashing skill development module for up-skilling of the organization employees.”*

## 7. Feedback by Organization

At the end of the internship, the feedback was sought from 256 internship organizations. (Refer Annexure V) In all, around 69% (176) organizations submitted their quantitative feedback through the Google form. The objectives of the feedback as well as and the feedback data points are mentioned in Table 4.

**Table 4 : Internship organizations’ feedback: Objectives and data points**

Feedback Objectives	Feedback Data Points
<b>a.</b> Analyze the views of the internship organizations regarding the level of satisfaction with students’ conduct, project execution and quality of reporting. <b>b.</b> Recognize special contributions made by the students. <b>c.</b> Solicit recommendations from internship organizations for strengthening We Care internship	<b>a.</b> Satisfaction with interns’ conduct <b>b.</b> Handling projects <b>c.</b> Clarity in reporting <b>d.</b> Special remark regarding students’ contributions <b>e.</b> Suggestions for improvements in the We Care program

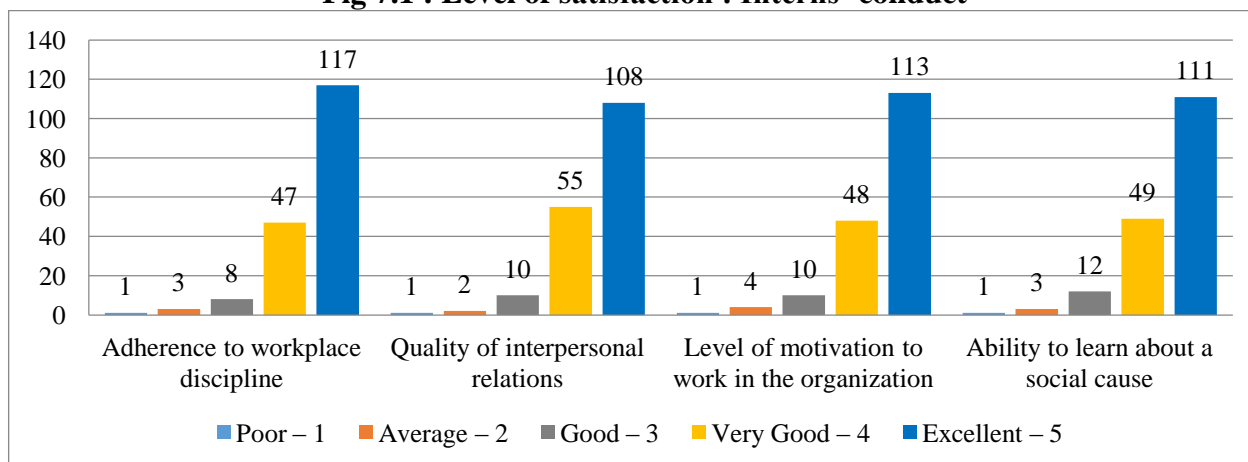
The following analysis is based on the quantitative feedback received from the 176 internship organizations.

### 7.1 Level of Satisfaction: Interns’ Conduct

95 % (167) internship organizations reported a high level of satisfaction with interns’ conduct. The organizations appreciated overall conduct, diligence, dedication, positive attitude and performance of the interns. For instance, The Abhimani Foundation, Bobbili (Andhra Pradesh) mentioned, “*The intern participated well in all the activities and exhibited good contribution throughout the internship period.*” SOS Children’s Village, Jammu (Jammu & Kashmir) stated “*Mr. Himanshu Chowdhary has been a very good student and worked with a very positive attitude and approach.*” Gayatri Seva Sansthan, Udaipur (Rajasthan) expressed, “*All the students were excellent. I hope to have more students from your college.*” Cholai - Action for Child Labour, Chennai (Tamil Nadu) reported, “*The students were excellent. In our fieldwork, they were eager more than our people.*”

The level of satisfaction was measured on a five-point rating scale ranging from ‘Excellent’ (5) to ‘Very poor’ (1). The parameters used to infer the level of satisfaction were 1) adherence to workplace discipline, 2) quality of interpersonal relations, 3) level of motivation to work in the organization and 4) ability to learn about a social cause. Level of satisfaction regarding interns’ conduct on each parameter is exhibited in Fig 7.1

**Fig 7.1 : Level of satisfaction : Interns’ conduct**



### 7.1.1 Workplace discipline and conduct

A high level of satisfaction about work discipline and overall conduct of the interns was reported by 66% (117) organizations. Organizations reported that the students were disciplined, punctual, very dedicated, cooperative, friendly, enthusiastic and sincere. The organizations also added that the students exhibited team spirit, professionalism and interest in the work assigned to them.

Sol's ARC (Assessment and Remedial Centre), Mumbai (Maharashtra) mentioned, *"Akshay Bohra was committed, sincere and punctual in his work and also worked passionately during the internship."* Light of Life Trust, Mumbai (Maharashtra) stated, *"The interns showed enthusiasm and were involved with the NGO work. They asked relevant questions and ensured they understood the workings of our various projects and the work processes."*

Sahyog –Care for Your, New Delhi shared, *"Students, adhered to the timelines and deliverables"*. Mountain Children's Foundation, Dehradun (Uttarakhand) informed, *"Divyanshu, Pranjal and Mayank were eager to learn and they had a sense of empathy while interacting on the field. Their cooperation and positive attitude was a gift for us."* Aadhaar Gyan Dhatri Samiti, Bhopal (Madhya Pradesh) stated, *"Both the interns, Edwin and Jubin, were very sincere and motivated. It was heartening to see the sensitivity they had for children with special needs."*

### 7.1.2 Interpersonal relations

61% (108) organizations rated students' performance as excellent concerning their interpersonal relations with the organization's staff and beneficiaries. The internship organizations reported that the students were amiable, built a good rapport and dealt with patience while dealing with the beneficiaries and staff members. For instance, Disha, Jaipur (Rajasthan) mentioned, *"The intern was a good-natured and disciplined young man, who gelled up very well as a team member of Disha."* Aarambh Education & Community Development Society, Indore (Madhya Pradesh) stated, *"Akshita and Prakhar were very cooperative and friendly with the staff and children."*

WORD- Women's Organisation in Rural Development, Andikadu (Tamil Nadu) mentioned, *"Mr. Prashanth is good in terms of communication, reporting, project delivery, interaction with the community and the teamwork."* Smile Foundation, New Delhi (NCT Delhi) mentioned, *"It was great to have worked with Sanya and Shreya for they displayed a willingness to contribute and cooperate with their assigned teams."* Helpers of the Handicapped, Kolhapur (Maharashtra) mentioned, *"Prithviraj is a wonderful student and also a nice human being. Apart from diligently working on his project, he has also attached himself with the organization and people too."*

### 7.1.3 Motivation to work in the organization

64% (113) organizations found that the students had the excellent motivation. They exhibited professionalism, were self-motivated and interest in fieldwork. They worked with diligence and dedication. For example, Child Rights and You (CRY), Kolkata (West Bengal) mentioned, *"All the interns have exhibited quality work, hard work and dedication. It was a pleasure mentoring them."* Centre for Integrated Development (CID), Gwalior (Madhya Pradesh) expressed, *"We appreciate the interns' efforts and active participation during the internship. They have exhibited great dedication and punctuality, and are very sincere students when it comes to their work deliverables."*

SOS Children's Village, Kolkata (West Bengal) appreciated the intern's efforts and stated, *"Work ethic is extraordinary, as is motivation."* Divya Disha, Secunderabad (Telengana) mentioned, *"Mr.*

*Grandhi Venkata Abhishek and Sowmya Suresh maintained punctuality and discipline. Their response to the entrusted responsibility was excellently displayed.” Sai Educational Rural and Urban Development Society (SERUDS), Kurnool (Andhra Pradesh) informed, “The work was done with dedication and it was completed well before the time. Dinesh provided regular updates about the progress of the project and also followed up later to inquire and extend help if required.”*

#### **7.1.4 Learning attitude**

A higher level of satisfaction about students’ ability to learn about the social cause was expressed by 63% (111) organizations. The organizational mentors informed that the students exhibited a learning attitude and took interest in their project work. For instance, Action for Women and Rural Development (AWARD), Kanpur (Uttar Pradesh) mentioned, *“The intern has shown good interest in the field as well as in the office work.”* Academy of Learning and Development, Mumbai (Maharashtra) stated, *“Interns showed interest and were actively involved in the school’s activities. They were prompt and completed the tasks efficiently and effectively.”* Century Rayon, Thane (Maharashtra) reported, *“The intern has taken a very keen interest in the CSR activities of the company.”*

Organizations also reported that students had good leadership and communication skills. This helped them to contribute effectively and efficiently to the organizations. For instance Aarohan, New Delhi (NCT Delhi) stated, *“The quality of work, knowledge, competency and communication skills of the interns are very clear.”* Sujaya Foundation, Navi Mumbai (Maharashtra) mentioned, *“Akshat Srivastava is a trained youth with great leadership and time management skills.”*

Excluding very few exceptions, overall internship organizations were satisfied with the interns’ conduct and performance. Less than 3% (4) of the respondent organizations observed the lack of the students’ discipline, self-motivation and initiative to learn. They also mentioned that the students need to be oriented to the social development sector before commencing their internship and develop an interest to work for the community. For instance, Divya Disha, Secunderabad (Telangana) mentioned, *“Out of the four interns placed, Mr. Abhijeet Vigg was not punctual and not serious about discipline. He was very casual and careless in his work.”* Deepalaya, New Delhi stated, *“All the interns need to bring out the motivation from inside to be fully immersed and work for the organization.”*

## **7.2 Level of Satisfaction: Handling Projects**

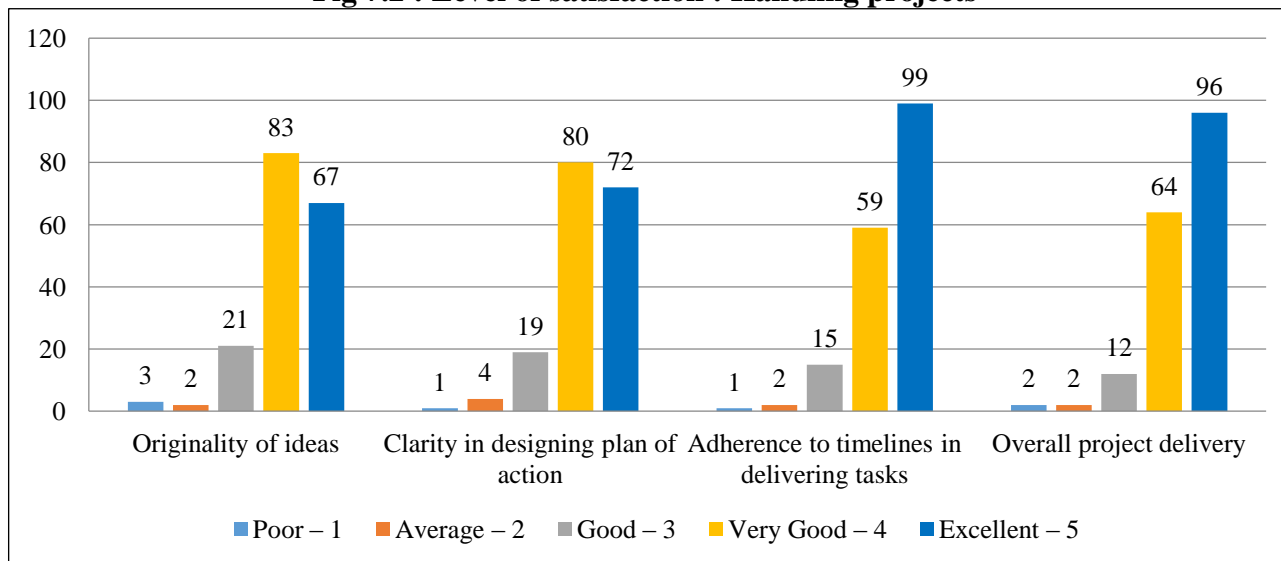
92% (162) organizations expressed a high level of satisfaction with students’ project execution skills. Sai Educational Rural and Urban Development Society (SERUDS), Kurnool (Andhra Pradesh) reported, *“Work was carried out by the intern with dedication and it was completed well before the time. Regular updates were given about the progress of the project along with the follow up for the future work to be completed. The overall performance of the intern is extraordinary. We hope this internship will be helpful for him for his career.”* Aarambh Education & Community Development Society Bhopal (Madhya Pradesh) mentioned, *“All the three students were hard-working and had been a great support to meet the objectives of the Project. They took a keen interest in learning new things and were always enthusiastic to contribute as much as possible. It has been great.”*

Moderate level of satisfaction was reported by 7% (12) organizations while only 2 organizations experienced a low level of satisfaction in the interns’ handling of projects.

The level of satisfaction of the internship organizations regarding the handling of projects by the interns was measured on a five-point rating scale ranging from ‘Excellent’ (5) to ‘Very Poor’ (1).

The level of satisfaction was inferred using four parameters viz. 1) originality of ideas, 2) clarity in designing a plan of action, 3) adherence to timelines in delivering tasks and 4) overall delivery of the project. Level of satisfaction regarding project execution on each parameter is shown in Fig 7.2

**Fig 7.2 : Level of satisfaction : Handling projects**



### 7.2.1 Originality of ideas

As listed in Fig 7.2, 39% (67) organizations found that the students were excellent in suggesting innovative ideas about their projects. For instance, Centre for Sustainable Development, Sundernagar (Himachal Pradesh) stated, “*Lakshay has a very innovative and creative approach to problems. He brought new insights and innovative solutions to the marketing plan especially on social media.*” Baroda Citizens Council, Vadodara (Gujarat) informed, “*All the students came up with innovative ideas which were very beneficial for the organization as well as for their self-development. It was great working with this batch.*”

Bangalore Rural Educational and Development Society (BREADS), Bengaluru (Karnataka) mentioned, “*The interns were highly motivated and creative in approaching the design plan of their assigned projects.*” Aseema, Mumbai (Maharashtra) reported, “*The entire KMS center staff would like to appreciate Shravan and Sneha for their creative ideas and input for our exhibition.*” Anyay Rahit Zindagi (ARZ), Vasco Da Gama (Goa) stated, “*Ms. Vaishali has shown efficiency in her work by coming up with innovative and practical ideas to her project.*”

### 7.2.2 Designing plan of action

Students’ skills in designing a plan of action were reported as excellent by 41% (72) organizations. Organizational mentors shared that the students were able to design a plan of action for their internship project and were a great help in designing policy and SOPs. For example, Plan@Earth, Kochi (Kerala) informed, “*Reema and Nishanth have meticulously planned out a website for marketing our products well. Also, they have come up with an extensive project plan of producing footwear from used tyres.*” Vishwas India, Gurugram (Haryana) informed, “*The interns were of great help in designing the Disability Inclusion Policy of VISHWAS.*”

Balajee Sewa Sansthan, Dehradun (Uttarakhand) added, “*Avni Chandra, Pratham Khanna, Anubhav Dhuliya have provided a very good business model for our new FPO, which can be a used for our upcoming FPO Project and is helpful for the Executives working on that project.*”

Deepak Foundation, Vadodara (Gujarat) mentioned, *“Arpit Shah has helped in designing an SOP and a business plan for a crucial upcoming project in the organization.”*

### **7.2.3 Adherence to Timelines**

Out of 176 organizations, 57% (99) observed that students exhibited excellent timeliness in delivering the tasks assigned to them. The organizations reported that students adhered to timelines in delivering tasks and overall project delivery. For instance, ETASHA Society, New Delhi stated, *“All the interns were dedicated and highly competitive. As such, the assigned projects were delivered with utmost satisfaction where each intern’s skills were reflected.”* Samaritan Help Mission, Howrah (West Bengal) informed, *“The interns have helped our organization in the creation of modules aligned with the requirements of Samaritan Day Care Special School project.”*

Students were able to complete their tasks within the stipulated timeline. Sahyog – care for you, New Delhi mentioned, *“The interns adhered to the timelines and deliverables.”* Udaan Society, Aligarh (Uttar Pradesh) informed, *“Nishkarsh is adherent to the timely completion of his assigned tasks and reports.”* Bright Future, Mumbai (Maharashtra) stated, *“Parth Thakkar and Rhea Jamuar made a valuable contribution to our organization within a very short period and made quality deliverables.”* Catalysts for Social Action (CSA), Mumbai (Maharashtra) informed, *“Vignesh has exceptionally good video making skills and he helped in taking an additional task and delivered it on time.”*

### **7.2.4 Project delivery & utility**

Internship organizations were satisfied with overall project delivery. 55% (96) organizations found students to be excellent in this regard. They also mentioned that the contributions made by students were useful for them. For example, Diocesan Development & Welfare Society (DDWS), Prayagraj (Uttar Pradesh) expressed, *“The creative initiatives of the interns have geared a new awareness among the teachers of the slum schools, which has also spread to the families of the children coming to the slum school. The community meetings conducted by the interns have been eye openings for managing finance, morality, upkeep of the family, availing the services of the government and interpersonal relationships in the families.”* Literacy India, Gurugram (Haryana) mentioned, *“The interns were able to deliver the expected work with quality. This has been the first batch who managed to raise some funds for the sponsorship of Children.”*

Under The Mango Tree Society, Mumbai (Maharashtra) informed, *“Mitunjali & Ronit showed immense dedication in designing the Commcare dashboard. Their work highlights new possibilities for us. It is very useful and we are sure that it will be put to good use by our team.”* Kshamata Transformation Centre, Thane (Maharashtra) mentioned, *“Laxmi and Reshma helped in developing worksheets and test papers for developing English curriculum of Kshamata.”*

Vijay Krida Mandal (VKM), Mumbai (Maharashtra) reported, *“The interns were found to be very sincere and enthusiastic to work for the noble cause for empowerment & rehabilitation of female sex workers by providing opportunities of alternate sources of income. They got involved with the idea of creating an SHG and initiated discussions about the stages to be undertaken for the implementation of the same. They took this forward very speedily and created an SHG and motivated them to produce perfumes of standard quality. The SHG members could sell high-quality perfumes in the market. We are very grateful to your college for deputing such sincere, dedicated, enthusiastic students to our organization who have assured us to be part of our mission to creating SHG.”*

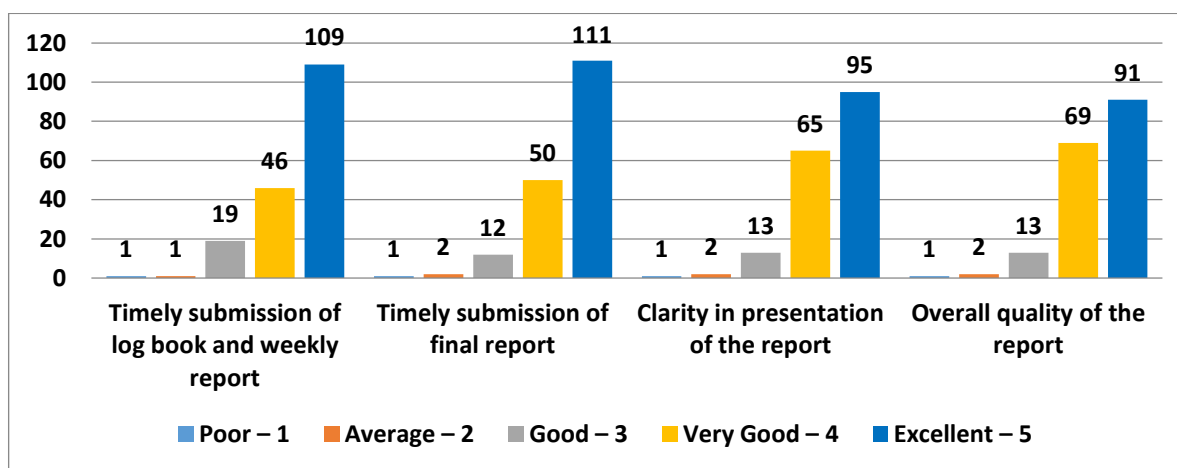
### 7.3 Level of Satisfaction: Reports

Students were required to submit weekly log e authenticated through e organizational mentors. Final reports were required to be submitted towards the closure of the internship to both organizational and faculty mentors.

The level of satisfaction of the internship organizations regarding the reporting skills of interns was measured on a five-point rating scale ranging from ‘Excellent’ (5) ‘Very Poor’(1). The parameters used to infer the level of satisfaction were 1) timely submission of weekly reports. 2) timely submission of the final report, 3) clarity in the presentation of the report and 4) overall quality of the report

Data reveals that 94% (165) organizations expressed a higher level of satisfaction with students’ reporting skills. See Fig 7.3.2 for levels of satisfaction expressed by the organizations across each reporting parameter.

**Fig 7.3 : Level of Satisfaction : Reports**



52 % (91) organizations rated the overall quality of the report submitted by students as excellent. For example, Prakriti Environmental Society, Karimnagar (Telangana) mentioned, “*The reports are prepared well with highlighting the key issues and their corresponding improvements.*” Atma, Mumbai (Maharashtra) informed, “*Bhagyashree Shriveshwarkar was pro-active in her communication with her team members and mentor, to ensure her project deliverables were clear. As such, she was able to deliver a quality report despite having challenges with the partners.*” Isha Vidhya, Coimbatore (Tamil Nadu) stated, “*We thank Keerthana for the detailed analysis and report. It shows how much improvement we have to make in terms of connecting with volunteers, donors & the beneficiaries through impact stories, continuous relationships and deep learning of where we stand.*”

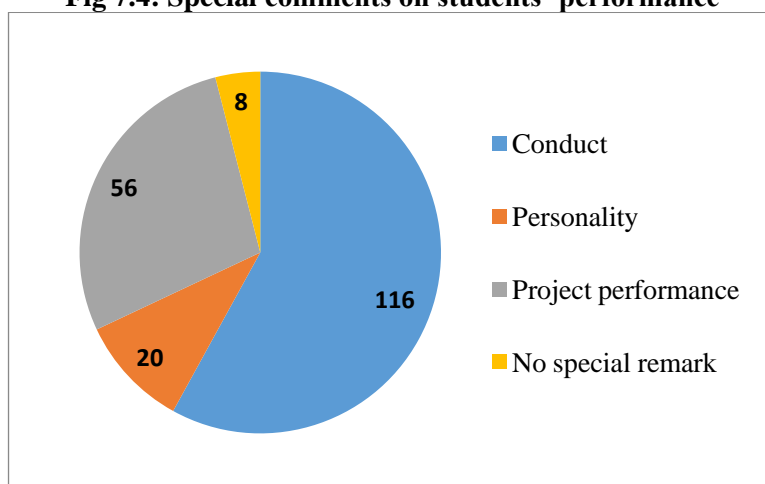
Although the internship organizations were satisfied with the quality of the report they expected students to be more detailed with their observation and incorporate non-traditional reporting tools in drafting their reports.

### 7.4 Special Comments on Students’ Performance

Internship organizations were requested to specify contributions made by the students during the internship. These remarks were classified into appropriate categories namely students’ conduct, overall personality and project performance. From the 176 organizations, we received multiple responses on the mentioned categories, bringing it to a total of 200 responses. See Fig7.4.



**Fig 7.4: Special comments on students' performance**



### 7.4.1 Interns' conduct

Responses about the conduct of students during the internship were received from 66% (116) organizations. The internship organizations found the students to be dedicated, hardworking, diligent, sincere and committed. They took interest in the fieldwork as well. For example, Action for Women and Rural Development (AWARD), Kanpur (Uttar Pradesh) stated, *"Shaily Kasaundhan has been very punctual and thoughtful. She has shown extreme interest in the field as well as in the office work. She has helped to improve our process very much."* Fair Trade Forum India, New Delhi expressed, *"The interns were hard working and took initiatives to learn about the social cause and performed well in their tasks."* Roshni Educational Society, Faridabad (Haryana) informed, *"The interns were sincere and hard working. They helped the children in their creative pursuits."*

Prayas, Chittorgarh (Rajasthan) mentioned, *"The conduct of Ritu Chhipa was mainly professional and met our standards. She was always trying to find out new ways to help out beyond the assignments she was given and was very accepting of all criticism and feedback."* SAKAR, Bareilly (Uttar Pradesh) informed, *"Amit and Ishita were sincere towards the tasks given and mixed well with the team and community."* UltraTech Cements Limited, Rawan (Chhatisgrah) mentioned, *"Though the intern was specializing with finance major, yet he displayed a strong willingness to learn about CSR and worked diligently on the same field."* Patiala Welfare Society, Patiala (Punjab) expressed, *"The interns helped in maintain good communication between the volunteers and the organization."*

Students exhibited professionalism, pro-activeness as well as excellent teamwork. They developed a good rapport with the staff and stakeholders of the organization. For instance, Ramashiv Bahuudeshiya Vikas Samiti, Rewa (Madhya Pradesh) informed, *"The intern helped the clerical staff with routine work and documentation. He also played a key role in coordinating with lost/rescued children's families, and also displayed friendly interaction with the children."* Aarambh Education and Community Development Society, Indore (Madhya Pradesh) mentioned, *"Akshita and Prakhar had done a commendable job at our organization. They were very cooperative and friendly with the staff and children. They also helped us to generate Cash Donation up to Rs 10,000/- as well. Apart from giving career guidance to the children, they also got involved in playing games with them. Besides, they arranged to show motivational movies to the kids."*



The organization also informed that the students took initiative and gave valuable inputs that the organizations found very useful for the project or future implementation. For instance, Ehsaas, Lucknow (Uttar Pradesh) stated, *“The students were keen to learn and have been a valuable asset to the organization. They have been sincere in their efforts to learn and perform as directed. They have also developed a very comprehensive and useful safety manual for children.”* Muskan Foundation for People with Multiple Disabilities, Mumbai (Maharashtra) informed, *“Ipshita was very diligent and sincere in the work assigned to her. Ryan handled the work assigned to him very efficiently. Arvind provided good marketing strategies.”*

Institute of Rural Credit and Entrepreneurship Development (IRCED), Sangli (Maharashtra) mentioned, *“Both the interns participated in all the project related activities wholeheartedly.”* Manjari Charitable Trust, Mumbai (Maharashtra) informed, *“The interns worked well as a team and also as mentors to the groups they worked with. Their ability to teach and help the children, with comprehending subject content is commendable.”* Spring Health, Bhubaneswar (Odisha) stated, *“Ankit was very articulate and mixed well with the field team and was keen to observe and learn about the company as well as share his views and thoughts on how we can improve on our operations.”*

Vishwa Prakash Mission, Faridabad (Haryana) informed, *“Nishank has shown interest in the social work. The empathy and interaction he has shown towards the children, which in turn was benefitted by the Trust, was a remarkable job.”* Milaan: Be the Change, Lucknow (Uttar Pradesh) mentioned, *“Both Aishwarya and Shivangi were motivated and dedicated towards the task given to them and they were connected with the cause of our organization as well.”* Vardhishnu, Jalgaon (Maharashtra) mentioned, *“KshitijMalhara participated in all the activities of the organization with sincerity and discipline. He was keen to understand the social causes and was ready to help.”* Gramyasheel, Supaul (Bihar) expressed, *“ShaliniPriya understood social causes asking relevant questions and tried to come up with as many ways as we could help the people in.”* Towards Future, Kolkata (West Bengal) informed, *“The interns were very good at work. They were very passionate about the beneficiaries and were keen to learn in this field.”*

#### **7.4.2 Project Performance**

In all 28% (56) organizations highlighted students' contributions in projects assigned to them. Students contributed in operational areas like strategic planning for the organization, designing of SOPs, redesigning their policies, setting IT infrastructure, resource optimization, digitization of records and so on.

Disha, Jaipur (Rajasthan) informed, *“Amit Gupta is a disciplined young man. His contribution to art & craft unit with preparing an exhaustive content on Work Training Unit (WTU) for the organization website and his work with children of Pre Primary B was commendable.”* Literacy India, Gurugram (Haryana) mentioned, *“Interns were able to deliver the expected work with quality. This has been the first batch who managed to raise some funds for the sponsorship of children. Sonakshi was able to do the case studies and Kartik was able to submit the analysis of the profitability of recycling paper.”*

Tomorrow's Foundation, Kolkata (West Bengal) stated, *“We, at the organization, are glad to have worked with the interns for the financial literacy program. They had a strong ability to look at the big picture when needed as well as the at-hand task on their plate. They executed their tasks and project without any major glitches.”* Uma Educational & Technical Society, Kakinada (Andhra Pradesh) stated, *“The intern, Ms. Usha Bhargavi Putrevu, has contributed well in fund mobilization program and brought 30,000 INR to our organization from various sources. She has also designed*

*success stories of our students in a well-articulated format. She has made valuable recommendations that can improve our digital presence."*

Students also helped the organization in the documentation, writing success stories and designing annual reports. Ramashiv Bahuudeshiya Vikas Samiti, Rewa (Madhya Pradesh) mentioned, *"Tanmay did a great value addition for the children at Hari Bal Grah. He helped the clerical staff with routine work and documentation. He also played a key role in coordinating with the lost/rescued children's families."* Himachal Pradesh Voluntary Health Association, Solan (Himachal Pradesh) informed, *"Anoop Solanki and Tejasv Jain drafted a proposal on water scarcity in Shimla town."*

Association for Social and Health Advancement (ASHA), Kolkata (West Bengal) stated, *"We were pleased by the case study translations and proper documentation of organization work, done by the interns."* Ehsaas, Lucknow (Uttar Pradesh) informed, *"The students were keen to learn and have been a valuable asset to the organization. They have been sincere in their efforts to learn and perform as directed. They have developed a very comprehensive and useful safety manual for children."* Association for the Welfare of the Handicapped (AWH), Kozhikode (Kerala) informed, *"Adwaith proved his efficiency and in data compilation."*

NayaSawera, Jaipur (Rajasthan) mentioned, *"Aditya, Kaustubh and Puru successfully organized a Charity Cricket Tournament and made beautiful art on Shelter Home walls with great inspirational quotes."* Bal Bhavan Society, Vadodara (Gujarat) informed, *"Both the interns were instrumental in setting up the QR Scan for Google pay for our organization. They even aided with various proposal making and presentations for various projects of our organization. They have analyzed the data of our organization made available to them which will prove to be useful for us."* BalajeeSewaSansthan, Dehradun (Uttarakhand) mentioned, *"Interns have provided a very good business model for our new FPO, which can be used for our upcoming FPO project and is helpful for the executives working on that project."*

Students were instrumental in organizations' brand building and social marketing. They worked towards increasing the organization's online as well as offline visibility, marketing their products. Banglanatk dot com, Kolkata (West Bengal) expressed, *"The interns did survey related to a creative enterprise which will add value to our work."* Sense International India, Ahmedabad (Gujarat) stated, *"Vedant Karnani has worked very well in supporting the organization for the development of its communication movie."* Jalandhar Welfare Society, Jalandhar (Punjab) mentioned, *"Interns brought a different perspective on how to conduct workshops and seminars. Their research in various aspects of the problem being dealt with by the organization was quite impressive and enhanced our understanding. They also worked with dedication in teaching the underprivileged children and their hard work, in turn, enhanced the test scores of children. In cases where the youngsters were targeted, they assisted us in bridging the gap also."* Ashray Akriti, Hyderabad (Telangana) informed, *"The interns, Rishika and Sindhu, are much focused. They helped us in building our brand by talking to a TV channel and getting a video done."*

### **7.4.3 Personality**

Comments related to students' overall personality were received from 10% (19) organizations. For instance, Jai Jai Bhim Vikas Shikshan Sansthan, Jodhpur (Rajasthan) expressed, *"Both the intern, Kirthika and Keshav, are hard-working and are having good grasping power, also having good ability to understand the issues and nature of the project."* Sankalp, Kakinada (Jharkhand) informed, *"They are quick learners, were able to jump in very quickly and grasped our process of work. Overall it was a pleasure to work with them all."* National Association of Street Vendors of

India (NASVI), Patna (Bihar) stated, *“Abhishek Misra is a laborious and hard-working youth.”* Trishul, Mumbai (Maharashtra) informed, *“Volunteers were self-inspired; sincere and focused.”*

Hope Foundation, Kolkata (West Bengal) mentioned, *“Ansh Agarwal has shown good leadership skills in his internship with our organization.”* Sukarya, Gurugram (Haryana) informed, *“All the interns are hard-working, with a great attitude to earn, imbibe and contribute significantly in the execution of project activities.”* Yuva Parivartan Institute of Skill Development, Mumbai (Maharashtra) mentioned, *“The interns Niyati, Ishan and Siddharth were disciplined and motivated. They had good communication skills and maintained a positive attitude towards the social cause and their work.”*

Overall internship organizations observed that the students were dedicated, diligent, motivated, responsible, enthusiastic, sincere, proactive and hard-working. The organizational staff found that the students were helpful, supportive and accommodative, displaying a team spirit. They took keen interest and worked hard to understand the development sector, about the social issues and contributed to the social cause.

#### **7.4.4 No Special Remarks**

In all 4% (8) organizations have not provided specific remarks on the interns' performance and conduct in the workplace.

Out of these 8 organizations, Bhoruka Public Welfare Trust, Kolkata (West Bengal) expressed good wishes for their interns. ECO-PRO, Chandrapur (Maharashtra) shared, *“We encouraged college students to take up more social responsibilities and be more enthusiastic in the social field.”*

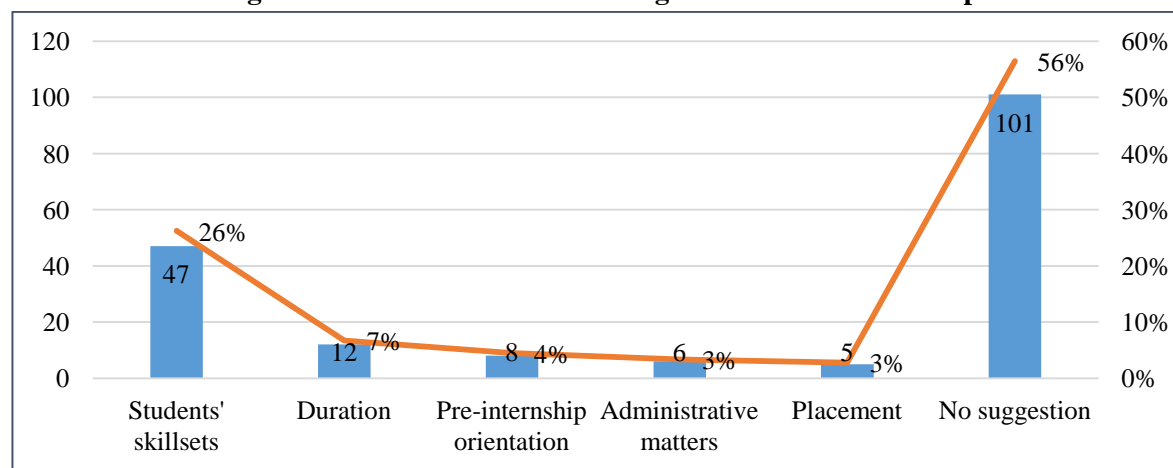
Taking all the special comments on interns' performance into consideration, it can be summarized that the students have displayed good and professional conduct during their internship. Their contributions have added a sheer value to their respective organizations.

### **7.5 Recommendations**

To strengthen the We Care internship in future suggestions were solicited from internship organizations. From the 256 organizations, 176 offered suggestions in the areas of students' skillsets, internship duration, pre-internship orientation, administrative matters regarding internship and placement (See Fig 7.5)

56% (101 organizations) found the design and approach adopted for the internship to be appropriate and did not extend any suggestions for revision of the internship. For instance, Rehabilitative Assistance for People in Distress (RAPID), Dharwad (Karnataka) expressed, *“We are happy to be part of We Care and look forward to future collaboration.”* Plan@Earth, Kochi (Kerala) mentioned, *“Your students have done excellent work for us once again and no suggestions for improvement because what is already good just needs to continue being good.”* Trishul, Mumbai (Maharashtra) expressed, *“Keep up with the good work.”* Mahita, Hyderabad (Telangana) shared, *“The role clarity and other information are fine and no need to do the further improvements in this regard.”*

**Fig 7.5: Recommendations: Strengthen We Care internship**



### 7.5.1 Students' skillsets

A little more than one-fourth organizations recommended that students should improve skills in areas of time management, oral/written communication, oral/written presentation and designing creative approaches. Students need to be internship more proactive and be self-motivated in working for a social cause.

In the context of time management, Child Help Foundation (CHF), Mumbai (Maharashtra) reported, *"Optimal use of time was lacking. Interns need to be more organized and ambitious."* Bright Future, Mumbai (Maharashtra) suggested, *"Students can improve on punctuality."*

Concerning improvement in written communication (report design and documentation) Himachal Pradesh Voluntary Health Association, Solan (Himachal Pradesh) suggested, *"The students can improve on the format and clarity of submission."* Kshamata Transformation Centre, Thane (Maharashtra) suggested, *"Interns should improve their documentation skills for storing records and pictures."* Centre for Youth and Social Development (CYSD), Bhubaneswar (Odisha) recommended, *"Interns need improvement in report design."*

The need for students to adopt innovative and creative approaches in managing their tasks was spelled out by a couple of organizations. For instance, Society for People's Action For Development (SPAD), Bengaluru (Karnataka) suggested, *"The interns should incorporate the use of appropriate games/stories/visual aids as a training methodology for the beneficiaries. The session delivery should be in the local language, as this will assist in the effective participation of the audience."* Banglanatak Dot Com, Kolkata (West Bengal) recommended, *"The interns may build skills in mobilization and understanding of the creative industry."* Kshamata Transformation Centre, Thane (Maharashtra) stated, *"There could be an innovation of activities as per the need of the focused group."*

Deepalaya, New Delhi suggested, *"Motivation to work for an NGO which has a different environment from those of corporate needs to be honed. Students need to stay motivated even in a monotonous environment."* Indore Diocese Social Service Society, Indore (Madhya Pradesh) stated, *"Our suggestion for improvement is that the interns should not go in the comfort zone."* Manjari Charitable Trust, Mumbai (Maharashtra) recommended, *"The interns need to spend more time and be more interested in trying to understand social factors associated with low-income settings. Lateral thinking & thinking 'out of the box' cannot be taught, but students should be*

*motivated to question and read. Discipline in maintaining time and timelines should be paid a lot of attention to."*

Association for Social and Health Advancement (ASHA), Kolkata (West Bengal) shared *"Interns should be more proactive during the field visits and enthusiastic about working in adverse conditions in the villages."* Association for Non-Traditional Employment of Women (ANEW), Chennai (Tamil Nadu) also stated, *"Interns could be more pro-active to take an extra mile for understanding the social sector and come up with ideas/suggestions by, using their management skills."* North East Multipurpose Development Society (NEMDS), Naharlagun (Arunachal Pradesh) suggested, *"The interns should be vigilant and be involved in reverberation with their organization once the internship period is over."*

Aarohan, New Delhi suggested, *"Interns should try to be more connected to the beneficiaries they interact with."* Smile Foundation, New Delhi suggested, *"The interns should be asking more questions and clarifying doubts in the real-time. This would keep everyone on the same page."*

### **7.5.2 Duration**

In all 7% (12) organizations felt that the duration of We Care internship needs to be extended to facilitate understanding of the sector and increasing involvement of the students. For instance, The Abhimani Foundation, Bobbili (Arunachal Pradesh) suggested, *"Internship period can be little a more to get involved in more activities in a much better way."* Aseema, Mumbai (Maharashtra) suggested, *"Time duration can be extended because by the time the bond with children was made it was the time for their internship to get over."* Agastya International Foundation, Bengaluru (Karnataka) recommended, *"I feel 24 days of training is a very short time to understand any programs/project. I suggest your organization to extend the training period at least for 2-3 months."*

### **7.5.3 Pre-internship Orientation**

Four percent (eight) organizations provided suggestions to mentor students for the internship. Organizational mentors felt before the internship students could be sensitized towards the social sector by incorporating orientation workshops, acquaint them with the social issues, and familiarize them with the work of NGOs.

Samarpan Care Awareness and Rehabilitation Centre, Ratlam (Madhya Pradesh) recommended, *"Institute should give a basic presentation of Social development sector before interns join the placement."* Gayathri Seva Sansthan, Udaipur (Rajasthan) suggested, *"The institute can plan an orientation program before the students come as they are very new towards this sector."* Samavedana, Pune (Maharashtra) mentioned, *"It is a suggestion if NMIMS can make a pre-internship visit to the internship organization mandatory for the students. It will benefit NGOs as well as the interns."*

Voluntary Health Association, Agartala (Tripura) suggested, *"Before sending the students, they need to be oriented about the NGO by the institute."* Asha Deep Foundation, Chennai (Tamil Nadu) informed, *"Before commencement of the internship, the interns must study have t the background of the social work field."* Indian Institute of Cerebral Palsy (IICP), Kolkata (West Bengal) mentioned, *"It would be more helpful for the interns if they read about "Cerebral Palsy' before joining IICP."*

#### **7.5.4 Administrative matters**

Suggestions regarding administrative matters were given by three percent (five) organizations. These included suggestions related to the feedback form, centralized communication regarding placement, and more avenues for collaboration. For instance, Durbar Mahila Samanawya Committee, Kolkata (West Bengal) recommended, *“A separate evaluation sheet should be provided for each student.”* On the contrary Vishwa Prakash Mission, Faridabad (Haryana) suggested, *“Only one feedback may be insisted.”* Make-A-Wish Foundation, Hyderabad (Telangana) suggested, *“Internship permission for all students of different schools of NMIMS should be sought through email by central authority/department.”*

Institute of Rural Credit and Entrepreneurship Development (IRCED), Sangli (Maharashtra) recommended, *“Please organize a meeting of all the mentors and interns in the college once in three years. This will help to improve the overall quality of mentorship and internship.”* Green Ecospace Foundation, Mumbai (Maharashtra) suggested, *“Kindly share more avenues for collaboration.”*

#### **7.5.5 Placement**

Suggestions about the placement of the interns were given by three percent (five) organizations. Out of these, two organizations suggested placing more students every year. For example, Saath Charitable Trust, Ahmedabad (Gujarat), And Nirmaan, Hyderabad (Telangana) wanted to have more interns from NMIMS.

Organizations also suggested placing students in pairs/teams. Community Action Society, Kolkata (West Bengal) suggested, *“Four students can be divided into two groups to work on the same project and have a healthy competition.”* Eco-Club, Mahbubnagar (Telangana) recommended, *“It would be better to allocate a minimum of 2 students for an organization to handle projects so that they can work as a team and contribute to the organization.”*

## 8. We Care Workshops

### 8.1 We Care orientation workshops

To orient the 677 students towards We Care internship and working with development sector organizations, 13 We Care orientation workshops were organized between June 20 to July 3, 2019. The workshops were conducted by Jasani Center's faculty members in partnership with the Social Responsibility Forum team

### 8.2 We Care special workshops

Details of the special workshops prior to the internship are presented in Table 5 below.

**Table 5 : We Care special workshops**

Workshop Date & Name	No. of Students	No. of NGOs placed in	Resource person	Objectives
December 9 and 10, 2019 Workshop on working with persons with disabilities (PWDs)	64	28 disability organizations	Ms. Simi Vij (Disability consultant, trainer and psychotherapist)	1. To orient students to the disability sector. 2. To provide inputs in selecting projects that can lead to creating a good learning experience.
December 15, 2019 Workshop on working with Salaam Bombay Foundation	25	4 (Salaam Bombay Foundation, Mumbai and partner NGOs located in Jaipur, Bengaluru and Kolkata)	SBF executives Mr. Gaurav Arora, Ms. Jayshali Tambe, Ms. Gautami Kharat, Ms. Lata Gaikwad and Ms. Surekha Waghle	To give a reflection about the internship project to the students who will be interning with Salaam Bombay Foundation (SBF) and their partner NGOs

## 9. We Care Evaluation, Poster Presentation & Competitions

### 9.1 Evaluation

Assessment of students' performance was done based on the following criteria:

1. Submission of soft copy of the final project report to the internship organization, faculty mentor and *We Care* team in Mumbai.
2. Securing 'Certificate of Completion' from the internship organization.
3. Securing 'Certificate of Completion' from faculty mentors on the basis of:
  - Communication with the faculty mentor prior to as well as during the internship
  - Submission of hard copies of weekly reports duly approved and signed by the organizational mentor
  - Submission of soft copy of the final report
  - Viva-voce based on the final project report
  - Mapping student's learning through Rubric
4. Presentation of learnings through the Poster Presentation to an independent jury

### 9.2 Poster presentation

Poster Presentation was organized on March 7, 2020 at B. J. Hall in Vile Parle, Mumbai. Mr. Neeraj Lal, VP & Head - Operations and Technology Risk Management, Axis Bank; and Mr. Kapil Bhagat, GM & Regional Head, Magic Bricks inaugurated morning slot of the event at 9.30 a.m. The afternoon slot was inaugurated at 1.30 p.m. by Mr. Prashant Sukhwani, Head, Brand & Communication, Burger King Corporation.

In all, 55 judges had been invited for evaluating the posters during the event. Based on the results, posters designed by 21 teams were awarded cash prizes worth INR 2.10 lakh.

### 9.3 We Care competitions

To enhance the student's internship experience, the following We Care competitions were organized in partnership with the Social Responsibility Forum on March 1, 2020. (Refer Annexure XI)

**Table 6 : We Care competitions**

Competition Name	No. of Participants	Description / Objectives
WhatMovedYou	60 students	Photo-story competition To depict moving experiences during internship journey
We Care Documentary	35 students	Short Films on advocacy of social issues or on projects carried out.
We Innovate B-Plan	23 students	Platform to share entrepreneurial ideas to address social issues



## **10. Agenda Ahead**

Based on the above feedback by students as well as internship organizations following points were considered for future implementation :-

### **10.1 Pre internship induction**

The students are required to visit their respective internship organizations during Diwali / Christmas vacation and interact with the organizational mentor/staff. In some cases, if personal meeting before placement is not possible, students were directed to connect with the mentor through skype/conference call or email before the commencement of the internship and update the We Care team accordingly. We Care team will devise a strategy so that the internship organizations can ensure that the pre-internship induction should be conducted either through meeting/skype or conference call.

### **10.2 Pre internship orientation to the social sector and NGO**

Internship organizations have requested to orient the students towards the social sector. They also want that students should study about the NGO and their work before the commencement of the internship. The faculty should give appropriate orientation and guidance to the students to establish the validity and importance of We Care internship. Faculty can suggest readings in the areas of social/public policy, government reports as well as reports published by national and international NGOs. Students should read about the internship organization and their work in the development sector.

## **Annexure I**

### **Student Data Form**

SVKM's NMIMS  
School of Business Management  
MBA (Batch 2019-2021)  
*We Care: Civic Engagement 2020*

#### **Student Data Form**

1. Name:
2. Gender:
3. Age Bracket:
  - a. 20 years to 24 years completed
  - b. 25 years and above
4. Course: FT MBA (Core) / MBA - HR
5. Division:
6. Roll No (A001 / HR-A001):
7. SAP ID :
8. NMIMS Email ID:
9. Mobile No:
10. Parent's current Residential Address<sup>3</sup> :
11. City / Town:
12. District:
13. State:
14. Pin code:
15. Contact Number (Home, Father, Mother):
16. Last Degree:
17. Volunteer Skill Set: Please tick the appropriate
  - a. IT Skills
  - b. Marketing Skills
  - c. Teaching Skills
  - d. Finance Skills
  - e. Performing Arts
  - f. Any other, specify
18. Work Experience : Please tick the appropriate
  - a. No experience
  - b. Upto 2 years
  - c. Above 2 years
19. If you have work experience, specify:
  - a. Name of the Organisation
  - b. Sector: Please tick the appropriate
    - a) Finance
    - b) Marketing
    - c) HR
    - d) IT
    - e) Operations
    - f) None (Fresher)
    - g) Any other, specify
20. Have you worked as an employee volunteer in your company's CSR department
  - a. Yes
  - b. No
21. If yes, share Name and Contact No of your company's CSR Executive/Manager:

---

<sup>3</sup> Location of residence which you submit in the form will be verified with your Aadhar Card address.

- a. Name and Designation
- b. Contact number
- c. Email ID
22. Languages known (other than English)
  - a. Bengali
  - b. Gujarati
  - c. Hindi
  - d. Kannada
  - e. Malayalam
  - f. Marathi
  - g. Marwadi
  - h. Odia
  - i. Punjabi
  - j. Sindhi
  - k. Tamil
  - l. Telugu
  - m. Other specify :
23. Intended field of Internship<sup>4</sup> : (Give any 4 Preferences<sup>5</sup>)
  - a. Animal Rights
  - b. Child Welfare
  - c. Community Development
  - d. Differently Abled
  - e. Economic Empowerment
  - f. Health
  - g. Micro Finance
  - h. Skill Development
  - i. Women Empowerment
  - j. No Preference
24. Are you willing to be placed anywhere in India if the organisation bears lodging & boarding cost?
  - a. Yes
  - b. No
25. Are your parents working in PSU?
  - a. Yes
  - b. No
26. If yes, are you willing to intern in the CSR department of the PSU?
  - a. Yes
  - b. No
27. If yes, please send the contact details of the Approving authority / CSR department of the PSU to [wecare@nmims.edu](mailto:wecare@nmims.edu) by July ....., 2019.
  - a. Name and Designation of the official
  - b. Name and location of the PSU
  - c. Contact number
  - d. Email ID

Declaration: I hereby declare that the personal as well as residence details furnished in this form are accurate and true. In case the information is found to be false or untrue or misleading, I am aware that I may be held liable for it.

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<sup>4</sup> Efforts will be made to locate credible NGOs in your preferred areas, but in case we are unable to locate the same, you shall have to intern in an NGO which is allocated to you. If a credible NGO is not located in your hometown you will be placed in Mumbai

<sup>5</sup> Some organisations may ask for internship fees ranging from Rs. 500/- to 7000/- which will have to be borne by the student

## Annexure II

### State-wise Distribution of Internship Organizations & Geographical Spread

#### State-wise Distribution of Internship Organizations

Zone	State	Organizations	Students
<b>Central India</b>	Chhattisgarh	4	5
<b>Central India</b>	Madhya Pradesh	12	24
<b>Central India</b>	Uttar Pradesh	30	76
<b>Central India</b>	Uttarakhand	4	10
<b>East India</b>	Bihar	5	10
<b>East India</b>	Jharkhand	6	15
<b>East India</b>	Odisha	12	14
<b>East India</b>	West Bengal	22	68
<b>North East India</b>	Arunachal Pradesh	1	1
<b>North East India</b>	Assam	2	2
<b>North East India</b>	Tripura	1	1
<b>North India</b>	Chandigarh	1	2
<b>North India</b>	Haryana	16	38
<b>North India</b>	Himachal Pradesh	3	4
<b>North India</b>	Jammu & Kashmir	1	1
<b>North India</b>	National Capital Territory of Delhi	24	78
<b>North India</b>	Punjab	10	18
<b>North India</b>	Rajasthan	10	20
<b>South India</b>	Andhra Pradesh	9	15
<b>South India</b>	Karnataka	7	15
<b>South India</b>	Kerala	8	13
<b>South India</b>	Tamil Nadu	7	18
<b>South India</b>	Telangana	9	21
<b>West India</b>	Goa	3	4
<b>West India</b>	Gujarat	21	50
<b>West India</b>	Maharashtra	59	153
<b>International</b>	Nepal(Kathmandu)	1	1
<b>Total</b>		<b>288</b>	<b>677</b>

## Zone-wise Placements Distribution

Fig II.1 : Geographical Spread : Zone-wise Number of Organizations and Students

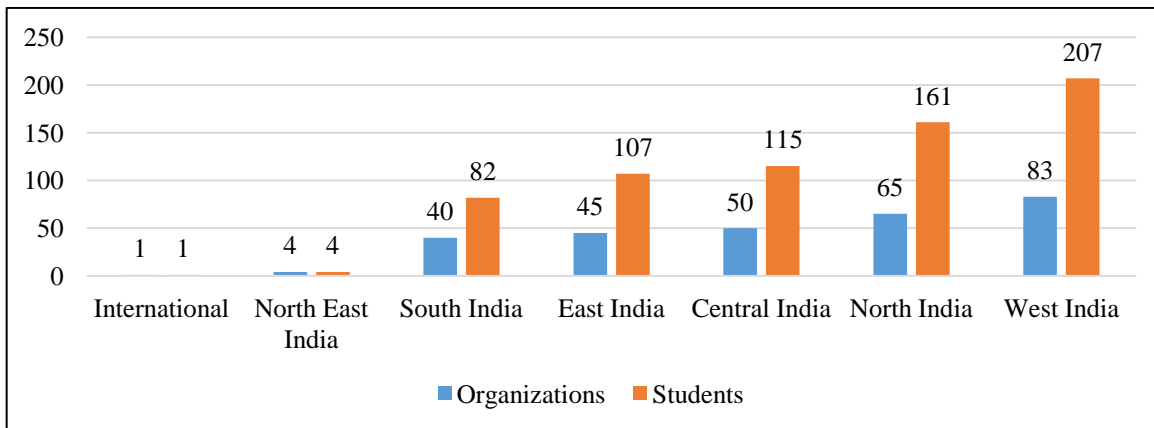


Fig II.2 : Students : North India

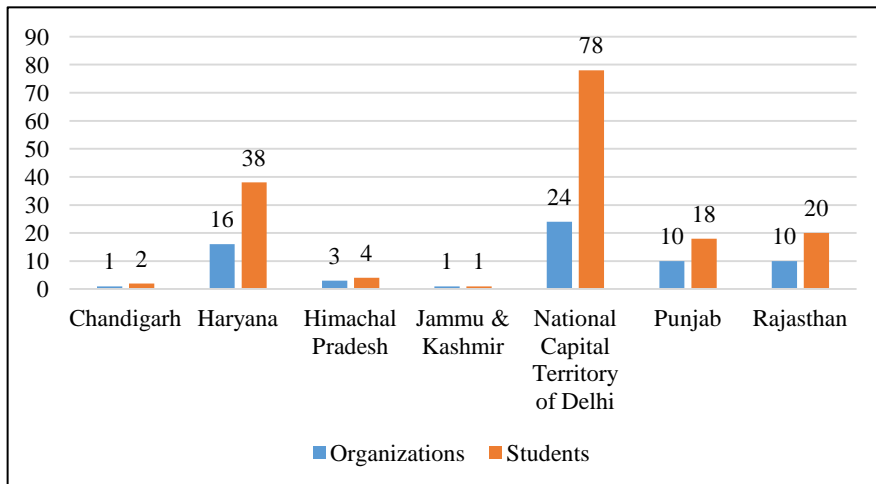


Fig II.3 : Students : North East India

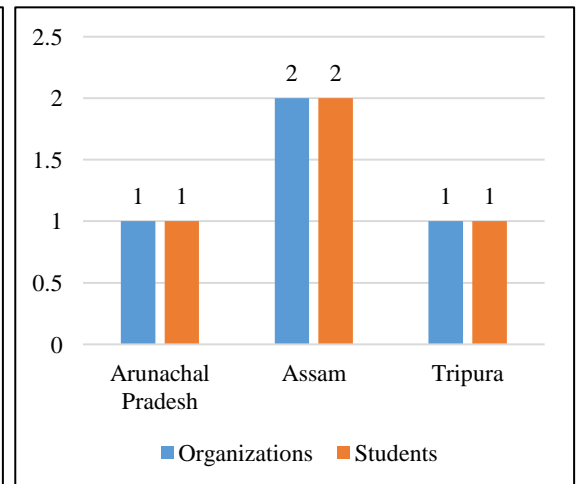


Fig II.4 :Students :Central India

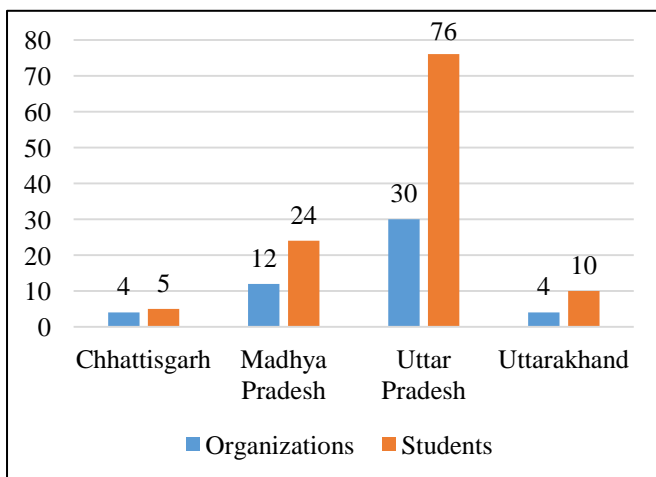


Fig II.5 : Students : East India

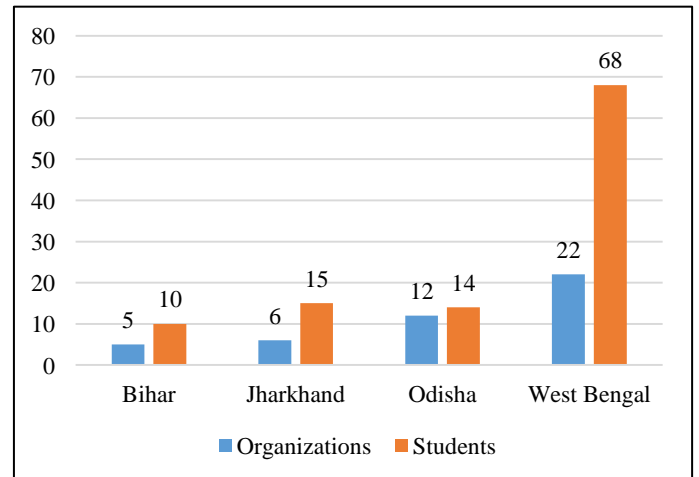


Fig II.6 : Students : South India

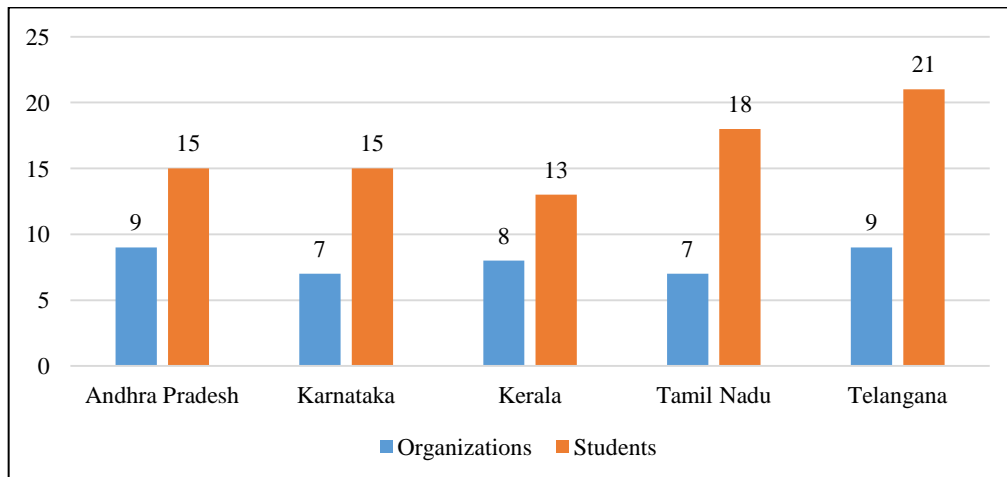


Fig II.7 : Students : Western India

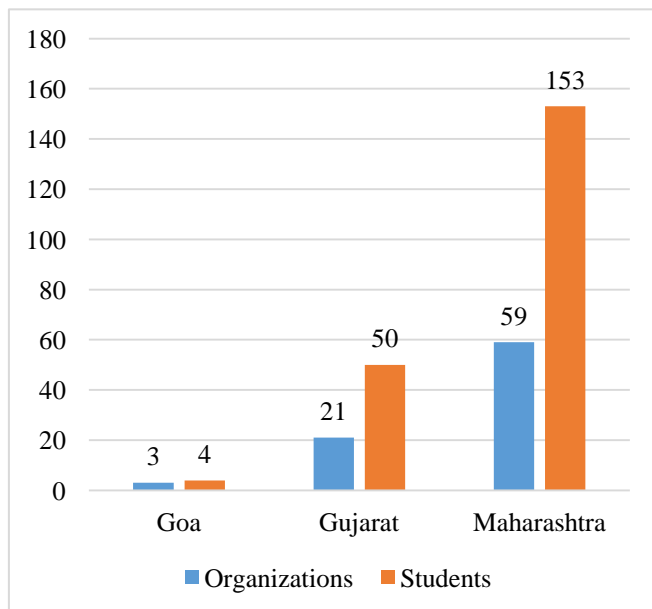
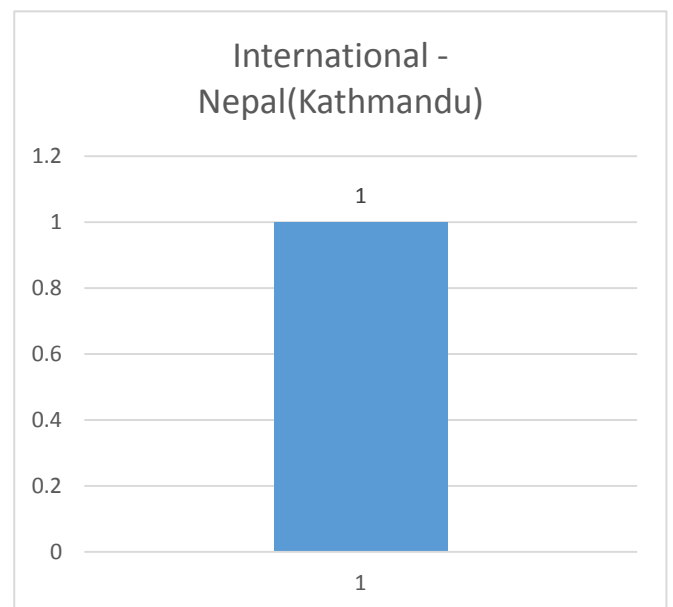


Fig II.8 : Students : International



### Annexure III

#### List of Faculty Mentors and Regional In-charge

Sr. No.	Faculty	No. of Organisations	No. of Students
1	Prof. Alaknanda Menon	8	12
2	Prof. AmitaShivhare	6	12
3	Prof. Anupam Rastogi	4	12
4	Prof. Arti Deo	6	12
5	Prof. Arun Sharma	7	12
6	Prof. Ashu Sharma	5	12
7	Prof. Bala Krishnamoorthy	6	12
8	Prof. Bijayinee Patnaik	10	12
9	Prof. Chandan Dasgupta	4	12
10	Prof. ChandrimaSikdar	5	12
11	Prof. Chittaranjan Bhattacharjee	2	12
12	Prof. Dayanand Shetty	6	12
13	Prof. Durgesh Tinaikar	4	12
14	Prof. Gayathri Sampath	5	12
15	Prof. Geeta D'souza	6	12
16	Prof. HarikumarIyer	5	12
17	Prof. Hema Bajaj	6	12
18	Prof. Hitesh Kalro	4	11
19	Prof. Madhavi Gokhale	4	12
20	Prof. Mayank Joshipura	3	12
21	Prof. Meena Galliara	4	14
22	Prof. Mukund Prasad	3	12
23	Prof. NafisaKattarwala	3	12
24	Prof. Namita Shah	5	12
25	Prof. Neha Sadhotra	5	12
26	Prof. Papiya De	5	12
27	Prof. ParitoshBasu	4	12
28	Prof. Pradeep Pai	5	12
29	Prof. Preeti Khanna	3	11
30	Prof. Priyanka Joshi	6	12
31	Prof. Ranjan Chakravarthy	5	12
32	Prof. Rashmi Khatri	3	12
33	Prof. Sachin Mathur	5	12
34	Prof. Samveg Patel	6	12

Sr. No.	Faculty	No. of Organisations	No. of Students
35	Prof. Sangeeta Wats	9	13
36	Prof. Sangita Kamdar	6	12
37	Prof. Santana Pathak	9	12
38	Prof. Satish Kajjer	11	18
39	Prof. Seema Rawat	8	12
40	Prof. Shailaja Rego	6	12
41	Prof. Shamim Mondal	4	12
42	Prof. ShibaniBelwalkar	4	12
43	Prof. Simi Vij	3	12
44	Prof. Smita Mazumdar	5	12
45	Prof. Somnath Roy	3	12
46	Prof. Souvik Dhar	4	12
47	Prof. SreeramSivaramakrishnan	6	11
48	Prof. Srinivas Ainavolu	6	12
49	Prof. Subhadip Mukherjee	6	12
50	Prof. Sudhanshu Pani	4	12
51	Prof. Sujata Mukherjee	6	18
52	Prof. T Kachwala	4	12
53	Prof. Veena Vohra	5	12
54	Prof. Vikas Gadre	6	12
55	Ms. Bhawna Kothari	9	14
	<b>Total</b>	<b>292<sup>6</sup></b>	<b>674</b>

### Regional Incharge

Sr No	Regional Incharge	States
1	Dr. Meena Galliara	Andhra Pradesh, Assam, Gujarat, Maharashtra-Mumbai, Nepal
2	Dr. SatishKajjer	Chandigarh, Goa, Karnataka, Kerala, Rajasthan, Punjab, Tamil Nadu, Telangana, Uttar Pradesh
3	Dr. Sujata Mukherjee	Chattisgarh, Himachal Pradesh, NCT Delhi, Odisha, West Bengal
4	Ms. Anjalika Gujar	Arunachal Pradesh, Bihar, Haryana, Jammu & Kashmir, Jharkhand, Mahdya Pradesh, Maharashtra - Outside Mumbai, Rajasthan, Tripura, Uttarakhand

<sup>6</sup> Sometimes different faculty mentors are given students from same organization, therefore the total number of organization has become 292.



**Annexure IV**  
**Student Feed Back Form**

SVKM's NMIMS  
School of Business Management  
**WeCare : Civic Engagement Programme 2020**

**Student Feed Back Form**

*We Care: Civic Engagement programme* is a compulsory part of your MBA curriculum. We sincerely appreciate the cooperation extended by you in completing your internship.

To review and revise our programme we request you to provide us with your feedback about the same.

\*Required

Name of the Student\* \_\_\_\_\_

Roll No\* \_\_\_\_\_ Div\* \_\_\_\_\_

Name of the Internship Organization\*- \_\_\_\_\_

City\* \_\_\_\_\_ State\* \_\_\_\_\_

**Please rate your opinion on a scale of 1 – 5 for Q I to Q III**

Poor – 1, Average – 2, Good – 3, Very Good – 4, Excellent – 5

**I. Satisfaction with the Organization in which you were placed\***

1. Quality of interpersonal relations
2. Orientation provided to understand the functioning of the organization
3. Working atmosphere of the organization
4. Utilization of your time by the organization

**II. Handling Projects\***

1. Importance of the Project to the organization
2. Clarity of expectations
3. Autonomy given to complete the project
4. Support received from organization mentor to complete the project

**III. Reports\***

1. Clarity of reporting expected
2. Clarity in submitting Final Report
3. Clarity given for Poster Presentation

**IV. Project Handled in the area of\***

1. Advocacy / Empowerment
2. Child Welfare
3. Community Development
4. CSR
5. Disability
6. Environment & Animal Welfare
7. Financial Management & Resource Mobilization

8. Health
9. Livelihood / Skill Development
10. Project Management / Business Development
11. Social Marketing

**V. Special contribution made by you to the Organization\***

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**Faculty Mentor Feedback**

**VI. How did the faculty mentor provide support to you during the internship Placement?**

Please tick multiple options whichever apply

1. Provided me with inputs prior to internship placement
2. Provided me with inputs during my internship placement.
3. Intervened and helped me whenever I had any administrative problems
4. I did not require any support as such
5. Other

**VII. During the course of your internship, did you experience difficulty in contacting your faculty mentor?\***

Please tick multiple options whichever apply

1. I received a response from my mentor when I contacted him/her
2. My faculty mentor never responded to my mails/ telephone/ requests for personal meetings
3. I did not feel the need to contact my mentor
4. Other

**VIII. How did you keep in touch with your faculty mentor?\***

Please tick multiple options whichever apply

1. Prior to my internship, I had a meeting with my mentor
2. During my internship, I was in touch over e-mail/ telephone
3. I had difficulty in accessing my faculty over e-mail/telephone/personal meeting
4. I did not feel the need to access my faculty mentor.
5. Other

**We Care Learning and Feedback**

**IX. Do you feel that We Care was a learning experience\***

1. Yes
2. No

**X. If Yes, Please mention three major learnings from We Care**

**XI. Suggestions for Improvement ( We Care programme)\***

**Annexure V**  
**Internship Organisation Feedback Form**

**SVKM's NMIMS**  
**School of Business Management**

**WeCare : Civic Engagement Programme 2020**

**Organization Feed Back Form**

*We Care: Civic Engagement programme* is a compulsory part of our MBA curriculum. We sincerely appreciate the cooperation extended by you in accommodating our student(s) in your organization as interns.

To review and revise our programme we request you to provide us with your feedback about the same.

\*Required

Name of the Internship Organization\* - \_\_\_\_\_

City\* \_\_\_\_\_ State\* \_\_\_\_\_

Number of Students Placed\* (Enter only numerical data) \_\_\_\_\_

**Please rate your opinion on a scale of 1 – 5 for Q I to Q III**

Poor – 1, Average – 2, Good – 3, Very Good – 4, Excellent – 5

**I. Satisfaction with Interns Conduct**

1. Adherence to the work discipline
2. Quality of interpersonal relations
3. Level of motivation to work with the organization
4. Ability to learn about a social issue

**II. Handling Projects**

1. Originality of ideas
2. Clarity in designing plan of action
3. Adherence to Timelines in delivering tasks
4. Overall delivery of the project

**III. Reports**

1. Timely submission of log book and weekly report
2. Timely submission of Final Report
3. Clarity in Presentation of the Report
4. Overall Quality of the Report

**IV. Specific remarks about interns' contribution\***

\_\_\_\_\_  
\_\_\_\_\_

**V. Suggestions for Improvement\***

## Annexure VI

### Rubric: We Care: Civic Engagement: Social Sector Internship

Name of Internship Organization : \_\_\_\_\_

Name of the Student : \_\_\_\_\_

Div : \_\_\_\_\_ Roll No. : \_\_\_\_\_

	Reflect on service as a component of active community engagement, and social responsibility  (Out of 10 Marks)	Demonstrate reciprocity and responsiveness in interning with a community organizations  (Out of 10 Marks)	Describe and analyze the social issues relevant to the community organization  (Out of 10 Marks)	
<b>Accomplished</b>	Student clearly articulates his/her ideas about active community engagement and social responsibility. Student is able to make clear connections between community service and being a responsible and engaged citizen.	Student clearly articulates how his/her internship experience has been mutually beneficial. Student clearly articulates how s/he was responsive to those served, and how s/he was affected or challenged or changed by these relationships. Student demonstrates sensitivity to the target audience.	Student clearly demonstrates knowledge and critical analysis of the important social issues facing the population served. Description and analysis shows depth and complexity. Student draws clear, relevant and nuanced connections between his/her analysis of the social issues and the organization in which s/he interned.	
<b>Developed</b>	Student has ideas about active citizenship / community engagement and social responsibility. But these ideas are not fully integrated / related to the issue handled by the organization.	Student demonstrates basic awareness of reciprocal relationships in the context or service, and demonstrates how s/he has been responsive and sensitive.	Student demonstrates knowledge of the important social issues facing the population served but lacks depth in analyzing the complexity of the problem. Student is able to draw few connections between the social issues and the organization in which s/he interned.	
<b>Undeveloped</b>	Student does not articulate ideas about active citizenship / community engagement or social responsibility. S/he is unable to integrate how the services offered by the organization address the social issue	Student is unable to demonstrate an appreciation of reciprocity, responsiveness, sensitivity in the context of service. Internship for this student is just a requirement to be fulfilled.	Student has little understanding of the important social issues facing the population served. Application of the social issues are simplistic, irrelevant and superficial.	<b>Total Score</b>
<b>Score</b>				

Date : \_\_\_\_\_ Faculty Mentor's Signature : \_\_\_\_\_

## Annexure VII

### List of Projects

Sr. No.	Project Title	Name of Organization	Organization City	Organization State/UT
1.	Supporting community development interventions of the Abhimani Foundation	The Abhimani Foundation	Bobbili	Andhra Pradesh
2.	Expanding digital presence and raising funds for District Disability Rehabilitation Center (DDRC) under Uma Educational & Technical Society	Uma Educational & Technical Society	Kakinada	Andhra Pradesh
3.	Undertaking fundraising activities for SERUDS causes for the year 2020-21	Sai Educational Rural and Urban Development Society (SERUDS)	Kurnool	Andhra Pradesh
4.	Counseling children and teaching under Child rescue project of Navajeevan Bala Bhavan Society	Navajeevan Bala Bhavan Society	Vijayawada	Andhra Pradesh
5.	Understanding the CSR activities of Asian Paints	Asian Paints	Visakhapatnam	Andhra Pradesh
6.	Developing profile and creating a marketing and promotion plan for Bapuji Rural Enlightenment and Development Society (BREDS)	Bapuji Rural Enlightenment and Development Society (BREDS)	Visakhapatnam	Andhra Pradesh
7.	Understanding the CSR activities of Hindustan Petroleum Corporation Limited	Hindustan Petroleum Corporation Limited (HPCL)	Visakhapatnam	Andhra Pradesh
8.	Understanding the feasibility and designing a proposal for raising funds for skill development of underprivileged women	Kid Power	Visakhapatnam	Andhra Pradesh
9.	Analyzing the CSR activities of Visakhapatnam Steel Plant	Vizag Steel Plant	Visakhapatnam	Andhra Pradesh
10.	Facilitation of training programs for projects like carpentry, bakery, piggery, rural mart, cane and bamboo handicrafts	North East Multipurpose Development Society (NEMDS)	Naharlagun	Arunachal Pradesh
11.	Social marketing and research other avenues to increase funding for Ashadeep	Ashadeep	Guwahati	Assam
12.	Understanding the organization's functions, creating awareness about child rights and visiting sites to study the reason for children joining a terrorist group	District Child Protection Unit	Tinsukia	Assam
13.	Analyzing the existing training programs of skill development for disabled candidates	Vikalp Foundation	Gaya	Bihar
14.	Analyzing the problems of street vendors and suggest ways to improve their livelihood conditions	National Association of Street Vendors of India (NASVI)	Muzaffarpur	Bihar
15.	Providing livelihood solutions by developing a business plan and marketing strategies to help the NGO sell candles	Gramin Evam Nagar Vikas Parishad (GENVP)	Patna	Bihar
16.	Creating awareness about plastic waste management program of the NGO and analyzing the key performance parameters of the Credit Co-operative Society	National Association of Street Vendors of India (NASVI)	Patna	Bihar
17.	Understanding the skill development program for female convicts and educating the anganwadi kids	Gramyasheel	Supaul	Bihar
18.	Gap analysis of operations of Kisan Sanchar	Kisan Sanchar	Chandigarh	Chandigarh

Sr. No.	Project Title	Name of Organization	Organization City	Organization State/UT
19.	Enhancing social media visibility and fundraising for Sneh Sampada Vidhyalaya	Sneh Sampada Vidhyalaya	Bhilai	Chhattisgarh
20.	Research on environmental issues in Chattisgarh, spreading awareness about childline and content creation for SYM	Shikhar Yuva Manch (SYM)	Bilaspur	Chhattisgarh
21.	Impact study of family-based child care program at Raipur	SOS Children's Village	Raipur	Chhattisgarh
22.	Implementing road safety awareness program and educating the women in nearby villages	UltraTech Cements Limited	Rawan	Chhattisgarh
23.	Teaching underprivileged children and designing reports for Goa Outreach	Goa Outreach	Mapusa	Goa
24.	Conservation and Protection of Marine Life: Organised Arribada, a turtle exhibition	World Wildlife Fund (WWF) - India	Panaji	Goa
25.	Cost Analysis for improvement and expansion of Swift wash - laundry for economic rehabilitation	Anyay Rahit Zindagi (ARZ)	Vasco Da Gama	Goa
26.	Designing a Tactile Sensory Wall and researching on employability of students at Blind People's Association	Blind People's Association	Ahmedabad	Gujarat
27.	Midline survey on child education under Born Learning Campaign and digitization of Nandghar Project on Maternal and child health	Centre for Health Education, Training and Nutrition Awareness (CHETNA)	Ahmedabad	Gujarat
28.	Spreading awareness about government schemes among marginalized communities under Urban Governance and analyzing annual report of Janvikas	Janvikas	Ahmedabad	Gujarat
29.	Spreading awareness about the 'Kids For Wish Kids' and 'Youth For Wish Kids' programs	Make-A-Wish Foundation	Ahmedabad	Gujarat
30.	Understanding CSR activities of Oil and Natural Gas Corporation Limited	Oil and Natural Gas Corporation Limited (ONGC)	Ahmedabad	Gujarat
31.	Drafting project proposal under Livelihood division for investment generation of Saath Charitable Trust	Saath Charitable Trust	Ahmedabad	Gujarat
32.	Designing operations SOP and recommending efficient operations tools for Saath Charitable Trust	Saath Charitable Trust	Ahmedabad	Gujarat
33.	Enhancing communication & marketing strategy of the Sense International India	Sense International India	Ahmedabad	Gujarat
34.	Spreading awareness about health and menstrual hygiene to women, reporting of expenses and managing the inventory of Prayas	Prayas- Sustainable Development	Gandhidham	Gujarat
35.	Organizing child fair under Quality Education for All and designing CSR proposal For Girl Child Education program	Jeevantirth	Gandhinagar	Gujarat
36.	Impact analysis of the Agastya project under Kapadwanj Kelavani Mandal	Kapadwanj Kelavani Mandal	Kapadwanj	Gujarat
37.	Secondary research on social entrepreneurship in India and the scope of making it part of the mainstream education system.	Navjivan Center For Development	Mehsana	Gujarat
38.	Understand the concept of rural tourism or community-based tourism under Tata Chemical's CSR activity	Tata Chemicals Ltd	Mithapur	Gujarat
39.	Analysis of Open Schooling (NIOS) Project Students' Ability and Aspirations under	Reliance Foundation	Motikhavdi	Gujarat

Sr. No.	Project Title	Name of Organization	Organization City	Organization State/UT
	Reliance Foundation			
40.	Socio-economic impact assessment of the Government school in Paguthan village, a project undertaken by NARDES.	Narmadanagar Rural Development Society (NARDES)	Narmadanagar	Gujarat
41.	Preparation of induction presentation and training module for employees and social media marketing for SMECT	Saurashtra Medical & Educational Charitable Trust (SMECT)	Rajkot	Gujarat
42.	Understanding the laws and rights of the unorganized sector and spreading awareness among workers	Navsarjan Trust	Surat	Gujarat
43.	Digitalization of fee payment, designing proposal and presentation for sponsorship and organizing events for Bal Bhavan Society	Bal Bhavan Society	Vadodara	Gujarat
44.	Creating awareness about Childline 1098 with focus on POCSO Mitra & Mental Wellbeing	Baroda Citizens Council	Vadodara	Gujarat
45.	Digital marketing of De India Express brand 'Instant Khichdi' of Deepak Foundation	Deepak Foundation	Vadodara	Gujarat
46.	Designing a business proposal for leaf cup manufacturing	Deepak Foundation	Vadodara	Gujarat
47.	Developing standard operating procedures for the Deepak Foundation's centralized pharmacy and help desk project	Deepak Foundation	Vadodara	Gujarat
48.	Proposed design for mobile library e-rickshaw and designed lesson plans for STEM under Deepak Foundation	Deepak Foundation	Vadodara	Gujarat
49.	Digitalization and social media marketing and raising funds to support the activities of Hope Foundation	Hope Foundation	Vadodara	Gujarat
50.	Identifying skill gaps in the pharma industry to enable sustainable growth	Universal Charitable Trust	Vapi	Gujarat
51.	Teaching and consulting underprivileged children	District Child Welfare Council	Ambala Cantt	Haryana
52.	Understanding the working of childline and conducting awareness programs	Nav Srishti	Faridabad	Haryana
53.	Designing website and creative contents for Prakashdeep	Prakashdeep	Faridabad	Haryana
54.	Teaching and training underprivileged children and creating a database of students.	Roshni Educational Society	Faridabad	Haryana
55.	Search for prospective students for education aid	Vishwa Prakash Mission	Faridabad	Haryana
56.	Enriching HR policies and structures at Agrasar	Agrasar	Gurugram	Haryana
57.	Mentoring, administrative support and Educating children	Bharat Memorial Charitable Trust, "Neev"	Gurugram	Haryana
58.	Analyzing the situation and creating incremental sustainability skills and development programs	Khushboo Welfare Society	Gurugram	Haryana
59.	Analyzing the sustainability of the recycling paper plant and supporting in business development	Literacy India	Gurugram	Haryana
60.	Content creation for the website and brochure for Literacy India	Literacy India	Gurugram	Haryana
61.	Facilitating health check-ups and creating awareness to adolescent girls about health matters that impacts them daily	Sukarya	Gurugram	Haryana

Sr. No.	Project Title	Name of Organization	Organization City	Organization State/UT
62.	Education on wheels- educating the underprivileged kids	Sukarya	Gurugram	Haryana
63.	Assist and educate the underprivileged youth for college studies	Vishwas India	Gurugram	Haryana
64.	Spreading awareness of digitisation for Gram Vikas Sansthan	Gram Vikas Sansthan	Hisar	Haryana
65.	Understanding the formation and linkages of women SHGs	Pragati Social Services Society (PSSS)	Karnal	Haryana
66.	Educating children of backward section and ensuring inclusive growth of children and youngsters with special abilities	Pragati Social Services Society (PSSS)	Karnal	Haryana
67.	Understanding and creating a database for digital agricultural extension services in India	Kisan Sanchar	Panchkula	Haryana
68.	Study and analysis of various innovations listed in innovation state books and national innovation award books and helping in documentation and enriching the database	Kisan Sanchar	Rohtak	Haryana
69.	Development and education of special children and awareness on reporting child abuse	Utthan Institute of Development and Studies	Yamunanagar	Haryana
70.	Community radio program on waste management and formulating HR policies for Radio Gunjan	Gunjan - Organisation for Community Development	Dharmshala	Himachal Pradesh
71.	Awareness of women and child healthcare and wellness	Himachal Pradesh Voluntary Health Association	Solan	Himachal Pradesh
72.	Developing livelihood options in the mountain ecosystem of Himachal Pradesh and Uttarakhand through eco-tourism focusing on youth and women.	Centre for Sustainable Development	Sundernagar	Himachal Pradesh
73.	Assistance in the family strengthening program	SOS Children's Village	Jammu	Jammu and Kashmir
74.	Educating the women farmers for better livelihood opportunities and better income generation	Srijan Foundation	Hazaribagh	Jharkhand
75.	Study on eloped cases of child (Under-age) marriage in urban slums across Jamshedpur	Adarsh Seva Sansthan	Jamshedpur	Jharkhand
76.	Remedial classes for underprivileged children at Sankalp	Sankalp	Jamshedpur	Jharkhand
77.	Enhancement of TIMBY application, training of field staff and working for promotion of urban shelter for homeless under the Ujjawala Scheme	ASHRAY - South Vihar Welfare Society for Tribal	Ranchi	Jharkhand
78.	Livelihood promotion of PWD and children under the care	Chotanagpur Sanskritik Sangh	Ranchi	Jharkhand
79.	Impact analysis of Manyata , a FOGSI-JHPIEGO initiative and assessing the feedback of the stakeholders	Jhpiego	Ranchi	Jharkhand
80.	Fundraising for various initiatives by Agastya International Foundation	Agastya International Foundation	Bengaluru	Karnataka
81.	Organized fundraiser Campaign & designed child labour manual and job description for BREADS	Bangalore Rural Educational and Development Society (BREADS)	Bengaluru	Karnataka
82.	Creating a database of schools and getting them on board for K4WK program	Make-A-Wish Foundation	Bengaluru	Karnataka



<b>Sr. No.</b>	<b>Project Title</b>	<b>Name of Organization</b>	<b>Organization City</b>	<b>Organization State/UT</b>
83.	Upgrading MAYA application and making health navigators financially literate	Movement for Alternatives and Youth Awareness (MAYA)	Bengaluru	Karnataka
84.	Conducted Financial Literacy modules in various schools	Society For People's Action For Development (SPAD)	Bengaluru	Karnataka
85.	Identified the bottlenecks in the existing system, created a database for RAPID and hosted a fundraising campaign	ehabilitative Assistance for People in Distress (RAPID)	Dharwad	Karnataka
86.	Designed fundraising proposal and policies for strengthening the governance of DEEDS	Development Education Service (DEEDS)	Mangalore	Karnataka
87.	Website content management for Plan@Earth and Researching business potential for upcycling scrap tyre into footwear	Plan@Earth	Aluva	Kerala
88.	Developing sustainability of in-house vocational unit and building online presence of Adarsh	Adarsh Charitable Trust	Kochi	Kerala
89.	Understanding the impact of microfinance on SHG's	Welfare Services Ernakulam	Kochi	Kerala
90.	Spreading awareness about Childline 1098	Association for the Welfare of the Handicapped (AWH)	Kozhikode	Kerala
91.	OISCA Migrant Suraksha: Understanding activities and policies of the project and designing awareness campaigns	OISCA South India	Kozhikode	Kerala
92.	Documentation of Niramay Insurance Scheme - a welfare scheme for PWDs under National Trust	Devashrayam Charitable Society	Palakkad	Kerala
93.	Designed structure for entrepreneurs development program	Jan Shikshan Sansthan	Palakkad	Kerala
94.	The selection process for the post of Coordinator at Atma Digital & Financial Empowerment Center	Atma Foundation Thrissur	Thrissur	Kerala
95.	Developing a fundraising proposal for Aadhaar Gyan Dhatri Samiti	Aadhaar Gyan Dhatri Samiti	Bhopal	Madhya Pradesh
96.	Increasing awareness about CHILDLINE 1098	Aarambh Education & Community Development Society	Bhopal	Madhya Pradesh
97.	Understanding and facilitating Center for Social Justice and Equality	Jan Sahas Social Development Society	Bhopal	Madhya Pradesh
98.	Document verification for the marginalised community	Muskaan	Bhopal	Madhya Pradesh
99.	Impact analysis of Kishori Ballika Program and analytical study of work done by NGO under Childline	Jan Sahas Social Development Society	Dewas	Madhya Pradesh
100.	Education, childline, community development: supporting the interventions by Centre for Integrated Development	Centre for Integrated Development (CID)	Gwalior	Madhya Pradesh
101.	Engaging with organizations for developing children's overall wellness program	Aarambh Education & Community Development Society	Indore	Madhya Pradesh
102.	Reporting of impact assessment and conceptualization, development of learning modules and design of new initiatives	Aim for the Awareness of Society (AAS)	Indore	Madhya Pradesh
103.	Development of learning modules about World Health Organization core life skills	Aim for the Awareness of Society (AAS)	Indore	Madhya Pradesh

Sr. No.	Project Title	Name of Organization	Organization City	Organization State/UT
104.	Providing teaching assistance at the tuition center of Indore Diocese Social Service Society	Indore Diocese Social Service Society	Indore	Madhya Pradesh
105.	Creating awareness about menstrual hygiene under Prajwala and finding new sources of livelihood for SHG's under CFT	National Institute of Women Child and Youth Development (NIWCYD)	Jabalpur	Madhya Pradesh
106.	Spreading awareness about CHILDLINE 1098 and working towards overall well being of children	Samarpan Care Awareness and Rehabilitation Centre	Ratlam	Madhya Pradesh
107.	Ensuring a quality education for all children and Aiding operations and administration of Shelter Home in Rewa	Ramashiv Bahuudeshiya Vikas Samiti	Rewa	Madhya Pradesh
108.	Development of web application and integrating digital donation interface	Shree Datta Gramin Va Shahri Vidya Prasarak Mandal	Akola	Maharashtra
109.	Implementing Project STEM (Science Technology Engineering Mathematics), supported by Amazon Care, in the Government schools	Indian Women and Children Foundation	Bhiwandi	Maharashtra
110.	Impact study of Individual Education Program, reviving Safety Policy and student database management at Swami Brahmanand Pratishthan	Swami Brahmanand Pratishthan	CBD Belapur	Maharashtra
111.	Facilitating Ecological Protection initiatives of ECO-PRO and Impact study of the campaigns done in the last 10 years	ECO-PRO	Chandrapur	Maharashtra
112.	Market research for increasing sell as well as pricing of Astitva's workshop products	Astitva	Dombivli	Maharashtra
113.	Incremental expense projection for expansion of Anandghar and cost variance analysis for the year 2018-19	Vardhishnu	Jalgaon	Maharashtra
114.	Mentoring the elementary school children associated with Manjari charitable trust	Manjari Charitable Trust	Kharghar	Maharashtra
115.	Research and analysis of urban poor in Mumbai and closely working with Migration Resource Center	Youth for Unity and Voluntary Action (YUVA)	Kharghar	Maharashtra
116.	Increasing visibility of Youth for Unity and Voluntary Action (YUVA) and their initiatives	Youth for Unity and Voluntary Action (YUVA)	Kharghar	Maharashtra
117.	Career development consulting and social media marketing for Helpers of the Handicapped	Helpers of the Handicapped	Kolhapur	Maharashtra
118.	Content creation for social media & game design for disabled children of Academy of Learning and Development	Academy of Learning and Development	Mumbai	Maharashtra
119.	Spreading awareness about the project 'Water Sanitation and Hygiene' under Animedh Charitable Trust	Animedh Charitable Trust	Mumbai	Maharashtra
120.	Preparing productivity reports, quality check documents and planning events under project Donna for Income Generation	Animedh Charitable Trust	Mumbai	Maharashtra
121.	Web designing, data analysis and increasing engagement and awareness for Arpan and its e-learning platform	Arpan	Mumbai	Maharashtra
122.	Problem analysis and designing a streamlined plan to improve the efficiency of Aseema's operations	Aseema	Mumbai	Maharashtra

<b>Sr. No.</b>	<b>Project Title</b>	<b>Name of Organization</b>	<b>Organization City</b>	<b>Organization State/UT</b>
123.	Teaching students and recommending ways of improvement in the management of Asha Deep Foundation	Asha Deep Foundation	Mumbai	Maharashtra
124.	Designing operations manual for funders and timeline documentation for programs of Sparsha.	Atma	Mumbai	Maharashtra
125.	Strengthening corporate relations, designing fundraising techniques, spreading awareness about girl education	Bright Future	Mumbai	Maharashtra
126.	Designing a fundraising campaign and creating a video on the functioning of Catalysts for Social Action	Catalysts for Social Action (CSA)	Mumbai	Maharashtra
127.	Increasing awareness, sourcing funds and strategizing operations of Centre for the Study of Social Change	Centre for the Study of Social Change (CSSC)	Mumbai	Maharashtra
128.	Designing fundraising proposals and identifying and initiating contact with target companies of Child Help Foundation	Child Help Foundation (CHF)	Mumbai	Maharashtra
129.	Analysis of CSR initiatives and volunteering at NGOs in collaboration with HPCL	Hindustan Petroleum Corporation Limited (HPCL)	Mumbai	Maharashtra
130.	Designing an innovative marketing campaign for youth empowerment, agricultural tourism and other initiatives of KSWA under Yuva Parivartan project	Kherwadi Social Welfare Association (KSWA) / Yuva Parivartan Institute of Skill Development	Mumbai	Maharashtra
131.	Collaborating with PSUs and international organizations to secure funding for Light of Life Trust	Light of Life Trust	Mumbai	Maharashtra
132.	Creating a database of potential partners and converting the leads under the Kids For Wish Kids project	Make-A-Wish Foundation	Mumbai	Maharashtra
133.	Mentoring elementary school children associated with Manjari Charitable Trust	Manjari Charitable Trust	Mumbai	Maharashtra
134.	Finding internships and job opportunities for students, creating Monitoring and Evaluation (M&E) tracker to evaluate the effectiveness of supported programs of Mann	Mann - Center for Individuals with Special Needs	Mumbai	Maharashtra
135.	Supporting administration in cost calculation and creating a marketing campaign to expand the outreach of Muskan Foundation for People with Multiple Disabilities	Muskan Foundation for People with Multiple Disabilities	Mumbai	Maharashtra
136.	Imparting life skills education - financial and entrepreneurship literacy to BMC school students	Salaam Bombay Foundation	Mumbai	Maharashtra
137.	Facilitating Smile Twin e-learning program and documenting success stories for all centers of Smile Foundation, Mumbai	Smile Foundation	Mumbai	Maharashtra
138.	Studying schemes for People with Disability under Samagra Shiksha Abhiyan and creating marketing and strategy plans for scaling Pathways project	Sol's ARC (Assessment and Remedial Centre)	Mumbai	Maharashtra
139.	Organizing campaign for Disability and Special Children and designing marketing tools to promote the campaign	Spandan Holistic Institute (M.B. Barvalia Foundation)	Mumbai	Maharashtra
140.	Understanding working, implementing strategies and preparing brand identity for Srujna	Srujna	Mumbai	Maharashtra

<b>Sr. No.</b>	<b>Project Title</b>	<b>Name of Organization</b>	<b>Organization City</b>	<b>Organization State/UT</b>
141.	Mobilizing operations for placements of interns and social media marketing to expand the outreach of Sujaya Foundation	Sujaya Foundation	Mumbai	Maharashtra
142.	Research on increasing market penetration, expanding the user base of Swadhaar FinAccess and spreading awareness about financial literacy	Swadhaar FinAccess	Mumbai	Maharashtra
143.	Spreading awareness about water, health and sanitation under Integrated Acute Therapy project of Swasth Foundation	Swasth Foundation	Mumbai	Maharashtra
144.	Supporting research team for Mapping of Child labor in Mumbai and rescue operations of Bachpan Bachao Andolan	Bachpan Bachao Andolan	Mumbai	Maharashtra
145.	Women empowerment and child development: Inculcating life skills and basic education in children and supporting the business of women	Trishul	Mumbai	Maharashtra
146.	Website development, financial reporting for Umang Charitable Trust and curriculum management and teaching for specially-abled students	Umang Charitable Trust	Mumbai	Maharashtra
147.	Managing course content and developing a website for Umang Charitable Trust	Umang Charitable Trust	Mumbai	Maharashtra
148.	Designing go to market strategy for HoReCa (Hotels, Restaurants and Cafes)	Under the Mango Tree Private Limited	Mumbai	Maharashtra
149.	Cumulating the data and automating data building process for Under the Mango Tree Society	Under the Mango Tree Society	Mumbai	Maharashtra
150.	Coordinated and volunteered for World Wetlands Day celebration and WASH session on health and hygiene	United Way Mumbai	Mumbai	Maharashtra
151.	Analysis of baseline survey and expense verification of Mini Science Centre project under United Way Mumbai	United Way Mumbai	Mumbai	Maharashtra
152.	Build concrete networks to expand the outreach of United Way Mumbai	United Way Mumbai	Mumbai	Maharashtra
153.	Analysis of student's assessment book, formulation of curriculum and spreading awareness about health and hygiene	United Way Mumbai	Mumbai	Maharashtra
154.	Organization operations research, impact and need gap analysis of Beyond School and Youth Programme and digitalization and social media marketing of VIDYA Mumbai	VIDYA Mumbai	Mumbai	Maharashtra
155.	Alternate income generation opportunities to sex workers by improvising the product design and business process under Vijay Krida Mandal	Vijay Krida Mandal (VKM)	Mumbai	Maharashtra
156.	Digitization of administrative work, enhancing operations and policies for Vikas Sahyog Pratishthan	Vikas Sahyog Pratishthan	Mumbai	Maharashtra
157.	Training labours and spreading awareness about labour helpline and BOCW Act under Livelihood for informal workers project of Youth for Unity and Voluntary Action	Youth for Unity and Voluntary Action (YUVA)	Mumbai	Maharashtra
158.	Communication and execution of various events of Youth for Unity and Voluntary Action	Youth for Unity and Voluntary Action (YUVA)	Mumbai	Maharashtra
159.	Streamlining NGO's administration and logistical operation.	Amrapali Utkarsh Sangh	Nagpur	Maharashtra

Sr. No.	Project Title	Name of Organization	Organization City	Organization State/UT
160.	Analyzing and formulating drivers for sustainable growth at Community Development Society, Nagpur	Community Development Society	Nagpur	Maharashtra
161.	Analysis of CSR activities in Western Coalfields Limited	Western Coalfields Limited (WCL)	Nagpur	Maharashtra
162.	Creating awareness regarding Railway ChildLine	Navjeevan World Peace & Research Foundation	Nashik	Maharashtra
163.	A comparative study of processing techniques of finger millets	Pragati Abhiyan	Nashik	Maharashtra
164.	Comprehensive evaluation & impact analysis of school health program by Samavedana.	Samavedana	Pune	Maharashtra
165.	Impact analysis of the school project and creation of digital resource pack	The Akanksha Foundation	Pune	Maharashtra
166.	Facilitating the menstrual hygiene management training program and surveyed for a house repair project.	Institute of Rural Credit and Entrepreneurship Development (IRCED)	Sangli	Maharashtra
167.	Awareness and implementation of laws and rights of unorganized workers	Navsarjan Trust	Surat	Maharashtra
168.	Study on Century Rayon's CSR projects in the area of healthcare, education and sanitation	Century Rayon	Thane	Maharashtra
169.	Impact assessment survey and coordinating for the baby feeding center	Child Help Foundation (CHF)	Thane	Maharashtra
170.	Conducting research and analyzing the best practices for road safety to support the mission of the NGO	Green Ecospace Foundation	Thane	Maharashtra
171.	Healthcare, education and community development: supporting the interventions by Jeevan Asha Charitable Society	Jeevan Asha Charitable Society	Thane	Maharashtra
172.	Imparting soft skills, spreading awareness about hygiene practices and enhancement of literacy program modules	Kshamata Transformation Centre	Thane	Maharashtra
173.	Conducting business set up sessions and case study for enhancing business capabilities of vulnerable women in Bhiwandi and Turbhe	Sahaara Charitable Society	Koparkhairane	Maharashtra
174.	Analysis and recommendation to migrate Management Information System to the new portal	Tata Motors Ltd.	Thane	Maharashtra
175.	Imparting skills by conducting workshops and mock interviews for youth with disabilities	Sujaya Foundation	Vashi	Maharashtra
176.	Study on climate-proofing and watershed management	Kamalnayan Jamnalal Bajaj Foundation	Wardha	Maharashtra
177.	Impact assessment of centers at Sakipur and Nangloi and facilitating Aarohan's interventions	Aarohan	New Delhi	NCT Delhi
178.	Preparing an annual report for the current academic year and developing an alternate funding channel for the Institution	Akshay Pratishthan	New Delhi	NCT Delhi
179.	Providing research insights for HIV, TB and intellectual disability initiatives	Amaltas Consulting Private Limited	New Delhi	NCT Delhi
180.	Impact assessment and curriculum development for ANK	ANK	New Delhi	NCT Delhi
181.	Enhancing public relations and brand engagement	Asha Deep Foundation	New Delhi	NCT Delhi
182.	Analysis of i-policy program	Centre for Civil Society	New Delhi	NCT Delhi

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183.	Education, skill development and assistance to the farmers : supporting the interventions by Chetana Conscience of Women	Chetana Conscience of Women (CCW)	New Delhi	NCT Delhi
184.	Awareness programs and supporting the operations of Deepalaya: menstrual health, teaching & digitization	Deepalaya	New Delhi	NCT Delhi
185.	Implementing the vocational training program of Delhi Council for Child Welfare	Delhi Council for Child Welfare (DCCW)	New Delhi	NCT Delhi
186.	Understanding the challenges of students, guiding and mentoring the students at Don Bosco Ashalayam	Don Bosco Ashalayam	New Delhi	NCT Delhi
187.	Designing, content creation, training for employability skills and placement for the villagers	ETASHA Society	New Delhi	NCT Delhi
188.	Recruitment and selection process for Project STREE	Fair Trade Forum India	New Delhi	NCT Delhi
189.	Community empowerment which includes uplifting women artisans, creating sustainable value chains for artisans, creating market linkages for refugee groups	Fair Trade Forum India	New Delhi	NCT Delhi
190.	New India Artisan Fellowship Programme	Fair Trade Forum India	New Delhi	NCT Delhi
191.	Impact assessment of the music education program, conducting training sessions for jail inmates and preparing a database of LGBTQ hiring companies.	Global Hunt Foundation	New Delhi	NCT Delhi
192.	Imparting skills by conducting training sessions and facilitating the operations of Hope Foundation	Hope Foundation	New Delhi	NCT Delhi
193.	Fundraising and project management for Make-A-Wish Foundation	Make-A-Wish Foundation	New Delhi	NCT Delhi
194.	Financial and budgeting analysis for Muskaan	Muskaan	New Delhi	NCT Delhi
195.	Conducting vocational training for the underprivileged youth and digitalization the admission process	Nipun	New Delhi	NCT Delhi
196.	Streamlining the process for volunteer opportunities and analyzing the Delhi digital program at Pratham	Pratham	New Delhi	NCT Delhi
197.	Database creation and analysis, and suggest ways to increase the outreach of Rasta	Rasta	New Delhi	NCT Delhi
198.	Vocational training, education, content creation: supporting the interventions by Sahyog	Sahyog - care for your	New Delhi	NCT Delhi
199.	Preparing pre-employment and motivational modules and creating FAR( Fixed Asset Register) for Sarthak Educational Trust	Sarthak Educational Trust	New Delhi	NCT Delhi
200.	Preparing annual report and streamlining and expanding the organization's operations	Sarthak Prayas	New Delhi	NCT Delhi
201.	Organizing the training sessions and developing the social media content for Smile Foundation	Smile Foundation	New Delhi	NCT Delhi
202.	Impact analysis of Development Impact Bond initiative of Society for All-Round Development	Society for All Round Development (SARD)	New Delhi	NCT Delhi
203.	Webinar content creation for Edupreneur village and fundraising for Auroscholar	Sri Aurobindo Society	New Delhi	NCT Delhi

Sr. No.	Project Title	Name of Organization	Organization City	Organization State/UT
204.	Designing strategy reports of the Dalit Welfare Organization to reduce caste-based discrimination	Dalit Welfare Organization	Kathmandu	Nepal
205.	Data collection survey of Gedhilimunda watershed project	FES - Foundation for Ecological Security	Angul	Odisha
206.	Supporting interventions in the area of education and social awareness for Disha	Disha	Bhadrak	Odisha
207.	Understanding microfinance operations and challenges in acquiring and retaining customers	Adhikar Microfinance (P) Ltd.	Bhawanipatna	Odisha
208.	Study on social performance management	Adhikar Microfinance (P) Ltd.	Bhubaneswar	Odisha
209.	Evaluation and identification of gaps in demand and supply of retail and hospitality sector	CYSD (Centre for Youth and Social Development)	Bhubaneswar	Odisha
210.	Enhancing marketing activities and working towards Mobile Application Improvement for Spring Health	Spring Health	Bhubaneswar	Odisha
211.	Analyzing challenges and providing solutions at the Chandikhole and Chhatia branches of Adhikar Microfinance(P) Ltd.	Adhikar Microfinance (P) Ltd.	Cuttack	Odisha
212.	A study of some major CSR projects taken up by Rourkela Steel Plant, SAIL	Rourkela Steel Plant	Rourkela	Odisha
213.	Assistance in the family strengthening program for SOS Children's Village	SOS Children's Village	Rourkela	Odisha
214.	Spreading awareness about Childline initiative	Action for Women and Rural Development (AWARD)	Sambalpur	Odisha
215.	Improving the digitization of all the SHG's accounts at ADARSA	ADARSA	Sambalpur	Odisha
216.	Planning of spinal cord injury rehabilitation center setup	All India Pingalwara Charitable Society	Amritsar	Punjab
217.	Reproductive Child Healthcare (RCH): Conducting the survey and spreading awareness about the various programs and schemes of the government	Society for Sehat Education & Welfare Activities	Bhatinda	Punjab
218.	Spreading awareness about women's safety and road accidents through seminars in schools and colleges	Jalandhar Welfare Society	Jalandhar	Punjab
219.	Spreading awareness about E-Waste Management	Pahal	Jalandhar	Punjab
220.	Database for schools and students and organized seminars for road safety awareness	ASHA-CHINH	Ludhiana	Punjab
221.	Spreading awareness about goat milk and liquid waste management program	Society for Action in Community Health (SACH)	Ludhiana	Punjab
222.	Undertaking a teaching program, mentoring teachers with better teaching methods and conducted surveys to understand the problems faced by weaker sections of society	Swabhimani Education NGO	Ludhiana	Punjab
223.	Developing the website - Kisan Stats for Kisan Sanchar	Kisan Sanchar	Mohali	Punjab
224.	Enhancing the visibility of Patiala Welfare Society and supporting their outreach activities	Patiala Welfare Society	Patiala	Punjab
225.	Imparting education to students from V to X and extending moral support	SOS Children's Village	Rajpura	Punjab

<b>Sr. No.</b>	<b>Project Title</b>	<b>Name of Organization</b>	<b>Organization City</b>	<b>Organization State/UT</b>
226.	Reporting work and efficiency management of the organization's operations	Prayas	Chittorgarh	Rajasthan
227.	Teaching students at Disha	Disha	Jaipur	Rajasthan
228.	Providing teaching assistance to below poverty line kids	I-India	Jaipur	Rajasthan
229.	Pitching to get volunteers for crowdfunding	Make-A-Wish Foundation	Jaipur	Rajasthan
230.	Documentation, analysis of prospects of projects and conducting various workshops	Naya Sawera	Jaipur	Rajasthan
231.	Designing financial literacy modules and educating the students	School Health Annual Report Programme (SHARP)	Jaipur	Rajasthan
232.	Facilitating employment opportunities and analyzing the sales of the products sold by the NGO.	Umang	Jaipur	Rajasthan
233.	Documentation and formulating proposals at Jai Bhim Vikas Shikshan Sansthan	Jai Bhim Vikas Shikshan Sansthan	Jodhpur	Rajasthan
234.	Impact assessment of natural farming on economy & environment of farmlands	Jamnalal Kaniram Bajaj Trust	Sikar	Rajasthan
235.	Impact assessment of leveraging digital media for the NGO and analyzing ways to increase the outreach of GSS	Gayatri Seva Sansthan	Udaipur	Rajasthan
236.	Understand and report the impact of various schemes under the Freedom Fund project	WORD- Women's Organisation in Rural Development	Andikadu	Tamil Nadu
237.	Community development research to expand integrated village development program in eight tribal villages of Tamil Nadu	AID India	Chennai	Tamil Nadu
238.	Assessment of Walk n Talk - after school program of The Eureka Superkidz centers in the tribal villages	AID India	Chennai	Tamil Nadu
239.	Community mobilization under youth employability program	Asha Deep Foundation	Chennai	Tamil Nadu
240.	Empowering Women through knowledge transfer at Association for Non-Traditional Employment of Women	Association for Non-Traditional Employment of Women (ANEW)	Chennai	Tamil Nadu
241.	Creating sustainable development and digitalization strategies for assessment of current offerings for Cholai – ACL	Cholai - Action for Child Labour	Chennai	Tamil Nadu
242.	Fundraising campaign for K4WK - Kids For Wish Kids program	Make-A-Wish Foundation	Chennai	Tamil Nadu
243.	Designed a strategic roadmap for Marathon and analyzed fundraiser's perspective to increase donor rate	Isha Vidhya	Coimbatore	Tamil Nadu
244.	Recreate online enrollment test for hearing impaired candidates of vocational courses at Ashray Akruti's Multimedia Training center	Ashray Akruti	Hyderabad	Telangana
245.	Designed vocational courses for hearing impaired to help them set up an MSME	Ashray Akruti	Hyderabad	Telangana
246.	Diagnostic study of Handloom industry in Telangana	Center for Action Research and People's Development (CARPED)	Hyderabad	Telangana
247.	Designed content for business communication & social media marketing for Divya Disha	Divya Disha	Hyderabad	Telangana
248.	Imparting vocational training to underprivileged youth	Mahita	Hyderabad	Telangana



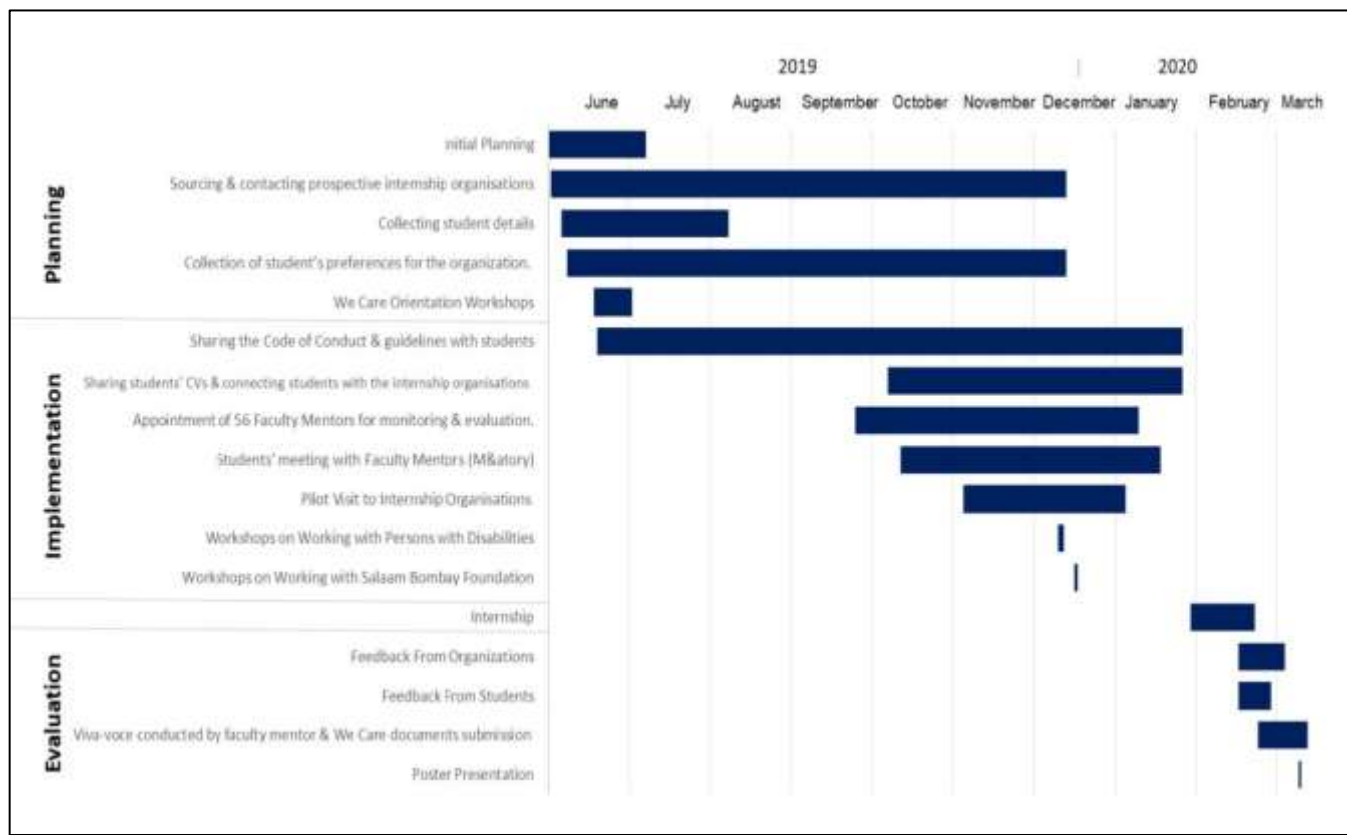
<b>Sr. No.</b>	<b>Project Title</b>	<b>Name of Organization</b>	<b>Organization City</b>	<b>Organization State/UT</b>
249.	Database of schools for K4WK initiative and participated in the wishes fulfillment process	Make-A-Wish Foundation	Hyderabad	Telangana
250.	Documentation of activities undertaken by Nirmaan under Global Goal Volunteering Week in January	Nirmaan	Hyderabad	Telangana
251.	Imparting financial literacy and soft skills development for youth	Smile Foundation	Hyderabad	Telangana
252.	Process improvement of Childline 1098	Prakriti Environmental Society	Karimnagar	Telangana
253.	Designed business plan for Millets Farmer producer company & spread awareness about Childline 1098	Eco-Club	Mahabubnagar	Telangana
254.	Spreading awareness about childline support and devising a social media branding strategy	Voluntary Health Association	Agartala	Tripura
255.	Educating children of nomadic tribes and involvement in social media marketing and event planning	Aaradhana	Agra	Uttar Pradesh
256.	Digital Marketing of the events and mapping resource and threat spots near the railway station for children.	Udaan Society	Aligarh	Uttar Pradesh
257.	Documentation of case studies of young women / adolescent girl leaders	SAKAR	Bareilly	Uttar Pradesh
258.	Spreading awareness about Childline 1098	Chiragh Society	Firozabad	Uttar Pradesh
259.	Upgrading website and documentation of annual reports of Asha Deep Foundation	Asha Deep Foundation	Ghaziabad	Uttar Pradesh
260.	Increasing online visibility of Empowering Minds and teaching students	Empowering Minds (EM)	Ghaziabad	Uttar Pradesh
261.	Teaching students and organizing plantation drives for cleaner India	Love Care Foundation	Ghaziabad	Uttar Pradesh
262.	Designing teacher's diary, monthly academic curriculum and student's database	Tapovan Education Foundation	Ghaziabad	Uttar Pradesh
263.	Planning and executing awareness program for World Cancer Day and World Day of Social Justice	Savera Society for Human initiatives (SSHI)	Hapur	Uttar Pradesh
264.	Feasibility analysis of City Livelihood Centre	Action for Women and Rural Development (AWARD)	Kanpur	Uttar Pradesh
265.	Undertaking business development activities at Shramik Bharti	Shramik Bharti	Kanpur	Uttar Pradesh
266.	Child Welfare, Rescue and Care: Expanding the outreach of the activities of Subhash Children Society	Subhash Children Society	Kanpur	Uttar Pradesh
267.	Content creation and social media marketing for Caring Souls Foundation	Caring Souls Foundation (CASOF)	Lucknow	Uttar Pradesh
268.	Spreading awareness about Child Rights and Safety	Ehsaas	Lucknow	Uttar Pradesh
269.	Teaching students and spreading awareness about Childline -1098	Human Unity Movement	Lucknow	Uttar Pradesh
270.	Empowering girls through Girl Icon Program and collecting data for gap analysis in operations of Milaan	Milaan: Be the Change	Lucknow	Uttar Pradesh
271.	Collection of data and report formulation for health centers under Vatsalya	Vatsalya	Lucknow	Uttar Pradesh
272.	Social media marketing and stock management for Kalyanam Karoti	Kalyanam Karoti	Mathura	Uttar Pradesh

<b>Sr. No.</b>	<b>Project Title</b>	<b>Name of Organization</b>	<b>Organization City</b>	<b>Organization State/UT</b>
273.	Study of the prevalence, social behavior and societal discrimination of high-risk groups under Grameen Vikas Sanstha	Grameen Vikas Sanstha	Meerut	Uttar Pradesh
274.	Profiling of new areas and consolidating report for expanding outreach of Partage program under Society for All Round Development	Society for All Round Development (SARD)	Moradabad	Uttar Pradesh
275.	Content creation and ideation of designs for Bharat Learn	Bharat Learn	Noida	Uttar Pradesh
276.	Aiding primary education through E-Learning	Literacy India	Noida	Uttar Pradesh
277.	Holistic development of underprivileged students through Buddy project and hygiene awareness.	Niveda Foundation	Noida	Uttar Pradesh
278.	Documenting case stories, annual report and Marketing communication for Niveda Foundation	Niveda Foundation	Noida	Uttar Pradesh
279.	Analyzing the CSR activities and understanding the concept of Activity Based Learning under NTPC	National Thermal Power Corporation (NTPC)	Noida	Uttar Pradesh
280.	Expanding the outreach of Vidya Vistar & Paper Bridge project under Sarvahitey	Sarvahitey	Noida	Uttar Pradesh
281.	Ensuring skill development and financial literacy of children at Social and Development Research and Action Group	Social and Development Research and Action Group (SADRAG)	Noida	Uttar Pradesh
282.	Imparting education and rehabilitating children of slums under Diocesan Development and Welfare Society	Diocesan Development & Welfare Society (DDWS)	Prayagraj	Uttar Pradesh
283.	Enhance the current mobility process of Empower Pragati	Empower Pragati	Sambhal	Uttar Pradesh
284.	Increasing awareness of Childline 1098	Gandhi Adhyan Peeth	Varanasi	Uttar Pradesh
285.	Developing a business model for Farmer Producer Organization(FPO) and handling the operations of Self Help Group (SHG)	Balajee Sewa Sansthan	Dehradun	Uttarakhand
286.	Creating awareness about the Childline	Mountain Children's Foundation	Dehradun	Uttarakhand
287.	Designing training materials, conducting classes for the rural students and creating awareness about the voting hygiene amongst rural population	Rural Litigation and Entitlement Kendra	Dehradun	Uttarakhand
288.	Promoting farmers producer organization and impact analysis of the camps organized by ISD	Institute of Social Development (ISD)	Rudrapur	Uttarakhand
289.	Increasing outreach and visibility of SAHAS	Speech and Hearing Action Society (SAHAS)	Durgapur	West Bengal
290.	Spreading awareness about childline and helping children and cases in childline department of Haldibari Welfare Organization	Haldibari Welfare Organization	Haldibari	West Bengal
291.	Facilitating the operations of Samaritan Help Mission school for Special Children	Samaritan Help Mission	Howrah	West Bengal
292.	Situation analysis and solutions for malnutrition of rural children and women in the neighborhood	Association For Social and Health Advancement (ASHA)	Kolkata	West Bengal
293.	Understanding societal interest towards	Banglanatak dot com	Kolkata	West Bengal

Sr. No.	Project Title	Name of Organization	Organization City	Organization State/UT
	Intangible Cultural Heritage (ICH)			
294.	Optimizing blood bank activities and child care facilities	Bhoruka Public Welfare Trust	Kolkata	West Bengal
295.	Designing annual report FY 18-19 for Community Action Society	Community Action Society	Kolkata	West Bengal
296.	Resource mobilization and implementing various proposals for CRY	Child Rights and You (CRY)	Kolkata	West Bengal
297.	Analyzing the challenges of Sonagachi project and helping in fundraising for Rahul Vidyaniketan project of the NGO	Durbar Mahila Samanawya Committee	Kolkata	West Bengal
298.	Developing Teaching and Learning Material under Nabo Asha - project for providing basic education and nourishment facilities to the underprivileged children	Hope Kolkata Foundation	Kolkata	West Bengal
299.	Evaluating strategies to increase the number of beneficiaries of Centre of Special Education	Indian Institute of Cerebral Palsy (IICP)	Kolkata	West Bengal
300.	Understanding and documenting interventions of Jayaprakash Institute of Social Change	Jayaprakash Institute of Social Change (JPISC)	Kolkata	West Bengal
301.	Evaluating sustainable approaches for fundraising activities and volunteering to fulfill wish of the kids	Make-A-Wish Foundation	Kolkata	West Bengal
302.	Implementing creative activities to make education fun for kids at Prayasam	Prayasam	Kolkata	West Bengal
303.	Training, mentoring students and conducting impact analysis of STEP - Smile Twin E-learning Program	Smile Foundation	Kolkata	West Bengal
304.	Assisting in the family strengthening program of SOS Children's Village	SOS Children's Village	Kolkata	West Bengal
305.	Conducting financial literacy skill development program and pilot project regarding pitch deck for issuing a development impact bond	Tomorrow's Foundation	Kolkata	West Bengal
306.	Imparting knowledge to underprivileged kids through Children's Education Programme	Towards Future	Kolkata	West Bengal
307.	Recording audiobooks for visually impaired and assisting in customer court proceedings of Turn Stone Global	Turn Stone Global	Kolkata	West Bengal
308.	Comprehensive research on an alternative to plastic cups and supporting community outreach and community inclusion initiatives of World Wildlife Fund	World Wildlife Fund (WWF) - India	Kolkata	West Bengal
309.	Conducting surveys and awareness programs and providing teaching aid to underprivileged kids and women	Naihati New Life Society	Naihati	West Bengal
310.	Spreading awareness of Childline 1098 and teaching at open shelter houses	Child In Need Institute (CINI)	Siliguri	West Bengal

## Annexure VIII

### We Care Timeline



## **Annexure IX**

### **We Care Internship 2020 Impact: Students' Perspective**

*I learned the importance of empowering locals. Any initiative can be successful if the local people are involved. It helps in the growth of the people as well as the organization. I also learned about the ground realities in our rural nation and how difficult life is in such a region. I gained key insights into The Right to Education Act, mid-day meals, their effectiveness, and progress in the field.*

**Sanchita Panch, Janvikas, Ahmedabad (Gujarat)**

*My internship experience broke the happy image I had about my hometown. I got in touch more with the disturbed section of the society in my hometown which otherwise I wouldn't have. I understood the selfless work the social workers of an NGO do for the betterment of our society and the initiatives they take.*

**Mukhtara Sahnaj Choudhury, Deshbandhu Club, Silchar (Assam)**

*The internship helped us to realize the importance of community as a stakeholder and how integral it is to the development in the macroeconomic context. It provided us an opportunity to interact with people from various backgrounds and helped us to broaden our perspective. Lastly, the internship allowed us to understand the issue of child marriage and how intertwined it is with education, poverty, health, and come up with recommendations to the existing system.*

**Gade Venkatesh, Adarsh Seva Sansthan, Jamshedpur (Jharkhand)**

*The internship helped me to understand the current quality of primary education at government schools. I understood the need for microfinance in rural villages and the need for empowerment and awareness among rural women regarding education, healthcare, etc.*

**Venkatesh Gubba, ASSIST, Piduguralla (Andhra Pradesh)**

*I got sensitized about the problems faced by the street and runaway children. I realized that it is the responsibility of every individual to contribute back to society.*

**Sai Kedarnath Turlapati, Navajeevan Bal Bhavan Society, Vijayawada (Andhra Pradesh)**

*I came to know about the ground realities of problems faced by persons with disabilities. Successful stories of persons with disabilities have taught me to never lose hope in my life. One should not let anyone violate their rights and shall fight for their rights.*

**Naman Hukmichand Bagrecha, Blind People's Association, Ahmedabad (Gujarat)**

*I learned about the difficulty faced by the mentally challenged persons. This changed my perspective on them. I realized that they can be cured if treatment is provided on time and regular basis. I also learned about the financial difficulty faced by NGOs which is trying to be self-sustainable.*

**Asish Adhikari, Ashadeep, Guwahati (Assam)**

*We learned about various types of disabilities and hardships faced by them; yet how they are self-dependent. We learned to empathize with people having disabilities. We also learned how to be grateful for what we have and stop cribbing for everything.*

**Darsh Kaushik Mehta, Blind People's Association, Ahmedabad (Gujarat)**

*I learned how the NGO works, how the work done by NGO helps people belonging to the lower-income class to have a better living as they get empowered. The government has come up with various schemes that I was not much aware of before working on the projects in this NGO. The schemes are beneficial for the target group.*

**Ashleen Kaur Tuli, Society for Service to Voluntary Agencies (SOSVA), Chandigarh**

*I understood the ground reality of our society and the vast attitude differences among people at the same income level. I learned about how people struggle through their life difficulties and come out of their bad times and stand strong. I saw how small things in life mean a lot to the children suffering from life-threatening diseases.*

**Saundarya Mehra, Make-A-Wish Foundation of India, Ahmedabad (Gujarat)**

*Implementing ideas in the real world is not as easy as it looks. There are a lot of factors apart from the money that motivates employees. Some people love working towards others keeping aside their selfishness.*

**Chandraprakash Srinivas Sirupa, Baroda Citizens Council, Vadodara (Gujarat)**

*I explored new ways to keep up the motivation of the employees when we lack the conventional perk of monetary benefits; as NGOs do not have sufficient financial backing for that. The political clout exists in every organization irrespective of the nature of the business and we learned how being unbiased in any organization can reap an unimaginable benefit in terms of employee performance. I understood about mapping the progress and response of employees to any administrative or process change.*

**Ravi Prabhubhai Somani, Baroda Citizens Council, Vadodara (Gujarat)**

*I got great exposure to how things work from the head office level in a large NGO. I got to see ground level work of the NGO. Impacting the lives of the beneficiaries by continuous improvement provides a sense of satisfaction.*

**Deshaj Pandit, Bharti Foundation, Gurugram (Haryana)**

*I learned how different were the problems of people residing in the rural region from problems of people in cities (such as lack of waste disposal system, lack of jobs, small farmlands, low connectivity via roadways, etc.) I realized the importance of community participation in the upliftment of society. I understood the importance of partnerships between organizations (NGOs and government or private players) to bring about a positive change.*

**Aarzu Wadhwa, Vishwa Ashraya Sansthan (VAS), Palampur (Himachal Pradesh)**

*Being a leader doesn't mean only to excel in the corporate world. There are opportunities where a simple contribution can change someone's world and give you a sense of satisfaction. Families with a lack of resources need enlightenment especially over women's education, self-employment motivation, income tracking, and planning. The right amount of support can alleviate families out of poverty and give children a chance to excel in life.*

**Sunidhi Sharma, SOS Children's Village Bal Gram, Jammu (Jammu & Kashmir)**

*The internship allowed me to peek into the lives of a few underprivileged children and help them in improving their livelihood and career opportunities. It made me realize the hardships in the lives of the unprivileged children but at the same time their dedication towards their studies with a passion of holding a respectable position in the society once they grow up.*

**Garima Priyadarshiee, Sankalp - A Pledge to Change, Jamshedpur (Jharkhand)**

*We Care internship gave exposure to working in a social enterprise, the hardships, and plights of waste pickers in India. Waste pickers from the foundation of waste management. I learned how big businesses are adopting a circular economy and sustainability as their business model.*

**Chaitra Chikkanna, Saahas Waste Management Pvt. Ltd., Bengaluru (Karnataka)**

*We Care internship had a positive effect on me and made me more interested to contribute to the community in the future. Teaching the class assistants completely in Kannada tested my language proficiency. It made me realize the drive with which some people are ready to work for a better society.*

**Hemanth Kumar Vagicharla, Need Base India, Koppal (Karnataka)**

*I learned the importance of road safety as a serious issue, socially and financially. I also learned how the road safety sessions were conducted in colleges and how the awareness was created. I understood a lot more about the slow down campaign.*

**Chandrashekhar Ashok, United Way Mumbai, Mumbai (Maharashtra)**

*The academic MBA program gave us a perspective about what corporates ought to do to bring about a change in society. It also gave us an insight into the various programs that are undertaken by them to make a positive difference in the lives of individuals. While working and being associated with VSP we learned a lot about various issues faced by various factions of the society, especially in rural areas.*

**Akhil Sanjeev Rane, Vikas Sahyog Pratishthan, Mumbai (Maharashtra)**

*I developed a deeper understanding of the problems faced by NGOs, especially in non-metro cities. I understood that safety and security issues sweep across demographic and economic boundaries, especially regarding children. I also understood the value of money and how difficult it is to make people, who have it, part with it for a worthy cause, even while compelled by CSR regulations!*

**Devdutt Shriram Upadhye, Navjeevan World Peace and Research Foundation, Nashik (Maharashtra)**

*As a budding manager, I got an idea of the bottom of the pyramid and their pain points. I learned to value things in life which mostly were taken for granted. I saw how motivated and curious the students are and the only thing they lack is an opportunity.*

**Jay Sharad Mehta, Salaam Bombay Foundation, Mumbai (Maharashtra)**

*We are extremely fortunate to be born with a healthy body and we have to help the lesser fortunate. Despite all the hardships faced by deaf children, they seem to be happier and have a more positive outlook towards life as compared to us.*

**Abhishek Khemka, All India Pingalwara Charitable Society, Amritsar (Punjab)**

*I became sensitized towards students from backward families who can't afford everyday resources. I understood the difference in attitudes of rural and urban families when it comes to something as small as the idea of blood donation. I became aware of the gender imbalance in the turnout of blood donation camps.*

**Sakshi Gupta, Patiala Welfare Society, Patiala (Punjab)**

*Care experience made me more aware of my social responsibilities and real-world problems associated. I have realized how a small contribution from each person which might appear minuscule to us can make a big difference to the children suffering from life-threatening diseases; whether in terms of money or volunteering.*

**Ripudaman Pareek, Make-A-Wish Foundation of India, Jaipur (Rajasthan)**

*I got to know about the problems in the remote areas and how the youth of NEW INDIA is engaging themselves to move forward. It was a new as well as a great experience to work with the skill development program of my NGO.*

**Ayush Gupta, Social and Development Research and Action Group (SADRAG), Ghaziabad (Uttar Pradesh)**

*Firstly, I learned how a great deal about social entrepreneurship. I saw how we can earn money while improving society and the nation. I understood how the CSR activities of companies are implemented, especially in terms of their reach in the villages. There is no lack of talent in the villages; it is about the opportunities they get. Therefore, I will try to do something in the future to address this gap.*

**Namit Khanna, Disha Sewa Sansthan, Meerut (Uttar Pradesh)**

*We need to understand the kind of support some children need from the external world. The support given to underprivileged can change their lives to a great extent. This experience made me realize how deprived some communities are, which has caused me to change my wasteful consumption habits.*

**Akshit Bagaria, Towards Future, Kolkata (West Bengal)**

*“The immense capability, love, and care shown by students at Muskaan made me realize that everybody has potential. What we all need is the opportunity to allow that potential to come out, and people here in Muskaan are doing it well!”*

**Garima Rajkumar Vaish, Muskaan, New Delhi**



## **Annexure X**

### **We Care Internship 2020 Impact : Internship Organizations' Perspective**

*The intern, Usha Bhargavi Putrevu, has contributed well in the fund-mobilization program and brought 30,000 INR to our organization from various sources. She has also designed success stories of our students in a well-articulated format. She has made valuable recommendations that can improve our digital presence.*

**Uma Educational & Technical Society, Kakinada, Andhra Pradesh**

*Animesh has volunteered by himself and has supported us in serving our society. He showed us an opportunity in reaching more people in need and clients by improving our online presence through the creation of our website and social media marketing. The suggested idea will be implemented in due course of time.*

**North East Multipurpose Development Society (NEMDS), Naharlagun, Arunachal Pradesh**

*Rishabh inclined our science outreach programs for village schools, our budget and alumni project. He has interviewed our alumni, reviewed our budgets for the next academic year and did impact analysis of the science outreach program.*

**KapadwanjKelavani Mandal, Kapadvanj, Gujarat**

*We appreciate the intern's support to grow our organization. We are working in a development space wherein research base input needed to expand the horizon of nonprofit business. We have to assign a task to find a gap in social entrepreneurship. Your interns worked well & submitted the documents we asked for. We express our heartiest thanks to NMIMS for considering our organization for your WeCare Program.*

**Navjivan Center for Development, Mehsana, Gujarat**

*Both the interns were instrumental in setting up the QR Scan for Google pay for our organization. They even aided with various proposal making and presentations for various projects of our organization. They were sincere and keen about any activity assigned. They have analyzed the data of our organization made available to them which will prove to be useful for us.*

**Bal Bhavan Society, Vadodara, Gujarat**

*Akshat trained youth with special abilities on HTML, Excel etc. and built interview skills of the students. Also, he created a marketing promotion platform for an event of the organization. He exhibited good time management and leadership skills. Shivani gave a lead on an employer where one student got placed. She conducted a session on salary breakup for parents, and also prepared students for interviews. She was committed to her work. Vaidehi arranged a self-defense workshop for the students and prepared them for the interview. She can work on her time management skills.*

**Sujaya Foundation, Navi Mumbai (Vashi), Maharashtra**

*Interns were able to deliver the expected work with quality. I have come across the first batch who managed to raise some funds for the sponsorship of children. Amanpreet and Prakhar Aggarwal have managed to do some solid work. Sonakshi was able to do the case studies and Kartik was able to submit the analysis of the profitability of recycling paper.*

**Literacy India, Gurugram, Haryana**

*Laxmi and Reshma initially didn't have any idea on how to start the work, but after orientation and assigning the task, they conducted sessions on personality development, communication and helped*

*in developing worksheets, test papers for developing the English curriculum of Kshamata, along with an innovative way of displaying sessions.*

**Kshamata Transformation Centre, Thane, Maharashtra**

*The work done by the interns and the suggestions/findings submitted by them will certainly help us to enhance the quality of the project activity and result.*

**ChotanagpurSanskritik Sangh, Ranchi, Jharkhand**

*Interns were dedicated and willing to go the extra mile in completing the assigned project, were highly motivated and creative in approaching the design plan. We are extremely satisfied with the overall performance. The interns developed marketing campaigns and strategies for BREADS partners in Bangalore and Hospet. Their willingness to apply their minds and work hard on their assignments is commendable. Other jobs assigned were research, information management, HR policy creation, email client setup and management. They were friendly and professional, and made their skills available to the organization and were willing to learn. We wish them all the best in their careers.*

**Bangalore Rural Educational and Development Society (BREADS), Bengaluru, Karnataka**

*Both Reema and Nishant have put in 100% to their work. Their dedication is remarkable. They have taken pains to meticulously plan out a website for us and this will go a long way towards marketing our products. They have also done an excellent project plan for footwear from used tyres. We truly appreciate their work. Their conduct has been professional and it was a blessing having a dedicated team with us.*

**Plan@Earth, Kochi, Kerala**

*Mitanjali& Ronit showed immense dedication in designing the Commcare dashboard. Their work highlights new possibilities for us. It is very useful and we are sure that it will be put to good use by our team. We are glad that they were able to upgrade their existing knowledge of excel and learn a new skill set in the process.*

**Under the Mango Tree, Mumbai, Maharashtra**

*Shalini understood the social causes and tried to come up with as many ways as we could help the people in.*

**Gramyasheel, Supaul, Bihar**

*Rashi created a very comprehensive document for the Communications plan for our partner NGO. She was able to provide a good quality project with some support from the mentor. Jino was able to clearly understand his project deliverable and provided as much clarity in the project as he could given the challenge in communicating with partners. Bhagyashreedid an excellent job in making sure she communicated all the time. She ensured her project deliverable was clear and delivered a good quality report despite several challenges with Partners.*

**Atma, Mumbai, Maharashtra**

*Shankar processed the skill in understanding our kind of work and then implemented by teaching to young women and having a session with girl students, which was remarkable.*

**Rehabilitative Assistance for People in Distress (RAPID), Dharwad, Karnataka**

*Both interns are very hardworking and have done very useful work. They helped in curriculum redesign and developed a new module for moral values as well. They were innovative with their approach in making motivational videos and also impact assessment for two centers of ANK.*

**ANK, New Delhi**

*Akshita and Prakhar had done a commendable job. They were very cooperative and friendly with the staff and Children. They also helped us to generate Cash Donation up to Rs. 10,000 as well. They did the activities and played games, gave career guidance with their great knowledge and showed them motivational movies.*

**Aarambh Education & Community Development Society, Indore, Madhya Pradesh**

*Lakshay had a very innovative and creative approach to problems. He brought new insights and innovative solutions to the marketing plan, especially on social media.*

**Centre for Sustainable Development, Sundernagar, Himachal Pradesh**

*Interns were a great value addition for the children at Hari Bal Grah. They helped the clerical staff with routine work and documentation and played a key role in coordinating with lost/rescued children's families.*

**RamashivBahuudeshiya Vikas Samiti, Rewa, Madhya Pradesh**

*Prithviraj is a wonderful student and also a nice human being. Apart from completing the project, he has also attached himself with the organization and its people too. He had taken initiative and did certain things going beyond the framework of the internship and we appreciate his efforts.*

**Helpers of the Handicapped, Kolhapur, Maharashtra**

*We all the KMS center staff of Aseema was very happy to have the students from your Institute volunteering at our center. They were very enthusiastic and hardworking. The bond they made with the children of our school as well as the staff is unforgettable. We would thank the Principal and all the teachers of your Institute for teaching them and inculcating in them, the values that made them maintain the dignity at work as well as be flexible with the work. Thank you and would like to have more such interns volunteering at our school. We would like to add appreciation to Sharavan and Sneha for their creative ideas and input for the exhibition.*

**Aseema, Mumbai, Maharashtra**

*Nishank has picked up the idea of a social sense of giving very nicely. I am sure when he gets into a job shall contribute to society both ways by providing education to the needy and financially to the distressed students. The PPT presentation made by him is excellent and empathy shown towards students benefitted by the Trust was remarkable.*

**Vishwa Prakash Mission, Faridabad, Haryana**

*Interns have helped our organization in the creation of modules as per the Samaritan Day Care Special School project alignment and requirement. They classified the individual students' data and their progress of development in a Google sheet.*

**Samaritan Help Mission, Howrah, West Bengal**

*Abhishek Mishra worked on a live project and helped us in the workout and roll-out of a digital marketing strategy. Arpit Shah helped designing an SOP and business plan for a crucial upcoming project. Both interns helped the Foundation set up systems that will give immense benefits to tribal and rural women. Parth is a good team player. He was sincere and gave all his assignments on time.*

**Deepak Foundation, Vadodara, Gujarat**

*Thank you very much, Ms. Shreyoshi Mandal and Mr. Bindu Madhav Labhala for helping us in streamlining the volunteering management process. Through your effort, we can now smoothly engage more volunteers. You have shown management prowess by working on so many things and coming up with such great ideas in a very short time.*

**Nirmaan, Hyderabad, Telangana**

*Nishkarsh is a very much proactive and dedicated person,. He is adherent to the task given with timely completion of it. He has contributed a lot in the organization and worked on different issues including sanitation, child rights, education etc. He was involved in connecting Campus Ambassadors and doing Resource and Threat Mapping at Railway Station.*

**Udaan Society, Aligarh, Uttar Pradesh**

*Interns have been very dedicated and consistent since day one. Their enthusiasm to learn more and work hard was worth appreciation. All three of them are very passionate about their task and gave no scope of any complaint. Arpit, Paras and Aditya all worked together and divided their tasks and work in perfect coordination. All of them helped us to identify a total of 5 new hotspots and interacted with IDUs and FSWs in the best possible manner. They have displayed great professionalism and we would like to work with them in the future as well.*

**Grameen Vikas Sanstha, Meerut, Uttar Pradesh**

*Donald Francis has created a video about the organization. This will be quite useful for social media campaigns and presentations. He has also helped to develop a syllabus for digital & financial literacy training of auto drivers. He helped us to kick start our special online fundraising campaign.*

**Atma Foundation Thrissur, Thrissur, Kerala**

*Amit is a good-natured, disciplined young man, who gelled very well as a team member of Disha. His contributions in the Art & Craft unit, in designing of an exhaustive content on Work Training Unit (WTU) for web site and his work with children of 'Pre Primary B' were commendable.*

**Disha, Jaipur, Rajasthan**

*Interns were found to be very sincere and enthusiastic to work for the noble cause of empowerment and rehabilitation of Female Sex Workers, by providing opportunities for an alternate source of income. Both of them were so energetic that the moment I put forward the idea of converting a Self Help Group in Company, they got involved with it & started discussing the stages to be undertaken for the implementation of this Project. They took this forward so diligently that the members of the Self Help Group found themselves to be motivated and in turn, prepared perfumes of standard quality as per directives given by these students. As a result, the Self Help Group could sell high-quality perfumes. We are very grateful to your college for deputing such sincere, dedicated, enthusiastic students to our organization who have assured us to be part of our mission to covert Self Help Group into Company.*

**Vijay Krida Mandal (VKM), Mumbai, Maharashtra**

*Interns showed a clear understanding of the tasks carried out at Amaltas for the different projects they were involved with. Their contribution to the Amrit Foundation work was appreciable. The interns showed a keen interest in learning the methodologies and approaches used for research in the development sector. Their deliverables for the assigned tasks were usually on time but could have been of better quality.*

**Amaltas Consulting Private Limited, New Delhi**

*Interns brought a different perspective on how to conduct workshops and seminars. Their research in various aspects of the problem being dealt with by the organization was quite impressive and enhanced our understanding. They worked dedicatedly in teaching the underprivileged children and their hard work enhanced the test scores of the same. In cases when youngsters were targeted, they assisted us in bridging the gap.*

**Jalandhar Welfare Society, Jalandhar, Punjab**

*The work of the interns has improved the quality of relationships among the children and their parents in the slums. The creative initiatives of the interns have geared a new awareness among the teachers of the slum schools, which has also spread into the families of the children. The community meetings conducted by the interns have brought in great eye-openers concerning finance, morality, upkeep of the family, availing the services of the government and interpersonal relationships in the families.*

**Diocesan Development & Welfare Society (DDWS), Prayagraj, Uttar Pradesh**

*We thank Keerthana for the detailed analysis & report. It shows how much improvement we have to make in terms of connecting with volunteers, donors and beneficiaries through impact stories, continuous relationships and deep learning of where we stand. We wish her all the very best and express our heartfelt gratitude for her valuable contribution.*

**Isha Vidhya, Coimbatore, Tamil Nadu**

## Annexure XI

### We Care Civic Engagement Competitions

#### We Care Documentary

We Care Documentary competition was organized on March 1, 2020 at NMIMS Campus as an avenue for students to showcase their We Care experience in the form of a short video. After receiving the numerous submissions, 12 teams were shortlisted for the final round out of which 3 teams were chosen as winners. Mr. Anna Charly-Associate Director- International Volunteer Programs, Habitat for Humanity India was the judge for the competition. The teams had put in a great effort in bringing out the creativity in them and influencing the audience with their work.



The winners of We Care Documentary 2020 were Team Pink Hats- Tanveer Mujawar & Nikita Kabra. The Runner-up team was Team SINISH-FINISH- Niyati Satoskar, Siddharth Chopda & Ishan Bhatia. The 2nd Runner up position was bagged by Team Hum5- Aanchal Jain, Shanky Jain & Harit Agarwal. The judge was highly impressed with the hard work of the students and most importantly, seeing the youth making a difference to society.

#### We Care Photostory

We Care Photostory was a competition as a part of Sadbhavna 2020, the flagship event of Social Responsibility Forum where students got a platform to showcase what moved them in their We Care experience. The competition was held in two rounds. In the first-round students submitted an image or a collage of 2 photos along with a caption sharing any person or incidence that moved them. Around 60 teams from different NGOs participated. The entries were evaluated on various parameters like creativity, clarity, theme and overall narrative of the photos. Based on the results of the first round, 24 teams were shortlisted and were asked to submit a series of photos on the previous theme along with a description in around 300 words.



The second round was conducted on March 1, 2020. Mr. Aditya Tambe a consultant in Capgemini and an alumnus of Xplore and Ms Jayshree Dhabaria, a board member of Vivekananda Youth Forum was invited as a judge. Teams LightRoom, Ugta Suraj and Vidya Mumbai AND Shooters were declared the top 3 winners respectively. The event ended with the judges awarding cash prizes worth Rs 30,000 to the winners.

## We Innovate

We Innovate is a business plan competition inspired by We Care – Civic engagement. It provides a platform for the students to present innovative solutions to social problems across the country. In the first round, all the teams were expected to submit a 5-slide presentation, which was evaluated based on innovativeness and social problems captured by the students. The selected teams moved forward to the final round.



The final round was judged by external panelists, Mr. Neeraj Garg, a well-known veteran in the automobile industry and Mr. Milind Joshi, an experienced leader in the Digitization space. The teams were evaluated based on SDGs mapped, social problem covered, innovativeness and feasibility of the project and business model. The judges were impressed with the quality of presentations and the manner in which they were presented, students' innovative ideas and research done on the business plan.

Team Sustainables (Davinder Pal Singh Arora, Priyanka Sharma, Parth Purandare), was declared the winner with their winning idea of making a difference through seaweed bioplastic, by ensuring sustainable packaging.



## We Innovate – Social B Plans

Team Name	Idea Brief
<b>One for the Road</b>	While working with SOS Children's village Kolkata, I was working in 'Family strengthening Program' project. We speculated families with BPL income and having 2 children, and helped them in holistic development. To ensure sustained family income we organized the mothers in self-help groups and provided them working capital to grow businesses. However, the promotions of these businesses were limited due to a lack of digital resources and awareness. So I framed a promotional campaign targeted at the immediate 'word of mouth' community, utilizing tools like BTL posters, WhatsApp, SMS, Facebook promo offers, and an online portal to showcase our business products for greater outreach. The campaign was designed an end to end with financials and strategic steps.
<b>Team Alpha</b>	We presented our business plan on providing farming as a service using a container-based cold storage facility. We chose horticulture as our target segment with a first phase roll out in Maharashtra and Tamil Nadu. The container will be compartmentalized with solar panel and camera to allow image processing. This business is expected to breakeven after 2 years of launch. This rent based model is sustainable for poor farmers who end up wasting a lot of perishable produce or selling it at a lower cost than its deserved price.
<b>Disha Creations</b>	Disha Creations is a vision to uplift the sex workers of Ghatkopar (Mumbai) and provide them an alternate source of income. These women are skilled in manufacturing high-quality perfumes with acute precision and care. With all the products Disha Creations promises Safety and Quality. Currently, there are 3 products: The Black Lavender, Purple Angel and Icy Blue
<b>Team Gargoyles</b>	The objective of the proposal is to develop a self-sustainable model in backward villages to generate extra income for poor farmers. Our proposition involves setting up Goat Farm Development Centers. These centers will serve two purposes. First, develop goat breeds suitable for goat farming. Second, to equip farmers with the necessary skills required for goat farming. Once the breed is developed, then it will be handed over to farmers for milking or any other purposes. Farmers can sell the extracted milk individually or our proposed Goat farm development center will buy from them for a predetermined price and we will sell it in the market through various channels under own brand. In this way, farmers will be able to generate income regularly. All Goat Farm Development centers will be set up in collaboration with corporates and village development committee (VDC) and once they become self-sustainable, complete ownership can be transferred to the village development committee.
<b>The Changemakers</b>	DoonAnndata Company Ltd. is a company by the farmers for the farmers and of the farmers. The idea behind this is to offer farmers a good enough price for their crops by integrating the agriculture supply chain and eliminating the middle man. The crop we are going ahead will be Basmati Rice, as Dehradun Basmati is famous worldwide. The business model proposes to leverage economies of scale to benefit farmers with a small



	<p>piece of land which is fragmented. The company also cultivates the best practices in farming and acts as an extra source for farmers by paying them a share of the profit earned each year as dividend.</p>
<p><b>The Sustainables</b></p>	<p>Adding value to the environment and society by introducing sustainable packaging made out of seaweed is the future of packaging in line with the UN Sustainable Development Goals for 2030.</p> <p>This is seen as a business opportunity by BioPack which we are eager to grab.</p> <p>Technologically integrated with the help of a portal known as e-sahayak, our business connects all the stakeholders of the value chain, namely manufacturing unit, the seaweed farmers (incentivizing women farmers) and the clients in a single and sustainable value chain.</p> <p>Also, The seaweed is known to replenish in around 45 days and hence is a renewable source of production. The financial feasibility, technology integration, societal upliftment and environmental interests, thus, make it the ultimate idea.</p>
<p><b>Team Alpha Q</b></p>	<p>An ideal solution to create a circular economy would be to create products from plastic waste. We would be using this plastic waste to create filaments for 3D printers. Almost all of us throw away plastic after a single use knowing that the quality of the plastic is as good as it was before the usage. This plastic can be easily shredded into smaller pieces. Post this the plastic can be extruded into a 3D printer filament. Based on the model we create, 3D printer can then transform something that we threw away very casually into anything we desire.</p>

## Annexure XII

### We Care 2020 : Glimpses and Media Coverage

#### We Care Internship Execution : Field Work



Meeting BOC workers at KSN Reddy Nagar. And Interaction with Street Vendors at ASR Nagar by the interns placed in Bapuji Rural Enlightenment and Development Society, Visakhapatnam (Andhra Pradesh)



Computer Training conducted for Mentally challenged individuals by Sathwik P V R placed at Eco Club, Mahabubnagar (Telangana)



Skill Development program at NASVI, Muzaffarpur (Patna)



Jeet Shah working on Project LIFE of Saurashtra Medical & Educational Charitable Trust, Rajkot (Gujarat) aiming to enhance the green cover of mother earth.



Anadi Mudali placed in CSR Department, Rourkela Steel Plant conducted a session to educate the underprivileged women weavers regarding Self-help group and different government schemes available for them



Vibhav Saraf along with members of the District Child Protection Unit conducting an awareness program on child rights at the interior village of Tinsukia (Assam).



Interns placed in Don Bosco Ashalayam, New Delhi helped and prepared the students for their final exams.

Interns conducted sessions on improving employability skills at Association for Non-Traditional Employment of Women, Chennai



Interns capturing pictures and videos to upload on the NGO's website and social media handles of Amrapali Utkarsh Sangh, Nagpur to increase the NGO's visibility





Manmeet Singh Chhina an intern with Jan Sahas Social Development Society, Dewas interviewing parent of the victim of sexual assault and assessing the support Provided by NGO to them under KishoriBallika Program



Tania Rungta, while distributing packaged food to the students disabled with cerebral palsy and hearing impairment taking education and therapy sessions at SHM Special Day Care School, West Bengal



Students placed with Cholai - Action for Child Labour, Chennai conducted sessions in more than 30 villages for women on women empowerment and family well-being. They also conducted motivation competitions for the families they were impacting.



Interns created a digital strategy, conducting a poster designing a workshop for the employees of Cholai, ACL – Chennai and increased their visibility, digital presence and enable online outreach.





Interns with SAHAS, Durgapur Interacted with Instructors of specially-abled children at Star School : Understanding various child disabilities and challenges faced by them.



Meeting for the creation of a new self-help group, explaining to them the benefits of savings and new business opportunities. Action for Women & Rural Development, Kanpur (Uttar Pradesh)



Interns with All India Pingalwara Charitable Society, Amritsar (Punjab) interacting with students of the deaf and dumb school to understand their problems and taught them Mathematics with the help of sign language



Interns with Chetana Conscience for Women, New Delhi (a subsidiary of Sewa International) distributing school kits to underprivileged students of daily wage earners in open-air schools in suburbs of Gurgaon under 'School Distribution Drive' organized by Sewa International.



Interns with the students and teachers of New Highschool, Sangli after a session on menstrual hygiene and distribution of hygiene kits (NGO- Institute of Rural Credit and Entrepreneurship Development, Sangli, Maharashtra)



Interns of ChotanagpurSanskritikSangh, Ranchi conducting a case study of PWD who have been provided microfinance support by the NGO as part of Livelihood Promotion of PWD Program at Bero region (Jharkhand).





ChiranjayBhalaniinteracted with students at Shri Sikka Secondary School under NIOS project of CSR Department, Reliance Industries Ltd., Jamnagar (Gujarat)



Interns placed in AAS, Indore(Madhya Pradesh) explaining Fundamental Rights and Duties to the students of Lebad Public School, Lebad through some fun activities.



YashRadia, an intern with NARDES, Narmadanagar (Gujarat) conducting class observations at the upgraded facility at Paguthan Government School.



Akshay Bohra conducting session for the upcoming placements of the Sol's ARC Pathways students. (Mumbai, Maharashtra)



Interns at Janvikas, Ahmedabad, after conducting a dance workshop along with teaching the importance of cleanliness to the primary school students living in VrajViharAavasYojana- Government allotted quarters under the Urban Governance Programme.



Interns at Sarthak Prayas, Delhi, during their visit to 'Build A Foundation' remedial centers for the children studying in government schools. The interns visited the center to review the teaching methodologies being employed and to suggest new interventions to make it more interactive.



Abhinav Mathur, an intern with Samarpan Care Awareness Center, Ratlam (Madhya Pradesh) working on Childlineproject, conducted drawing competition and briefed Government school students about Childline activities and importance of education

### We Care Internship: News Coverage

Newspaper name: Eenadu, Mahbubnagar District Edition, Telangana; Date: 13-02-2020  
 Newspaper clipping of Plastic ban and usage awareness rally conducted by Eco-club in association with Mahabubnagar Municipal Council Chairperson, Council Members, NCC students of local college and Municipal workers. Rally was conducted covering local daily market & shopping areas, making people aware of problems caused by plastic in daily usage towards the environment.  
 Intern : Mr. Sathwik P V R





## We Care Poster Presentation : March 7, 2020

