



# UPAY

Underprivileged's Advancement by Youth



## UPAY

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# FELLOWSHIP

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A social leadership development program for the youth,  
to empower rural and tribal India.



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## About UPAY

UPAY works to empower underprivileged communities through Education and Skill Development. We strive to make education increasingly accessible for all, especially for the under-resourced communities of the country. Our two major expedients, Footpathshala and Reach & Teach, and several initiatives for skill-development training programs have been launched to impart education through open classrooms. We wish for a world where education is no longer a distant dream for every child.

Mr Varun Shrivastava, an alumnus of IIT Kharagpur founded UPAY on 12th May 2010 to bring about an essay of eventual changes in the life of every underprivileged child through the most powerful tool –education. We wish to replace begging bowls with books for the children who are often seen begging, collecting rags and trash, cleaning dirty utensils at hotels, and restaurants, and working in factories. UPAY has crossed several milestones with its divergent and personally-catered approach.



## VISION

To overcome disparities in education so that every child gets an opportunity to Learn, to Grow and to Succeed.



## MISSION

- To Bridge the gap and make quality education accessible for all.
- Holistic development of the street children to bring them into mainstream.
- To build a self-sustainable ecosystem by enhancing and promoting vocational skills for a better livelihood.
- To Create a chain of change by developing social leaders within the community.

# About UPAY Fellowship

## OBJECTIVE

To flourish the emergence of a better human society, UPAY is launching this fellowship program for the first time. In a country like India with a booming population and ever-increasing numbers of uneducated children and unemployed youths, a small group of change-makers can't reach every door in need of sustainable change in education and living. But, a group of social leaders, trained and groomed, can quicken the process by passing on the baton to other such consecutive groups.

## ABOUT THE FELLOWSHIP

UPAY's Fellowship will be an opportunity for socially committed and dedicated individuals to serve the under-resourced communities across India. Through this fellowship, the youth will get exposure to the grass-roots realities of India's development sector and the state of challenges in the domains of education and skill development.

The fellows shall be placed in various parts of India for community empowerment through collective efforts desired to improve the quality of education and livelihood of underprivileged children and youth.

In a nutshell, this program is intended to bring the youths together belonging to contrasting caste, creeds, communities, languages and geographical locations to exchange their existing skills and expertise, gain knowledge and experience and thus a cohort of 10 leaders will be borne who will be the mentors to future change-makers.

## KEY HIGHLIGHTS

The program is designed to cater to a bunch of social needs which can only be met by dexterous leaders. The ultimate goal is to imbibe our fellows with the qualities of

- Leadership
- Communicating with different communities and fabricating and implementing developmental plans for sustainable changes during field visits
- Promoting strategies
- Digital Content Development and Entrepreneurship
- Gandhi Ji's method of education/ Nai Talim
- Teambuilding
- Personality development

## APPLICATION PROCESS

The application process will be starting online from **April 1, 2022**. The application process will be an account of the candidate's existing skills, qualities, understandings, and experiences. The entire application procedure has to be completed within a single session. The application process closing date is on **April 20, 2022**. We request candidates to apply and complete the process earlier to avoid any inconvenience.

## WHO CAN APPLY?

The Fellowship welcomes:

- People between 18-30 years of age
- Graduates from any stream (also, if you will graduate by 1st May 2022)
- Indian Nationals
- People who are ready for a full-time commitment of 12 months.
- People who are enthusiastic to relocate, if required.

## BEST FIT FOR THE PROGRAM

We are looking for individuals to be a part of our team who are:

- Passionate about social change and impact.
- Critical thinkers with an aptitude to solve problems
- Resilient in the face of challenges
- Able to build relationships and strengthen partnerships through purpose-driven conversations

## **SELECTION PROCESS**

The whole application process of this fellowship program 2022-2023 will consist of some basic screening and interviewing rounds which will finally help us to select the best deserving candidates from across the nation.

### **Stage I – Application form filling**

Your application will be presented as a live written account of your education, your achievements, your experiences, your skills, your abilities, your interests, and your aspiration to join us. This will mark the first stage of evaluation.

### **Stage II – Screening and shortlisting for telephonic interview**

Stage II or screening of applications and shortlisting of candidates for a short telephonic interview will be held till April 22, 2022. During this interview round the candidate will be questioned to gather more information as a part of the evaluation process. You will get a prior notification regarding the time of the interview.

### **Stage III – Group discussion and written exam**

Stage III will be held at our Delhi branch on April 30, 2022. Qualifying candidates in stage II will have to arrive at the venue to face another round of the interview. Group discussions and written exams will be a part of the stage III assessment.

### **Stage IV- Field visit and personal interview**

Qualifying candidates have to face the next and final level which will consist of field visits and personal interviews. It will be held at our Delhi branch on May 1, 2022.

The field-visit session will be an assessment of the problem-solving skill of the candidate. Candidates will be sent to one of our Footpathshaalas where they will be provided with a problem statement. Candidates have to present a solution at the end by picking up information and aiding their experience during the entire session.

**Results:** The results will be announced on May 3, 2022.

**Joining date and venue:** Successful candidates have to report to our Delhi branch to complete the joining formalities on May 10, 2022. Respective joining centres will be allocated to all the fellows thereafter.

\*\*Letter of Recommendation is needed to present while applying for this fellowship program

## **REQUIRED DOCUMENTS**

### **Undertakings**

The following documents of undertaking have to be submitted to the authority duly signed by the candidate and concerned authority before joining the program, failing of which may cause cancellation of the fellowship.

- Document of Health declaration
- Document of Educational qualification declaration

### **Job experience letters**

A letter of recommendation/ Experience certificate will be needed during the application procedure. The document will be valued only if issued by the immediate reporting authority or the Head of the Organization.

### **References from industry/institution/admin**

Letter of recommendation/Document of Reference from any Government official or reference from any Industrial sector/institution/ administration dept. of the organisation of previous association will be valued.

## ACADEMIC ASSOCIATIONS

This program has earned the support of various corporate/Maharatna organizations and elite Institutions of the country. We are ecstatic to receive patronage from organizations outside India as well.

### **North-Eastern Hill University**

North-Eastern Hill University (NEHU) was established on 19 July 1973 by an Act of the Indian Parliament and is included among the Central Universities of the country. The university is situated in the suburb of Shillong, the capital of Meghalaya, India. The university is divided into two campuses: Shillong and Tura.

It is referred to as the University with Potential for Excellence (conferred in 2006) by University Grants Commission. Initially, it was established as a Regional University for the northeastern states of India - Meghalaya, Nagaland, Arunachal Pradesh, and Mizoram. Eventually, the Nagaland University in 1994 and the Mizoram University in 2001 hatched out of the university.

NEHU has been ranked 90th all over India and 59th among Universities by the National Institutional Ranking Framework (NIRF) in 2020. The NEHU Tura Campus was established in the year 1996 (February).

Here, fellows will get an amiable experience on

- o Exposure to Education and tribal community
- o Exposure in Communication
- o Exposure to Marketing

## **IIT Kharagpur**

Indian Institute of Technology Kharagpur (IIT Kharagpur) is a public technical university established in 1951 by the Government of India in Kharagpur, West Bengal, India. It is the oldest of the country's IITs and is considered an Institute of National Importance. In 2019, it was conferred the status of Institute of Eminence by the Government of India.

IIT Kharagpur nests on a campus area of 8.7-square-kilometre (2,100-acre) housing 22000 residents.

In its initial years, the institute was aimed to train engineers in the country. Mention worthy, with time, the institute has successfully added wings - management, law, architecture, humanities, etc. IIT Kharagpur has 19 academic departments, 8 multi-disciplinary centres/schools, and 13 schools of excellence. Moreover, more than 25 central research and development units are its integral part.

Learned professors from this elite institution will be delivering a comprehensive idea about Digital Content and Social Entrepreneurship Training to our fellows through virtual sessions.

## **Barefoot College International**

The well-known Barefoot College Tilonia, actually established as Social Work and Research Centre (SWRC), is a voluntary organization in India founded by Bunker Roy in 1972 with an aim of the betterment of rural people.

Mr Roy was acknowledged as one of Time's 100 most influential people for his work with Barefoot College.

Since its initial days, it is relentlessly working in the fields of empowerment of women, education, skill development, health, potable (drinkable) water, and electrification through solar power.

The Barefoot College has chosen a distinct way of imparting lessons on reading, writing, and accounting to adults and children of the village, especially to "drop-outs, cop-outs, and wash-outs." Night schools are also there which are attended by girls in massive numbers than boys. Till the year 2008, there were about 3,000 children reading in its 150-night schools.

This prestigious institution will contribute a major role to this program. It is going to arrange impressive sessions over Mass Communication Module.

### **Nai Talim or Basic Education**

Basic education is a philosophy that asserts that knowledge and work are inextricably linked. Based on this pedagogical idea, Mahatma Gandhi created the same-named educational curriculum. It can be translated as 'Basic Education for Everyone.'

However, the notion has multiple meanings. It arose from Gandhi's experiences with the English school system and, more broadly, with colonialism. He predicted that in that system, Indian children would be alienated and a 'career-based mentality' would take over.

Furthermore, it embodied a number of negative outcomes: disdain for physical labour, the formation of a new upper class, and the growing challenges of industrialization and urbanization.

Gandhi's pedagogy was built on three pillars: its emphasis on the lifelong character of education, its social character, and its form as a holistic process. Education, according to Gandhi, is "the moral growth of the person," a process that is, by definition, "lifelong."

The spectacular method of Gandhi Ji's Nai Talim will also be a part of this intensive program and will be imparted to our fellows in Gandhi Ashram Sevagram, Wardha.

### **NTPC School of Business**

NTPC Limited is India's largest energy conglomerate and among the Maharatna companies of the Government of India. It was established with an installed capacity of 67,657.5 MW (including 13,425 MW through JVs/Subsidiaries). NTPC School of Business (NSB), founded in 2014, is a venture of NTPC Education and Research Society (NEARS) promoted by NTPC Limited.

The NTPC School of Business (NSB) offers two AICTE-approved programs: Post Graduate Diploma in Management – Executive (PGDM-E) and Post Graduate Diploma in Energy Management (PGDEM) (PGDM-EM). These courses are intended to supplement management learning and practice at all levels of decision-making in the field of energy management.

The emphasis on energy management is being consolidated in order to provide knowledge and value-added academic and research enrichment services for the Indian economy's long-term development.

NSB Noida is going to arrange the initial part of the training. The following sections of the program will be conducted at NSB Noida premises.

- o Induction Ceremony
- o Introduction to UPAY and Fellowship
- o Introduction to UPAY Centre Operations
- o Leadership and Management Module and
- o Drama workshop
- o Outbound Training

## **GHE**

Global Himalayan Expedition (GHE) is a humanitarian company based in New Delhi, India, that seeks to improve distant electricity access for mountain villages in the Indian Himalayas. To summarise, GHE uses tourism to enhance livelihoods by giving access to digital education, critical utilities such as light and hot water, and setting up and supporting infrastructure for local income generation initiatives. GHE, founded in 2014 by Paras Loomba, first focused on bringing solar-power pico-grids to isolated villages in Ladakh, one of the Indian Himalayas' coldest and most difficult places. As part of its Impact Expeditions Initiative, GHE extended into the sphere of digital education in 2015, establishing a Robotics Lab at the Mahabodhi residential school in Leh, Ladakh, utilizing the same solar pico-grid technology.

GHE has electrified 101 communities, with 1286 international travellers participating in its excursions, constructed 18 digital centres, influenced 41,800 lives, and mitigated 1340 tonnes of carbon as of 2019.

GHE will provide our fellows an immense Exposure and Handson training in Marketing and Promotional Strategies.

### **Avenues**

Avenues, headquartered in Meghalaya, is a pioneering life coaching and personal excellence training social company in North East India. Over the past 17 years, it has been committed to developing, starting, and implementing high-impact interventions that promote well-being, confidence, and personal growth for everybody.

Avenues will conduct sessions on Effective Communication to promote the art of communication with different communities.

## **THEORY OF CHANGE**

This fellowship program is going to act as a pathfinder to youths scattered in different parts of the country who are passionate, are committed, and are dedicated solely to bringing a consistent and sustainable change in the living of different backward or ostracized Indian communities.

With this goal, the UPAY fellowship program has been designed that includes detailed and fortifying knowledge of various relevant disciplines and grass-root level experience of working for the development of the communities in different parts of India. This year will be the gracious start of this fellowship program and it will continue to generate leaders or mentors for the change-makers in the days ahead.

Through this program, 1 fellow teaches and trains 50 children in a year.

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Through this program, 1 fellow teaches and trains 50 children in a year. Therefore, each year 10 fellows will be mentoring a flock of 500 students.

In this way, in 10 years we will be preparing 100 leaders who can, if not bring a revolution but, nurture the onset of a revolution that will bring equal rights to education and equal right of living with it. In 10 years, 5000 children will be there who will be well-equipped with education and conscience.

## PROGRAM DESIGN

The duration of the fellowship will be of 12 months. The total duration of the program will be divided into 2 sections -

a. **Classroom Training (3 months)**

Staggered training throughout the fellowship at renowned academic institutions and business schools as well as in-house training on systems and processes

b. **Impact Project (9 months)**

Community exposure to identify prominent problems of the communities, fabricating various developmental ideas, and gradual implementation of the projects

## PROGRAM SCHEDULE

S. No	Module	Location	Duration
1	• An induction ceremony and UPAY Foundation Day	• NSB Noida	1 day
2	• Introduction to UPAY and Fellowship	• NSB Noida	1 day
3	• Learning about UPAY's centre operations	• NSB Noida	1 week
4	• Leadership and Management modules	• NSB Noida	2 weeks
5	• Drama workshop and outbound training	• NSB Noida	2 days
6	• Community Communication Module	• Barefoot college	1 week
7	• Field Work	• Assigned location	12 weeks
8	• Nati Taleem Education system	• Sevagram, Wardha	4 days
9	• Half yearly assessment	• Sevagram, Wardha	2 days
10	• UPAY Annual Day	• Mouda	1 day
11	• Advance operational training and visit UPAY centres in Vidharbha	• Nagpur	1 week
12	• Digital content and social entrepreneurship training	• IIT Kharagpur (virtual)	1 week
13	• Exposure in education and tribal community	• NEHU, Tura	2 week
14	• Exposure in communication with Stone Avenues	• NEHU, Tura	3 days
15	• Exposure in marketing with GHE	• NEHU, Tura	5 days
16	• Field Work	• Assigned location	20 weeks
17	• Promotional work and screening of new batch	• Delhi, Nagpur	4 weeks
18	• Final assessment	• Delhi	4 days
19	• Valedictory function, Induction of new batch and celebration of Foundation Day	• Delhi	1 day

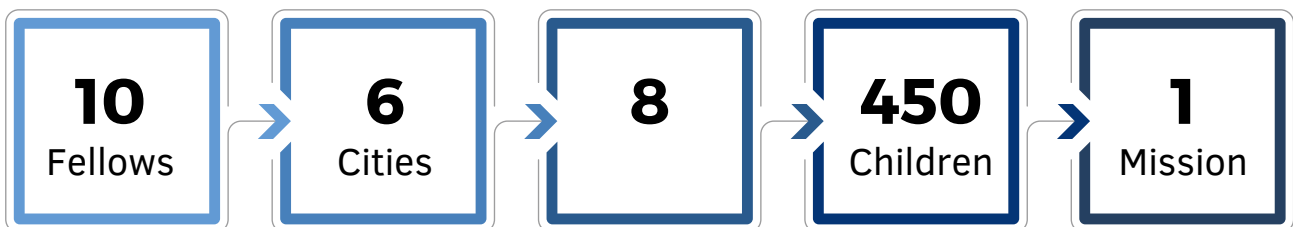
## DELIVERABLES FOR THE FELLOWS

The fellows are expected to meet the below-mentioned targets in the specified period of time:

Phase	Activities	Target	Timeline
<b>PHASE-1:</b> Initial Establishment	• Onboarding of local Volunteers or Teachers for Survey	• 1 no	• 5 days
	• Identification of potential communities and beneficiaries with the help of the Administration and locals	• 3 locations	• 5 days
	• Extensive baseline survey of all locations	• 100 households	• 10 days
	• Finalization of space and establishment of New centre	• 1 centre	• 10 days
	• Enrolment of students	• 50 students	• 30 days
	• Operating learning centres as per UPAY Operational guidelines	• 75% student's attendance	• 90 days
	• Community outreach program for onboarding volunteers	• 10 nos	• 90 days
<b>PHASE-2:</b> Planning and Sustenance	• Training and Capacity building of local Youth	• 30 nos	• 90 days
	• Building volunteer network	• 10 nos	• 90 days
	• Improvement in the academic performance in centralized assessment test	• 50%	• 300 days
	• Identification and Grooming of Leads	• 1 no	• 300 days
	• Corporate engagement and local funding	• 1 no	• 300 days
	• Ensuring sponsorship of the centre	• 100%	• 300 days
	• Skill development of unemployed Youth and Women	• 30 nos	• 300 days
	• Enrolment of out-of-school children to schools	• 50%	• 300 days

## EXPECTED IMPACT

This program is an investment in the training and development of 10 fellows. Through this project, we envision impacting the lives of approximately 450 children at 6 project locations during the 1-year phase.



## PROSPECTIVE BENEFICIARIES

The facility will be made available to:

- Street Children
- Vagrant and juvenile workers
- Orphaned children
- Children rescued from unacceptable conditions
- Children in urban slums
- Children in under-resourced villages