

**KAARYAM**  
आओ काम करें हम!

# KAARYAM

QUARTERLY NEWSLETTER

July-September 2022

Connecting Strengths To Opportunities!



[www.dheya.org](http://www.dheya.org)

# Who We Are...

Dheya Kaaryam Pvt Ltd, a social initiative arm of Dheya Career Mentors, works with rural, socially underprivileged and disabled youth to provide them guidance and connect them with suitable employment & livelihood opportunities. We help them to have a focussed approach towards suitable livelihood, skill and prepare themselves accordingly.

The focus of our social initiatives is on identifying strengths and connecting the strengths to occupations in the world of work (not education). Our main aim is to help these underprivileged youth improve their standard of living and lead a better life. We encourage the youth in becoming job creators and become entrepreneurs & self-employed to provide jobs. We also lay emphasis on minimizing the skill mismatches, personality fitment and bridging the labour demand - supply gap in the local industry sectors (informal and formal).

Our specially designed Training of Trainer Program 'I-Inspire', is a practical and structured program to enhance new and advance training skills, methods and techniques in the trainers and has been impacting the rural & under privileged youth skilling for last 4 years.

We have also launched a digital project 'Kaaryam', wherein using mobile based applications and an intelligent technology, we are creating a career ecosystem in the rural & semi urban sector, that would help the youth make informed and need based career decisions and choices based on personal strengths, interests and preferences using a psychometric assessment tool that would lead to an outcome into either of the following:

- Building Self-awareness & strengths analysis with clarity in Careers
- Mapping of Market employment & Skilling Demands
- Attaining a job / self-employment / Start an enterprise
- Enrolment into higher education / Skill development program

Dheya is also creating an ecosystem to impact and guide maximum number of students and educators in the country through our Career Literacy program. To promote Career Literacy, Dheya regularly conducts career education workshops and other programs for Educators, Parents and students on different topics related to futuristic careers, education, life skills, soft skills, entrepreneurship etc. We want to unleash the true potential of the Indian youth and build them into focused, achievement oriented, economically successful and culturally positive individuals. We aim to positively Impact the Indian economy by getting the young Indians become successful in their careers.

Dheya collaborates with NGOs, Schools/colleges, CSRs and other social organisations including government to reach out to maximum underprivileged youth across the country and bring out a positive change by improving their livelihoods. Thus Dheya is contributing to the nation building by developing an eco-system to help the youth in the world of work and reaping the demographic dividend.



# **Mentoring – The right way forward**

Careers are not made in a day. A successful career requires continuous efforts, clarity and focused approach with guidance on how to achieve it. Understanding this requirement, senior professionals from Dheya have been mentoring the youth / students, right from identifying suitable career, developing them, guiding and walking along with them to reach their "Dheya" or Goal.

For the under privileged youth, the mentoring process becomes even more important as generally their parents are uneducated or not that much aware and the environment around them is also not conducive where they can learn and get to understand what is required out of them. Nor do they have sufficient resources to take professional help. So, they land up following the path followed by others around them and are unable to get a decent livelihood.

Dheya has been working with NGOs like FIDA, providing long term mentoring to their beneficiaries. Now we have got connected and become strategic partners with like minded NGOs such as Lighthouse & their Technological partners GOYN, who are running programs for mentoring the youth in a large scale, not only for the Employability but also for Entrepreneurship development. If our country has to progress, this is the way forward, where we will be able to provide the under privileged youth the right motivation to get educated, skilled and help them to become successful in life. Once these youth become productive and Job creators instead of just Job seekers, the whole country will gain and prosper.

It was a busy quarter for us where we got the opportunity to train Urban Management Centre (UMC) fellows as counsellors to guide young children and counsel their sanitation worker parents in Odisha. We also guided orphans in Balashram in Odisha, Army kids in Kapurthala, Slum dweller kids in Bengaluru, trained mentors in Pen (Maharashtra), built new relationships and started 4 more projects. So overall it was an exciting and satisfying quarter for Dheya.

I just call upon all the NGOs and organisations working with youth to join hands and let's make a difference together.

**Jai Hind**

**Cdr Ninad Deshpande (Retd)**  
**Director – Social Initiatives**



# Month Of July, 2022

## Mentoring FIDA students 1st July, 2022

Friends for India's Development and Assistance (FIDA) is a Non Governmental Organization with a mission to ensure rural development in an atomistic fashion through the creation of quality education infrastructure and access to the disadvantaged children in society. FIDA Foundation give scholarships for higher education to selected students, which were instituted to inspire and aid deserving children attain their potential.

We are mentoring FIDA NGO scholarship beneficiaries for 2 years for a holistic development. As part of the project we got to meet the beneficiaries in our office and conduct a program on improving their communication Skills. It's really heartening to see the enthusiasm amongst the girls to learn and express themselves. They have come long way off since we started mentoring them almost 2 years ago and are almost ready for the world of work.



## MOU Signing & launch of Career Lab Program at Mahavir Mahavidyalaya, Kolhapur

12th July, 2022

**Dheya Kaaryam has launched a holistic career lab program at Mahavir Mahavidyalaya to develop industry-ready professionals.**

Understanding a student's potential is of paramount importance. As once you realize it, the possibilities are endless. To create this path of futuristic opportunities and create industry-ready professionals, Dheya has collaborated with Mahavir Mahavidyalaya, Kolhapur and signed an MOU on 12th July, 2022 to start a unique program 'Career Lab' in the college. It was launched in the college with Orienting the parents and students about the benefits and process of the program on 19th and 20th Sep 22.

One of its kind program in the country, Career lab using mobile app technology & community of professional mentors from various industries, will not only help students become aware of futuristic & trending careers and interact them with industry experts, but will also help them identify their strengths and will help connect them with local job opportunities. We at Dheya had a dream of making the Education system more effective, Work oriented and Fill the gap between the academics and Market, by connecting the education to the world of work. With the Launch of Dheya Career Lab program at Mahavir Mahavidyalaya Kolhapur, we have moved one step closer to our goal.

We would like to reach out to all the schools and colleges who are looking for building their students into productive citizens of the country, fully prepared for the world of work when they finish their education.



12th -14th July

## Guiding Army Kids - Kapurthala

**Dheya in Collaboration with 58 Armoured Brigade, Kapurthala, Punjab conducted Career Guidance workshop for students and and parents.**

Dheya conducted a Career Guidance Program for children and parents in collaboration with 58 Armoured Brigade, Kapurthala, Punjab. It was inspiring to see the energy and strong will and determination among students. All students were excited to learn about their strengths and build aspirational career destination based on their strengths and interest.

The hospitality of the army unit 58 Armored Brigade was amazing. Dheya is looking forward to more such interactions.



14th July, 2022

Kharga Sappers

In today's date, scenario for jobs, careers and market demand is continuously changing. Parents are confused on what is right for their children and children on what's to be chosen as the career.

Continuing our association with Army, Dheya conducted a career guidance workshop for parents and students of Kharga Sappers on 14th July with an objective of making parents and children aware of various contemporary, trending and futuristic careers to make the appropriate choices. We received a huge response for workshop with more than 700 parents and students attending it. The workshop has helped the parents understand that every child is unique and having positive environment at home to incubate their strengths is necessary.

## Month Of August, 2022

2nd -19th Aug

Urban Management Centre (UMC)

Dheya is working with Urban Management Centre to improve the livelihood of the children of sanitation workers, through a holistic training program for UMC Staff to become counsellors under the DRISHYA Program (Delivering Reimagined Intellectual learnings for Holistic development of Young Children and Adolescent).

On 2nd & 3rd August 2022, Dheya conducted an offline training in Cuttack for 25 counsellors, with 3 representatives from UMC Ahmedabad also participating in it. The focus of the training was to impart them counselling techniques in order to counsel and mentor Children of Sanitation worker to help them self-motivated to educate themselves. They also learnt how to counsel Parents to help them understand the value of their children getting educated, why encouraging their children to study & complete education is important and why creating an enabling atmosphere in the house for children to study is essential. It was a practical and activity based training for better engagement & understanding of the participants, who were also from rural district. Participants were given certain activities towards the end of the program in order to apply their learnings and understand the practical challenges as well as the significant impact of the same.

Later a follow up meeting was organized on 19th August, 2022 for these counsellors in which they shared their experience of conducting the activities taught to them, with their students. We were happy to note that attendance of students has increased in the class and now the students are participating in the classes regularly with vigor and energy.

NCC Unit, Ravenshaw University

3rd August, 2022

Organised by Ravenshaw University & NCC Unit Cuttack in Collaboration with Dheya Career Mentors.

Dheya interacted with the NCC cadets in the beautiful and majestic Ravenshaw University on 3rd August, 2022. It was interesting to know the perceptions of the cadets and heartening to see so many of them wanting to serve the country by joining Defence.

Dheya helped them to understand various futuristic and trending opportunities available to them after graduation as per their strengths & interest.



## Hariharnanda Balashram

4th August, 2022

Hariharnanda Balashram founded by His Holiness Paramahansa Prajnananda, is a CBSE school providing free of cost schooling and stay to very poor and orphan children.

Orientation workshop & Career Guidance Session at Hariharananda Balashram, Odisha

The school is located 75Km from Cuttack in Odisha. It has a beautiful school Campus, sprawled over a large area amongst nature. They also have a cow shed housing more than 300 cows, who feed the 600 children of the school and the staff.

Dheya team visited the Balashram Campus on 4th August, 2022. The team was blessed by the spiritual gurus of the ashram and guided the 10th, 11th and 12th class students of the school in order to understand various career options available in the world of work and help them realize their potential to achieve their dreams. The positive energy that these students hold was amazing to come around with. Subsequently, Dheya has started a long term association with the school to handhold and support the students



## City International School, Pune

16th Aug, 2022

We all have dreams of a bright and successful future, the right direction and guidance aids children in reaching their full potential.

Keeping in mind the crossroads every teenager finds himself/herself at the age of choosing a career, career guidance & education workshop for the students of grades 10, 11 and 12 was conducted by Dheya organized by City International School at its Wanowriecampus on 16 August 2022. During this session students were emphasized on the need for recognizing one's strengths, interest & passion for choosing a career.



17th & 18th Aug, 2022

## Children's Future India, Pen

For making a wider impact and guide maximum number of underprivileged children in the country, Dheya is connecting with various organisations working with youth and including them into our mentor community.

Dheya trained 11 members of CFI as Social Career Mentors who will be guiding and mentoring children from economically weaker sections in villages around Pen for a successful and happy life by giving them a focused path towards a suitable Career.

The two days offline training was conducted on 17th & 18th August, 2022 in beautiful locale of Pen, where CFI Head office is based by experienced senior Mentors from Dheya. The CFI mentors got to understand the difference between Counseling and Mentoring, how they will be impacting the students through the mentoring process.

CFI trained mentors will use Dheya resources & psychometric assessment to guide students in Pen to bring about a positive difference in the community





# Month Of September, 2022

24th Sep, 2022

Vonisha Service Foundation

Some questions are fundamental & common for most of us. But having no question makes it difficult to move ahead with clarity. Recognizing this need of having questions & dream in eyes of children of migrant laborers, Vonisha Service Foundation collaborated with Dheya for the Career Awareness Program.

On 24th September, 2022 an offline session on Career Options & Opportunities after 10th standard were conducted for 8- 10th grade students of NIOS at St. Ignatius school campus, Begur. 20 students from the nearby slums benefited with the session. They got clarity about various questions like- why it is important to plan our career, various opportunities after 10th std. & various trending & futuristic career options that are available, how to choose it etc. Sessions on Personality Development and Confidence building are planned for this audience, to help them develop themselves.



23 Aug-Sep , 2022

GOYN Udaan

GOYN (Global Opportunity Youth Network ) Udaan is a project implemented by Lighthouse Communities Foundation, which caters to the skill development and rendering placement opportunities to underprivileged youth. Dheya is collaborating with GOYN under this agreement to develop a holistic and comprehensive Mentoring & Employability Development program. It will ensure a detailed, well defined program with a clear objective of mentoring the GOYN trained youth for a productive career in the logistics sector. The total duration of training & mentoring support will be 6 months.

Dheya & GOYN Udaan launched and conducted an orientation program for GOYN beneficiaries under Udaan logistics Project. The program was conducted for 3 batches initially at Bhavani Peth, USDC and at NIIT Center in last week of August, 2022. During this Program students were informed about the logistics sector, it's what & why, various subsectors in Logistics & related job opportunities. They were also briefed on the execution of programs, steps involved in it & their responsibility for the same. On the same day students took the psychometric assessment on Dheya's Mobile application.

It's a unique program where senior Dheya mentors, will mentor around 12 youth for a duration of 6 months for a successful life in Logistics sector. The learnings of these youth will also be supplemented by Dheya mentors from Logistics sector, who will help the youth become aware of various aspects of Logistics sector and by Self-development professionals will develop them.



GOYN Junoon

30 Sept, 2022

GOYN is carrying out a project for mobilizing, training business basics skills for entrepreneurship development program. Project Junoon caters to support home based micro entrepreneurs to grow and expand their businesses. Dheya is collaborating with GOYN for a holistic program in a hybrid mode of mentoring using Psychometric assessment, mobile app technology, senior experienced professionals as mentors, Dheya Learning Management system and a specially designed program for the budding Entrepreneurs.

The program was launched on 30 September in presence of dignitaries like Dr. Ganesh Natrajan and IDFC First CSR Team, who are funding the project. The participants were very excited and have high expectations from the program. The 5 months mentoring program is starting from 6 Oct 22.



# Mentor Corner

## What Our Mentors have to say...

### Parag Mehta



Workforce Management, Talent Acquisition & Talent Management Strategist.

I have been associated with Dheya for last 4 plus years and it has been amazing experience working with students and understanding their aspirations, personality and accordingly aligning career destinations for them. I also had a privilege working with underprivileged youths where the desires are the same i.e., become a successful person but financial conditions and a mentor who can guide them along the way was missing. NGOs with which they were associated with were extremely cooperative and understood the need to assign a career mentor who can work with them, understand their potential, and guide them what path they can take. It is extremely satisfying to have been a guide and mentor in their career journey. Every youth has potential, privileged or underprivileged. Serving the underprivileged community is the best way you can give back to the society. Today's youth is future of tomorrow and there is no better way than being a career mentor for few of this community.

Having 20+ years of experience & knowledge in varied domains, I had a strong feeling that my experience should benefit the future (Students & Youth) of our country, so chose to be a career mentor. Approx 80+ members who I have mentored have seen a common vision, "Kuch to different karna hai, and make a BIGGER impact".

Youth is generally a person who is ready to adapt and accept the advice you give and especially underprivileged one's. They care for what they get and honor the guidance that they get. I had a firm belief that I should be a good contributor for the underprivileged youth. As a mentor, I guide step by step path of their career and simplify the approach to achieve the same. I do answer their questions that is full of all inquisitiveness and eagerness to learn.

### Hemant Bapat



Manufacturing, EPC & IT Expert

My passion areas include:  
1) Working with the younger generation to mentor and coach them for a better career path.  
2) Volunteering for a social cause in the diverse social structure of our society  
Working with Dheya's Social initiatives, I get an opportunity to work on both these areas combined. Every session I join with these young minds, I get impressed with the passion & energy they carry, in spite of the non-conducive environment they face. I also get to learn something new every time I interact. The WoW feeling and the smile on their face towards the end of every session, is what really matters. There is so much that can be done and very little being done currently. As Dr. APJ Abdul Kalam visioned, "We need to Ignite Young Minds". So do join hand with us.

Students very surprised and happy at the accurate analysis during the sessions. They have been suggested skill based as well as education based courses. Many of them had not thought of some of the options suggested, although some were very sure what they wanted and it was aligned with their personality. So, I just gave some supportive suggestions there, which was documented in their individual workbooks. I am really enjoying the mentoring process.

### Gul Shivnani



Program Manager, Professor & Career Mentor

### Deepashree Raje



Career Mentor, UDAAN NGO



## DHEYA KAARYAM

Dheya Kaaryam Pvt. Ltd. is a social initiative arm of Dheya Career Mentors (I) Pvt. Ltd., aiming to provide career guidance, mentoring, livelihood and skilling opportunities to the under privileged and rural youth using technology & psychometrics. Dheya has been involved in impacting the youth across the country by helping them understand their nature, strengths, personality, providing them career guidance and connecting them with various employment opportunities, including self-employment. Dheya is contributing to the nation building by developing an eco-system to help the youth in the world of work.

Visit

[www.dheya.org](http://www.dheya.org)

To know more



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