

## **PROJECT DISHA – A Report**

As a prelude to the MNDC Placement Mela 2018 the Placement Cell and the WDC Women Development Cell of Mahatma Night Degree College of Arts and Commerce collaborated with MCC Model Career Centre, CII Confederation of Indian Industries and MoLE Ministry of Labour and Employment to organize the Wheebox Aptitude test for girls followed by group and one-on-one counselling for girls. This is under the aegis of the United Nations Development Program Project Disha, a partnership between the India Development Foundation, UNDP and supported by IKEA Foundation

The Disha Project aims at nurturing and enlightening women about the world of possibilities that lies outside in the real world. They implement their project by Education, Empowering and Enabling women and girls through training, bringing about entrepreneurial skill development and providing employment opportunities for women and girls.

Two representatives, Mr. Sunil Yadava and Mr. Dotare from MCC's CII visited the college on 20<sup>th</sup> December, 2018. The online Wheebox Aptitude test was taken by 66 girls of the MNDC. A briefing was given to them in room number 404. While many students opted to take the test on their mobiles, others moved to the computer centre on the first floor of the college building to take the test. The test lasted for 30 minutes. Results were posted to the email ids of the students. On the next day 21<sup>st</sup>. December, 2018 four professional psychological counsellors from MCC's CII visited the campus along with Mr. Dayal and Ms. Kavita. Group counselling for all the 66 girls who took the Wheebox aptitude test was organised in room number 404. A PowerPoint presentation was made by the counsellor Ms. Disha who explained vividly how the students had to prepare physically, mentally and psychologically for the interviews. All the do's and don'ts were explained clearly. One-on-one counselling was given to every student and their individual doubts, fears, apprehensions and mental block all cleared. The young girls were geared up to give off their best for the interviews scheduled during the MNDC Placement Mela 2018. They were energised and ready to go!

We thank Ms. Kavita for the personal attention and care to ensure that every student was individually counselled. We thank Mr. Dayal, zonal head of the MCC's CII programme for hand holding the boys of MNDC who didn't stay behind. They requested for counselling and were fortunate to have had the expertise of Mr. Dayal.

Project Disha is an excellent initiative to groom girls to go ahead and clinch careers of their choice and succeed in their lives. We were happy to be part of the Project Disha programme and glad that our students benefited from it! Principal Dr. Padma Rangan and Placement Cell incharge of MNDC thanked the efforts taken by Mr. Saurabh and team to help groom the girls and boys of the college before the MNDC Placement Mela 2018.

## 2. About the project

United Nations Development Program started Project Disha, a partnership between the India Development Foundation, UNDP and supported by IKEA Foundation which would positively impact the lives of one million women in India through training, entrepreneurial skill development and employment, as well as to develop a new model of public-private collaboration that can be adapted and replicated across India.

## 3. Objective of the Project

Both, the institution and the organization came to together to nurture and enlighten the women about the world of possibilities that lies outside in the real world. The ideal concept behind this initiative was to develop a sense of understanding and awareness by guiding and counselling the students to clear their minds of questions and doubts about their future aspirations.



## 4. Partners for the Project with roles and responsibilities

### THE 1<sup>ST</sup> EXERCISE OF SNDT DISHA- CAREER GUIDANCE, COUNSELLING, MENTORING AND PLACEMENT

Under the umbrella partnership between SNDT, DISHA and Skill Development Department, the first proposed exercise is career guidance, counselling, mentoring and placement opportunities. This exercise shall be implemented across select colleges of SNDT University with the support from the following consortium partners:



**Lead Consortium Partner, responsible for overall implementation, coordination, industry mapping for 5000 job/internship/apprenticeship opportunities**



**Technology Partner, responsible for online skill aptitude test (the Wheebox Employability Skill Test) and detailed reports of the aptitude and career options of the student.**



**Training Partner, responsible for Training the Teachers, one-to-one counselling and mentoring and other added features for enhancing employability of the girls**

## 5. Process followed for execution

### Step 1-

To conduct a self-assessment test (WEST) for the students so that they know their own strengths and weaknesses. Also, this report which is then sent to the counsellor will then help them guide the student properly.

## Students Registration and WEST



### Step 2

To conduct career counselling for students so that they know their options and also what skills they can work on.

## Students Mentoring



### Step 3

Then connect these students or the university to the recruitment agencies, which will then provide job opportunities to the students that match their skill set.

## Students Interview



## 6. Various activities done in the Project

### Induction





*Training of Teachers:*

#Throwback to the Project swadisha - स्वदisha Faculty Offsite in Alibaug on 28th April!

A big thank you to all the SNDT Women's University Mumbai India faculty members for attending the training.

Looking forward to making this project a huge success!



Placement drives & Job Fairs



## 7. Disha Progress Report – Numbers Achieved

Till 30th September 2018

No of students Registered	7575
No of students completed WEST	7331
No. of students Mentored	5484
No. of students Placed	2540

## 1. Testimonials



### Sonam Padekar

Sonam graduated from Asmita College for Women in May, 2018. Immediately, Team Swadisha supported her with Counselling and soon after, connected her to a job placement opportunity at Kalpavruksha.

Being a jack of all trades, Sonam performs several functions at the company, learning from everyone around her along the way. With her contagious smile and positive persona, Sonam's co-workers describe her as a superstar!

Sonam is rapidly progressing in her role, towards bigger things. She aspires to be a placement head & Kalpavruksha will be supporting her on this journey in the organisation.



### Vaishnavi Patil

It was a great experience. Thank you, Swadisha! I was initially sceptical as I have been looking for a back office work. I have been on Swadisha for three months and found a great job with competitive pay and benefits at Wellconnect! I will no longer have to search, and give interviews at various other locations.

Swadisha has a set process includes employability skill test and counselling, which helped me a lot to get the right job at a right time.

I will definitely recommend Swadisha to my friends that are looking for a more flexible work environment.



### Mubashira Khan

My self Mubashira Khan grew up in the middle-class family and completed my general education from college. Now what to do next was the question troubling me, with lot many hopes and expectations. I did not have a choice neither any connect with the companies. One of my friends suggested me about Swadisha program. I immediately connected with CII-MCC at Vikhroli, they help me to get register under Swadisha, and later got the career counselling.

Understanding my questions on various subjects led me to guide my errors and good things. The Counselling helped me to boost up with faith and thus I reviewed and prepared myself for an interview. On completion of the interview I was confident that I would get selected for this job

The very next day, I got a call from the company and was informed that I have been selected as a Reliance SMSL Pvt. Ltd.Retail, Immediately to reconfirm I gave a call to CII representative and after confirming the news it was a **Dream Come True Moment** for my first job. Really thankful to Team Swadisha for helping me for such a lovely guidance.



### Rohini Chougule



Working in Macro Industry and helping our society was my priority . After working with many firms I was not upto my goal .I was searching for something which will give me the real satisfaction of work and my skill . Being as MSW student ( Master social work ) I was keen to find the work which will benefit to the needy part of society who need help of counselling and guidance .

Some how I come to know about the SWADISHA activity , was surprised for such an initiative by UNDP and CII . I personally decided to go through the process to take experience of this Swadisha journey . I really found it excited when I attended this . These people really do extra innovative work to help the drop out part of society . After counselling session I was motivated to be part of this cause. Being a MSW student I felt that this is what I was needed . I had given an interview to Team CII and going through the needful process I got a relevant opportunity. I am really proud of to be part of this Industry which helps the society by various activities . Team CII –MCC connecting the needy one not only for placement but for counselling purpose as well . Now I am working as Intern with a good stipend . I again like to thanks to Team UNDP for this excellent work for betterment of society .

