



ABILITIES BEYOND SKILLS (ABS)

Building Values,
Attitudes and Behavior for
Sustainable Employability

Pravah

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"commutiny"
the youth collective



About Pravah

- Established in 1993, with a vision to build youth leadership for social change
- Engaging across 25 states in India in partnership with 'ComMutiny- the Youth Collective' (CYC)*. Transforming the lives of more than 200000 young leaders via life competencies and leadership journeys and reaching out to 20 Lac through online and onground campaign
- Supporting 400 Social change projects and entrepreneurs

* CYC is a collective of 35 Youth Centric organizations

Our Areas of Engagement: Areas We Impact

Youth Development/
Leadership

Holistic Education

Entrepreneurship

Employability

Active Citizenship

Social Inclusion

Our Goal & Approach

The goal of the ABS programme is to equip Employees/Potential Employees with values, attitudes, behaviors and decision making capacities to align themselves with employer expectations and organizational goals.

The programme shifts the paradigm/approach:

- From life skills acquisition to flexible, congruent and wholesome leadership
- From earning to living a fulfilling and joyful life
- From employability to self leadership
- From individual focus on myself to relating to others

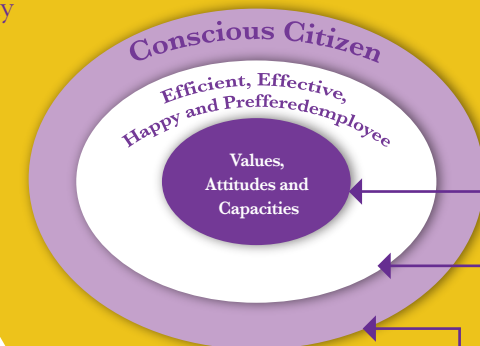
Our Programme Components

The programme offers the following:

- Customize the curriculum, design and development
- Training of employees/potential employees
- Training of trainers
- Mentoring
- Collaboration with a Technical Partner
- Monitoring and Evaluation.

ABS Curriculum Overview and Design

- Aligns participants' personal aspirations to the area of engagement
- Builds ability to create employment opportunities for self and others
- Takes 100% responsibility
- Enhances ability to learn and acquire skills and knowledge continuously
- Handles cultural transitions
- Builds better relationships at work and family



Efficient: performs the tasks at hand with high productivity, is disciplined in giving and taking commitments and is capable of taking wise decisions.

Effective: successful in producing intended result, is aligned to customer needs and culture, demonstrates effective physical and mental health attitudes and behaviors (including respect for differences).

Happy: is a team player, can empathize, resolve conflicts, can handle cultural transitions joyfully and maintains positive relationships.

Preferred: displays wholesome leadership, with congruency between the inside and outside takes initiative to own the larger space, and is therefore sought/desired by employers.

Appreciates Gender, Religious, and Caste Diversity at the work place and Community

Programmes Implemented

■ Castrol

Project management for Eklavya project and trained 6000 road side mechanics in partnership with Empower Pragati over two project cycles

■ Godrej and Boyce

Facilitated training of trainers with sales and corporate trainers on 'Soft Skills and Facilitation'

■ HCL Foundation

Design and development of 40 hours curriculum and facilitated a Training of Trainers (TOT) journey to build the life competencies of the 20 Yuva-Kendras trainers to run the curriculum

■ IL&FS

Design and development of 5 hours curriculum and TOT for IL&FS trainers

■ National Institute of Open Schooling (NIOS)

Design the 'Employability and Entrepreneurship Curriculum' for Senior Secondary level

■ United Nations Population Fund (UNFPA)

Partnership to develop core 'ABS Employability Framework & Curriculum' and scale the work in employability and skilling

■ Ambedkar University Delhi (AUD)

Design and development of Life Competencies for Sustainable Employability (LCSE) for Bachelor of Vocation Course

■ Industrial Training Institute(ITI), Nand Nagari Delhi

Design and development of 30 hours curriculum for employability skills

Impact

- Designed developed and contextualised the ABS curriculum ranging from 10 hrs. to 80 hrs. based on clients' requirements
- Cascaded the ABS curriculum to more than 10000 potential and current employees by facilitating learning journeys of 100 technical/soft skill trainers
- Collaborated with NIOS to design curriculum on Employability and Entrepreneurship to reach out more than 6 lakh students secondary level education
- Partnered with more than 10 Vocational Educational Institutes, Government Skilling Institutes, Private Skilling Organization, NGOs running Skilling programmes to implement the ABS curriculum
- 100% recommendation by ITI Nand Nagri students for integration of 'Employability Skills- Life Skill Competencies in vocational course
- An average of 29% increase in the life competencies of the ITI's students according to self assessment based on a retrospective pre-post analysis tool

Our Partners' Speak

'At a time when the government is focusing on skilling, the ABS curriculum is very opportune. It provides employment seekers skills that will help them develop their personality in a wholesome manner.'- **Ms. Geeta Narayan, Program Coordinator, UNFPA Delhi**

'What the students lack is a vision to think about what their goal or aspiration in life is and many times come in the wrong sector, and end up losing out on precious time; this course talks about their needs in a sustainable manner.'-**Ms. Anjali Sharma, Teacher, ITI Nand Nagri Delhi**

"I would really want to recommend Pravah to as many people possible as it will really enhance the training quality." -**Mr. Vinamra Dandawate, Trainer, Godrej and Boyce Mumbai**

"The ABS curriculum is one to aspire for. ABS sessions focus not just on life skills but also developing life competencies. ABS sessions focus on a long term mind shift change in the participant's thinking and leaves an impact on them beyond the session which pushes them to think beyond their everyday lives." - **Mr. Mrinal Kant, Manager, Empower Pragati Delhi**

Why Do We Need to Invest in Employability Skills?

The growing skill gap is estimated to be more than 25 Crore workers by year 2022

30 Lakh

Graduates join the Indian job market every year

5 Lakh

Are only considered as employable

Resource:
<http://www.daily Pioneer.com/avenues/skilling-india.html>

Our Pedagogic Principles

- Learner led and learner owned
- Application based
- Close to the reality and culture of the participants.
- Problem-based and solution focused learning
- Fun and engaging
- Creating an empowering space
- Bringing the world into the classroom/learning space

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