

INTRODUCING I.N.D.I.A. TRUST

WHO WE ARE...

I.N.D.I.A.TRUST is a National Public Non Governmental Organisation with nation wide operations dedicated to Human Resource Development, advanced training and policy advocacy in the areas of EDUCATION TRAINING AND DEVELOPMENT IN THE SECTORS OF CAREER MANAGEMENT, EMPLOYABILITY SKILLS AND ENTREPRENEURSHIP DEVELOPMENT.

Our target beneficiaries are:

1. School students
2. College and university students
3. School and college faculty members
4. Parents of school going children
5. Parents of college going youth
6. Executives of private enterprises
7. Public service entrepreneurs
8. Private business entrepreneurs
9. NGOs and civil society organisations
10. Educational institutions of repute

As an organisation engaged in PUBLIC - NGO - CORPORATE interface, we are conducting various HR intervention programmes in schools, colleges, government, Non governmental and profit making organisations.

I.N.D.I.A.TRUST is integrated into a national network of customers, clients and partners. Its major Indian partners in cooperation besides the Corporate sectors consist of more than 500 EDUCATIONAL INSTITUTIONS among the Schools, Colleges and Universities.

CAPACITY BUILDING

I.N.D.I.A.TRUST programmes apply a variety of capacity building instruments.

We offer practice-oriented advanced education and training, dialogue sessions, and HR Consultancy services. Our programmes are tailored to the specific needs of our partners. They profit from our expertise and our many years of experience.

Our Human capital and potential management is designed to increase the participants' scope for action. We offer instruction on inter disciplinary management techniques and impart international and inter cultural know-how. In addition, we provide the opportunity to discuss potential solution to operational problems in an informal setting.

I.N.D.I.A.TRUST creates networks that support nationwide learning. After the training programmes, our participants can continue to participate in the exchange of knowledge through interdisciplinary and trans-regional alumni networks. Our learning platform assists participants with the practical application as well as expansion of their skills.

ENTERPRISE GOVERNANCE

Enterprise governance is our core business. With our capacity building programmes we facilitate human resource development. We empower and network people. We make world-class knowledge available to developing and transition organisation. The programme participants pass on their knowledge; they apply it whenever there is impetus for change. Thus, we help our partners to use this knowledge as a development resource.

NATIONWIDE LEARNING

I.N.D.I.A.TRUST offers exchange and scholarship programmes that provide young organisations with the opportunity to gain professional experience. Such practical experience will open up unique career opportunities for organisations and lay the foundation for their long-term success in the local and regional markets.

EDUCATION TRAINING AND DEVELOPMENT FOR N.G.O SUCCESS

Through its development related education programmes, I.N.D.I.A.TRUST provides support for tomorrow's leaders today helping them to work in partnership with developing and transition organisations.

We are also participating in efforts to overcome prejudice and to realize the goals of development policy cooperation. Towards this end, we are cooperating closely with policymakers, corporate heads, mentors and advisors as specialists and project partners.

I.N.D.I.A.TRUST works together with people in key positions. We assist them in shaping the corporate organisational and political change process in their organisations. Our capacity building programmes focus on human resource development and target experts and executives from the areas of politics, public administration, business and industry and civil society as well as educators and trainers.

THE BIGGER PICTURE

I.N.D.I.A.TRUST builds capacity for the future. I.N.D.I.A.TRUST is people oriented because people drive change. As one of Indian capacity building organisations, we are doing our part in providing programme participants with professional know-how that they can pass on to others and thereby effect long-term, structural change.

Each year 5,000 experts and executives from developing and transition organisations including NGO sector participate in our advanced training programmes. I.N.D.I.A.TRUST provides them with the tools to continue building organisations in the areas of politics, business and civil society, and boost their efficacy. I.N.D.I.A.TRUST also contributes to activities designed to improve the general conditions enabling structural change. To this end, we work to enhance the capacities of decision-makers at the Managerial level.

As an organisation engaged in PUBLIC – NGO – CORPORATE interface, I.N.D.I.A.TRUST seeks to contribute towards a secure and sustainable future. Capacity building through Human Resource Development represents our commitment to this endeavour.

VISION DOCUMENT FOR I.N.D.I.A TRUST - NGO PARTNERSHIP

PROJECT : N.E.E.D

(NATIONAL mission for EMPLOYABILITY and ENTREPRENEURSHIP skills DEVELOPMENT)

NEED is a national level initiative of I.N.D.I.A. TRUST to provide practical solutions to the unemployability problems prevailing in our country.

Thousands of students have already been benefited through this programme. It involves interfacing with all the stakeholders, viz. students, faculty members, parents, colleges, universities, NGOs and corporate sectors.

In recent years, we are faced with the realisation that the availability of requisite Employability and Entrepreneurship skills – in terms of nature, quality and numbers - is beginning to emerge as a major constraint in productively using our available human resource.

Our base of skilled and knowledge workers is particularly narrow.

It has been noted at the highest levels that, in order to sustain a high level of economic growth, it is essential to have a reservoir of skilled and trained workforce.

Employability and Entrepreneurship skills and knowledge are the driving forces of economic growth and social development of any country.

Countries with higher and better levels of Employability and Entrepreneurship skills adjust more effectively to the challenges and opportunities of globalization. Shortages have already emerged in a number of sectors.

Large-scale Employability and Entrepreneurship skills development is an imminent imperative.

There is a growing sense that past strategies of Employability and Entrepreneurship skills development are inadequate to deal with contemporary requirements and expectations.

The challenge is not merely of producing more Employability and Entrepreneurship skilled persons needed by the economy.

It is also of ensuring, simultaneously, that Employability and Entrepreneurship skills development initiatives also address the needs of the huge population, by providing them with Employability and Entrepreneurship skills that will make them Employable and Enterprising.

The challenge of translating benefits of high rate of economic growth into a faster pace of poverty reduction, in other word, inclusive growth, through the generation of productive employment and Enterprising remains formidable, and skill development of persons working in the unorganized sector is a key strategy in that direction.

Planned development of Employability and Entrepreneurship skills must be underpinned by an 'Action', which is both comprehensive as well as national in character. Piece meal policies, or policies that do not accommodate or reconcile the perceptions of different stakeholders across the country, cannot serve the goals of national development effectively.

A policy response is needed to guide formulation of Employability and Entrepreneurship skills development strategies and coordinated action by all concerned.

Furthermore, in view of linkages between employment, economic growth and skills, it is important that the policies in the area of skills development be linked to policies in economic, employment and social development arenas.

The country is poised at that moment in history when a much brighter future for its entire people is in its reach. Employability and Entrepreneurship skills development will help actualize this potential. Development and articulation of Action plans on Employability and Entrepreneurship skills development is thus a matter of priority.

The issues and challenges in Employability and Entrepreneurship skills development are many. These are of:

- The size of the task in building a system of adequate capacity,
- Ensuring equitable access to all, in particular, the youth, the disadvantaged communities, the minorities, the poor, the women, the disabled, the dropouts, and those working in informal economy,
- Reducing skill mismatch between supply and demand of skills,
- Diversifying Employability and Entrepreneurship skills development programmes to meet the changing requirements, particularly of emerging knowledge economy,
- Ensuring quality and relevance of training Employability and Entrepreneurship skills,
- Building true market place competencies rather than mere qualifications,
- Providing mobility between education and training, different learning pathways to higher levels, and establishing a qualifications framework,
- Promoting greater and active involvement of social partners and forging a strong, symbiotic, public-private partnership in skills development,
- Establishing institutional arrangements for planning, quality assurance, and involvement of stakeholders, coordination of skills development across the country,
- Governance of skills development system that promotes initiative, excellence, innovation, autonomy, and participation, while ensuring that the legitimate interests of all beneficiaries are protected,
- Strengthening the physical and intellectual resources available to National level Employability and Entrepreneurship Development (N.E.E.D.) project and providing a direction for the future.

INVOLVEMENT OF NGOs AND OTHER SOCIAL PARTNERS

NGOs and Other social partners have an important role to play in N.E.E.D (NATIONAL mission for EMPLOYABILITY and ENTREPRENEURSHIP skills DEVELOPMENT).

They can provide support by way of physical, financial and human resources, sharing of expertise and experience, and, above all, building a conducive environment for, and continued commitment to, skill development.

They can contribute through participation in: identification of competencies, setting competency standards, skill-gap studies, curriculum development, assessment, delivery of training, monitoring and evaluation, and providing work place experience, equipment and trainers, and various incentives to promote Employability and Entrepreneurship skills development.

Most of all, they provide a touchstone to base skills development initiatives in contextual reality and relevance. Involvement of social partners is thus an important strategy.

Accordingly, the Partnership envisages that:

- **Effective, regular, consultation with social partners on all issues pertaining to Employability and Entrepreneurship skills development, will be adopted as a key strategy.**
- **Standing platforms will be created for such consultation.**
- **Social dialogue will be the cornerstone for designing policy options, planning, and guiding implementation for effectiveness.**
- **Where necessary, capacities of social partners will be built up to facilitate their effective participation and contribution to Employability and Entrepreneurship skills development.**
- **Provide greater space for voluntary sector participation, and encourage and enable the voluntary sector by dismantling undue procedural and policy barriers.**
- **Focus much more on establishing 'institutional mechanisms' and 'framework' aimed at the development of the system, than on direct delivery, but it would not abdicate its responsibility to set up lead institutions of excellence which serve as beacons and role models.**
- **Play a more 'strategic' and 'comprehensive' role.**
- **Extend to the voluntary sector institutions, on par with service sector institutions, access to schemes and programmes that are aimed at quality improvement - such as curriculum development, trainers' development, learning resource material development, and networking with lead institutions.**