



# CSR Impact Assessment

## FY 2023-24

### SECTION 1: EXECUTIVE SUMMARY

This is a report on the Impact of the CSR activities undertaken by Sona Comstar in the FY 2023-24. The CSR Impact Assessment exercise is based on the guidelines provided in:

1. The Companies Act 2013 Schedule VII, Sec 135
2. Bureau of Indian Standards (BIS) IS/ISO 26000:2010 Guidance on Social Responsibility
3. UN Sustainable Development Goals

Sona Comstar CSR interventions consist of six pillars aimed at strengthening and reinforcing the nation and society. The company has a well-defined and robust governance structure to oversee the implementation of the CSR policy outlined by the Board of Directors and monitor CSR projects as per the requirements of Section 135 of The Companies Act-2013. The Sona Comstar CSR projects for FY 2023-24 are assessed under 2 thematic areas.

Thematic Area	Schedule VII list	Implementing Partners & Beneficiaries
<p><b>Sona Comstar-Samridh Bharat:</b></p> <p>This program focuses on creating an enduring prosperity through environmental sustainability, ecological balance, and conservation of natural resources. Support projects to promote innovations, incubations and collaborate and contribute to programs launched by universities and institutions of eminence to promote innovation driven startups in technology.</p>	<p>(ix) (a) Contribution to incubators or research and development projects in the field of science, technology, engineering and medicine, funded by Central Government or State Government or Public Sector Undertaking or any agency of the Central Government or State Government.</p>	<ol style="list-style-type: none"> <li>i. Foundation for Innovation and Technology Transfer (FITT) Sona-Comstar IIT Delhi Innovation in Mobility Program</li> <li>ii. Centre for Innovation Incubation and Entrepreneurship (CIIE Initiatives-IIMA)</li> </ol>
<p><b>Sona Comstar -Saksham Bharat:</b></p> <p>This Program shall focus on measures like providing employability and promotion of skill development programs for the rural youth in numerous modules; empowering woman through self-help groups and promotion of livelihood and employment opportunities; promoting education, employment enhancing vocational skills especially among children, women, elderly, and the differently abled and livelihood enhancement; promote gender equality, empowering women, setting up homes and hostels for women and orphans etc.</p>	<p>(ii) promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects.</p>	<ol style="list-style-type: none"> <li>i. Govt. School in Tamil Nadu Construction/ renovation and maintenance of basic toilet complex in 8 schools</li> <li>ii. International Foundation for Research &amp; Education (Parent body of Ashoka University) Sona Comstar Scholarships for 15 Women scholars in STEM at Ashoka University</li> <li>iii. Sona Comstar Tata Strive Skill Development Center in Chennai</li> <li>iv. Setting up of digital literacy center's in Manesar and Gurgaon for the youth with Youthreach.</li> </ol>

**Sona Comstar's CSR projects also contribute to the following UN Sustainable Development Goals:**



- End poverty in all its forms everywhere.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Take urgent action to combat climate change and its impacts.

**Six Number of Projects and Beneficiaries**

**Project 1: Sona Comstar’s IIT Delhi Innovation in Mobility Project**

Number of beneficiaries – 9 Startups

- Motorama EV:** A Specialist Motor Designing and Development Lab working on Advance Motor Technology.
- Octarange Technologies:** Battery Technology Development company with core focus on smart, safe and sustainable battery packs for Electric Vehicles and Energy Storage Applications.
- Calvem Energy:** Calvem Energy makes high performance motors and controllers for electric vehicles. Calvem currently caters to two wheelers and high speed three wheelers, the modular scalable design ranges from 3KW to 8KW.
- Aatral ESP (Undergoing Tech DD):** NASICON based sodium-ion cells technology offers a more affordable, sustainable, and safer alternative to lithium-ion batteries, making them a promising solution for the future of energy storage.
- Dopar Energy (Undergoing Tech DD):** Dopar Energy is working on building controllers for axial flux and BLDC motors.
- Quanteon Powertrain:** E-Axle with the motor with its unique design will be highly optimised and efficient as

electrical and mechanical losses currently existing in radial flux powertrains would be reduced/ no longer exist.

- inGO Electric:** inGO electric is working on the technology of retrofitment solutions using a CVT based powertrain.
- Creatarra Mobility:** A modular vehicle platform with a battery stack that is removable, enabling charging from the nearest charging outlet with minimal effort.
- P3C Technologies:** Development of Integrated Perovskite Solar cell on metal and plastic parts of a car.

**Project 2: Centre for Innovation Incubation and Entrepreneurship at the IIMA**

Number of beneficiaries = 2 startups

- Guerin Aerospace:** Composite materials aerospace company flexible composites with high strain capacity which simplifies intricate space mechanism.
- NABH Drishti Aerospace:** Developing and designing small gas turbine engines in the range of 300 and 1000 SHP based on clean fuel technology.

Long term impact for project is:

- Estimated 100+ direct jobs creation over the period of 5 years.
- 0.6 million people directly influenced by technology developed over the course of 5 years.
- Guerin aims to employ 300+ highly skilled workforce over the period of the next 10 years.

**Project 3: Supporting 8 Government Schools in Tamil Nadu**

CSR School name	Location	Boys	Girls	
1	Government Higher Secondary School	MM Nagar	338	258
2	Government Higher Secondary School	Vandalur	454	374
3	Government Higher Secondary School	Nellikuppam	328	348
4	Government Higher Secondary School	Singaperumal Koil	396	340
5	Government Girls Higher Secondary School	Padappai	-	1,212
6	Government Higher Secondary School	Manampathi	339	150
7	Government Higher Secondary School	Chunambedu	254	190
8	Government Higher Secondary School	Sembakkam	218	260
<b>Total</b>		<b>2,327</b>	<b>3,132</b>	
<b>Grand Total</b>		<b>5,459 students</b>		

**Project 4: Sona Comstar Scholarships at Ashoka University**

15 women scholars from the UG batch of 2022-25 are being supported with different percentages of fee waiver from the Sona Comstar grant.

**Project 5: Youthreach**

- Begumpur Khatola (Gurgaon) = 35 students enrolled (for the current batch).
- Expected for FY2024-25 = 100 students.
- Manesar = 4 students enrolled (more students to be added in the upcoming months).

**Project 6: Tata Strive Skilling Centres**

- BFSI Course:** 12 students (1 Male, 11 Female) enrolled and registered. In total 60 students will be trained in FY-24, and 100 students in FY 25.
- CNC Course:** To be started in May/June 2024 with a target to train 250 students in 3 years which includes placements. Target for Y1 = 50, Y2 = 100, Y3 = 120. The plan is to ensure 90% female students for the course. Tata Strive and Sona Comstar will issue certificates for this program.
- Front Office Associate:** To be started in May/June 2024 June. 40 students to be trained in FY 24, and 60 students in FY 25. The Taj/Tata Group will issue certificates for this program.

## Best Practices

1. 4 of the 6 projects for FY 2023-24 are ongoing projects and are in their 2<sup>nd</sup> year of support from Sona Comstar. This demonstrates Sona Comstar's commitment to sustaining social and environmental change over a period and signifies a dedication to long-term investment in transformative initiatives. Business incubators support the development of start-ups by providing them with advisory and administrative support services. According to the International Business Innovation Association, an incubator's primary objective is to produce successful and financially viable firms that can survive on their own.
2. The two start-ups identified by CIIE & nine startups at FIIT-IITD have greatly benefited from Sona Comstar's CSR Project grants as well as the mentorship provided by the Sona Comstar leadership. The startups incubated at CIIE IIMA and FIIT-IITD continue to get guidance from Sona Comstar leadership for the 2<sup>nd</sup> year offering valuable insights into the skills essential for commercialisation of their innovative concepts for which they have been selected. Like with any incubator, the risk of failure in investing in new ideas is high. Therefore, the CIIE & FIIT projects efficiency & effectiveness is moderate, with some scope in improving the timelines for taking decisions.
3. Unemployment is a critical issue that continues to challenge the economic landscape of India. As one of the world's most populous nations with a diverse workforce, fluctuations in the unemployment rate have far-reaching implications for the country's growth and development. In this context, Sona Comstar's project with Tata Strive & Youthreach are very relevant. Recognising the urgent need for skilling of youth in India, Sona Comstar's support to 2 implementing partners Tata Strive & Youthreach in 3 different urban areas in India addresses the issue of employment which is critical for the growth of India.
4. Under the Youthreach project, the trained youth and women will be awarded the NIIT Certificate which will enable them to compete and find suitable employment opportunities at the entry level, wherein having an NIIT certificate will give them an edge.
5. Sona Comstar Tata Strive Skill Development Center in Chennai is set up to conduct employment linked skills training for underprivileged youth (especially women) in the automotive sector near one of its plant locations in Chennai. By focusing on underprivileged youth and providing them with opportunities for skill development and job placement, the program contributes to sustainable community development, empowering individuals to become self-sufficient and economically independent.
6. Continuing to provide scholarship to 15 girl students has played a pivot role in incentivising girl students to pursue STEM education at Ashoka University This initiative not only promotes educational opportunities but also contributes to the broader support for gender

equity in STEM education. The scholarship is for a total of 3 years FY 23-24 being the 2<sup>nd</sup> year)

7. The Sona Comstar school projects continue to have a high impact and are relevant. Continuing to maintain the 7-toilet complex built in the previous years as well as the new toilet complex built in FY 23-24 in the Government Schools in Tamil Nadu ensures the sustainability of this CSR investment in Health & sanitation. The well-maintained toilet complexes contribute to a clean school premises ensuring continued education, especially for girl students. The Project provides for segregated toilets for boys & girls, cleaning supplies, support staff for maintenance of toilets and renovation of school facilities. The projects' efficiency & effectiveness is high, with the spending on the requirements well planned and documented.

## Recommendations

1. Employability skills are essential for personal and professional success. They not only make individuals more marketable but also enable them to adapt to the ever-changing job market, excel in their careers, and contribute positively to their workplaces and communities.

While the Tata Strive project has built in key indicators of employment as deliverables, it is recommended for Youthreach to also do the same apart from the documenting the number of students trained.

2. It is recommended to initiate or participate in other studies on the effect of good toilets on attendance level. Also, it is recommended that the objectives of these initiatives be aligned with National programs. For example, the school programs can be aligned to Swachh Bharat: Swachh Vidyalaya and the impact metrics of the project can be aligned to contribute to national development indicators.
3. Innovation startups face the risk of their inability to sustain business operations. In order to mitigate the risk, it is recommended to help startup leverage other network for additional business progression and catalytic support.

In order to address delays in implementation/manufacturing effectively, it is recommended to consider implementing quarterly reporting calendars with the startups to promptly identify and resolve issues.

4. The Sona Comstar leadership is suggested to discuss the timelines on how long Sona Comstar intends maintaining the school toilets.
5. The major challenge faced by digital learning centers is finding good quality trainers because of the locations and mobilising youth above 16 years of age. The socioeconomic backgrounds of these age groups of people make them find low-wage jobs at a young age, thereby ignoring the importance of skill updation. Since trainers are crucial for the success of these two skilling programs, it is recommended to build in a pipeline of trainers in the early stages of the project.

### Rating of the Sona Comstar CSR Programs

Based on the proprietary scoring algorithm, BlueSky and InGovern have assessed the Sona Comstar CSR program with a **Platinum Category of CSR activities**.

The Platinum Category of the CSR program performance demonstrates:

- Sustainability Commitment
- Leadership Visionary on Social Responsibility
- Stakeholder Partnership and Multi-organisational Alliances

#### Signed by:

**Shriram Subramanian**

InGovern Research Services Pvt. Ltd.

In conclusion, Sona Comstar's CSR interventions and projects have a significant impact on society and the environment. Sona Comstar's contribution aligns with the Companies Act 2013, Schedule VII, Sec 135, and the UN Sustainable Development Goals. The overall purpose of the CSR Impact Assessment is for Sona Comstar to assess the benefits of its CSR efforts, and strive to maximise the impact of its CSR programs, increase the number of beneficiaries – both primary and secondary - thus ensuring societal good.

**Jyotsna Belliappa**

BlueSky Sustainable Business LLP



## SECTION 2: BACKGROUND

CSR Impact Assessment is a process which is individual to the company and depends on factors such as the size of the company and its maturity in addressing the expectations of the community it operates in.

The purpose of the CSR Impact Assessment Report is for Sona Comstar to assess the impact of the activities of their CSR efforts, strive to maximize the impact of their CSR efforts and to identify areas for improvement and further engagement with the community.

### About Sona Comstar

- Sona Comstar is a leading global manufacturer of automotive powertrain systems and components. With over three decades of experience in the industry, Sona Comstar has established itself as a trusted and reliable partner for some of the world's leading automakers.
- The company offers a wide range of products and services, including electric and hybrid powertrain solutions, transmission components, and precision forging and machining services. Their products are designed to meet the evolving needs of the automotive industry, which is rapidly transitioning towards electrification and sustainability.
- Sona Comstar operates from multiple state-of-the-art manufacturing facilities located in India, Mexico, and the United States, with a combined production capacity of over 8 million units per year. The company's commitment to quality and innovation is reflected in its certifications, including ISO 9001, ISO 14001, and IATF 16949.
- In addition to its core business of automotive powertrain systems, Sona Comstar is also involved in the development of next-generation technologies such as autonomous driving and connected vehicles. The company has a dedicated team of engineers and researchers who are working on cutting-edge solutions that will shape the future of mobility.

### Sona Comstar CSR Policy

Sona Comstar's CSR interventions consist of six pillars aimed to strengthen and reinforce the nation and the society:

1. Samridh Bharat
2. Swasth Bharat
3. Surakshit Bharat
4. Saksham Bharat
5. Swachh Bharat
6. Stree Shakti Bharat

In addition, all other areas/activities as may be prescribed under Schedule VII of the Act or the Rules, as amended from time to time.

Sona Comstar has a well-defined and robust governance structure to oversee the implementation of the CSR Policy and monitoring of CSR projects as per the requirements of Section 135 of The Companies Act-2013

<https://sonaComstar.com/files/documents/corporate-social-responsibility-policy-document-pOSeld.pdf>

### Sona Comstar CSR Programs for Impact Assessment FY 2023-24

The six programs considered for the CSR Impact Assessment for FY2023-24 are:

1. Sona -Comstar IIT Delhi Innovation in Mobility Project by the Foundation for Innovation and Technology Transfer (FITT) at Indian Institute of Technology, Delhi.
2. Centre for Innovation Incubation and Entrepreneurship at the Indian Institute of Management, Ahmedabad (CIIE Initiatives-IIMA).
3. Government School in Tamil Nadu Construction/renovation and maintenance of basic infrastructure.
4. Sona Comstar Scholarships for Women scholars in STEM at Ashoka University.
5. Sona Comstar Tata Strive Skill Development Center in Chennai.
6. Setting up of Digital literacy centers in Manesar and Gurgaon for Youth with Youthreach

### Scope of CSR Impact Assessment Exercise

- To assess the CSR Projects performance as per the pre-defined targets defined in the MoU signed with Implementing Agencies.
- To assess if the objectives of the projects have been met.

### Sampling for Stakeholder Feedback & Engagement

- 13 Key Informant interviews
- 2 Focus Group Discussions

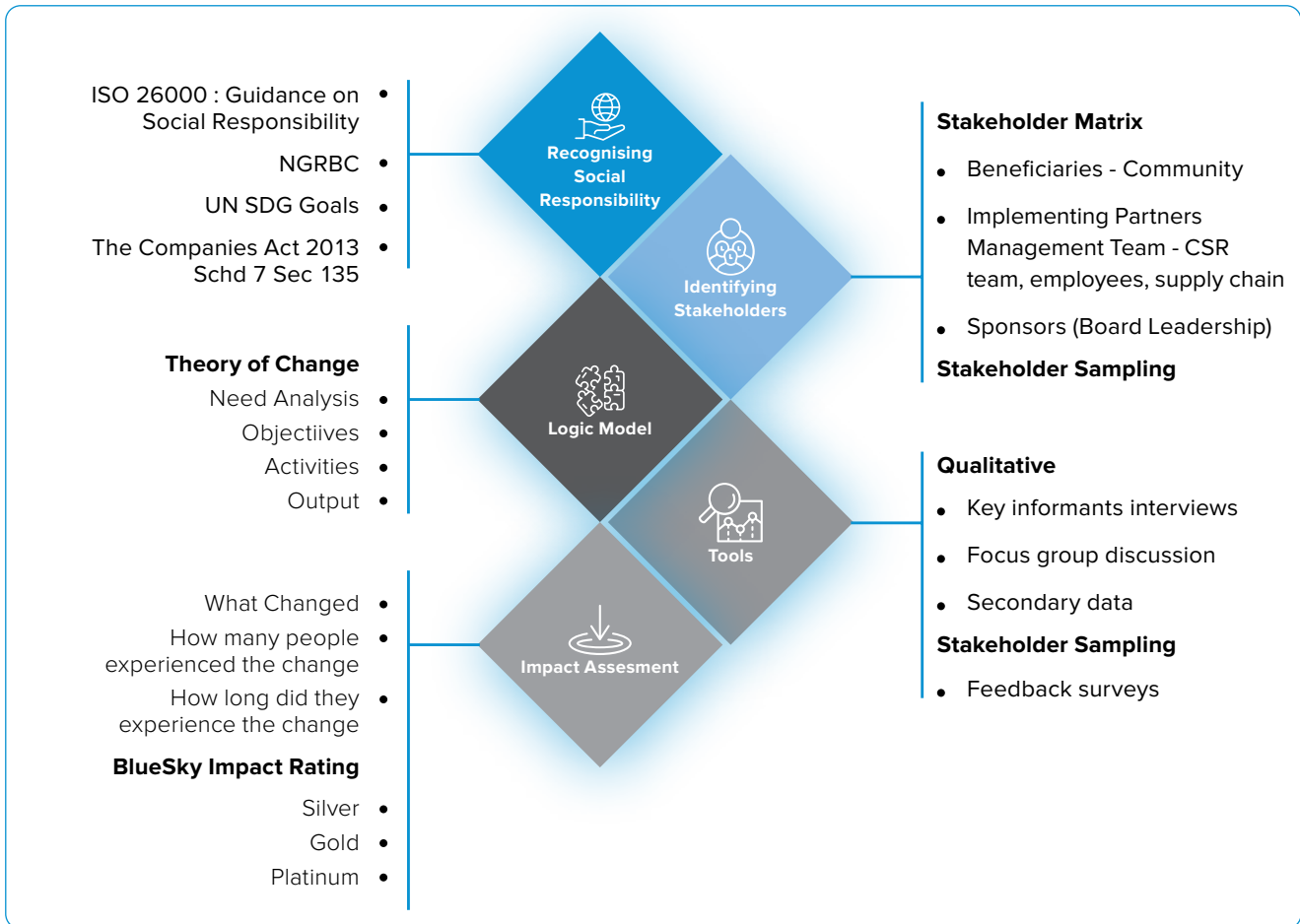
### Rating of the Sona Comstar CSR Programs

Based on the proprietary scoring algorithm, BlueSky and InGovern have assessed the Sona CSR Programs with a Platinum Category of Performance of CSR Activity. The Platinum Category of the CSR Project performance demonstrates:

- Sustainability Commitment
- Leadership Visionary on Social Responsibility
- Stakeholder Partnerships and Multi-organisational Alliances

### SECTION 3. IMPACT ASSESSMENT METHODOLOGY

#### BlueSky Accredited Quality Process



The analysis and findings of this report is based on the following process:

- Desk review of the existing data of the project being implemented. - Planning & implementation of the program, its monitoring processes of recognising social responsibility, identifying key stakeholders and beneficiaries.
- Stakeholder feedback from key stakeholders of the project – Beneficiaries of implementing partners, representatives of implementing partners, CSR team, etc. Qualitative feedback and Quantitative metrics have been collected through interactions and feedback from the key stakeholders and beneficiaries of the program.
- Documentary evidence on the activities, outputs and outcomes is as provided by the client.

The data so collected is triangulated to arrive at the impact of the CSR program.

#### Social Impact Definition

- **Outputs:** They are the Project activities we do or accomplish that help achieve outcomes.
- **Outcomes:** They are the short-term results, the delta difference brought about because of those activities for individuals, families, groups, or communities.

- **Impact:** is the long-term results of the same outputs. examines the significance of the intervention and its higher-level results, meaning how much it mattered to those involved.
- **Relevance:** The extent to which the Project Objectives and design respond to beneficiaries. The relevance is context specific to the geography or culture in which the intervention is being implemented.
- **Effectiveness:** The extent to which an intervention is achieving or has achieved its objectives. This includes whether an intervention has attained its planned results, the process by which this was done, which factors were decisive in this process and whether there were any unintended effects.
- **Efficiency:** The extent to which the project activities deliver, or is likely to deliver, results in an economic and timely way.
- **Sustainability:** The extent to which the net benefits of the intervention continue or are likely to continue.

#### InGovern Research Services

InGovern is a pioneer in corporate governance advisory and shareholder activism in India. Since 2010, InGovern has advised investors and Indian companies on governance matters, including on enhancing shareholder value through





better corporate governance practices. The vision and goal of InGovern is to advice and develop “purpose-led” Indian companies.

**BlueSky Sustainable Business LLP**

BlueSky is an Accredited Inspection Body for social service projects as per ISO/IEC 17020:2012, which specifies requirements for the competence of bodies performing inspection and for the impartiality and consistency of their inspection activities.

BlueSky is accredited by NABCB - National Accreditation Board for Certification Bodies, Quality Council of India to

conduct assessments of social projects. The BlueSky impact assessment inspection methodology and the consequent Impact assessment report & certificate conforms to the guidance available in:

- The Companies Act 2013 Schd VII, Sec 135 and its amendments.
- Bureau of Indian Standards (BIS) IS/ISO 26000:2010 Guidance on Social Responsibility
- UN Sustainable Development goals

**SECTION 4: KEY FINDINGS**

**Theme 1: Samridh Bharat**

**Project 1: Sona Comstar IIT Delhi Innovation in Mobility Project**

Name	Foundation for Innovation and Technology Transfer	
Name of Project	Sona Comstar IIT Delhi Innovation Program in Smart, Clean and Safe Mobility	
Address	3-A-1A, R&I Park, IIT Delhi, Hauz Khas, New Delhi, 110016	
Scope of work as per MoU	<p>The program is designed to give support to entrepreneurs and Innovators who help create safe, convenient and clean mobility for everyone.</p> <p>The program will help create Innovative solutions by providing funding resources, infrastructure and expertise. The selection process shall happen every year through a specific application process.</p>	
Project Locations	New Delhi, Bengaluru, Chennai, Pune	
Total CSR budget commitment by donor to the project	INR 12,512,295	
CSR Spend	<b>Spend Year</b>	<b>Actual Expenditure</b>
	2020-2021	INR 2,509,339
	2021-2022	INR 4,449,437
	2022-2023	INR 16,897,416
	2023-2024	INR 12,747,254
12A, 80G (copies)	12A & 80G available	
Project beneficiaries profile	<p><b>Motorama EV:</b> A Specialist Motor Designing and Development Lab working on Advance Motor Technology. Bringing ideas from the Lab to the Production Floor.</p> <p><b>Octarange Technologies:</b> Battery Technology Development company with core focus on smart, safe and sustainable battery packs for Electric Vehicles and Energy Storage Applications.</p> <p><b>Calvem Energy:</b> Calvem Energy makes high performance motors and controllers for electric vehicles. Currently Calvem caters to two wheelers and high speed three wheelers, the modular scalable design ranges from 3Kw to 8KW.</p> <p><b>Aatral ESP (Undergoing Tech DD):</b> NaSICON based sodium-ion cells technology offers a more affordable, sustainable, and safer alternative to lithium-ion batteries, making them a promising solution for the future of energy storage.</p> <p><b>Dopar Energy (Undergoing Tech DD):</b> Dopar Energy is working on building controllers for axial flux and BLDC motors.</p> <p><b>Quanteon Powertrain:</b> E-Axle with the motor with its unique design will be highly optimised and efficient as electrical and mechanical losses currently existing in radial flux powertrains would be reduced/ no longer exist.</p> <p><b>inGO Electric:</b> inGO electric is working on the technology of retro fitment solutions using a CVT based powertrain.</p> <p><b>Creatara Mobility:</b> A modular vehicle platform with a battery stack that is removable, enabling charging from the nearest charging outlet with minimal effort.</p> <p><b>P3C Technologies:</b> Development of Integrated Perovskite Solar cell on metal and plastic parts of a car.</p>	
Project beneficiaries	There are 9 startups who have benefitted from Sona Comstar grants	

**Recognising Social Responsibility**

Objective of CSR Project Undertaken	<ul style="list-style-type: none"> <li>Improvements in EV technologies like extending range through battery capacity improvements, and battery management, fast charging infrastructure, efficient motors, mobile charging solutions for emergencies, etc.</li> <li>Vehicle diagnostic solutions to understand maintenance issues.</li> <li>Autonomous functions in vehicles especially pertaining to safety, and convenience. Innovative last mile connectivity solutions.</li> </ul>
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**Relevance of the Project**

How is the project relevant to the chosen beneficiary group	The projects that are taken up are by the startups who are in their early stages and are looking forward for funds to work on R&D and building a prototype of the same.
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**Mapping CSR Activities to National laws & Global goals**

UN Sustainable Development Goals	<p>SDG7 - Affordable and Clean Energy</p> <p>SDG12- Responsible consumption and production</p> <p>SDG13- Climate Action</p>
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Any alignment with govt schemes & programs	<p>Sona Comstar IIT Delhi Innovation program in green mobility has as of date enabled Innovation in both the Technology layer and Application Layer for the startups in the E-mobility sector. In the technology layer, the program has supported Innovators working on advanced efficient motors, retro fitment solutions, advanced chemistry cell batteries.</p> <ol style="list-style-type: none"> <li>Faster Adoption and Manufacturing of Hybrid &amp; Electric Vehicles in India (FAME India) Scheme.</li> <li>Production Linked Incentive (PLI) Scheme for the Automotive Sector</li> <li>PLI Scheme for National Program on Advanced Chemistry Cell (ACC) Battery Storage</li> </ol>
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**Project Activities, Outputs and Outcomes**

Activities	<p>Outreach for the fund has been done to take the program to the stakeholders including the founders, Investors and other Incubators working with startups in the green mobility space.</p> <p>The process of outreach for Sona Comstar IIT Delhi Innovation Program has been put in in the form of Mixer at two locations.</p> <ol style="list-style-type: none"> <li>Green Tech Mixer - R&amp;I park, IIT Delhi</li> <li>Green Tech Mixer - Draper Startup House, Hyderabad</li> </ol> <p>The outreach process Involved FITT mentioning about the SCIDIP program and the thesis which reflects the objectives of the program and opening the call for Individuals to apply for the same.</p> <p>Post the Outreach is when the applications were screened, and the Top startups had to present the idea to the committee set up by FITT- IIT Delhi. The ideas were screened, and the startups were shortlisted accordingly as mentioned in the Minutes of the Meeting.</p>
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Outputs (2023-24)	<p>Selection Day - Call 3 was the pitching day where-in the startups who have got short listed were as follows:</p> <ol style="list-style-type: none"> <li>Motorama EV Private Limited</li> <li>Octarange Technologies Private Limited</li> </ol> <p>Selection Day - Call 4 was the pitching day where-in the startups who were selected and are undergoing the due diligence are as follows:</p> <ol style="list-style-type: none"> <li>Aatral ESP Private Limited</li> <li>Dopar Energy Private Limited</li> </ol> <p>Attached progress reports of the startups in the SCIDIP portfolio</p> <p>Progress Reports - SCIDIP</p>
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CSR Project Outcome for the period of reporting (2023-24)	<p>Creatarra Mobility has launched the prototype of the variant that they have built as part of the SCIDIP.</p> <p>The vehicle is planned to go through the homologation process. <a href="https://auto.economictimes.indiatimes.com/news/two-wheelers/iit-delhi-innovators-launch-e-bike/105722538">https://auto.economictimes.indiatimes.com/news/two-wheelers/iit-delhi-innovators-launch-e-bike/105722538</a></p>
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List challenges and approach to address them	<ol style="list-style-type: none"> <li><b>1. Indigenous component manufacturing</b> <p>Since the nation is moving forward and promoting Made in India products, the E-mobility sector’s supply chain vastly relies on the various components to be imported. This creates a dependency on Vehicle manufacturers to rely on Imported components.</p> <p>SCIDIP portfolio has startups like Motorama, Calvem, Quateon who are addressing this challenge and working on R&amp;D and building a roadmap to manufacture components like that of Powertrains (motors and Controllers) in India.</p> </li> <li><b>2. Strong Technical Guidance requirement</b> <p>The startups are building in Deep Tech which often come with a vested time of R&amp;D of at least a couple of years. FITT - IIT Delhi is working on providing the technological guidance by onboarding sectoral experts in the following domain from the academia, i.e IIT Delhi who act as project in charges and review the startup’s progress on a quarterly basis and give them the right guidance.</p> </li> </ol>
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### Project Impact (Stakeholder Feedback)

1. The incubation support initiative at FIITD has been instrumental in catalysing the growth and success of emerging startups, exemplified by the experiences of Motorama and inGO Electric. Through strategic guidance, financial assistance, and networking opportunities, FIITD has empowered these startups to innovate, scale, and thrive in competitive markets.
2. Motorama, born out of IIT Delhi's incubator, exemplifies the transformative impact of incubation support on technological advancement and market penetration. With initial focus on repair services for EV motors and controllers, Motorama swiftly pivoted towards manufacturing, targeting the burgeoning EV and HVAC sectors. R&D initiatives, bolstered by funding from Sona Comstar and technical support from IIT Delhi, have propelled Motorama into the forefront of EV product development. Noteworthy accolades, including winning the UNIDO-BEE-GEF Innovation Challenge, underscore the significance of FIITD's incubation support in fostering innovation and recognition on a global scale.
3. Similarly, inGO Electric, based in Bangalore, has thrived under the nurturing environment provided by FIITD. Specialising in retrofit solutions and micromobility, inGO Electric has leveraged efficient grant management and strategic funding to advance its project from conceptualisation to market readiness. CSR funding from Sona Comstar kickstarted the journey, paving the way for subsequent investments and strategic partnerships. The streamlined funding process, coupled with the strategic advantage gained through early-stage support, highlights the pivotal role of FIITD in accelerating the growth trajectory of startups like inGO Electric.
4. Furthermore, the testimonies of founders Abhishek Gupta and Nikhil Gonsalves underscore the invaluable role of FIITD's incubation support in fostering a conducive ecosystem for startup success. From financial assistance to strategic guidance and networking

opportunities, FIITD has emerged as a cornerstone for entrepreneurial endeavours, providing startups with the resources and support necessary to navigate challenges and seize opportunities.

5. In essence, the incubation support initiative at FIITD stands as a beacon of innovation and entrepreneurship, propelling startups towards success through strategic guidance, financial assistance, and networking opportunities. The transformative impact witnessed in Motorama and inGO Electric underscores the profound value of FIITD's incubation support in fostering technological innovation, market competitiveness, and sustainable growth in the startup ecosystem.



Our recent visits to IIT have been incredibly fruitful. It's a perfect place for networking with brilliant minds. During a recent investor meetup, we had the opportunity to engage with many significant figures. Being part of this vibrant community at IIT is truly inspiring and beneficial for us.

**Abhishek Gupta, Founder, Motorama**



Here at inGO Electric, we've experienced tremendous support, to the extent that in one milestone, they even disbursed funds before we submitted the required reports. This level of assistance has been invaluable. It's been an absolute pleasure working with FIITD.

**Nikhil Gonsalves, Founder and CEO, inGO Electric**



**Project 2: Centre for Innovation Incubation and Entrepreneurship at IIMA**

Set up at IIM Ahmedabad as a Centre of Excellence with support from the Government of India’s Department of Science and Technology and Government of Gujarat, CIIE is the epicentre of The Innovation Continuum. It was established in 2002 as an entrepreneurship centre at IIM Ahmedabad. In 2007-08, CIIE launched and incorporated the technology business incubator. Over the years it diversified into entrepreneurship research and publications, accelerators, venture funds, learning tools and innovation partnerships.

<b>Implementing Agency Details</b>	
Name	CIIE Initiatives
Name of Project	Dr. Surinder Kapur Innovation Hub
Project ID as per CSR 1	
Address	IIMA Ventures, IIM Ahmedabad New Campus, Vastrapur, Ahmedabad - Gujarat 380015
Scope of work as per MoU with the Corporate	7 early-stage startups (working in Emerging tech, Industry 4.0 Tech, Agri-Tech, Clean Tech and Civic Tech sector) with catalytic seed support.
Project Location(s)	Ahmedabad, Gujarat
CSR Project Duration	Ongoing will complete in FY 2025-2026
Total CSR Budget commitment by donor to the project	INR 4.70 crores total Total Duration 4 years 2022 - 2026. From Apr 2022-23= INR 1.1 crores, FY23-24 = INR 1.20 crores
CSR Spend	*INR 7 Lakh earmarked for inauguration of Dr. Kapur’s Incubation space **Actual figures to be provided after 31 <sup>st</sup> March 2024.
12A, 80G (copies)	Available
Utilisation Certificate	Available
Project beneficiaries profile	Two Technology Entrepreneurs (Founders & Co-founders) supported with catalytic funds and Strategic advisory through one-on-one mentoring & guidance to early-stage startups developing innovative solutions.
<b>Recognising Social Responsibility</b>	
Objective of CSR Project undertaken	Foster entrepreneurship to accelerate product focused startups/ideas into sustainable businesses.
How is the project relevant to the chosen beneficiary group	Project will create a startup ecosystem space to incubate startups and support early-stage innovative startups to disrupt status quo, promote sustainability, improve quality of reach/life and support cost effective solutions.
<b>Mapping CSR Activities to National laws &amp; Global goals</b>	
The Companies Act Schedule VII Sec 135	Aligned with SCHEDULE VII (See section 135)
UN Sustainable Development Goals	SDG 9: Industry, Innovation & Infrastructure
Any alignment with govt schemes & programs	IIMA Ventures was able to raise additional catalytic support from SIDBI for one of the selected startups.
<b>Project Activities, Outputs and Outcomes</b>	
Activities	<ul style="list-style-type: none"> <li>• Prelim Analysis: Identifying startup and conducting primary research: having discussion with Internal and External Experts.</li> <li>• IIMA Ventures shared a list of start-ups fitting selection criteria.</li> <li>• Pitch &amp; Finalisation: Based on key Selection Criteria for evaluation selecting startups fulfilling eligibility criteria.</li> <li>• Due Diligence &amp; Closure: Legal paperwork drafting to disburse funds to startups.</li> <li>• Portfolio support: Startups to receive active support for 12 months</li> </ul>
Outputs	<p>Following two startups selected after evaluation from Sona Group team:</p> <ol style="list-style-type: none"> <li>1. Guerin Aerospace: Composite materials aerospace company flexible composites with high strain capacity which simplifies intricate space mechanism.</li> <li>2. NABH Drishti Aerospace: Developing and designing small gas turbine engines in the range of 300 and 1000 SHP based on clean fuel.</li> </ol>
Outcome/Impact (long term) for the period of reporting FY2023-24	<p>Long term impact for project is:</p> <ol style="list-style-type: none"> <li>1. Estimated 100+ direct jobs creation over the period of 5 years.</li> <li>2. 0.6 million directly influenced by technology developed over the course of 5 years.</li> <li>3. Decentralised Power Generation with clean tech fuel transformation with hydrogen-based Gas turbine</li> <li>4. Growing need for regional connectivity in India and huge potential for Urban Air Mobility</li> <li>5. Self-reliant India, developing strategic and critical technologies in India. Contribute to India’s evolving deep-tech aerospace ecosystems in India. Guerin aims to employ 300+ high skilled workforce over the period of next 10 years.</li> </ol>
List challenges and approach to address	<ul style="list-style-type: none"> <li>• Risk: Mission drift (of startups) Mitigation: Selection process to rigorously evaluate founders and business focus.</li> <li>• Risk: Innovation fails to break into market. Mitigation: Leverage network for additional business progression and catalytic support.</li> </ul>



**Project Impact (Stakeholder Feedback)**

- The incubation support initiative at Nabhdriшти Aerospace, situated within IIM Ahmedabad, has propelled the startup towards groundbreaking innovations in the aerospace industry. With a focus on indigenous Micro Gas Turbines (MGT) and sustainable fuel technologies, Nabhdriшти Aerospace exemplifies the transformative impact of strategic guidance, financial assistance, and technical mentorship provided by the incubator IIM-A in collaboration with Sona Comstar.
- Founded with a vision to revolutionise decentralised power generation and aerial mobility, Nabhdriшти Aerospace has leveraged the resources and expertise offered by the incubator to achieve remarkable milestones. Through product innovations such as fuel-flex technologies and innovative recuperators, the startup has demonstrated a commitment to efficiency, sustainability, and cost-effectiveness in its offerings. Successful closure of a Pre-Seed funding round totalling \$0.50 million, with support from IIM-A ventures, SIDBI, and angel investors, underscores the credibility and investor confidence garnered through the incubation process.
- The impact of the incubator extends beyond financial support, encompassing strategic guidance, technical development, and operational efficiency. By providing a platform for collaborative engagement and knowledge sharing, the incubator has facilitated strengthened financial strategies and fundraising mechanisms. Moreover, investments in technology innovation,

guided by incubator resources, have accelerated the development of groundbreaking products and solutions.

- While the incubation process has yielded significant benefits, challenges and areas for improvement have also been identified. Notably, the extended due diligence process, while thorough, has been cited as time-consuming. Suggestions for more collaborative engagement between legal teams and founders aim to expedite processes without compromising on thoroughness, enhancing efficiency and effectiveness in incubator operations.
- In summary, the incubation support initiative at Nabhdriшти Aerospace has been instrumental in fortifying the startup's financial foundation, enhancing fundraising mechanisms, and accelerating technological innovation. With a clear roadmap for product development and planned product launches on the horizon, Nabhdriшти Aerospace stands poised to make a significant impact in the aerospace industry, propelled by the transformative support received through the IIM Ahmedabad incubator.

“The primary goal during our incubation period was to fortify our financial foundation and enhance our fundraising mechanisms. We successfully achieved this through the incubation”

**Arjun Srivasta, Co-Founder and COO, Nabhdriшти Aerospace**

**Theme 2: Saksham Bharat**

**Project 3: Supporting 8 Government Schools in Tamil Nadu**

1. Water, sanitation and hygiene in schools refers to a combination of technical and human development components that are necessary to produce a healthy school environment and to develop or support appropriate health and hygiene behaviours.
2. Girls are particularly vulnerable to dropping out of school, partly because many are reluctant to continue their education when toilets and washing facilities are not private, not safe, or simply not available.
3. When schools have appropriate, gender-separated facilities, an obstacle to attendance is removed. Thus, having gender segregated toilets in schools particularly matters for girls.
4. Sona Comstar has been supporting schools in Tamil Nādu on water, sanitation and hygiene since 2015. It identifies a few schools every year and continues to support these schools over the years.

CSR School name	Location	Boys	Girls
Government Higher Secondary School	MM Nagar	338	258
Government Higher Secondary School	Vandalur	454	374

CSR School name	Location	Boys	Girls
Government Higher Secondary School	Nellikuppam	328	348
Government Higher Secondary School	Singaperumal Koil	396	340
Government Girls Higher Sec. School	Padappai	-	1212
Government Higher Secondary School	Manampathi	339	150
Government Higher Secondary School	Chunambedu	254	190
Government Higher Secondary School	Sembakkam	218	260
<b>Total</b>		<b>2,327</b>	<b>3,132</b>
<b>Grand Total</b>		<b>5,459 students</b>	

**Activities, Outputs and Outcomes in FY 2023-24**

A total of 8 schools in Tamil Nadu, (7 from previous years and 1 from FY 2023-24) with a total of 5,459 students (2,327 boys, 3,132 girls) are being provided with toilet complexes and maintenance staff for the toilets. This has led to an improved access to sanitation for school students. The role of better sanitation facilities in schools is crucial for ensuring children’s increased interest in attending school regularly.

**Project 4: Sona Comstar Scholarships at Ashoka University**

<b>Implementing Agency Details</b>	
Name	International Foundation for Research & Education (Parent body of Ashoka University)
Name of Project	Sona Comstar Scholarship for Ashoka University
Project ID as per CSR 1	CSR00000712
Address	City Office - 222, 2 <sup>nd</sup> Floor, Okhla Industrial Estate, Phase - III, New Delhi – 110020 Campus - National Capital Region P.O, Plot no 2, Rajiv Gandhi Education City, Rai, Sonipat, Haryana 131029
Scope of work as per MoU	Sona Comstar to support financial aid of eligible women scholars pursuing computer science, math of economics (up to 3 women) as their major/minor for 3 years of their undergraduate at Ashoka University
Project Location(s)	Sonipat, Haryana
Project Duration	FY 2022-25
Total CSR Budget commitment	INR 24,461,000
12A, 80G (copies)	Available
Utilisation Cert.	Available
Project beneficiaries profile	15 women scholars from the UG batch of 2022-25 are being supported with different percentages of fee waiver from the Sona Comstar grant. While the MOU refers to 14 candidates in FY2023-24, the number of beneficiaries increased to 15. This was because one of the students getting a high percentage of aid left Ashoka University. To maintain the efficiency of the aid, two new students with lesser percentage were considered. The names of the beneficiaries have been anonymised for privacy.

S. No.	Name	Scholarship Code
1		65% tuition fee waiver
2		50% tuition fee waiver
3		50% tuition fee waiver
4		25% tuition fee waiver
5		50% tuition fee waiver
6		50% tuition fee waiver
7		65% tuition fee waiver
8		65% tuition fee waiver
9		50% tuition fee waiver
10		50% tuition fee waiver
11		100% tuition fee waiver
12		100% tuition fee waiver
13		100% tuition, residence and meals fee waiver
14		50% tuition fee waiver
15		25% tuition fee waiver

<b>Recognising Social Responsibility</b>	
Objective	To provide financial aid to deserving and meritorious women from economically weak backgrounds pursuing undergraduate program at Ashoka University

<b>Relevance of Project</b>	
	The need based financial aid program at Ashoka offers financial support to all deserving high-need students who get enrolled at Ashoka. The chosen 15 women beneficiaries for this project applied to the Ashoka financial aid program and are eligible to receive financial aid without which they will not be able to afford the education due to their socio-economic backgrounds.

**Project Outcome / Impact**

- The scholarship initiative at Ashoka University has catalysed transformative journeys for students, exemplified by the experiences of Myra Malik and Simar Randhawa. These scholarship beneficiaries illustrate the profound impact of financial support on academic exploration, personal growth, and career aspirations.
- Myra Malik, a Computer Science and Entrepreneurship major with a minor in Psychology, underscores the pivotal role of the scholarship in broadening her horizons. Initially bound by the constraints of traditional STEM education, Myra’s trajectory was revolutionised by the scholarship, liberating her to delve into interdisciplinary fields. Empowered by financial security, Myra embraced Entrepreneurship as her second major, envisioning a future where she could merge her expertise in Computer Science with innovative entrepreneurship ventures. Beyond academics, the scholarship fostered a sense of community, enabling Myra to forge meaningful connections and access support networks crucial for holistic development.
- Simar Randhawa’s narrative echoes the transformative potential of scholarship support in shaping academic pursuits and professional trajectories. As a Physics major, Simar’s scholarship facilitated explorations beyond her discipline, enriching her educational journey with diverse extracurricular engagements. From art clubs to internships in physics labs, Simar’s scholarship-enabled experiences nurtured her multifaceted talents and bolstered her confidence. Moreover, the scholarship opened doors to research opportunities and international collaborations, laying the groundwork for a promising academic career.

4. The testimonials of Myra and Simar underscore the profound ripple effects of the scholarship initiative at Ashoka University. Beyond alleviating financial burdens, the scholarships have empowered students to transcend conventional educational pathways, embrace interdisciplinary learning, and cultivate a global outlook. By nurturing talent and fostering inclusive educational environments, the scholarship initiative embodies Ashoka University's commitment to empowering the next generation of leaders and innovators.
5. In essence, the scholarship initiative at Ashoka University stands as a beacon of opportunity, illuminating pathways to academic excellence, personal growth, and societal impact for students like Myra Malik and Simar Randhawa.

### Stakeholder Feedback

**Student Name 1<sup>st</sup> KII – Myra Malik**

**Ashoka University Student since – 2<sup>nd</sup> Semester of 2<sup>nd</sup> year**

**Subject Major – Computer Science and Entrepreneurship**

**Subject Minor – Psychology**

**Support received from Ashoka University = 50% scholarship** received from Ashoka University based on merit. The scholarship covers only the tuition fees of the student.

### Selection Process followed:

- The first criteria were that the scholarship was offered for Women in STEM aligned subjects.
- Second criteria being Performance in the 1<sup>st</sup> semester.

In case of Myra these two selection criteria were followed for selecting her as a scholarship beneficiary. Since she had her major in Computer Science (STEM Subject) and her first semester GPA was 3.86.

### How did the Scholarship benefit?

In case of the student Myra, the scholarship reduced the financial burden of her family, which she mentioned was an enabler for her to make unique choices in the University later. The scholarship allowed the student to explore different opportunities and figure out what she wanted to do in the future. Had she not been a Scholarship recipient, she said she would have never been able to explore and experiment new fields like Entrepreneurship and Psychology which was never her choice when she entered the University. When she took computer science initially, she only had the view that she would become a computer science engineer or expert and make money since her parents would have spent so much on course fees. But due to Scholarship support, she could really find new avenues to develop interest in new fields. Scholarship support gave her the confidence to choose Entrepreneurship as her one of the majors along with Computer Science which is quite different from her initial plan.

### Challenges faced before the Scholarship support

Before the Scholarship, the student was not having any social circle or community connection. The scholarship allowed her to meet and interact with other scholarship recipients who were part of the same group and regular meetings. This community enabled her to make new friends, peer support system for academic and extra-curricular activities in the University.

### What made you choose Entrepreneurship as your 2<sup>nd</sup> major?

Since I was eased with the financial support from Scholarship, I thought of exploring other fields also and figure out what I want to do in the future. This allowed my exposure in Entrepreneurship in the University and currently I am doing a course on Entrepreneurship. This course gave me unique perspective of how I can integrate Computer Science and Entrepreneurship together. During the course, I also got to connect and learn from 2 entrepreneurs who have built big Digital health care companies. This exposure validated my choice of Entrepreneurship as a second major and how I can integrate this with Computer Science.



I wish to do something similar someday wherein I can use my computer science and Entrepreneurship knowledge to build something unique

Myra Malik



### How has the support network at Ashoka University, including faculty, mentors, and peers?

The support network at the Ashok University has been quite meaningful. During the 1<sup>st</sup> year we even had a Professor Mentor support system provided for students. In terms of peer group, I am part of a club – “Women and Computing Society” which has been instrumental in my personal and academic growth. I was able to reach out to my peers for any project related support, academic help, personal challenges. This has enabled me to stay strong during my time at the University.

### If you didn't get the scholarship, how do you think your educational life would be different?

If I didn't have the security from Scholarship, I would have never decided to explore other subjects like Psychology and Entrepreneurship. Only because of Scholarship, I got exposed to Entrepreneurship and could further develop my interest in pursuing a future in Entrepreneurship. In India STEM is a not an open field where you get explore other subjects. It is a straight line from A to B wherein you only learn STEM and enter the job market. Universities like Ashoka along with Scholarship support provided me the space to learn and explore other subjects as well. This enabled me to develop social skills, entrepreneurial skills, and other development skills which otherwise would have been limited if I had been part of the STEM ecosystem only. The scholarship support at Ashoka University with its unique course curriculum has been a gamechanger for my personal growth.

**Student Name 2<sup>nd</sup> KII – Simar Randhawa**

**Ashoka University Student since – 2<sup>nd</sup> Semester of 2<sup>nd</sup> year**

**Subject Major – Physics**

**Support received from Ashoka University – 65% scholarship** received from Ashoka University based on merit. The scholarship covers only the tuition fees of the student.

**Selection Process followed:**

- The first criteria were that the scholarship was offered for Women in STEM aligned subjects.
- Second criteria being Performance in the 1<sup>st</sup> semester.

“The foundational courses at Ashoka allowed me to evaluate whether I want to continue with Physics in the future or not. Since I got to explore other subjects as well, I could affirm my decision to continue with Physics in the future. All this could only happen because I had the support from the scholarship. If not, I would have ended up doing engineering in any random college today

Simar

**Can you elaborate on any extracurricular activities, internships, or research opportunities you’ve been able to pursue because of the scholarship?**

During the Foundational course, Simar also got to join Art Clubs, Baking Club and Environment Club in the University. Due to the scholarship support, she was able to be part of these clubs and expand her experience and skills beyond just learning Physics. She said that being part of these clubs built her personality, made her more confident in creative writing. She is part of the Environment club where she writes Newsletters for the University. This is one her achievements she said.

Presently, Simar is also interning with one of her professors in the Physics lab. This she considers to be a high value opportunity as she is just in the second year and interning

with the professor in the lab. She plans to do her summer internship under the same professor. She said that it will help her in writing her thesis which she plans to do in the next 2 years in the University. Also, this will be a great enabler in her application to foreign universities for research. Also, Ashoka has partnerships with many foreign universities, and they run exchange programs for students to study for some time and share knowledge and courses for students. This interested her a lot since she could also have exposure to foreign universities and its expertise from Ashoka University itself.

**Challenges faced before receiving Scholarship?**

Simar came from a CBSE Board and due to lack of funds she could not go to foreign universities for her undergraduate. In India too, studying at Ashoka University was quite a big financial burden for her family as her younger brother is also studying. She wanted to study an inter-disciplinary course which was only possible at universities like Ashoka in India otherwise she would have to end up doing Engineering.

**How has the support network at Ashoka University, including faculty, mentors, and peers, contributed to your overall experience as a STEM scholarship recipient?**

- Simar praises Ashoka University’s exceptional support network, ranking it among the best she’s encountered.
- She was pleasantly surprised by the assistance from seniors at the beginning of her journey, offering valuable guidance.
- The culture of support extends to academics, with professors in the Physics department fostering personalised interactions in the small class size of 20 students.
- Professors are highly involved, providing recommendation letters for research opportunities, showcasing the strong professor-student relationship.
- They actively inform students about research projects and academic events, enhancing the learning experience.
- Simar credits the nurturing environment at Ashoka University for her clear plan to pursue a thesis in her third year.

**Project 5: Youthreach**

Implementing Agency Details		
Name	Youthreach	
Name of Project	Digital Literacy Program	
Project ID per CSR 1	CSR00000083	
Address	11, Community Centre, Saket, New Delhi - 110017	
Scope of work as per MoU with the Corporate	Setting up digital literacy centers for underprivileged youth.	
Project Location(s)	Begumpur Khatola, Gurugram & Manesar	
CSR Project Duration (ongoing or one time)	November 2023 – October 2024	
Total CSR Budget commitment by donor to the project in FY23-24	INR 4,506,040	
CSR Spend	<b>Spend Year</b>	<b>Actual Expenditure</b>
	Nov 2023 – March 2024	Till Feb 2024 = INR 2,035,120
12A, 80G (copies)	Attached	
Utilisation Certificate	Will be shared post 31 <sup>st</sup> March 2024	
Need Assessment	Attached	
Project beneficiaries	The general beneficiaries profile includes school-going students, youth, daily wage workers in factories/shops nearby, housewives, etc.	
Project beneficiaries	Begumpur Khatola – 35 (For current and 1 <sup>st</sup> batch)	





### Recognising Social Responsibility

Objective of CSR Project undertaken	<p>Overall Goal:</p> <p>To reach out to adolescents and youth to enable them to access better employment opportunities and livelihoods through training in digital literacy skills.</p> <p>Specific Objectives of the Proposal:</p> <ul style="list-style-type: none"> <li>To reach out to youth in the target area.</li> <li>To build their self-confidence by providing digital literacy basic skills</li> <li>To increase their abilities for better livelihoods by giving integrated training</li> <li>To strengthen their capacities with orientation and training programs</li> <li>To improve their living conditions and better their future</li> </ul>
Relevance of Project	With nearly 25 per cent of the population of 1.4 billion falling below the poverty line, and more than 30 per cent of the population being illiterate, nearly 90 per cent of the population is not digitally literate is a startling statistic that needs immediate rectification if India is to empower its rural youth with adequate job opportunities,

### Mapping CSR Activities to National laws & Global goals

The Companies Act 2013 Schd VII Sec 135	Improvement in education which includes special education and employment strengthening vocation skills among children, women, elderly and the differently abled and livelihood enhancement projects.
UN Sustainable Development Goals	Goal 4: Quality Education
Any alignment with govt schemes & programs	Collaborating with NIIT for the Basic Course Certification

### Project Activities, Outputs and Outcomes

Activities	The project involves providing vocational skills (Digital Literacy Skills) to rural youth and women. As we are moving towards a technologically advanced world, and more than 60% of India still lives in rural areas, therefore, as part of this project, we are trying to reach out to underprivileged people who cannot afford to enroll in expensive courses and provide them with NIIT Certified course under a nominal fee.
Outputs	As we have just been able to start one center in Gurugram, we will be able to begin training approximately 35 – 40 students till March 2024.
Outcome for the period of reporting (2023-24)	<p><b>Outcome:</b> The trained youth and women will be awarded the NIIT Certificate and will be able to compete and find suitable employment opportunities at the entry level, wherein having an NIIT certificate will give them an edge.</p> <p><b>Impact Statement:</b> <i>"We will be able to reach out to rural and underprivileged youth thus providing them an opportunity to learn this extremely important skill"</i> – Centre Coordinator, Gurgaon</p>
List challenges and approaches to address them	The major challenge faced by Youthreach is finding good quality trainers while setting up the centers; because of the remote location and mobilising youth above 16 years of age. The socio-economic backgrounds of these age groups of people make them find low-wage jobs at this young age, therefore it's just difficult to make them understand the importance of this skill and find better wage jobs.

#### Role of Youthreach

- Under the project Digital Literacy Training program, Youthreach identified students (above 13 years of age as mandated under the NIIT training course) from Begumpur Khatola village in Gurgaon and Manesar village in Manesar region to enrol them under the training course offered by NIIT Foundation. The training course designed by NIIT Foundation is executed by Youthreach
- Youthreach established 2 training centres in Manesar (1 centre) and Gurgaon (1 centre), identified students (preferably girls) from the nearby communities of the 2 locations (preferably students from underprivileged backgrounds/workers community) and enrolled them in the course. These students attended the training course conducted by Youthreach in the centre by the Centre Trainers. Centre trainers were hired by Youthreach (experienced in Computer having a trained course done in Basic Computer) to conduct training of students in the centre. Each centre trainer works under the supervision of 1 Program Coordinator who is supervising both the centres and their trainers in Gurgaon and Manesar.
- Apart from the Computer Training course of NIIT Foundation, Youthreach also trains the students on Graphic Designing skills undertaken by the Youthreach's internal Social Media Marketing and Communications Team.

#### Community Mobilisation Process & Enrolment Process

- Phase 1: Distributing pamphlet in the community.
- Phase 2: Conducting home visits and informing people in the community about the centre and the course.
- Phase 3: Taking in admissions and enrolling students in the batch with the continued home visits process.

#### NIIT Collaboration Process; Trainer's Training from NIIT

Youthreach partners with NIIT Foundation for their Certificate Course in Active Basic (CCAB). We can only register our students with NIIT once we have an active batch of at least 33 students per centre. From the inception of this collaboration till the certification, we follow the process mentioned below. After the completion of 4-month basic course, students undergo the online assessment, and then awarded their certificates.

#### Course Content

The NIIT Curriculum involves the below topics in detail spread over 4 months.

- Introducing Computers and Operating Systems
- Introducing Word Processing
- Introducing Spreadsheets
- Introducing PowerPoint
- Introducing Internet and Email

Sex ratio in Begumpur Khatola Centre, Gurgaon

- No. of Boys: 19
- No. of Girls: 17

Pictures from the Field: Youthreach Project



**Project 6: Tata Strive Skilling Centres**

**Introduction**

- Tata Strive, initiated in 2014, has impacted 1.7 million candidates across India. An impressive 85% of these individuals have successfully secured placements. But the commitment extends far beyond mere job placement. Tata Strive remains engaged with trained and certified students for up to one year after their courses, offering ongoing support to navigate challenges and transitions, including assistance during job switches.
- Tata Strive, provides youth from underprivileged communities access to quality skill training with an aim to enable livelihood linkages. As an outcome focused organisation, it aims for Employment, Entrepreneurship or Enhanced Employability through its Domain and Soft Skills training. The delivery model incorporates the right mix of pedagogy, methodology and technology suited to the target audience. It is focused towards paving a way for the youth to transition effortlessly into the digital economy of tomorrow through the quality interventions.
- Tata Strive also focuses on impacting the quality of training in the larger ecosystem, this is achieved by training of trainers, sharing relevant training assets and technology with like-minded partners.

**Tata Strive Skill Development Centers (TSSDC)**

- These are the best-in-class multi-skilling, multi-domain centers which have standardised infrastructure and brand design, content, processes. As showcase centers, they

demonstrate the Tata Strive student experience to visitors. It is in these centers where Tata Strive pilots' innovations before scaling them across the country and ecosystem. Over the years, TSSDCs have seen many learners fulfil their aspirations through the courses it offers.

**Student Value Chain**

- Based on insights gained from the Skill Development sector and to tackle specific challenges and bridge existing gaps, Tata Strive developed an 'onboarding-training-placement' model. This innovative approach has helped in crafting an immersive experience, known as the 'Tata Strive Way' to address challenges and empower young individuals for the goal of employment or entrepreneurship.

**Support Structure**

1. **Awareness – Pre-Enrolment phase** – This stage is where awareness amongst youths is created in colleges, local communication channels, etc. Students learn about the courses offered by Tata Strive. They enquire about the course online, or through direct contact and then learn about the upcoming batches for training.
2. **Admission – Career Path Choice** - Discussion session with center faculty about the students' interests, future plans and career inclination before enrolment. Online induction session conducted where the course structure, timing, modules are introduced to all learners.



3. **Skill (On-job training) – Training Period** - Exploring interactive and experiential subject specific learning with multiple hands-on practical sessions. Developing essential life skills and SMART goal setting through Youth Development Modules. Connecting with the inner self and peers and growing in confidence. Engaging in standardised training with assignments, quizzes and assessments after every module. Participating in guest lectures from industry experts who share real-life scenarios as mentors.
4. **Assessment** - During the training, regular assessments are conducted at the end of each module, which help students learn and stay on track. These ongoing assessments guide the progress and ensure subject specific understanding in the course completely. At the end of the course, a final assessment is done to test the learnings of the students. The final passing marks for the course are 85/100 setting it apart as the Tata Strive differentiator factor.
5. **Certification** - After completing the training and online assessment, students are awarded a certificate, with a QR code for convenient online verification.
6. **Placement** - Post Certification - With a network chain of recruiters from various fields, Tata Strive organises placement programs for students and get them placed in different fields based on their certification.

#### Collaboration between Sona Comstar and Tata Strive

Significant collaboration has been forged between Tata Strive and Sona Comstar, aimed at uplifting underprivileged youth through skill development initiatives. Support from Sona Comstar enables a focus on three specific skill sets:

- **Business Development Executive - BFSI**- Banking, Financial services and Insurance- in this category students are trained for business development roles. Course requires Under-graduate degree qualification.
- **CNC Specialist (Computer numerically controlled machinist/operator)** - For this 10<sup>th</sup>, 12<sup>th</sup> or diploma qualification is enough. This is a 2-weeks program with on-the-job training.
- **Front Office Associate** - this is a 12-week program with 4 weeks on the job training.

These skill sets were chosen through a collaborative process between Tata Strive and Sona Comstar, reflecting a mutual understanding of community needs and opportunities.

An intriguing aspect of the collaboration with Sona Comstar is the introduction of the CNC course, demonstrating proactive involvement in shaping training programs. The CNC program is slated to commence in May, with an ambitious target of training 250 students over the next three years, facilitating their placements in relevant sectors. Immediate goals include training 60 individuals in the upcoming year, with targets increasing in subsequent years.

To raise awareness about Tata Strive and its offerings, various marketing campaigns are deployed, including job fairs, engagement with college placement cells, and community mobilisation efforts. Notably, focus predominantly centers on college graduates, recognising their potential to benefit significantly from skill development programs. Through this collaboration and concerted outreach efforts, Tata Strive and Sona Comstar are collectively working towards empowering youth and bridging the gap between skill acquisition and employment opportunities.

#### Stakeholder Feedback

**Location** - TSEC- "Tata Strive Extension Centre", Chromepet, Chennai

**Respondent** - NS Vijay Ganesh, Centre Manager, certified by Tata Strive (Mr. Ganesh mentions that only trainers certified by TATA can teach in Tata Strive Skill Development Centers.

**Engagement as a Trainer** - Youth Development Module Training Program

#### Role of Tata Strive in Skill Development of Students

- Tata Strive plays a crucial role in ensuring the quality delivery of skill development programs through a structured three-pillar methodology.
- The Methodology Pedagogy System serves as the primary pillar, guiding the design and delivery of programs in a systematic manner.
- Candidate screening involves assessing economic and educational backgrounds, followed by a psychometric test to determine career suitability. The psychometric test, facilitated through the "Karyapath" application, is presented as a game to alleviate student apprehensions, serving as one of the screening processes.
- Faculty counseling sessions evaluate candidate compatibility, job readiness, and course completion potential, ensuring proper utilisation of funds provided by partners like Sona Comstar.
- Center managers conduct background checks and provide approval, addressing parental concerns and ensuring transparency.
- Throughout the course, no fees are collected from students, with essential resources such as uniforms, bags, exposure visits to industries, subject matter expertise sessions, and guest lectures provided.
- Candidates are expected to maintain a minimum attendance of 85%, contributing to their overall engagement and success in skill development.
- Tata Strive's comprehensive approach facilitates effective resource utilisation, empowers underprivileged youth, and enhances their employability in various sectors.

**Students Enrolment and Registration**

Course	No. of students registered/enrolled in the Centre
BFSI Course	12 students (1 Male, 11 Female) enrolled and registered. In total, 60 students will be trained in FY-24, and 100 students in FY 25. Tata Strive and Sona Comstar will issue certificate for this program.
CNC Course	Not started yet. To be started in May/June 2024 with a target to train 250 students in 3 years which includes placements. Target for Y1 – 50, Y2- 100, Y3 – 120. The plan is to ensure 90% female students for the course. Tata Strive and Sona Comstar will issue certificate for this program
Front Office Associate	Not started yet. To be started in May/June 2024 June. 40 students to be trained in FY 24, and 60 students in FY 25. The Taj Group will issue certificates for this program.

**Key Takeaways on the Tata Strive Skill Development Centre, Chennai**

- The duration of skill development training varies based on the program, with certification provided by Sona Comstar and Tata Strive for the BFSI program, Taj for the front office program, and Tata Strive and Sona Comstar for CNC.
- Selection criteria for students include assessments of economic and educational backgrounds, psychometric tests, and counseling sessions to ensure suitability for the program.
- The curriculum is informed to companies and regularly upgraded according to job market needs, with boot camps conducted to provide additional information to students based on employer requirements.
- Job placements are facilitated simultaneously with the training program, with a focus on engaging with recruiters and monitoring student progress for up to one year by the central team.
- Tata Strive places equal importance on both students and recruiters, ensuring ongoing communication and support for on-the-job opportunities.

**Outcomes of the Program**

1. **Enhanced Employability:** Through rigorous training and certification programs, Tata Strive’s Skill Development Program aims to equip students with the necessary skills and knowledge to enhance their employability in various sectors.
2. **Sustainable Community Development:** By focusing on underprivileged youth and providing them with opportunities for skill development and job placement, the program contributes to sustainable community development, empowering individuals to become self-sufficient and economically independent.

3. **Continuous Improvement and Innovation:** Tata Strive regularly monitors and evaluates its training programs, ensuring alignment with industry needs and market demands. The program’s commitment to upgrading curriculum and engaging with employers through boot camps reflects a dedication to continuous improvement and innovation in skill development.
4. **Digitalised Monitoring and Certification:** The program implements digitalised monitoring systems for both trainers and learners, ensuring transparency and accountability in the training process. Additionally, learners undergo formative and summative assessments, culminating in certification upon completion of the program, further enhancing their credibility in the job market.

**Key Challenges under the Program**

1. Academic disinterest among students despite abundant opportunities in Chennai. Difficulty in attracting suitable candidates for skill development due to preference for immediate employment.
2. Increasing competition in the non-profit sector, leading to challenges in maintaining enrolment numbers.
3. Some candidates may not fully appreciate the program’s value as they do not pay for it, resulting in instances of dropouts.
4. Hesitancy among candidates during the placement phase, such as reluctance to attend interviews for various reasons like proximity to home.

**Impact Stories from the Tata Strive Chennai Program**

1. **Ms. Asifa’s Dedication:** Despite residing in Melmaruvathur which is 100 kilometers away from Chennai, Ms. Asifa (enrolled in the BFSI Course, 1<sup>st</sup> Batch), demonstrates remarkable dedication to the Tata Strive program. Despite the long commute of 200 kilometers daily, she maintains 100% attendance. Her commitment speaks volumes about the impact of Tata Strive’s quality training and counseling, which helped her understand the potential career opportunities and motivated her to pursue them diligently. Ms. Asifa’s story exemplifies the importance of providing not just subject knowledge but also essential life skills through the Youth Development Module.
2. **Determination from Tiruvallur:** Another impactful story comes from a candidate Gayatri (enrolled in the BFSI Course, 1<sup>st</sup> Batch), traveling from Tiruvallur to Chennai for Tata Strives program. Despite facing the challenge of taking two trains and a bus to reach the institute, this individual remains a regular attendee. Their determination highlights the value they place on the skills and opportunities provided by Tata Strive, showcasing the program’s ability to inspire and empower individuals from diverse backgrounds.



Pictures from the Field: Tata Strive Centre at Chennai

