

Making an **Impact**





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Foreword

Empowering the Girl Child!

The vision of Newgen's Digital Discovery Paathshala (NDDP), our core CSR program, was to create a unique digital learning methodology to empower the Government Girls' school students, all of whom originate from underprivileged families.

Our aim was to ignite curiosity in their young minds, and awareness of the world around them by giving them a hands-on experience with the digital device and sensitising them to use the device to gain knowledge.

NDDP's facilitators conducted fun-filled interactive classroom sessions and encouraged the students to use the device to research and gather information beyond their school textbooks. Students also explored different possibilities in terms of higher education and career choices. During the pandemic (2021-22), we distributed over 500 tablets with free connectivity to the NDDP students in our adopted schools, enabling them to freely use the device for their education and learning.

When I reflect on the past few years, I see that our ambition of providing girls with access to digital education and knowledge is slowly coming true. I'd like to share a little excerpt from Chandani's (changed name) interview in The Bridge India's NDDP Impact report.

Chandani, a girl from a small town deprived of daily amenities, even feared of dreaming of many small things in life. She says, "NDDP proved to be a guardian angel, radiating hope. The Tablet was my first ever gift and the finest one. Today with my digital knowledge I can help my siblings and neighbours. Having gone through a lot in my childhood, I do not want others to suffer like me. I want to help the needy and poor."

Our regular feedback from NDDP students has further strengthened our conviction that we are moving in the right direction with our digital learning methodology.

Priya (changed name), of grade XI says, "Using smart devices, we can access educational information for every age group."

"The NDDP sessions are highly interesting, interactive, and candid. The facilitators have adopted unique methods of teaching that keep us motivated and engaged." revealed Afreen (changed name), of Class X in her feedback.

However, I must point out that the journey at the onset of the pandemic was challenging. The closing of the schools seriously impacted the children's education. Because government-run schools were not ready to offer online



education and children from low-income families had restricted access to gadgets, there were significant learning losses.

Newgen's NDDP team as I mentioned earlier, distributed individual devices with free connectivity to the students, which ensured continuity of school education for the students and also of their siblings. However, to overcome the educational deficit, and to fill-in the academic gap, facilitators began online classes for both the junior and senior students to help them with their school syllabus.

The facilitators were required to return to the board and develop relevant, wholesome content for AVs, PPTs, and quizzes. Regular career counselling and personality development workshops were held for the seniors. A significant portion of students from classes 10 and 12 were able to confidently appear for their board exams the following year. In the 12th Boards exams, about 40 pupils were able to achieve 60% or higher.

Quiz sessions, debates, poetry readings, and drawing contests were arranged to break up the monotony of their daily routines and confinement in their small homes. Newgenites were asked to judge and take part as volunteers. Important occasions like Teachers Day and Independence Day were also celebrated online.

Mental health counselling was another important intervention done during the year. A professional agency, I AM, was appointed under the aegis of NDDP, to help the students deal with their emotional and physical issues during the pandemic.

Fortunately, the online sessions had a positive effect. The sessions raised awareness among the parents about the impact of NDDP on the educational output and overall development of their daughters. A special interactive session, "Chai Pe Charcha" conducted with the parents helped further in sensitising them of the importance of education for the holistic development of the girl child.

I am sharing some excerpts from a newsletter created on Chai pe Charcha.

Krishna, mother of an 8th class student, told us during the session, "The day my daughter got the device she was jumping with joy. She finds the online sessions very informative and does not need tuitions anymore. She uses the device to get all the relevant details that she needs for different topics."

Neeti Priya, a single mother with two daughters shared, "NDDP has come as a boon for my daughters. The device provided has helped me in supporting their education. NDDP has given them a direction to learn and achieve more in life."

Newgen's Implementation partners did commendable work during the year. The Akshaya Patra Foundation expanded its reach in the interior areas in Kakinanda (AP), where 3,00,000 mid-day meals were provided, and Happiness Kits were given to 8,000 families in Bhillai, Vrindavan and Jhalawar.

KHUSHII's 'Shikshaantara Plus' programme reached nearly 9,000 students in government schools. In 2021-22, six new schools in Ramgarh, Uttarakhand were adopted, to expand the reach of the program in rural areas.

While KK Academy continued with their relentless enthusiasm, I AM, conducted 10 online sessions that included a range of topics like self-esteem, self-confidence, emotions, tolerance and most importantly mental health, the need of the hour during the pandemic.

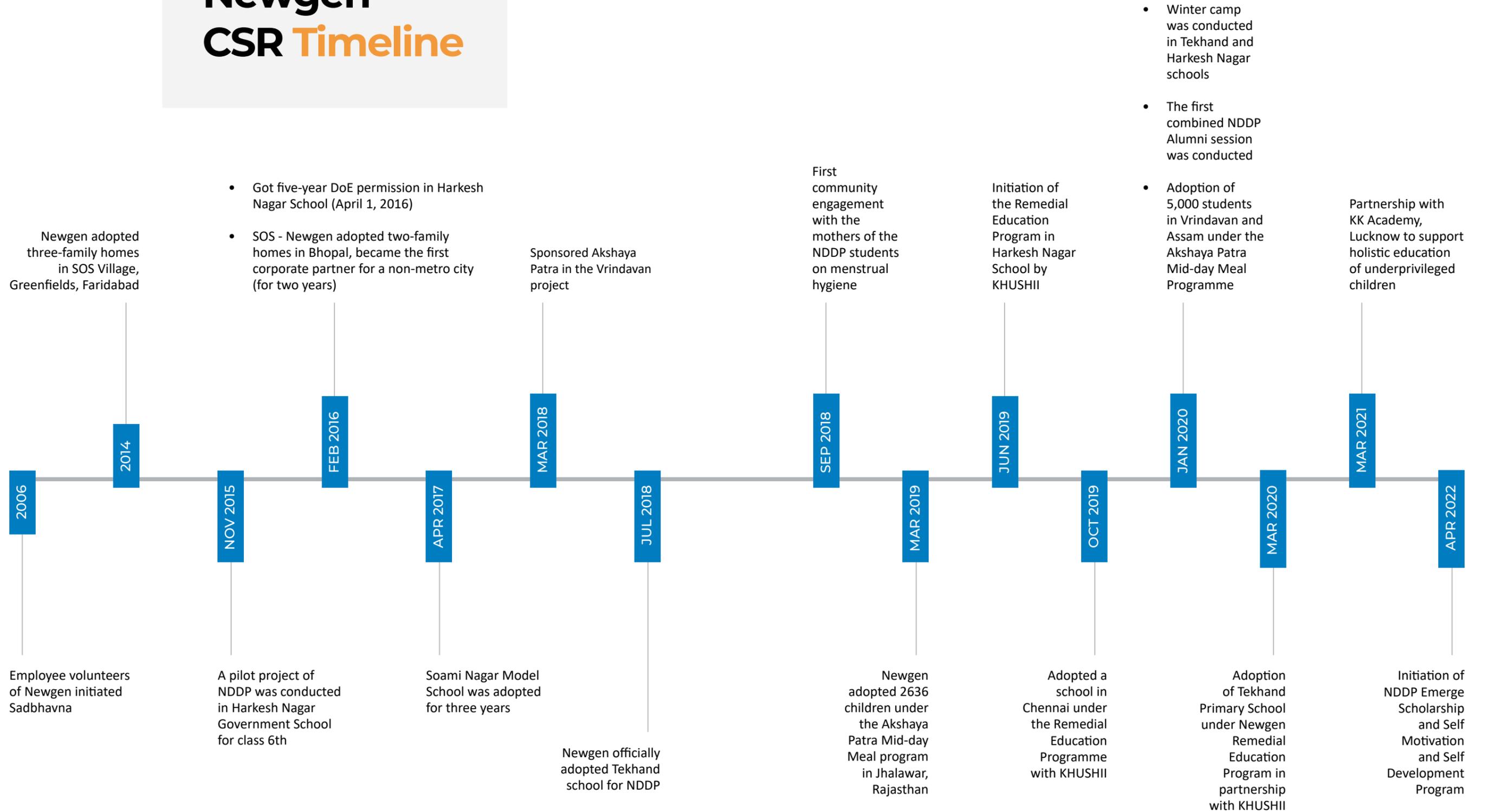
Before I end my note, I must acknowledge the relentless work of Newgen's CSR team, without whom the NDDP program would not have been successful. Despite all the obstacles in our way, the team remained committed to its goal of connecting with students, supporting them in their academic journey, and empowering them with digital education.

With greater energy, passion, and dedication, we intend to take bigger strides in the years to come.

Happy reading!

Priyadarshini Nigam
Director and Chairperson
(Corporate Social Responsibility)

Newgen CSR Timeline



CSR Policy of Newgen Software Technologies Limited

Preamble

The concept of Corporate Social Responsibility (CSR) has gained prominence over the last few years. CSR is not charity or mere donations but a way of doing business as usual, creating shared values, and contributing to social and environmental good.

At Newgen, reaching out to under-served communities is a part of our DNA. We continually map the needs of such communities and fulfill our commitment to being a socially responsible organization.

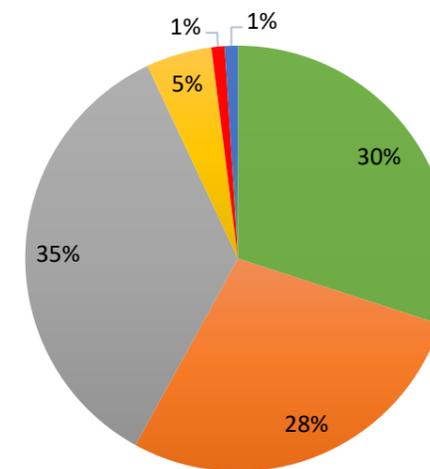
Our objective is to make CSR a key business process for sustainable development while conducting insightful engagement with our stakeholders. We aim to actively contribute to the holistic development of lesser privileged children. Our efforts are concentrated on raising the Human Development Index (HDI) in India by enhancing children's quality of education and life.



Mission and Vision of Newgen CSR

Our mission is to actively contribute to the social and economic development of the communities in which we operate, resulting in a better, more sustainable lives for the weaker sections of society, and raising the country's HDI.

Our vision is to be a socially responsible corporate citizen.



Allocation of Newgen CSR Budget in 2021-22

- NDDP
- The Akshaya Patra Foundation (Mid-day Meals and Happiness Kits)
- KHUSHII (Remedial Education)
- KK Academy (Holistic Education)
- I-Am (Personality Development)
- Miscellaneous

Newgen Digital Discovery Paathshala



Impact Study Report 2021-2022

submitted to:  newgen

submitted by:  THE BRIDGE

Introduction

Digital Teaching Stead Fastening Future

Conceptualised and being implemented since 2016, the Newgen Digital Discovery Paathshala (NDDP) Programme has been working with girl students from two government schools in Delhi. Located in South Delhi district of Delhi, the schools at Harkesh Nagar and Tekhand provides education to almost 3000 girl students from grade VI to grade XII. The objective of the programme is to empower girl students by familiarising them with technology-enabled devices and applications, supporting their academic learnings and instilling in them the confidence to identify and traverse the professional pathways.

The programme is designed to take the students through a transformational journey where students with low educational quotient are shaped into individuals with deep understanding of the value of education, self-worth and to become strong personalities. The whole implementation of the programme mimics the metamorphosis of a butterfly's life cycle. It's the exact same way, NDDP takes the students at a basic level and builds upon their knowledge and character to bring a holistic development. It is expected that the programme would help the girl students to evolve strong thinking abilities, having perspectives on varied topics and a zeal to become successful professionals.



Key Takeaways

- Priming 3000 girl students from low income families towards digital education
- Provisioning of digital devices enabled continuity of education for 900 girl students and their siblings during 2 year lockdown
- Instilling confidence among 3000 students from government schools for public speaking
- Exposing 3000 students to web-based research techniques and presentation
- 88% of girl students are upbeat about their careers due to counselling sessions



Acknowledgement

The Bridge expresses its deepest gratitude to Newgen for providing it the responsibility to conduct an Impact Study and closely observe and understand its depth of influence at large.

The study relates to Newgen's Flagship CSR project -- Newgen Digital Discovery Paathshala (NDDP) -- like a few drops of an ocean, it holds its own distinction. It is a mere shadow of its CSR project.

In this special endeavour, our special thanks goes to Ms. Priyadarshini Nigam for providing valuable insights of the programme, sharing her vision of "Beti Padhao Beti Bachao" and the kind of impact Newgen has envisaged for the children from most humble families, studying in government schools.

We also extend our heartfelt thanks to the entire NDDP team, particularly Ms. Barsha, Ms. Santosmita, Ms. Raveena, and Ms. Shweta – for their support. Ms. Barsha deserves a special mention for providing 24/7 support.

Besides, we also thank the teachers of Tekhand and Harkesh Nagar for giving their deep insights.

And last but not the least, a special mention is reserved for the parents and children who shared at length how their lives changed after the intervention of the NDDP Programme.

May Newgen continue doing robust work, transforming the lives of more and more girls while making India a better place to live and blossom.

Seema Jairath
Executive Director
The Bridge India

Study Findings

Programme Design

The closure of schools had necessitated the transformation of the offline mode of programme delivery to online mode of delivery. The programme students who came from economically weaker families with limited resource for investing in digital devices were provided with tablets and smartphones. Both students and parents emphatically reported that the availability of device was extremely beneficial in:

- Continuing NDDP sessions
- Having extended sessions
- Attending schools online

85% of the students have reported sharing information about NDDP with their parents. The first hand observation of online NDDP sessions gave parents a solid reason to invest in digital devices (if required) for ensuring regular attendance of NDDP sessions. They opined that observing their children participate in the NDDP sessions encouraged them to ensure that they should make all efforts to ensure the continuity of the NDDP sessions at any cost.

The NDDP sessions by facilitating the opportunity to the students to satiate their curiosities on both academic and non-academic fronts have proved to be effective in enthusing the students to pursue for knowledge. This augurs well for the students as the NDDP sessions have been instrumental in triggering the curiosities beyond the textbook material.

Understanding of the subject matter

One of the main objectives of the NDDP programme was to inculcate intellectual thinking and discussion. The focus was to make the students dream big, understand the importance of education, and prepare for the bigger world.

About **99 per cent of the students reported that their knowledge on various topics have enhanced due to the NDDP sessions.** The audio visual mode of explaining the topics deepened their understanding of the topics. They feel they are much more confident in discussing the

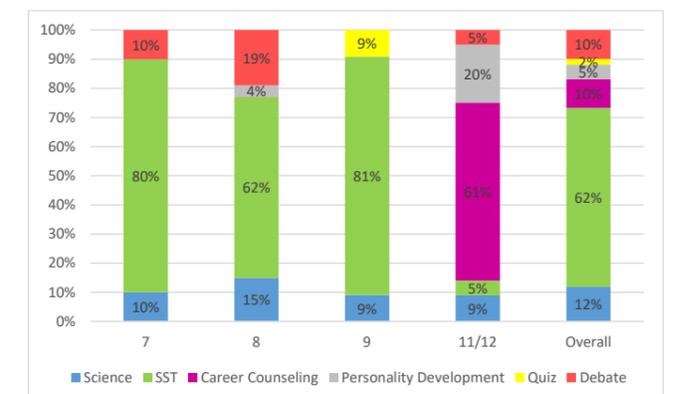


Fig: Student's affinity for different NDDP sessions

topics in comparison to students who were not part of the online NDDP sessions. They perceive that the expansion of the knowledge bounds, both, in breadth and depth will hold them in good stead as they move to the higher grades. One of the students, Rita* was so confident about her knowledge of the history and civic topics discussed during the online sessions, that she intends to learn more on these topics and choose them as subjects for her UPSC examination.



A majority (86%) of the students from grade XI and XII reported affinity for sessions on career counselling, personality development, quiz, and debate.

Students reported that they do not have to cram the information but are able to visualise and draw a mental map of the chain of events. It leaves an imprint through which they are able to write quality answers in their examinations.

Benefits of NDDP career counselling sessions	
Benefits of career counselling sessions	Proportion of students
Stream selection	70%
Help in study	13%
Gain knowledge	9%
Build confidence	3%
Can't say	6%
Overall	100%
N: 141	

Understanding of the career options

The career counselling sessions of the NDDP programme brought a new perspective for the girls studying in the two government schools supported by Newgen. They learned about the different career progressions that one could make and at the same time the pathway to those progressions were deciphered by the NDDP team. Among the survey participants, 88 percent students attended while 12 per cent did not attend the career counselling sessions.

Among the students who participated in the career counselling sessions, all the students reported the sessions to be helpful. **Almost three-fourth of the students revealed that the sessions helped them choose the academic streams for higher studies.** During the discussions



with students, they informed that the NDDP counsellors discussed with them the pros and cons of different streams based on their capacities and various other determinants such as their economic condition, family support for staying in hostel for higher studies etc.

It is encouraging to note that the students are quite clear about what they want to pursue in the future. A third of the students want to become teachers. And one of the

reasons for the same is the NDDP counsellors. **Many aspiring students revealed that they want to emulate the role of NDDP counsellors. It is heartening to share that three to four girls want to become teachers and teach in the far flung areas of the country.** While doing their research work for NDDP sessions, they became aware about the challenges faced by the children from the hinterland to complete their education. The grimacing situation moved them and they feel that it is their duty to support children in similar condition to assist them in completing their education.



Personality Development and Awareness

The biggest benefit arising out of the PD sessions as expressed by the students is gaining confidence to reach to the pinnacle of their pursuits. About 73 per cent of the students reported an increase in confidence due to the NDDP sessions. The desire of the students to do well in life is being nurtured by the NDDP programme that has led to this enhanced confidence among children. This was also observed during the qualitative discussions when more than half of the participants wanted to share their story of improvement sparked by the NDDP sessions.

The confidence of students gets reflected with 91 per cent of the students confident to speak in public. These confident students are looking forward to actively participate in various events that will get organised through the academic year. They have conveyed that the government should organise inter-school competitions so that they can participate and represent their school.

Another important point to be noted is the empowerment of girls. About 27 per cent of the girls reported that the personality development sessions have given them the confidence to speak about their needs and aspirations with their family members. It seems that the online sessions have also broadened the conservative views of parents about

Aspirations of NDDP students	
Aspire to become	Proportion of students
Banker	9%
CA	3%
Doctor	15%
Army Officer	4%
IAS	6%
IPS	13%
Lawyer/ Judge	3%
Teacher	34%
Software Engineer	3%
Others	23%
No Aspiration	7%
N: 172	

Students reporting different topics searched on web	
Topics searched on web	Proportion of students
Social studies	67%
General knowledge & current affairs	39%
Science	14%
Maths	5%
Hindi Language	3%
English Language	5%
Higher educational institutions	24%
Others	16%
N: 147 (only those who had done web based research)	

their daughters. The active participation of their daughters in the NDDP sessions and online classes have given them the confidence to support their daughters for their learning pursuits.

Majority of the students reported using the web search for their studies. They have searched for topic that they wanted to know more about or if they had any issues with specific topics in a subject. Along with academic requirements, students used the web for general knowledge and current affairs, admission to higher educational institutions and others (includes searching for information on fashion designing, becoming an actress, etc.).

The students have highlighted during the survey that this activity has widened their perspective of national and global events.

About 86 per cent of the students reported that they can do web search on any topics given to them. They understand the process of keyword search and are aware about the website to gather reliable information. About 13 per cent of the students fall in the indecisive zone of accomplishing web-based search on any topic.

Parents perceive that the newsreader activity has a positive effect on their daughter's education. The need for doing research and presenting them in front of the class has provided a stimulus for learning among the students. 16 of the 20 parents who participated in the discussions revealed that their daughters had participated as a newsreader multiple times. Five parents informed that their daughters have also received awards because of their outstanding performance. They feel that this activity has increased their knowledge as well. Since the girls practiced with their parents as audience, the parents became inquisitive about the topics being spoken about and started asking questions. This had a dual effect. At one hand, it prompted the girls to improve on their research acumen and produce a quality news product and on the other hand it increased the knowledge of the parents on historical and prevailing issues. The parents reported that they now look forward to regular participation of their daughters in this activity.



However, about 40 per cent of the parents said that while their children were actively participating in the NDDP sessions, they were inactive in their school sessions. The reason emerging from the discussions was that the children found it easy to respond to the chat available as part of the NDDP session but were reluctant to speak during the school classes.

Other Benefits

As part of assessing the effectiveness of the NDDP programme, the students were enquired about the challenges they may have faced in the event of the NDDP programme not being implemented at all. About 59 per cent of the students perceive that their studies would have been negatively impacted and the success that they are enjoying now would not have been possible.



About 28 per cent of the students perceive that they now possess a high level of confidence. About a fifth of the students would have remained unaware about the availability of various career options.

Hybrid Classes

The students also reported about the advantages of both offline and online NDDP sessions. In the offline sessions, the students have the advantage of meeting the counsellors in person and discuss their issues and personal problems with them. This helps them release the inner pressure for which there are no other mechanisms. This is an important aspect that needs to be acknowledged as lack of venting platforms gives rise to mental health issues.

Discussions with students revealed that they would like the programme to be implemented in the hybrid mode in the future. The offline mode could be a softtouch engagement while the online mode could be the hardcore learning delivery system. This expectation of hybrid sessions summarises the effectiveness of the programme in meeting its expected goals. The various gaps that have been highlighted are easily resolvable and addressing those would further enrich the programme performance.

Students' perception of losses in the absence of NDDP programme	
Perception of losses	Proportion of students
Studies would have got affected	59%
Lack in confidence	28%
Lack of digital knowledge	5%
Limited knowledge on career options	19%
Others	8%
Don't know	4%
N: 172	

Intended Impact

The Newgen team distributed the digital devices primarily to ensure the continuity of the NDDP sessions. The team was also aware that the distribution of the devices would also help the students to attend the online classes. The team understood that the students from the poor families may not have the digital devices or the appropriate devices required for attending the sessions and/or the financial capacity to recharge their sims regularly. To address this shortcoming the team had provided the digital devices.



Policymakers, educators, and civil society across the globe are worried about the education losses among the students induced by the lockdown and the prevailing digital divide in accessing education. The distribution of the devices had direct bearing on the students attending online classes and NDDP sessions. The success of NDDP programme in the offline mode was the driver for students to accept the conditions for getting the devices. The availability of an individual device allowed these students hailing from poor families to attend the online classes. The impact of the distribution of devices can be gauged from the fact that the students are at par with their grade level learning and are able to grasp the classroom teaching.

The availability of the devices further enabled the students from grade XII who have passed out of school in the last two years to apply for various examinations of higher education institutions (HEI). The students have been able to fill in the details (online and offline) and submit the forms. This has been possible because the students had access to individual devices. In the absence of the devices, the students would have missed out on tracking the admission notifications of HEIs and following it up with submission of forms. Thus, they would have missed out on their higher education and possibly would have got married off by their parents. Thus, the programme had a major impact on securing the future of the students.



Unintended Impact

- i. **Reduced absenteeism:** Though outside the scope of this assessment, it is important to highlight the impact of the programme in reducing absenteeism during the implementation of the offline mode of the NDDP programme. Since the schools have reopened, this factor will be an important determinant for continuation of girls' education. From the discussions with both students and teachers, it emerged that absenteeism among children used to be the lowest on the days of their NDDP sessions. Students ensured that they attended schools so as not to miss out on using the iPad and participating in the NDDP sessions. This is one additional reason for Newgen to continue with the offline classes. The students also found the delivery of learning through digital methods interesting and prepared their own presentations also. This is a big achievement for the NDDP programme that through its interesting teaching methods, could attract students to school.
- ii. **Online classes for siblings:** The distribution of digital devices enabled the siblings of the programme beneficiaries to participate in their online classes. With the government school timings for boys and girls being different, the siblings could easily attend the online classes. Families that already had a device benefitted the students in a way that instead of attending their classes on a rotating basis (one day-one person), they could attend the classes daily. About 93 per cent of the students informed that the devices enabled their siblings to attend their online classes.
- iii. **Preventing dropouts:** The devices have proven to be a life changer for the students coming from economically weaker families. The non-availability of the devices would have pushed these children out of the education system. While the boys would have been forced into unskilled labour, the girls in all probability would have got married. These were the two major outcomes of the high dropouts that the country experienced during the lockdown.
- iv. **Participating in government programmes:** The availability of the tablets also enabled the enterprising students to participate in the Delhi government's Business Blasters programme. At least three students reported to the survey team that they had developed their business plan and submitted it to the government for pitching their ideas to the corporates. Though none of the three student's plans were accepted by the government, the students themselves believe in their plans. One of the students went ahead and sold the products that she had made out of the waste. In the absence of guidance, she made a small loss but now she knows what needs to be done to become successful. This passion and strident to achieve success despite failures needs to be supported, and the NDDP programme has been doing that since its inception.
- v. **Digital literacy of parents:** Another unintended impact of the programme has been the increase in digital literacy of parents of the NDDP students. The availability of a smart device at home enabled the students to teach their mothers on using the digital devices and search for any information they need. The mothers also informed that prior to the NDDP provisioned device, they had not handled a digital device. About 36 per cent of the students stated that their parents can now use WhatsApp and Google applications. About 32 per cent of the students reported that their mothers can now operate a mobile device indicating an increase in digital literacy among these families.



Case Studies



One of the protégées of NDDP is Shreya (changed name), a 12th class student, an aspiring bank professional, who dreams of exploring different ways to achieve her dreams. She credits NDDP classes for literally hand holding her on her road to success.

Shreya attended NDDP's counselling sessions that helped her understand the banking sector and its prerequisites. She was familiarized with various skills that are required to achieve her goals.

She was closely guided before selecting her stream and all confusions she had were handled with care by the career counselling team.

At NDDP, personality development sessions boosted her confidence and leadership skills. She felt confident enough to even help her siblings, and in a way make her family members become a part of her learning experience. This helped in Shreya's overall development, boosting her potential to rise as a professional.

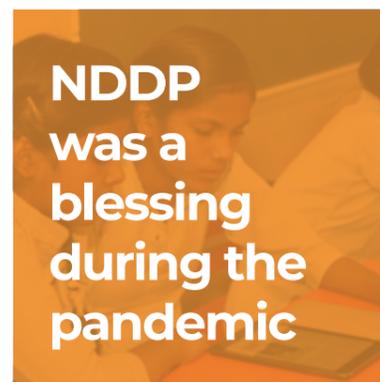
Today, along with academic knowledge, she has acquired impressive inter-personal skills and awareness about good health. Her personality is brimming with confidence physically and mentally.

At NDDP, various forms of training have helped her learn online tools. She is now capable of smartly researching and accessing what exactly she wants to know or update. With her presentation skills, she aspires for the best.

Sometimes all one needs is just a strand of support to sail through a storm. Kajal (changed name), a 12th-grade government school student of Delhi, experienced it when COVID-induced restrictions forced everyone to embrace online studies.

But the girl from a humble background couldn't afford a smartphone. It dashed her hopes and scope to continue studies. Little did she realise that she would come across an unexpected help - Newgen Digital Discovery Paathshala (NDDP) - the flagship CSR initiative of Newgen Software that focuses on promoting quality and equitable digital learning among government school students.

Using the tablet provided by NDDP, she could study and immensely benefit during exams. Today, the tablet is serving even her siblings. Initially, Kajal was flustered about her career choices but after attending NDDP's counselling sessions and other activities, she has developed clarity about future plans.

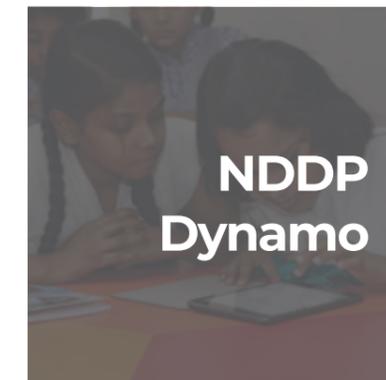


Having developed the ability to make confident choices, courtesy NDDP's training, Kajal felt quite informed before opting for the kind of stream that would help meet her career goals. She is aware of what she has to first achieve to realise her big dreams.

Today, Kajal is very active, and has developed an outgoing personality. She is self-motivated to participate in various activities i.e. quiz, debate, and other extra-curricular activities, helping her win many prizes.

She firmly believes that extra-curricular activities enable a student to learn to interact with other students and participate in class. NDDP classroom conversations have given her wide perspective which in turn has increased her confidence. Kajal's performance has seen a big uptick since joining NDDP classes, especially during lockdown.

She feels NDDP sessions make learning more interesting and engaging. Perhaps, that is the reason why she has outperformed her peers.



With a vision to transform classroom teaching into fun-learning sessions, Newgen Digital Discovery Paathshala (NDDP) has undertaken several steps touching the lives of young girls and their families in an industrial area of Delhi.

The area is a proverbial jungle of warehouses, factories, and showrooms where people from neighbouring states come with big dreams. But their abysmally low salaries often shatter those dreams.

Prema (changed name), a young girl, happens to be one such beneficiary of NDDP's initiatives. Her family of seven includes her parents and four siblings.

In these modern times or digital world, where each member of a middle-class family usually owns a phone or a tab, Prema's family could not afford even a single cell phone. But things began changing for good since NDDP entered her life. It didn't aim to just give her a device but also instil a tremendous sense of confidence to realise her dreams. Today, Prema is a class monitor and a tutor to her siblings. She has also trained her mother in using WhatsApp efficiently, turning her into a digitally literate person.

Without a second thought, Prema now interacts with her mother using video call. NDDP held a counselling session for students to understand the students career choices and take necessary steps to guide them to realise it. Today, a highly motivated, optimist and confident Prema, who wishes to be a doctor, feels indebted to NDDP for changing her life for the better.



Payal (changed name) was a below average student when she joined NDDP alumni group in 2021. But she reached out to the facilitator and asked, “I always wonder why I never get good grades? I try hard to study but soon lose my concentration”.

NDDP’s special techniques to make learning fun and interesting came into play at this stage for Payal. She was guided about how to put in efforts and use the device as a tool to study the topic of her interest.

It marked the initiation of a transformational journey for this child as she followed the NDDP facilitator’s advice with a free mind and focused on studies. As the learning methodology was explained to Payal, it stirred up her inquisitiveness, enabling her to start enjoying the subjects.

The guidance and mentoring paid rich dividends in her 12th board examination results. She shares, “It was the encouragement from the NDDP facilitators that guided a back-bencher like me to work hard and improve my scores. From a 52% score in 10th to a 78% in 12th is indeed an achievement for me.”

Payal’s rise was that of a low-ranking student to being in the league of class toppers. She has scored well in the CUET college entrance exam and is awaiting her college admission counselling.

Today, she is focused on being a social worker. To pursue her interests, and gain practical experience, Payal has already joined an NGO (RHA) as a volunteer, where she supports the cause for education and nutrition for the poor.

Nisha (changed name), a regular student of NDDP, invariably remains excited about her sessions, and the kind of knowledge she acquires in every topic. But not long ago, due to constant shuffling of sections and moving from one class to another she ended up being among slow learners. It impacted her mind, making her lose interest in studies.

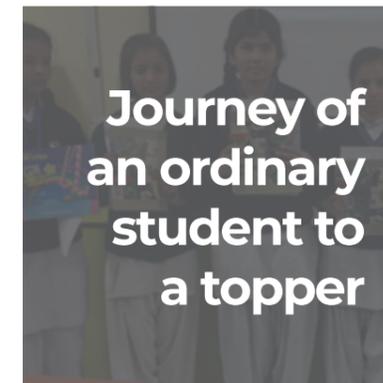
She shares, “I used to be teased by other section’s students since they were much brighter than me. And I developed a low self-esteem. However, NDDP changed that. We share a platform with bright, not so bright, and many weak students too.”

“Today, I take deep interest in every topic that is taught to me and remain eager to participate in discussions and activities. I have started enjoying education with a new vigour. I thank NDDP facilitators for changing the way I look at myself and the self-confidence that I am acquiring. Soon, I will not be lesser than any other student in school.”

NDDP and the facilitators work on creating a level-playing field where all the students are treated equally. They are involved in each and every activity and appreciated for their participation. It enhances students’ engagement in NDDP sessions.



In addition, taking feedback on the topics and classes from students to design the sessions is a critical aspect of NDDP. This component made Nisha feels included and connected with the program. She suggests all school teachers follow the same model.



Kripa (changed name) has been connected with NDDP since the inception of Newgen Digital Discovery Paathshala at Tekhand School, Delhi in 2018. The 10th grade student topped her class in the annual social studies’ test in the 2021-22. She was in 6th grade when she began attending the sessions.

At the outset, Kripa was unaware of the modern gadgets or their use in education. She revealed, “I had no idea about digital education learning through videos and working on iPads and the modes of NDDP teaching amazed me”.

Talking of her journey with NDDP, she said, “In 6th grade, I saw a device for the first time and learnt about online mode of learning. I gradually started learning how to operate a device.” As she reached 7th grade, she started using Google as a research tool for studies and began typing words in Hindi language. Gradually, she elevated her typing speed as well.

By the time she moved to 8th grade at school, Kripa developed confidence in using the device and internet. She saw her level of interest in studies and additional activities getting boosted. “After returning from school, I would research on various topics just to gain more knowledge about everything,” she says.

In 9th and 10th grade, during the Covid phase, she says the NDDP saved her educational life by providing a tablet device and free of cost internet service. “Since textbooks have limited information about syllabus topics, with the help of Google I was able to get vast information on any topic.”

Kripa admits, “I used to be a 40-45 percenter in 6th grade. But with the assistance of NDDP now I rank among class toppers. I surprised my social studies teachers (at school) by answering questions much before the chapter is taught to all classmates.” She says this has become possible, courtesy the NDDP online sessions on social studies “where topics are discussed, and doubts are cleared”.

Today, with a new-found confidence in studies, she aspires to join the Indian army. She is confident that NDDP would support her to realize her dreams effectively.



Discovering one's latent abilities can turn out to be a life changing event in anyone's life. Being a bit submissive child, Anjali (changed name) once lacked even the basic confidence to accomplish anything worth boasting of. But the same girl felt herself transcending into a participative and inquisitive student as she spent a short span of time with NDDP.

It was an aha moment for me when I volunteered as a facilitator for one of the NDDP sessions. I was a bit scared at the outset. But my takeaways from the sessions kept me going. I conducted the session with a *savoir faire*," said Anjali, who later cleared her 10th grade exams with aplomb.

She gradually surpassed her set of fears, scoring 73% in class 10th exams. According to Anjali, extra-curricular activities had never interested her. But she gradually developed an interest in NDDP debates,

quizzes, and declamation that led her to emerge as a winner on almost every occasion.

Not just that she says there has been an unusual transformation in her parents' perception of her, and about her studies. NDDP's appreciation prizes, online Personality Development sessions, and accolades from her teachers, evolved her parents' faith in the program. Recently, when Anjali won a CSR volunteer mug as a prize, her father couldn't hold back his tears of joy and since then he strongly supports her deep interest in studies.

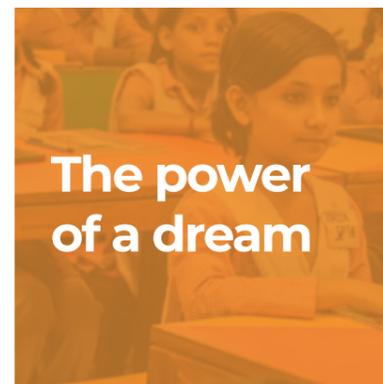
Ever since taking up the NDDP session, Anjali feels literally like being on cloud nine. Some of her classmates look at her as their role model. A few of them even imitate her good behaviour and oratory skills at times. She also shares that "Availability of NDDP device proved a game changer in my life, nudging my personality in a positive direction. Not only it supported my studies but also it motivated me to be a thinker, researcher, and emerge as an orator".

A girl from a small town deprived of daily amenities fears even dreaming of many little things in life. She may wish to fly high in career but she won't. She may love to tread a challenging path, but she won't. It's all because of the missing confidence to even think big. Even if she aspires to be a doctor, engineer, air hostess or someone big, the fear of failing and being lampooned by immediate society invariably stops her.

Chandni (changed name) happened to be one such girl. Despite hailing from a small town, she wished to do something big, but she couldn't. Lack of even basic amenities at home never allowed her develop confidence. She would keep mum so that nobody comes to learn about her inner most suppressed thoughts.

But deep down in her heart, the 8th grade student nurtured a dream to be a renowned scientist. But her family's limited resources prevented her from thinking big until NDDP came into her life. "It proved to be a guardian angel, radiating hope", she says. NDDP provided her a Tablet, her first ever gift which she views as the finest one. Today, Chandni is not just learning all digital tools, she is confident enough to help her siblings and neighbours. From being a backbencher to frontbencher, she has developed various skills at NDDP. Now, she is no more hesitant. She can ask questions or clarify doubts at school, at home, and in her neighbourhood. It has instilled enough confidence in her that she can become a scientist or social reformer to do good for society.

"Having gone through a lot in my childhood, I do not want others to suffer like me. I want to help the needy and poor. One of my dreams is to open an ashram for the disabled and old people", she says. Former President A.P.J. Abdul Kalam's belief in the power of one's dreams is set to define Chandni's life ahead. Certainly, NDDP has turned a fearful nobody into a confident somebody.



Case Study of the Facilitator

Role model helping youngsters to make their future shine

There are times when we realise our success couldn't have been possible without inspiration, motivation, and hand holding. Perhaps that's when few individuals tend to develop a sense of gratitude for a lifetime. Something similar happened to Newgen's Raveena.

Having benefitted from Newgen's Sadbhavna project, meant to enable holistic development of children with lesser means, she has now devoted herself to shape lives of youngsters under the NDDP programme for which she is one of the facilitator.

She says Sadbhavna's sessions facilitated her academic excellence while motivating her to participate in various activities like personality development and counselling. After being groomed into a professional at a relatively young age, she feels proud of being linked to NDDP.

Today, as a Development Professional and NDDP teacher she is a proactive changemaker. While dealing with students, she can relate to various inexplicable challenges that affect kids of her similar humble backgrounds. Now, she has become the voice of the students.

Being able to empathise with students' needs and desires, emotionally, and professionally Raveena feels she can deliver much more than many others. She aims that every child develops courage and confidence to rise. That's why she is actively engaged in a plethora of activities held at NDDP for the betterment of the children and community.

Her struggles today guide her to better understand the level of unawareness in the community, and that's why she is leaving no stone unturned to help them understand their shortcomings and plug the gaps with the support of NDDP. She believes that students need empathy not sympathy.

Today, Raveena wants to spread the mission and vision of Newgen and reach out to many more needy children. She wants to groom students in a way that they help other needy ones too.

Making a visible difference in students' lives, she wishes her students to imbibe good qualities that she developed during the Newgen's Sadbhavna sessions. Perhaps, the world needs such teachers.





Glimpses of
the impact
study 



Mujhe Smart phone mil chuka hai.. usse me
kaafi khush hu.. but or vah mere study
me bahut use aata hai... lekin me chahati
hu ki mere phone ka password, lock etc.
ye sab hata diya jaye or play store open
kar diya jaye kyunki mere phone youtube,
byjus, vedantu kaafi apps install karna chahti
hu.. hamari kaafi study me youtube se help
lena padta hai... lekin hamare phone me you-
tube nhi hai.. jiske ki study releted chije bhi
nahi dekh pate....



Recommendations

S. No.	Issue	Recommendation
1	Introducing English as part of NDDP sessions: Despite the deepening of understanding through accumulation of knowledge supported by the confidence to speak, the students still struggle to speak in English. However trivial the issue is, it dents into the confidence of the students when they participate in inter-school competitions.	The ability to communicate in English is accepted as a virtue by the society. Therefore with all the knowledge and presentation skills, the children may still find communicating in Hindi a challenge in the open world. Professionally they might encounter situations wherein spoken English may make or break their career progression. Adding spoken English as part of the sessions will boost their confidence immensely. It is recommended that spoken English is included as part of the NDDP sessions. Online debates (elocution is currently conducted) in English could be one of the many activities that the NDDP programme can include.
2	Introducing Mathematics as part of NDDP sessions: Mathematics needs conceptual clarity. Up to a certain grade, children who are conceptually weak tend to learn instead of understanding Mathematics. But with each higher grades, the subject becomes a barrier and the children struggle to clear grade X till which the subject is compulsory.	Proper guidance for Mathematics in the formative years of children goes a long way in helping them to choose STEM for higher studies. If the Mathematical concepts are taught keeping in mind the learning capacities of the children, then many of them may get encouraged to take up STEM for higher studies. It is recommended that Mathematics is introduced as part of the NDDP programme. This will contribute to the global and national need of encouraging girls towards STEM based careers.
3	Increasing the NDDP programme's time in school: In the offline mode, a student gets only 30 minutes in a week for the NDDP sessions. This is insufficient and the number of sessions needs to be increased.	Currently, the NDDP sessions start from the second half of the day (post-recess; 10:25 AM onwards) thereby allowing 4 NDDP sessions per day only. Thus, each class comes to the NDDP lab once a week. It is recommended that Newgen starts the sessions from morning along with the school timings (7:30 AM). This will allow NDDP to conduct 8 sessions per day and enable at least two NDDP sessions per week for each grade.
4	Skilling of teachers: Teachers are currently not acknowledged as a critical stakeholder for the NDDP programme. The teachers need to be trained and allowed for delivering the programme content.	Including school teachers in programme delivery will enable the NDDP programme to continue with limited participation or complete exit of Newgen. It is recommended that teachers are trained on using the tools and techniques of the NDDP programme. This will have two benefits; (i) teachers may get amply motivated to start adopting newer teaching methods for their classes and, (ii) the ripple effect of tutor-student discussions from NDDP sessions will transform the prevailing monologue in classrooms to dialogues and discussions between the teacher and students.

Conclusion

The discussions have articulated the relevance, effectiveness, efficiency, impact, scalability, and sustainability of the NDDP programme. It can be observed that the programme in its offline mode adopted approaches and techniques that contributed to the holistic development of the girl student. The programme by design worked towards bridging the digital divide by exposing the students to iPad and video-based learning methods. This was further strengthened by providing tablets to individual students. With the reopening of the schools, the NDDP programme now has the opportunity to provide tablets to all the eligible students targeted under the programme. This will immensely contribute towards containing the digital divide and reducing the inequalities in educational outcomes.

The online NDDP sessions have successfully demonstrated the wide possibilities of moving towards hybrid learning in the project schools and beyond. The opportunity for students to use the digital devices for web-based research and deepening their knowledge on different subjects

have already improved the overall learning outcomes among the children. The devices will continue to hold a critical space in the growth of the children as it plays the role of information gateway to the outer world. The pace of online education has hastened the digital revolution in the education sector and it will continue to introduce new technologies and applications for technology-based education. The NDDP programme by providing the digital devices accompanied by the awareness and insights have positioned the beneficiary children at a higher pedestal in comparison to children studying in other government schools of the state.

The forced asynchronous learning has amply benefitted the children. They now have the opportunity to continue learning beyond the traditional school hours. Since these children had limited opportunities for attending tuitions due to weak economic conditions at the household level, the NDDP sessions have helped in bridging the knowledge gap. The children now use the device to gather online information about the topics being taught in school. This has increased the effective



utilisation of the 'beyond contact hours' which are typically meant for homework but are often left unmonitored in the traditional classroom model of teaching.

The online NDDP sessions have indirectly improved the quality of online school classes also. As exemplified above, children have become more active participants in their online classes thereby triggering a healthy competition among the children. They are attending the classes completely prepared on the topic to be taught and are able to answer the tutor's question. The NDDP sessions have been successful in stimulating the intellectual inquiry of children thereby removing the fear among them of posing questions to session coordinators and school teachers alike.

It can be concluded that the NDDP career counselling and personality development sessions continue to play a pivotal role in guiding students in identifying their professional pathway. The sessions have supported the students in identifying their aspirational needs juxtaposed with their potential in pursuing those aspirations. The sessions have helped in familiarising students with various avenues of higher studies and subsequent career options indicated through the aspirations expressed by the students. Acquaintance of online techniques to identify opportunities for higher studies, methods of submitting online forms for higher education institutions and process to make online payments for examination and/ or admissions has provided a solid platform to the students for engagement with their future.

Constant challenges to the students on speaking in the online sessions on current affairs have bolstered both the knowledge and confidence of the students. With general knowledge being an important topic in the entrance examinations for professional courses (CUET, NDA, etc), the programme has well supported the students by making them read on such matters, collate and present it to their class in the form of news. This activity has not only benefited the newsreader but has also enhanced the knowledge of the listeners.

Few areas may require more impetus from the NDDP

team. For instance, many parents got familiarised with the programme while observing the online sessions being attended by their wards. The observation has influenced the perception of the parents pertaining to the pursuance of higher studies by their daughters. Therefore, the NDDP programme should include a regular activity of engaging with the parents to discuss their apprehensions and work together for a better future for the girl students. This will aid in ensuring the continuity of education for the girls post K12 completion. Progressive parents may also become programme ambassadors for influencing other parents.

Teachers are an important cog in the wheel for improving the learning outcomes of the students. Government school teachers have limited opportunities for enhancing their skills and familiarising themselves with the modern techniques of teaching. The NDDP programme has already established the learning lab for conducting their sessions. The teachers should be provided with the digital content being used by the NDDP programme and the facility to use the lab for teaching. This will make them an integral part of the success story and will go a long way in sustaining the programme. The digital content can in fact be passed on to the teachers of the boy's school also (maybe without the iPads) who share the same infrastructure for their afternoon school classes and use it for teaching the boy students.

English and Mathematics have not been included as part of the NDDP programme. This is a gap that has been reiterated again and again by all the stakeholders. The NDDP team may want to work towards meeting this expectation of students, teachers and parents.

Many of the students, especially the girls from class 10th onwards, are coming to school without having breakfast. This is a serious issue as it is very difficult for the students to focus on the teaching with hunger pangs. And this has been scientifically proven because of which school meals programmes have been implemented across the globe. Therefore there is a necessity to address this issue.

Way ahead of NDDP

- Continuing with mixed model of NDDP sessions
 1. Close monitoring by the facilitators
 2. Regular feedback from the students
 3. Encourage participation in extra-curricular activities like newsreading, debate, declamation, etc.
- Providing devices to facilitate students to attend NDDP online classes
- Engaging experts to conduct sessions on Self-Motivation and Self Development program
 1. Life skills development program for 6th to 12th
 2. Peer leadership program on active listening, mental health, risky behaviour for class 9th to 12th
- Career Counseling Cell for senior NDDP alumni students to encourage school pass outs to join college and vocational studies
- NDDP Emerge formed for meritorious NDDP students to provide them scholarships for higher education
- Identify an agency to teach communication in English language to senior students
- Work closely with 'Samarth Shikshaks', a group of school teachers from class 6th-8th:
 1. Align NDDP sessions with the school sessions
 2. Feedback from the teachers about the students
 3. Encourage subject matter teachers to participate in the online sessions
- Interaction with the mothers of the NDDP students - 'Chai pe Charcha' session 2022-2023:
 1. Sharing about performance of the students
 2. Encourage feedback from the mothers about NDDP sessions
 3. Encourage mothers to exhibit their talents and do fun activities with them
- Newgen Volunteer Program:
 1. Encouraging Newgenites to participate in online sessions
 2. Be role models in career counselling sessions and judges during debates and declamation competitions.
 3. CSR Week – Create awareness of Newgen CSR activities in the organization and to encourage Newgenites to participate throughout the year.

Brief About Implementing Agency



The Bridge India is a social consulting organisation enabling NGOs, Corporates & Government to work together in synergy to transform lives and society for a better tomorrow. It was born with the sole purpose of partnering with stakeholders on both sides of development sector the NGOs and responsible business houses. Conceptualized to bridge the gap that exists between the NGOs and responsible business houses, we strive to transform the development sector strategies across India.

We are a team of a professionals from different walks of life. As an organization we are working on reducing the existing gap between the NGOs & responsible business houses and the Government. Our organization, The Bridge India plays a key role

as a social consulting firm acting as a catalyst between NGOs and the corporates. We strive to transform the development sector strategies. So far, we have been successful in being a key platform that underlines, explores and highlights the finest works being done for society.

The Bridge India (TBI) is a platform that brings together experts for supporting organisations such as Newgen Software in the domain of Monitoring and Evaluation. Along with the M&E experts, TBI has empanelled individual experts from different thematic areas such as forestry, education, nutrition, health and gender. Depending on the requirements, TBI brings together these individual experts in providing solutions to its clients.



Newgen's CSR Implementation Partners

KHUSHII – Remedial Education Program

KK ACADEMY – Holistic Education Program

I AM WELL-BEING – Personality Development Program

THE AKSHAYA PATRA FOUNDATION – Mid-day Meal Program

KHUSHII & KK Academy
Remedial Education Program
9,000+ students

Newgen Digital Discovery Paathshala
Digital Education
3500+ students

The Akshaya Patra Foundation
Mid-day Meal Program
3lac+ mid-day meals &
30,000+ happiness kits

I Am Well-Being
Life Skills & Personality
Development Program
1400+ students

**Connecting the Dots through
Implementation Partners' Program**



Remedial Education Program



Project Location : 1. Harkesh Nagar, Delhi
2. Tekhand, Delhi
3. Nandambakkam, Chennai
4. Sangam Vihar, Delhi
5. Ramgarh, Uttarakhand

Project Implementation Partner :
KHUSHII (Kinship for Humanitarian Social and Holistic Intervention in India)

Newgen's Partnership with KHUSHII

In 2018-19, Newgen partnered with the NGO KHUSHII to support its 'Shikshaantra Plus' program. The project reached students in government schools in Harkesh Nagar, Tekhand, and Sangam Vihar K-2 Block in Delhi and Nandambakkam school in Chennai. In 2021-2022, we adopted six schools in Ramgarh, Uttarakhand to expand the program's reach in the rural areas of the country. The program focuses on providing adequate education to students from lesser privileged communities and improving their understanding levels.

The project covers remedial classes for students of classes 1st to 10th in the core language subjects of English, Hindi, Tamil (only for Chennai school), Mathematics, and Social Sciences by deputing additional teaching faculties in the schools. The pedagogy used is child-based and centered around the learning capabilities and academic standards of individual students. We ensure timely training of teachers through various capacity-building and skill-enhancement sessions.

Innovative and interactive teaching methods are important for keeping students engaged. The teaching strategies include worksheets, digital sessions, group discussions, practical-based learning, art-integrated learning, and more.

K2 Sangam Vihar, Delhi
1000 Students

L-1st Block Sangam Vihar, Delhi
1800 Students

Adapt Impact Sangam Vihar, Delhi
1000 Students

Harkesh Nagar Okhla, Delhi
2600 Students

Tekhand Okhla, Delhi
1400 Students

Nandambakkam, Chennai
800 Students

Ramgarh, Uttarakhand; 6 schools in
Kool, Dhura, Chopda, Harinagar,
Kakdighat and Dutkanedhar
276 Students

Highlights

Major themes covered in the reporting period are as follows:

1. Remedial Education

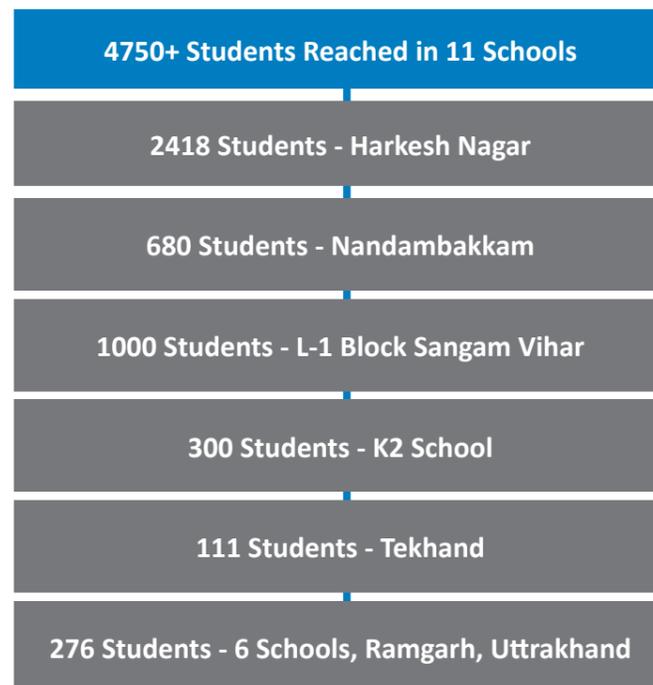
A mix of online and offline learning modes helped the students continue their classes. Online mode was implemented via instant messaging applications, voice calls, and group video calls, and included instant doubt-clearing sessions. Offline mode included educational kits that contained class-wise, subject-wise, and topic-wise handouts along with assignment sheets delivered at the doorsteps of the students by the teacher/community mobilizer. Teachers guided, followed up, and monitored the performance of the students through voice calls.



Special Mention: AIP (Adapt Impact Program), Sangam Vihar focused on holistic development of 400 beneficiaries through socio-economic and remedial education support with system strengthening at the core. AIP centers are successfully functioning to bridge the learning gap among the students affected by the pandemic. Schools were struggling to bridge the learning gap among the students, because of their huge strength in schools. AIP centers supported the schools in providing alternative learning options to the students. Parents of the students were also happy about the centers and the impact it had on students' academic performances.

2. WASH-Health and Hygiene

Extensive sessions on health and hygiene were conducted based on guidelines formulated by Public Health Foundation of India in association with KHUSHII



Topics Taught	Actions by Students
<ul style="list-style-type: none"> Hand and oral hygiene Germs and dirt Safe drinking water Disposal of solid waste Menstrual hygiene Best toilet practices Water pollution and its health effects 	<ul style="list-style-type: none"> Every student was sanitized before going to class and after leaving the class. Students and parents were made aware of COVID-19-related protocols. They were shown short movie clips on pandemic awareness. Regular sessions with students and parents on hygiene and sanitation were held.

3. Mental Well-being

17000+ well-being calls were made to the students over the year	
Agenda of a well-being call	Topics covered in a virtual session
<ul style="list-style-type: none"> One-on-one checking with students and parents Guidance on economic uncertainty and joblessness Anxiety and depression followed by irritable behaviour 	<ul style="list-style-type: none"> Kindness towards self and others Process and different agents of socialisation in our lives Bullying (physical, mental, cyber etc.) Importance of celebrating National Girl Child Day Helping children at home: tips for parents Child rights awareness and many more



4. Capacity Building

108 capacity building sessions organised across 11 schools
<p>The shift towards online teaching and learning process amid the pandemic crisis encouraged teachers and project staff to undertake capacity enhancement programmes for effective online teaching. These sessions were primarily focused on:</p> <ul style="list-style-type: none"> Improving the competence of teachers Building positive attitudes Developing an innovative pedagogical approach

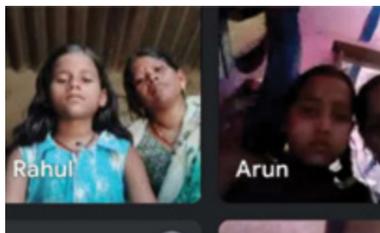
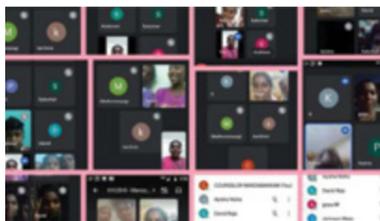
Topics of these trainings:

Learning styles | How can we maximize learning | Dealing with behaviour problems in children | POSH | Implication of COVID-19 on education | What to prioritize when kids return to school | Pedagogy and teaching techniques in English and Math | Operating Google classroom application | Mental health issues | Operationalization of virtual classes and troubleshooting | Motivating students to participate in online classes | Serving students beyond edtech and pedagogy | Mental health and workplace stress due to COVID-19 | Impactful case study | Making worksheets and videos | Use of MS Word and Excel | Digital lesson plan | Learning Outcome based teaching | Stress management | A workshop on the orientation of NEP | 21st century skills | Landscape study on girls' education | Good quality photography



5. Parental Engagement

Active participation and commitment from parents is critical to enhance the learning for children and keeping them safe during the COVID-19 pandemic. In addition to the conventional Parents-Teachers meeting (PTM), the schools also experimented with different innovative ways to address the learning and safety concerns of their students. Separate conversations were held with parents whose students were not participating in the online classes.



Harkesh Nagar Okhla, Delhi 11 P-T Meetings 70% parents attended
K2 Sangam Vihar, Delhi 10 P-T Meetings 72% parents attended
Nandambakkam, Chennai 12 P-T Meetings 65% parents attended
L-1st Block Sangam Vihar, Delhi 8 P-T Meetings 74% parents attended
Ramgarh, Uttarakhand; 6 schools in Kool, Dhura, Chopda, Harinagar, Kakdighat and Dutkanedhar 2 P-T Meetings 44% parents attended
Adapt Impact Sangam Vihar, Delhi 8 P-T Meetings 78% parents attended
Tekhand Okhla, Delhi 9 P-T Meetings 58% parents attended

Testimonials

Greetings! My name is Hemlata Thapa. My daughter Neema (changed name) is a second standard student in SDMC primary school, Tekhand. Online sessions organized by the KHUSHII NGO really helped my daughter while offline classes were not possible during the pandemic. All teachers have a beautiful way of teaching and connecting with students, and they listen to all of them with love. The activities classes on Saturdays were a confidence boost for our children. Really thank you all for everything.

My name is Gauri (changed name). I am a class 5th student. Teachers from KHUSHII NGO taught me English, Hindi, and Maths. I also took online classes. I really liked everything that I was taught in the classes. They used new-age and innovative TLM to teach us during online classes that significantly helped me understand everything so well.



Holistic Education Program



Project Location : Lucknow, Uttar Pradesh

Project Implementation Partner :
K K Academy (Kiddy Kingdom Academy Samiti)

Newgen's Partnership with KK Academy



Newgen collaborated with KK Academy in March 2021, and the partnership continued for the reporting year as well. The partnership focuses on ensuring that children from lesser privileged families from Lucknow receive a holistic education. The academy is recognized by the State Board to cater to students from classes nursery to 8th. The project has enabled our entire student population to have easy access to information, learn at their own pace, and explore individual areas of interest.

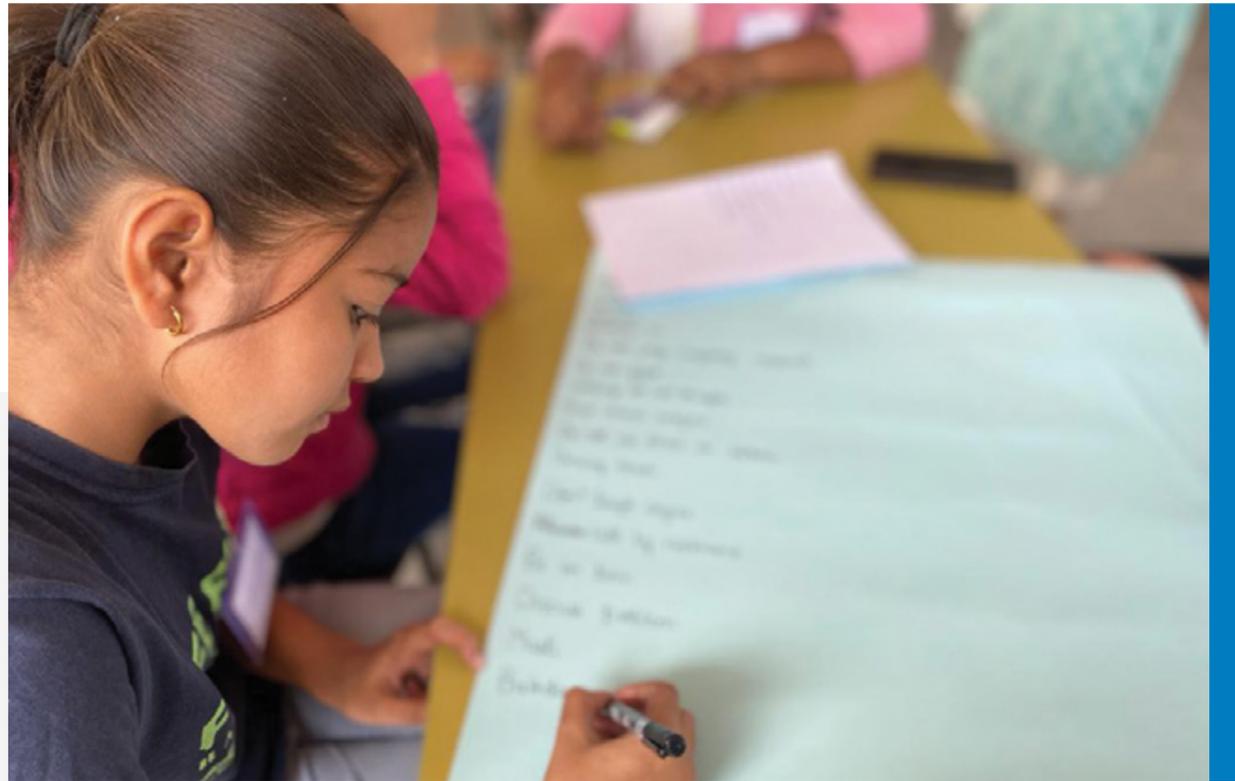
Total number of students covered under the project – 225

75 students across classes were admitted through the Right To Education Act, 69 other students came from similar lesser privileged backgrounds, and the remaining 81 members were from the student population.

Impact

- a. Learning levels – All the students passed the exams and 50% of them were able to secure more than 60% marks in all subjects. This was achieved through intensive engagement of teachers with the students in the remedial classes organised after the school.
- a. Sourcing information – The students from classes 4th to 7th were mentored in the use of digital technology and accessing online learning resources. Students from Class 6th and 7th are able to make PowerPoint presentations and carry out self and group assessments through online quizzes. They are able to explore the internet and research different topics. They have established a Media Department which is managed by the students, and oversees posting all activities that happen in school on the official LinkedIn and Facebook accounts.
- b. Self-assessment – The students from classes 4th to 7th have become independent learners by accessing learning resources online. This learning process which requires continuous self-assessment and exploration has made learning fun. This year the outgoing class 7th did very well in all the entrance exams and were immediately selected in the schools they applied to.
- c. Involvement of teachers with technology – Prior to our sessions, 25% of the teachers had never used a computer and 50% had never made a PowerPoint presentation. These teachers had a steep learning curve induced by the transition to online teaching.
- d. Exposure to visual and performing arts – This exposure resulted in a student-led program in which each group conceptualised, designed, and executed a narrative. These narratives were compiled, edited, and made into a movie which is now available on the organisation's YouTube channel.

Personality Development Program



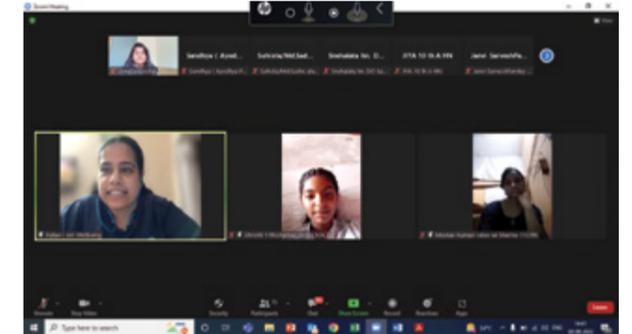
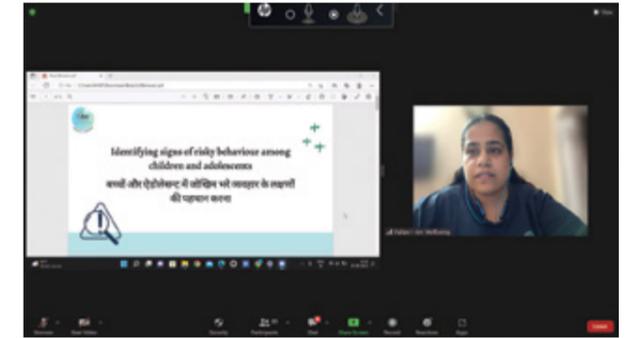
Project Implementation Partner :
I Am Well-being

Newgen's Partnership with I Am

Newgen has designed a personality development program for underprivileged children focusing primarily on the NDDP alumni students to groom them for a better future. The sessions were conducted online by I Am, an organization focused on mental health issues.

During 2021-2022, 10 sessions were conducted on a range of topics that included self-esteem, self-confidence, emotions, tolerance, and interpersonal relationships.

The facilitators aim to inculcate self-confidence, develop soft skills, and provide career and personal guidance to the students.



Students' Testimonials

"I look forward to NDDP sessions every month. We get to learn about ourselves, our emotions, and relationships with people around us in an interactive and unique way." – Rajni (name changed)

"These sessions are my absolute favourite. We get to learn things that no book ever taught us but are equally important to understand, as they help us in living our life in a better way." – Anjali (name changed)

Mid-day Meal Program



- Project Location :**
1. Vrindavan, Uttar Pradesh
 2. Jhalawar, Rajasthan
 3. Kakinada, Andhra Pradesh
 4. Bhilai, Chhatisgarh

Project Implementation Partner :
The Akshaya Patra Foundation

Newgen's Partnership with The Akshaya Patra Foundation

Healthy and nutritious meals are vital for children, especially in their formative years, to drive their physical and mental growth. Newgen partnered with The Akshaya Patra Foundation, the world's largest NGO-run mid-day meal program in 2018. Since then, Newgen has been supporting nutritious meals for students attending the government schools.

In 2021-22, Newgen expanded its reach in the interior areas in Kakinada (Andhra Pradesh), Bhilai (Chhattisgarh), Vrindavan, and Jhalawar.

During the pandemic, we initiated transformation of mid-day meals into "Happiness Kits" to boost immunity, hygiene, and learning. Each kit comprised monthly ration of nutritional, educational, and hygiene items that included non-perishable food items, stationary, toothbrush, toothpaste, sanitary napkin, and soap. Nutritional value of each kit met the MDM nutrient value requirement.

Happiness kits reached over 8,000 families in Vrindavan, Jhalawar, and Bhilai.

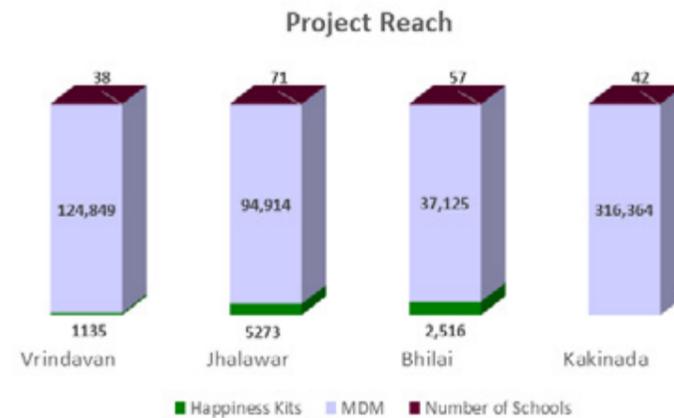
With normalisation of the situation, distribution of mid-day meals resumed in Kakinada where over 300,000 mid-day meals were provided to students.



Outcome

The partnership with The Akshaya Patra Foundation furthers Newgen's vision of holistic development for children and the following results have been evident:

- Improved nutritional status of the students
- Enhanced focus on studies and improved academic performance
- Reduced drop out from educational institutions



Students' Testimonials

Shreya (name changed), Class 5th shared, "I want to thank Akshaya Patra and Newgen for providing us happiness kits and mid-day meals. The happiness kit is like a gift, as it provides things we need to stay healthy and learn through workbook. Mid-day meal helps me to concentrate on studies throughout the day and stay active."

Anuja (name changed), Class 5th expressed, "I am highly grateful to Akshaya Patra and Newgen for providing us happiness kits and mid-day meal. The kit came with a hope that we can survive this pandemic. During school, mid-day meal is one of the best things for me every day as I get to eat delicious food. I would like to thank Akshaya Patra and Newgen for doing this as it really helps us throughout the day and I look forward to going to school each day because of the mid-day meal."

Partners Speak

Our partnership with Newgen Software Technologies has completely turned around the way we, as educators, are looking at the curriculum and encouraging students to become self-learners. It has enabled our students to have easy access to information, learn at their own pace and explore individual areas of interest.

The project covered 75 students across classes admitted through the Right To Education Act, 69 others who come from similar underserved backgrounds as well as the remaining 81 members of the student population from nursery to class 7th. Most of these students are first generation literates, without access to any guidance or learning material at home.

In the first half of the year, we were able to transition smoothly to the online mode thanks to tablets being available with us, which were used by teachers and students who did not have access to their own devices. Teachers used the tablets to conduct classes on WhatsApp and create presentations for the lessons being taught. Children were able to attend classes regularly only because we were recharging the data on their mobiles every month.

Once children returned to the offline mode, the intensive engagement of teachers with students in the after school remedial classes resulted in a marked change in addressing learning gaps in all classes. Equally significant is the emotional comfort they got as some students additionally needed individual counselling, motivation and mentoring.

We were amazed at how quickly students of all age groups adapted to using technology and discovering the possibilities it opened up. The Newgen Multimedia Lab is being used by students to experiment with writing code, design games, and websites. Students are making PowerPoint presentations to use as notes for the lessons they are learning, carrying out self-assessment through online quizzes, shooting and editing videos, reading stories using a variety of applications and enjoying the magical world of animation. We hope to be able to take this incredible energy to the next level in the coming session.

In a world where excellence in any field of choice will hold our students in good stead, we have always tried to take them through experiences that help them discover their interest and talent. The exposure to visual and performing arts through Workshops resulted in a student-led program in which each group conceptualised, designed and executed a narrative. These narratives were compiled, edited and made into a movie which premiered at the end of the year.

We are grateful for the opportunity to contribute towards raising the learning levels, wellness and overall growth of our students. The support from Newgen not only helped us face the uncertainties and challenges brought by the pandemic, but also steered us to take a futuristic view of education using technology. It has helped make our students future ready citizens of the country.

Lakshmi Kaul
Founder Principal
Kiddy Kingdom Academy

Over this year, Newgen's partnership with The Akshaya Patra Foundation continues to be instrumental in helping serve socio economically disadvantaged families at risk of hunger, especially through the last months of the pandemic. Prior to schools opening, through Newgen's generosity, students from Jhalawar (Rajasthan), Kakinada (Andhra Pradesh), Bhilai (Chhattisgarh), and Vrindavan in Uttar Pradesh received over 8,900 grocery, education and hygiene kits, and were further supplemented, as schools opened, with an additional 5.7 lakh hot, nutritious lunches through the Mid-Day Meal Programme. I take this opportunity to thank the team at Newgen for their continued generosity and commitment to protecting students from hunger. We are truly grateful to have your support in the battle against classroom hunger.

Shridhar Venkat
CEO, The Akshaya Patra Foundation

The pandemic has had a profound impact on students' lives. It has widened existing achievement gaps and it has hit historically disadvantaged students the hardest. In our ongoing work with Newgen, we've seen first hand how important it is for children to be able to be themselves during this time of crisis. Their health and well-being are being affected by stress and anxiety caused by the pandemic. We at KHUSHII are elated to touch the lives of more than 5000 students in collaboration with Newgen.

Harish Gosain
Executive Director
KHUSHII - Kinship for Humanitarian
Social and Holistic Intervention in India



With a firm belief in Newgen Software's commitment to creating a positive social, economic, and environmental impact on vulnerable communities, we have been in partnership with them for the last six years. With each passing year, the impact has expanded manifolds.

From battling rising violence to worsening mental health, children, and adolescents were severely impacted by the COVID-19 pandemic, with urgent action needed to prevent years of progress from being reversed. Since the World Health Organization (WHO) declared COVID-19 a pandemic on March 11, 2020, adolescent's physical and mental health, education, and economic well-being were jeopardized. The adversities experienced by these young lives narrowed down the scope of developing a good personality and healthy coping required to live life amidst these difficulties. This escalated our efforts to offer an intervention focused on supporting more than 350 adolescent girls in building resilience against pandemic-related adversities along with equipping them with 21st-century skills that will enhance their personalities.

Through the course of this one-year-long intervention, many shifts were observed in these adolescent girls. These shifts were mapped out via multiple assessments, and the results showed a tremendous shift in their social and critical emotional capabilities. However, keeping in mind the adversities these adolescents had experienced due to the uncertainty, especially in the time when the pandemic had made everyone's lives all the more fragile and precarious, these programs needed to be planned in a long term format so that continuous support can remain accessible to these young lives. The COVID-19 era had called us to educate students on managing the intense sadness, isolation, and anxiety they were feeling. In order to support them, we focused on building their resilience and creating mental health peer leaders who can strive to take care of their wellbeing along with supporting other children in their communities. With Newgen Software's support, we were able to put life to this vision and build a 10-months-long intervention program, Peer Leadership Program. One of the adolescent girls shared her experience of the personality development sessions she attended and we quote *"In one of the sessions we learnt about the river of wellbeing and what we can do to stay in the river during difficult times. That session was my favorite session and I still practice things I learnt from it". Another girl added, "These sessions are my absolute favorite. We get to learn things that no book teaches us but are equally important for all of us to know as they help us in living our life in a better way"*

We would like to extend our gratitude to the Newgen CSR team for their continuous support.

Akanksha Chandele
Director, I Am Wellbeing

NDDP News

Education Redefined



The NDDP BENEFICIARY "Dreamers. Thinkers. Doers"

Anshika says, "NDDP sessions are the only place where our hidden talents are brought out. I never knew that I would be good newsreader or be successful in a debate. Now after these activities, I know that I am a good public speaker."

"Also, I did not like to study much but now my elder siblings and my parents are surprised at my increased interest in academics. My teacher praises me now. I have become very active in class and respond intelligently."

Anshika has changed the way she thinks and feels about her academics and her career.

▶▶▶ Anshika – NDDP LEADS TO SELF MOTIVATION!

**The NDDP Program provides a flexible, informative, and educationally powerful mechanism for the NDDP students to help them in career growth, personality development, and soft skills training.*

Newgen CSR 15th Tab distribution Drive

Newgen CSR conducted its **15th smart device distribution drive** from 5-8th April 2021, and reached out to 100 beneficiaries under NDDP.



Our initiative has **digitally equipped over 500 young girls** and is helping them keep pace with their studies during and beyond the pandemic

Powered by CSR HRD/IC/CSR_HD/03-2022/529

NDDP Chai pe Charcha 2021

On July 28, 2021, NDDP held its **annual mother-daughter session** which was **attended by 500 students** along with their mothers to discuss NDDP's initiatives and students' performance. **The session was a huge success.**



Powered by CSR HRD/IC/CSR_HD/03-2022/529

Happiness Kits and Rangragini Gifts Distribution



500+ kits distributed



Healthy eatables and educational aid were provided to our NDDP students for their hard work.

Powered by CSR HRD/IC/CSR_HD/03-2022/529

NDDP Newsletter April 2021 Welcome NDDP Champs and New Achievers!

NDDP conducted the pilot session with class 7 students (Champs) and those who have been recently promoted to class 8 (New Achievers). The pilot session was conducted on **April 29, 2021**. It was attended by **130+ students** from the government schools of Harkesh Nagar and Tekhand. The students were given concise information about NDDP, pedagogy for the sessions, their weekly schedules, the way forward, etc. There was also a thorough discussion with the students about their expectations from the program to gain a better understanding of their requirements.

With the pilot session, NDDP facilitators are better equipped to structure sessions in an engaging manner for students with limited resources and provide pre-session learning resources for students. Furthermore, the session has encouraged students to openly share ideas and participate actively in their upcoming classes. It helped to build rapport among students and foster a productive learning environment.

Newgen CSR continues to make efforts towards enhancing the quality of life and education for students and building a better world. Newgen Digital Discovery Paathshala (NDDP) has been conducting online sessions since the pandemic hit. NDDP online has an expanding family of 500+ students who routinely attend virtual sessions and participate in various events and activities. Initially, the sessions catered to students from classes 9 (Alumni) and 10 (Silver), and later, students from class 8 (Achievers) were also included.

Gauri Khanna Facilitator-CSR

To join as a CSR/NDDP volunteer kindly reach us at csr_nddp@newgen.co.in or csrvolunteers@newgen.co.in



Education Redefined

The NDDP BENEFICIARY "Dreamers. Thinkers. Doers"



"I will save the Rang Ragini prize money to buy books for the next academic year", said Khushboo. She couldn't believe it when she saw her name on the list of winners. She bagged the **1st position, gold category** in the painting competition. Also, she diligently participated in all the non-scholastic activities at her school.

The career counseling sessions have encouraged her to take up B.Ed. as a profession.

▶▶▶ **RANG RAGINI WINNER - "A FUTURISTIC KHUSHBOO"**

**The NDDP Program provides a flexible, informative, and educationally powerful mechanism for the NDDP students to help them in career growth, personality development, and soft skills training.*



Newgen is the leading provider of a unified digital transformation platform with native process automation, content services, and communication management capabilities. Globally, successful enterprises rely on Newgen's industry-recognized low code application platform to develop and deploy complex, content-driven, and customer-engaging business applications on the cloud. From onboarding to service requests, lending to underwriting, and for many more use cases across industries. Newgen unlocks simple with speed and agility. For more details, visit www.newgensoft.com

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