



S B GLOBAL

S B Global

Project EYES

Report

**on the conduct of the
programme and its impact**

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Executive Summary

The Project Overview

'Envisioned Youth for Envisaged Society' (Project EYES) is the brainchild of Sri. Joice George, Hon. Member of Parliament for Idukki.

The project is aimed at empowering the schoolchildren of the Idukki parliamentary constituency area and to help them prepare them choose the right course of study.

The project was offered at 70 Govt. / aided schools, 3 Model Residential (Tribal) Schools and 1 private CBSE school.

74 Mentors (trainers) and 12 backups were shortlisted from a pool of over 300 prospective trainers after completion of a 2 day Train-the-Trainer Programme.

The sessions commenced on 24th Sept, 2016 and the final session got over on 25th Feb, 2017.

The students had evinced keen interest and have gained substantially from the programme. One of the 15 year old students was invited to present career options to a Self Help Group consisting of adults.

The smooth progress of the programme at some schools was affected by a few factors.

- Some of the Govt. schools function as centres for PSC / Govt. tests.
- The district / state Arts Festivals and Sports Meets have also affected the attendance.
- Internal exams and annual functions also affected the students.

Highlights

- **All the 10 sessions successfully completed at all the 74 schools – ahead of schedule.**
- **All the original trainers (except one) conducted the training from the beginning to the end.**
- **Noticeable improvement in the students**
- **The students, the parents, CGOs and the Mentors are extremely happy with the result of the training**

Pre-Training

Programme Outline

Broad Objective

To enable 14-15 year old children – students of 9th standard, to become aware of themselves – their strengths and weaknesses and to help them navigate the future using a moral compass. The programme aimed at helping them develop:



Value systems to act as a moral compass

Inspiration needed to think ahead

Self Esteem

Interpersonal skills to succeed in life

Opportunities for personal development

Networking – building contacts for the future.

Areas Covered

Career Options

The students were exposed to a wide variety of different arts and science subjects

- their scope
- their limitations
- their potential
- advantages and disadvantages

Communication Skills

- Verbal, para-verbal and non-verbal communication
- Listening and Speaking
- Reading and writing

General Awareness

- The world around them...
 - ... their town
 - ... districts
 - ... states
 - ... the country
 - ... the world they live in
 - ... Discerning use of technology

Personal Awareness

- Understanding personal strength, weaknesses and working of improving self-esteem
- Developing a sense of purpose
- Envisioning the future
- Codifying Personal Value Systems

Critical Thinking

Forming own opinions based on:

- Understanding the message
- Applying the information
- Analysing and Evaluating the information

Interacting with the world around you

- Interpersonal Skills
- Teamwork
- Assertiveness

Department, Manners and Etiquette

- Common courtesies
- General behaviour
- Professionalism

Approach Adopted

The objectives were attained in a holistic manner. The training methodology included...

- ... Power point Presentations
- ... video clippings
- ... stories
- ... reading from autobiographies of well-known personalities from different fields
- ... listening to or reading interviews
- ... discussions based on reading or viewing
- ... Group / individual assignments

- ... Role-plays etc.
- ... Games / activities

Training Content

SB Global had prepared the training content consisting of the following:

- Participants' Handbooks
- Facilitators' Guides
- Presentations
- Videos etc.

Trainer Selection

The trainers were handpicked after a thorough scrutiny and elimination process which began in May - June 2016.

Initial Interviews:

- Over 200 candidates applied for the job directly.
- An additional 100+ candidates were interviewed at Marian College, Kuttikanam.

Train-the-Trainer (T3) Programmes

- Over 200 prospective trainers were invited for three train-the-trainer programmes, which were conducted at Kattapana and at Muvattupuzha.
 - Kattapana – 27th-28th Aug. 2016 – 65 invited – 38 attended – 25 shortlisted
 - Muvattupuzha – 03rd-04th Sep. 2016 – 70 invited – 42 attended – 26 shortlisted
 - Muvattupuzha – 17th-18th Sep. 2016 – 70 invited – 39 attended – 32 shortlisted.
- Out of a total of 119 trainers who attended the T3, 74 trainers were finally given offer letters.
- 12 trainers were kept as backups in case of emergencies.



Selection of Participants

The students were put through a Two-Part Initial Evaluation.

The students had to answer a set of general questions to assess their focus, self-awareness, prioritisation, value-systems etc.

In the 2nd part of the assessment, the students were evaluated by their teacher on the following criteria:

1. Academic Performance
2. Confidence
3. Intelligence
4. Discipline

5. Communication Skills

60 students who performed well were shortlisted. While some schools had shortlisted more than 60, there were other schools where they did not have 60 students in class IX.

The shortage was covered by including students from class VIII or class X. In the schools, with shortlists of more than 60 students, all the shortlisted students were given the opportunity to attend the sessions.

Training Roll-out

The training was to be done on the 1st and 3rd Saturdays of each month.

The first sessions began in 73 out of All Schools on **26th Sept. 2016**. The exception was Shobhana Public School, where the sessions had to be started on 29th Sept. as the students were involved in some other activities on the 26th.

Even though the sessions started off simultaneously in 73 schools, the schedule could not be maintained due to mitigating factors like PSC tests, arts festival, athletics meets, school tour or exams etc.

Day 1



Day 2

On the 2nd day, the students did self-analysis, using the exercises in their books.

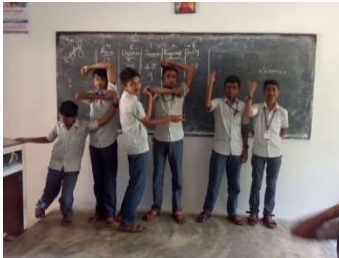
The students were asked to complete the Holland Skill Inventory Test to enable them understand their personality types, their interests and to find out their aptitudes.

They also engaged in activities to improve their communication skills and awareness of the world around them.



Day 3

After completing their self-analysis and the Holland Skill Test, the students were given an overview of the various courses and also careers they could pursue after the 10th. The students then discussed various options and understood the knowledge gaps related to courses. They were made to understand that they should choose courses based on their interests and aptitude and not on peer or family pressure.



Day 4

Based on assignments given in the previous session, the students wrote down their core values and Personal Mission Statements after conducting a personal SWOT analysis. These were discussed and some changes were made. Subsequently there were group presentations on various course options that were prepared by the students.



Day 5

Some of the most important focus areas like goal setting and time management were covered in the sessions on the 5th day. The students were asked to review the goals they had written earlier and make them more specific. They worked as teams to help each other sharpen their goals.

The students then made their first individual presentations where they spoke about their dreams, aspirations and their goals.



Day 6

After reaching the mid-point in the programme, an Interim Assessment was conducted for the students. Those who were unable to attend the sessions due to absenteeism were assessed in the following sessions. The Assessment was done on 11 criteria based on their engagement in the project eyes sessions. A snapshot of the assessment is as follows

Name of School : GVHSS, NEDUMKANDOM		Student Evaluation										Initial			
												Mid- Course			
Sl. #	Names												Total	Weighted Grade (100)	
		Clarity of Goals	Ambition	Self-Awareness	Values and Ethics	Confidence	Team Player	Interaction	Conflict Management	Language	Organisation Of ideas	Listening Skills			
		10	10	10	10	10	10	10	10	10	10	10	10	110	
1	RENJITH S	5	8	6	8	4	5	4	8	5	4	8	65	60.83	
2	ARYALEKSHMY M R	8	7	5	8	5	7	6	7	6	6	5	70	65.08	
3	ASHA KUNJUMON	7	8	4	7	6	6	6	7	6	4	8	69	63.25	
4	EMILY ANNA ALIYAS	8	9	4	8	5	5	5	6	5	3	9	67	63.33	
5	ACHU M	5	6	5	8	6	6	7	5	6	4	8	66	60	
6	NAVYA K	8	7	5	7	5	7	6	6	7	5	9	72	65.75	
7	NITHYA RAJAN	7	8	4	8	7	7	6	6	6	4	8	71	65.25	
8	RADHIKA SURENDRAN	8	8	5	6	6	6	7	6	5	3	9	69	63.83	
9	SIJIN SEBASTIAN	8	9	4	8	5	6	6	6	6	5	8	71	66.17	
10	SIROSHA SHAJI	8	7	6	8	4	6	7	5	7	4	9	71	66.08	
11	ALAN BIJU	4	7	5	7	7	6	6	6	6	3	8	65	58.83	
12	ANAND BIJU	5	7	6	8	6	6	6	5	5	4	9	67	61.75	
13	BIJIL BIJU	6	8	5	8	5	6	6	6	6	5	8	69	63.67	

Reading & Writing Skills were covered after the Interim Assessment. They were given tips on Speed reading and using 7 C's of effectiveness in writing skills.

Day 7

Students were given an overview of the career options after the 12th. They were also given some additional inputs on Commerce & Arts Stream. They have been asked to identify suitable courses and also the various institutions (both inside and outside Kerala) where these courses are offered.

The students also did various activities related to developing and strengthening Interpersonal Skills and teamwork.



Day 8

Students were required to do presentations on the group assignment of courses related to Arts and Commerce. They were then given a detailed overview of topics on courses related to science stream .The importance of assertiveness and manners and etiquette were explained to them through activities ad role plays.



Day 9

The students were given awareness to the various competitive exams and scholarships programs. They were introduced to the significance of professionalism and the transformation required when they move out of campus. The remaining group of students did the presentation of the topics researched by them on various courses in science stream.



Day 10:

Review and recap of all the session till date was encouraged through quiz and key learning circle. The students were encouraged to do a personal presentation that witnessed the difference in the confidence level and the clarity of their ambition in life. The trainers made a final evaluation and students were encouraged to share the feedback about the program.





IMPACT - Feedback from Students and CGOs

The overall feedback is positive from all the stakeholders- Students, Mentors and the Career Guidance Officers (CGO).

- The students were enthusiastic and wanted more extended days of sessions which were encouraging.
- The students have been finding value addition in each class and many of the CGOs also echo the same sentiments.
- The trainers could see remarkable difference in the confidence and clarity of goals among the students
- The strengths and hidden talents of students were revealed which surprised many during the annual function of the school.
- The students have expressed interest for similar sessions in the following year Similar programs can be planned for 11th class students too – separate batches for 9th and 11th.
- The students and the CGO's have expressed interest of getting certificate of completion.

Suggestions from Mentors

- Some benefits for the CGO's shall motivate them to extend wholehearted support across all schools.
- Basic infrastructure like Projector, speakers, microphone, food , drinking water, toilet facilities to be ensured
- Issue of certificate of completion for trainers, students and CGOs

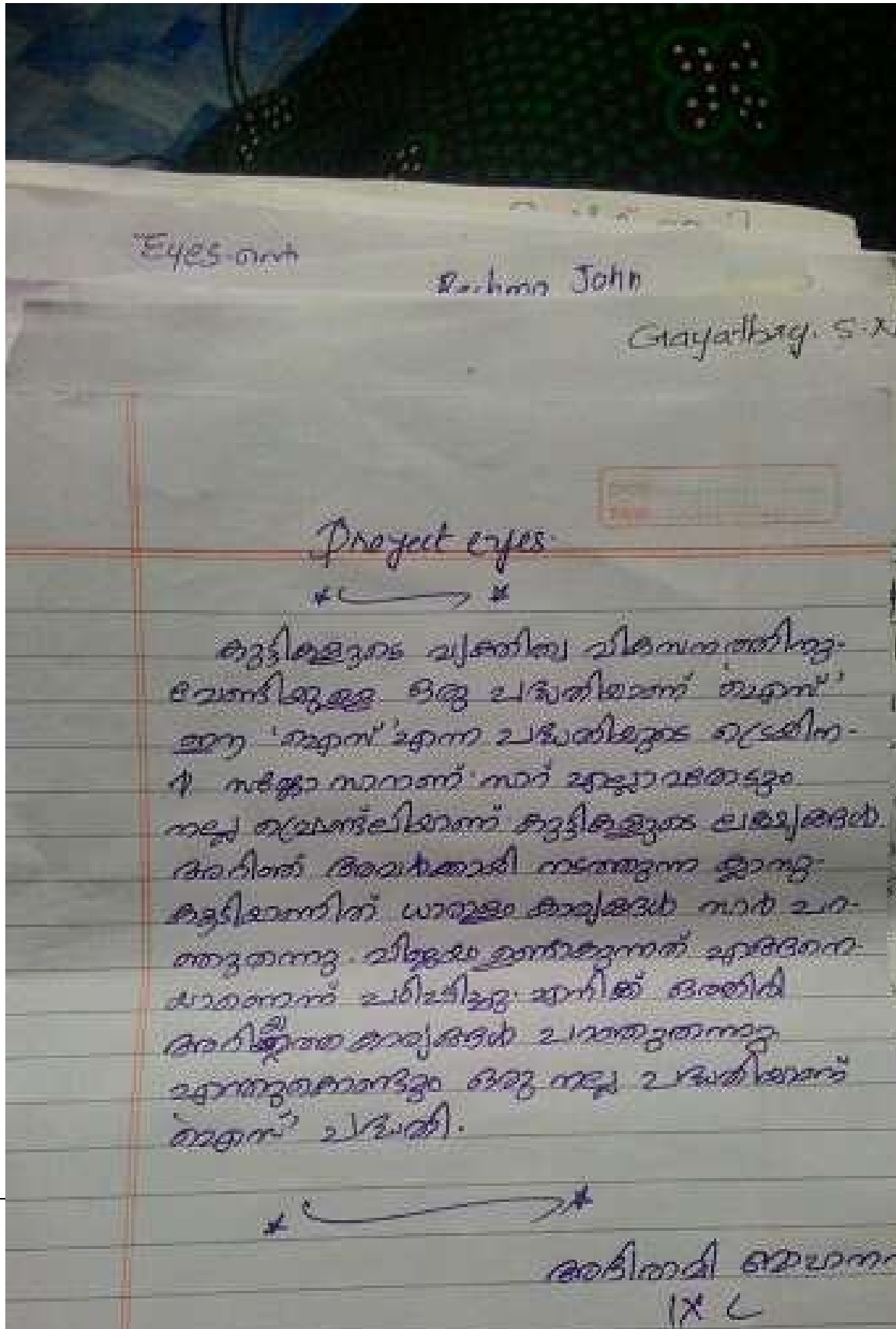
Samples of Students' Feedback

'Eyes project' എന്ന പദ്ധതിയെ
ഞാൻ തിരഞ്ഞെടുത്തത് ഒരുപാട് കാര്യങ്ങൾ
പരിശോധനയും അത് മറികടന്നുവെക്കുക.
പലർക്കും നന്ദിക്കാനും തിരഞ്ഞെടുത്ത
സാധ്യത. അടുത്ത വർഷവും.
ഈ project സുഗമമായിട്ടും തിരഞ്ഞെടുത്ത
അവർ അനുഭവിച്ചു. ഒരു ക്ലാസ്സിൽ
ഈ സാൻ തിരഞ്ഞെടുത്തതും
മാത്രം തിരഞ്ഞെടുത്ത അനുഭവം.
ഈ project കഴിയുമ്പോൾ തിരഞ്ഞെടുത്ത
തിരഞ്ഞെടുത്ത പൂർണ്ണ ഉത്തരവുണ്ടാകും
കൂടുതലാണ് തിരഞ്ഞെടുത്ത തിരഞ്ഞെടുത്ത
നന്ദി. ഈ project തിരഞ്ഞെടുത്ത.
സർവ്വകലാശാലയിൽ തിരഞ്ഞെടുത്ത ജോയിന്റ്
ജോയിന്റ് MBക്ക് തിരഞ്ഞെടുത്ത.
നന്ദി അറിയിക്കുന്നു. അടുത്ത വർഷവും
ഈ ക്ലാസ്സിൽ നന്ദി അറിയിക്കുന്നു

Lekha Maniadhyan
9 A

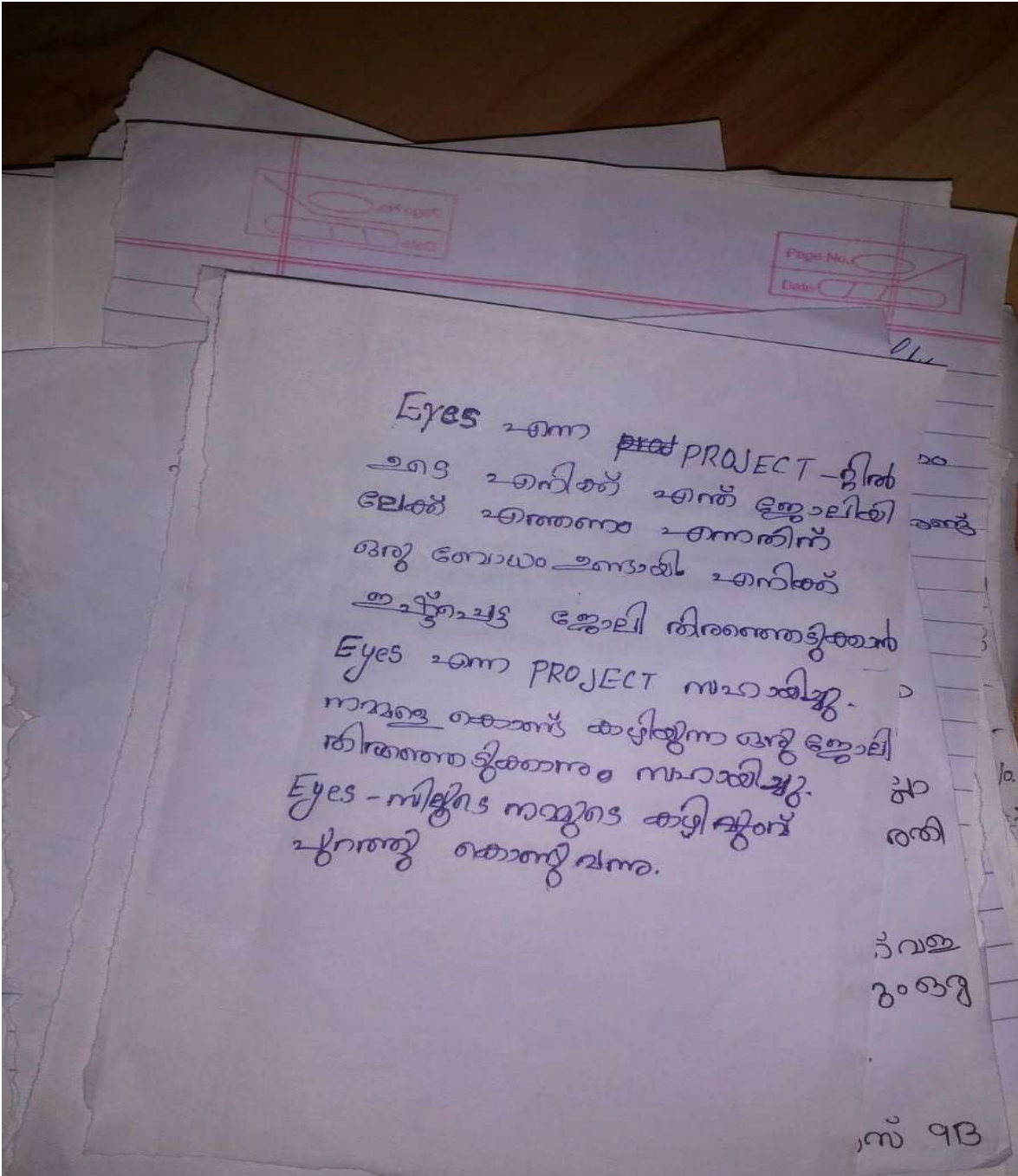
Bavin T.B
9 G
Eyes
Envisioned Youth for
Envisaged Society

വിദ്യാർത്ഥികൾക്ക്
വിജയലക്ഷ്യത്തിലേക്ക് എത്താനുള്ള
ചവിട്ടുപടിയായാണ് Eyes project.
9-ാം ക്ലാസ്സിൽ വിദ്യാർത്ഥികൾക്കായി
യാതൊരു ഈ project തിരഞ്ഞെടുത്ത.
നന്ദി അറിയാൻ അറിയാൻ തിരഞ്ഞെടുത്ത
തിരഞ്ഞെടുത്ത നന്ദി അറിയാൻ
വിജയലക്ഷ്യത്തിലേക്ക് എത്താനുള്ള
സഹായിക്കാനും.
തിരഞ്ഞെടുത്ത വിജയലക്ഷ്യത്തിലേക്ക്
വിജയലക്ഷ്യത്തിലേക്ക് ഈ project-ന്
കൂടുതലാണ്. അടുത്ത വർഷവും ഈ
ചവിട്ടുപടി തിരഞ്ഞെടുത്തതാണ് എന്ന്
അറിയാൻ.



Eyes-ന്റെ കൃഷി വളരാനു-
-ളിപ്പി നമ്മൾ ഈ കൃഷിക്ക്
നിന്നും പാർക്കിരി പാർക്കിരി കണ്-
-ങ്ങൾ കിടന്നു നയിച്ചു
നമ്മുടെ പാല കളി കർമ്മം.
നമ്മൾ വിവിധ ധന വർദ്ധി-
-ക്കുൻ നയിച്ചു
എന്നു കൂടി നമ്മുടെ കണ്ണു-
-ക്കനെ കൂട്ടിച്ചേർത്തു കൂട്ടി.
ഈ EYES കൂടെ കൃഷിക്ക്
നിന്നു പഠിച്ചു നമ്മൾ
നമ്മുടെ കണ്ണുക്കൾ നമ്മൾ
നിയ്ക്കുകയും വളർത്താനും കൂടെ
ഈ കൃഷിക്ക് നിന്നും വന്നിരിക്ക

നമ്മുടെ കണ്ണു EYES കൂടെ
കണ്ണുകൾ ഉണ്ടാക്കു വന്നു
വർദ്ധിക്കു കൂടെ നമ്മുടെ
കണ്ണുകൾ കൂടെ നമ്മുടെ
കണ്ണുകൾ കൂടെ നമ്മുടെ
കണ്ണുകൾ കൂടെ നമ്മുടെ
Class : IX
Div : A





Our Recommendations

Programme Planning and Scheduling

- The next round of training should start by June/ July and end by December. This will enable us to complete the training before the rush towards the time of the final examinations.
- The facilities and the equipment in the schools should be available and *be in working order*. Funds should be allocated ahead of time to repair/ procure the necessary equipment i.e.- projector, speaker, microphone, computer and Internet connection. Toilet facilities and drinking water should be made available.

Training Content

- The content of the program is adequately challenging – it is neither too simple nor too difficult. As of now, there are no suggestions from any of the parties to modify the content.
- More information regarding the best institutions of learning could be added.
- There were some suggestions that the content should be in Malayalam which has some merit to it.

Certificates

- Certificates should be given to all students with attendance record of 80% or more.
- CGOs should be rewarded for their role in making the project successful. If not a monetary reward, they should be given at least a commendation letter and a small memento.
- A majority of our Mentors (trainers) are fresh graduates looking for work. While SB Global will be providing them with testimonials, a joint certification of appreciation co-signed by the Hon. Member of Parliament, CII and SB Global will be useful to the Mentors in their careers.
- A valedictory function to be held in the presence of the Hon. MP and Dist. Collector to felicitate the CGOs and the Mentors.

Financials

- In order to ensure smooth conduct of the programme, it is recommended that the funding should be secured before the start of the programme.



Project EYES List of Schools

Annexure1- List of Schools

Sl.#	Name of the School	Centre	Location	Co-ordinator	Trainer
Muvattupuzha					
1.	St. Augustin's H.S.S	Muvattupuzha	Muvattupuzha	Ashley Thomas	Anu C.K
2.	S.S.H.S.S	Aanikkad	Muvattupuzha	C.Femy Jose	Abin Paulose
3.	St. Augustin's H.S.S	Kallurkkadu	Muvattupuzha	Sheeba Mathew	Jayanthi Krishnan
4.	Vimala Matha H.S.S	Kadalikkad	Muvattupuzha	C.Divya John	Ansa K Santhosh
5.	Govt. High School	Peykappilly	Muvattupuzha	Rafmath P.M	Adarsh George
6.	Tharbiyath H.S.S	Muvattupuzha	Muvattupuzha	Soni Mathew	Saran Murali
7.	SNDP School	Muvattupuzha	Muvattupuzha	Jaimol.K	Anoop T.P
8.	Mar Stephens	Valakam	Muvattupuzha	Eldho Kuriakose	Sudheer Menon
9.	H.S.H.S.S	Ayavana	Muvattupuzha	Jaison Antony	Anju Mariam
10.	Little Theresa's H.S.S	Vazhakulam	Muvattupuzha	Doni George	Nitha Sudhan
Kothamangalam					
11.	Sobhana Public School	Kothamangalam	Kothamangalam	Jayesh V.R / Marfi Thomas	Roy Francis
12.	St. Augustin's H.S.S	Kothamangalam	Kothamangalam	Jincy Mathew	Shafeek Basheer
13.	Mar Basel	Kothamangalam	Kothamangalam	Eldhose M.A	Gopika Madhu
14.	G.H.S	Chathamattom	Kothamangalam	V.M.Basheer	Suraj Thulasi
15.	G.V.H.S.S	Neryamangalam	Kothamangalam	Satheesh Mathew	Jormi Joseph
16.	St. Johns H.S.S	Kavalangadu	Kothamangalam	Basil George	Sameera Sidhiq
17.	Mar Alias	Kottappadi	Kothamangalam	Gibi P.Jose	Athira
18.	St. George H.S.S	Kothamangalam	Kothamangalam	Lilly Paul	Steffy Jose
19.	N.S.S.H.S.S	Varappetti	Kothamangalam	R.Jayasree	Bijo Mathew
20.	St. Stephen's H.S.S	Keerampara	Kothamangalam	George John	Anu C.Soman
21.	G.V.H.S.S	Pallarimangalam	Kothamangalam	Savitha.P	Sreethu Mohan
22.	G.H.S.S	Kuttampuzha	Kothamangalam	C.P Abu	Bipin Abraham
23.	G.M.H.S.S	Cheruvattur	Kothamangalam	P.K.Anilkumar	Sajomon Soman
Devikulam					
24.	S.M.H.S.S.	Mankulam	Devikulam	Shibu Thomas	Renjith P S
25.	Model Residential School	Munnar	Devikulam	Vidhu	Sreeja Rajesh
26.	Fathima Matha H.S.S	Koomban para	Devikulam	C.Jessy K.V	Jillu Mathew



Project EYES List of Schools

Sl.#	Name of the School	Centre	Location	Co-ordinator	Trainer
27.	G.H.S.S	Kunjithanni	Devikulam	Sreedevi V.N	Anoop A.M
28.	Model Residential School	Munnar	Devikulam	Vidhu	Sreeja Rajesh
29.	G.H.S.S	Devikulam	Devikulam	Seenamol C.A	Afsal Sulaiman
30.	SNDP H.S	Adimali	Devikulam	Indhu Asad	K J Thomas
31.	G.H.S.S	Vellathooval	Devikulam	Saji P.T	Tintu mol Jose
32.	G.V.H.S.S	Munnar	Devikulam	Amutha	Manimekala
Udumbanchola					
33.	G.V.H.S.S	Nedumkandam	Udumbanchola	Suresh Kumar .K	Anu Andrews
34.	M.B.V.H.S.S	Senapathri	Udumbanchola	Libin T.S	Manu Jose
35.	S.X.H.S.S	Chemmannar	Udumbanchola	Jessy Joseph	Arun Reji
36.	M.E.S.H.S.S	Vandanmedu	Udumbanchola	Rajesh.R	Sneha Abraham
37.	N.S.S.H.S.S	Koottar	Udumbanchola	Babumon P.N	Jayakrishnan
38.	G.H.S.S	Rajakkad	Udumbanchola	Anand T.S	Kishore Sebastian
39.	S.T.H.S.S	Erattayar	Udumbanchola	Shelly George	Josia Mol
40.	S.N.V.H.S.S	N R City	Udumbanchola	Ushakumari	Sajomon Soman
41.	G.H.S.S	Kallar	Udumbanchola	Ambujakshan M.K	Bibin Xavier
42.	G.V.H.S.S	Rajakumari	Udumbanchola	Annakutty M.K	Alvina
Thodupuzha					
43.	St. Sebastian's H.S.S	Vazhithala	Thodupuzha	Vivish V.Roldant	Aaryamol
44.	St. Rita's H.S.S	Kaliyar	Thodupuzha	Deepa M.Joseph	Abin C Ubaid
45.	St. George H.S.S	Kallanikkal	Thodupuzha	Bijo Augustine	Jolsana Thomas
46.	N.S.S.H.S.S	Manakkad	Thodupuzha	Manju Krishna	Binu B Krishnan
47.	St. Joseph H.S.S	Karimannur	Thodupuzha	Jaison Joseph	Jinu Johny
48.	Govt .H.S.S	Poomala	Thodupuzha	Divya George	Sudheeshkumar M T
49.	St. George H.S.S	Kalayanthani	Thodupuzha	Anil M.George	Shijo Augustine
50.	St. George H.S.S	Muthalakkodam	Thodupuzha	Gibin Mathew	Jinu Rani
Idukki					
51.	S.M.H.S.S.	Murikkasseri	Idukki	Vincent K.C	Jobin Joy
52.	S.J.H.S.S	Vellayamkudi	Idukki	Mary Joseph	Jinumol K Babu
53.	G.H.S.S	Pathinaramkandam	Idukki	Basheer	Bijimon Mathew
54.	Model Residential School	Pynavu	Idukki	Sindhu Gopal	Feby Anu Jose



Project EYES List of Schools

Sl.#	Name of the School	Centre	Location	Co-ordinator	Trainer
55.	M.K.N.M.H.S	Kumaramangalam	Idukki	Rajimon Govind	Josna Arun
56.	G.T.H.S	Thoprakudy	Idukki	Prasad V.C	Rajalakshmi
57.	G.T.H.S.S	Murikkattukudi	Idukki	Raji.M	Alinta Kunjumon
58.	G.T.H.S.S	Kattapana	Idukki	Jissymol Varghese	Anoop A.M
59.	S.G.H.S.S	Vazhathoppu	Idukki	C.Annamma George	Sijo.V.George
60.	V.V.H.S	Vazhathoppu	Idukki	Boban C Mathew	Mollykutty James
61.	S.G.H.S.S	Kattapana	Idukki	C.Jisty Jacob	Jojo Mathew
62.	St. George H.S.S	Parathodu	Idukki	Wilson Thomas	Prince
63.	GVT H.S.S Kudayathur	Kudayathur	Idukki	Ushakumari	Kavitha Suresh
64.	S.N.H.S.S.	Kanjikuzhy	Idukki	Shyju Chandrashekar	Rahul K Raj
Peerumedu					
65.	S.J.H.S.S	Peruvanthanam	Peerumedu	M.D Sebastian / Jilce P.Jose	Maria Mathew
66.	G.H.S.S	Amaravathi	Peerumedu	Harilal K.R	Arya Surendran
67.	C.P.M.G.H.S	Peerumedu	Peerumedu	Sheenu K.Thambi	Anju Ann George
68.	S.P.H.S.S	Upputhara	Peerumedu	Sajin Zachariah	Treesa Mary John
69.	S.M.H.S.S.	Vellamkunnu	Peerumedu	Reji T.Thomas	Tintu Sebastian
70.	G.H.S	Anakara	Peerumedu	Sreeja Rani A.S	Neenu Maria Thomas
71.	S.M.H.S.S.	Merikulam	Peerumedu	Arun Paul	Jyothilakshmi
72.	G.V.H.S.S	Kumli	Peerumedu	Thomas K.J	Manu Jose
73.	Model Residential School	Peermade	Peerumedu	Aisha Bheevi C.J	Afsal Sulaiman
74.	P.H.S	Vandiperiyar	Peerumedu	Tessy Joseph	Gilu T.S