

24 March 2022

To our stakeholders:

I am pleased to confirm that Transform Foundation reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Roopali Mehra
Director



**GLOBAL COMPACT
COMMUNICATION ON ENGAGEMENT
2020-2022**

**TRANSPARENT, MEASURABLE AND IMPACT DRIVEN
ORGANIZATION COMMITTED TO THE GLOBAL COMPACT PRINCIPLES**



About the Company

Transform Foundation is a Non-Profit, Section 8 company, working in the space of connecting youth learning to work through guidance and multi-stakeholder participation.

Transform Foundation has committed to work towards UN Global Compact's Ten Principles through our own product, services, strategy and operations. Transform is working towards Principle 6 - The elimination of discrimination in respect of employment and occupation.

Principle 6 states that 'Discrimination can arise in a variety of work-related activities. These include access to employment, to particular occupations, promotions and to training and vocational guidance'.

Transform provides process-based guidance to students through a web-based platform, certified by Education Alliance Finland and have demonstrated compelling results over the last two years towards fulfilment of Principle 6.

OUR MISSION

ENHANCING EMPLOYABILITY & EQUALITY IN RURAL & REMOTE AREAS

- ❑ CREATING CAREER RELATED AWARENESS
- ❑ CONNECTING INTERESTS, VOCATION, EDUCATION & SKILLS
- ❑ USING ENABLING TECHNOLOGY FOR SPEED & SCALE
- ❑ ENABLING DECISION-MAKING SKILLS
- ❑ ENHANCING GENDER EQUALITY THROUGH UNBIASED INFORMATION &
- ❑ ENABLING YOUTH-CENTRIC DECISIONS BY GOVERNMENT

A Member of
UN GLOBAL COMPACT
In support of Principle 6

'THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION'

According to UNGC, *Discrimination can arise in a variety of work-related activities. These include access to employment, training, and vocational guidance.*



Also a member of UNDP
**Business Call to Action
(BCtA) FOR BEING AN
INCLUSIVE BUSINESS
COMMITTED TO SDGs**

“ Membership in Business Call to Action, a confirmation of your company's leadership in inclusive business and commitment to achieving the Sustainable Development Goals (SDGs).

TRANSFORM will bring a globally certified career education and guidance solution to youth across India, and connect their academic learning with their career and enhance their future employment opportunities through technological solutions.”

Luciana Trindade de Aguiar
Head of Business Call to Action
Bureau for Policy and Programme Support
United Nations Development Programme (UNDP)

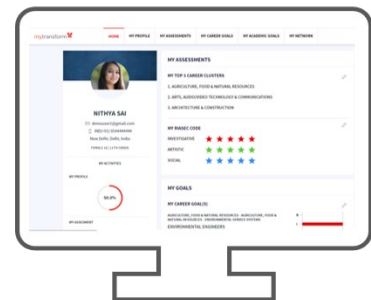
About the Program

01 INTEGRATED GUIDANCE PLATFORM

Technology Platform certified by **EDUCATION ALLIANCE FINLAND** to allow students to explore/assess personal potential, personality & interest and to create awareness of the varied work, career, and education avenues available today, through a single integrated, on-line, end to end, process-based technology platform. Key functionalities:

- 1.1 PSYCHOMETRIC ASSESSMENTS
- 1.2 CAREER EXPLORATION & GOAL SETTING
- 1.3 ACADEMIC EXPLORATION & GOAL SETTING
- 1.4 CV/RESUME CREATION
- 1.5 NETWORKING/COLLABORATION

**STANDARDIZED,
SCALABLE,
TECHNOLOGY ENABLED
CAREER EDUCATION
AND GUIDANCE
PLATFORM**



02 MOBILISATION FOR PROGRAM IMPLEMENTATION

Project management team, counsellors, process training team for training of school representatives and student champions; Technology team for timely creation of student/stakeholder accounts; Reporting team for progress and analytics; Support team for ongoing troubleshooting and technical/non-technical support; Content & engagement team for student/counsellors for sustained engagement and enthusiasm; Administrative team for online meeting links, session recordings & conducting live sessions.

03 TRAINING & CAPACITY BUILDING OF STAKEHOLDERS

Orientation of principals, counsellors, and selected teachers from each school to ensure usage; Training master trainers and selected teachers to facilitate on-ground counselling and information dissemination about portal and its usage; Capacity building and training of the counsellors, student champions and other stakeholders on the platform processes, interpretation of reports etc.; On-ground offline facilitation to include a dialogue around career counselling at district levels.

04 INFRASTRUCTURE PLANNING & REVIEW

Internet/Device availability and gap assessment; Assessment of available alternatives for delivery and access; Planning & resource mobilization.

05 REPORTING & ANALYTICS

Dynamic dashboard & analytics; Detailed reports at school, counsellor, district, state/UT level for ongoing progress, usage and results

06 OTHER KEY ASPECTS OF THE PROGRAM

Integrated process that enables linkages between the steps; Goal-Based & Game-Based Career Education; Flexible & Repeatable Process; Dynamic/Creative content for sustained energy and motivation; Regular Feedback Mechanism

07 ALIGNMENT WITH THE NEW EDUCATION POLICY

In line with the New Education Policy, the initiative by design provides opportunity to recognize, identify, and foster the unique capabilities of each student; Provide students with increased flexibility and choice of subjects to study so that they can design their own paths of study and life plans; Contribute to enhanced creativity and innovativeness, collaboration and teamwork.



“This EAF certified product is a well-designed educational solution that aligns with learning science principles. Its design complies with research on learning and

pedagogy and pursues to implement good practices in order to promote and support learning.”

Olli Vallo, CEO, Education Alliance Finland

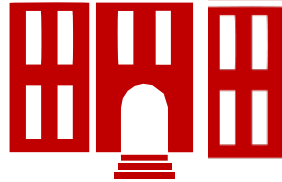
2 Year Progress Report

BENEFITTED
73,000
STUDENTS



CLASSES IX-XII

GOVERNMENT SCHOOLS



DURATION

2

ACADEMIC
YEARS
2020 -2022

PARTIAL LIST OF BENEFICIARIES

SCHOOLS

- J & K GOVERNMENT SCHOOLS
- UTTARAKHAND GOVT SCHOOLS
- ARMY PUBLIC SCHOOLS
- KENDRIYA VIDYALAYAS
- BAL BHARTI PUBLIC SCHOOL
- CHINMAYA VIDYALAYA, DPS, RYAN INTL, DAV ETC.

COLLEGES

- GOVERNMENT COLLEGE, HARYANA
- GLA UNIVERSITY

PUBLIC SECTOR

- NTPC

STATE / UNION TERRITORY

- JAMMU & KASHMIR
- STATE GOVERNMENT OF UTTARAKHAND

COUNTRY

- NAVODAYA VIDYALAYA SAMITI (>90,000 STUDENTS*) – DISCUSSIONS UNDERWAY FOR IMPLEMENTATION WEF JUNE 2022

GLOBAL

- LONG TERM AGREEMENT WITH UNDP

ट्रांसफोर्म फाउंडेशन के साथ सरकार ने किया एमओयू साइन, सीईओ कार्यालय में रूपरेखा तय

सरकारी स्कूलों में भी करिअर काउंसलिंग की सुविधा

देहरादून | कार्यालय संवाददाता

देहरादून जिले में सरकारी छात्रों को जल्द ही ऑनलाइन करिअर काउंसलिंग की सुविधा का लाभ मिलेगा। ट्रांसफोर्म फाउंडेशन ने इसके लिए सरकार के साथ एमओयू साइन किया है।

मुख्य शिक्षा अधिकारी कार्यालय में आगे की रूपरेखा तैयार करने के लिए गुरुवार को बैठक हुई। फाउंडेशन की निदेशक रूपाली मेहरा ने बैठक में मौजूद खंड शिक्षा अधिकारियों और प्रधानाचार्यों को



सीईओ कार्यालय में ऑनलाइन करिअर काउंसलिंग को लेकर बैठक हुई। • हिन्दुस्तान बताया कि पहले चरण में कक्षा नौ से कक्षा बारह तक के छात्रों को इस सुविधा का लाभ मिलेगा। छात्रों का नाम पता जल्द स्कूलों की ओर से फाउंडेशन को उपलब्ध करवा दिया जाएगा। इसकी जिम्मेदारी समस्त स्कूलों में एक-एक शिक्षक को सौंपने को कहा गया। इसके बाद

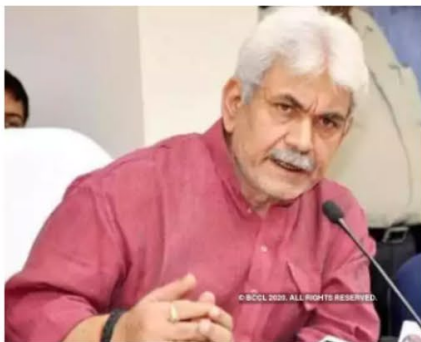
पोर्टल पर उनका रजिस्ट्रेशन होगा। मुख्य शिक्षा अधिकारी आशारानी पैन्थली ने बताया कि स्कूलों में पढ़ाई कर रहे छात्रों के लिए करिअर काउंसलिंग बहुत जरूरत रहती है। बैठक में प्रधानाचार्य शैलेश कुमार को नोडल अधिकारी की जिम्मेदारी दी गई। उन्हें बीईओ के साथ बैठक करने के निर्देश दिए गए। उनके साथ सीईओ कार्यालय में तैनात वरिष्ठ सहायक यशस बेरिया और कनिष्ठ सहायक विपिन रावत सहयोग करेंगे। छह, सात व आठ जुलाई को ब्लॉक स्तर पर बैठक होंगी।

Case Study: Jammu & Kashmir

J-K LG Manoj Sinha inaugurates new e-education platform in Srinagar

The initiative is a step towards transforming the way in which the youth looks at building their future in a world of possibilities, and would first be implemented for students in the Ganderbal and Udhampur districts in the first phase.

ANI • September 16, 2020, 11:30 IST



Lieutenant Governor of Jammu and Kashmir **Manoj Sinha** e-inaugurated an online Process-Based Standardized and Scalable Career Education Platform for students with the **Transform Foundation** here on Tuesday, in alignment with the New Education Policy.

As per a statement from the Jammu and Kashmir administration, the initiative was a step towards transforming the way in which the youth looks at building their future in a world of possibilities, and would first be implemented for students in the Ganderbal and Udhampur districts in the first phase.

"The Online, Process-based, Standardized & Scalable, Globally Certified, Career Education Platform, under Career Education Initiative of J&K Government in partnership with Transform Foundation aims to harness the energy, enthusiasm, and exuberant dreams of the youth of J&K. The overall intent is to enable curiosity, creative thinking, and awareness in youth along with decision-making skills which will lead to continuous, lifelong learning and career development," the statement said.

It added, "The unique initiative will provide career education guidance to students so that they can at a very early stage of their studies choose their academic preferences and their future career goals. The innovative initiative is in line with the New Education Policy 2020 and will enable the Government to align its initiatives with the interests and aspirations of young people."

Other dignitaries like Advisor to the Lt Governor, K K Sharma, Chief Secretary, Sh BVR Subrahmanyam and Principal Secretary, School Education, Dr. Asgar Hassan Samoon were present at the event, among many others.

Transform Foundation recently conducted a career education guidance program in the UT of J&K wherein over 30,000 students in more than 250 government schools were imparted career guidance over a period of 3 months. This has *led to specific outcomes of mapping student career and academic choices*. The project has been hailed as a resounding success across all levels from students through counsellors and principals all the way to state education minister and Lieutenant Governor for its innovative approach. *Transform initiative resulted in comprehensive learning, specific outcomes of goal setting and ignited passion in students towards their own career readiness.*

2	DISTRICTS
60+	COUNSELLORS AND TRAINERS
200+	GOVERNMENT SCHOOLS
500+	PRINCIPALS AND TEACHERS
2000+	STUDENT CHAMPIONS
30000+	STUDENTS
500,000+	STUDENT CHOICES

Activities, outcomes & Impact

ACTIVITIES

1. Team Mobilization
2. Infrastructure Planning & Resource Management
3. Pedagogically Validated Technology Platform Provision
4. Engagement, Training and Motivation Capacity Building of Teachers & Counsellors
5. Student Career Guidance Sessions

OUTCOMES FOR STUDENTS

1. Enhanced awareness of self, career & academic options
2. Enhanced decision-making skills
3. Career & Academic goal setting
4. Use of technology as a part of the exploratory process
5. Continued decision-making capacity through continued access to the platform and connection with the other stakeholders
6. Gender equality

OUTCOMES FOR THE GOVERNMENT

1. Dynamic access student career, academic and sports interests and choices.
2. Actionable information for investment in education, skilling, employment and entrepreneurship.
3. Ability to filter results by industry, education, sports, geographic area.
4. Ability to connect with / reach out to young people to share relevant & timely information regarding opportunities, news, government schemes and more.

IMPACT IN LINE WITH UNGLOBAL COMPACT PRINCIPLE 6 & THE SDGs

1. Enhanced Career Awareness in > 96% students
2. Enhanced Career Decision Making Skills in > 90% students
3. Reduced gender labelling and stereotyping through unbiased career information.
4. Reduced inequality through provision of equal access to career information and opportunities irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status



Other qualitative outcomes

- ✓ Positive attitude towards work and working life
- ✓ Enhanced curiosity and interests
- ✓ Ability to link subjects studied in school with skills needed in work life
- ✓ Ability to communicate the interests with the stakeholders
- ✓ Feeling successful & proud of being able to learn and use the technological tool
- ✓ Practicing to use information independently and interactively
- ✓ Learning to organize and manage information for future reference
- ✓ Online connect between students and stakeholders



Accepted by International Association of Educational & Vocational Guidance for **'Promoting Equity through Guidance'**.

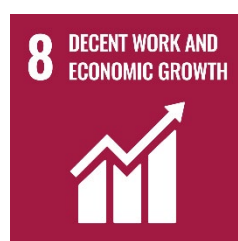
Impact Management Framework



Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship



Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.



Achieve full and productive employment and **decent work for all women and men** and substantially reduce the proportion of youth not in employment, education or training



Empower and promote the **social, economic and political inclusion of all**, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status

“

This platform is a boon for both the teachers and the students, the teachers can now know what their students are interested in. We were able to establish connectivity with the students. We got to know what goals they have in life.”

**Vandana Mahajan
District Udhampur
Jammu & Kashmir**

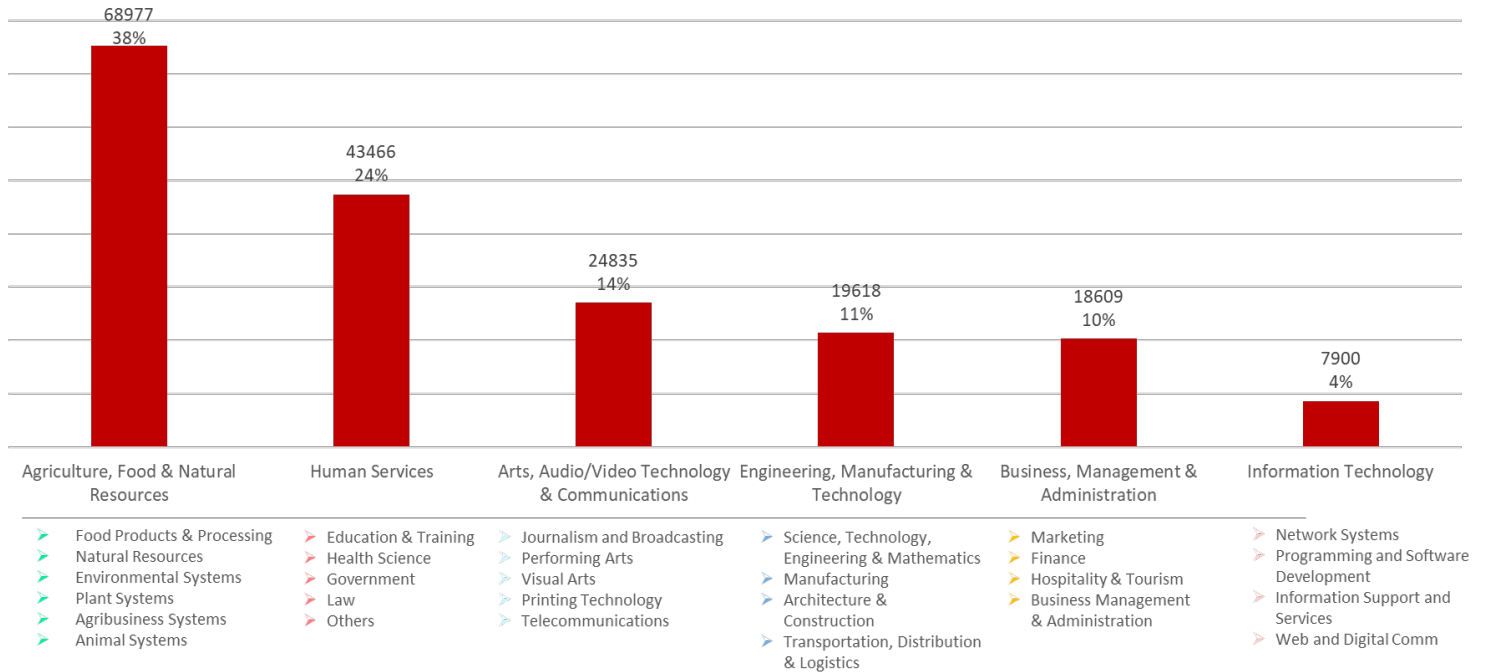


IMPACT VALUE CHAIN

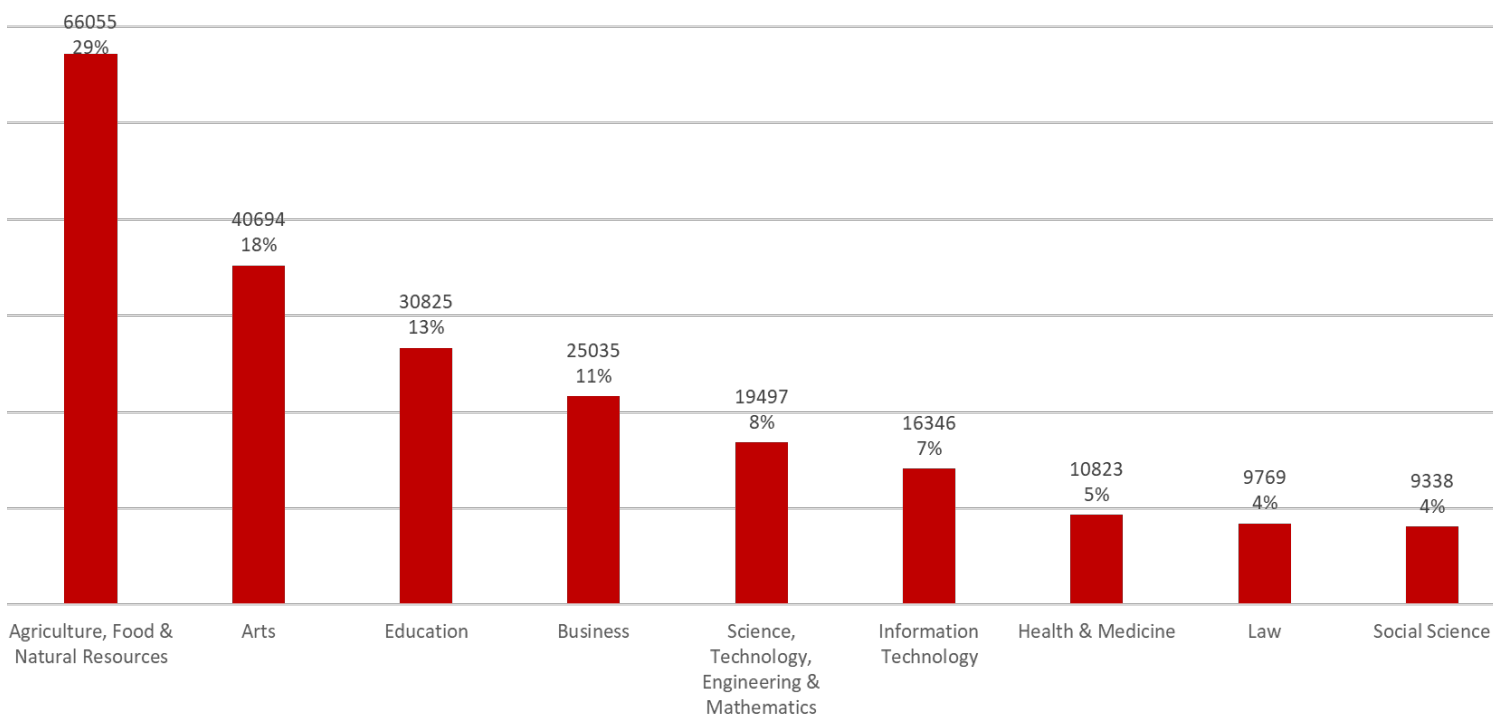


Sample quantitative outcomes

>1,83,000 career choices by 39072 students



> 2,31,194 academic choices by 29,944 students





Feedback from Counsellor

“ *The program has served to level the playing field. Information that was only available to affluent city students is now available to students in rural and remote areas.*

**FAROOK AHMAD BHATT
GOVERNMENT APPOINTED
COUNSELLOR
DISTRICT GANDERBAL
JAMMU & KASHMIR**

“

Now students are clear, that career is important, setting a goal is important and which streams are to be adopted is also important. Thank you for providing targets to our students. When student gets a target they will do preparation according to that and choose subjects according to that.

**.UMER BIN FAROOQ, GOVERNMENT APPOINTED COUNSELLOR,
DISTRICT GANDERBAL, JAMMU & KASHMIR**



“

Feedback from Student

Initially I was aware that under medical we have only one exam, that is NEET, and after completing module 1 and 2 I got to know that medical has a vast scope. We can pursue many other career choices apart from becoming a doctor. Mytransform has opened a new path for us that guides us in a manner that helps us in pursuing a career choice we always wanted to pursue, the career choice that our heart wanted us to pursue.

**ANAMIKA, STUDENT, UDHAMPUR
JAMMU & KASHMIR**