

**A Humble but Committed Beginning**

This is NESTEDs first newsletter and we hope that this humble yet earnest beginning will impact those who associate with us and their stakeholders positively and significantly. It is our endeavour to make this newsletter a multi-faceted tool to support our cause and efforts of bringing about improvements in human development through education, training and other related development initiatives.

NESTED Association (NGOs and Entrepreneurs supporting Training, Education and Development) is a not-for-profit, association of small and micro-scale enterprises and individuals who are committed to making a positive impact in the space of human development. We believe human development is the foremost challenge and priority not just of the 21<sup>st</sup> century but of all times and across contexts. NESTED is a collaborative attempt that aims to provide a platform for supporting our members and their mission through joined up working and sharing of ideas, knowledge, opportunities, risks and resources.

We started our operations in late 2013 and have already seen our small membership gain from interactions in this forum. We are sanguine that this effort can snow ball into something fairly significant and bring about meaningful outcome related impact in our cause.

Through this newsletter, we hope to keep our stakeholders abreast of developments within the Association and of its members. We also hope this will be a tool for sharing some interesting practices and happenings from the space of education, training and development. Most of all we hope that the inspiration of these social enterprises and individual initiatives will serve to be infective, spreading the spirit of enterprise and the desire to achieve meaningful, progressive change for society through the way we educate and develop its members.

**S Manish Singh**

**Founder & Convener  
NESTED Association**

**PEOPLE BEHIND NESTED**



**S Manish Singh**  
Director  
PROGILENCE

**Jassi Dimple**  
Director  
PROGILENCE



**Rohit Chandra**  
Partner  
Global Peers

**Sushant Kalra**  
Founder  
Parwarish



**Bij Khokar**  
Founder  
AB Trainers

**Aman Bedi**  
Founder  
AB Trainers



**Mukta Thind**  
Managing Trustee  
Roadses

**Vishal Agarwal**  
Individual Member



**Dr Punam Khokar**  
Individual Member

**Ashish Pahwa**  
Director  
AKS Professional  
Services



## PROGILENCE AND GLOBAL PEERS PARTNER 'TO ACHIEVE'

In the Technical Education and Vocational Development (TVET) Space there is hectic activity going on for the past few years in India. Skills development and its impact are now well recognized as a key factor in the success of economies, social indicators of progress and development and individual achievement. PROGILENCE Capability Development and Global Peers Management Group had independently been operating in the space for the past few years.

When the Capital Goods Sector Skills Council floated a request for proposal for the National Occupational Standards Development for their sector, both companies took notice and wanted to bid for the opportunity. But history was against them, as until now only large companies and consultancies had been given the opportunity by other Skills Councils.

The job is a fairly specialized one, and there are few people in the space who can actually do it competently. The companies were convinced they were real contenders to do the job well. PROGILENCE attempted to strike a partnership with one of the large players, but they couldn't reconcile with the terms and the treatment meted out to them.

The idea of two small organizations joining up for the bid, definitely was more convincing than attempting to bid alone, so both PROGILENCE and Global Peers (both members of NESTED) decided to make an attempt joining hands, and try their luck against odds. They both joined up to submit a technical and financial bid for the project.

As they met all specified criteria, they were invited to present to the evaluation board and go through subsequent steps of the selection process. It did not prove to be challenge to convince the board including



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industry representatives, government and individual company representatives that we were technically competent to do the job, but our being small was a major challenge, which took many rounds of discussions and negotiations to overcome. Finally we did succeed and are executing the project and being recognized for doing a good job as well.



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## GOING FURTHER – “DECISION MAKING WORKSHOP BY AB TRAINERS”

Col. Bijender Khokar and Col Aman Bedi (AB Trainers – Member of NESTED) conducted a workshop for Police Personnel from Sirsa on decision-making. An opportunity created through NESTED Meetings. The workshop was attended by about 150 police officials from all ranks including SSP.



As part of our periodic NESTED meetings, where each member gets an opportunity to share their passions, beliefs and motivations, when Col. Bij Khokhar was explaining to the NESTED members and invitees his background and expertise, wherein his passion and beliefs came across strongly. Gaurav Goel from Samagra Development who was part of the audience connected with the same. In the spirit of constructive support that is abundantly visible and sensed at our meetings he created an opportunity in his district project, for others to benefit from Col. Khokar’s perspectives. Gaurav helped secure an engagement with police Personnel in Sirsa, Haryana where 150 police officials from across the district attended the workshop. Thereby paving way for delivering a critical input for an important audience.

Sharing the details, Col. Khokar explained, “The concept of ‘Decision Making’ is essentially based on first discovering all your options in a given situation by going into your emotional spectrum. Having done that, based on one’s ‘Value Anchors’ it is possible to drop all options but one that is most aligned with one’s values. Innovative concepts of ‘Autowriting’, Sharing and Self-talk are key tools for effective decision making. The result is huge clarity in all life issues ranging from very mundane to most critical ones.”

This was a new concept for them and many people participated enthusiastically. A policewoman was able to demonstrate the impact of this new decision making process in the class itself, wherein she came to the conclusion that her children’s education ought to be a result of what their innate talents and interests were, while she let go the other options that were influenced by social pressure and trends in the society.

Paying compliments to the NESTED group efforts – Col Bedi (partner- AB Trainers) highlighted that the project was mentioned in one of the initial meeting of NESTED in Nov 2013. Bij got the opportunity to speak about his workshops on DECISION MAKING.

“We got three enquires from the audience present and got a confirmed assignment, through Gaurav to conduct the workshop.” Talking about the benefits of the project, Col Bedi expressed an opinion that apart from the financial benefits there was a chance to build awareness, and explore new areas for acquiring further clients and expanding the scope of business.



## FEATURE ARTICLE: LET'S OPEN THE DOOR!

- *Elder jailed for trying to rape 4 year old girl*
- *Man arrested for rape attempt on friend's child*
- *A 2 year old girl from Colva was raped by her neighbour*
- *A 4 year old child, who was sleeping outside her house with her parents, was kidnapped and raped by two men, aged 28 and 16 on Saturday*
- *10 yr old child raped by cook at Parliament Street*
- *12 yr old critical after sexual assault*

Reading such articles in newspapers has become an everyday affair. A lot of us 'parents' don't even read these articles; actually we don't have the gumption to read them, they are just too scary. But notice how we are becoming immune (read hardened) to these. Unfortunately we start looking at them as 'news' – something which is happening to others. Some of us pray that this does not happen to us, whilst some of us choose to ignore thinking we can't do anything about it, let's leave it to God!

Closing our eyes to it, ignoring it, wishing it away – does not work. If we can't do anything about it, then who will? At least, for our own children.

Sex (education) has been a taboo in our society. That's hypocrisy at its best. We are a society that clearly indulges in it with gay abandon, producing the maximum number of children (world's largest population); sexually abusing children is prevalent and we know it; but talking to children about sex and educating them on it is a taboo!

It's clearly the time to bring the mickey out of the closet; coach and train our children on 'sex' – starting from what is sexual abuse; how they can protect themselves, how not to perpetuate it themselves, about their bodies, how they came into this world, safe sex et al. Let's create an environment at home where they feel safe to share and ask whatever they want to and not only get the support they are looking for but also get the right answers. If each one of us takes it on for our own children – we would create an entirely new world!

This may sound difficult. I can share my experience as a father and as a parent coach. We spoke to our children about sexual abuse when they were 5 (actually late by a couple of years) and about the reproductive system and reproduction process at 9. It was far simpler than we thought it would be. What we had to deal with was our own thoughts and feelings, children took them like any other process of their body! And that's the experience of hundreds of parents and children we have done these sessions with. For some pictures and comments visit [www.facebook.com/parwarish](http://www.facebook.com/parwarish)

We can't be silent spectators to the happenings around us. These are our children, the most precious. Let's take it on ourselves and create a safe future for our children. I don't think there is anything more important to you than your child's well-being. Let's break our barriers to create a safe place for them. They deserve it. They should not be paying for our inhibitions!

Happy parenting....

**Sushant Kalra**

Founder Director

Parwarish Institute of Parenting Pvt. Ltd. (Parwarish is a member of NESTED Association)



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## **VALUE ADD: Fund Raising and Finance Management for Start-ups**

Vishal Aggarwal, a Financial Consultant, was the 'value-add', member speaker at the Feb 2014, NESTED meeting. He gave attending social entrepreneurs, insight on the requirement of comprehensive business planning and knowledge services for early stage companies.

He explained how he has assisted start-ups raise funds and what are the various avenues for fund-raising for those who are looking to start a new business / venture; businesses looking to raise debt / equity funding; companies seeking to expand through distribution / franchisee model; companies going for restructuring, joint venture & partnerships; independent consultants and boutique investment banking firms looking to outsource their back-end work.

The entrepreneurs present interacted with Vishal helping him understand their various requirements and contexts in what was a mutually beneficial session. Both sides found the session useful and agreed to discuss many points for further understanding.

Value Add sessions are a fixed feature of NESTED meetings and these are conducted with the objective of benefitting both the audience and the member speakers. The idea is to discuss topics and issues of mutual interest, which results in broadening and deepening of understanding around professionally relevant issues. Non-members can attend these as well, for a fee. Only members and invited guest speakers are allowed to present as a speaker.

## **MEMBER NEWS: PROGILENCE conducts a session on Vocational 'Competency' based Assessments for trainers and assessors in Savli, Vadodra**

Skills development and TVET (Technical Vocational Education and Training) is currently in great focus in India as in many other parts of the world. India is at the moment attempting to overhaul the TVET system in the country through multiple interventions. A great deal of inspiration and lessons are being drawn from models in the developed world including the UK, Germany, Canada, US, Australia and some other countries.



A number of programmes and schemes have been introduced in the recent past and some of them are in the pipeline. A scheme which is currently being implemented through recently constituted Sector Skills Councils (industry bodies coordinating sector-specific manpower development) is the STAR scheme. This financially incentivizes training providers and trainees for undertaking specific national occupational standard's aligned training courses that are independently evaluated



through third party assessment agencies.

The idea of third party assessments is to ensure that the quality of training and the output meets some minimum

standard; also so that the scheme is not abused. Unfortunately in TVET, given the history of Indian practice we do not have a system of developing and using external assessment services. This has the potential to seriously undermine the efficacy of the scheme and subsequent efforts.

As part of our commitment to contribute to improvements in the educational and development systems in the country, PROGILENCE conducted a pro-bono, day long workshop on 'Competency based assessments for TVET' in rural reaches of Gujarat, in a place called Savli, near Vadodra. The workshop session was attended by close to 40 trainers and assessors. For most of these people the training session was the first of its kind that they had experienced. They were exposed to the importance, principles, tools and techniques of vocational assessments in the session.



Assessments is a key and critical component in the education, training and development value chain. For these systems to improve in our country we need extensive and high quality interventions around developing assessors and assessment systems.

## JOB OPPORTUNITIES

### CONTENT WRITER – EDUCATION AND TRAINING

A POSITION IN GURGAON, WITH PROGILENCE CAPABILITY DEVELOPMENT PVT. LTD. FOR GRADUATE CANDIDATES WITH 0-2 YEARS OF EXPERIENCE.

JOB ROLE INVOLVES DEVELOPING STANDARDS, CURRICULUM AND CONTENT FOR EDUCATIONAL AND TRAINING PROGRAMMES.

CANDIDATE MUST BE PROFICIENT IN ENGLISH, GOOD WITH OFFICE APPLICATIONS, PATIENT AND WILLING TO LEARN AND TRAVEL. FOR MORE DETAILS VISIT OUR SITE

[WWW.PROGILENCE.COM/JOIN-US/](http://WWW.PROGILENCE.COM/JOIN-US/)

OR WRITE TO [HR@PROGILENCE.COM](mailto:HR@PROGILENCE.COM)

### PROGRAM MANAGER

A POSITION IN DELHI WITH ROAD SAFETY AND EMERGENCY SERVICES. JOB INVOLVES MANAGING SCHOOL OUTREACH PROGRAMS FOR ROAD SAFETY.

RESPONSIBILITIES INCLUDE, INTERACTION WITH SCHOOL AUTHORITIES, SCHEDULING SESSIONS, DEPLOYING CONTENT TEAMS AND SUPERVISING DELIVERY.

FOR MORE DETAILS CONTACT MUKTA AT

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## INVITATION TO NESTED ASSOCIATION

We extend an invitation to small and micro-organizations, entrepreneurs and others who would like to participate, contribute, learn and collaborate in our mission to improve last mile delivery of education, training and developmental outcomes. Come join us and together let us experience a magnificent and meaningful journey.

We also welcome supporters who may want to contribute to our mission through sponsorships, strategic support and providing us platforms through which we can reach out, act and demonstrate our commitment and potential impact.

To subscribe to our newsletter, for feedback and/or if you are interested in getting an invite to our meetings do write to us at [info@nested.org.in](mailto:info@nested.org.in)

To know more about us and explore membership options visit our website [www.nested.org.in](http://www.nested.org.in)