

Thank you for your interest in applying for the Zero Project Impact Transfer program. This short application form will help the selection team choose 10 projects from the Zero Project nominations to be part of this year's Impact Transfer program. Please answer the questions as fully as you can to help us with this process.

Before you apply, please read our briefing document and make sure you can demonstrate how you meet the following criteria:

- *You have sufficient track record and evidence that your innovation works and can be replicated (inter)nationally;*
- *Replication is a strategic priority for your organization, with buy-in at a senior level of the organisation, and some resources are already available for replication;*
- *At least one senior person (with decision-making power) from your organization can commit approximately 1 day a week to the programme for webinars, assignments etc. from Oct 2020 to March 2021;*
- *You are open to learn, share and be challenged, and have a proactive attitude;*
- *You are able to participate in webinars and assignments in English.*

Please note you can save your progress and return to the survey at any time, as long as you use the same computer and browser to complete the survey. Also be aware that question numbers may appear out of order as certain questions depend on your previous answers.

If you have any queries about the program, or have any trouble accessing this survey, please contact Paula Reid at [p.reid@zeroproject.org](mailto:p.reid@zeroproject.org). An accessible Word version is available on request.

Name

Meera Shenoy

Email address (please note that by entering your email address, you are giving the selection team permission to contact you regarding your application)

Meera.Shenoy@youth4jobs.org

Name of your organisation

Youth4Jobs Foundation

Name of your project nominated for the Zero Project Awards

. What is your motivation for applying to join the Zero Project Impact Transfer program? (max 3000 characters)

The College Connect Program has evolved into a Systems Changer in Employability, Employment, and Inclusion of educated youth with Disabilities in India. The program connects all key stakeholders that include Candidates, Parents, Educators, Administrators, Employers, and Government It creates an eco- system that helps them compete with others on equal grounds and succeed, thus resulting in economic independence. The pillars of the program are as follows  
 Employers Partnership: Employment is the key outcome of the program. We cater to almost all sectors that include IT, ITES, BFSI, Manufacturing, Retail, Logistics, Hospitality, and others. We work with them at 4 levels 1. On-Campus, 2. Off-Campus, 3. Lateral Entry and 4. Source, Train, Hire, and Deploy model. It helps us to extend the job opportunities to candidates who are freshers, who are just out of the college, and those who are looking for a career change. Youth4Jobs Foundation has a network of 500 plus employers across India.  
 Learning Solutions Partnership: We understand the market needs and expectations. Some of the corporates are kind enough to work with us through their CSR arm in training our candidates on domain skills. These corporates are the best in their respective fields and their support has improved the employment quotient of our candidates.  
 Educational Institution Partnership: We have tied up with special colleges and universities to offer on-campus employment linked training program for their candidates with disabilities. It helps us to build an ecosystem that fosters inclusion in higher education, employment, and community. Our Smart Inclusion Centres in the colleges are a big welcome from all stakeholders of the program.  
 Technology Integration: We support technology integration for improved teaching and learning processes. We train teachers on online teaching methods. These integration methods have proved very useful during COVID-19 to reach and access virtually and train and learn from home. The program is well designed, with field learnings being incorporated, to build a robust template for scale.

. What is your experience of replicating or transferring your innovation?

- We have already replicated our innovation
- We have not replicated our innovation yet, but it is a strategic priority and we have a clear idea about what to replicate, where and with which partners
- Replication is a new topic for us, but it is the right time to start working on it

. Please provide us more information on your replication strategy and experience so far (Where did you replicate this innovation? How did you replicate ? Which partners did you work with to replicate this innovation? How did you finance the replication? Results so far? Lessons learned?)

We started small in 7 colleges in one state of India. Today, in 2 years, we have scaled the model in 21 colleges in 6 states of India successfully. We are now ready for the next stage of our work which is replication.

. Please explain your initial ideas on replicating your innovation (what you wish to replicate, in which geographies, which type of partners will you need, or any other relevant information). If you do not know yet, please write 'Don't know'

*This question was not displayed to the respondent.*

. Please describe the main questions or challenges you hope to address by participating in the Impact Transfer program.

1. Educators and Employers lack necessary skills to work with people with disabilities. 2. Candidates with disabilities lack employability and connect with employers. 3. Lack of an eco-system that ensures smooth transfer of graduate candidates with disabilities from the campus to corporate through training and placement interventions.

. Is replication a strategic priority for your organisation, supported by staff, your board and external stakeholders?

- Yes
- No
- I don't know

. Please explain how replication fits into your strategy and long-term goals, and how replication is supported by your Board and leadership team. If you are not sure, please write 'Not sure yet'

We have a Centre of Inclusion which works with each program to put the processes and systems into a SOP. This is approved by our board. Existing corporate clients have also requested our services in countries like Africa, Malaysia, Mauritius. These have been done as consultancies. Our vision is that every youth with disability will have access to education and employment opportunities. Scale and high impact are embedded in all our programs. Having achieved scale in India – we are the largest in the space of skilling and placing youth with disabilities in sustained jobs – the next logical step is to move to other countries. Both the Founder, Meera Shenoy, and the Program Head, Ramesh, have worked in other countries and have some understanding of these markets. So, replication with necessary customization fits into our strategy. With the use of technology, and all services and trainings going online recently, our work is not restricted by geographic boundaries.

. Have you standardized your model and operations in a way that allows partners to easily replicate it (guidelines, operations manuals, trainings,...)?

- Yes
- To some extent, but we still have more work to do
- Not yet

. Are specific human or financial resources already available for replication? Please explain.

While the India team will support these activities, separate financial resources will need to be raised for replication.

. Is there a clear project owner in your team who has the capacity, skillset, and decision-making power to participate fully in our program (approx. 1 day per week between October 2020 and March 2021) and support the replication of your innovation?

- Yes, we have a project owner for this program, with the necessary skills and seniority
- Not yet, but we have enough capacity and can easily assign a project owner for this program
- No, we do not have enough internal capacity for this program at the moment

. Please provide more information on the profile of the person who will serve as project owner for the Impact Transfer program (background, experience, ...). You can also add a link to the person's profile (on LinkedIn or on your website), if you wish.

Ramesh Duraikannan (<https://www.linkedin.com/in/rduraikannan/>) Ramesh Duraikannan comes with 30 years of experience in the education sector. He leads the Youth4Jobs College Connect program with a young team of 22 executives, trainers, and sign language interpreters. The executives have varied background ranging from engineers to management graduates. Prior to this, he was Certiport (a Pearson VUE business) as a "Sales Director - Africa" for 5 years. Certiport offers international IT Certification solutions to academic and government institutions. He was responsible for Sub-Saharan Africa and Pakistan business. He has worked closely with Public, Private and Government institutions across East and South Africa. Prior to this, he was with Rumi, an educational outfit improving the teaching and learning process, as Pan-India sales head. Rumi was a startup backed by Richard Chandler Corporation, Singapore. Between 2009 and 2011, he was with Techno Brain Limited in the capacity of Group General Manager for the training division. Techno Brain is a custom software solutions organization and an IT training institute across East Africa. Ramesh was in charge of the training division of New Horizons Computer Learning Centers in East Africa. He has also worked with other IT training institutes such as NIIT and Aptech in India.

. We are interested to understand your impact model (also called Theory of Change): who are your main target groups, which key activities do you offer to these target groups, what impact (change) do you want to achieve for your target groups, and how do you measure this impact (if you do).

Please fill in the table below focusing on your main target groups, activities, expected impact and indicators.

	Insert your TARGET GROUP (one target group per box, maximum 3)	Insert your key ACTIVITY for this target group	Insert the main IMPACT (CHANGE) that your activity is supposed to achieve for this target group	Insert the main INDICATOR you use to measure your impact (if available)
1	Educators	1. Faculty Development Program ... 2. Technology Integration	1. Improved teaching and learning process ... 2. Improved understanding of disability ... 3. More candidates with disabilities are admitted to the program	1. Candidates with disabilities registered for higher education ... 2. Educators Trained ... 3. Educators Sensitized
2	Employers	1. Sensitization Workshops ... 2. Role Mapping	Readiness to recruit people with disabilities	Candidates secured jobs
3	Candidates	1. Employability Skills Training ... 2. Projects	Job Readiness	Candidates Trained

. Does your current funding model allow you to take repayable investment i.e. not grants, but equity or loans that you will have to pay back?

- Yes, and we have already received a repayable investment
- Yes, and this is something we want to explore
- No

As part of the selection process for the Impact Transfer programme, we will be putting together a short video on each shortlisted project for our selection panel. We would be grateful if you could send us:

- Any video material you currently have about the project (via YouTube, DropBox etc.) that you did not already submit as part of your Zero Project application.
- A short video (maximum 20 seconds), explaining why you wish to join the Impact Transfer programme. This video can simply be filmed on a mobile phone.

If you have weblinks to these videos, please include them below. Otherwise you can send them to [p.reid@zeroproject.org](mailto:p.reid@zeroproject.org).

Brief Video Clip is stored on our Google Drive linked Here: [https://drive.google.com/file/d/1oORkBkMXFxBvpHqt4Y\\_XM70\\_HcW4oerq/view?usp=sharing](https://drive.google.com/file/d/1oORkBkMXFxBvpHqt4Y_XM70_HcW4oerq/view?usp=sharing)

. If you have any other supporting documents (such as your organization structure, impact evaluations, or strategic plans) that you have not already included in your original Zero Project application, please include the web links below. Alternatively, you can email documents to [p.reid@zeroproject.org](mailto:p.reid@zeroproject.org), including your name and project title.

The selection panel will handle any documents you send us confidentially.

Documents Already Submitted Are in the Google Drive linked Here with additional documents stored here in Sub folders [https://drive.google.com/drive/folders/1bdYy9IKaZ\\_-g4laOeq5D71HPijUQryua?usp=sharing](https://drive.google.com/drive/folders/1bdYy9IKaZ_-g4laOeq5D71HPijUQryua?usp=sharing)

There are no further questions in the survey. Please use the 'Next' button below to submit your application.

**By submitting your application you are giving the Zero Project Impact Transfer team permission to share your responses with members of our selection panel.**

Location Data

**Location:** ([17.375305175781](#), [78.474395751953](#)).

**Source:** GeoIP Estimation

