



## **SEWA Manager Ni School Report 2021**

### **About SEWA Manager Ni School**

SEWA Manager Ni School was established in 2005 to equip grassroots women with management skills to successfully run their small enterprises. To accommodate changing needs in a globalized world, SEWA Manager Ni School is working towards providing capacity building training/s for micro-enterprises and informal sector workers/members. SEWA Manager Ni School is also committed to substantially increasing the number of youth who have relevant skills for employment by offering needs-based-skill-trainings. Most significantly, SEWA Manager Ni School is helping women realize their potential - **to learn that they too can be managers and owners of their enterprises.**

The core offerings of SEWA Manager Ni School comprise -

- Managerial, Technical, Vocational and Technological Capacity Building
- Participatory Module Preparation
- Report Writing
- Knowledge Sharing and Case Study Development
- Carrying out Feasibility Study

Through its capacity building programs SEWA Manager Ni School has expanded its geographical reach to – 13 Districts of Gujarat; 18 States of India and 8 Countries

### **Note on the year 2021**

#### **Formalizing the Master Trainer Assessment and Grading Process**

The sturdy and every growing cadre of Barefoot Master Trainers is the pride of SEWA Manager Ni School as it is these master trainers who take forward the trainings to the grassroots level. This cadre is continuously being groomed to take up their role as future faculty of SEWA Manager Ni School. With classroom trainings coming to a grinding halt during the peak period of the pandemic SEWA Manager Ni School revived the focus on this task which had been kept on the backburner. Practice sessions – both virtual and classroom; written and oral assessment; evaluation of live training delivery by the Core Team and External Experts et al were some of the tools used to strengthen and upgrade this cadre of Master Trainers. Based on their performance the Master Trainers are graded as – A, B and C. The ultimate objective is to develop a cadre of A-Grade Master Trainers who can efficiently and effectively deliver training on any topic and to participants across the country; besides nurturing the Grade B and Grade C Master Trainers and grooming them for the next level.

#### **Virtual Training**

The pandemic boosted the digital drive of SEWA Manager Ni School. With safety being the new buzz word, the Core Team and Master Trainers brainstormed on how to continue imparting learning without compromising on the safety of members and the master trainers...leading to Virtual Training emerging as the best alternative. Within a short span of three months the



SEWA Manager Ni School Barefoot Master Trainers learnt and started delivering training through virtual platforms like Google Meet and Zoom. The journey was gradual but fun-filled with – extensively researching the internet for virtual ice-breakers and activities; customizing the existing training content to suit the purpose of virtual delivery; preparing a special module on how to use virtual platforms for meetings and trainings; roping-in Google Doc for sharing Pre-training and Post-training Questionnaires with training participants; capturing training data through the MIS software et al.

### **Adding of Contextual Topics to the Training Module Portfolio**

Based on feedback from members regarding emerging training needs, training modules on contextual subjects like – Digital Banking; Mobile Literacy; Cashless Payment Platforms (Google Pay, Paytm, Phone Pe, BHIM App et al); Immunization; New Forms of Working; and many more were prepared for both classroom training and virtual training

### **Digitization of Training Modules**

COVID-19 helped SEWA Manager Ni School realize its long cherished aspiration of digitizing its training modules. Thanks to everyone collaborating on content customization in the digitized context and lending their voices; today the e-module platform is live on the SEWA Manager Ni School website! Anyone from anywhere can learn irrespective of geographic boundaries and without compromising on their safety!

### **Dedicated Support of our Master Trainers during the pandemic**

In the last few years SEWA Manager Ni School has been increasing the use of digital technology in its training programs. However it is the pandemic which escalated this behavioural shift like classroom trainings and physical meetings being replaced with virtual sessions. The boosting of the digital drive of SEWA Manager Ni School during the pandemic was possible due to the support of our dedicated Master Trainers who swiftly adapted to conducting training programs virtually using digital platforms and social media applications. They ensured the capacities of the grassroots members continued to be honed and strengthened even during the pandemic period.

Along with the regular training programs; based on feedback from members, training modules are being digitized along with training modules being developed on contextual subjects. These learnings helped the members use the digital tools as mediums of mass communication, widen their customer-base and enhance their earnings.

To match the digitized content the methodology of delivering trainings has also undergone a transformation. Trainings are taking place through blending of self-learning and e-meeting modes. This hybrid mode of learning also ensures - complete flexibility as the participant can pursue self-learning at a time convenient to her; safety as the participant does



not need to step out to avail of the training; and discipline as the participants are expected to complete the course within the stipulated time.

Ever hungry to keep learning and upgrading their own skill-sets, many of them attended e-courses during the lockdown period to improve their English speaking, reading and comprehension skills as they realised its importance in the digital space.

*Learning through Virtual Trainings helped us grow technologically. More and more use of technology helped us to become comfortable with technology. Though initially we were very hesitant in getting trained and taking the training forward through Virtual Platforms but the COVID-19 situation made the use of technology mandatory for all the generations at SEWA. All the members of all the age could come together in different forums to share their experiences without meeting face to face. And this is a big achievement for us. Now we feel that these platforms are blessing in this pandemic and will be in the future too, as it allows us to interact with large number of members without incurring any cost. -- Kokilaben Patel – District Coordinator, Patan*

*Pandemic brought many challenges and learning in everyone's lives. My main learning is using technology, not only as a Master Trainer but also in nailing down many important tasks in my personal life. Virtual Platforms allows us to attend meetings and trainings on time. This saves lot of time and reduces training cost upto great extent. I understand that we will have to create different material for Virtual Trainings and learn using many features of different applications but this way I can involve many more members in trainings as it gives flexibility to schedule trainings at members' convenient time. -- Meetaben Solanki – Master Trainer, Mehsana*

### **'Alone, we can do so little; together we can do so much' - Applauding the Role of our Partners**

The pandemic forced the world to change its “normal” way of working. If 2020 was about unknown and unpredictable challenges, 2021 brought about consolidation of newer ways of working. In the education system, it is the “hybrid” model which established itself as the new norm. SMS too embraced the hybrid methodology with classroom sessions, self-learning and online-learning blending harmoniously to continue the learning momentum. The dedicated support of our Master Trainers was critical in the successful adaption of the hybrid model at SMS.



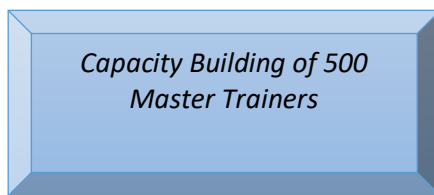
Along with the Master Trainers, SEWA Manager Ni School appreciates the unstinted support it received from its partners despite the realignment of training methodologies and course delivery timelines. Our appreciation goes out to :



Our Funding Partners : The Rockefeller Foundation, The World Bank, Japan Social Development Fund, Gap INC – Pace, Global Affairs Canada, Consulate General of the United States, Sasakawa Peace Foundation, Head Held High and many more !

Education Institutes : Coady International Institute, IMAGO, Ahmedabad University, and many more !

## 2021 Achievements



- \* Ten Modules Digitized in Gujarati and Hindi languages
- \* Nine Central Team attended Training by Coady International Institute on different courses
- \* Adopted Blended Approach of Training - Combination of Self learning, Virtual Classroom Training and Classroom Training
- \* 37 E-sakhi's on-boarded to provide Digital payment services
- \* Set up of SEWA Sahay Kendra to help SEWA members to obtain information
- \* 36 organizers and coordinators completed English Language Learning Course held by Head Held High

## Upcoming Programs

In India, the last two years have brought some clear trends to the fore. Digital has become mainstream and entrepreneurship is on the rise. SMS is committed to building capacities of its grassroots members in the digital space and building their entrepreneurial spirit through training programs focusing on their inherent skill-sets and socio-economic factors of their geographies. It would also like to increase its foot-print in more states across the country and develop a wider cadre of Master Trainers. Towards these goals, we have planned numerous programs aimed at bringing women and youth to the forefront. The training programs will be inclusive and provide equal opportunity to all, irrespective of their educational qualification, language skills and economic background.