

## WHEN FAILURE BECOMES A LAUNCHPAD

With banks across India expanding their rural footprint significantly, 7-10 lakh jobs are opening for skilled rural youth this decade. The question is – are they equipped to take them? Adivesh's experience at DET led to a bank job with ICICI bank, and holds some answers.

*When I look at myself today, full of confidence and positivity, I struggle to remember the demotivated person I was before I joined DET.*

"I've never been a lazy person," says Adivesh. "However, I've learned that determination is of no use if you don't have skills." After having completed his B.Com, Adivesh had written bank entrance exams twice. On both attempts, he cleared the exam but failed the interview due to nervousness and an inability to communicate effectively. "That was a tough blow. Studying well was all I thought I had to do to succeed."

Adivesh echoes the frustrations of young people all over the country who find themselves suddenly faced with a rapidly changing world where their degrees mean nothing without accompanying 21st century skills to aid them in becoming employable. In Adivesh's case, his 7-member family subsisted on a monthly income of Rs 17,000, earned mostly from agriculture. "Finding a job was essential for my family's survival," he recalls.

### The DET Value: A practical course of action

After his negative experiences with interviews, Adivesh was desperate to build his communication skills. Joining the Deshpande Kautilya Fellowship (DKF) program enabled him to access DET's years of expertise in innovative pedagogy, focusing on using activity-based learning to remove students' fears and hone their skills. "It was fun and we learnt things at the same time," he says.

He specifically remembers the "Family Tree" activity conducted when students initially joined. This involved students being asked to work on a chart describing their family tree and village, and then presenting it in front of the class. "Since we were talking about things familiar to us, it was easier for us to come forward and

*"When I met my son after he completed his course from Deshpande Educational Trust, I could not believe how confident he had become. He became very particular about how he would dress up and he could speak in English fluently."*

- Adivesh's mother

### WHAT WORKED FOR ADIVESH

- Practical accounting
- Business communication
- Confidence
- Self-esteem

DSF



**ADIVESH** | Deshpande Kautilya Fellowship (Accounts), Alumnus, 2016

I am a **self-motivated** person now. This is the **biggest transformation** I see in myself after going through the **DKF course at DET**

speaking to a large group of people. It was a simple activity but it was a big first step towards overcoming stage fright and speaking confidently." Apart from improving communication, DKF provided hands-on training in tools such as Tally and Excel for practical accounting, something that would hold Adivesh in good stead in any accounts-related job he applied to. Occupied with personal struggles, young people at the BOP are often unable to conceive of themselves as having a role to play in society. Holistic development is therefore a key objective at DET, and an essential component of this is empowering youth to address social issues around them. Adivesh recalls, "We discussed the Swachh Bharath Abhiyan in class and were asked what we could do to contribute. I had never thought about my duty in solving issues before. Our trainers encouraged us to go to local bus stands and hospitals to spread awareness about cleanliness."

### Productive Careers: Making it in the financial sector

Getting placed in ICICI Bank was one of the happiest moments of Adivesh's life. "I had finally made it!" he says,

laughing. The momentum continued; within three months he was promoted to Senior Officer and received a 50% salary increment. As Senior Officer, he manages banking transactions and interacts with customers from all walks of life, including NRIs, which is a huge step-up for a young man coming from a modest rural background.

Aligned with the DET credo of continuous improvement, Adivesh is not resting on his laurels. "I always remember our trainers discussing how we should set goals and work towards achieving them," he says. "My goal is to become a branch manager so I am now pursuing an M.Com. through distance education as it will help me in getting a promotion."

Adivesh's success is a step out of poverty for his family. "I have been saving up regularly. Last month I was able to give my father a bike as a gift!" At DET, getting a job is just the first rung in the ladder of change for students. The improvement in students' long-term development and on their family's quality of life are deeper and last a lifetime.

### STUDENT PROFILE AND IMPACT POST-DET

Educational qualification	B.Com
First generation learner	Yes
Pre-DET monthly household income	Rs. 17,000
Sector of employment	Finance
Hailing from	Belgaum
Working in	Bellary

### Salary Increment (INR):

