



Dr. Sudha Kidao at the India Fundraising Conference Pg 10



Alumnus
pg 20



FFE-TerraPay scholars visit the TerraPay office Pg 8



IRTSPL-FFE scholars visit to IRTSPL Pg 7

Dear Friends,

The culmination of FY 2023-24 saw new records being set at FFE, thanks to the unwavering support of you all - our cherished community comprising students, donors, volunteers and FFE alumni.

FFE will be celebrating its **30th Anniversary** in 2024, a significant milestone indeed! Backed by FFE's visionary Founders, Dr. Prabhu Goel and Mrs. Poonam Goel, the Foundations' mission is to effect transformative change in the lives of gifted students from financially disadvantaged backgrounds through merit-cum-means scholarships, which has today touched 38,000+ lives through scholarship awards amounting to INR 436 Cr!

The significant milestones during FY 2023-24 included **11,585** students renewing their scholarships and a notable surge in first-time applicants (34,000). These unprecedented numbers not only underscore the escalating demand for financial assistance among students pursuing professional courses in India but also highlight the heightened awareness surrounding FFE's distinctive scholarship program. FFE's comprehensive "Wrap Around" approach, integrating financial assistance with holistic support measures encompassing skills enhancement for employability, mentorship, leadership and entrepreneurship sessions, and mental wellness support has yielded encouraging results. We continue to see the positive impact of these additional interventions as students prepare for their careers, irrespective of the discipline.

On behalf of FFE, I extend my heartfelt **congratulations** to all FFE scholarship awardees, while extending a warm welcome to the **4709** scholars who have recently joined our ever-expanding FFE family!

As the fiscal year drew to a close, FFE awarded scholarships to **16,294** students throughout India amounting to **Rs. 75.89 Crores**. Notably, women constituted 40% of the incoming batch, while comprising **33%** of the overall scholarship recipients. FFE also awarded scholarships to 124 students with differing levels of ability, and will be leveraging our donor partner network to bring specific courses and skills to such students to help them attain their goals.

"Giving' and volunteerism has flourished- with over 2000+volunteers enrolling as mentors and Facilitators (to qualify students), alongside our alumni contributing financially as well as through volunteerism. FFE's mentors include 45 lawyers, 56 professionals from the Pharmaceutical industry, in addition to the 1848 Engineering mentors, all of whom engaged with their mentees.

Throughout FY 2023-24, FFE welcomed 25 new corporate donors and 440 new individual contributors, whose generosity has enabled us to magnify our impact manifold. Our heartfelt thank you and our deepest gratitude to each one of you as we expand our circle of work and deepen our connections with all stakeholders.

Special commendation is due to FFE's dynamic team of 40, under the adept leadership of Ram Kolavennu, who have exhibited unwavering commitment and dedication in catering to the needs of students and stakeholders alike. My thanks to FFE's Board, which includes two alumni as Special Invitees, for their steadfast support and strategic guidance throughout.

As we embark on another year, poised for sustained growth, impact, and excellence, we eagerly anticipate your continued participation, support, ideas, and contributions, in order to effectively serve the mission of the organisation.

With Regards,
Sudha



Message from
Dr. Sudha Kidao,
Managing Trustee,
Foundation for
Excellence
IndiaTrust (FFEIT)

As we close the chapter on the 2023-24 Financial Year, I extend my deepest gratitude to each and every one of you for your support and dedication to FFE's mission. Together, we have made FY 23-24 significant and impactful.

While the numbers speak volumes about the depth of our impact, it is the stories behind these figures that truly highlight the transformative power of our work. Here are just a few highlights that demonstrate what we have collectively achieved:

Alumni Circle of Giving: I am thrilled to share that our Alumni Circle of Giving has experienced extraordinary growth this year. With a direct contribution of Rs. 2.77 Crores and an indirect contribution of Rs. 3.93 Crores, our alumni community continues to champion the cause with passion and generosity.

Largest Transformative Program: Our flagship scholarship program has once again demonstrated its unparalleled reach and significance. With over 34,000 applications received from 27 states and 5 Union Territories, the FFE Scholarship Program stands as an aspirational national initiative, unmatched in its scale and impact.

Volunteer Engagement: Our community of volunteers has continued to grow, with close to 2500 individuals dedicating their time and expertise to mentorship and identifying deserving students for scholarships. Their commitment to our cause is evidence to the power of community and collaboration in driving meaningful change.

Bridging Academia and Industry Gap: Through our approach to bridging the gap between academia and industry, our scholars are empowered with invaluable insights and experiences. From engaging webinars to industry visits, our scholars are gaining deep insights across a spectrum of disciplines, from aerospace to robotics in surgeries.

As we reflect on these achievements, we also realise that there is lot more that needs to be done. We could only support 1 in 8 students who applied for FFE's scholarship this year. I am confident that with the same spirit of dedication and collaboration that has brought us this far, we will continue to push the boundaries of what is possible and make an even greater impact in the years to come.



**Message from
Ram Kolavennu,
COO, FFEIT**

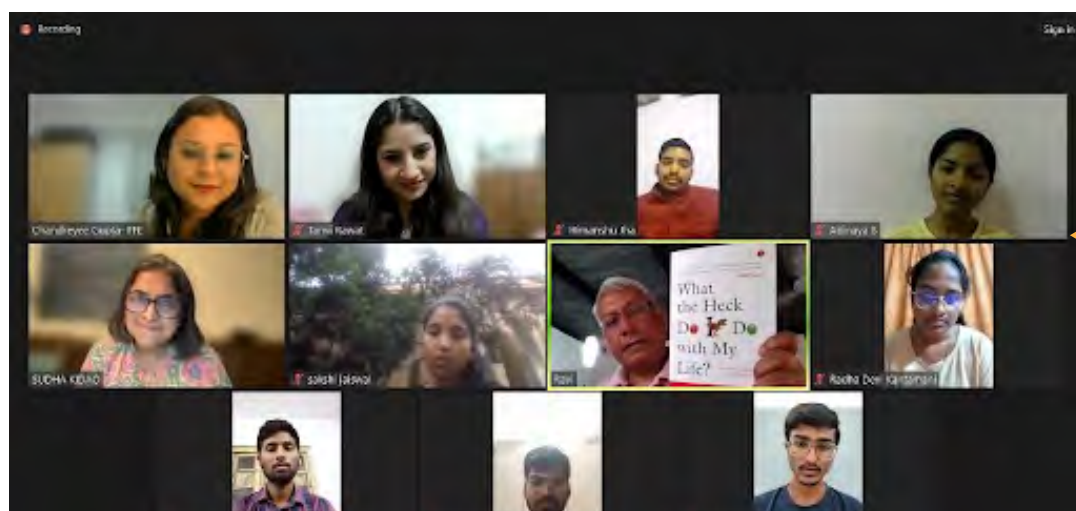
A. DONOR-SCHOLAR ENGAGEMENTS

Scholar Meet with Mr. Ravi Venkatesan, 18th January, 2024

FFE Donor, Mr. Ravi Venkatesan, virtually interacted with the engineering scholars supported by him on 18th January 2024. During the session, students participated by sharing their journey and aspirations with him.

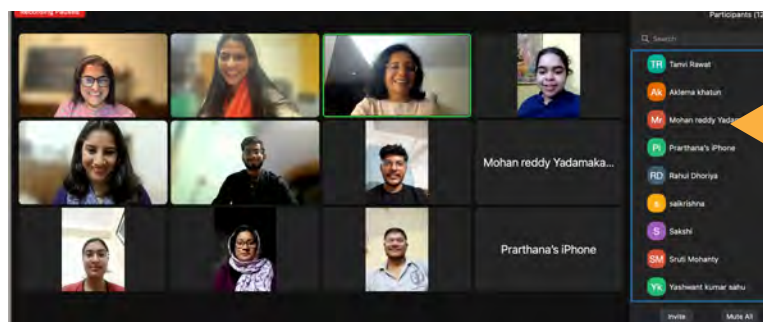
An alumnus of IIT Mumbai and Harvard Business School, Mr. Ravi is a business leader, a social entrepreneur, and an author. Over the years, he has led several companies and has served as the Chairman of Cummins India, Microsoft India, and Bank of Baroda. He founded the Global Alliance For Mass Entrepreneurship and currently chairs The Global Energy Alliance for People and Planet (GEAPP).

Mr. Ravi spoke about his inspiring journey and tips on successful career growth and emphasized the importance of continuous learning, to his set of supported scholars. FFE's Managing Trustee, Dr. Sudha Kidao also addressed the scholars and thanked Mr. Venkatesan for his support and for sharing his valuable insights with his supported scholars.



FFE Donor Mr. Ravi Venkatesan during an online scholar meet up

Alumni and Scholar Meet with Ms. Subha Swaminathan, 7th February, 2024



Virtual interaction of FFE scholars and alumni with their donor Ms. Subha Swaminathan

On 7th February 2024, FFE's long standing donor and ambassador, Ms. Subha Swaminathan, Vice President, Finance-Global Operations, HP, based in Singapore, interacted with her cohort of supported scholars. The virtual session, brought together 13 FFE scholars and alumni, who actively participated in the conversation. It also included a special message

from the first scholar to have received support from Ms. Swaminathan, who is currently working as a Junior Resident in Sri Chamundeshwari Medical College, Hospital and Research Institute, Channapatna, Karnataka and also preparing for his Post Graduate examinations. The conversation involved understanding the journey of each of the students- their college life, hopes and aspirations. We are truly grateful for her enduring support and encouragement!

Scholar Meet with Mr. Padmanabha Rao & Mrs. Shobhana Swamy, 18th February, 2024

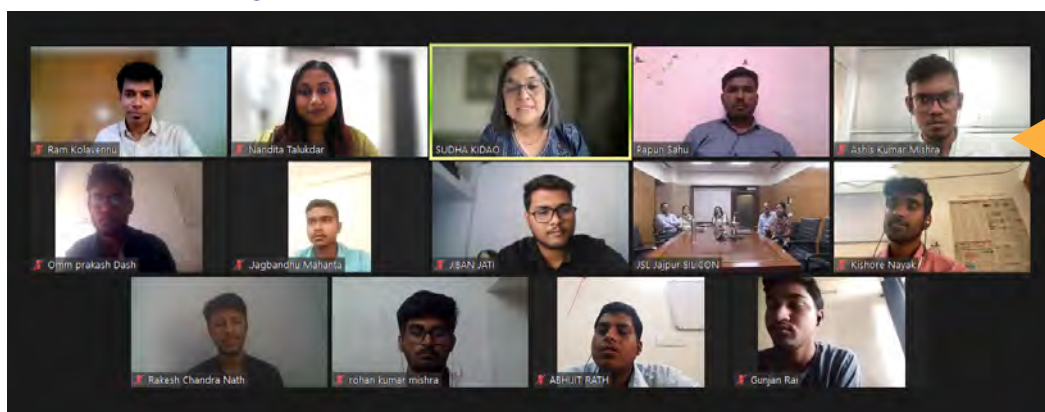


FFE Donors
Mr. Padmanabha
Rao and Mrs.
Shobhana
Swamy during an
online scholar
meet up

FFE's donors, Mr. Padmanabha Rao & Mrs. Shobhana Swamy, residents of USA virtually interacted with Medical and Engineering scholars whom they sponsor. During the interactive session, students shared their journey, academic progress, college activities and future plans. The donors were pleased to hear details of the work experiences of 3 alumni, who are now well placed at Citicorp, Mphasis & Atlassian. The donors were especially impressed by their views on "Circle of Giving".

FFE remains thankful to these dedicated donors for taking out time to interact, guide and motivate the students.

Virtual Inauguration of FFE-JINDAL STAINLESS Scholarship program, 18th February, 2024



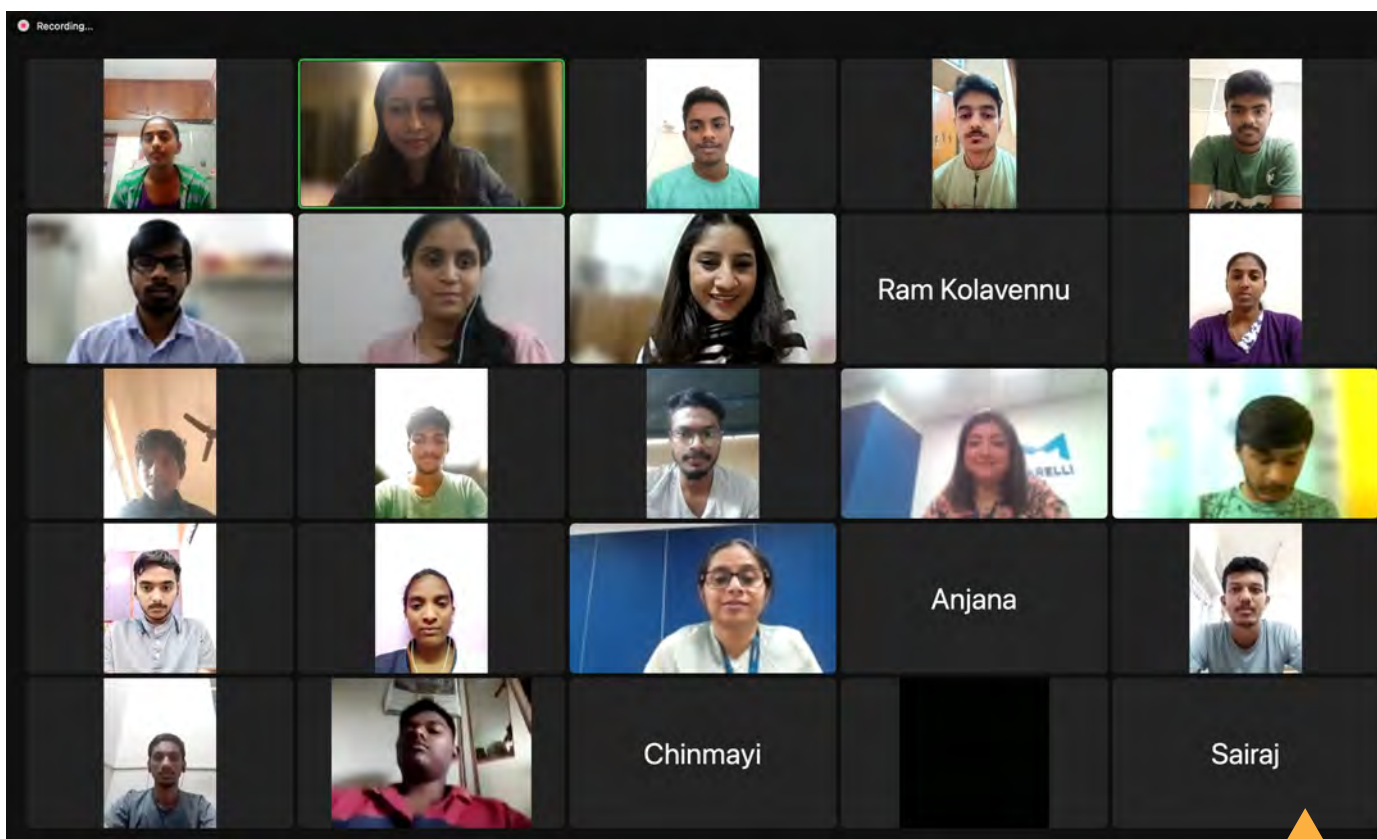
FFE-Jindal Scholars
during the virtual
inauguration of
FFE-JINDAL STAIN-
LESS Scholarship
Program

Jindal Stainless Foundation commenced a new partnership with FFE in FY 2023-24 to support 18 academically brilliant and financially deserving scholars, pursuing their Engineering (BE/BTech) courses in India. Throughout their 4-year course, they will be supported in the forms of Scholarship, Skills training, and Mentorship.

The program was inaugurated on **18th Feb 2024**, by **Mrs. Deepika Jindal**, Chairperson, Jindal Stainless Group; along with other representatives of the foundation's CSR team.

FFE was represented by Dr. Sudha Kidao, Managing Trustee, Ram Kolavennu, COO and the FFE team. The scholars shared their inspiring stories of hardships, aspirations, and hope during the interactive session.

Mrs. Deepika Jindal was appreciative of the frank conversation with students and their strong determination to succeed despite hardships and challenges as they embarked on their educational journey, placing special emphasis on their emotional well being.



Students supported by Marelli India Pvt.Ltd. during the virtual meet up

On 29th February, 2024, FFE hosted a virtual interactive session between Marelli India Pvt. Ltd. and their supported scholars. Marelli India Pvt. Ltd. was represented by **Ms. Anjali Diwakar**, CSR Head, **Ms. Kamaksha Kongovi**, Senior HR Manager, and **Ms. Shruti Shekhar**, Manager HR Business Partner.

During the first donor-scholar engagement, scholars shared information about their family background. Students also expressed their gratitude on being awarded FFE's scholarships as they pursued their higher education goals. The scholars also reflected on the importance of the "Circle Of Giving".

The FFE team provided an overview of the Mentorship and Skill Training Program, underscoring its role in enhancing the scholar's personal and professional development. Additionally the representatives from Marelli India Pvt. Ltd. extended their guidance and encouragement to the scholars pointing out the importance of academic excellence and participation in co-curricular activities.

Overall the session served as a platform for a meaningful exchange between the donors and scholars strengthening the collective goal of empowering scholars through education.

Virtual donor-scholar meet with Dr Saroj Mehta, Houston, Texas, USA

On March 3rd, FFE organized a special meeting between US based donor **Dr. Saroj Mehta**, and her sponsored students from IIT Roorkee. Through a Zoom call, facilitated by **Mr. Anil Kumar** from FFE-USA, Dr. Mehta virtually met her supported students who include one medical student from Lady Hardinge Medical College, New Delhi (LHMC) and six students from IIT Roorkee, the alma mater of her late husband.

One student shared his excitement about being offered an internship at Microsoft, potentially leading to a job offer, much to everyone's delight. Mr. Anil Kumar also talked about FFE's mentorship program, encouraging students to join in their third year.

Dr. Mehta expressed her happiness in seeing how her donations are making a difference in students' lives. She finds joy in knowing that her support is helping deserving students achieve their dreams. The meeting ended with a sense of gratitude and inspiration. Through initiatives like this, FFE continues to support students in realizing their potential and shaping a brighter future.

Donor-Scholar meet and students' office visit to Ingersoll Rand Technology and Services Pvt Ltd. (IRTSPL) , Bangalore, 5th March,2024



IRTSPL-FFE scholars visit to IRTSPL Bangalore office

An in-person meeting between Ingersoll Rand Technology and Services Pvt Ltd (IRTSPL), and their supported scholars was held in their Bangalore office on 5th March. 16 students (9 from Bangalore, 3 from Surathkal, 3 from Mysore and 1 scholar from Dharwad) attended the interactive event that included the IRTSPL team.

The event commenced with an introduction and an icebreaker session led by the IRTSPL team, setting a welcoming atmosphere for everyone involved. Following this, the scholars embarked on a comprehensive lab and facilities tour, that provided insights into the work environment at IRTSPL.

One of the highlights of the program was the interactive mentoring session facilitated by a senior team member from IRTSPL where the scholars got an opportunity to interact,ask questions and get valuable guidance from the mentor.

Office visit and meet up for FFE-TerraPay Students, 5th March,2024

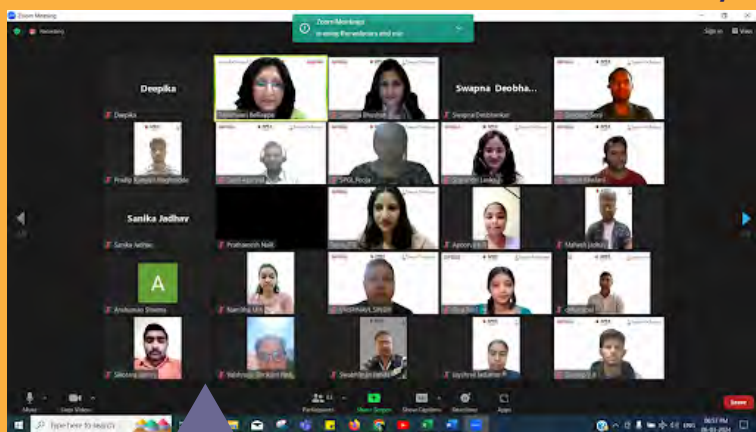


FFE-TerraPay scholars visit the TerraPay office for a Donor-Scholar engagement.

On 5th March, 2024, 8 FFE-Terrapay scholars visited the TerraPay office in Bangalore. The session provided an opportunity to visit the Terrapay office and understand their work and interact with the TerraPay Leadership Team. A visit to a corporate office was the first for most students; the visit ended on a happy note with the scholars receiving a special gift from TerraPay.

TerraPay supports a cohort of 17 FFE scholars.

Donor-Scholar Meet with S&P Global, 6th March,2024



FFE-S&P Global scholars interacting with S&P Global leaders during a virtual session

On **March 6, 2024**, S&P Global Senior Leadership Team including **Sravanthi Lanka**, Senior Director at S&P Global Market Intelligence, **Pooja Nair**, Director at S&P Global, **Saumya Bhushan**, Lead-Corporate Communications, South Asia at S&P Global, **Sahil Agarwal**, Senior Product Manager, Financial Institutions at S&P Global Market Intelligence, **Kishor Pujara**, Business Development and Growth Lead at S&P Global Market Intelligence, **Hitesh Kewlani**, Operations Manager at S&P Global, **Swapna Deobhankar**, Manager HR -People Partner at S&P Global and Ahmedabad APEX (Asian Professional for Excellence, a People Resource Group, PRG, at S&P Global) members met the sponsored FFE scholars from the Engineering, Medical, Law and B. Pharmacy streams, over a virtual meet.

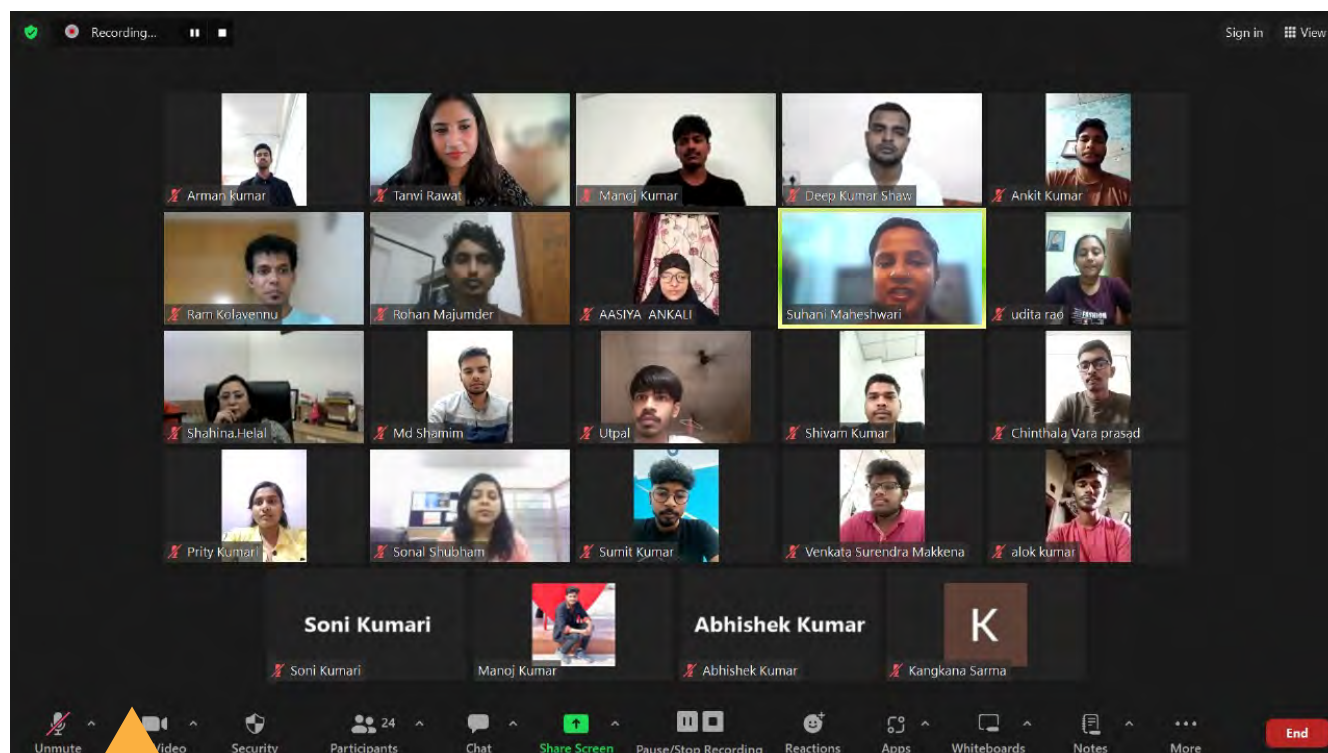
APEX PRG at S&P Global is dedicated to offering programs that boost opportunities for personal, professional, business, and community success, all while nurturing leadership skills.

Saumya Bhushan lead the session that included 70+ FFE-S&P Global sponsored students who engaged in a 'Communication Skills' session, enabling them to learn about crucial career-relevant skills for building a solid foundation in their professional journey.

This session addressed the significance of both written and verbal interaction along with strategies for enhancing communication effectiveness.

Students received insightful advice on how to communicate effectively in both conversation and writing from this highly relevant and helpful session.

Donor-Scholar Meet with CelebiNAS Airport Services India Pvt. Ltd., 24th March,2024



Virtual Donor-Scholars engagement with FFE-Celebi Aviation scholars

The new batch of 30 FFE-Celebi Aviation scholars came together for a virtual interaction on March 24. The event was graced by **Ms. Shahina Helal**, Director HR - Celebi Delhi Cargo Terminal Management Pvt Limited and **Ms. Sonal Shubham**, CSR Senior Executive. Their words ignited enthusiasm and passion among the scholars. The session proved to be a fruitful learning experience for both FFE and Celebi Aviation, strengthening the commitment to their shared mission. The event also served as a platform for the scholars to express gratitude and for donors to witness the tangible impact of their contributions towards higher education.

CelebiNAS Airport Services India Pvt. Ltd. is a Ground Handling Agent at Mumbai Airport, catering to International, Domestic flight operations, Cargo flight operations and Charter flight operations. Stories of resilience and determination from scholars who have overcome various obstacles to pursue their graduation studies were shared during the session. The dignitaries from Celebi Aviation interacted with scholars and motivated them. FFE's COO **Mr. Ram Kolavennu**, addressed the session and thanked Celebi Aviation for creating a positive impact in the lives of these deserving scholars.

B. OTHER EVENTS:

Participation in India Fundraising Conference, 23-24 February 2024



Dr. Sudha Kidao at the India Fundraising Conference held on 23-24 February 2024

FFE's Managing Trustee, Dr. Sudha Kidao, was recently invited to participate in a panel discussion at the esteemed India Fundraising Conference held on 23-24 February 2024 at India Habitat Centre, New Delhi. The conference, known for highlighting innovative approaches to fundraising, provided a platform for Dr. Sudha to share FFE's impactful initiatives with a global audience.

In the engaging panel discussion titled "Fundraising Success Stories: Celebrating Innovators in Philanthropy," Dr. Sudha captivated attendees with the inspiring stories of FFE's Circle of Giving by FFE's alumni. This unique "Pay-forward" program, designed to encourage scholarship awardees to support the Foundation when they become self-reliant is an innovative approach to self-sustainability. The idea resonated with the audience, who hailed it as a ground-breaking, self-sustaining model.

The success of the Circle of Giving by Alumni underscores FFE's commitment to fostering long-term educational empowerment. By showcasing this innovative approach to fundraising, Dr. Sudha not only spotlighted the transformative impact of FFE's initiatives but also sparked meaningful conversations about sustainable philanthropy within the global community.

"No one has ever become poor from giving."

— Anne Frank.

D. MENTORSHIP PROGRAM

FFE's Mentorship cycle in FY 2023-24 for Engineering students concluded recently drawing professionals from over **100+** corporations who provided mentoring and guidance to **1949** FFE Engineering (BE/BTech) Scholars. Mentors spent an average **24** hours, guiding scholars on career readiness, during the **4-6** month mentoring engagement. It is encouraging that 70% of the Mentor-Mentee pairs completed the mandatory 4 mentoring modules on soft skills & the remaining pairs have covered 1-3 modules in the program.

In February 2024, FFE conducted 4 group mentoring sessions for engineering students who could not participate in the mentoring program. The following topics were addressed in the group mentoring sessions: Communication Skills, Time Management, Career Development, Problem Solving and Decision Making.

FFE is thankful to the speakers- **Ms. Nimisha Rana**, CHRO at Alvarez & Marsal India Pvt. Ltd., **Mr. Venugopal Mudhaliar**, Senior Director(AVP) - Risk and Business Continuity, Firstsource, **Ms. Shalina Nandiwada**, Technical Delivery Manager, Microsoft and **Mr. Santoshkumar Pati**, Staff Technical Program Manager, Lam Research for participating and offering their guidance.

Following program completion, FFE collected feedback from Mentors and Mentees to gain a better understanding of their overall mentoring experience and to identify areas of improvement, to assimilate detailed program insights and qualitative feedback,

FFE held a series of **Focused Group Discussions (FGD)** with sample groups of mentees and mentors who had enrolled in FFE's mentorship program this year. The quantitative and qualitative insights gathered from both the sources will be shared with all the participating corporate partners.

The ongoing Mentorship program for FFE's Law (LLB) and Pharmacy (BPharm) students started in December 2023 and will end in June 2024. Currently, 45 law Mentor-Mentee pairs and 56 BPharm Mentor-Mentee pairs are part of the program. Individual Lawyers and returning mentors (from previous years) are part of the Law program. Similarly, employee volunteers from Novartis India Limited, Clarivate, Amneal Pharmaceuticals, Dr. Reddy's Laboratories, Biocon Biologics have registered as Mentors in the BPharma mentoring program.

FFE once again is thankful to the numerous corporate employee volunteers, FFE's Alumni mentors and individuals for their participation in FFE's mentorship program. FFE will look to your continued support in the upcoming **Mentoring Program 2024-25, starting June 2024!**

Mentorship Program FY 23-24 Summary

Course	Number of Mentor-Mentee Pair
Engineering (BE/BTech)	1848
Law(LLB)	45
Pharmacy (BPharm)	56
Total Mentor-Mentee Pairs	1949

Virtual sessions with Mercedes-Benz Research & Development India (MBRDI) Leaders on 23rd March 2024



Session I- Career Planning & Goal setting with MBRDI Mentors

On 23rd March, Mercedes-Benz Research & Development India (MBRDI) curated a one-time virtual mentorship opportunity with its women employees serving as mentors to FFE's women scholars on the topics: Career Planning and Goal Setting & Women in Technology.

63 MBRDI mentors participated in these 2 sessions, where mentors and mentees were divided into small breakout rooms for closer interaction. In this interactive session, 55+ FFE women students participated and interacted closely with their assigned mentors.



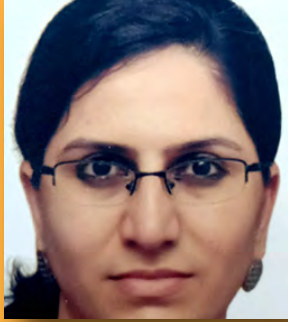
Session II- Women in Technology with MBRDI Mentors

Additionally, 22 MBRDI employee volunteers enrolled as mentors and participated in the 6 month-Mentorship Program, spending over 250 hours in guiding and mentoring FFE scholars.

FFE looks forward to the continued support from MBRDI and growing the partnership in the future.

MENTOR-MENTEE TESTIMONIAL

MENTOR TESTIMONIAL



**Ms. Meena Sharma,
Senior Manager- Transitions,
Wipro Technologies, Mumbai**

I chose to be a mentor because I enjoy helping others learn and grow. I find fulfillment in sharing my knowledge and experiences to support and guide others on their journey. FFE's mentorship program has been an incredibly rewarding one. It was very fulfilling to see my mentee gain confidence and overcome his challenges. Additionally, it provided me an opportunity for personal growth, as I could also refine my communication skills, gain new perspectives, and learn from my mentee's experiences as well. Overall, it has been a mutually beneficial relationship that has fostered learning, growth, and meaningful connection. It has given me the time out to reflect/introspect on my experiences and knowledge and the satisfaction to contribute in a small way to someone's growth.

Our knowledge & experiences hold great value and by volunteering as a mentor, one can make a positive impact on deserving students' lives and also contribute to the growth of society. It will also help you to learn and grow and expand your network too.

MENTEE TESTIMONIAL



**Rohit Raj,
BTech, 3rd Year,
Textile Technology,
IIT DELHI**

"My mentor and I recently concluded the FFE mentorship program, which was really helpful. It was overall a great experience, as my mentor shared her professional and personal experience while guiding me through the various soft skills modules for better understanding. My favorite module was Communication Skills. I always struggled in putting my thoughts to words, but my mentor helped me with some very useful tips on improving my communication skills and I feel much more confident now. Thank you to my mentor and FFE for this incredible program."

E. SKILL DEVELOPMENT PROGRAM

Cohort	Training Programs	No. of scholars	Supported by
2022-23 (2nd Year Engineering Scholars)	English Training-Enguru	1,787	MSDF* & Lenovo
	Aptitude Training-Ethnus	1,319	
2021-22 (3rd Year Engineering Scholars)	Technical Skilling – Coursera	1,738	MSDF* and Capgemini
	Hi-Touch English	1,074	
	Mock Interviews - SHL	2228	
B.Pharm (2nd Year)	Technical Skilling – Coursera	70	Mr. Chirag Patel & Mr. Kanu Bhai Patel Markit India Services Pvt.Ltd.(S&P Global) MSDF*
	English Training-Enguru	83	Mr. Chirag Patel & Mr. Kanu Bhai Patel Markit India Services Pvt.Ltd.(S&P Global)
LLB (2nd Year)	Coursera	50	Mr. Mahesh Krishnamurthy Markit India Services Pvt.Ltd.(S&P Global)
	English Training-Enguru	42	
Medical (2nd & 3rd year)	Hi-Touch English	10	Mr. Babu Joseph

MSDF* - Michael and Susan Dell Foundation

OTHER SKILLING INITIATIVES

Finding the Leader in You Program (FLY)

Finding the Leader in You (FLY) is a 12-day leadership workshop that started in 2021. 1373 FFE scholars have participated in this program since its commencement. During the last quarter, 140 students, in 4 batches, from 2nd Year of Engineering participated in the FLY Program.

The workshop is conducted by Competitiveness Mindset Institute Inc. in partnership with IIT- Gandhinagar and is designed to teach non cognitive skills, to enhance students' personality and for their character development. This program is generously sponsored by Mr. Ron Mehta, Philanthropist and IIT Bombay alumnus, and long term supporter of FFE.

Wadhwani Foundation's Job Ready Program

Wadhwani Foundation's Job Ready Program commenced in June 2023 with 500, 2nd year Engineering scholars registering for the 6 months program. The program's main goal is to help scholars develop employability and work-ready skills, necessary to gain internships and placement opportunities.

Weekly mentorship sessions and self-paced study modules accessible through a dedicated online portal made up the program's structure.

The goal of the mentoring sessions was to help participants get a deeper comprehension of the course material and to apply their learnings in real-world situations. During the program, scholars gained insights into teamwork, communication skills, corporate awareness, digital literacy, behavioral skills, problem-solving techniques, and more. The program concluded in January 2024 with the post assessment results being; 432 scholars completed the program with 367 of them scoring above 70%.

Webinar on Generative Artificial intelligence(AI) and Machine learning (ML)



Webinar hosted by
AWS for Engineering scholars

January 7th 2024, saw over 500 Engineering scholars attend a webinar “ Introduction to Generative AI and Machine Learning” hosted by the Amazon Web Services (AWS) team. The webinar provided insights into Machine Learning, Deep Learning, AI and Gen AI, Gen AI Foundation Models, and Gen AI Use cases in the Healthcare and Entertainment Industry. The session was presented by **Mr. Sanjay Nigohjkar**, Sr. Manager Solutions Architecture, AWS and was co-presented by **Mr. Tony Trinh**, Sr. Solutions Architect, AWS.

F. ONGOING PROGRAMS

IBM Skills Build Certification Program



Over two thousand 2nd year Engineering scholars enrolled in the year-long IBM Skills Build Certification Program, which commenced in November 2023. The platform has curated content that includes IT-related modules like Cybersecurity, Artificial Intelligence, Agile Methodology, Data Analytics along with modules addressing Job-Readiness Skills and Professional Skills such as Resume Writing, Interview Handling, LinkedIn Profile, etc.

1,468 scholars have completed the self-paced learning course to date. The average learning time on the portal for this cohort has been observed to be 16 hours.

QMed Literature Searching Program for MBBS students

FFE collaborated with QMed Knowledge Foundation in November 2023 to offer the Medical Literature Search Program to 169 scholars from year 2 and year 3 of MBBS. This program offers skill sets required for online search of medical and allied health domains. Students have been actively participating in the 3 modules of the program, i.e. Information Resource and Literature searching, Introduction to Referencing and Mastering PubMed.



Mental Wellness Program

In November 2023, FFE in collaboration with Mpowerminds launched the year-long wellness program, open to all FFE scholars.

777 students have participated in the information workshops conducted weekly, gaining insights into identifying mental health issues and learning strategies to take remedial action.

The program is aimed at providing a positive mental health environment with the goal to eliminate the stigma associated with mental illness. This program involves onboarding students in batches for weekly workshops on mental health with access to a 24*7 helpline number to seek support whenever needed. Additionally, one-to-one counseling sessions (as needed) are also a part of the program.

Joy Thomas Foundation (JTF) Webinar; Perspectives from Industry - Tech and Soft skills required to succeed in the job market



FFE scholars
during the session conducted
by JTF leaders

On 21st January, 2024, a virtual session was conducted for 200 FFE engineering scholars by the volunteers of the Joy Thomas Foundation-USA. The session, led by **Mr. Balaji Shyamkumar**, Chief Technical Officer at Noonum Inc, addressed and provided perspectives on diverse and new technologies, and necessary soft skills required to gain employment and different job opportunities in the technology arena. During the interactive session, students gained valuable insights on market trends and future jobs.

Joy Thomas Foundation (JTF) Webinar; Opportunities in core Engineering with the rise of Emerging Technologies



FFE scholars
participating the Virtual session
conducted by JTF leaders

On March 24th, 2024, a second virtual session by Joy Thomas Foundation (JTF) USA volunteers, **Mr. Vinod Aravindakshan** CTO, Carrerbolt & **Dr. Ajit Paranjpe**, CTO (Retd), Veeco, addressed "Opportunities in core Engineering with the rise of Emerging Technologies" for FFE scholars. The webinar focused on trends and opportunities in fabrication, equipment and materials for semiconductor devices. Attended by 300+ FFE scholars, the session included an informative presentation, followed by discussion, and an interactive Q&A.

G. SCHOLAR TESTIMONIALS

Shubham Chheta

**BTech,
4th Year,
Information Technology,
G H Patel College of Engineering
& Technology,
Gujarat**



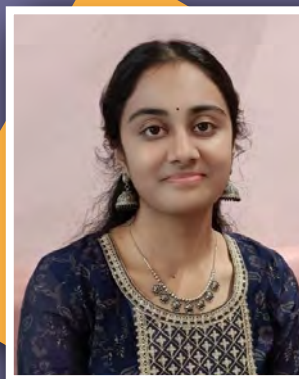
inFocus

"The Coursera program provided by FFE has been instrumental in shaping my academic journey and success. Through these courses, I have gained a comprehensive understanding of fundamental subjects crucial for my college exams. The structured approach of the courses helped me grasp complex concepts with clarity and depth, enabling me to excel in my college exams. Moreover, the knowledge and high quality content offered by Coursera significantly contributed to my success in achieving an All-India Rank (AIR) of 3251 in the GATE exam in computer science.

The flexibility of the online platform enabled me to balance my academic commitments with the coursework seamlessly. The interactive nature of the courses, coupled with practical assignments and assessments, facilitated a deeper understanding of the subject matter. The Coursera program offered by FFE has been a transformative experience. Hands-on projects and case studies offered valuable insights into industry best practices and emerging trends thus empowering me to pursue my career goals with confidence."

Thummala Kethana

**BTech 2nd Year,
Electronics and Communication Engineering
Gokaraju Rangaraju Institute of Engineering
and Technology,
Hyderabad**



"I have been using the Enguru app to enhance my English Language skills. The interactive assignments helped me to practice my language skills that covered a range of topics from grammar, to written and spoken english. The practical exercises and real-world applications through interactive sessions have helped me enhance my communication skills and boost my confidence. The online platform is user-friendly, and the resources provided were comprehensive, aiding in a holistic understanding of the subject matter. The self paced program gave the flexibility to plan the sessions based on our college schedule."



Amit Maindola

**BTech 4th Year,
Computer Science and Engineering,
Indian Institute of Technology
(IIT-Mandi), Mandi, Himachal Pradesh**

Amit hails from Pithampur, Madhya Pradesh; he was born into a family grappling with financial constraints. His father, a security guard, and mother a homemaker sustained on a minimum monthly income of INR 10,000. Solely dependent on his father's income, his home was a dilapidated closed factory, which lacked basic facilities like electricity. Despite these challenges, Amit's parents' commitment to his education, coupled with the encouragement from his dedicated school teachers, fueled his determination to pursue his dreams. Academically gifted Amit's admission in the prestigious JNV (Jawahar Navodaya Vidyalaya) relieved his family of the educational expenses at school. He excelled in both class X and XII board exams with a score of 89.3% and 91.8%, respectively.

The turning point in Amit's aspirations occurred when he secured an impressive rank of 3867 in the Joint Entrance Exam in 2020, gaining him admission into IIT Mandi, Himachal Pradesh. His dream was realized through the support of the FFE scholarship, generously sponsored by Arpan Foundation-USA.

Amit acknowledges that this scholarship spared his family from substantial financial strain, averting the need for an education loan that could have led to a potential debt trap.

Transitioning to college life brought initial uncertainties for Amit as he navigated through a new environment and faced intense academic demands. However, he quickly found support from seniors and classmates, thus easing his transition. Throughout his BTech program, Amit continued to excel in his studies, with 7.86 GPA. Currently in his 4th year, Amit recently secured a campus placement with Ultimate Kronos, boasting an impressive salary package of Rs. 15 lacs per annum.

Grateful for the scholarship, Amit extends his heartfelt appreciation to his donor, Arpan Foundation, for their valuable contribution to his journey. This program has not only made education accessible but has also equipped him with various skills through FFE's Skills Training and Mentorship Program. While focused on achieving personal success, he envisions a future where he can contribute to the betterment of society.

Amit's journey exemplifies the transformative power of education and the pivotal role that scholarship and mentorship programs play in shaping the destinies of brilliant scholars.



Ms. Shruti Harihar Hegde

**BMS College of Engineering, Bengaluru
(2016 - 2020)**

**Senior Software Engineer,
London Stock Exchange Group (LSEG),
Bengaluru**

Shruti, hails from Chimnalli, a small village in the Uttara Kannada district of Karnataka. Her father, the only earning member in the family of five, is a farmer while her mother is a homemaker.

Walking 3 kms to school and back every day, Shruti studied in Kannada medium until Grade 10. An active participant in school debates and quizzes, she bagged 95.04% and 96.83% in her class 10th and 12th exams respectively. In 2016, while studying Information Science and Engineering from BMS College of Engineering, she came to know about FFE.

“When I got to know about FFE, I contacted one of the FFE facilitators Mr. M N Hegde. He told me everything about FFE and helped me with the procedure to apply for the scholarship. My happiness knew no bounds when I received the FFE scholarship, as it reduced my parents’ financial burden”, Shruti says.

FFE’s scholarship program not only helped her financially, but FFE’s skilling and mentorship programs enhanced her technical skills and improved her soft skills for job readiness.

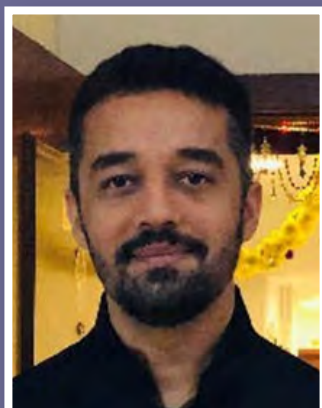
Shruti says “Apart from monetary help, FFE also introduced me to various programs like the mentorship program, technical webinars and visits to corporate offices giving me the exposure relevant for career readiness. I must admit that the mentorship program helped me improve my communication skills and confidence, making me better prepared for placement interviews, thus helping me get placed in McAfee in 2020.”

Shruti is currently working with London Stock Exchange Group after a 2.5 year stint with McAfee.

A strong believer of “What we give to our society is more important than what we get from the society”, Shruti, for the last 3 years has been actively involved in her village’s primary school activities and is motivating students to study. Actively donating to FFEs “Circle of Giving”, she finds joy in giving and urges more people to give to society for its holistic upliftment. She particularly urges all her fellow FFE alumni to donate.

“I request all the alumni of FFE to come forward and get into the ‘Circle of Giving’. I cannot explain the feeling and joy of giving. People should experience that themselves”, says Shruti.





**Mr.Saurabh Sharma,
CSR Lead, ExxonMobil**

"We're proud of our long-term sponsorship of the Foundation for Excellence (FFE) and the impact we're creating together. As an energy and technology company, we especially value FFE's mission of empowering young students from financially disadvantaged backgrounds and facilitating their higher education in Science, Technology, Engineering, and Mathematics (STEM). The FFE team consistently provides us with innovative ideas for collaboration that go beyond offering financial support, providing our employees with opportunities to contribute to mentoring and soft-skill training programs.

We look forward to our continued association with FFE and are confident that FFE will continue building a bright future for many more youth with the same dedication and passion."

FFE & ExxonMobil Services & Technology Pvt. Ltd. partnership commenced in FY 2019-20 with providing scholarships to 20 Engineering scholars. With the partnership growing each year, today ExxonMobil supports 169 Engineering scholars studying across India along with Exxon Mobil's active employee participation in FFE's Mentoring program. FFE is thankful to ExxonMobil for their invaluable support towards FFE's mission.

I. FACILITATOR FEATURE

Ms. Ananthalakshmi Seshadrinathan, Chennai, Tamil Nadu

Ms. Ananthalakshmi Seshadrinathan a second generation volunteer Facilitator at FFE, following the footsteps of her late father, Mr. Lakshminarayan, who was a Facilitator with FFE from 2011-2022. She was introduced to FFE by her father, whose residence was close to the Madras Institute of Technology (MIT-Chennai), took on the task of verifying students economic background and scholarship eligibility criteria for MIT students. Following his untimely demise, his wife Ms. Rajalakshmi Narayanan took over the task briefly. In 2022, their daughter Ms. Ananthlakshmi, an entrepreneur took on the duties of Facilitator as she was both familiar with FFE's scholarship Program and had witnessed the transformational journey of many scholars.

In a short period of 2 years, she has evaluated and recommended 68 FFE scholars. Ms. Seshadrinathan finds this process to be incredibly gratifying and it gives her immense pleasure to contribute to the journey of financially disadvantaged students.

Ms. AnanthaLakshmi quotes the overflowing Kettle to be synonymous with the Circle of Giving model at FFE.

"I consider FFE; the organization as a kettle, hot milk being the donations from souls who have a kind heart. The team brings in donors by approaching them to fill the kettle, they also bring in the empty cups, who are the eligible candidates. The mentors, career



inFocus

counselors, skill developers act as the tea, coffee and sugar to make the drink i.e education perfect for the candidates to sip along, added ingredients like the ability to communicate with, choose the right career and skills. With the acquired education and skills, one starts producing abundance. Instead of letting it overflow, they start filling the cups of other candidates. The Facilitators are the spout of the kettle. We examine the cup - the credibility of the candidate, their need for finance and get them filled."

Her educational background includes an M.Phil. in Commerce, ICMA (intermediate), and a PGD in Application Programming. Her passion for diverse fields led her to pursue a PGD in fashion designing and thereafter she became a certified art teacher through Fevicryl. Additionally, she is also a published author of three self-help books available on Amazon Kindle.

Ms. Ananthalakshmi prioritizes empowering women through her writing and also teaches fashion designing, art and craft and painting through her online platform, Sreenidhi Creations. She is also a mentor and career guide in Project Purti, an initiative by AVTAR Human Capital Trust aimed at fostering career intentionality among underprivileged girls. She has also been featured in a prominent women's magazine as a motivating entrepreneur.

Ms. Ananthalakshmi, is a dedicated homemaker, entrepreneur and volunteers at various NGOs, while maintaining a healthy work-life balance, remarks "I am very proud of my association with FFE and the work they do. I wish all the students the very best for their future."



<https://www.facebook.com/FoundationForExcellence>



<https://www.instagram.com/ffe.india/>



<https://www.linkedin.com/company/foundation-for-excellence/> <https://ffe.org/>