



ENVISION Annual Report 2017-18



www.empoweringvision.org



facebook.com/empoweringthevision



From The Director

Tashi Delek!

Welcome to our second edition of Annual Report! The year 2017-18 has been exciting year for Empowering the Vision Project (ENVISION) as we embarked on yet another year to build on our mission to empower Tibetans youths to become self-reliant, dynamic and responsible members of the community.

Through our three broad programmes - Tibetan Career Services, Building Bridges Programmes and Global Tibetan Professionals Network (GTPN) - we have continued to strengthen our impact by reaching out to more than 737 beneficiaries this year.

With every engagement through our programmes the past year- workshops/ conferences/trainings/interactions – we are constantly improving our services and creating value for our beneficiaries by enabling them to access new and better opportunities. Some of the highlights of 2017-18 in this regard have been:

- ENVISION fellowship was granted to seven young Tibetans with four taking up short term courses and three internships.
- School Exchange Programme was introduced for both TCV Selakui and Sambhota Paonta with DPS Dehradun and Guru Nanak Mission School, Paonta respectively.
- Global Vision for Young Tibetans Conference, a biennale event was held

in Bylakuppe, the biggest Tibetan settlement in December 2017. With the focus firmly fixed on the long-term goals, the Conference interactions laid emphasis on the potential of our youths and the necessary support system available/needed for them to flourish.

- GTPN is growing with more and more professionals coming on board from diverse fields and strengthening the platform to support one another while also contributing to our school and student outreach activities.
- Our Facebook page is increasingly becoming one of the most frequented sites by young Tibetans – students and youths –for information and career/job related services.

While we are a small NGO, ENVISION however, aims to play an important role in shaping the aspirations of Tibetan youths and children across diaspora. We are continuously working to transform our approaches and deliverance to find new ways to expand our scale and role and we are hoping to see positive results in the year ahead.

On behalf of ENVISION, I would like to thank all the volunteers, partners, associate organisations and young advocates for their commitment and optimism for our work with the Tibetan youths. We are especially grateful for the continued support and trust from our core funder Tibet Relief Fund, UK. We would also like to thank Isdell Foundation for Global Vision Conference 2017 grant.


Youdon Aukatsang

Director

A large, stylized red flower graphic is positioned on the left side of the page. It has several large, rounded petals and a central stem-like structure. The flower is set against a dark blue background.

Executive Summary

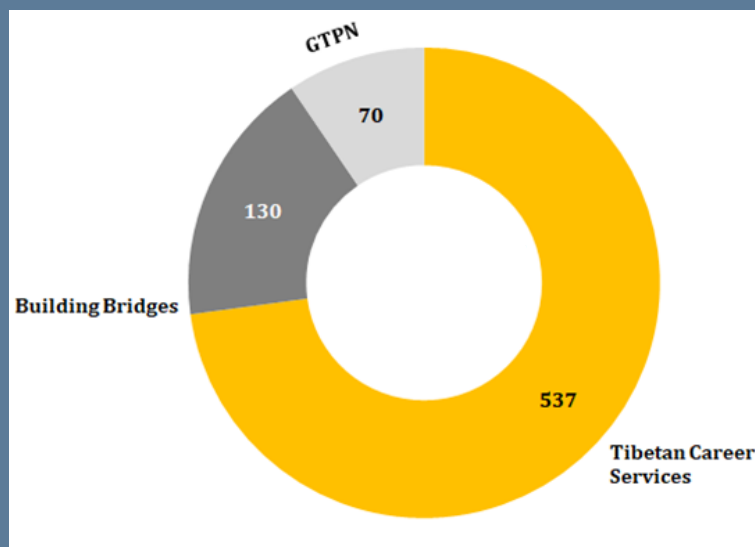
Empowering the Vision Project 'ENVISION' is a non-governmental organization set up in 2007 in New Delhi to work on youth empowerment. The vision of the organization is to see self-reliant and dynamic Tibetans, who are fully engaged members of the global community.

Toward achieving this vision of self-reliant, independent and dynamic Tibetan youths, Empowering the Vision engages the Tibetan youths between 15-35yrs through three broad programmes. These programmes are the Tibetan Career Services; Building Bridges Programme; and Global Tibetan Professional Network (GTPN). While the first two programmes serve school and university students, GTPN was set up in 2008 to draw Tibetan professionals to serve as role models for aspiring young Tibetans.

In the project year, 2017-18 (March '17– April '18), ENVISION was able to directly reach out to 737 Tibetan youths through the various activities and events undertaken under these three broad programmes. Of these direct beneficiaries, 458 were school children, 126 university students, 75 unemployed youth and about 70 GTPN members and 25 non-GTPN professionals.

ENVISION, this year continuing with the learning from the previous year focused more on making the ongoing interface with the youths - our target audience – more active and how best to make that interaction more engaging, efficient and more meaningful for them. Our virtual engagement has been especially robust this year with more and more exchanges with aspirants looking for career/mentorship support. Also, a significant increase in hits on our official Facebook page especially to our posts the past year has been very encouraging indicating an active attention/engagement of people visiting the page, and helping us reach a bigger and a wide group of people not just our target audience but also people who would influence them or are responsible for them.

ENVISION Beneficiaries Per Programme



ENVISION, this year continuing with the learning from the previous year focused more on making the ongoing interface with the youths - our target audience – more active and how best to make that interaction more engaging, efficient and more meaningful for them. Our virtual engagement has been especially robust this year with more and more exchanges with aspirants looking for career/mentorship support. Also, a significant increase in hits on our official Facebook page especially to our posts the past year has been very encouraging indicating an active attention/engagement of people visiting the page, and helping us reach a bigger and a wide group of people not just our target audience but also people who would influence them or are responsible for them.

We were also successful to enlist seven candidates for ENVISION Fellowship programme 2017-18. These seven young Tibetans belonging to diverse backgrounds and into varied fields of interests and skills, received our Fellowship grant to advance their careers and enrich their professional experience.

This year our biennial event Global Vision for Young Tibetans (GVYT) Conference was held in Lugsam Tibetan settlement, Bylakuppe in Karnataka in December 2017. Taking the learning from our previous Conferences, the 5th Conference ensured the participation of our beneficiaries (direct & indirect/ established or trail-blazer professionals/ entrepreneurs/civil servants) as resource persons along with emphasis in making

//

The lectures, field trips, and extracurricular engagements at ADAPT are every day lessons to be more sensitive, contemplative and compassionate towards differently abled people. Everything is eye-opening experience. I'm now aware of what "inclusive" actually means and how ignorant I have been till today. Everyday I feel ignited with enthusiasm. Thank you Empowering the Vision for selecting me for this wonderful learning opportunity.

- **Samten Dolma**, ENVISION 2017-18 Fellow (ADAPT's Community Initiatives in Inclusion)



//

the interactions and engagement with the participants more vigorous and demanding a sincere commitments from them.

Beginning the academic year 2017 for students in our two schools of association - Tibetan Children Village (TCV) Selaqui in Dehradun-Uttarakhand and Sambhota Tibetan School (STS) Paonta, Himachal Pradesh – a school exchange programme with Indian schools was implemented. The effort has been crucial in widening horizons and strengthening mutual respect and understanding between the two demographics through joint activities and events aimed at fostering conversations and connections.

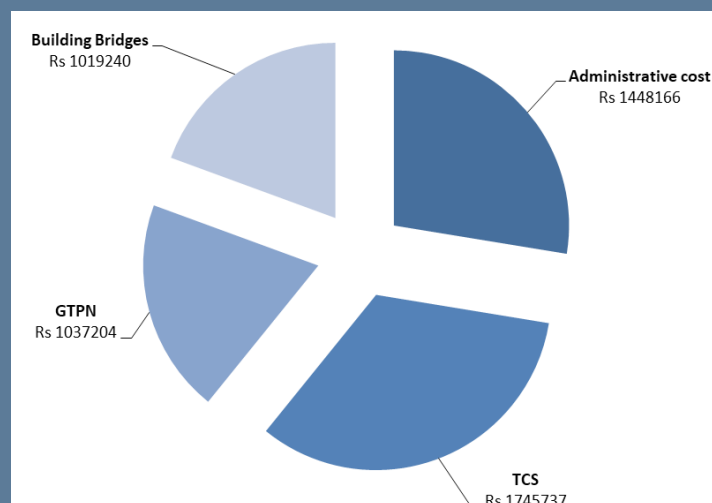
This year's GTPN Role Models school outreach activity was conducted with Tibetan Professionals (from both conventional and unconventional careers) with the aim to motivate and inspire young students to aspire big and to think out of the box. Two schools one hitherto never engaged CST Musoorie was for the first time reached out through the programme, the other school was Tibetan Homes Foundation, Mussoorie. Continuing with enlisting the participation of more young Tibetan professionals into

the network as members and contributors, we hosted our annual GTPN picnic and also engaged the services of a new member who runs a start-up i.e. Delhi by Bike tour in Delhi to organize a Spring Bike event for the GTPN members. It was one of its kind and we had many professionals joining the tour, promoting Delhi by Bike service and enjoying the networking and fun event.

In 2017-18 ENVISION staff underwent a 'Counselor Empowerment' training courtesy grant approved by SOIR-IM (Swedish Govt. International Aid) under their Capacity Building Fund programme. Learnings from this training has been incorporated into our Tibetan Career Services programme with visible impact as indicated with our improved client interaction and service provided not to mention the increase in number of youths reached out.

Through the year 2017-18, Empowering the Vision Project invested INR 52,50,347 as to meet its target of serving Tibetan youths in India with the proper career/education guidance, capacity building support, relevant exposures and other integrated related services.

Total Programme Budget

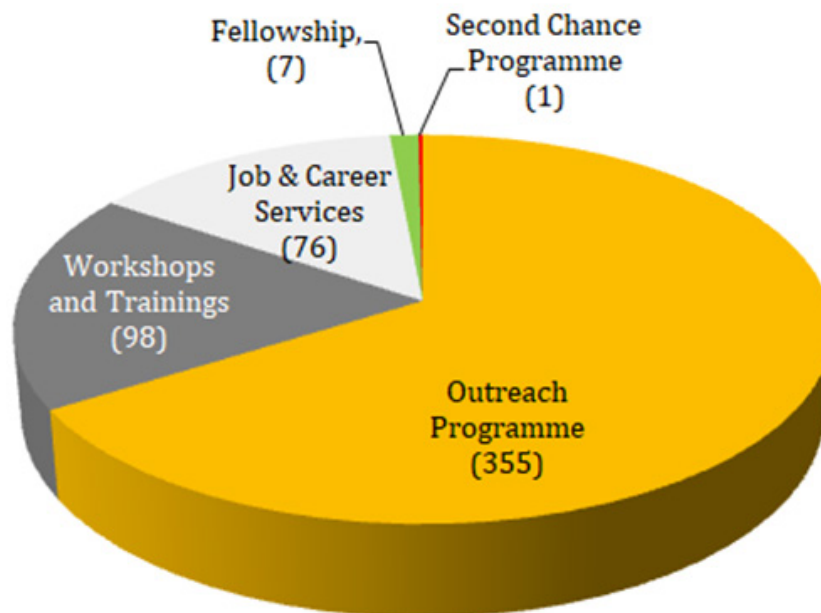


Tibetan Career Services

Empowering the Vision Project (ENVISION) offers career related services to all young Tibetans (15-35yrs broadly) who register with us through phone/Email. Under Tibetan Career Services (TCS), our Objectives are:

- To create awareness of career options
- To provide counseling and job placement assistance
- To support career aspirations and goals – through Fellowships/ Assist in discovering interests and skills

Tibetan Career Services (537 beneficiaries)



Job & Career services =(Job Placement assistance/Resume Building/Job Linkages/Internship)

In our two outreach activities – Employment Skills Workshop in Sikkim and School outreach through GTPN Role Models visit – as many as 355 students and youths benefited.

TCS helps in serving the Tibetan youth with career services and other related services that have ensured placement and at times with job preparedness, capacity building and often with career and education advice, and related support. Under the Tibetan Career Services, this year through job related services; ENVISION Fellowship; Mission Admission and our biennale Global Vision for Young Tibetans conference, and though others activities as many as 537 students and youths were directly exposed to job, career and capacity building services.

“The two months at the firm served as one of the best educations in my life. Post my internship at Advocate Rajiv Dutta’s firm my interest in law studies has gone much deeper. This learning experience has made me a better student of law and also helped build my capacity to learn and grasp more. I am very grateful and forever thankful to Advocate Rajiv Dutta Sir, his team and to Empowering the Vision for their support and kindness that I could learn, experience and explore so much within this two-month internship. I am hopeful that I will be able to contribute actively to my community and the society at large as a lawyer in future.”

– Tsering Norkey



In July 2017, two young sincere and enthusiastic Tibetan students Mr. Tenzing Soepa and Mr. Tenzin Yangphel pursuing Bachelor studies in Law (BA LLB) in Delhi interned under Senior Supreme Court Advocate Rajiv Dutta while in January 2018, Tsering Norkey a first year Delhi Law Faculty student (BA LLB) pursued the same internship too. ENVISION facilitated this summer internship for the three students under the TCS programme.

ENVISION Fellowship 2017

Empowering the Vision Project (ENVISION) initiated a Fellowship programme in 2015 to support career goals of 10 young Tibetans residing in India. In the financial year 2017-2018, seven candidates have received ENVISION Fellowship grant. Out of the seven, four candidates were enrolled for short term skills/training certification course and three received grants for internship. One candidate, Tenzin Palsang, who was pursuing short-term course in Music Production, however discontinued without any further notice. His remaining installment was stopped.

Recipients of ENVISION Fellowship 2017-18



Samten Dolma
'Community Initiatives in Inclusion' ADAPT, Mumbai 2018 candidate



Tashi
6 months advance Certification course in Graphic Design at TGC Animation and Design, New Delhi



Tsewang Gyaltzen
6 months course on music production at H&M Academy, New Delhi



Tenzin Tseten
4 months Internship at Centre for Escalation of Peace Office, New Delhi



Chemi Youdon
5 months Internship at Radisson Blu Hotel, Connaught Place, New Delhi



Ngawang Dechen
3 months Chinese Language Diploma course at Dalai Lama Institute, Bangalore

The candidates continue to write blogs/notes summarizing the importance of the Fellowship and their experiences that has been shared on our web page and social media platforms too.

- Tashi has completed 5 months advanced certificate course in Graphic Design at TGC animation and design, New Delhi. He is currently on a look out for a job.
- Tsewang Gyaltzen completed his Music Production course at H & M academy, New Delhi while currently working on his own production and DJing projects.
- Tenzin Tseten completed his internship at Centre for Escalation of Peace, New Delhi.
- Samten Dolma completed her CII theory course at ADAPT, Mumbai, and is currently working on her three-month Action Plan.
- Ngawang Dechen is pursuing her short-term course in Chinese Language at Dalai Lama Institute of Higher Education, Bangalore.
- Chemi Youdon, a hotel management student at International Institute of Hotel Management (IIHM) at Badarpur is currently in her last few months of Internship at Radisson Blu Marina Hotel, Connaught Place, New Delhi

Mission Admission 2017

To help students with direction and guidance on admission in Delhi University (DU) and other colleges that they face, 'Mission Admission 2017' workshop was organized by ENVISION in collaboration with Tibetan Student leaders/groups in Delhi on 6-7 June in Samyangling Tibetan Settlement, New Aruna Nagar, New Delhi.

Following this on 10 July once the DU admission began; ENVISION along with Students support groups and Department of Education, CTA, Delhi representative helped students with the practical support of submitting forms, document attestation and other formalities. As many as 17 students from the 30 participants that attended the workshop received direct support whereas another over 30 students also received direct support during this time.



30 students from different Tibetan schools across India attended the workshop. As such, the student's leaders were able to mentor the new students with their practical understanding of DU's admission rules and regulation and through their own experiences, challenges and opportunities they came across as Tibetan students.

College campus tour and meeting with the Dean of DU Foreign Student's registry were some of the best parts of the workshop. I recommend continuation of the workshop in the future as this workshop is like an eye opener for the fresh graduates.

- Karpo, TCV Suja

Employability Skills Training Workshop

Empowering the Vision Project organised a one-day Employability Skills workshop for Tibetan youth residing in Gangtok, Sikkim on September 10 at Hotel Tibet. The workshop aimed at helping young Tibetans identify and understand the importance of employability skills and work on improving it. ENVISION Director, Youdon Aukatsang, ENVISION Director facilitated the workshop.

Participants were largely students with a few young professionals. There were atleast three participants who were looking for employment opportunities. Participants comprised of 12



female and 8 male participants. The day was largely dedicated to discovering the self and the potential careers related to personality types. Ample opportunity was given to reflect and articulate values, interest and personal skills. Participants were given materials to come up with an action plan to work on their career path. The workshop also touched on communication Skills, interview preparation and resume building.

Life Skills Workshop at Maitreya

ENVISION organized a mini-workshop on life skills for children of Maitreya Foundation Home for underprivileged children from the Himalayan Region based in Delhi on Sunday, 11 February 2018.

15 students including seven college students were familiarized with the basic tools of understanding/developing communication skills; career exploration and job preparedness.

It became evident from the reflection session that for most of the students, it was their first workshop. They were quite satisfied with all the opportunities for interaction and presentation.

//

I believe that I now have a basic understanding of what a resume/cover letter entails and the exercise in presentation skills will help me in becoming a better communicator.

—Gyalpo, BCA student, IGNOU

//



Global Vision For Young Tibetans Conference



Nyima Dolkar, Executive member of Drokpo (an NGO) GVYT 2017 participant from Nepal said,

“ I will try and implement the learnings by sharing it with as many Tibetan youths as possible in Nepal through/by partaking initiatives and projects that engages youths.”

Global Vision for Young Tibetans (GVYT) Conference is a biennial event organized by Empowering the Vision (ENVISION) project since its inception in 2007. Fourth GVYT 2017 was held in Lugsam Tibetan settlement, Bylakuppe in Karnataka from December 13-17, 2017. Mindful Tibetan with a Global Vision as the guiding motto, the GVYT 2017 Conference held in one of the largest Tibetan settlement in exile enlisted the participation of over sixty young Tibetans who came from Nepal, Dharamsala, Delhi, Baroda, Mysore and Bangalore. The panels of the conference with its two main components motivational and learning session endeavored to engage the potential and the enthusiasm of the youth into self and community development, while celebrating the achievements and contributions of many of them. There were many direct and indirect beneficiaries of ENVISION among the speakers.

The formal and informal events at the Conference, the active engagement of the panels and participants amongst each other, and the thoughtful community

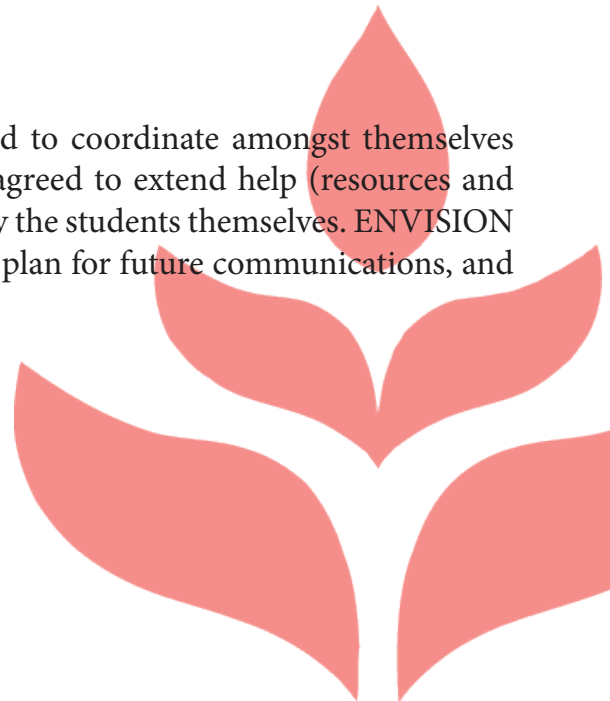


engagements all helped in shaping the discourse on 'how young Tibetans with a sense of purpose and motivation could become change agents in the community and the world at large'.

One of the most fulfilling outcomes of the Conference was the session 'Participant Initiatives to make a difference (s)' project. Participants came up with individual action plan (initiatives to make difference in the society) and then democratically chose the best five change/initiative amongst all, and form groups to work on the adopted action plan. The five chosen plans are:

1. Cyber Security and Safety initiative
2. Health Awareness Campaign
3. Career Awareness Initiative for School Children
4. Employment Generation
5. Research Think-Tank.

The team members of the aforementioned groups are expected to coordinate amongst themselves and support the champion in realizing the goals. ENVISION agreed to extend help (resources and otherwise where need be) to carry forward these initiatives led by the students themselves. ENVISION has set up a WhatsApp group with the champions of the action plan for future communications, and also to encourage them to bring the action plan to fruition.



Building Bridges Programme

Building Bridges Project is designed to bring together young people from the Tibetan and Indian communities:

- To foster better understanding and develop respect, care, learning and sharing between Tibetan and Indian Communities
- To expand the comfort zones of Tibetan students
- To nurture friendship and relationship between communities, institutions and individuals

Under this project, we facilitate summer camps and school exchange programmes. The project helps young Tibetans in exile to have an exposure of the world outside their Tibetan hamlets and schools. The students on the other hand have been made to think how their identities are shaped not only by their immediate peer mates, but also their families, cultures and the many communities – Tibetan and Indian both - they interact and live with. In this environment how as young adults, as professionals as Tibetan individuals they can thrive, co-habit and live a decent life. In 2017-18 as many as 130 students were directly reached out and mentored through our various activities and programmes.



Leadership Workshop 2017

Based on the evaluation conducted at the end of the workshop, almost 60% of the students said the two-day interactions helped build their confidence and opened them to new ideas and possibilities. Over 30% students expressed desire for such workshops in the school more often. Almost all students appreciated the way of the speakers and said the creative expression session with respective artist mentors were enriching.

Every year, a new Class XII batch (STS Paonta and TCV Selaqui) gets initiated into our Building Bridge programme through the Leadership Workshop in April. Starting 2017, the focus has been on making the mentoring programme more impactful and ensuring the students are benefiting from such an exposure. The topics and theme of discussion/interaction in 2017 aimed towards the skills sets we intend young Tibetans to imbibe such as Critical Thinking, Interpersonal Communication, Self awareness, Assertiveness, and a sense of Responsibility.

The two-day workshop on 08-09 April 2017 for Class XII students of TCV Selakui and STS Poanta Sahib was attended by 103 students along with the two school counselors, led by four volunteer artists and our four school mentors as resource persons. The workshop was held at the SOS Industrial Training Institute (ITI) Selaqui, formerly known as SOS Vocational Training Centre for Tibetans.

The two day workshop - was an exercise in motivating these young students to aspire for big goals through leadership, critical thinking, being responsible and through self-expression. One of the highlights of this year's Leadership workshop was the presence of Tenzin Pema, the first Tibetan woman boxer as a special guest who spoke inspiringly about her journey, the challenges and struggle that gave her the resolve and taught to persevere whether in life or in the boxing ring.



School Exchange Programme

A school exchange programme has been initiated under the Building Bridges programme to foster and strengthen understanding and mutual respect between communities, and between young students.

//

Having never met Indian students before, I thought it would be difficult to interact with them but I was wrong. The Indian students' friendly nature enabled me to learn and understand better about their school, study methods and about their background in general. Of the many helpful programs that ENVISION holds, School Exchange Program is one of the best, I would say."

-Dechen Lhamo, STS Poanta School

//

Two such exchange between Tibetan Children's Village Selaqui and Delhi Public School Dehradun was facilitated by ENVISION in the month of July and August. DPS Dehradun hosted 66 students (Cl. XII) of TCV Selaqui on 11 July at their school and TCV Selaqui in the second-leg of the exchange hosted 60 students from DPS Dehradun on 25 August. The exchange between students of STS Paonta and Guru Nanak School in Paonta Sahib, Himachal Pradesh followed on 29 September and 6 October respectively.

At these schools during the exchange, students were engaged in interactive, academic and cultural exchanges learning about one another. A sense of mutual respect and understanding between the students was strengthened and encouraged through the various exchanges led by ENVISION.

In 2018, we are expanding this initiative to include more Tibetan and Indian schools and help build on the success to make young Tibetans and Indians, more aware, informed and goodwill ambassadors of one another.



Let's Make a Difference

LMAD under Initiatives of Change is an annual youth conference held at Asia Plateau, Panchgani. This is an eight days residential training programme from 1st to 8th June, every year focusing on building responsible, dedicated citizens and individuals working for development of the nation and mankind.

Since 2008, Empowering the Vision Project has been supporting the participation of Tibetan university students in this National Youth Conference. Every year ENVISION selects 10 university students for the conference through a merit-based selection process. From about 25 students that applied this year, the ten selected were, 8 students were from Delhi and around, one from Chandigarh and one from Bangalore. Those from Delhi had an orientation in our office where they were explained about the expectation and opportunity such a platform presented to share, exchange ones ideas, culture, and strengthening building bridges.

All of them submitted brief reports about their experience as requested and these were shared on our blog, newsletter and FACEBOOK page.

//

"Let's Make a Difference National Youth Conference" (LMAD) has been one of the most memorable times of my life. It has been a huge learning process. I want to thank Empowering the Vision for supporting our participation and giving us this wonderful opportunity. I also would like to thank all the Tibetan participants for supporting me and making this eight-day beautiful. I am going to try my best to implement, every day, the learning from the conference.

- Ngawang Tsering - Hindu College, Delhi University (LMAD 2017 participant)

//

Global Tibetan Professionals Network

Global Tibetan Professionals Network (GTPN) is a platform where Tibetan professionals from diverse backgrounds can; Network with each other and, Find creative ways of contributing to the community, and Help mentor young Tibetan aspirants academically or professionally

In 2017-18, seventy GTPN members (new and existing members) have been engaged through various initiatives under the programme. The members were active in our networking events, including one hosted with a young entrepreneur who is also a GTPN member. Many also contributed their time and expertise by participating in our school and university outreach activities this year. All these initiatives helped in keeping the network dynamic while increasing participation and enlisting of new members to our GTPN family.



GTPN School Outreach

This initiative led by ENVISION is an outreach activity where Global Tibetan Professionals Network (GTPN) members engage with young students in schools and help inspire and motivate them to explore different careers/academics. GTPN members also find a way to contribute and mentor young students academically and professionally.

After the success of the March 2017 visit, another outreach was organized on 17-18 March this year. Two new schools- Central School for Tibetans (CST) Mussoorie and Tibetan Homes Foundation (THF) School, Mussoorie were approached, following which they supported and encouraged the visit. Three GTPN members –**Ms. Ogyen Palmo** (Chartered Accountant at Deloitte), **Ms. Tsering Yangzom** (Fitness trainer/Yoga Expert) and **Ms. Dawa Dolker** (Dentist at Delek Hospital & Animal activist) engaged and interacted with the students about their career, life and aspirations.

In both the schools, professionals shared their experiences with the entire student body and were also able to interact with students in smaller interest groups. Students chose to join smaller discussions groups with professionals based on their interest or career aspiration. They discussed and enquired about the possibilities, opportunities and challenges of different careers and how they could pursue them.

Students were overwhelmed to meet one of their own and have a chat with the professionals about their aspirations as an individual, and as a Tibetan in exile. Students actively engaged and took contact details of the GTPN members at the end of the sessions for future guidance, while others were encouraged to contact ENVISION office for any career/higher education related assistance whether through online/ phone call or walk-ins.



//

This has been great, never imagined I could come back to my alma mater and tell them my journey from the school to being an independent professional and that I could inspire and motivate them to such unconventional careers like mine in the Tibetan community.

- Tsering Yangzom, an alumnus of THF Mussoorie and one of the speakers shared her joy in being able to contribute through GTPN Platform. //

Global Tibetan Professional's Network (GTPN) Picnic

Annual GTPN picnic is hosted by ENVISION to celebrate the launch of GTPN. More importantly, it is an opportunity for Tibetan professionals mostly in Delhi to connect, network and engage with one another. It is also an event where ENVISION staff members are able to invite and interact with new professionals. Often during the event, we are able to enlist new GTPN members and seek commitment from some to join our various GTPN initiatives particularly GTPN role model school visits.



GTPN Picnic was held on November 05, 2017. All GTPN members (also all young Tibetan professionals), their family and friends were invited to a day of fun, food, Gorshay (circle dance) in the beautiful Lodi Garden.

There were 15 new Tibetan professionals among the 32 gathered for the GTPN Picnic. These professionals were from diverse backgrounds ranging from health and fitness, academics to hospitality sector. We were able to enlist Lobsang Yangtso, Tenzin Gyalpo, Tsering Yangzom, Tenzin Upal, Jampa Lhatso as new GTPN members.

Spring in Delhi: Bike and Heritage walk

ENVISION together with Tenzin Gyalpo, Founding Director, Delhi by Bike and GTPN member hosted Spring in Delhi (bike and heritage walk) on Sunday, 4th March. 10 Tibetans (GTPN members and young Tibetans) joined the fun and networking event.

Participants spent the day exploring the city on bike and then feasting on the delectable Sight and Food of Delhi - Lutyen's Delhi and the old walled city, its history, quirky stories, photographic lanes and people were explored on bike and foot. The day ended with a scrumptious lunch at KARIMs. The fun event also served as a platform to meet, network and collaborate with Tibetan professionals living and working in Delhi and not to mention encourage one another in our small endeavors to connect, build and give back.

The participants were mostly GTPN Delhi members who paid for the event themselves and ENVISION hosted the lunch. ENVISION hopes to organize more such informal GTPN events in the future to enlist new members and keep the existing engaged and active, to achieve the objectives of GTPN programme.

Post this event, many Tibetans who had hitherto unheard of the service run by this young Tibetan began exploring the Bike services on offer and have now been to one of the tours with Delhi by Bike.



Tibetan Entrepreneurship Fund

Empowering the Vision Project created Tibetan Entrepreneurship Fund with initial seed money from the first ENVISION Tibetan Entrepreneurship Conference in 2015. The fund was raised to help two young Tibetans who have the vision to set up or enlarge a business that is socially responsible, economically beneficial, culturally sensitive and environmentally friendly. The recipients receive a loan of between 1 lakh to 2 lakh Indian Rupees. The loan is returned in five years with repayment starting from the third year.

In late 2015 ENVISION began with two recipients of the loan - Mr. Tenzin Wangdu from Dhondenlling (Kollegal) settlement and Mr. Dorji Palden from Dhoeguling (Mundgod) settlement. The two recipients were to begin returning the loan with interest starting from March 2018.

Tenzin Wangdue was the recipient of ENVISION Entrepreneurship Fund 2016 for the Genla tractor. The amount of one lakh was released for Genla tractor for the term of 5 years with the agreement to repay the loan with nominal interest of 5% on quarterly basis from the third year.

Although we have not been able to communicate with Dorji Palden so far, Tenzin Wangdue has successfully paid back the first instalment of his loan repayment amount INR 9,026 for the first quarter (January – March 2018).



OTHER ACTIVITIES

Staff Capacity Building: Counselor Empowerment Training



ENVISION applied for the Capacity Building Fund 2017 of SOIR-IM. The proposal was accepted and soon after the grant of INR 100,000 was released.

ENVISION proposed was a 'Counselor Empowerment' training to enhance the Tibetan Career Services (TCS) programme with the objective of training staff to be goal oriented, aware of approaches and methodologies in counseling, efficient and smarter in assessing career aspirations of the clients that approach ENVISION and match it with the opportunities/avenues available.

On 13-14 July, three ENVISION staff along with Deputy Director underwent the two-day capacity building training. Post the training an Action Plan has been drafted. As per the 'Action Plan' the team meets every day at 4pm over tea to discuss/brainstorm our programmes like Tibetan Career Services, Building Bridges and GTPN. The Action Plan has not only helped ENVISION revisit some of the best practices taught during the trainings but also enabled us to follow a framework/timeline to achieve our targets.

Staff also underwent two one-to-one handholding sessions with the trainer. Here staffs were observers to a live counseling session – where the Counselor (the trainer) went about counseling a student and his parents about education and careers choices and roadmap towards the same.

The training last year has been very empowering for our staff, who has expressed more such Capacity Building exposure in future to keep up with the changing-higher education, career/job sectors.

