

BetterOdisha Foundation Operational Plan

20th August 2023

Want to see a
Better Odisha?

Let's work together
to make it happen

Odisha is rich in natural resources and strong culture, still our society lags behind others. Instead of sitting and complaining, be the change you want to see in Odisha!

Help a Needy

Become a Volunter



Education | Employment | Equality

Building a better future through education, employment and equality for all

www.betterodisha.org

“ Despite being blessed with abundant natural resources and a rich cultural heritage, Odisha still struggles to keep pace with other states in India. Rather than simply complaining about this situation, we have the power and the responsibility to take action and be the agents of change that our society needs. By actively working towards improving our community and advocating for progress, we can help to bring about the positive transformation that Odisha needs and deserves. Let's embrace the opportunity to make a difference and be the change we want to see in Odisha. ”

.. BetterOdisha Management

Vision

Our vision is to create a society where every individual has access to quality education, meaningful employment and equal opportunities regardless of their background or circumstances.

Mission

Our mission is to empower individuals from backward communities by providing them with the tools and resources they need to succeed. We aim to break down barriers to education and employment by offering educational programs, job training, and career support services. We also work to promote equality by advocating for policies and initiatives that support fairness and equal treatment for all.

We primarily focus on 3 core pillars of society. E.g. Education, Employment and Equality. Through our efforts, we hope to create a more prosperous and equitable society, where everyone has the opportunity to reach their full potential.

1. Introduction


BetterOdisha Foundation is dedicated to improving the lives of disadvantaged individuals and communities in Odisha state of India through Education, Employment, and Equality initiatives. Founded in 2023, we have worked tirelessly to address some of the most pressing challenges facing India today, including illiteracy, unemployment, and inequality.

India is a vast and diverse country with a population of over 1.3 billion people. It is home to a multitude of cultures, languages, and religions, and has a rich history and heritage. However, despite its many strengths and achievements, India also faces significant social and economic challenges.

One of the most pressing issues is the high rate of illiteracy, particularly among women and girls. According to the United Nations Development Programme (UNDP), the literacy rate in India is just 74%, and the gender gap in literacy is particularly pronounced, with just 69% of women being literate compared to 80% of men. This has significant implications for gender equality and economic development, as education is a key determinant of individual and societal well-being.

Another major challenge is unemployment, particularly among young people. According to the International Labour Organization (ILO), the youth unemployment rate in India is over 20%, and many young people struggle to find decent work or secure a stable income. This can have serious consequences for both individual and societal well-being, as employment is a key factor in determining quality of life and social mobility.

Inequality is also a major issue in India, with significant disparities in income, wealth, and access to education and other opportunities. According to the World Bank, India has one of the highest levels of income inequality in the world, with the top 1% of earners accounting for 22% of total income. This high level of inequality can have far-reaching consequences for social cohesion and economic development, as it can lead to social exclusion and economic stagnation.



Our charity was founded with the aim of addressing these and other challenges through Education, Employment, and Equality initiatives. We believe that by investing in these areas, we can empower disadvantaged individuals and communities to overcome barriers and achieve their full potential. Through our programs and services, we seek to provide access to education, job training, and other opportunities that can help people lift themselves out of poverty and build a better future.

In this document, we will outline our operating model and describe the various programs and services that we offer to promote Education, Employment, and Equality in India. We will also discuss our partnerships and collaborations, funding and resources, and approach to impact and evaluation. We hope that this document will provide a clear understanding of our work and the positive impact that we are striving to achieve.

2. Programs and Services

Overall, our charity offers a range of programs and services to promote Education, Employment, and Equality in Odisha, India.

Education programs:


1. **Early childhood education:** This program aims to provide young children from disadvantaged backgrounds with access to quality education and care. It includes pre-school education, as well as nutrition and health support. The program is delivered through a network of community-based centers, which offer a safe and supportive environment for children to learn and grow.
2. **Primary education:** This program aims to improve the quality of primary education in disadvantaged communities, and to increase enrollment and retention rates. It includes a range of initiatives, such as teacher training, curriculum development, and infrastructure support. The program is delivered through partnerships with government schools and local NGOs, and focuses on improving the learning environment and outcomes for students.
3. **Secondary education:** This program aims to support disadvantaged young people in completing secondary education, and to provide them with the skills and knowledge they need to succeed in further education or employment. It includes

initiatives such as scholarship programs, vocational training, and mentorship. The program is delivered through partnerships with government schools, vocational institutions, and employers, and seeks to provide young people with a range of learning and career development opportunities.

Employment programs:

1. **Job training:** This program aims to provide disadvantaged individuals with the skills and knowledge they need to secure decent work or start their own businesses. It includes a range of vocational training courses in sectors such as agriculture, construction, and healthcare. The program is delivered through partnerships with vocational institutions, employers, and other organizations, and seeks to provide learners with practical experience and support to help them succeed in the workforce.
2. **Entrepreneurship support:** This program aims to provide disadvantaged individuals with the resources and support they need to start and grow their own businesses. It includes initiatives such as business training, mentorship, and access to finance. The program is delivered through partnerships with business incubators, accelerators, and other organizations, and seeks to provide entrepreneurs with the tools and support they need to succeed.
3. **Employment services:** This program aims to connect disadvantaged individuals with job opportunities that match their skills and interests. It includes initiatives such as job matching, job placement, and career counseling. The program is delivered through partnerships with employers, job agencies, and other organizations, and seeks to provide job seekers with the support they need to find and maintain employment.

Equality programs:


1. **Women's empowerment:** This program aims to promote gender equality and empower women and girls in disadvantaged communities. It includes initiatives such as education and training, leadership development, social and economic empowerment. The program is delivered through partnerships with local NGOs, women's groups, and other organizations, and seeks to provide women and girls with the skills and support they need to overcome barriers and achieve their full potential.
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2. Disability inclusion: This program aims to promote the inclusion and empowerment of people with disabilities in disadvantaged communities. It includes initiatives such as education and training, assistive technology, and advocacy. The program is delivered through partnerships with disability organizations, rehabilitation centers, and other organizations, and seeks to provide people with disabilities with the support they need to participate fully in society.
 3. Minority rights: This program aims to promote the rights and empowerment of minority groups in disadvantaged communities. It includes initiatives such as education and training, legal support, and advocacy. The program is delivered through partnerships with minority rights organizations, legal centers, and other organizations, and seeks to provide minority groups with the support they need to assert their rights and overcome discrimination.

3. Partnerships and Collaborations

Our charity places a strong emphasis on partnerships and collaborations as a key strategy for achieving our mission and goals. We believe that by working together with other organizations and stakeholders, we can leverage resources, expertise, and networks to have a greater impact.

We have established a range of partnerships and collaborations over the years, both in the public and private sectors. These include partnerships with:


1. Volunteers and Social influencers: In this digital age, we fully understand the importance of self-motivated people and social media platforms. Volunteers and social media influencers can play a crucial role in supporting us to raise awareness, raise funds, provide direct support, and advocate for change in ways that can have a lasting impact. Partnering with them can be a valuable way for us to expand our reach and impact, and can also provide opportunities for volunteers and social influencers to get involved and make a difference.
 2. Government agencies: We work closely with various government agencies at the national, state, and local levels to implement our programs and services. This includes agencies such as the Ministry of Education, the Ministry of Labour and Employment, and the Ministry of Women and Child Development. We also work with local governments, such as municipality and panchayat councils, to deliver programs in communities. These partnerships allow us to access funding,
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resources, and expertise, and to align our work with national and local policies and priorities.

3. NGOs and civil society organizations: We have partnerships with a range of NGOs and civil society organizations that share our mission and goals. This includes organizations working on issues such as education, employment, women's empowerment, disability inclusion, and minority rights. These partnerships allow us to share knowledge, skills, and networks, and to collaborate on programs and advocacy efforts.
4. Private sector companies: We have partnerships with a number of private sector companies that are committed to social responsibility and sustainable development. These partnerships take various forms, including corporate social responsibility initiatives, employee volunteering programs, and sponsorships. These partnerships allow us to access financial resources, expertise, and networks, and to engage the private sector in our work.
5. Educational institutions: We have partnerships with a range of educational institutions, including schools, colleges, and universities. These partnerships allow us to provide learners with access to quality education and training, and to collaborate on research and innovation.
6. International organizations: We have partnerships with international organizations, such as the United Nations and its agencies, as well as other international NGOs and foundations. These partnerships allow us to access global networks, resources, and expertise, and to learn from best practices and innovations from other countries.

Our partnerships and collaborations are based on mutual respect, trust, and transparency, and are governed by formal agreements that outline the roles, responsibilities, and expectations of each party. We seek to build long-term relationships with our partners, and to engage in regular communication and feedback to ensure that our work is aligned and effective.

We also seek to involve beneficiaries and community members in our partnerships and collaborations, as we believe that their participation is essential for the success and sustainability of our programs. We work closely with community leaders, NGOs, and other stakeholders to ensure that our programs are responsive to local needs and priorities, and to facilitate the transfer of skills and knowledge to communities.



In summary, our partnerships and collaborations are a key part of our operating model, and allow us to leverage resources, expertise, and networks to have a greater impact in promoting Education, Employment, and Equality in India. We believe that by working together with other organizations and stakeholders, we can make a lasting difference in the lives of disadvantaged individuals and communities.

4. Funding and Resources

Our charity relies on a diverse range of funding and resources to support its programs and services. These includes:

1. Grants and donations: We receive funding from a range of sources, including government agencies, foundations, NGOs, and private sector companies. We also receive donations from individuals, including through fundraising campaigns and online platforms. These funds are used to support our programs and services, and to cover expenses such as staff salaries, program delivery, and administrative costs.
2. Government funding: We receive funding from various government agencies, including the Ministry of Education, the Ministry of Labour and Employment, and the Ministry of Women and Child Development. This funding is typically provided through grants or contracts, and is used to support specific programs or initiatives.
3. International funding: We also receive funding from international organizations, such as the United Nations and its agencies, as well as other international NGOs and foundations. This funding is used to support our programs and services, and to facilitate the transfer of skills and knowledge from global to local contexts.
4. Corporate partnerships: We have partnerships with a number of private sector companies that are committed to social responsibility and sustainable development. These partnerships take various forms, including corporate social responsibility initiatives, employee volunteering programs, and sponsorships. These partnerships provide us with financial resources, expertise, and networks, and allow us to engage the private sector in our work.


In addition to funding, we also rely on a range of human and other resources to support our programs and services. These includes:

- ❖ **Staff:** Our charity employs a team of dedicated professionals, including program managers, coordinators, and field staff. We also have a team of volunteers who support our programs and services on a part-time or full-time basis. Our staff and volunteers are recruited based on their skills, experience, and commitment to our mission and values.
- ❖ **Partners and collaborators:** We work closely with a range of partners and collaborators, including NGOs, civil society organizations, educational institutions, and private sector companies. These organizations provide us with access to expertise, resources, and networks, and contribute to the delivery of our programs and services.
- ❖ **Facilities and equipment:** We have a range of facilities and equipment that support our programs and services, including offices, classrooms, training centers, and vehicles. These resources allow us to deliver our programs and services effectively, and to provide a safe and supportive environment for beneficiaries and staff.

We place a strong emphasis on financial management and transparency, and have robust systems and processes in place to ensure that our funds are used effectively and efficiently. We have a dedicated finance team that is responsible for managing our budget, forecasting, and reporting, and we are subject to external audits to ensure compliance with relevant laws and regulations.

We also seek to involve beneficiaries and community members in the management and decision-making processes related to our funding and resources. We believe that their participation is essential for the success and sustainability of our programs, and we work closely with community leaders, NGOs, and other stakeholders to ensure that our programs are responsive to local needs and priorities.

In summary, our funding and resources are a key part of our operating model, and allow us to deliver high-quality programs and services that promote Education, Employment, and Equality in India. We are committed to financial management and transparency, and to involving beneficiaries and community members in the management and decision-making processes related to our funding and resources.



5. Operational Structure

Our charity is a registered non-profit organization, governed by a board of directors that is responsible for setting the strategic direction and policies of the organization. The board is made up of a diverse group of individuals with expertise in education, finance, technology, healthcare, engineering and other relevant areas, and is committed to the mission and values of the organization. The board is supported by a team of senior staff, who are responsible for the day-to-day management and operations of the organization.


Our programs and services are delivered through a network of regional offices and field staff, who work closely with local partners and collaborators to implement our work in communities. These offices and staff are supported by a range of central functions, including finance, HR, communications, and impact and evaluation, which provide administrative, logistical, and technical support to the organization.

We also have a number of committees and working groups that are responsible for specific areas of our work. These committees and working groups are made up of staff, volunteers, and external experts, and are responsible for developing policies, strategies, and plans related to their areas of expertise.

Our operating structure is designed to be flexible and responsive, and to allow us to adapt to changing needs and priorities. We believe that by having a diverse and dedicated team, and by working closely with partners and collaborators, we can deliver high-quality programs and services that have a lasting and positive impact on Education, Employment, and Equality in India.

We are committed to transparency, accountability, and good governance, and have robust systems and processes in place to ensure that our work is aligned with our mission and values. We are also committed to learning and continuous improvement, and seek to involve beneficiaries and community members in the decision-making processes related to our work.

In summary, our operating structure is an integral part of our operating model, and allows us to deliver high-quality programs and services that promote Education, Employment, and Equality in India. We are committed to transparency, accountability, and good governance, and to involving beneficiaries and community members in our work.



6. Impact and Evaluation


Our charity places a strong emphasis on measuring and evaluating the impact of our programs and services, as we believe that this is essential for continuous improvement and accountability. We use a range of methods and tools to assess the effectiveness of our work, and to identify areas for improvement.

We have a dedicated impact and evaluation team that is responsible for designing and implementing evaluation studies, and for analyzing and reporting on the results. This team works closely with program staff and beneficiaries to ensure that evaluations are relevant, meaningful, and useful.

We use a range of methods and tools to assess the impact of our programs and services, including:

- ❖ **Quantitative methods:** These methods involve the collection and analysis of numerical data, such as enrollment and retention rates, test scores, and employment outcomes. We use a variety of tools, such as surveys, interviews, and focus groups, to collect this data, and we use statistical analysis to interpret the results.
- ❖ **Qualitative methods:** These methods involve the collection and analysis of non-numerical data, such as narratives, stories, and observations. We use a variety of tools, such as interviews, focus groups, and case studies, to collect this data, and we use thematic analysis to interpret the results.
- ❖ **Mixed methods:** We also use mixed methods, which involve the combination of quantitative and qualitative data collection and analysis. This allows us to triangulate our findings and to get a more nuanced understanding of the impact of our programs and services.

We also use a range of indicators and metrics to measure the impact of our programs and services. These includes:

- ❖ **Outcome indicators:** These indicators measure the changes or impacts that our programs and services have on the lives of beneficiaries and communities. Examples of outcome indicators include enrollment and retention rates, test scores, and employment outcomes.
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- ❖ **Output indicators:** These indicators measure the activities or outputs of our programs and services. Examples of output indicators include the number of beneficiaries reached, the number of training sessions delivered, and the number of businesses supported.
 - ❖ **Process indicators:** These indicators measure the quality or effectiveness of our programs and services. Examples of process indicators include the satisfaction of beneficiaries, the retention of staff, and the quality of training materials.

We use these indicators and metrics to track the progress of our programs and services over time, and to identify areas for improvement. We also use them to report on our impact to stakeholders, including donors, partners, and beneficiaries.

In addition to internal evaluations, we also participate in external evaluations, which are conducted by independent organizations or consultants. These evaluations provide us with an external perspective on our work, and help us to identify best practices and areas for improvement.

We also seek to involve beneficiaries and community members in the evaluation process, as we believe that their insights and experiences are essential for understanding the impact of our programs and services. We work closely with community leaders, NGOs, and other stakeholders to ensure that evaluations are relevant, meaningful, and useful to local contexts and needs.

In summary, our approach to impact and evaluation is an integral part of our operating model, and allows us to measure and demonstrate the impact of our programs and services on Education, Employment, and Equality in India. We are committed to continuous improvement and accountability, and to involving beneficiaries and community members in the evaluation process.



7. Conclusion

In this document, we have outlined the operating model of our charity, which is dedicated to improving the lives of disadvantaged individuals and communities in India through Education, Employment, and Equality initiatives. We have described the various programs and services that we offer to promote these goals, and have discussed our partnerships and collaborations, funding and resources, and approach to impact and evaluation.

Through our programs and services, we seek to provide access to education, job training, and other opportunities that can help people lift themselves out of poverty and build a better future. We believe that by investing in Education, Employment, and Equality, we can empower disadvantaged individuals and communities to overcome barriers and achieve their full potential.

We have established a range of partnerships and collaborations with other organizations and stakeholders, both in the public and private sectors, which allow us to leverage resources, expertise, and networks to have a greater impact. We also rely on a diverse range of funding and resources, including grants, donations, and corporate partnerships, to support our programs and services.

We place a strong emphasis on measuring and evaluating the impact of our programs and services, and use a range of methods and tools to assess effectiveness and identify areas for improvement. We also involve beneficiaries and community members in the evaluation process, as we believe that their insights and experiences are essential for understanding the impact of our work.

Overall, our operating model is designed to deliver high-quality programs and services that promote Education, Employment, and Equality in Odisha, India, and to have a lasting and positive impact on the lives of disadvantaged individuals and communities. We are committed to continuous improvement and accountability, and to working together with other organizations and stakeholders to achieve our mission and goals.