

## **Site Visit Report**

Friends of Children (FoC), Pune, Maharashtra, India

Date: October 07, 2018

Visit by: Pallavi Kulkarni, Boston USA. Volunteer and Project Steward for Asha for Education, Boston Chapter.

Asha Boston started collaboration with Friends of Children in 2014. Friends of Children (FoC) is a Non-profit organization in Pune, Maharashtra that works towards enabling higher education to deserving candidates who otherwise would not be able to afford it. They offer monetary support to students from needy families desiring to pursuing higher education (B.Sc, B.E etc...). Private donors (local as well as international) sponsor the students by donating \$320 per year. FoC provides up to INR 20,000 to deserving students who come from economically poor backgrounds and whose parents cannot afford to support their higher education. They also conduct workshops and training sessions for young adults in professional development and job interview preparation.

On October 07, 2018 I visited FoC and attended their Unnati workshop which grooms fresh graduates for professional careers and interview preparation. Unnati is a 2-day workshop with below agenda. There were total 30 students who either just recently graduated with Bachelor's degree or will graduate in 2019. There were experienced speakers and mentors from industry. The agenda was all inclusive and provided training to students not just in interview skills, but beyond, such as corporate etiquette, email etiquette, group discussion etc...These skills are essential not only to land a job but to perform well in the job & grow in the organization.

<b>Day-0 Friday (5th Oct 2018) @ Shivajinagar</b>			
Topic	Total Time	Schedule	Trainer
Reporting	2 Hrs	4 PM-6 PM	

<b>Day-1 Saturday (6th Oct 2018) @ Extentia, Kalyani Nagar</b>			
Topic	Total Time	Schedule	Trainer
Corporate Etiquette	1 Hr	9 AM-10 AM	Harshad
Email Etiquette	1 Hr	10 AM-11 AM	Harshad
Guest Speaker (Placement)	1 Hr	11 AM-12 PM	Trupti
Interaction with Vani	1 Hr	12 PM-12:30 PM	Vani
Lunch Break	1 Hr	1 PM-2 PM	
FAQ	3 Hrs	2 PM-5 PM	Manoj
Tea Break	15 Min	3:45 PM-4 PM	
Recap of Camp 1(Resume Preparation and Tips,GD)	1 Hr	5 PM-6:00 PM	Manoj
Total	9 Hrs		

<b>Day-2 Sunday (7th Oct 2018) @ Forbes Marshal Kasarwadi</b>			
Topic	Total Time	Schedule	Trainer
Aptitude Test	1 Hr	9 AM-10 AM	Manoj/SV
Alumni Interaction	1.5 Hrs	10 AM-11:30 AM	Alumni
Guest Speaker (HR)	1 Hr	11:30 AM-12:30 PM	Nandini Jain
Lunch Break	0.5 Hr	12:30 PM-1:30 PM	
Mock GD	2 Hrs	1:30 PM-3:30 PM	Manoj/Panel
Mock Interview ( HR & Technical)	3 Hrs	1:30 PM-4:30 PM	Panel Members
Tea Break	15 Min	3 PM-3:15PM	
Feedback by Panel members	1 Hr	4:30 PM-5:30 PM	Panel Members
Goal Settings-Homework for Next Camp	0.5 Hr	5:30 PM-6 PM	Manoj
Total	9 Hrs		

I reached the workshop at 2pm on October 07. There were 4 mock interview sessions going on at the same time on the first floor. Each interview panel had 2 experts, one technical oriented and the other HR oriented. The students were called in one by one and would face interview questions by both experts just as a real interview. The interview had technical, aptitude and personality questions.

Below are 2 examples:

### **EXAMPLE #1**

Student Name: Aayushi mundada-

From: Yavatmal, Maharashtra

Course & College: Computer Engineering, D. Y Patil college of engineering.

Ques: What subjects do you have?

Ans: Artificial Intelligence (AI), high performance computing (HPC) etc....

Ques: What is the future of AI? Do u know of a famous current robot? Sofia?

Ans: I know AI, but not aware of Sofia.

Ques: What is Internet of things (IOT). Interviewer asked technical applications based questions. She could answer some questions but not much.

Good English. Good confidence. Eye contact.

2 campus interviews. Ivosys. Got rejected by HR in Puzzle questions. She feels she needs to prepare more.

Second company - Zodiant. Failed in aptitude test. She felt she did well, but doesn't know what went wrong.

She thinks she is weak in Java. There is no good course in JAVA in curriculum.

Average in C, C++.

Interviewer asked what kind of company and job profile? Wants to do development type job.

Interviewer asked technical questions. She was not shy to answer and even draw the answer.

After the interview is over, the expert panel provided constructive feedback to the student pointing out areas in which they did well and areas in which they need to improve. I felt that this is very valuable experience for these students.

## **EXAMPLE #2:**

Student Name: Rushit

Course: Bachelors' in Mechanical Engineering

The interviewer started by Rushit to tell something about himself. He answered in a manner which appeared like rehearsed without taking pauses. So the interviewer provided feedback that he should take pauses and engage with the interviewers to make them interested in him. Then the interviewer asked several technical questions on thermodynamic and strength of materials. Rushit could answer the questions confidently

and even demonstrated concepts on paper. The interviewers told him that he is technically strong but needs to improve on English and communication skills. Rushit admitted that he is weak in English and will keep taking efforts to improve, such as reading newspaper, talking to friends in English, watching movies etc...

One question where he stumbled is when the interviewer asked salary expectation. Rushit could not answer and said that whatever the company gives is fine. The expert panel then explained to Rushit that it is important to answer the salary question confidently. He should do basic market survey, ask his seniors and friends who have similar jobs.



On the second floor, Manoj from FoC was conducting training on Group Discussion (GD). He was engaging the students in groups of 6, gave them a general topic and asked them to participate in a discussion to express their opinions and thoughts. One such topic given was on “Metro construction going on in Pune: is it beneficial or waste of time & money”. The students actively participated, 2 were against the Metro and 4 were for it. They all actively participated and provided compelling arguments. However, some were not making eye contact with all, they were having 1-1 conversation. Manoj (the trainer) then provided feedback to each of them at the end of discussion and identified areas of improvements for each of them. I think public speaking and group discussions are essential skills needed to be successful in any professional career.

To summarize, I think FoC is doing a great job by providing monetary support to deserving underprivileged students. FoC conducts workshops all through the year which ensures that the students not only get monetary support, but also most needed professional and career guidance and support from professionals and experts in the field. Many students get hired right in the mock interview stage!