



# **Empowering Urban Disadvantaged**

## **Young Adults**

**Implementation Partner : Ritinjali**

# SECOND CHANCE SCHOOL



***Bringing hope where there is none***

## Second Chance School (SCS) for boys who did not get their first chance to education

- A two-year residential program started by Ritinjali in 2003 for urban disadvantaged boys aged 17 to 24 years.
- Run on a rolling admission basis with initial capacity for 20 boys which has been gradually increased to 48.
- Provides vocational training, life skills and apprenticeship, as well as schooling through National Institute of Open Schooling (NIOS) to help integrate them into the mainstream.
- Intensive 6 months training with a focus on work and life readiness skills held at Pallavanjali, an inclusive school at Gurgaon
- After acquiring required qualifications, boys begin internships or training and then start working.
- Boys leave the Second Chance School on completing a year in a full-time job so that they get enough time to feel stable on their own.
- Average stay of each boy at SCS is 2 - 2.5 years



## Specific Objectives of the Program

- Equip urban disadvantaged young adults with adequate educational skills, social values, communication skills.
- Equip young adults with life skills, ethics and citizenship, English language, technology and multimedia literacy.
- Help them transition into the workplace by developing skills, attitudes and behavior needed for work, learning and life.
- Individually focused and uses a variety of activities and learning locations (classroom, internship, institutional settings) to ensure that the learning is relevant.
- Develop individual learning paths based on realistic career goals and job markets.

- Focus on essential skills using culturally and contextually appropriate workplace materials/activities .
- Develop personal management and coping strategies.
- Incorporate workplace experience and provide opportunities for work related certification / education.

## Program phases include

- Orientation, assessment, individual career action plan.
- Essential skills upgrading, testing, internship and work placement.
- Loosely based on work readiness skills analysis through feedback and requisition from the industry.
- Tailored for each learner based on their TNA (Training Needs Analysis) assessment and career aspirations.
- Curriculum is able to help an individual develop and attain job-readiness skills.

# Learning Phases at Second Chance School

Onboarding



Classroom Training



Formal Education



Residential Life Skills



Internship



Technical Education



Overall Mentorship



**JOB**

## Onboarding

- Duration – 2 months
- Students should be between 18-24 years to be eligible to attend the SCS program.
- Should commit at least two years to this program.
- Parents should consent to send students to Delhi
- Panel of Ritinjali members gauge the need, intent, and dedication of students during the personal interviews.
- The selected students go through background checks, police verification, health checkups, and vaccinations before joining the program officially.



## Work & Life Readiness Classroom Training

- Duration : 6 Months (few students need additional months based on their learning curve)
- Compulsory classroom training to equip the boys with a solid foundation and exposure to navigate their career paths.
- All programs are contextualized and there are timely assessments, evaluations, and reflections to make these programs relevant throughout the period.
- Students make individual road maps for their career and personal life
- Mentors give guidance and counselling to navigate those maps.

### List of training for students

- Five Areas of development workshops
- PIAIP program
- Computer classes
- Spoken English
- Expressive arts
- Entrepreneurship program
- Guest Lectures and Life Skills workshops

## Formal Education

- All students are also enrolled in formal education through the National Institute of Open Schooling, School of Open Learning- Delhi University, and Indira Gandhi National Open University to complete their 8<sup>th</sup> / Xth / XIIth / BA.



 <b>राष्ट्रीय मुक्त विद्यालयी शिक्षा संस्थान</b> <b>National Institute of Open Schooling</b> <small>विद्यया विमुक्तये</small>		
<b>संस्था का पता:</b> 110002, दिल्ली-110002, भारत <b>फोन नंबर:</b> 011-26109111, 011-26109112, 011-26109113, 011-26109114, 011-26109115, 011-26109116, 011-26109117, 011-26109118, 011-26109119, 011-26109120, 011-26109121, 011-26109122, 011-26109123, 011-26109124, 011-26109125, 011-26109126, 011-26109127, 011-26109128, 011-26109129, 011-26109130, 011-26109131, 011-26109132, 011-26109133, 011-26109134, 011-26109135, 011-26109136, 011-26109137, 011-26109138, 011-26109139, 011-26109140, 011-26109141, 011-26109142, 011-26109143, 011-26109144, 011-26109145, 011-26109146, 011-26109147, 011-26109148, 011-26109149, 011-26109150, 011-26109151, 011-26109152, 011-26109153, 011-26109154, 011-26109155, 011-26109156, 011-26109157, 011-26109158, 011-26109159, 011-26109160, 011-26109161, 011-26109162, 011-26109163, 011-26109164, 011-26109165, 011-26109166, 011-26109167, 011-26109168, 011-26109169, 011-26109170, 011-26109171, 011-26109172, 011-26109173, 011-26109174, 011-26109175, 011-26109176, 011-26109177, 011-26109178, 011-26109179, 011-26109180, 011-26109181, 011-26109182, 011-26109183, 011-26109184, 011-26109185, 011-26109186, 011-26109187, 011-26109188, 011-26109189, 011-26109190, 011-26109191, 011-26109192, 011-26109193, 011-26109194, 011-26109195, 011-26109196, 011-26109197, 011-26109198, 011-26109199, 011-26109200		
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## Residential Life Skills

- SCS a very unique spot for cultural exchange, learning through peers, and collaborative work.
- Various day-to-day activities to help students connect with each other and with the program.
- Sports and recreational activities are part of the curriculum and help students unwind after a long day.
- Day trips and weekend educational trips also organized.
- Also participate in artwork and learn new art forms through monthly workshops
- Taught important life skills like cooking, cleaning, and laundry as all are responsible for the maintenance of the hostel as well as themselves
- Festivals, birthdays, and Ritinjali Utsav are also celebrated together to cherish accomplishments and learnings





## Internship

- After completing the classroom training, students then move into the second phase of learning that is more focused and individualized as per their chosen career paths.
- Based on their intent, aptitude, and performance, students are placed in an Internship or Technical course
- Provided in various fields such as IT, Hospitality, Healthcare, Administrative and Logistic fields depending on the interest and aptitude of students.
- Some of them choose to nurture their business models.
- Duration of internship and technical courses varies from student to student depending on the employer / institute / career students have chosen.





## Technical Education

- Provided to students on a scholarship basis at various partner institutes like Jetking, Indian School of Hospitality, MAAC, Vivo healthcare, Visan, Hospitality, ATDC, Industrial Training Institute.
- Students are able to do 3 - 12 months diploma or certificate courses in various fields that help them gain good employment.





## List of Technical Education and Skills offered

List of technical courses				
Hospitality	Computer/software	ITI	Medical	Others
Aviation management	Cloud computing	Fitter training	Medical Lab Technician	Cost management and accountancy
Hotel Management	Data analytics	Electrical	Operation theatre technician	Gym trainer
Bakery and pastry making	Python language		Dental assistant	Apparel manufacturing technology
Culinary arts	C+ Full stack		Radiology	
Food production	Cyber security		Emergency medical technician	
	Graphic designing		Dialysis technician	
	Animation			
	Digital Marketing			
	Networking administration			
	Mobile technology			
	Computer hardware			
	Web designing			

*All the courses are provided for 3-12 months and these are usually diploma or certificate courses.*

Skills imparted through the programme			
Vocational skills	Recreational skills	Residential skills	Life skills
Basic computers	Poetry	Cooking food at hostel	Critical thinking
English	Painting	Cleaning hostel and utensils	Public speaking
Entrepreneurship	Yoga	Washing clothes at hostel	Gender sensitisation
	Sports	Giving care and support to peers in hostel	Personal hygiene and grooming
	Theatre		Financial literacy
	Open mic		Time management
	Theatre and Dance*		Emotions management

*There are a lot of exposure visits and hands on learnings that cannot be neatly defined into categories. We implement 5 areas of Develomment curriculum that focuses on students emotional, social, cerebral, physical and spritual development.*

## Placement And Independent Living

- Final phase of student's Second Chance School journey.
- After successfully completing their internship, technical courses, and business plan, they enter the workforce and start doing paid jobs or earning through their business.
- Once they reach a threshold salary, they move on to independent life and transition out of Second Chance School.



Hughes grant utilized for Programme  
upgrades, operational costs and  
infrastructure upgrades

## 2014 - 2015

- All the boys provided with
  - beds,
  - study desks,
  - fresh set of clothes,
  - book shelves.
- A new dining space created.



New beds, mattresses and study desks for all the boys



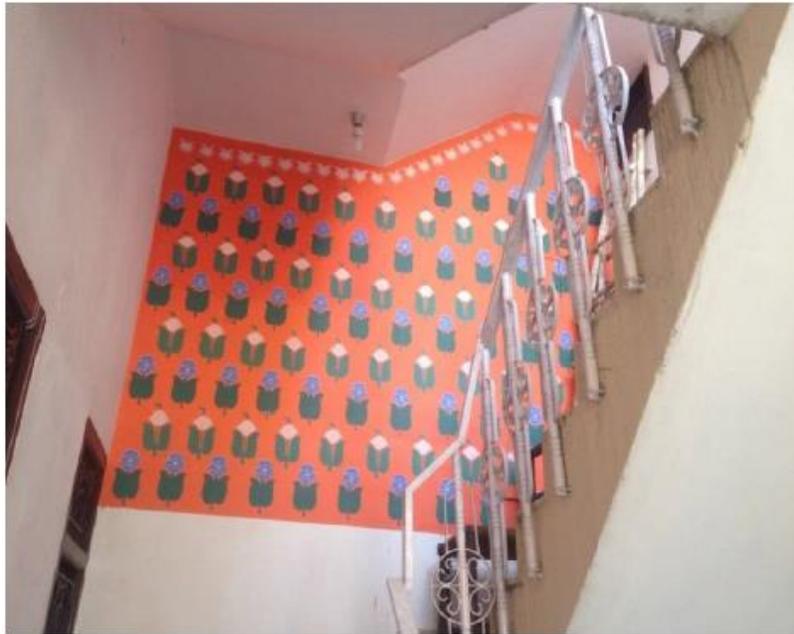
Freshly painted and cleaned space



A new and clean dining space

## 2015 – 2016

- Purchase of 11 new beds, mattresses, desks and linen.
- Purchase of a projector, and indoor sports equipment including carom board and TT table.
- New pairs of shoes - formal / sports, 2 sets of clothes, quilts, winter jackets, toiletries and supplies for the boys.
- Medical Insurance policy for pre and post hospitalization cover for the boys.



*Rejuvenated physical environment at SCS*



*Indoor Sports added to the facilities available at SCS*



## 2016 – 2017

- Hiring of Full time mentor cum administrator.
- Increase of the in-house sessions of 2 hours each from 2 sessions per week to 4 sessions per week in the afternoons and weekends.
- Improvement in the quality of the food including high protein diets of 3 boys training to be athletes.
- All boys provided with new pairs of shoes- formal/ sports, clothes, quilts, winter jackets, toiletries and supplies.
- Kitchen in hostel restocked with new utensils, appliances and storage.
- Dining hall received new set of chairs and stools to replace the old set.
- Hostel received a fresh coat of paint.
- Common areas rejuvenated with art created by the boys in collaboration with volunteers.
- Purchase of a new RO water purifying facility.
- Partnerships formed with 6-7 organizations in the hospitality and service industry to help boys with training and job opportunities. Some of the partners are Harvest Gold Industries, The Claridges Hotel, The Oberoi, Gurgaon, Sweet Nothings- Bakery, Tarun Tahiliani Designs

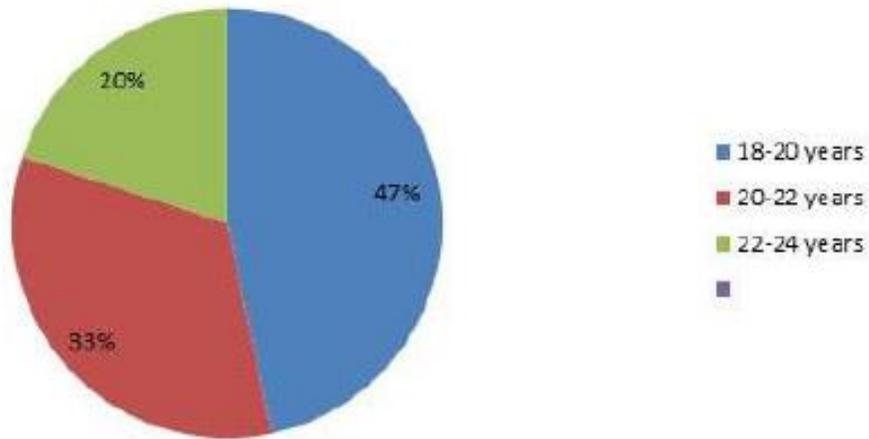


Seven new boys on the first day at SCS

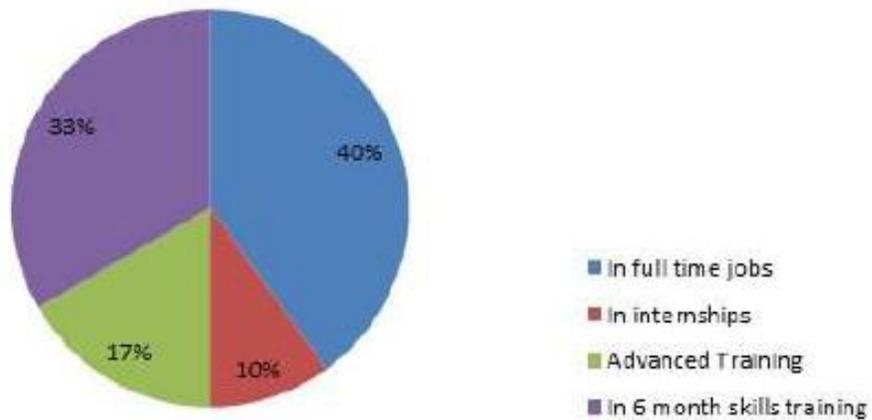


*The boys painting a wall*

## Current Age Composition of Students



## Distribution of students at SCS according to stages of learning



## **IMPACT**

- Boys impacted 30
- Boys who completed their internships 9
- Boys who got full time placements 10
- Boys admitted to courses in higher education 5
- Boys in the process of transitioning out 4
- Boys looking for a job 2

## 2017 – 2018

- Adventure camp at Shivpuri in Uttarakhand.
- Delhi heritage walk with noted historian Dr. Robinson .
- Self-development sessions with eminent golfer Mr. Digraj Singh.
- Mentorship by leaders at KPMG.
- Boys placed across a wide array of sectors, with industry leaders such as The Oberoi Hotels, JW Marriott, Harvest Gold Industries, Pallavan Learning Systems, Team Computers etc.
- Boys typically absorbed by their respective places of internship in entry level jobs, and provided with more on-the-job training to further improve their career prospects.
- Empowerment through theatre
  - Community performance of “Are you a man ?”
  - Discussions on toxic masculinity, reaching out to people across the strata
  - 9 performances in 2017-2018
  - 3600 audience members impacted
- 13 volunteers from India and abroad worked with the boys to enhance their skill-sets



Rafting at Shivpuri



Volunteers taking a session



Yoga session



Mentorship by leaders at KPMG



Performance of 'Are you a man'



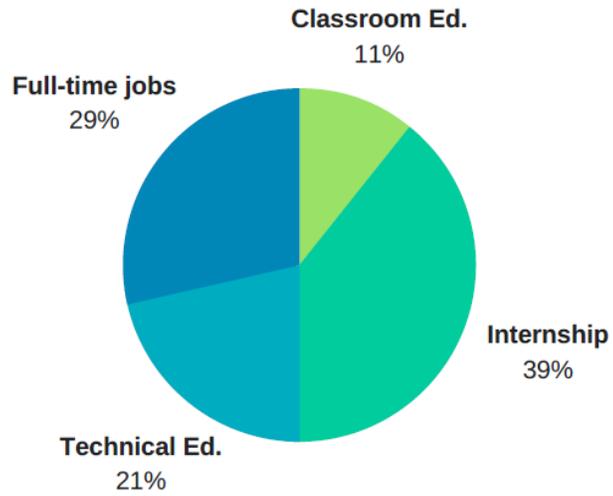


Fig: Visual representation of current composition of students according to their stages of learning

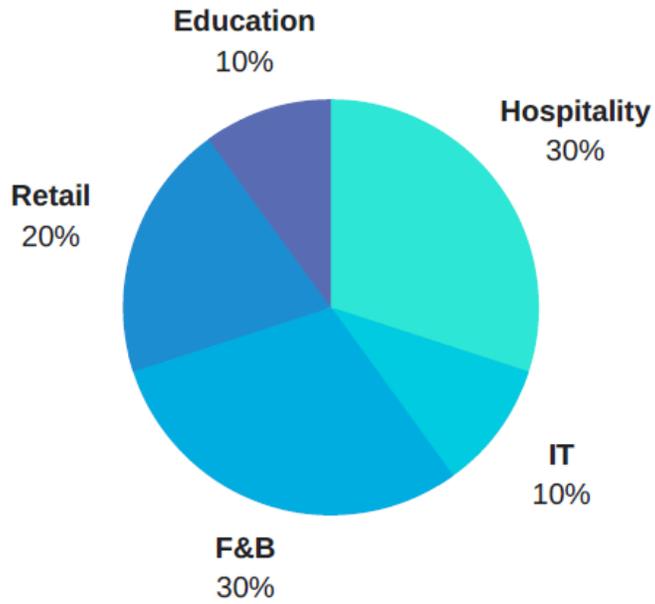


Fig: Visual representation of students placed in various industries

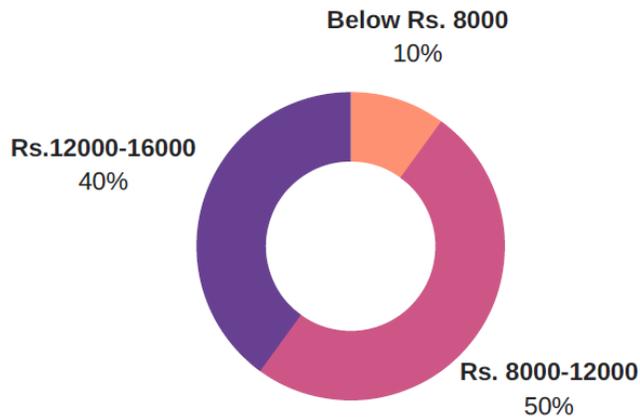


Fig: Visual representation of the salaries of students employed

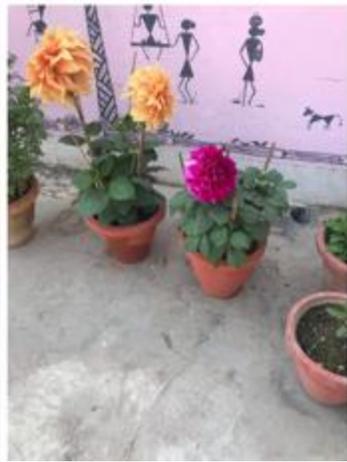
## **IMPACT**

- Total number of young adults impacted directly 37
- Employed 10
- In internships 20
- Pursued technical education 8
- Transitioned into independent living 9
- New boys who joined the programme 8

## 2018 – 2019

- Twenty bunk beds replaced the old single beds to increase the capacity of each room from three to four students.
- Capacity expansion enabled to double the yearly intake of boys.
- Additional wall fans added to ensure that boys are comfortable in the summer time.
- Table lamps and chairs also added to create shared study spaces in each room.
- Dining space remodeled to add the functionality of an audio-visual classroom with an attached washroom
- New RO water purifier with added capacity installed.
- In the kitchen, older plastic utensils were replaced with steel ones in order to create a plastic free zone,
- Walls repainted with washable paint.
- Chimney installed to make the space smoke free, healthier and easy to maintain.
- Hostel equipped with two fully automatic washing machines to save water, time and the effort of the boys.
- Water tank added to increase the water storage capacity.
- Terrace beautified with addition of 80 potted plants with beautiful flowers like daffodils and dhalias.





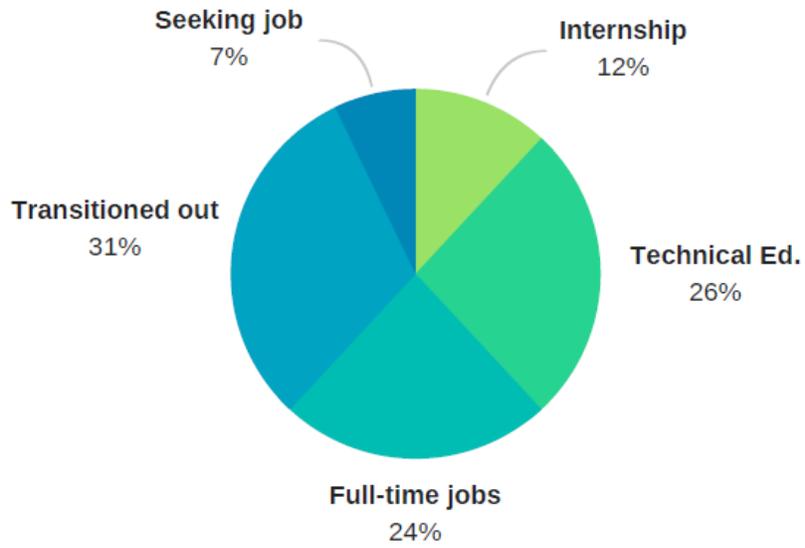


Fig: Visual representation of current composition of students according to their stages of learning

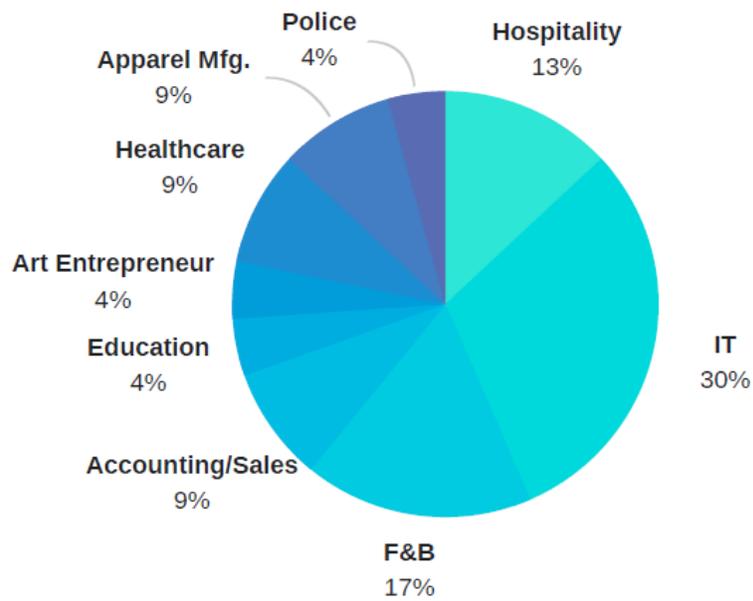


Fig: Visual representation of students placed in various industries

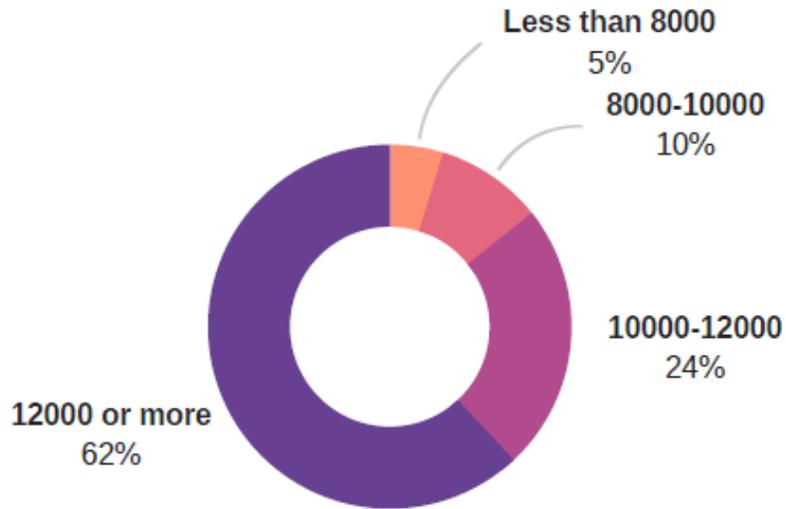


Fig: Visual representation of the salaries of students employed

## **IMPACT**

- Total number of young adults impacted directly- 44
- Employed- 10
- In internships- 5
- Pursued technical education- 11
- transitioned into independent living 13
- New boys who joined the programme 15

## 2019 – 2020

- New Sink added to the kitchen.
- New stainless steel shelves and tables.
- Industrial Oven, dough mixer, and toaster
- Utensils added
- New bedsheets and pillows in each room

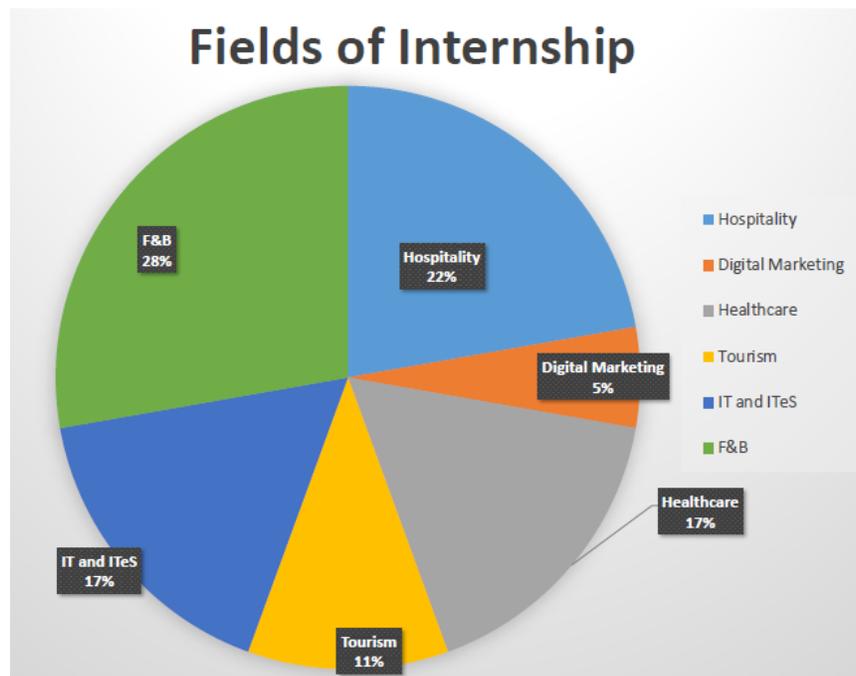


## Technological Upgrades

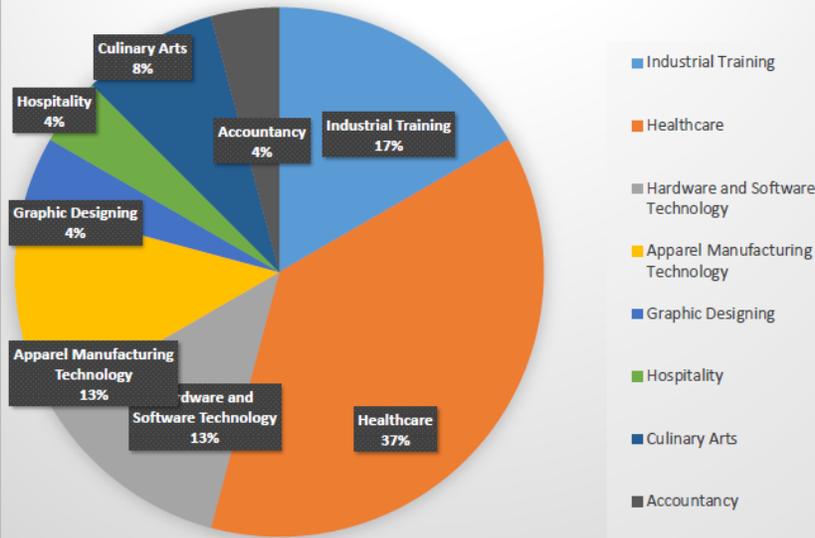
- 4 New Laptops bought to enhance the learning of students
- 2 students pursuing Digital marketing Course and IT course, laptops help them do their work better.
- Other students use these laptops to do research, assignments, online classes etc



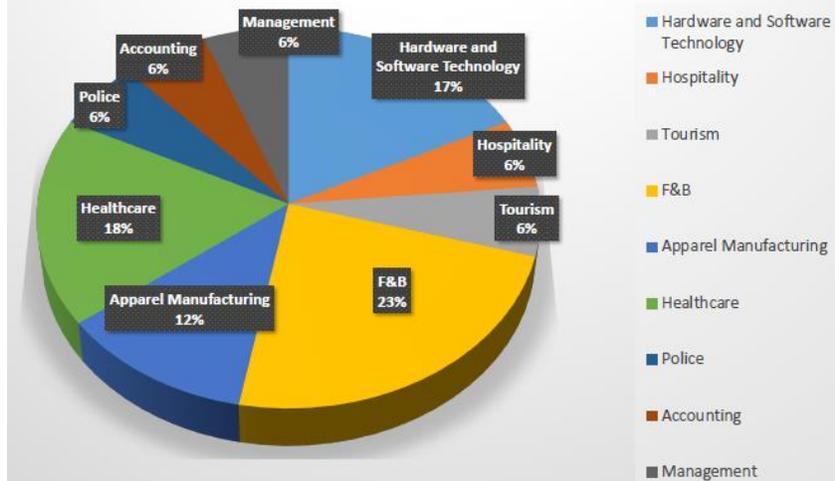
- Total number of young adults impacted directly 43
- Boys who completed/completing Work and Life Readiness Programme 14
- Boys in full time jobs/on job training 6
- Boys pursuing internships 14
- Boys pursuing technical education 7
- Boys transitioned into independent living 14
- Boys seeking job 2
- Drop outs 1



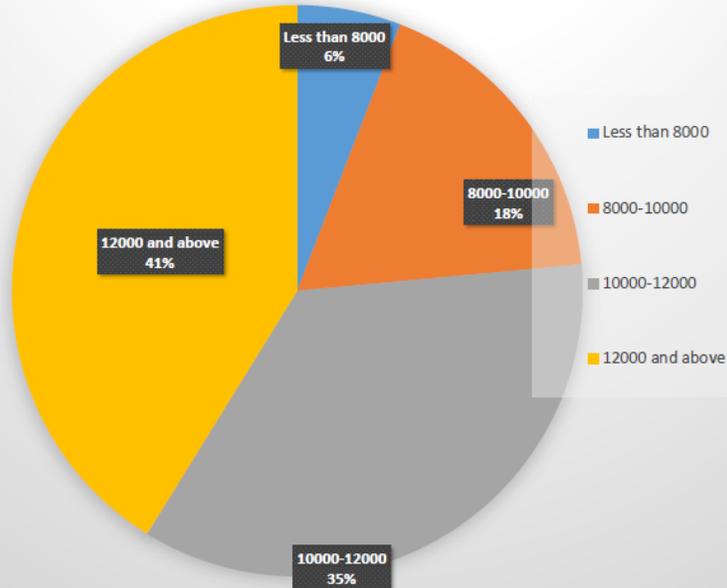
## Fields of Technical Education



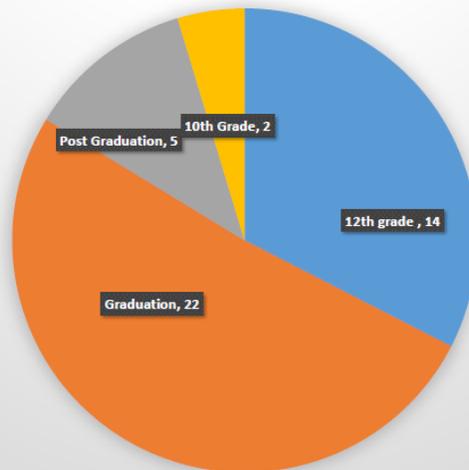
## Employment Data



## Salary Range



## Continuation of Formal Education



## Inhouse Sessions And Workshops

- Disability awareness workshop
- Art Workshop
- Self Defence session
- Drug Abuse, Domestic Abuse awareness
- Mental Health and Suicide Awareness
- Rethinking Development and Self Reliance



## Health Interventions

- Root Canals
- Routine check ups and Blood work
- X ray
- Medicines
- Healthy Diets and supplements



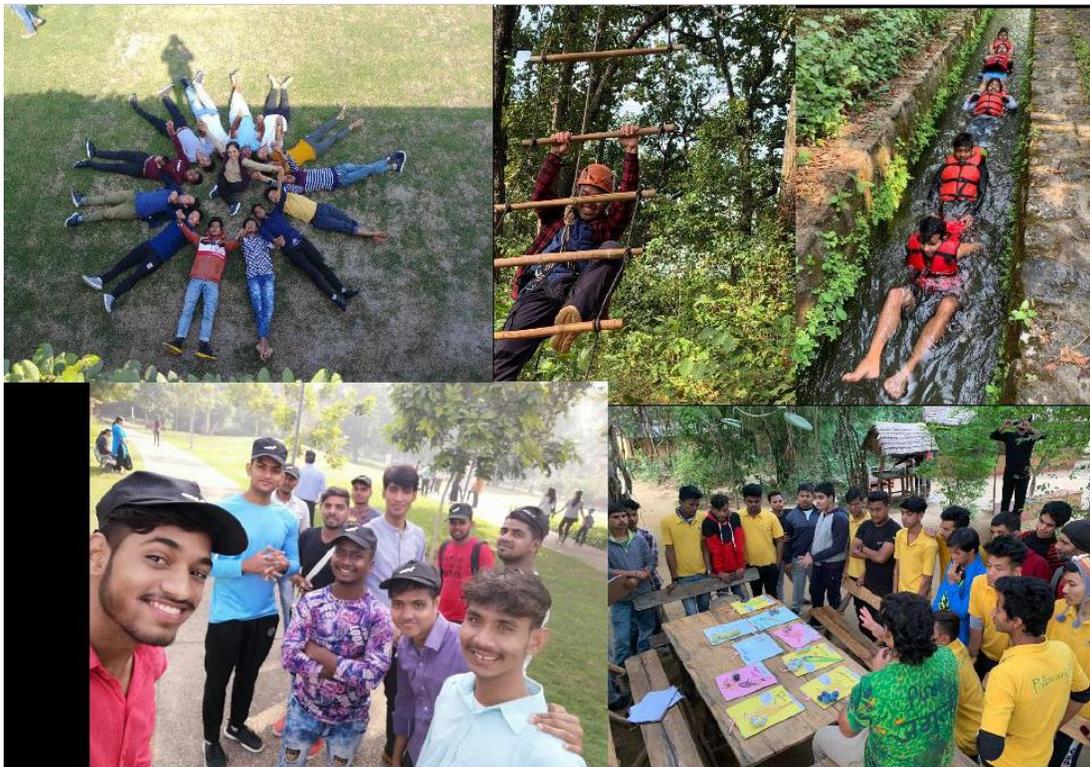
## Volunteers At SCS

- Team members of Indian School of Hospitality, Gurgaon
- Patrick, long time volunteer from France
- KPMG volunteers (International Yoga Day, Cricket Match)
- SOIL students, Gurgaon
- JIMS students, Delhi
- Surya and Ricardo from Canada
- Volunteers from George Brown College



## Excursions and Picnics

- Visit to Camp Syat in Uttarakhand as part of out-bound training
- Day trip to Sunder Nursery, Delhi as part of Art meet-up



2020-2021

Impact of Covid crisis

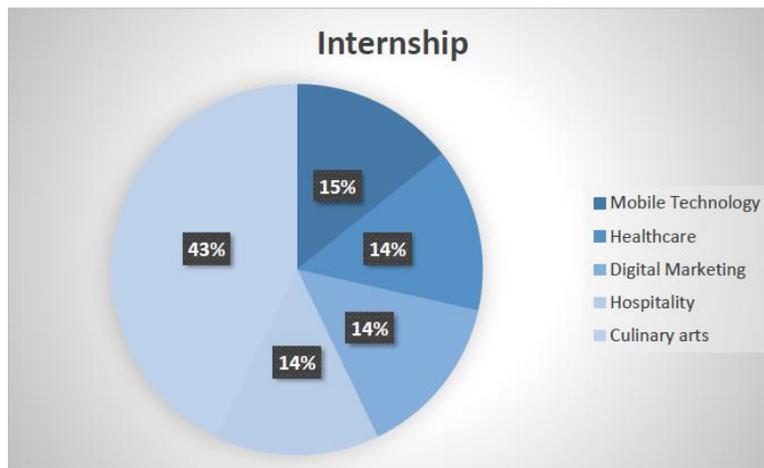
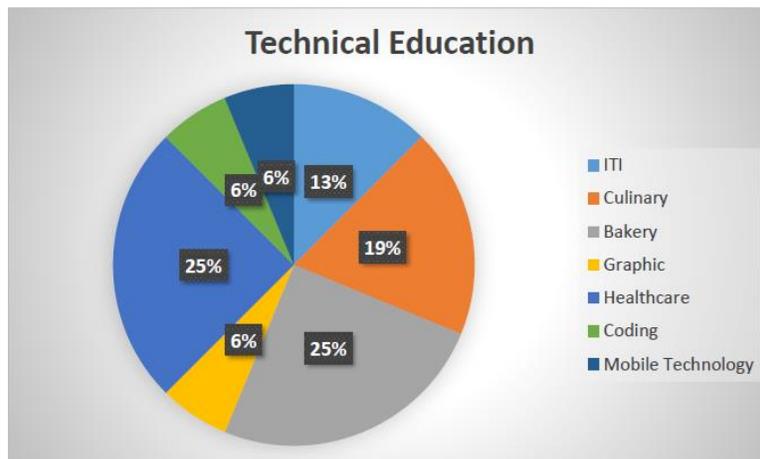
- Most of the boys sent back to their hometowns by mid-March
- 12 boys were stuck in the hostel during lockdown
- These boys cooked meals for those struggling to make ends meet in Delhi/NCR.
- Prepared 500 meals daily and more than 15000 meals in total
- Meals distributed at Rangpuri Pahari, Kabari Basti, communities around RK Puram, Lodhi Road, Old Age Homes in Mahipalpur etc

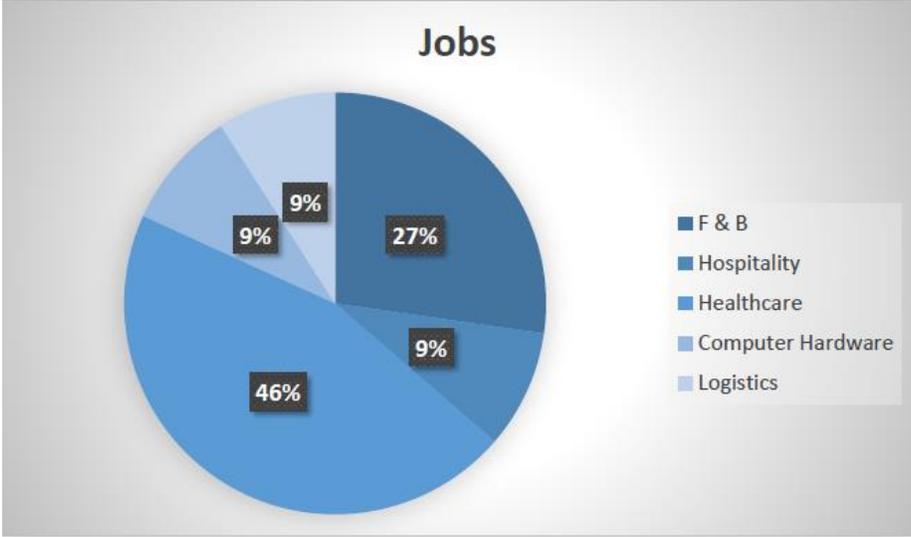


- All boys sent home by June 2020
- Hostel closed till further notice
- During July-September, work on adapting SCS program virtually keeping precautions for Covid-19 in focus
- Virtual classrooms set up in SCS
- Existing computer labs were upgraded with webcams, headsets etc for daily classes.
- Wifi hotspots are allotted to each floor for individual research work, homework etc.
- Application process delayed from March 2020 to September - October 2020.
- Out of 25 shortlisted candidates, 14 joined SCS after due onboarding process
- Program started virtually from October 2020.
- Hostel converted into a quarantine facility – boys not allowed to go outside or travel on regular basis.
- Students who require to travel daily to their jobs, internships or institute provided with temporary accommodation near their work place to reduce their travel and interaction with crowd in public transport. This also secures other students living in hostel.
- 12 students living in rented accommodation near their institutes.

# IMPACT

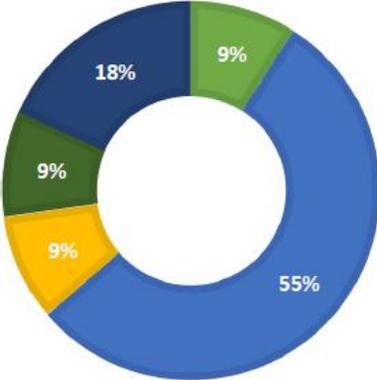
- Total number of students 41
- Total number of Job 11
- Total number of Internship 7
- Total Technical education 16
- Total boys seeking job 3
- Classroom training 2
- Entrepreneurship 1
- Transition out 1





### SALARY RANGE

■ Rs. 8000   
 ■ Rs. 10000   
 ■ Rs. 12000   
 ■ Rs. 14000   
 ■ Above Rs. 14000



## Infrastructure upgrades



Sports equipment



Virtual Class with monitor, computer, webcam



Air conditioner and water filter added in the hostel



Upgraded the internet connection and installed inverter back up for power failure



students provided with athletic wear and educative puzzles + games

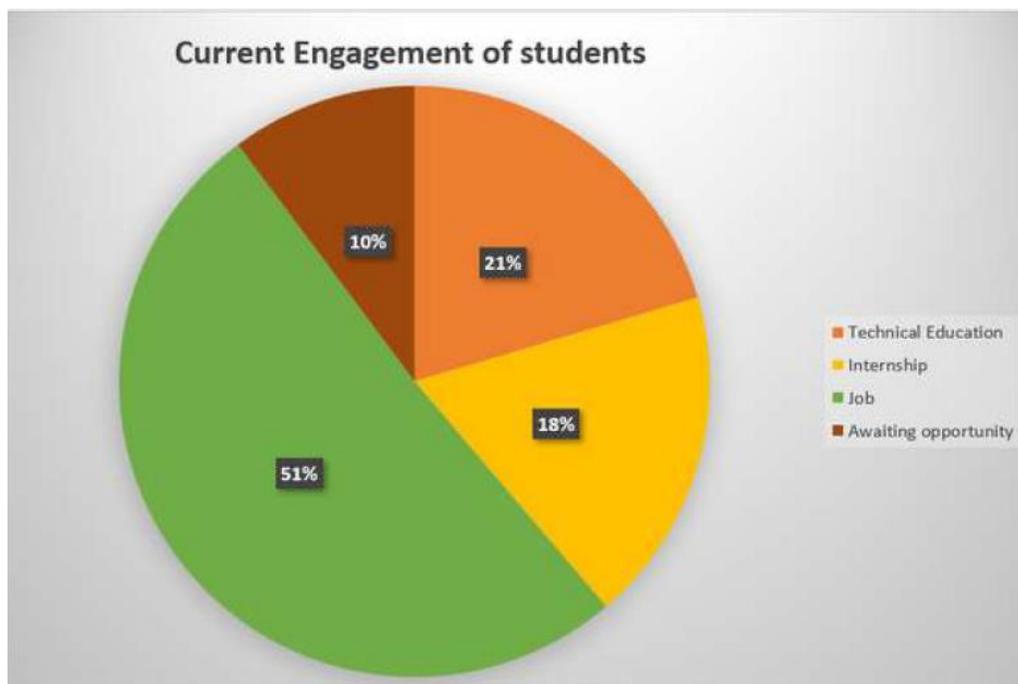
## 2021 - 2022

- During the second wave of Covid in May - July 2021, the hostel was once again closed and students sent back to their hometowns.
- Transition to distance learning and virtual classes
- Different timetable was prepared to help students attend classes and they were provided with data recharge.
- Classes were recorded so that students facing network issues from their remote villages can rewatch classes at their ease.
- Students called back into the hostel at the end of July 2021
- In August 2021, fresh applications invited for the SCS program.
- 16 new students started the program from 1st October 2021



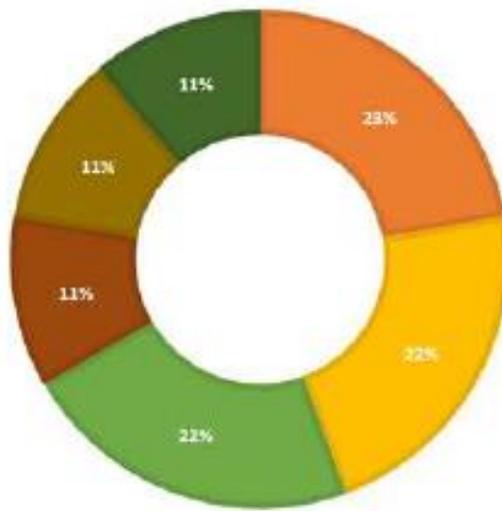
## IMPACT

- Total number of students 49
- Boys pursuing internship 9
- Boys pursuing technical education 9
- Awaiting internship/technical education/job 6
- Boys in full-time jobs / on job training 25
- Transitioned out 20
- Currently at hostel 29



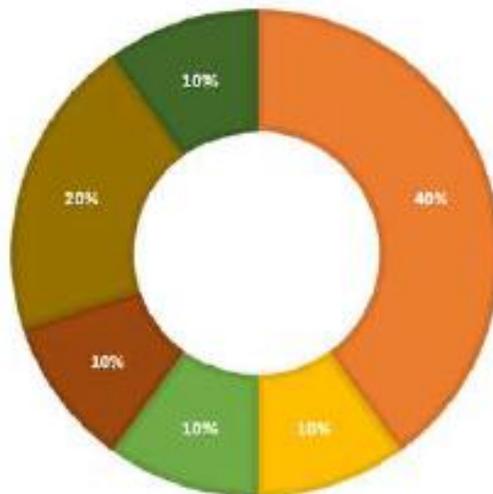
### INTERNSHIP FIELDS

Hospitality Medical Mobile Technology F&B Coding Entrepreneurship



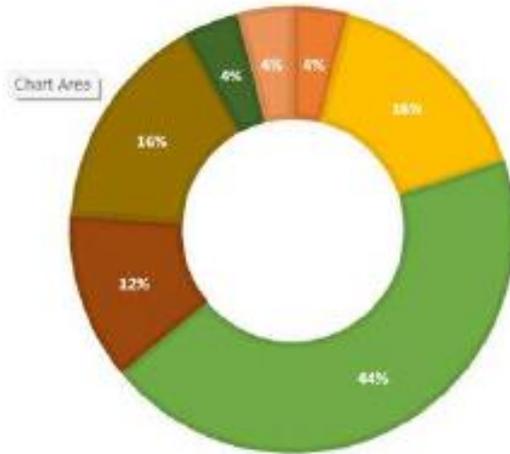
### TECHNICAL EDUCATION FIELDS

Hospitality Medical Mobile Technology ITI Computer technology Graphic designing



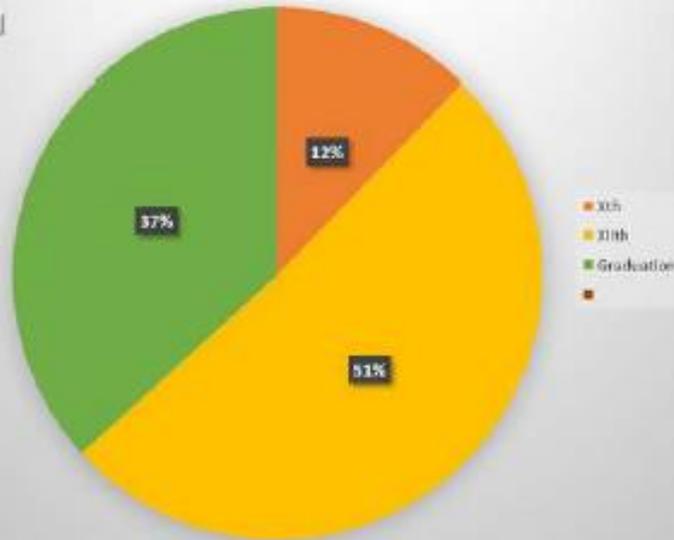
### JOB FIELDS

Hospitality Medical FinB ITI Computer technology Digital marketing Logistics



### Formal education of students

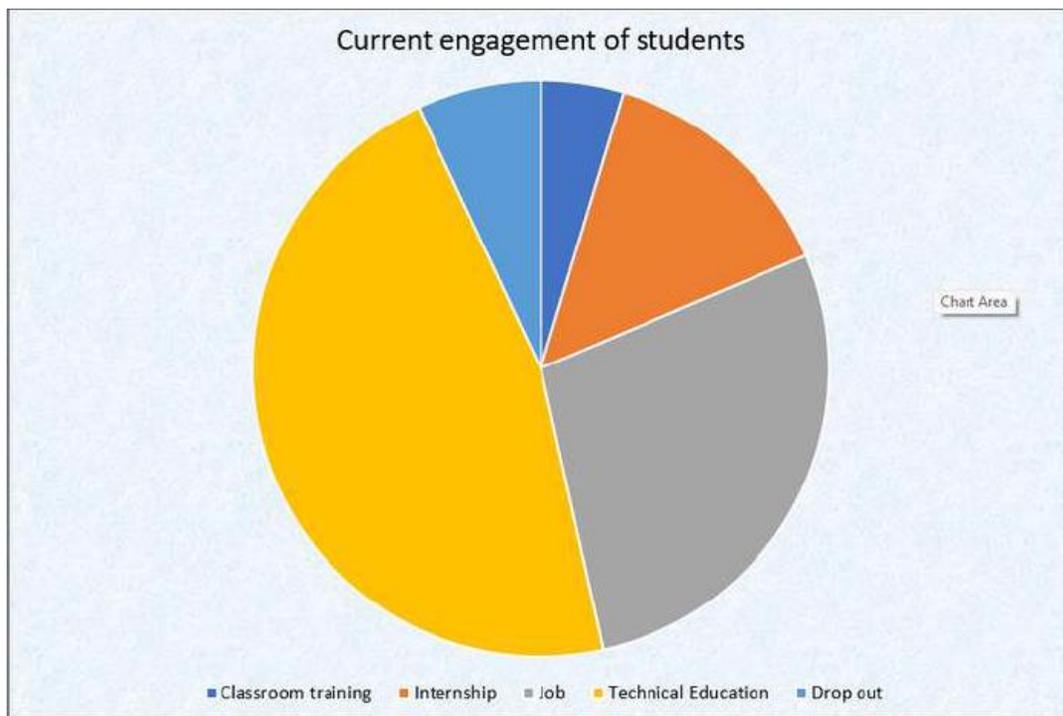
Chart Area

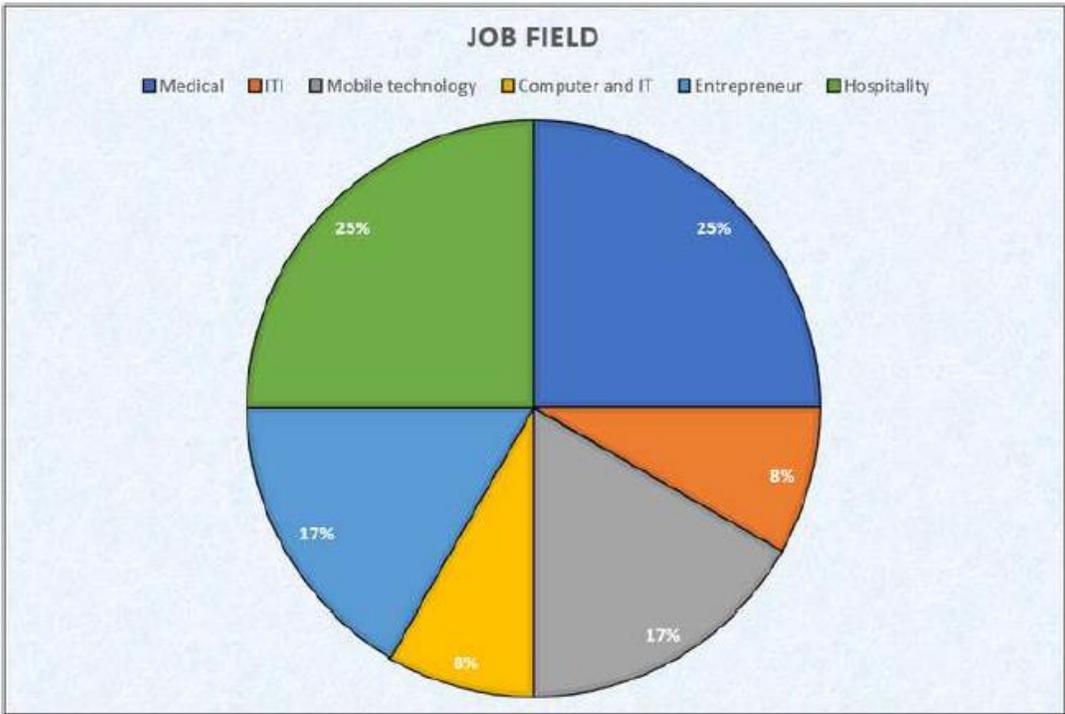
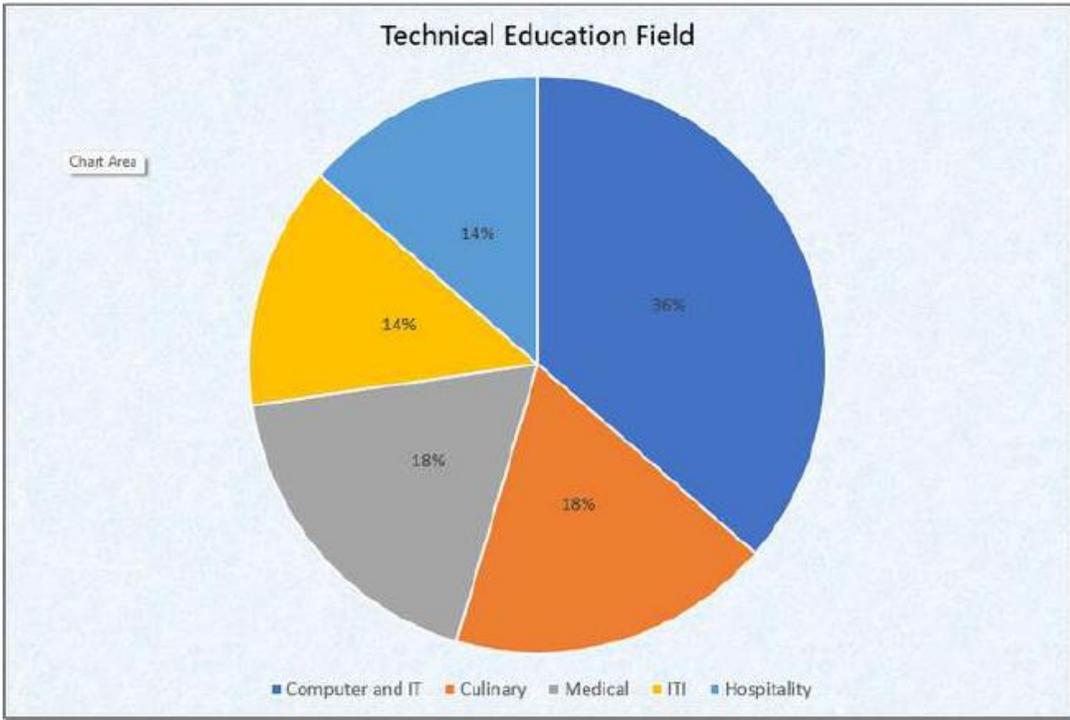


## 2022 – 2023

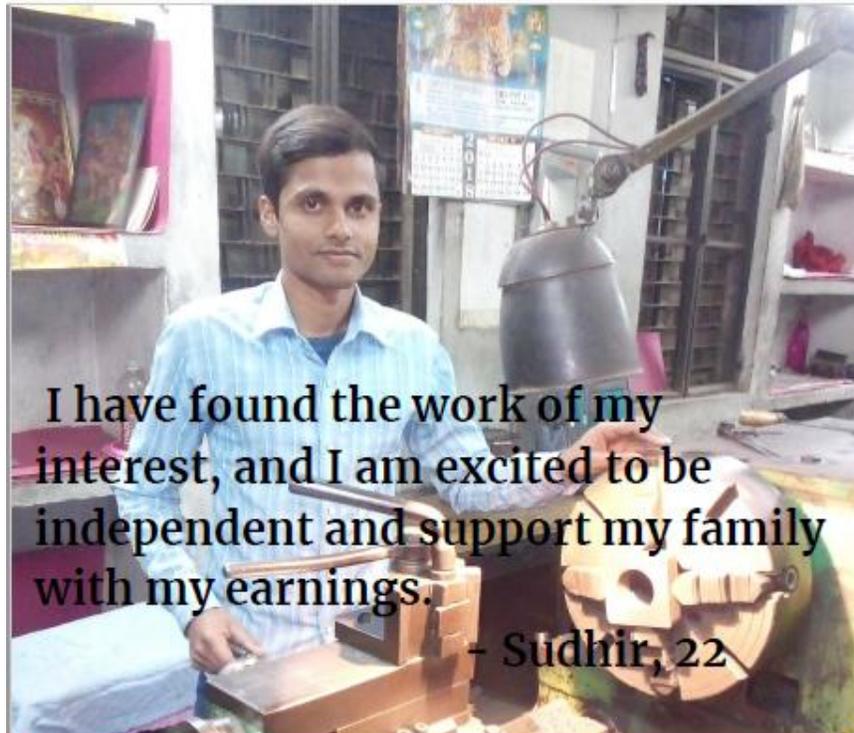
### IMPACT

- Total number of students 49
- Classroom training 2
- Pursuing internship 6
- Pursuing technical education 20
- In full-time jobs / on job training 12
- Transitioned out 11
- Drop-outs 3





## SUCCESS STORIES



**I have found the work of my interest, and I am excited to be independent and support my family with my earnings.**

**- Sudhir, 22**

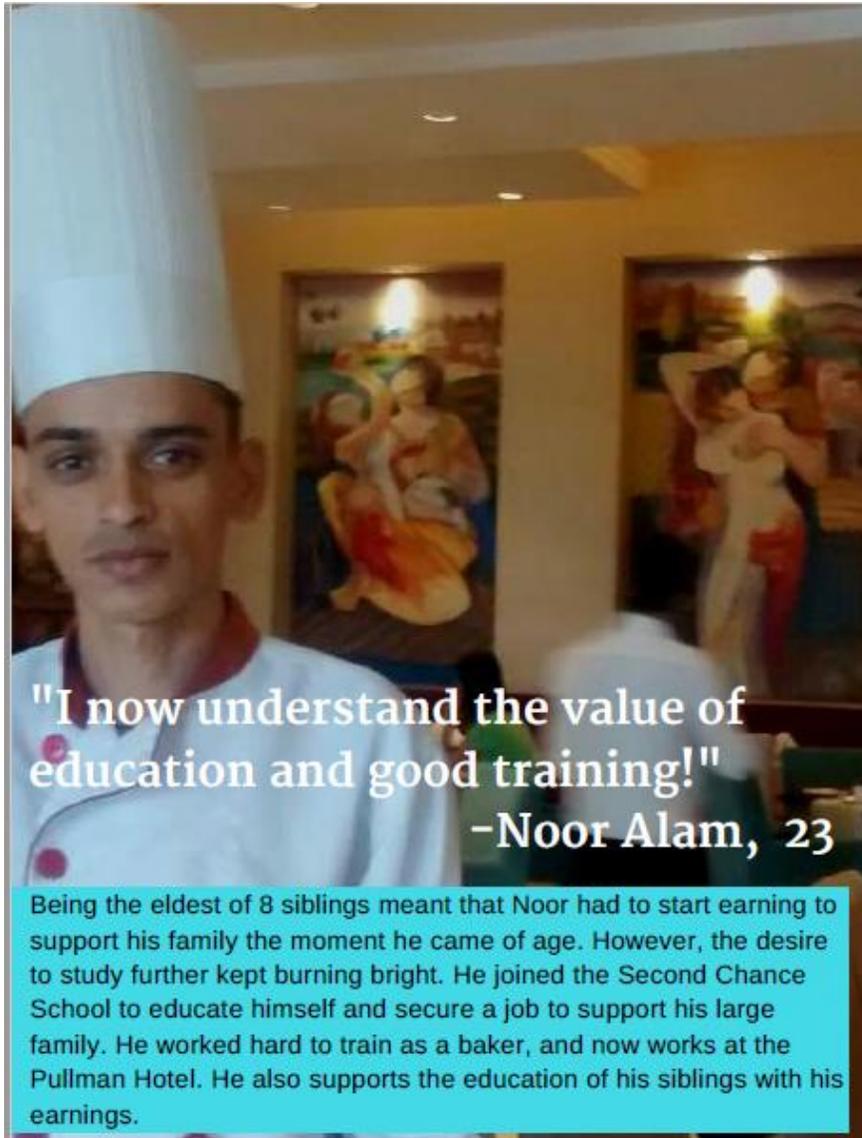
Sudhir comes from a rural family in Bihar. After completing his school education, Sudhir was sitting idle at home with no further direction, when a Second Chance School alumni from his village recommended him to come to Ritinjali. Being an avid learner, Sudhir worked hard with sincerity and discipline, making the most of every opportunity at Second Chance School. He is pursuing ITI Diploma in Fitter's course and is the only student from his batch who secured a job through campus placement even before the completion of course. He is successfully employed at the Wellpoints System earning a monthly salary of Rs. 15000/.



**I had never touched a computer in my life. Here I learned to operate it, and now it is a part of my daily work.**

**– Nizam, 23**

Living in a village in Muzaffarpur district, Bihar, Nizam started doing casual labour at construction sites after completing his school education. He joined Second Chance School programme upon the recommendation of an alumnus student. Nizam acquired different skills during the work and life readiness programme and the internship period at The Westin, Sohna where he was eventually recruited as Receiving Incharge in the Stores Department. Nizam is earning Rs. 13600 per month besides food and accommodation being provided by the employer. He aspires to reach higher positions in his career in future, and is expecting to be promoted to being the Purchase Manager as the next step...



**"I now understand the value of education and good training!"**  
**-Noor Alam, 23**

Being the eldest of 8 siblings meant that Noor had to start earning to support his family the moment he came of age. However, the desire to study further kept burning bright. He joined the Second Chance School to educate himself and secure a job to support his large family. He worked hard to train as a baker, and now works at the Pullman Hotel. He also supports the education of his siblings with his earnings.



**"I got to experience the childhood I never had. I feel confident, and that shows in my work now."**

**-Veerendra, 19**

Having lost his father at the tender age of 13, Veerendra had to shoulder the responsibility of a bread earner from a very young age. He spent his childhood toiling in fields, and joined the Second Chance School with the hope of learning marketable skills. An internship at The Oberoi Hotels served as a turning point for Veerendra. He works at the hotel full time now, and is working towards completing his schooling.



Deepak Kushwaha, 20 years old hails from a remote village in Vaishali district of Bihar. The financial condition of his family didn't allow him to continue his education after class 10th. Deepak approached Ritinjali through an alumni. He joined Ritinjali's Second Chance School Programme in July 2018. He joined 6- monthly internship at Hotel Hyatt in the Kitchen section. Due to his sincerity and responsible behaviour, he was offered a job in the same place with remuneration of Rs. 14000 pm. He formally joined the hotel in September 2019.



Aquib was 18 when he joined SCS in July 2018. He belongs to Chakhaleda village of Muzaffarpur district, Bihar. He is the eldest son in a family of four. He studied in a government school till tenth standard, after which he had to drop out due to lack of financial resources, despite being tremendously interested in studying. Due to lack of any professional qualification he was not able to support family financially. He got to know about the Second Chance School through an alumni. He enrolled at ISH for culinary arts course and also enrolled into a night shift English class to work on his communication. After the programme he has been placed at Leela Palace and is earning well.



Azad Hussain comes from a very poor background from a remote village of Bihar. His father works as a daily wage labourer whereas mother is a home maker. After completion of class 12th from commerce, he too had to work as a helper in an electrician shop in Patna. He learnt about Ritinjali's SCS Programme and approached for admission, he was enrolled in September 2021. He was interested in learning Spoken English and resorted to getting helps from the staff members apart from stipulated Inlingua Classes. Based on his interest, he was enrolled in Indian School of Hospitality Courses for Diploma in Bakery and Pastry. He successfully completed the course and was selected for 6-monthly internship at hotel Taj Kolkata.