



# Mahatma Gandhi National Fellowship Program

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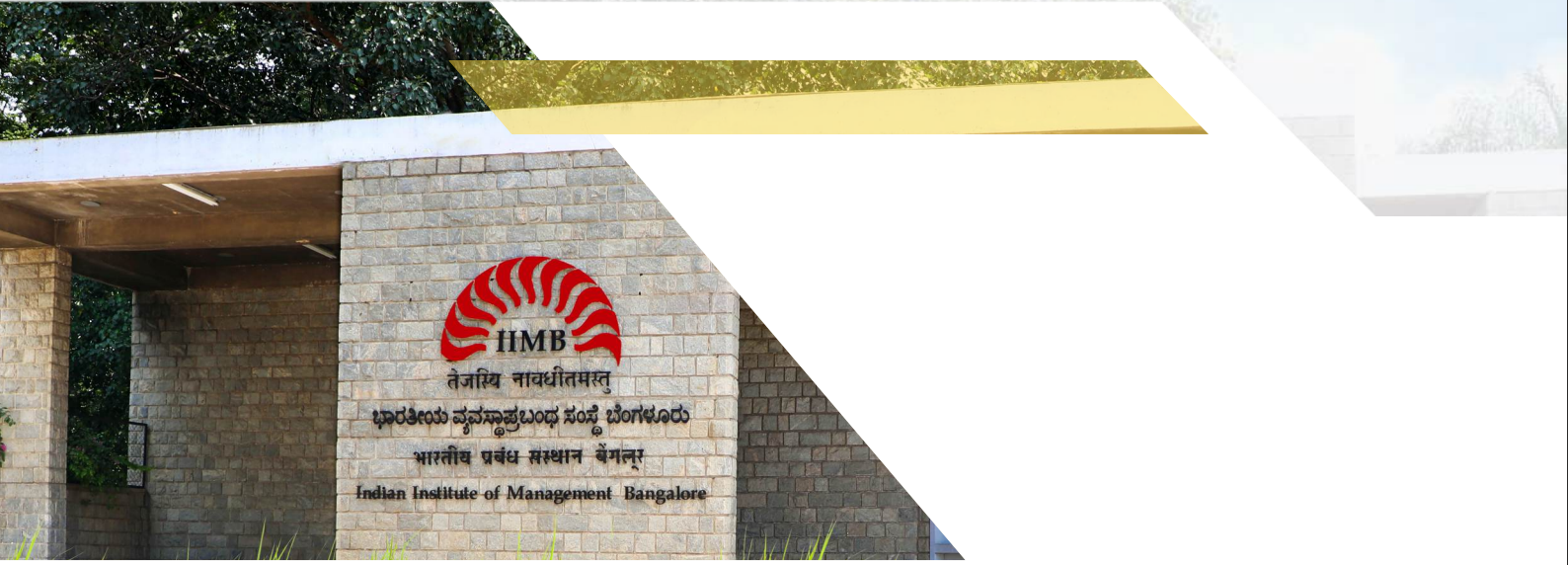


“Knowledge gained through experience is far  
more superior than bookish knowledge”



# Mahatma Gandhi National Fellowship (MGNF) Programme

[www.iimb.ac.in/mgnf](http://www.iimb.ac.in/mgnf)



Jointly designed by IIM Bangalore and the Ministry of Skill Development and Entrepreneurship (MSDE) in the Government of India, the Mahatma Gandhi National Fellowship (MGNF) pilot programme was initiated in March 2020 to create a cadre of individuals who would assist the district administrative structure in supporting the delivery of skill development programmes while receiving education and training at a leading management institution.

The pilot phase of the 2-year Fellowship programme is currently active with 69 Fellows posted in 69 districts of India across six states (i.e., Gujarat, Karnataka, Meghalaya, Rajasthan, Uttar Pradesh, and Uttarakhand). Based on the success of the pilot phase, the programme has been extended to 661 more districts across the country. In phase 2, IIM Bangalore is managing 79 Fellows posted in 79 districts across six states (i.e., Odisha, Karnataka, Goa, Haryana, Uttarakhand, Tripura).


Implemented in collaboration with the State Skill Development Mission (SSDM), Fellows are assigned to a district during the two years where they assist the Department of Skill Development and work toward energising the functioning of the District Skill Committee (DSC) to support the districts skill ecosystem and ensure better growth and development.



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## **Message from the Programme Directors, IIMB**



It is a matter of great satisfaction that we have managed to bring the Mahatma Gandhi National Fellowship (MGNF) programme to a successful completion. While the programme was being conceptualised in the summer of 2019, we had no idea how it would evolve and work, neither did we have any clue about the challenges the programme and all stakeholders connected with it would experience. From managing the impact of Covid as we were in the process of launching Phase 1 of MGNF to steering the programme through such uncharted waters to scaling up the programme from the pilot 75 districts to the whole country in collaboration with eight other Indian Institutes of Management

has been a huge exercise in planning, coordination and orchestrated delivery for us, a significant learning for all concerned. As we trudged along the journey, we stumbled, we fell but at all points, we had the resolve steady – the resolve to help in the economic development of the districts by addressing issues at the district level through the presence of the Fellow as a part of the MGNF programme. Special mention and shoutout to all the Fellows who were from very diverse backgrounds but worked cohesively at the district level with the district officials to ensure growth and development of each of their districts.

While the efficacy of the programme is being evaluated in a formal manner, the initial feedback that we seem to get from across the country is that these Fellows and the MGNF programme did add value to the districts. This is borne out by the fact that almost all districts have formally or informally requested that the presence of such Fellows in the district be continued and various states across the country are in the process of instituting similar programmes at the state level. The MGNF programme has once again showed the potential of all the districts of the country and the variety of opportunities that lie there. IT has also provided opportunities for linkages across districts and states, opportunities which I am sure will be used to foster a faster and more robust sustainable economic growth driven from the grassroot level. I take this opportunity to wish all stakeholders in the process the very best and thank MSDE, World Bank, SANKALP Team, Central and State administrators as well as all those directly and indirectly involved with the programme.

**Sankarshan Basu, Professor, IIM Bangalore**



MGNF has added immense value, as pointed out by the Hon'ble President of India, Smt. Draupadi Murmu, during her address when she inaugurated IIMB's Golden Jubilee Foundation Week celebrations on 26th October. Your roles as MGN Fellows is challenging since you have to work with and navigate your way around multiple stakeholders.

This gives you a sense of influence in how you choose projects and invest your time in boosting districts. The programme gives you unlimited responsibility and mandate to find solutions. Your ability to choose projects requires not only soft skills, but sharp skills as well. I am happy to say that all you Fellows have

mastered the three 'P's – Planning, Persuasion and Perseverance. Your range of experiences will prove to be a gateway to many more invaluable experiences.”

**Arnab Mukherji, Professor, IIM Bangalore**

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**Tirthatanmoy Das, Professor, IIM Bangalore**



## Message from the Programme Management Team



The second phase of the Mahatma Gandhi National Fellowship was indeed a great learning experience for all of us. Spanning 71 districts in six states, the programme covered various aspects of the skilling and employment ecosystem. The Fellows have been outstanding in making the District Skill Committees functional and creating effective District Skill Development Plans that address the gaps and future needs of aspiring youth. The two-year journey was exciting for the programme team as we not only visited almost all the districts but also made documentary films to capture the best practices and the successful projects/interventions done by the Fellows. The mentoring by the IIMB Faculty has been instrumental in enabling the Fellows in translating the theoretical concepts of Public Policy & Management on ground and

executing various operations towards strengthening the skilling ecosystem of the districts of their deployment.

As a team, we are proud to have been able to deliver the expected outcomes efficiently and supported the programme teams of eight other IIMs in managing the programme. The complex nature and involvement of several stakeholders was not easy to sail through but thanks to the guidance and support by Programme Directors and constant efforts of the SRAs, this humongous assignment became easier than it looked. The learning has been quite wide as we have been engaged in numerous operations and functions like coordinating with MSDE, NIMI, SSDMs, anchoring the MGNF Coordination Committee, conducting planning workshops for the IIMs, filming documentaries, publishing newsletters and 'Stories of Change' etc. It was indeed a grand moment for us when Hon'ble President Madam mentioned the impact of MGNF in nation-building during her address at IIMB. I am expecting CPP to undertake more such interesting and challenging assignments.

**Dr. Paritosh Pathak, Programme Manager, MGNF, IIMB**

I have a wealth of experience working with the Mahatma Gandhi National Fellowship, having been involved from the programme's beginning to its conclusion. As an academic administrator and a practitioner, I was exposed to both circumstances in two phases as a Programme Manager. I was given additional responsibilities as the State Resource Associate for Karnataka and Goa. Working with the programme was enjoyable, especially in the 12 states at the grassroots level. I gained from being involved locally and collaborating with all government representatives to improve the programme.



The various regions, cultures, and geographical areas have taught me a lot. Together with the Fellows, I learned a lot about public policy during the pilot phase, and Phase 2 involved implementing the numerous initiatives from both phases 1 and 2, with additional support from the State Skill Missions.

#### State Specific Story

As a State Resource Associate with extra responsibilities for Goa and Karnataka, I got the chance to work on the economy, livelihood, employment, skills, and entrepreneurship particular to each state in a decentralised way.

I have actively participated in the District Skill Committee meetings and collaborated with the Fellows from the districts. Many of the applicants for the job melas and apprentice melas were hired and made an effort to prevent migration from their home districts. In the states of Goa and Karnataka, we introduced numerous district-specific special initiatives carried out with the backing of the state and district administrations. All these significantly impacted the income and standard of living of the local population. These programmes helped the SHGs and FPOs by creating self-sufficient earners in the community and allowing them to earn at their local locations.

The three-party convergence with the Goa State Skill mission, Goa Road Transport, and a private organisation helped generate employment for the local heads while at their study. New skill jobs were planned and implemented in the ITIs, which is a remarkable achievement by the Fellow as it triggered a tremendous change in all areas. To encourage those districts to study at the grassroots level, the Fellows prepared and submitted their district-specific dissertations for five years to the Ministry of Skill Development and Entrepreneurship along with the State Skill Development Missions. These dissertations will be a game changer in the district economy if adopted.

**Guruprasad Karanam, Programme Manager, MGNF**

It has been a unique opportunity for me to work with the prestigious IIM Bangalore in the Centre for Public Policy. My involvement in the Mahatma Gandhi National Fellowship Programme as the State Resource Associate for Odisha reflects a commendable dedication to the development sector and public policy.

It's clear that my experience in the MGNF programme has provided me with a comprehensive understanding of stakeholder liaison, policy implementation, and the complexities involved in working with various government entities. Managing 30 Fellows in Odisha is indeed a substantial responsibility, and I have been able to leverage my prior experiences and expertise in the field.



Engaging with different government officials, from employment officers to District Collectors and Ministers, not only enhanced my professional network but also broadened my perspective on the intricacies of skill and livelihood development. My involvement in all aspects of programme management, including academic modules and field visits, showcases a well-rounded skill set that will undoubtedly contribute to my success as a future programme/project manager.

Being part of the documentation and editing team for the "Stories of Change" report, released by the Ministry of Skill Development and Entrepreneurship during the MGNF phase II convocation, is a remarkable accomplishment for me. It highlights contribution to knowledge dissemination and the impact of the fellowship programme.

I express my gratitude to the Programme Directors for believing in me, and my journey here at IIMB has been transformative, both professionally and personally.

### **Pragya Ashana, State Resource Associate, Odisha**

Working in the Programme Management team of MGNF IIM Bangalore, Public Policy department, has been an amazing learning experience for me. I am posted in Panchkula, Haryana, as a part of this project to coordinate between Skill Development Missions and the MGN Fellows placed in the different districts of Haryana and Uttarakhand states. As a part of my job requirements, I got an opportunity to extensively travel to the districts of Haryana and Uttarakhand, and interact with various stakeholders responsible for implementing skill development initiatives including the district administration. During my visits to Ambala, Kurukshetra, Charkhi Dadri, Bhiwani, Panchkula and Rohtak districts of Haryana and Dehradun and Chamoli districts of Uttarakhand, I interacted with the officials of Rural Development and Self Employment Training Institutes, Polytechnics, Industrial Training Institutes, TATA Strive centres, Skill training centres supported by Skill Development Missions and the district officials.



We enquired from these officials regarding the progress of our MGN Fellows, their contribution in strengthening the skill ecosystem of the district, specifically their involvement and active participation in conducting District Skill Committee meetings and submitting District Growth plans after identifying and researching the potential Growth Drivers of the district.

The experience of coordinating with higher level bureaucracy to ensure smooth functioning of MGN Fellows in their respective districts has been a great learning for me. As a part of the Programme Management team, I also organised Faculty Panel meetings for the Fellows, connecting them with their respective IIMB mentor Professors to discuss their District Immersion performance and for receiving valuable feedback to upscale their projects and skill development interventions. I have gained a range of valuable experiences and skills in documentation, project management, team handling and editorial work related to public policy, and skill development. My involvement in the editorial and documentation team for the book "Stories of Change" by IIMB, showcasing real case studies and success stories of the MGN Fellows which was recently released by the Hon'ble Minister for Skill Development and Entrepreneurship, Shri Dharmendra Pradhan, is a significant contribution and learning for me.

#### **Sushmanjali Nuthalapati, Consultant, Haryana and Uttarakhand**

**Transformative Impact Unfolds: MGNF's Endeavours in Odisha:** In the heartland of Odisha, the Mahatma Gandhi National Fellowship has become a beacon of positive change, leaving an indelible mark on the socioeconomic landscape. From October 2021 to October 2023, MGNF Fellows engaged in comprehensive initiatives, unravelling the intricacies of the local economy and spearheading transformative actions.

**Skilling Ecosystem Exploration:** The workshops conducted as part of MGNF by IIMB with the support of OSDA played a pivotal role in Odisha in dissecting the existing skilling ecosystem. Fellows, with a commitment to understanding the challenges, explored the landscape and identified

crucial gaps. Their efforts extended beyond exploration to pragmatic suggestions and feasible solutions, fortifying the very foundation of the district's skilling infrastructure and strengthening the District Skill Committee (DSC) across the 30 districts of Odisha.

**Livelihood Linkages and Interventions:** A core focus of the MGNF initiative in Odisha was understanding local livelihoods intricately. Fellows meticulously linked these livelihoods to district-specific products and services. This comprehensive understanding enabled them to craft targeted interventions, addressing challenges and catalysing sustainable solutions.



**Financial Planning for Scale-Up:** The MGNF impact resonated in the financial domain, with Fellows identifying key requirements for scaling up the skilling ecosystem. The pursuit of sustainable growth prompted a detailed examination of potential funding sources, encompassing collaborations with the district administration, state, central government, corporate investments, and CSR initiatives.

**Stakeholder Recommendations and Enhanced Functionality:** A distinctive feature of the MGNF initiative in Odisha was the personalised recommendations tailored for stakeholders, with a particular focus on the District Skill Committee (DSC). These recommendations were designed to enhance functionality, ensuring a more effective and responsive skilling ecosystem.

The success story of MGNF in Odisha is not just about data exploration; it's about hands-on experience, community engagement, and actively contributing to sustainable progress. This newsletter captures the essence of these endeavours, showcasing how the collaborative efforts of MGNF Fellows are shaping a brighter future for the communities they serve, embodying the spirit of empowerment and resilience.

### **Abhishek Das, Consultant, Odisha**

#### **“An introspective journey with MGNF”**

My journey with the Mahatma Gandhi National Fellowship Programme at the Centre for Public Policy (CPP), Indian Institute of Management Bangalore (IIMB), as a State Resource Associate (SRA) was incredibly enriching and transformative. Over the past year, I've had the honour and privilege to work alongside 70 extraordinary Fellows, each representing the diverse tapestry of our nation across 70 districts spanning six states. Each Fellow brought their unique background and ideas, making our journey together truly special.



We as a team did a lot during the fellowship journey — learning, sharing, and working on different activities at the institution, state, and district levels. It was eye-opening to see how everyone, in their own way, was devoted to making positive changes in their districts and proving their district immersion as remarkable. I've learned so much from them, and these experiences are something I cherish and learn from every day through various activities of the fellowship. Working with these smart and passionate minds taught me a lot. Every talk we had, and every idea we exchanged, helped me see our society in a whole new light. I also got to help with programmes in Tripura, which was a fantastic opportunity. Collaborating with the core team of the State Skill Development Mission and various districts was fulfilling and gave me a lot of satisfaction for what's ahead.

None of this would have been possible without an incredible team. I want to give a big shout-out to the directors, programme managers, faculties, and professors at IIMB. They've been a massive support, guiding me through this journey and helping me succeed.

I am so grateful to all the Fellows for their hard work and passion as I always feel that their dedication and eagerness to learn have been truly inspiring.

**Shantanu Bhowmick, Ex-State Resource Associate, Tripura**



## MGNF Activities

### Documentary Shoot

The Programme Management team, MGNF, successfully documented stories of success from each of the five states -- Odisha, Haryana, Tripura, Goa, and Karnataka. A team including the Programme Manager, State Resource Associate and Professor went to each state and visited the districts with good success stories and where actual changes were seen. The Fellow's contribution in the success of these cases, and their engagement and involvement in the district were documented to understand their perspective and role as a MGNF. During the visits, the team met the villagers and the other producer group members, understood the before-and-after scenario and documented their side of the story as to how MGNF had helped them in economic upliftment through better livelihoods. To see such real cases from the ground was very inspiring as the real role of MGNFs could be understood and the significance of the fellowship could be seen.



Apart from that, the team also met the District Collectors, District mentors and the reporting authorities of the Fellow to understand their expectations from the programme and how and to what extent the MGNF has been able to fulfil that. The PMT was glad to receive positive feedback from all the bureaucrats regarding the performance of the Fellows in the districts. The same documentaries were given to the communications team at IIMB for further editing and the final output was reviewed by our Programme Directors. The documentaries were published on social media platforms such as LinkedIn and also displayed during one of the meetings with MSDE at Delhi, which was very well appreciated by everyone. Other IIMs were asked to follow the same process of documenting the best success stories from their individual cohorts like the one our Programme Management team from IIMB did in a successful manner.



## Exhibition cum Poster presentation

An exhibition cum poster presentation was organised by the Programme Management Team, where the Fellows were told bring specific products from their districts and exhibit them during the closing ceremony of MGNF Programme. At the same time, the Fellows were also told to make posters which were themed on how MGNF had impacted the perspectives and beliefs of the Fellows and their stakeholders through them, ultimately leading to profound personal, public administrative and grassroots transitions. The purpose of the poster presentation was to allow the Fellows to reflect on their learnings and showcase the impact of the fellowship from their point of view. The posters would include region-specific information, the interventions taken up during the fellowship, the outcomes of these interventions and the learnings gained.



Additionally, the Fellows were free to exhibit any locally produced products that could be considered examples of their initiatives. SHG product exhibition and poster presentations were also held for a larger IIM Bangalore audience to witness the progress and learnings of the Fellows from the district. Fellows from each state exhibited posters containing their project highlights, initiatives and outcomes achieved during their two-year fellowship journey and discussed their important interventions with the IIMB audience. Faculty mentors including Programme Directors graced the exhibition with their presence. Students and staff who visited the exhibition enquired from the Fellows about the importance and relevance of the displayed

SHG products to the skill ecosystem of their districts.



## Learning Workshop and Convocation

Professor Tripthi Singh interacted with MGN Fellows in a day-long Personality Assessment Workshop through various interactive games and storytelling. The objective of these sessions was to equip MGN Fellows with necessary conflict management strategies helpful in their upcoming professional roles.

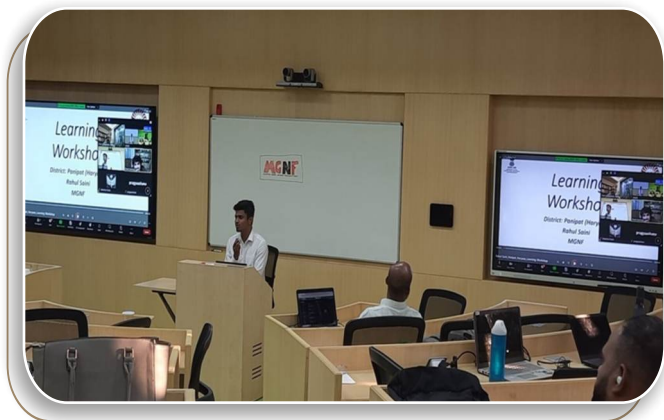
The first activity of the workshop was the Thomas-Kilmann Conflict Mode Instrument. In this session, Prof. Singh floated a questionnaire with several pairs of statements describing possible behavioural responses. She suggested that students consider and respond to situations where they find their wishes differing from those of another person. At the end of the session, she discussed the profile of scores of students which indicated the repertoire of conflict-handling skills which they as individuals used in the conflict situations they faced in everyday professional scenarios, labelled “competing”, “collaborating” and so on.



Another activity was related to 'Team Roles' and understanding the relationship between team effectiveness and the team roles members play. Prof. Singh explained that the personalities of team members influenced their team's effectiveness and that individuals tend to play a role within the team, dependent upon aspects of their personality. A better understanding of team roles can lead to a greater understanding. Water Jars worksheet, Locus of Control Inventory, resource crunch game and values sheet story discussion were some of the activities conducted during this workshop. The idea behind these activities was to stress the importance of a collaborative approach and positive attitude towards work in professional spaces.



During the learning workshop, Fellows individually presented their presentations in the presence of their faculty mentors during the discussions at the New IIM Bangalore campus; some faculty mentors joined online via Zoom to interact with their mentee Fellows. The workshop assessed the understanding of the Fellows with respect to the overall economy and skilling ecosystem of their districts and their plans for the growth of economy through the key economic growth drivers supported by their involvement in planning/ supporting/ implementing initiatives in strengthening the skill ecosystem of the district during the two years of their deployment. This allowed the Fellows to present the overall picture of the district's economy and the skilling ecosystem and the feasible plans for its growth. The presentation of each Fellow covered the major components of the dissertation, followed by key takeaways from the journey of two years as the Mahatma Gandhi National Fellow. They also shared their experiences and learnings



from their engagement with the entrepreneurs, communities, SHGs, NGOs and other significant achievements and initiatives during their tenure. Fellows pre-recorded the workshop presentations and uploaded the videos on a drive. Each Fellow was allocated 15 minutes in total – nine for presentation containing no more than nine slides, and six for a Q&A session. The Faculty Panel mentors evaluated the Fellows' performance in the workshop and gave their valuable feedback based on detailed analysis of the districts economy and expected growth through the identified growth drivers in terms of income and employment generation, highlighting the existing skilling ecosystem with gaps and suggesting feasible plans to support the expected economic growth of the district.



## MGNF Coordination Committee Activities

### IIM Kozhikode- Kochi campus

As the programme entered the sixth and last module in August 2023, it was important to review the progress and plan the activities for the upcoming deliverables and related requirements under the programme. The meeting was called by the MGNF Coordination Committee and hosted by IIM Kozhikode at their Kochi campus during 1 and 2 September 2023. Programme Management Teams from all member IIMs (except for IIM Ranchi) participated actively in the workshop and supported in making it successful.

The workshop began with a welcome note by Professor Venkat Rao, Programme Director-MGNF IIMK, where he expressed his valuable thoughts, motivated the participants to work collectively and frame the action plans that would guide us as we move forward. He also suggested coming up with ideas and recommendations for continuing the MGNF programme that could be further shared with MSDE in due course. The workshop was facilitated by Mr. Sreekanth Narayanan and Mr. Paritosh Pathak, Programme Managers-MGNF at IIMK & IIMB respectively.



## Meeting with Secretary MSDE, 18 September 2023

A meeting was called by the Secretary MSDE on 18 September at Kaushal Bhawan, New Delhi. The purpose of the meeting was to assess the progress of MGNF Phase 2 and plan for the convocation. The IIMB team prepared a comprehensive presentation by collecting relevant data and information from other IIMs. Professor Arnab Mukherji led the IIMs and updated participants on the progress and achievements of MGNF. Other Programme Directors also shared their experiences and opinions on various issues. The dates for the convocation were also approved by MSDE as proposed by the IIMs. The meeting was successful in the sense that all IIMs actively participated and there was uniformity across all deliverables and milestones. There was also a group photograph followed by lunch. This was also a good opportunity for programme teams of all IIMs to meet physically and share their views.



## Comments from Fellows:

My involvement in the MGNF has been a transformative journey, granting me the opportunity to delve into the intricacies of government administration, a realm previously unfamiliar to me. Over the course of two years, this fellowship has nurtured within me the essential traits of leadership, analytical prowess, and astute decision-making skills. Through this enriching experience, I have gained a profound understanding of the vast array of possibilities, opportunities, and constraints that exist within the governmental framework.

I firmly believe that technology can play a pivotal role in elevating the quality of service delivery within the government sector. Furthermore, the incorporation of scientific monitoring and evaluation methods is imperative to ensure the judicious utilisation of our valuable resources. Embracing the principles of Gandhian thought, this programme has provided me with valuable insights into reinforcing vocational and skill-based education. Moreover, it has been instrumental in identifying the barriers hindering employment growth, economic prosperity, and livelihood enhancement in rural areas.

In my perspective, the crux of skill development lies in nurturing rural entrepreneurship and fostering the growth of the rural sector economy. The MGNF programme, with its fusion of classroom and field study at the district level, has offered a fresh and captivating learning experience. Such academic initiatives are undeniably the need of the hour, especially when it comes to addressing the contemporary challenges of our times.

### **Akshay Kumar, MGNF Panchkula, Haryana**

The Mahatma Gandhi National Fellowship has been a great learning experience for me to understand the nuances of working in the District Administration at the grassroots level. Equipped with the knowledge of Public Policy and Management from the Academic Modules at IIM Bangalore, I was able to better deliver impact on the ground and bring about convergence in the Skill Ecosystem of Chikkaballapur. I was also fortunate to work with the Karnataka Skill Development Corporation on policy interventions and rolling out programmes at the state level.

The Fellowship has immensely contributed to my personal growth, helping me develop a holistic perspective through interactions with various stakeholders, mentors, faculty and friends. I am grateful for the opportunities and challenges during my time as an MGN Fellow. As I embark on a career in the Development Sector, my mission is to leverage my problem-solving and analytical skills, coupled with my technical acumen, to make meaningful contributions through my work.

### **Ashish Shetty, MGNF Chikkaballapur, Karnataka.**



The Mahatma Gandhi National Fellowship Programme combines classroom sessions at IIM with an intensive field immersion at the district level. I was deputed to Gajapati district of Odisha, one of the aspirational and tribal districts of the state. It has given me a blend of two-year academic sessions at IIM Bangalore along with intensive district immersion at the ground level in working closely with the district administration. It was a unique win-win programme where the district got a Fellow resource full of new-age ideas, strategy-making, problem-solving and management skills and the Fellow got a real on-ground experience of two years working with the government and public sector while studying at IIM. I had the District Collector, Shri Lingraj Panda, as my mentor during the district immersion to carry out my assignments under the faculty panel mentors' guidance of Prof. Vasanthi Srinivasan and Prof. Gopal Naik from IIMB.

Public Policy and Management from IIM Bangalore equipped me with enough knowledge, skills, and confidence to excel in the field of policy development for the Government of India. The rigorous curriculum, dynamic environment, and exceptional faculty have played an instrumental role in shaping my professional growth.

### **Skill Development Impact:**

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I have implemented a lot of skill development projects during my two years journey in Gajapati. I will mention my top three projects. 1) Transgenders Skill Development for Formal Local Employment & Small Business Development; 2) Agniveer Pre Recruitment Training Camp - To promote 100 youth of Gajapati for Agniveer recruitment by giving them physical and academic training in collaboration with different Govt departments; 3) Royal Gajapati - A platform for processing and marketing of Women Self-help-group products.

### **Professional Growth:**

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I have had the opportunity to gain hands-on experience in the field, working closely with the district administration, government officials, and local communities. This experience enhanced my leadership and project management skills. I participated in various global events like G20 and Odisha Skill Conclave.



## Networking Opportunities:

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During the programme, I collaborated with various stakeholders, including government officials, NGOs, and community leaders. This networking helped me explore a lot of opportunities in the Skill Development and development sector fields.

## Policy and Program Contributions:

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Based on my insights and on-the-ground experience, I have prepared and submitted a District Skill Development Plan (DSDP) for the FY 2021-22 while taking local strategies and initiatives into consideration. I have done a Skill gap assessment of the district and submitted it to the MSDE. Also, as a part of my desk project, I have submitted the District Growth & Skill Development Plan for Gajapati, Odisha.

## Career Paths:

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The experience gained during the Mahatma Gandhi National Fellowship opened up various career paths for me. I have received Job offers in government consulting, development sector, non-profits, and the private sector as well.

## Alumni Network:

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After the fellowship programme, IIM Bangalore provided us with a lifetime alumni membership status from the institute to establish alumni networks to facilitate ongoing connections and collaborations. This network will provide us with support, mentorship, and opportunities for continued professional growth. Joining GPS (Government & Public Sector) of EY (Ernst & Young LLP) as a Senior Consultant has been a remarkable opportunity for me to navigate through complex problem-solving landscapes and devise innovative solutions in contributing towards the betterment of our nation.

I am also grateful to MSDE & IIMB for the opportunities and support that have propelled me towards a fulfilling career in management.

## Balabhadra Senapati, MGNF, Gajapati, Odisha

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The Mahatma Gandhi National Fellowship, for me, was not merely a programme; it constituted an incredibly transformative journey towards personal and professional accomplishment. Working with beneficiaries and various stakeholders in North Goa across the professional hierarchy was an enriching experience that allowed me to witness the tangible impact of the efforts on the community and self-identity, promoting leadership skills and personality growth. The support extended by IIMB, mentors, SRAs, co-Fellows, and guidance from officials in the district played a pivotal role in navigating challenges and uncertainties, making me adaptable and resilient.

The post-fellowship phase has opened doors to exciting opportunities with establishments, and I attribute this success to the high standards set by the fellowship. I am genuinely grateful for the opportunity to engage with multiple stakeholders and contribute, in my small way, to the promotion of skilling. The feedback received from beneficiaries has been heart-warming and serves as a constant reminder of the positive difference we can make when we work towards a common goal.

As I move forward, I carry with me the learnings and memories of MGNF, confident that they will continue to guide and inspire me in my future endeavours.

### **Bindiya Sham Gadkar, MGNF, North Goa**

The Government of India has envisioned 'Viksit Bharat@2047' to make India a developed nation by 2047, the 100th year of its independence. India will have to marshal its resources congruently with befitting initiatives to achieve this vision. Initiatives such as the Mahatma Gandhi National Fellowship is one such example where meritorious youth are deployed at ground level to understand the nuances of implementation of public policies with focus on skill development. Fellows get academic inputs from top management institutes, the IIMs, and with guidance from eminent professors, the Fellows were able to bring in palpable changes in their districts encompassing all fields such as economic growth, social progress, environmental sustainability, and good governance. Working as an MGNF is a one-of-a-kind experience having to deal with unprecedented scenarios and at the same time navigating through the intricacies of the bureaucracy. The programme has helped me transform as an individual both personally and professionally and has helped me develop patience and knowledge. It has equipped me with skills to handle tough situations and knowledge in public policy, which has provided great impetus to my career.

### **H P Manoj, MGNF, Chamarajanagar, Karnataka**

The MGNF has been a transformative experience for me, providing an invaluable opportunity to learn from some of the top faculties in the nation within the public policy domain. Interacting with fellow participants from diverse educational backgrounds has been enlightening, allowing me to approach problems from various perspectives and develop unique solutions. The programme team consistently offered unwavering support, demonstrating a commitment to our mental well-being during the District Immersion phase of the fellowship.

In my view, initiatives like MGNF are integral to nation-building, fostering a cadre of young professionals driven not solely by financial incentives but also by a shared commitment to effecting change at the grassroots level.

Throughout this fellowship, I have acquired significant insights into programme management, policy development, and stakeholder engagement. I am eager to leverage this knowledge and experience in my future endeavours, aspiring to drive sustainable change and inspire other changemakers to contribute towards making India the skill capital of the world. Thank you, IIM Bangalore and MSDE, for this unique opportunity!

### **Nitin Kumar, MGNF, Mahendragarh, Haryana**



## Professional Journey of Fellows post MGNF

The Programme Management Team had provided all the necessary support for the placement of the MGNFs. The PMT reached out to more than 70 companies along with the profile brochure of all the 71 fellows under IIM Bangalore. Due to this, many companies reached out to the Fellows for interview and selections. National Skill Development Corporation conducted panel interviews of the Fellows at the IIMB Campus, which was arranged and facilitated by the Programme Management Team. Apart from that, the Programme Managers and State Resource Associates have given reference feedback for the Fellows wherever required by the companies.

Sn.	Name of Fellow	Gender	State	District	Status Post MGNF	Organization/Remark
1	Abhishek Gujral	Male	Haryana	Sirsa	Aspiring for job	Working on 2nd Book
2	Abhishek Saini	Male	Haryana	Hisar	Aspiring for job	NA
3	Aditi Kar	Female	Odisha	Bargarh	Higher Studies	GMAT
5	Aditya Kutiya	Male	Haryana	Yamuna Nagar	NA	NA
4	Adyasha Priyadarshini	Female	Odisha	Koraput	Employed	TATA Steel Foundation
6	Aishwarya Jojo	Female	Odisha	Angul	Aspiring for job	Administrative Services
7	Akshay Kumar	Male	Haryana	Panchkula	Aspiring for job	Looking for a Job
8	Anjali Rani	Female	Haryana	Jhajjar	Aspiring for job	UPSC
9	Anupriya	Female	Haryana	Kurukshetra	Aspiring for job	Administrative Services
10	Archana M	Female	Karnataka	Yadgir	Employed	Blue Whistle
11	Ashis Paul	Male	Tripura	Gomati	Aspiring for job	Administrative Services
12	Ashish Shetty	Male	Karnataka	Chikkaballapur	Employed	International Innovation Corps
13	Asit Debbarma	Male	Tripura	West Tripura	Aspiring for job	NA
14	Balabhadra Senapati	Male	Odisha	Gajapati	Employed	Ernst & Young LLP
15	Bhomiya Kalo	Male	Odisha	Kendrapara	Aspiring for job	OPSC exam
16	Bindiya Sham Gadkar	Female	Goa	North Goa	Aspiring for job	Administrative Services
17	Chumki Das	Female	Tripura	Khawai	Joining soon	Can not disclose
18	Debabrata Dash	Male	Odisha	Mayurbhanj	Aspiring for job	NA
19	Debasis Acharya	Male	Odisha	Khordha	Employed	Government of Odisha
20	Debasish Raul	Male	Odisha	Balasore	Aspiring for job	Civil Services
21	Debasmita Chowdhury	Female	Tripura	Dhalai	Higher Studies	Masters in Management
22	Deepika Yadav	Female	Haryana	Sonapat	Aspiring for job	NA
23	Gargi Sur	Female	Tripura	North Tripura	Employed	KPMG
24	H P Manoj	Male	Karnataka	Chamarajanagar	Aspiring for job	UPSC CSE
25	Hitesh Sangwan	Male	Haryana	Jind	Higher Studies	Joint MS Degree Program
26	Jagadeesh Nayaka Nk	Male	Karnataka	Bengaluru	Employed	Mantra Social Services
27	Jaideep Mehra	Male	Haryana	Ambala	Aspiring for job	SSC
28	Jyotirmaya Padhan	Male	Odisha	Sambalpur	Aspiring for job	OPSC
29	Kartikeya Kotnala	Male	Uttarakhand	Uttarkashi	Higher Studies	IIT Indore
30	Kiran L	Male	Karnataka	Chitradurga	Aspiring for job	NA

31	Lijalin Moharana	Female	Odisha	Nayagarh	Higher Studies	NA
32	Madhusmita Priyadarshini	Female	Odisha	Keonjhar	Employed	Palladium Consulting India Pvt Ltd
33	Manish Kumar	Male	Odisha	Ganjam	Aspiring for job	PCS exams
34	Manjunath	Male	Karnataka	Hassan	Aspiring for job	Administrative Services
35	Megha Agarwal	Female	Odisha	Deogarh	Employed	Mantra Social Services
36	Mitali Patnaik	Female	Odisha	Balangir	Employed	State Government
37	Mohith Gowda D M	Male	Karnataka	Bagalkote	Employed	Grant Thornton Bharat LLP - Publication Sector Consultation
38	Mukesh Kumar Sahoo	Male	Odisha	Rayagada	Aspiring for job	NA
39	Navaneeth Ganesh	Male	Karnataka	Bengaluru Urban	NA	NA
40	Nisha	Female	Haryana	Karnal	Aspiring for job	Administrative Services
41	Nitin Kumar	Male	Haryana	Mahendragarh	Aspiring for job	HCS
42	Pallavi Mishra	Female	Odisha	Dhenkanal	Aspiring for job	Looking for Job Opportunities
43	Pranay Pritam Sahu	Male	Odisha	Puri	Aspiring for job	NA
44	Prarthana Priyadarshini	Female	Odisha	Cuttack	Employed	Government of Odisha
45	Priyanka Patil	Female	Karnataka	Gadag	Aspiring for job	NA
46	Pulak Chandan Jena	Male	Odisha	Keonjhar	Employed	EY India
47	Rahul Chawla	Male	Haryana	Faridabad	Aspiring for job	NA
48	Rahul Saini	Male	Haryana	Panipat	Employed	Niti Aayog
49	Rajiv Nayan Das	Male	Odisha	Boudh	Employed	PwC-DIPA
50	Saheli Chakraborty	Female	Tripura	South Tripura	NA	NA
51	Sai Kiran Rai	Male	Karnataka	Davanagere	Employed	Samhita Social Ventures
52	Sasmini Sahoo	Female	Odisha	Nuapada	Employed	Prayatna
53	Shailja Santore	Female	Uttarakhand	Chamoli	Aspiring for job	Na
54	Shama Pradeep Kamble	Female	Goa	South Goa	Employed	Mantra4change
55	Shanti Murmu	Female	Odisha	Jagatsinghpur	Employed	TATA STEEL Foundation
56	Shreenandan H S	Male	Karnataka	Kolar	Employed	AMEE
57	Shubham Singh	Male	Haryana	Bhiwani	Self Employed	Venture Studio
58	Shweta Thikade	Female	Haryana	Rohtak	Aspiring for job	NA
59	Sobhit Kumar Bishi	Male	Odisha	Jajpur	Higher Studies	PHD in any of the Central Institute
60	Sonam Yadav	Female	Haryana	Gurugram	Employed	M3M Foundation
61	Sourabh Kumar Soni	Male	Haryana	Kaithal	Employed	NITI AAYOG
62	Srinidhi Gurunath	Male	Karnataka	Chikkamagaluru	Employed, Self-Employed	Employment - Socratus Foundation for Collective Wisdom, Self-Employment - planning stage coffee retail
63	Subhasis Mondal	Male	Tripura	Unakoti	Employed	Grant Thornton Bharat LLP
64	Sudhashree Sahoo	Female	Odisha	Malkangiri	NA	NA
65	Sunil Kumar	Male	Haryana	Rewari	Employed	EY
66	Sushant Sahu	Male	Odisha	Kandhmal	Employed	India post
67	Swadesh Sritam Das	Male	Odisha	Jharsuguda	Employed	NSDC
68	Swati Aggarwal	Female	Haryana	Charkhi Dadri	Employed	Government of Haryana
69	Tapaswini Das	Female	Odisha	Nabarangpur	Employed	Centre for Advocacy and Research
70	Udayan Mohapatra	Male	Odisha	Kalahabdi	Employed	UNDP
71	Varun.K	Male	Karnataka	Bellary	Aspiring for job	UPSC/KPSC





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*This newsletter reflects activities from the proceeding  
period on which we reported until March 2023*