

PROJECT BRIEF

# HUMEIN BADHNA HAI

*Holistic career counselling package for  
adolescent girls at KGBV & JBAV in Jharkhand*

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## Background

Adolescence is a one of the most vulnerable, yet crucial phase of life that determines the future for individuals. Grades 6th-12th are the decisive years for most students as they shape their inclination towards favourite subjects, aptitude, and career choices. Hence, it is important to mentor the impressionable young minds with guided educational and career pathways during this phase.

Career counselling, if offered through graded inputs, can play a pivotal role in setting goals and shaping a better future for students. This can largely benefit adolescent girls from rural and underprivileged communities who often have a neglected outlook towards education, career aspirations, and life goals owing to their socio-cultural circumstances. In a state like Jharkhand with many tribal and rural communities, the status of girls is poor on indicators of education, marriage and workforce participation that reflects in their low sense of self-identity and agency.

### Status of girls in Jharkhand



#### 01

##### Age at marriage

32% of women aged 20-24 years in Jharkhand are married before the age of 18. (NFHS-5, 2019-21).

#### 02

##### Education

Only 33% of women aged 15-49 years in Jharkhand received 10 or more years of schooling (NFHS-5).

#### 03

##### Workforce participation

Female Worker Population Ratio (WPR) in Jharkhand is **35.2%** (Periodic Labour Force Survey 2019-20).

### Our experience with Umang: Realisation of need for counselling

PCI India is implementing Umang in partnership with the Jharkhand State Livelihood Promotion Society to address the issue of child/early marriage of adolescent girls in Jharkhand and nurture their aspirations.

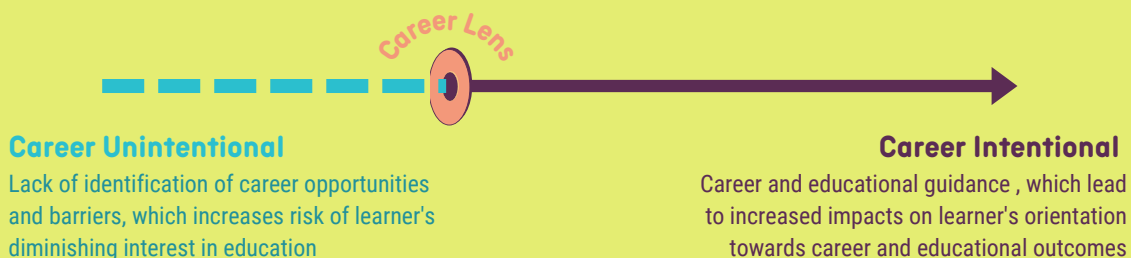
- A Baseline Study with 373 adolescent girls was conducted under Umang in 2021.
- The study identified a major gap in educational and career aspirations among adolescent girls.
- A key reason for this mismatch was found to be lack of information and career guidance among girls.
- This indicated a strong requirement for regular educational guidance and meaningful career counselling to adolescent girls, which led to the facilitation of Kishori Help Desks - counselling centres for adolescent girls and their parents - at CLF (cluster level federation) offices in rural Jharkhand.

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## Career Intentionality Education for Adolescent Girls

An approach for improving career intentionality is to integrate career counselling within the mainstream education. Integration implies counselling to be made part of design of the overall education framework, implementation plan and gradation. Thus, career intentionality integration is part of the holistic development of adolescents, preferably starting from grade 6th till 12th. The model of career intentionality is adapted from 'Gender Intentional Strategies to Enhance Health Social Enterprises in Africa: A Toolkit' by Sarah Harrison.



## Introduction

'Humein Badhna Hai' imparts holistic counselling package, with a stronger emphasis on career counselling, to students from grades 6th-12th at government residential girls schools in Jharkhand. Residential girls schools include Kasturba Gandhi Balika Vidyalaya (KGBV) and Jharkhand Balika Awasiya Vidyalaya (JBAV). The holistic counselling package includes modular sessions, group counselling and individual counselling sessions.

### Aim

The initiative aims to help adolescent girls grow up into productive human resources with clear set goals and developed agency to pursue them, thus transforming into valuable assets for their families and the economy.

### Objectives

- Enhance the value of education among girls and improve their level of classroom participation.
- Offer holistic counselling to girls on career and education, based on their aspirations and aptitude, with a scientific approach of psychometric tests.
- Enable girl students to set their goals independently and act towards their fulfillment.

*Partnership: Humein Badhna Hai is being implemented by PCI India in partnership with the Jharkhand Education Project Council (JEPC), Govt of Jharkhand, with support from Cummins Foundation and RiseUp.*

## Expected Outcomes

- 1 Increased number of students having set career goals and knowledge on the pathways to achieve those goals
- 2 Enhancement in the quality of leadership and classroom participation among girls across all grades
- 3 Higher possibility of girls continuing their education at least till grade 12th; and ability to reject events of child/early marriage or school dropouts.

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### Geography



Project Humein Badhna Hai is evenly spread to all five divisions of Jharkhand, covering the entire state in intensive and non-intensive modes.

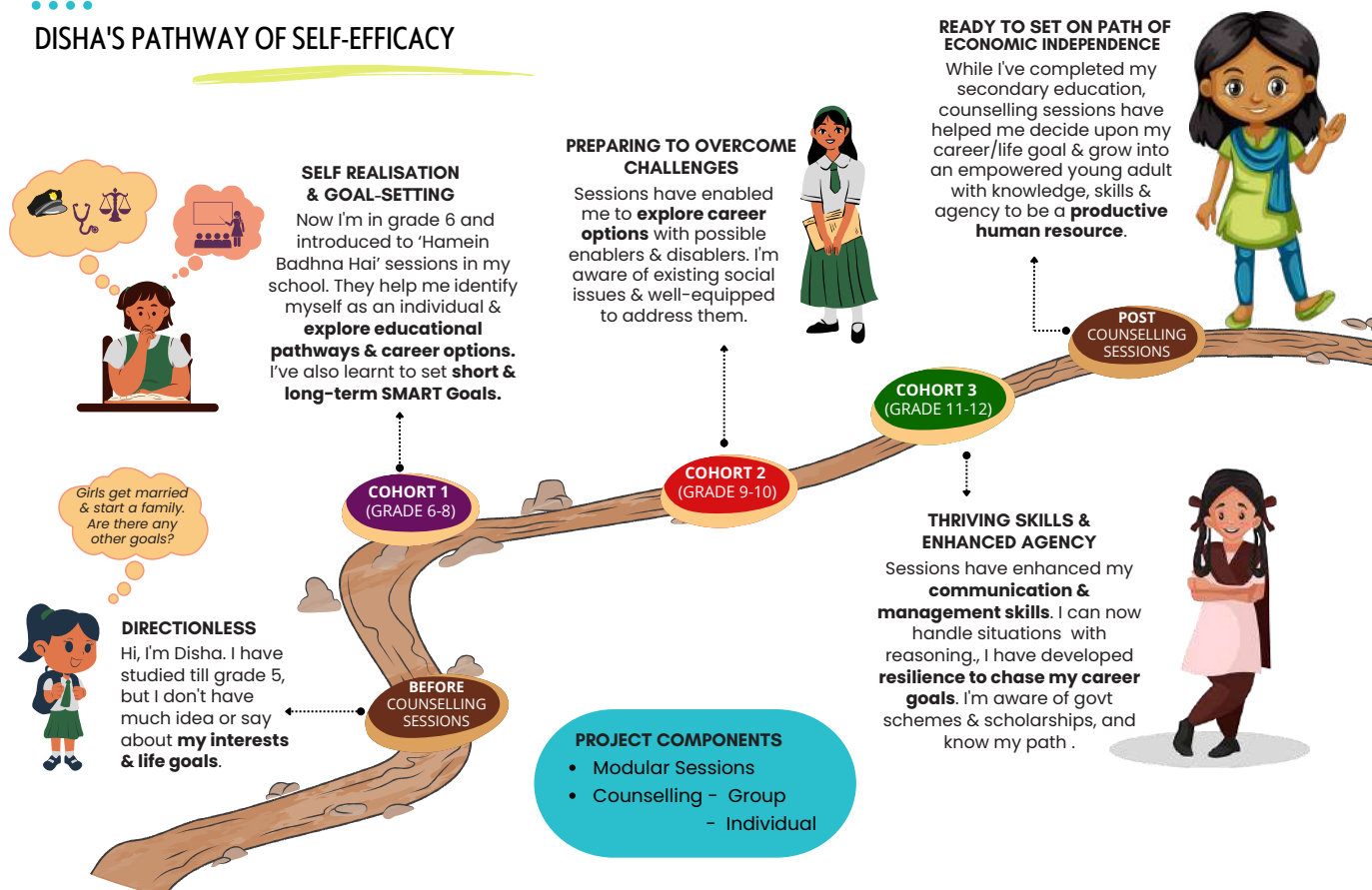
**41% Schools Coverage:** There are 260 govt residential schools for girls in Jharkhand (203 KGVs & 57 JBAs). Out of these, The project is reaching out to 106 schools, thus comprising 41% coverage.

*Intensive districts (with additional component of individual counselling by PCI team along with the regular components of modular sessions and group counselling)*

### Holistic Counselling on

- Pathways for higher education
- Emotional well-being and mental health
- Career Guidance (through scientific approach with psychometric RIASEC test and careers compendium)
- Life skills

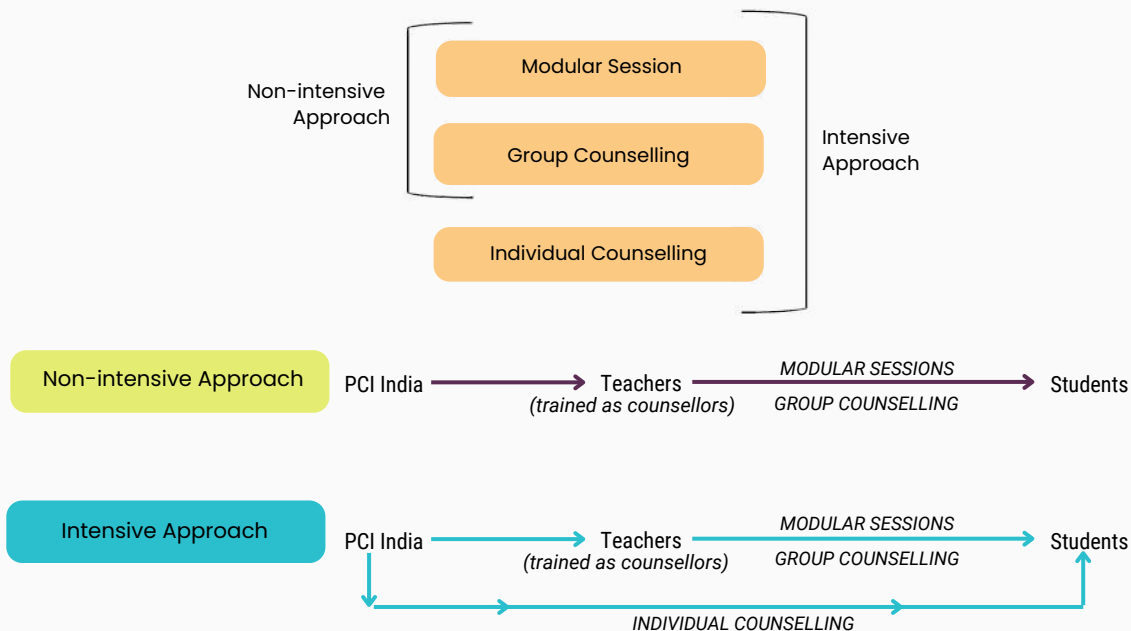
### DISHA'S PATHWAY OF SELF-EFFICACY



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## Intervention Model: Our Approach



The additional component of individual counselling sessions through intensive approach has been undertaken by PCI India to support effective execution of project activities.

## Cohorts

The holistic counselling package has been graded into three cohorts for students, comprising:

**Cohort 1**

**Grades 6th-8th**

Career exploration, educational pathways and planning

**Cohort 2**

**Grades 9th-10th**

Goal setting and addressing possible challenges on the way

**Cohort 3**

**Grades 11th-12th**

Pathways to achieve goals, relevant schemes and scholarships

## Counselling Topics

- Goal setting (SMART goals)
- Life skills (personal problem-solving skills)
- Gender and social norms
- Barriers and enablers
- Pathways to achieve goals
- Sexual and reproductive health and rights
- Child rights and legal awareness

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## Career guidance through psychometric test

For providing students with the apt information and guiding them on career options that are best suitable according to their areas of interest and aptitude, teachers have been trained to conduct RIASEC test. Trained counsellors offer complete guidance and career counselling to adolescent girls with a scientific approach using John Holland's RIASEC Test (psychometric analysis of understanding aptitude & personality types as Realistic, Investigative, Artistic, Social, Enterprising and Conventional).



## Counselling

While modular sessions deliver consistent guidance to students, orienting them towards goal setting and education, Humein Badhna Hai places significant emphasis on counselling sessions with girls. These include:

### Group Counselling

Group career counselling sessions have been designed to offer students with guidance on:

- Career options specific to popular subjects
- Commonly preferred career choice

### Individual Counselling

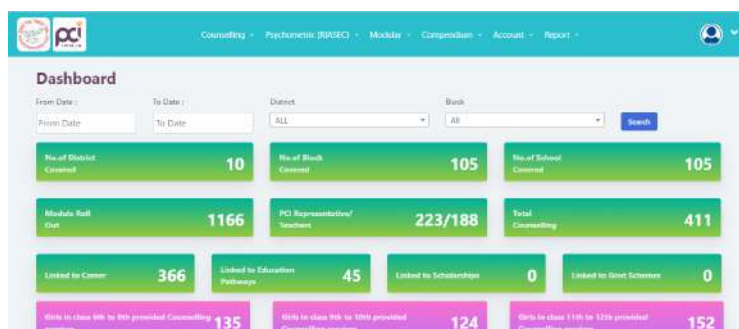
Moreover, teachers are also trained on the use of Career Compendium (a guide on popular career choices developed under the project) RIASEC test in order to provide individual counselling as per the interests and demand of girls.

## Digitised MIS



For maintaining a robust mechanism of tracking the status of modular sessions, group career counselling and individual counselling across all schools and intervention districts, a digitised management information system (MIS) has been developed under the project. The digitised MIS - 'Humein Badhna Hai' - can be accessed both as a mobile app as well as web-based portal via <https://hbh.pcidigitals.in/>

It has a feature of maintaining case history of all students with details of the counselling sessions undertaken and queries or doubts raised by them.





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## Modular Sessions



Graded modular sessions are conducted with students across the three cohorts by trained staff (teachers and wardens) of KGBV and JBAV who are capacitated as counsellors by PCI India through three rounds of Training of Teachers (ToT) in Ranchi. The sessions are conducted with modules that cover counselling topics through engaging medium such as games, storytelling, role play, and other activities. The modular sessions focus on strengthening agency and capability of girls to enable them to attain tertiary education and move towards economic advancement.

### Cohort 1



**Session 1:** Adolescence - An opportunity

**Session 2:** Identifying own strengths, weaknesses, interests and situations

**Session 3:** Exploring own ambition of life

**Session 4:** Planning for goal setting

**Session 5.1:** Steps of reaching goal

**Session 5.2:** How to handle challenges

**Session 6:** Enablers and disablers in achieving goals

**Session 7:** How to stay focussed and motivated for meeting goals

### Cohort 2



**Session 1:** Revisit of the goals set earlier

**Session 2:** SMART goal and its stages

**Session 3:** SMART planning to achieve goals

**Session 4:** Preparation for attaining goals

**Session 5:** Preparation for exams

**Session 6:** Identifying discriminations

**Session 7:** Identifying risks and ways to avoid them

### Cohort 3



**Session 1:** Emotions in tough circumstances

**Session 2:** Managing emotions and anger during resistance

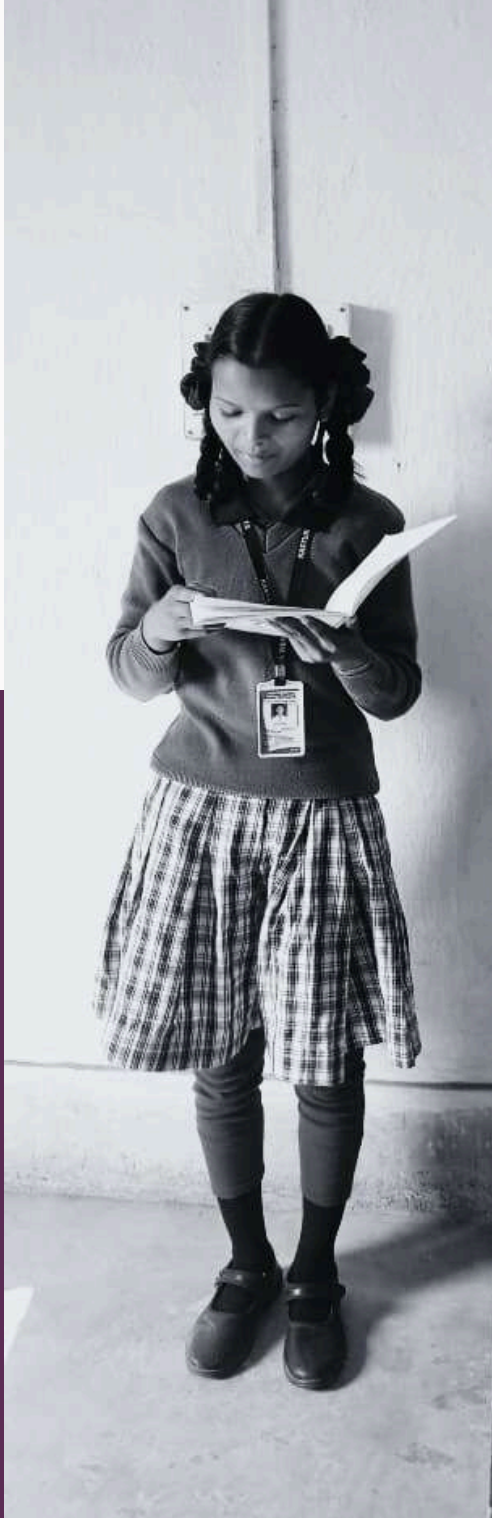
**Session 3:** Linkages to government educational and scholarship schemes

**Session 4:** Relationship management

**Session 5:** I am empowered

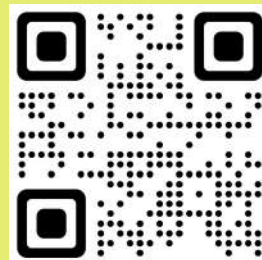
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*Our efforts continue...*



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