



ACHARYA INSTITUTE OF GRADUATE STUDIES

(NAAC Re-accredited 'A+' and Affiliated to Dr. Manmohan Singh Bengaluru City University)

Soladevanahalli, Bengaluru-560107

DEPARTMENT OF SOCIAL WORK

Report Submission: 30/05/2026

Semester:	EVEN	Academic Year:	2025–26	Venue:	Dr. Reddy's Foundation - Grow Centre, Jalahalli
Event Date:	02/03/2026	Time:	10:30AM TO 01:30 PM	Duration:	3 Hours

TYPE OF EVENT: Industrial Visit

EVENT NAME: "Orientation Visit to Dr. Reddy's Foundation"

Target Audience:	First year BSW students	Number of Participants:	13
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Objectives:

1. To provide BSW students with practical exposure to the functioning of a CSR-based development organization.
2. To understand the skill development and employment generation initiatives implemented by Dr. Reddy's Foundation.
3. To familiarize students with the organizational structure, programs, and service delivery mechanisms of the GROW Centre.
4. To help students understand the role of social workers in livelihood promotion and youth empowerment.

Program Introduction:

As part of the curriculum of the First Year Bachelor of Social Work (BSW) program, orientation or observation visits are conducted to provide students with practical exposure to different welfare, developmental, and industrial organizations. In this regard, the Department of Social Work organized the first orientation visit for BSW trainees to Dr. Reddy's Foundation – GROW Centre, Jalahalli, Bengaluru on 02 March 2026.

A total of 10 students participated in the visit, accompanied by Dr. Mirshad Rahman T M and Mr. Kumaraswamy from the Department of Social Work. The visit aimed to familiarize students with the functioning of a CSR-based organization and its role in promoting skill development and employment among youth.

Theme of the Event: Skill Development and Employment Generation through CSR Initiatives.



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Detailed Report:

The Department of Social Work organized the Orientation visit for the First Year Bachelor of Social Work (BSW) trainees to Dr. Reddy's Foundation – GROW Centre, Jalahalli, Bengaluru on 02 March 2026. The visit was conducted as part of the curriculum to provide students with practical exposure to the functioning of development organizations and to understand how professional social work practices are implemented in real-life settings. A total of 13 students (4 girls and 9 boys) participated in the visit, accompanied by Dr. Mirshad Rahman T M and Mr. Kumaraswamy from the Department of Social Work.

Upon arrival at the centre, the students and faculty members were warmly received by the staff members Ms. Manjula and Ms. Kanaka, who provided an introductory session about the organization. They explained the history, vision, mission, and major activities of the foundation. Dr. Reddy's Foundation, established in 1996 as the Corporate Social Responsibility (CSR) initiative of Dr. Reddy's Laboratories, focuses on empowering marginalized and economically weaker communities through education, skill development, and sustainable employment opportunities.

The GROW Centre at Jalahalli is one of the skill development centers functioning under the foundation. The centre primarily focuses on preparing unemployed youth for employment by providing free training, career guidance, and placement support. The staff members explained that the organization works with different categories of beneficiaries including unemployed youth, women, graduates, school dropouts, and persons with disabilities. The organization strongly believes that employment and livelihood opportunities play a crucial role in reducing poverty and promoting social empowerment.

During the interaction session, the staff explained the organizational structure of the centre, which consists of program coordinators, trainers, counselors, placement officers, outreach workers, and administrative staff. Each department has a specific responsibility in implementing the training programs. Trainers focus on skill development and classroom training, counselors provide personal and career guidance, placement officers coordinate with companies to arrange job opportunities, and outreach workers mobilize potential candidates from communities. This structured system helps ensure effective implementation of the training and employment programs.

The staff also explained that the organization mainly operates through Corporate Social Responsibility (CSR) funding from Dr. Reddy's Laboratories, along with support from corporate partners such as JP Morgan, Muthoot Group, Accenture, and other industry collaborators. These partnerships enable the organization to provide free training programs, placement assistance, and follow-up support for trainees.



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A major part of the session focused on explaining the various projects and programs implemented by Dr. Reddy's Foundation to address different social and economic issues. One of the most important initiatives is the GROW Youth Program, which is designed for unemployed youth between the ages of 18 and 28 years. Many young individuals face difficulties in finding employment due to lack of professional skills, communication abilities, and workplace exposure. This program provides a two-month intensive training program focusing on communication skills, digital literacy, aptitude development, personality development, and interview preparation. Participants are also trained in resume writing, workplace behavior, and professional etiquette. After completing the training, the organization provides job placement assistance by connecting trainees with various companies and employers. The organization also conducts 90-day follow-up sessions after placement to ensure that the candidates successfully adapt to their workplace environment.

Another important initiative is the GROW Plus Program, which is specifically designed for graduates who require additional training to improve their employability. Although many graduates complete their academic education, they often lack practical workplace skills and professional communication abilities. This program focuses on enhancing soft skills, teamwork, leadership abilities, and problem-solving skills. The training helps graduates prepare for interviews and improve their chances of securing suitable employment opportunities.

The GROW Tech Program focuses on technical skill development for youth who are interested in technical careers. This program usually lasts for three months and provides hands-on training in various technical fields that are in demand in the job market. Through this program, participants gain practical experience and develop industry-relevant technical skills that increase their chances of employment in different sectors.

In response to the growing demand for environmentally sustainable technologies, the foundation has introduced the GROW EV Program, which focuses on Electric Vehicle (EV) sector training. With the increasing shift toward electric mobility and green transportation, there is a growing demand for skilled professionals in the EV industry. This program provides training related to electric vehicle technology, maintenance, and related technical skills, thereby preparing trainees for emerging job opportunities in the EV sector.

Another important initiative is the GROW Disabled Program, which focuses on empowering persons with disabilities (PWD). Individuals with disabilities often face barriers in accessing education, training, and employment opportunities. This program provides inclusive skill development training tailored to the abilities and needs of persons with disabilities. The organization also works



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with employers to promote inclusive hiring practices and create employment opportunities for individuals with disabilities.

The foundation also runs the GROW Green Program, which focuses on environmental sustainability and green employment opportunities. Through this program, the organization promotes awareness about environmental protection, renewable energy, and sustainable practices. Training programs related to solar technology and environmentally friendly practices are conducted to encourage youth to participate in green sector employment opportunities.

In addition to skill development initiatives, the foundation also implements several community development and social welfare programs. One such initiative is the Mithra – Farmers Support Program, which focuses on supporting farmers by providing training on sustainable agricultural practices, crop management, soil health, and water conservation techniques. The program also creates awareness about government schemes that can benefit farmers and improve their livelihood security. The Sishu – Child Care and Adoption Program focuses on the care and protection of children who are orphaned, abandoned, or without parental support. The program works in collaboration with child welfare authorities and adoption agencies to ensure that children are placed in safe and supportive environments. The initiative also promotes awareness about child rights and child protection laws.

Another program known as Kallam – Community Development Program focuses on strengthening community participation and promoting social awareness. Through community meetings, awareness programs, and training sessions, the initiative encourages people to actively participate in local development activities. The program aims to improve access to education, healthcare services, and social welfare programs within communities.

The organization also runs the Aritra – Leadership Development Program, which is a 12-month leadership training initiative designed for individuals interested in working in the development sector. The program focuses on developing leadership skills, management capabilities, and strategic thinking among participants so that they can contribute effectively to social development initiatives.

The School Improvement Programme (SIP) is another significant initiative that focuses on improving the quality of education in government schools. The program supports schools by improving foundational literacy and numeracy among students, training teachers, and enhancing learning environments. The initiative aims to strengthen the education system and ensure that children receive quality education.

In the healthcare sector, the organization implements the High Quality Healthcare Skilling (HQHCS) Program, which focuses on training youth for non-medical roles in the healthcare sector. The program provides training for positions such as healthcare assistants, hospital support staff, and



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allied healthcare professionals. These roles are essential for the smooth functioning of healthcare institutions and also create employment opportunities for youth.

An interesting highlight of the visit was the interaction with an alumnus of the GROW training program, who shared his personal experience with the trainees. He explained how the training helped him improve his communication skills, confidence, and professional behavior. He also described how the organization supported him in securing a job and how the training positively transformed his life. This interaction helped students understand the real-life impact of skill development and employment programs.

The staff members also discussed some of the challenges faced by the organization, such as trainee drop-out rates, lack of seriousness among some candidates, difficulties in tracking self-placed candidates, and limited government support. Despite these challenges, the organization continues to provide free and high-quality training programs to empower youth and promote sustainable livelihoods.

Overall, the orientation visit provided the students with valuable insights into how CSR initiatives, skill development programs, and employment support services contribute to social and economic development. The visit helped the trainees understand the practical aspects of program implementation, beneficiary mobilization, counseling, and placement support within a professional development organization.

PHOTOS



Office of the Dr. Reddy's Foundation – Grow Centre



Office of the Dr. Reddy's Foundation – Grow Centre



Ms. Manjula and Ms. Kanaka, staff members briefing about the organization



Ms. Manjula explaining about the projects and activities



First year BSW students actively listening to the orientation



Dr. Kumaraswamy sharing his experience on CSR Initiative



Ms. Kanaka explain about the Training schedules



Alumni of Dr. Reedy's Foundation sharing experience



Ms. Oliviya, I year BSW student sharing Feedback



Mr. Mahanthesh, Centre Head sharing feedback



Ms. Zanele, I year BSW student delivering Vote of Thanks



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Presenting Momentos to the Centre Head and Staff



Group Photo with the Staffs



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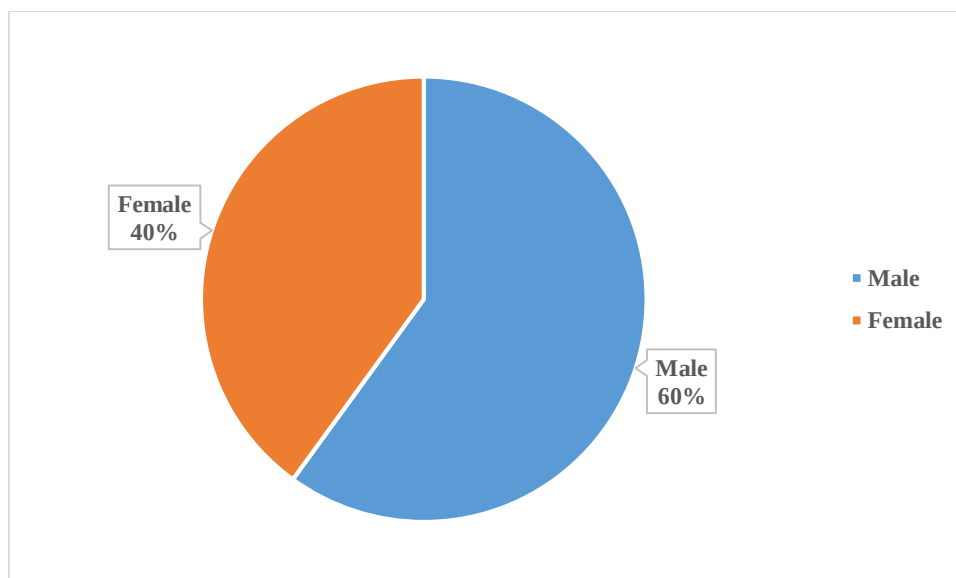
Outcome:

- Students gained practical understanding of how CSR initiatives contribute to social and economic development.
- Students developed awareness about skill development programs and employment-oriented interventions for youth.
- Students enhanced their knowledge of organizational functioning, program implementation, and community outreach strategies.
- The visit strengthened students' interest and understanding of professional social work practice in the field of livelihood and community development.

Conclusion:

The orientation visit to Dr. Reddy's Foundation – GROW Centre, Jalahalli was highly informative and beneficial for the BSW trainees. It successfully bridged the gap between theoretical learning and practical exposure by providing insights into the functioning of a development organization working in the field of skill development and employment generation. The visit helped students understand how CSR initiatives contribute to social development and empowerment of marginalized communities. Such exposure visits play an important role in shaping the professional perspective of social work trainees and preparing them for future fieldwork practice.

Student feedback summary



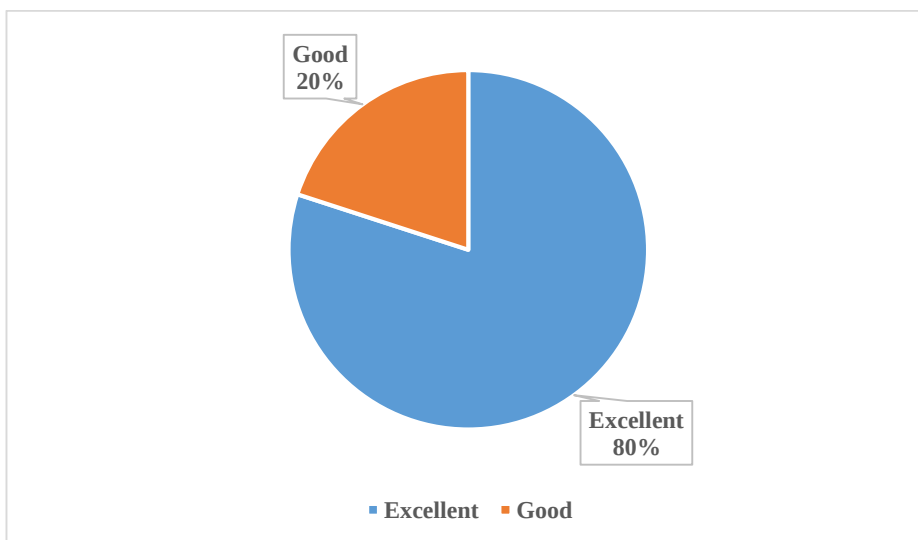
GENDER OF THE RESPONDENTS



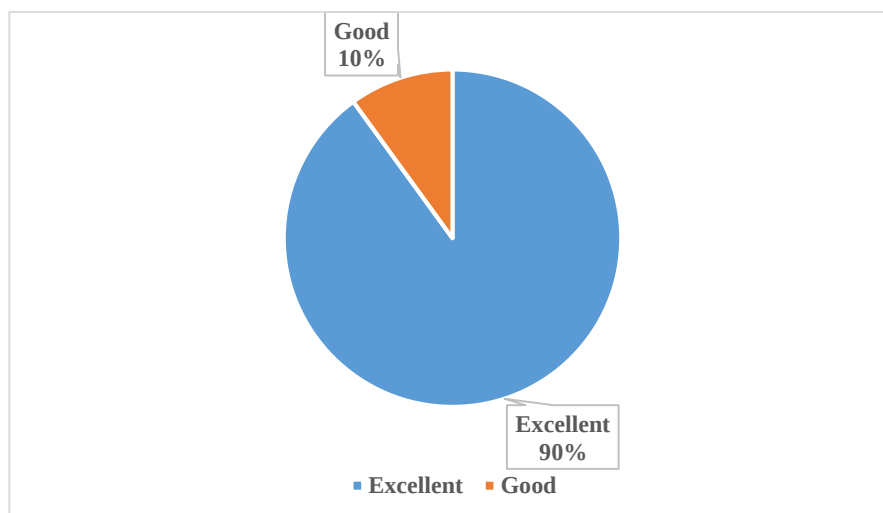
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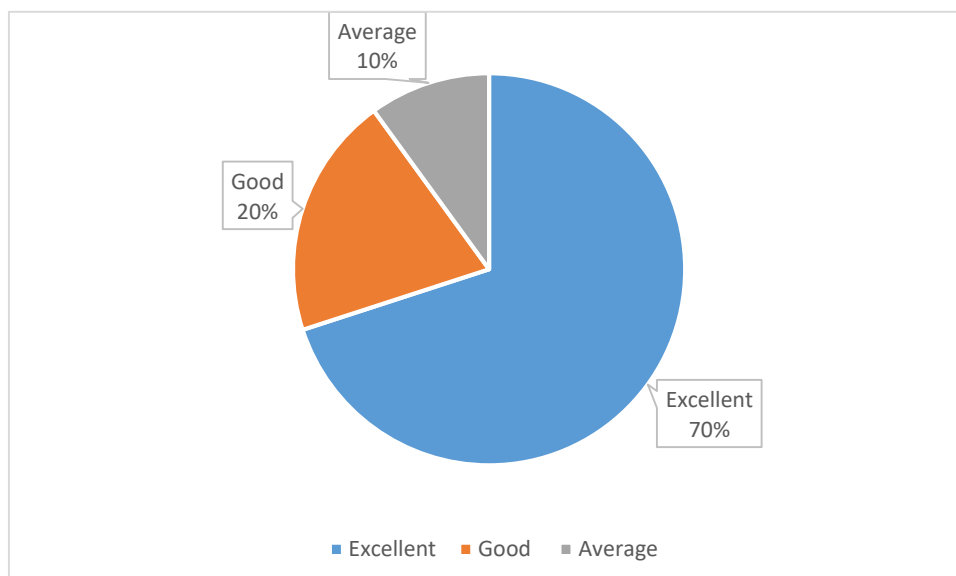
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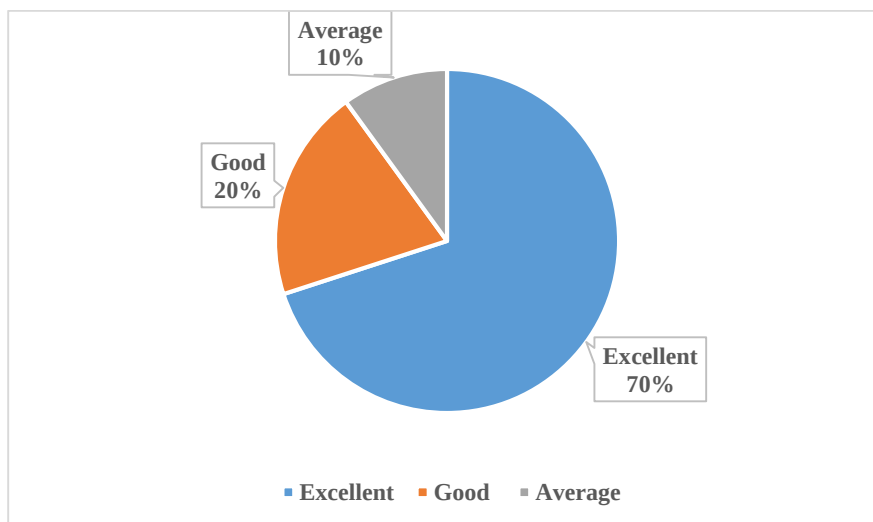


CONTENT AND RELEVANCE OF THE PROGRAM

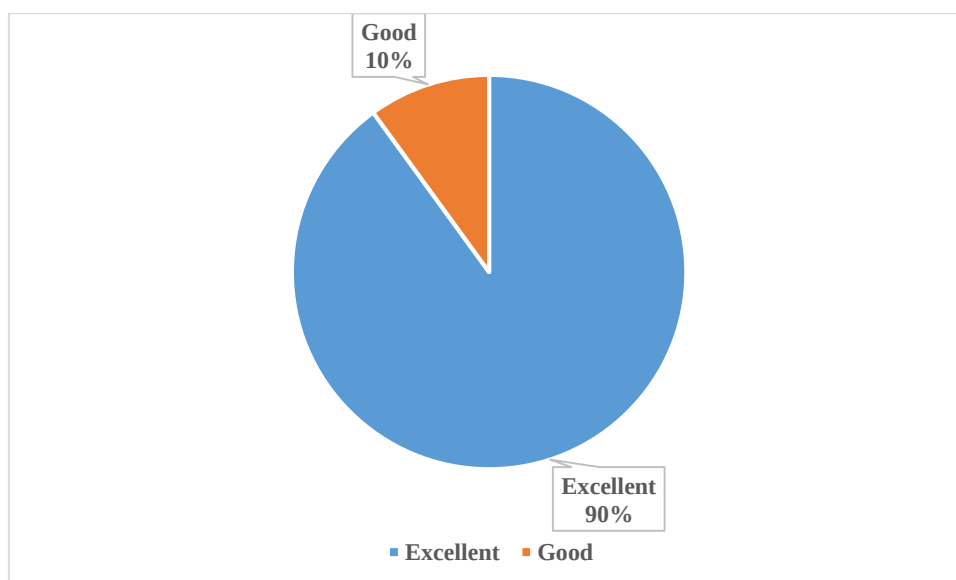


ENGAGEMENT AND INTERACTION





PRACTICAL INSIGHTS AND APPLICATIONS



OVERALL EXPERIENCE

Feedback Analysis and Interpretation

The feedback analysis indicates a highly positive response from the participants regarding the programme. Among the respondents, 60% were male and 40% were female, reflecting a fairly balanced participation.

With regard to the content and relevance of the programme, 80% of the participants rated it as Excellent and 20% as Good, indicating that the sessions were well-structured and aligned with the learning needs of the participants. Similarly, engagement and interaction during the programme were rated Excellent by 90% and Good by 10% of the participants, highlighting that the sessions were highly interactive and encouraged active participation.



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The feedback on practical insights and applications shows that 70% of the participants rated it as Excellent, 20% as Good, and 10% as Average. This suggests that while the majority found the practical components valuable and applicable, there is scope for further enhancement in linking theory with practice for a small proportion of participants.

The overall experience of the participants was positively perceived, with 90% rating it as Excellent and 10% as Good. These responses clearly indicate that the programme was well received, effectively met its objectives, and provided a meaningful and enriching learning experience for the participants.