

Nursing (GNM) Student Assistance Program Progress Report

April 6, 2023

If you are unfamiliar with this program, please watch the 3-min video at <https://drive.google.com/file/d/1hYsUegBx6hA4xCOesXDlgMdDPiIBgaGk/view> and read the initial plan shared in Fall 2022 in FAQ format at https://drive.google.com/file/d/1NII_fnhqZgd8FdEvbnxIMfFGJzAjp1VE/view.

Background



Recognizing nursing as a professional career of high demand for girls from very poor families in rural Odisha, SEEDS launched a new General Nursing and Midwifery (GNM) Student Assistance program in Fall 2022 for which we did some outreach through OWE, OSAnet, and by word of mouth through friends. Our goal was to assist 100 very poor nursing students with

\$500 each, per year, for three years as long as they pass and attend additional soft skill training we provide to help them further.

We are grateful to all the donors who kindly donated toward this program in 2022, OSA OWE for the outreach opportunity, and many volunteers who helped in developing and executing this program in its first year. **We hope that this report will keep you informed and motivate you to extend your support in 2023 again, GNM being a 3-year program.** We would appreciate if you can also forward this report to your friends, who may also be interested in supporting this program.

Outreach to nursing colleges and other preparation

During October and November 2022 we did a lot of preparatory work:

- We designed an Application Form with detailed instructions for eligible GNM students to apply to SEEDS for assistance.
- We wrote letters to Principals of nursing colleges in Bhubaneswar area announcing the program and asking for their cooperation to make the Application Forms available to students.
- SEEDS India Chairman Sri SC Choudhury and SEEDS India Office Manager Sri Sarbeswara Panda made multiple visits to each college to further explain our intention and to build good working relationships to make it easier for the students to understand the application process and poverty based eligibility.
- Many nursing colleges welcomed our initiative and agreed to cooperate by putting announcements in their bulletin boards, making application forms available to students, certifying applicant's current enrollment in their college with the Principal's signature in the application form, and providing SEEDS interview space on campus.
- We recruited volunteers in Bhubaneswar area to serve in the selection committee, especially to serve in teams for interviewing the applicants.

Applications received, screened, and candidates called for interviews

In December 2022, we received 148 applications from 2nd year students from several nursing colleges: Hi-Tech, VISWAAS, KIIT, Lord Jagannath Mission College of Nursing, Kalinga Nursing College, and Prativa Devi School of Nursing. SEEDS office reviewed and screened the applications and accompanying documents for eligibility and called 113 students for interviews, out of which 50 students would be selected to receive assistance.

In January and February 2023, we received an equivalent number of applications from new 1st year students enrolled in a GNM program in KIIT, Kalinga, SUM, VISWAAS, and Neelachal nursing colleges. Many of the students came from adverse conditions: broken single parent homes, wife beating drunkard fathers, unemployed fathers, needing the interviews to be conducted in a compassionate way.

Interviews held



In January, February, and March interviews were conducted on the participating college campuses with the assistance of 12 senior or retired professionals in Bhubaneswar area volunteering their time. Two SEEDS core volunteers visiting Odisha at the time also volunteered their time to serve on the interview boards. All the interviewers were briefed on the selection criteria based on financial need, passion for service, and potential for success. Sample interview questions were provided to interviewers but they were free to ask questions spontaneously with compassion. In total, 14 interview boards each consisting of 3 interviewers interviewed 225 students, working for 2.5 hours a day, and noted their evaluations in interview forms. Based on these evaluations 50 second-year students and 50 first-year students were selected to receive assistance.

Check Distribution and oath taking ceremony

While we are still waiting for a couple of pledges to come through for 2022 distributions, we did not wish to delay the check distributions to the selected needy students. We started distributing checks to them on college campuses starting in March 2023. We expect to complete the check distribution process in April 2023. During the on-campus check distribution events, recipients took an oath to fulfill their responsibility to complete their nursing education for which the assistance is given. Each recipient was presented with a check of Rs.25000, and was asked to return after 6 months to the SEEDS office to receive the balance for the year, which will also give us an opportunity to assess her situation and progress.



At LJM Nursing College



At Hitesh Nursing College

Program Support Activities and expenses

Program support expenses included time spent by SEEDS staff for college visits, managing details of application, screening, and interview processes, and supporting applicants. We also provided lunch to volunteers who worked 2.5 hours a day, interviewing and evaluating students. Other expenses include online soft skill training that we are providing to the recipients for free. These supporting expenses remain under 2% of the funds, more than 98% going directly to the recipients to prevent dropout due to financial reasons.

Fundraising Goal for 2023

In 2023, we need to raise a total of \$75,000 to be able to assist a total of 150 students in 2024: 100 renewals for 2023 recipients, and 50 new students entering nursing colleges in 2024. This can be achieved if 2022 donors renew their support in 2023 at the same level and if we can form partnerships with a few Odia communities in North America, who can commit to supporting 10 or more students collectively as a community. If you are in a position to lead a community campaign in your city, or would like to donate toward this cause as an individual or through a family foundation, we would love to hear from you. Please contact us at info@seedsnet.org. To donate to SEEDS, please visit <https://seedsnet.org/donate/> to find different ways to donate.

Sincerely,

Mamata Misra
On behalf of SEEDS Board
April 6, 2023