

# REACHING OUT

CSR Newsletter from L&T Construction

Read the e-copy of all issues at <https://www.lntecc.com/our-magazines/>

Volume - 8, Issue - 12

January 2023

## L&T supports the TN State Government's agenda to bring more cheer to classrooms!



PARTNERING FOR CHANGE

At an important event conducted by the Government of Tamil Nadu to launch their ambitious 'Namma School Foundation' on December 19<sup>th</sup>, 2022, L&T confirmed its commitment to the tune of Rs. 11 Crores to the Hon'ble Chief Minister of Tamil Nadu, Shri M K Stalin, to improve the quality of education across the State. The funds will benefit 100+ government-run schools across 10 districts of Tamil Nadu: Chennai, Kanchipuram, Coimbatore, Salem, Namakkal, Tiruvallur, Sivagangai, Tirunelveli, Chengalpet & Vellore.

...To be continued on  
**Page 3**



# Nearly 60,000 reasons to drive Brand L&T

Do you know that an organization's Corporate Social Responsibility initiatives are some of the best tools to acquire talent? Today's generation is far more aware and conscious of our collective commitment and responsibility towards both fellow human beings and nature, and therefore, CSR is assuming greater relevance for both individuals and corporates. CSR is essentially a realization and effort to give back to the community and the planet, on which corporate strategies, reach out programmes and even brand building efforts are being leveraged. In 2022-2023, we at L&T Construction CSR, touched nearly 60,000 lives; nearly 60,000 ways to make a difference where it matters the most.

Research reveals that 7 out of 10 adults today consider themselves social activists, wanting to be part of a bigger cause to shape lives. Another survey has thrown up that 78% of millennials want to help those who are not as privileged as them and Corporates that match their ideals are on a better wicket when recruiting. The growing army of L&T-eers, now 6,000+, reflects this growing consciousness that we are rapidly becoming a more caring, a more considerate and understanding race.

When L&T executes a power transmission & distribution project for example or even a road infrastructure project, having to work in hitherto uninhabited areas, teams first have to build roads to move men, material, machinery & equipment. After the project is completed, the roads remain for the common good of communities. Such not-for-profit activities are what touches people, builds trust for the brand, and enhances the overall image of the Company. Research also shows that 55% of consumers are willing to pay more for products & services from socially responsible companies. In other words, vision, mission, and action to do good certainly positively impacts the bottom line as we at L&T can vouch.

Interestingly, India was the first country in the world to mandate CSR in April 2014, following an amendment to The Company Act, 2013 and as builders of nations, we have a corporate responsibility to do good which we have been continuing to do long before 2014. It is a wonderful tradition and I call upon every L&T-ite to pick up a cause, and there are so many in our country, and better still if it is aligned to those that the Company supports, and make a difference to lives. After all, we are also in the business of transforming lives.

## Vinod Jacob Chacko

Vice President & Head  
Corporate Communications & Social Responsibility



# Supporting the government's agenda...



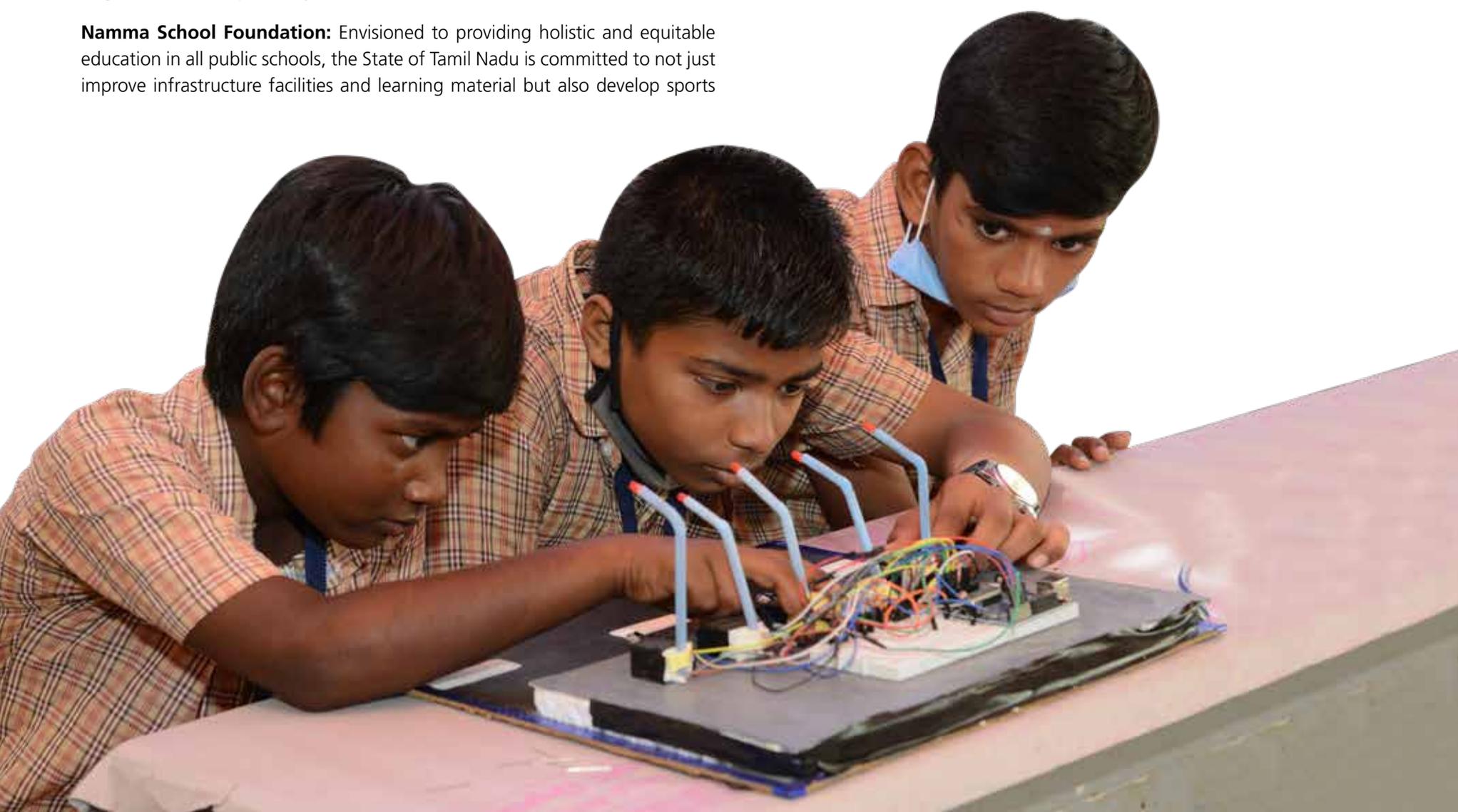
A commitment... and an award

To be utilized in the current financial year, the funds will help develop and build on a range of on-going activities including providing STEM (Science, Technology, Engineering and Mathematics) education through our flagship CSR program titled 'Engineering Futures', nurturing a scientific temper among students through the 'Every Child a Scientist' initiative, establishing smart classrooms, managing community learning centres for less privileged children, constructing new school buildings & renovating old ones, setting up toilet complexes, providing desks and benches, and introducing rainwater harvesting in Government schools. All these initiatives are being steered in partnership with the Department of School Education, Government of Tamil Nadu, and are targeted to be completed by March 31<sup>st</sup>, 2023.

**Namma School Foundation:** Envisioned to providing holistic and equitable education in all public schools, the State of Tamil Nadu is committed to not just improve infrastructure facilities and learning material but also develop sports

facilities, laboratories, libraries, arts & culture and more. The Namma School Foundation is a partnership between the State Government and corporates, individuals, and Non-profit Organizations to mobilize community support to transform schools & education in the State.

While, on one hand, we are proud to be nation builders, on the other, we are committed to build India's social infrastructure through our various CSR initiatives with children & education being our prime focus. Our children are our future and anything and everything we do in this space can only help to build a stronger India for tomorrow.



# Having fun with Science!

'A good education is the greatest gift you can give yourself or anyone else' strongly reminds a poster on the walls of the MS Swaminathan Research Foundation (MSSRF), housed in quaint old buildings set amidst lush greenery at Taramani, Chennai. The campus is a temple of learning where research scholars and students collaborate and dig deeper to find solutions to problems faced by humanity.

At one of the sprawling halls, the infrastructure is all set, the learned teachers, counselors, and attenders waiting with lots of love to attend to visiting students who are more than eager to make the most of the day.

This is the everyday scenario at the Science Lab set up at MSSRF, with the help of L&T Construction in September 2021. Conceived to inculcate a scientific temper among children from underserved segments, the 15-day program, has thus far covered over 300 students from various government schools in the city.

"Catch them young and help them grow," shares **Dr. G. N. Hariharan**, Executive Director, MSSRF with a glint in his eyes. "In this immersive training environment, we provide hands-on experience in the ML, CL, smart classrooms, guided by skillful teachers. A student's exposure and experience in the early years will have a significant impact on their later learning and with a scientific temper they can develop a range of skills." he adds sagely.

Science is everywhere, which is why a visit to the Nutri-garden provides so many opportunities for the students to learn.

Hariharan goes on to add that "though it may look simple for a learned scholar, there are some of the important **outcomes of our outreach program.**"

## At the MSSRF facility students get to

- Raise numerous questions and get them answered from readily available teachers
- Explore objects, materials, and events based on scientific evidence
- Understand new concepts and make careful observations
- Try their hand at simple investigations



**Dr. G. N. Hariharan**  
Executive Director, MSSRF

**Catch them young and help them grow. A student's exposure and experience in the early years will have a significant impact on their later learning.**

- Record their observations using words, pictures, charts and scientific models
- Identify patterns and relationships in nature and biodiversity
- Work collaboratively with others. Science promotes working together and discussing ideas
- Share and discuss ideas with each other and hear new perspectives
- Improve their confidence and increase self-esteem. In a way the program shapes the children's social life too

All these are important attributes that help stimulate scientific thought.



**Mrs. Latha Padmanabhan**  
Secondary grade teacher  
at CGHSS

**Students have started posing many queries and have become outgoing as they are increasingly exposed to continuous learning with modern tools at MSSRF.**

"Science literacy is a must for everyone. It helps students to think independently and make choices that arise every single day," points out **Dr. V. R. Prabavathy, Director-Biotechnology, MSSRF.** "Understanding science and the world around us gives a sense of personal fulfillment that everyone deserves to enjoy. In association with L&T, we will continue to provide richer and more challenging environments for learning."

Talking about the program **Mrs Latha Padmanabhan**, Secondary grade teacher at Chennai Higher Secondary School, Maduvankarai says, "Students have started posing many queries and have become outgoing as they are increasingly exposed to continuous learning with modern tools at MSSRF, compared to smart class access for 30 minutes in a month at the school."



“15 days’ exposure is the real deal and even I learned something new here,” quips **Mrs. Jayanthi Parasuraman**, Secondary grade teacher at Chennai Higher Secondary School, Maduvankarai. “Some students have expressed their desire to even work at MSSRF in the future. Instead of the traditional choice of arts, students may opt for science,” she adds.

Little Oviya, studying in 7<sup>th</sup> at the CGHSS, Chennai has been attending these modules at MSSRF for the past 11 days. She looks forward to learn more about agriculture when she grows up for she is fascinated about how water is stored in leaves. Modules about crystal formation interested her and that tickled her curiosity as to how little shapes of diamonds were formed within a tiny little crystal.

“Stepping into a lab with big machines, each of a different type, excites me to attend these classes,” she enthuses. “This place has paved way for a lot of ‘first times’ in my life,” she adds after observing bacteria formation for the first time under a microscope.

**This place has paved the way for a lot of ‘first times’ in my life.**

**S. Oviya**

*7<sup>th</sup> standard student*



**It is like visiting college every day. I have made up my mind to pursue a course in Biotechnology.**

**K. Sam Saran**

*8<sup>th</sup> standard student*



Abhinaya, an 8<sup>th</sup> standard student, is amazed at observing and studying about the layers of skin. “I never knew my own skin had so many layers. Some modules that are taught here are so different and that I don’t get to learn from my textbooks”

“It is like visiting college every day,” for K Sam Saran an 8<sup>th</sup> standard student. “Teachers are humble here and I have made up my mind to pursue a course in Biotechnology,” he adds with calm confidence.

The learning does not stop with the 15-day interactive module. These students have registered themselves with the MSSRF and are connected for life!

**Growing student participation...**



# Caring on golden wings!

*In a wonderful act of giving and to celebrate the spirit of 'Joy of Giving', 268 large-hearted L&T-ites came forward to contribute nearly Rs. 5.90 lakhs to support the NGO, Golden Butterflies, who help and support a noble cause of caring for terminally ill children. When receiving the cheque, Mrs. Stella Mathews, Founder-Golden Butterflies, said that caring for ill children was certainly not a difficult task. "We are a five-year-old set-up with a group of dedicated caretakers and this contribution will go a long way to reach out to even more children and spread more joy." 60+ L&T-ites had donated about Rs. 3.75 lakhs in October 2021 to support three Chennai-based NGOs providing palliative care.*



2.5 million children worldwide die every year requiring palliation, of who more than 98% are from developing regions. These include children suffering from: cancer, irreversible organ failures, HIV/AIDS, neuromuscular or neurodegenerative disorders, severe cerebral palsy, and others. This is the space that Golden Butterflies operates in.

## Golden Butterflies. On a mission to care.

*We are the Golden Butterflies*

*We are here to bring a smile on your face*

*We bring love and happiness*

*We are here to bring joy into your hearts.*

This is the opening stanza of the anthem of the Golden Butterflies Children's Palliative Care Foundation that is dedicated to improving the quality of lives of both patients and families by responding to pain and other distressing physical symptoms, as well as providing nursing care, psycho-social & spiritual support at their homes or places of stay. "Palliative care is best administered by an interdisciplinary team, comprising doctors, nurses, counsellors, social workers and volunteers," explains Stella. "We believe we can be a bridge between doctors and patients," she smiles resolutely.



## What is palliative care?

According to the World Health Organization, palliative care is an approach to improve the quality of life of patients (adults and children) and their families who are facing problems associated with life-threatening illness. It prevents and relieves suffering through the early identification, correct assessment and treatment of pain and other problems, whether physical, psycho-social, or spiritual. Adopting a team approach to support patients and their caregivers, palliative care gives address practical needs, provide bereavement counselling, and offer a support system to help patients live as actively as possible until death.

The Lancet, a weekly peer-reviewed general medical journal, one of the oldest of its kind and the world's highest-impact academic journal, estimates that

**Palliative care is best administered by an interdisciplinary team, comprising doctors, nurses, counsellors, social workers and volunteers. We believe we can be a bridge between doctors and patients.**

**Mrs. Stella Mathews**  
Founder – Golden Butterflies



## Golden Butterflies. A few milestones...

**380+** caregivers have benefitted from 13 group therapy sessions.

### Caregivers Connect

**400+** child-patients supported to be transported to their treatment centres.

### Shuttle

Created awareness among

**1,500+** lay persons (school & college students, professionals, general public)

### GB Brick-by-brick

Touched the lives of **400+** child-patients and families with 3,000+ sessions

### GB Hear for You

**400+** child-patients and families supported with 2,200+ nutritional kits

### Nutri Bowl

**2,000+** art/recreation sessions; 300+ non-formal education sessions.

### GB Bandwagon

**150+** child-patients assisted with 400+ visits

### GB Right Where You Are

A free lodging & boarding stay for child-patients and their caregivers from outside Chennai during the treatment period

### GB Cocoon

For those who have lost their source of livelihoods due to the pandemic.

### Livelihood support



## Putting our donation to work

It is one thing to add years to life but quite another to add life to years. While medicines ensure longevity, it is moments of joy and long stretches of happiness, that enrich lives and our contributions have already made a huge difference to the lives of hundreds of child-patients.

A magic show, music, dance, and art on Children's Day lit up the lives of 170+ children (inpatients and outpatients) and their families while in another event, 400+ child patients at the Institute of Child Health, Egmore and St. Jude India Childcare Centre, Royapettah were thrilled to bits. Over 400 child patients and their families at Chennai's Kanchi Kamakoti Child Trust and YRG Care & Children's Hospitals revelled in the festive spirit of Pongal, this January.

Beyond celebrations, Golden Butterflies is supporting 250 families of child patients with rations, fruits, and diapers-each kit costing Rs.1500-2000; supplying medicines and covering the cost of medical tests for 400+ children; providing educational kits, age-appropriate toys and story books as gift hampers to 600 of them. GB also takes care of the transport and other expenses of 200 families for palliative care treatment.

The famous Hollywood star, Jackie Chan, once said, "Sometimes it takes just one act of kindness and caring to change a person's life." In this case, with one act of kindness and care, we are changing the lives of so many! Let's keep the tradition alive ...



Reaching out in numbers...

# Continuing a tradition of supporting Vidyasagar

Picking up action post the pandemic.

**Resource mapping:** The middle school teachers resource mapped the localities where students reside that threw up an exhaustive list of the various existing access barriers, and the available support system.

**Seating workshop:** for physiotherapists was conducted to fine-tune their skills and learn about taking measurements of wheelchairs.



**Empowering middle-school teachers:** To upgrade their skills to support inclusion and get better acquainted with technology, the middle school teachers underwent an online multimedia training programme that will help them create self-learning material for students. One middle school



teacher and communication therapist presented papers at the recently held Empower Conference held at IIT Madras, Research Park, themed on 'Access to assistive technology and its impact on communication and learning ability of children with multiple disabilities'.

**Tuesday afternoon workshops:** Parents are our valued partners in this journey for the students of Vidyasagar and to equip them to manage their children better, a series of workshops were conducted on physical & emotional well-being, the learning process, health, and hygiene. Medical professionals and well-being experts conduct these workshops every Tuesday afternoon that have positively impacted parents and helped them form support groups.



**Sports Day - Everyone is Welcome!**



Be it the Goethe science festival, 'Quizabled', an inclusive sports event, or even an art competition, the students of Vidyasagar participate with full vigour. So, when students from KFI Patashala initiated the idea of inclusive sports, Vidyasagar came forward and made their annual sports day an inclusive one. The AMM Matriculation and Chennai High Schools, Kotturpuram participated too and made it an enriching experience for all. The well-thought-out games were inclusive in nature and developed an overall team spirit. For Vidyasagar, there are no winners or loser; just spread joy.

*Keep spreading the smiles and joy of living!*



# Nurturing sustainable thinking among school students



Govt Higher Secondary School, Kolapakkam, and Govt Girls Higher Secondary School, Poonamallee.

The school authorities say that the students welcome any indigenous solutions to address the water crisis, something they face frequently where they live. Before the RWH structures were built, along with their school bags students had to carry water from home for all requirements. Such hardships are now a thing of the past.

With the groundwater replenished, and water table levels improved, water supply is adequate. RWH structures have even helped improve attendance, especially among the girl students.

Mr. J. Vasudevan, Headmaster at government school in Kovur quips that these structures that can store filtered rainwater provide regular water to the school for months together. "We are also discussing with the panchayat to utilize the huge RWH sumps as storage tanks to store the water supplied by the panchayat during the summer that will benefit the school the most as water is supplied early mornings and the stored water can be utilized during daytime," he points out.

While the schools have found alternate ways to utilize the infrastructure we have created, for us, it is money well spent!

*"When the well's dry, we know the WORTH OF WATER"* – Benjamin Franklin

As people's participation has become imperative to combat water scarcity, we, at L&T, are focused to reach the ideas of water conservation and its judicious use to school-children.

The Rain Water Harvesting (RWH) structures constructed in association with United Way of Chennai, at four government schools in Chennai, have not only improved the ground water level at these locations but has also helped the institutions create awareness about rainwater harvesting and sustainability among the students.

The Government Higher Secondary School, Alapakkam, Govt Higher Secondary School, Mettukuppam, Government Girls Higher Secondary School, Chinna Porur, and Village Panchayat Union Middle school, Poothapedu, cumulatively cater to 6,000-odd students. Almost all of them know how the RWH works. Senior students are shown how RWH systems are created, in the hope that the know-how can inspire some of them to build similar systems for their homes and local communities.

Taking this success to the next level and to reach out to more budding young minds, we have created four new RWH structures at four more Government schools in and around the Manapakkam campus: The Government Boys Higher Secondary School, Kovur, Govt Girls Higher Secondary School, Kovur,



# 150+ families drink purified water. Their children have a new-look school. All thanks to L&T's interventions at Ithambadu.

*Ithambadu is a small village of about 150 families, an almost insignificant dot on the map, nestling amidst lush green paddy fields in Dagadarthi mandal of Nellore district in Andhra Pradesh. Lives for the 1,000-odd villagers has witnessed a dramatic transformation ever since L&T CSR entered the frame with a village development programme with the NGO, Hand In Hand India, as implementation partner.*

## Towards a healthier village

To start with, a quick study and analysis revealed that health was a major issue for the village and a lot of the ailments were attributable to the villagers consuming dirty, untreated water. Hence, the first point of intervention was to ensure that they had a ready, easily accessible source of good drinking water.



The solution was to install a 500 LPH Community RO water facility that was inaugurated in 2022. After the initial reluctance to embrace change, the villagers have become smarter and healthier! Armed with a water ATM card, they now swipe it to get water whenever they need it. Not only are they, especially the women folk, saved walking long distances to fetch water but the incidence of ailments amongst the villagers has reduced drastically.

A self-sustainable model, the RO facility is maintained and run by a RO committee selected by community people itself. The maintenance & electricity

charges and other miscellaneous expenses are met from the user fee collected, the excess of which is placed in a Corpus. "Till date, since inception, the villagers have obtained 3 lakh litres of water and the Corpus has crossed the Rs. 25,000 mark," says a delighted treasurer, RO Committee, adding that water is being provided free of cost to the students of the village primary school.



"Our lives have certainly become easier and better with this community RO," says **P Parameswari, Beneficiary – Ithambadu Village**. "Earlier, we had to travel 7 km to get drinking water, only at specific times and pay Rs. 20 for 20 litres of water that was too much for us. Now, we pay Rs. 5 for 20 litres and are saving time, getting water easily whenever we need it and our children and elderly people at home are no longer falling ill every now and then."

## Towards more engaged school children

The next target was the village primary school that was in an extremely dilapidated condition with neither any proper education infrastructure for the children nor toilets or proper sanitation. During the survey, the Head Master, Mr. Y Mahesh Babu, of the Mandal Parishad Primary School-Ithambadu, had lamented about the lack of even a compound wall that allowed cattle and other animals to wander into the school premises.

After scoping, the work began, and in a few months, the school building wore an entirely new, fresh look with cheerfully painted interior and exterior walls,



**Our lives have certainly become easier and better with this community RO... we are saving time, getting water easily whenever we need it and our children and elderly people at home are no longer falling ill every now and then.**



**P Parameswari**  
Beneficiary – Ithambadu Village



“



**The school now offers a conducive learning environment that is crucial for the children to produce the necessary results and I am certain that after this renovation, our children will learn better and faster.**

**Mr. Y Mahesh Babu**  
Head Master

”

and a sturdy compound wall to keep the children inside and the animals out. The classroom was renovated too and given a child-friendly ambience with colourfully painted wall murals and desks and benches so that children do not have to sit on the floor to study anymore.

Mahesh is an extremely proud and happy man. “The school now offers a conducive learning environment that is crucial for the children to produce the

necessary results and I am certain that after this renovation, our children will learn better and faster. Earlier, many parents were apprehensive about sending their children to school due to the bad infra and lack of toilets but now I am sure they will have no such fears.”

The good news for Mahesh is that already the student population has grown from 18 to 21.

The school and toilet facilities were inaugurated and handed over to the community at a function held on February 2<sup>nd</sup> 2023, attended by representatives from the Education Department, Government of Andhra Pradesh, Hand in Hand India and L&T’s CSR team. Of course, the ecstatic village people were in attendance in full force and voice.



## Towards more hygienic facilities

Every child deserves to study in a safe and clean environment and the children of the Ithambadu school were struggling with almost non-existent toilets and lack of water. L&T’s WASH (Water, Sanitation & Hygiene) intervention has resulted in renovated boys’ and girls’ toilets and a handwash unit. To save water, the rejected water from the RO unit is pumped and utilized for toilet usage.



# CSTIs sign MoUs to train rural youth to be industry-ready

## CSTI Jadcherla signs MoU with the Forest Department, Madhya Pradesh



**We plan to train 2,500 rural youth over the next five years.**

*CSTI Jadcherla*

HCI IC's Construction Skills Training Institute (CSTI) Jadcherla signed a Memorandum of Understanding (MoU) with the Forest Department of Madhya Pradesh (North Seoni Division) to identify rural youth and train them to be industry-ready. The Forest Department will partly fund the initiative, provide the physical infrastructure including buildings at Lakhnadaun to establish a Construction Skills Training Centre (CSTC) and utilize its vast staff network to source rural youth from the remote villages in and around the Pench Tiger Reserve Area of Seoni district for enrolment.

The candidates will initially be trained at CSTC Lakhnadaun for one month followed by two months of training at CSTI Jadcherla. "We plan to train 2,500 rural youth over the next five years in civil trades like formwork, carpentry, bar bending, and scaffolding & masonry," informs Deepak Sharma, Principal, CSTI Jadcherla. The CSTI has already trained more than 3,000 rural youth of Madhya Pradesh over the past few years from the districts of Chhindwara, Balaghat, Khandwa, and Mandala and have successfully placed the candidates at various project sites of L&T Construction. CSTC Lakhnadaun, the fifth CSTC running under CSTI Jadcherla, started training in June 2022.

## CSTC Guna signs MoU with the State Rural Livelihoods Mission



With WET IC executing several important projects in Madhya Pradesh, the need for a large skilled workforce led to the creation of Construction Skill Training Centre (CSTC) at WWW SBG's Rajghat MVS Project in June 2022. Ever since, CSTC Guna has been collaborating with the local administration to identify unskilled youths from around the project area to train and deploy them at project sites. Now, an MoU signed between the CSTC and the Madhya Pradesh State Rural Livelihoods Mission (SRLM), Guna, will provide formal training to local youth. The CSTC will train candidates for 45 days in various trades including formwork, carpentry, bar bending, and scaffolding and place them at project sites in the vicinity.

# Two CSTIs awarded ISO Certifications

## CSTI Jadcherla awarded ISO 9001:2015 certification by Bureau Veritas

Heavy Civil Infrastructure IC's CSTI Jadcherla has been awarded the ISO 9001:2015 certification by world leader, Bureau Veritas with 100% compliance to established protocols as per ISO 9001:2005. The certification recognizes the level of governance, competency, and professionalism at CSTI. "The adoption of QMS was a strategic decision that has helped improve our overall performance and provide a sound platform for sustainable development initiatives," shares a delighted Deepak Sharma, Principal, CSTI Jadcherla.

In preparation for the audit, using available internal manpower resources, the team developed a CSTI quality manual based on ISO 9001:2015 requirements and performed several internal audits over a period of six months, on both standards and processes, and reviewed their findings to ensure full compliance.



## CSTI Ahmedabad is ISO 9001:2015 certified too

TI IC's CSTI at Ahmedabad has been certified with the prestigious ISO 9001:2015. A four-member team from TÜV SÜD, a global ISO certification leader, conducted the certification audit with their stringent processes for compliance with the respective ISO clauses.

The external audit team recommended the certification without a single negative observation, a testimony to the seamless teamwork and leadership of the CSTI Ahmedabad team.

# L&T to partner the Government of Assam to create a construction skills ecosystem

The Construction Skills Training Department (CSTD), Divisional Corporate, L&T Construction, and the Government of Assam signed an MoU by virtue of which L&T becomes their Knowledge Partner to set up a robust skilling ecosystem in the state for the construction industry. At the signing event, Assam's Chief Minister shared his state's ambition for skills culture to flourish among the Assamese youths and hoped that the several MoUs signed that day with various organizations, including L&T, would help to harness the state's potential in renewable energy, skill development, tourism & the hospitality industries.

L&T will offer knowledge support to establish a full-fledged Construction Skills Training Institute (a greenfield project), and support to set-up exclusive training centres for construction trades in two other locations, as brownfield projects. L&T will also provide technical guidance; recommend training courses; share course content; provide Training of Trainers (ToT) and training equipment, tools, in addition to hand-holding them for a period of twelve months.

The MoU was signed on 17<sup>th</sup> October 2022 by S. Ramkishore, Vice President & Head – HR, Divisional Corporate, L&T Construction, and Dr. B. Kalyan Chakravarthy, IAS, Principal Secretary – Skills, Employment & Entrepreneurship Department, on behalf of the Assam Skill Development Mission (ASDM).



# L&T's Skilling and Apprenticeship Mission under NAPS

## 1,763 NAPS apprentices certified; around 2,000 deployed at L&T sites



Launched in 2016 and governed by the National Skill Development Council (NSDC), the National Apprenticeship Promotion Scheme (NAPS) is the preferred vehicle for creating skilled manpower and empowering youth. L&T Construction, the first construction organization to register for NAPS in 2017, has thus far enrolled more than 10,000 apprentices under the scheme, with a large number met through trained manpower available at our own CSTIs. Under this scheme, well-trained apprentices are retained for a minimum of two years at L&T. NAPS scheme has triggered a three-fold increase in retention as compared to the normal means of deployment.

Skills training for various trades have been registered with CSDCI under the Optional Trades category, and such organizations are allowed by NSDC to directly issue NAPS completion certificates to trainees. Based on this mechanism, 1,763 candidates from different batches were recently felicitated and handed over NAPS certificates by S. Ramkishore, Vice President & Head – HR, Divisional Corporate, HQ.

NAPS has helped to supply trained workmen to mega projects and could further help with trained workmen through the centralized pool concept, a key focus area of the top management. Around 2,000 NAPS apprentices have already been deployed at the C4 & C6 packages of the High-Speed Rail project and at some project sites of M&M SBG.

## M&M SBG to train 1,000 rural youth every year

M&M SBG has entered into an MoU with the Department of Technical Education, Training & Skill Development (TET & SD) to set-up skilling centres at ITIs in 5 districts to train about 1000 marginalized youth every year, for which the Construction Skills Development Institute (CSDI) was created. M&M deploys trainers along with their men, material and machinery for back to back operations at the various centres under the aegis of CSTI Serampore.

- L&T will place candidates under the NAPS scheme in the formwork & carpentry, bar bending and masonry trades; training duration will be for 2 months
- ITI will provide the physical infrastructure including buildings for classrooms and open areas for practical training

Thanks to this initiative, 253 candidates have already completed their training and placed at L&T M&M construction sites under NAPS. In the current third batch, 77 candidates have successfully completed the course and have been offered placement at M&M construction sites much to the delight of the State Government.



# From passion to action: The joy of volunteering

**In tune with nature:** L&T-teers actively took part in a tree plantation drive along with other volunteers representing Thuvakkam NGO



**Paint-a-thon:** L&T-teers showed their artistic streak to paint murals and artwork at Prayas Tution Centre



**For a greener planet:** 49 L&T-teers together created thousands of seed balls at the PGH In-house nursery



**Facilitating the learning process:** GETs and PGETs from B&F IC created teaching learning materials for students of community learning centers



**Shram Dhan:** Our L&T-teers sat together and painted over a 1000 traditional Diyas with a colourful twist



**CSR activities are stress bursters!**



I was overwhelmed by my first CSR activity. It was great to see nature enthusiasts and I enjoyed planting saplings and watering them. I met some of the coolest people on the campus. That whole day was fun. At my second event, the adi dhool program, I saw the happiness in the specially challenged children. The activities, games, dance, stalls were amazing.



**B. Ravi Teja - SSC HR - DC**



**Volunteering is a fun way to explore one's passions!**

**P. Palavesam - ISD - DC**

It helped me to connect with new people of different age, groups, differently challenged people and so on. Personally, it helped me to counteract the effects of stress, anxiety and increased my social and relationship skills. I really appreciate the L&T CSR team for organizing such initiatives and for giving employees the opportunity to take part in them.



**Koda Sai Kumar - WET IC**

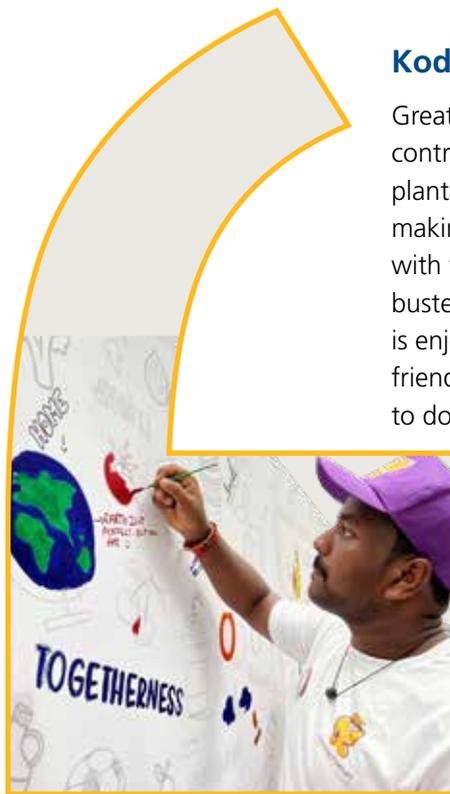
Great and happy that I could explore & contribute to volunteering activities like tree plantations, walls painting and seed ball making activities. In all of them, I involve myself with full enthusiasm and they are like stress busters from our daily routine mechanical life. It is enjoyable to interact with my new volunteer friends and look forward to more such events to do valuable service to the society.



Great and happy that I could explore & contribute to volunteering activities like tree plantations, walls painting and seed ball making activities. In all of them, I involve myself with full enthusiasm and they are like stress busters from our daily routine mechanical life.



**K. Jabeen  
HC IC**



**Kayalvizhi Murugesan - B&F IC**

Each L&T-eering activity has been a wonderful opportunity to meet and interact with many like-minded people from across ICs and NGOs like Golden Butterflies. It is very refreshing to see people showing interest in planting saplings, making seedballs & participating with such vibrant smiles and enthusiasm and I'm eagerly looking forward to volunteer for many more events and activities.



**A memorable day!**

**Pyla Jayasree - WET IC**

I enjoy every CSR activity; it's a great way to spend a weekend. I thoroughly enjoyed my first CSR activity of painting walls and artworks at the St. Thomas Mount Cantonment High School, interacting with like-minded fun people that motivated me to attend more such events like the wall painting at Prayas Trust, tree plantation drives and the Adhi dhool event, where I interacted with children needing palliative care. It was truly a bliss to see smiles on their little faces and their confidence to deal with life ... a truly memorable day!



# Nakshatra Talent Fest 2023: Celebrating young minds!



600+ underprivileged children let their hair down and had a ball telling stories, playing spell bee, math-in-a-minute, reciting Thirukural, clay modelling art from waste and more at Nakshatra 2023, a talent fest, organized by the NGO, Bhumi & L&T on 12<sup>th</sup> February 2023 at Chennai Institute of Technology (CIT) campus. It was a fun platform for children from the local community to showcase their talent, socialize, revive their interest in learning and use arts and play for wholesome development, facilitated by 15 energetic, and equally fun-loving L&T-eers.

L&T's 5-year-old partnership with Bhumi has resulted in increasing the number of community learning centres, supporting 500+ children from slum settlements, primarily in north Chennai, by focusing on improving their fundamentals in academic subjects while also fostering life skills.

# Sankara Eye Hospital gets a new bus for their outreach programmes

The Sankara Eye Hospital, Chennai, was donated a new 40-seater bus by L&T, that will come in handy for their outreach programmes of conducting free eye screening camps to benefit underprivileged people in and around Chennai and the neighbouring districts. L&T shares a long and rewarding association with the hospital having previously supported the construction of their multi-speciality block in Kanchipuram, near Chennai, donated a 30-seater bus & an ICU ambulance, installed a 50 kW solar plant and helped set up training facilities.



# SNAPSHOTS

## Crusading for the underserved through education and infrastructure, the L&T way!

L&T has engaged with the government, community, parents and NGO's to create an action plan and develop infrastructure facilities at various schools across india.

### Govt. Lower Primary School, Bangalore given a face lift by the Godrej Commercial Project (B&F IC)



### Lab facilities at the BDS Govt. Higher Secondary School for Hearing Impaired, Guwahati, Assam renovated by the MMCH Kalapahar Medical College Project (B&F IC)



### 100 year old Govt. Primary School, Mukundagiri Village, Tamil Nadu refurbished by L&T SWC



Composite Vidhyalaya, Lodhipur, Moradabad, Uttar Pradesh gets a fresh lease of life, courtesy L&T SWC



BEFORE



AFTER



10 NGOs made sales of Rs.1.5 lakhs at our 'Arts & Crafts Mela'



268 L&T-eers turn life-savers by donating blood



**EDITOR**  
Vinod Jacob Chacko

**ASSOCIATE EDITORS**  
Namitha Jayanarayanan  
R. Sai Ganesh

**PHOTOGRAPHY**  
V. Natanavelu  
R. Saravanan

**Contributors**  
CSR Team

To publish the CSR initiatives of your office/site/establishment, please send your inputs along with original images to [ezine@Lntecc.com](mailto:ezine@Lntecc.com).  
Produced by the Corporate Communications Department, L&T Construction Headquarters, Manapakkam, Chennai 600 089. Limited print run only to save paper. Please view your e-copy from our website <http://www.Lntecc.com/homepage/common/reachingout.htm>. The views expressed in this tabloid are not necessarily those of the management of Larsen & Toubro. The contents of this magazine should not be reproduced without the written consent of the producer. Not for sale - only for free circulation to the employees of the L&T group.