

NCPEDP Javed Abidi Fellowship on Disability: Detailed Program Information

- [1. Programme Information](#)
- [2. Programme Role Players](#)
- [3. Snapshot of Timeline](#)
- [4. Programme Timeline and Outcome](#)

1. Programme Information

The NCPEDP Javed Abidi Fellowship was started in the year 2021 with a aim to build leadership capacities of youth with disabilities from different parts of the country. It was a pioneer project in Asia catering meaningful experience to youth with disabilities in realms of planning, monitoring, strategizing, networking and relationship building to provide an edge to their career trajectory.

In a country where the Worker Population Ratio stood at 22.8% in 2019, it is imperative to have initiatives which provide agency and support to youth with disabilities. This initiative enables them to work in an entrepreneurial manner unlike any other fellowship in the country on a topic and in a region of intervention, of their own choice. They are critically guided by mentors and NCPEDP executives to learn the art of evidence based advocacy towards disability inclusion. The fellows thus, learn basic technical skills of research methodologies, report writing, documenting policy analysis and recommendations for transformation, working with governance channels and campaigning to raise awareness and support towards the cause. The technical skill and soft skills of leadership highlighted, help them carry forward the work of inclusion in diverse career choices they make for themselves. The fellows also turn into active members of their community having a ripple effect on other members, who gain confidence through these agents of change.

The programme becomes a reality because of the intricately woven relationship shared amongst the stakeholders of the programme. The document further highlights the role played by each one of them.

2. Programme Role Players

The programme has the involvement of the NCPEDP as the lead organization (nodal agency), fellows and mentors (enactors), Cross disability network and Grass root Organizations (enablers)

Role Players and their respective roles

Concerned Body	Role Player	Role
Nodal Agency	NCPEDP	<ul style="list-style-type: none"> • End to end programme management • Selection and Induction of fellows • Training of fellows with skills to pursue evidence-based advocacy activities. • Co-ordinating and Networking with mentors, host organisations for internship, subject matter experts to facilitate guidance and on- ground experience for

		<p>fellows.</p> <ul style="list-style-type: none"> • Hand holding fellows; supplementing guidance of mentors throughout the fellowship period for the fellows. • Report and monitor development of fellows for considering further scrutiny of fellows after completion of a quarter. • Document progress of the fellows in various aspects to ensure development of leadership traits within them.
Enactors	Fellows	<ul style="list-style-type: none"> • Selection of a specific theme of intervention which is need of the community, where fellows intends to intervene • Plan a one year rigorous strategy with clearly defined outcomes to aware and mobilise the community, complete a study to gather qualitative and quantitative evidence on current status of inclusion, campaign in media and work with policy makers to impact effective implementation of policies. • Upskilling themselves to carry activities on a regular basis utilising capacity building workshops and other exposure training. • Utilise opportunities of networking and collaboration with organisations and individuals beyond the disability cohort. • Develop their own cross disability network of individuals and organisations who can endorse their work. • Be thoughtful of critical feedback received by mentors and NCPEDP team towards improving their work and its outcome. • Be time sensitive to reap benefits of being an early mover or active catalyst in the governance channel.
	Mentors	<ul style="list-style-type: none"> • The fellows have to feel confident in realising that they can be owners of their own idea and thus guidance in the direction will be delivered by a panel of mentors. • The panel will have subject matter experts from diverse thematic areas for the fellows to gain holistic feedback at least once a month. • The mentors or fellows can have further discussion every month, as the need of guidance may be realised. • The mentors will provide advisory support to fellows in terms of activity plan, implementation, reporting and providing feedback of their development during course of engagement • Their most critical role will be to provide subject matter guidance. They will push the fellows towards expanding their horizon of perspective, which allows them to eventually take ownership of their work.

Enablers	Enabling experts, Cross disability network and Grass root Organizations	<ul style="list-style-type: none"> Facilitate networking with a pool of individuals and institutions essential for advocacy. Aid in providing enriching on ground experience for the fellows with stakeholders. Empower the transformation of the core idea being pursued by the fellows by enabling evidence-based policy transformation receiving endorsement in right numbers.
----------	---	--

The players will keep engaging in a closed loop to ensure successful implementation of the fellowship programme. It is thus important to understand timeline based design of the programmatic activities.

3. Snapshot of Timeline

Inception

About: It is a precursory stage in the fellowship following which major activities related to advocacy will be carried out in the chain of events. Nonetheless, it holds significance for it forms the basis of selection on merit. This competence highlighted during selection will become an underlined expectation from the fellows throughout the discourse of fellowship.

It thus involves careful evaluation of applicants to select a chosen few who will be embarking the entrepreneurial journey of being leaders of a cause that transcends a cause beyond self.

Roles and Responsibilities

Role	Responsibilities
Applicant	<ul style="list-style-type: none"> Register and apply for the fellowship Attend the interview with select committee and background calls
Select Committee	<ul style="list-style-type: none"> Autonomously and neutrally scrutinize applicants' candidature to find better applicants who will join as fellows in the programme
NCPEDP	<ul style="list-style-type: none"> Announcement of Fellowship Engagement with members of the selection committee and candidates for finalisation of select fellows.

Points to Ponder

- The candidates have to responsibly apply for the fellowship and act towards any communication as notified by NCPEDP's team.
- The selection procedure is to find better fellows and thus may lead to non consideration of some applications, which certainly does not mean that those selected are the best. They have been simply considered better equipped than the rest to further sharpen their skills and abilities to prove the same, in the fellowship.
- The candidates will be considered as fellows only after acceptance of the offer, once selected and thereof will pursue the fellowship.

- The selection and finalization of fellows at this stage will not guarantee completion of the fellowship and will completely depend on performance-based continuation to the next phase of the programme.
- Thus, a professional approach and understanding will be expected from the fellows during this entire period of engagement.

Induction and Improvisation

About: The stage will introduce the fellows to the first step towards advocacy for inclusion. Thus, the fellows will firstly undergo extensive training sessions to realise approaches to evidence based advocacy and the effective use of it. They will also undergo specific training on cross disability issues to cover the conundrum of essential knowledge required to progress in the fellowship.

The fellows will then be working with a panel of mentors to calibrate their work while engaging with the stakeholders. At the same time, the fellows will also start their internship with the local organization and engage in simultaneous evidence collection. They will be trained in the realm of basics of research methodologies to collect evidence of the status of inclusion. This will also be a time when they will simultaneously build their network within the community, government authorities, local and national media and civil society organisations who would prove instrumental in future to endorse efforts of the fellows, when they will submit policy recommendations and try to work closely with the policy makers.

Towards the end of the 2nd quarter, the fellows will be reviewed and only 20 of the fellows will continue for the next 15 months based on their evaluation and progress.

Roles and Responsibilities

S.No	Role	Responsibilities
1	Fellows	<ul style="list-style-type: none"> • Orient themselves to the developments, needs and scope in the disability sector. • Equip themselves through training and regular feedback from mentors to pursue the fellowship activities effectively • Create a study design with mentors and other stakeholders to collect evidence. • Develop relationships with stakeholders important for policy transformation through various exercises.
2	Mentors	<ul style="list-style-type: none"> • Regular support and critical guidance to the fellows during entire course of fellowship • Monitor and provide feedback of fellows to NCPEDP's team.
3	Partnering Organization for Internship	<ul style="list-style-type: none"> • First hand experience of how organisations work on disability inclusion / other development issues. • Gain better understanding of existing on ground

		<p>realities to gauge socio-economic and political state of affairs which will prove helpful in building strategies in the future.</p> <ul style="list-style-type: none"> • Cross learning of experiences with executives of the organisation to influence perceptions around disability inclusion in that organisation itself. • Reduce search friction of fellows to work with local community leaders and policy makers.
4	NCPEDP	<ul style="list-style-type: none"> • Partnership with organisations to ensure smooth flow of internships of the fellows. • Coordinate engagement between panel of mentors and fellows • Document progress of fellows based on feedback of mentors

Points to Ponder

- The fellows should focus on development of the conceptual understanding of the advocacy methodologies and cross disability issues before initiating their idea of intervention in the sector.
- The fellows are expected to establish a professional way of communication with the mentors and establish working relationships with the stakeholders.
- The mentors are a one of the many means for fellows to attain their goals and not the ends for resorting to in any given situation. Thus, the fellows are expected to utilize the insights, instead of considering mentors as one stop solution for all their queries.
- The feedback of mentors will be weighed in while considering the candidature of fellows in subsequent years.
- The deliverables expected are only for the sake of fellows to gain holistic understanding of ground realities and they must not perceive it as an enforcement. Rather, they must explore the same for the benefit of their own idea.

Implementation

About: The fellows will be located in a specific region where they will carry forward the responsibility of cross disability issues, engage with the community, and network with a pool of experts to gradually transform the theme of their interest into tangible, applicable and potential ideas. The experiences gained will be used to strategize, to act upon the key evidence generated through the study conducted by the fellow. The fellow will then use evidence as the basis of making the community aware and mobilising them by regularly updating them on development of their work, working closely with media to highlight the status of disability inclusion, and keep making efforts with policy makers at all levels of governance to push for transformation. The experience, exposure and carried out activities will be documented and pursued further with right channels utilizing the networks, executive machinery, judiciary and media-based promotion of such work to advocate for disability issues. A half yearly brief of all such efforts made till end of fellowship will be documented to create a dossier of reflection for other like minded youth advocates.

Roles and Responsibilities:

S.No	Role	Responsibilities
------	------	------------------

	Fellows	<ul style="list-style-type: none"> • Application of knowledge, experience, guidance and skills to carry out activities like cross disability training, pro-active usage of advocacy tools like documenting study, preparing one page brief of the result, generating white paper / policy brief, finding opportunities or gaps in budgetary allocation, use of social media to release insights for the network, organise regular meetups with their network to make them equitable partners of the journey, and so on and so forth. • Networking with appropriate individuals and institutions to propagate and propel the efforts of their work beyond the usual cohort of disability. • Gain on ground experience to aid the augmentation of their core idea taking in stride the community • Innovate unique ways of interacting with the governance channel in a neutral, autonomous and apolitical manner.
	Communities and Policy Makers	<ul style="list-style-type: none"> • Utilise the community members to gain understanding on factors impacting inclusion of persons with disabilities in socio-economic and political terms, keeping interactions beyond disabled people. • Gain their trust in realising priorities which need immediate attention and appreciate efforts which are perceived positively by the community without bringing in your personal biases, beliefs and political inclination. • Likewise, realise the governance structure and determine whom to appeal amongst executives. • Or, with legislators ; not only one in the cabinet but also in opposition who might share interest in disability or is part of standing committees which work on such subjects. Given, when a government is formed in the parliament along with the President and Governor all the legislators work through proceedings to formulate laws and policies.
	NCPEDP	<ul style="list-style-type: none"> • Support fellows with gaining credibility by usage of official communication in case required from NCPEDP. • Support fellows to receive further endorsements and guidance from its India wide National Disability Network. • Monitor implementation of activities by fellows. • Documenting their entire transformation journey by collating details from them

Points to Ponder

- The implementation stage is the most crucial stage in the fellowship and thus it is expected by fellows to pursue it in an intrapreneurial manner to pitch in new ideas, shape it with help of mentors, experts in disability networks, on ground experiences facilitated by participating organizations.

- The component of fellowship is outlined for the majority period and holds high significance. Thus, fellows will be expected to utilize the opportunity to complete fellowship as it will be a deciding factor for fellows for further transition and eventually venture into social entrepreneurship.

4. Programme Timeline and Outcome

The programme is designed for stage wise appraisal of fellows involving the above-mentioned players in varying capacity. The fellowship will account for such developments at each stage and within a specific timeline to ensure implementation of the same as planned and designed. Thus, it's crucial for fellows to understand the timeline of major activities and accordingly engage further in the fellowship.

Activity	Quarter 1 and 2	Quarter 3	Quarter 4	Quarter 5 and 6
Selection of Fellows	<ol style="list-style-type: none"> 1. Launch of Javed Abidi Fellowship on Disability 2.0 2. Call for applications from the Northern region in the year 2024 and from the southern region in the next year. 3. Formation of Select Committee to select applicants. 4. Selection of 20 fellows who get in agreement with NCPEDP to be part of the fellowship for next 15 months 			
Capacity Building and Primary Study		<ol style="list-style-type: none"> 1. 10 days offline capacity building training followed by 6 days online training on several topics that will help fellows conduct their work efficiently. 		

		<p>2. Simultaneous formation of panel of mentors who would guide fellows</p> <p>3. Fellows to design a study that will be conducted while doing an internship. It will preferably be a mixed method study covering a minimum sample size of 100 participants and building a cross disability community in parallel with these participants and other important stakeholders like government executives at various levels of governance.</p> <p>4. These stakeholders must receive at least one sensitization workshop on Disability.</p> <p>5. They have to further conduct PRA exercise/s with the community to have an in-depth understanding of factors affecting the status of inclusion.</p> <p>6. The quarter will be completed with one month of internship at a prospective organisation inclined towards the cause,</p>		
--	--	--	--	--

		followed by 6 days offline advanced training.		
Scrutiny of fellows			<p>1. The fellows will present their learnings and their plan ahead.</p> <p>2. The presentation will form the basis of further selecting only 15 fellows who will continue further in the fellowship</p> <p>*Please note that only serious candidates who may have been found to require more time for the work will be allowed to continue the targets of study, community awareness and others in this quarter i.e. the presentation will happen only on the basis of concurrent development and not on completion of targets. However, progress towards completion of these targets will be one criteria of scrutiny.</p>	
Campaigning and Advocacy				<p>1. Completion of data analysis of the study and preparing a detailed Study Report</p>

				<p>at the beginning of Q5.</p> <p>2. Creating a one pager brief of report and recommendations on the basis of findings / a short policy brief.</p> <p>3. Holding at least one round of consultation with stakeholders to make them aware of findings and seek their inputs on recommendations for policy transformation.</p> <p>4. Simultaneous work with the media to use findings and case studies to write editorials, opinion pieces, and reports.</p> <p>5. Establish a relationship with relevant policymakers to submit recommendations and look for proposals for most viable intervention towards transformation.</p> <p>6. Receive Certificate of Completion for Fellowship.</p>
--	--	--	--	--

