



REFLECTIONS: A GRASSROOT GAZETTE

Inside these walls a brighter tomorrow



Message from our Director

On behalf of the management, I would like to sincerely thank Mr.U.A.Balasubramanian, our Trustee, for being the Chief Guest at the Republic Day flag hoisting ceremony.

The MOU with Asan College of Arts and Science has started yielding results. Three batches of English language course-2 for the MBA's and 1 for the MCA stream, commenced during this month. The Hackathon program is scheduled for Feb 23rd and the Grand Entrepreneurship program is scheduled to commence in the second half of Feb.

The second program on Entrepreneurship Challenge is progressing at Sathyabama University Chennai.

Placements were completed for the successful students of the CPMM 18th batch which was conducted in Namakkal. The 19th batch- NABARD supported was inaugurated this month at the Academy. In TN, mobilization has commenced for the forthcoming batches at Chengelpet and Vellore.

The efforts of our marketing team through college visits to present our credentials is bearing fruit in terms of MOU signing, new courses, programs etc.

In our new initiative to promote the Academy as a start-up hub, we have been meeting entrepreneurs who are showing interest to partner with us and I see some concrete results in the coming 2-3 months.

I welcome to the HIH family, Ms Farhin Nazrul who has joined as Regional Training Manager for West Bengal. Congratulations to Mr Jude Felix- RTM TN for being awarded the Trainer of the quarter for Q-3.

I request all of you follow COVID protocols and remain safe.

S Chandrasekar
Director

This issue:

Message from our Director

PAGE 01

Training outreach

PAGE 02

English Communication Course,
CPMM course

PAGE 03

Republic day event,
Certificate distribution,
Partnership & Promotional
activities

PAGE 04

Field bytes,
Hosting Event

PAGE 05

BFSI sector updates

PAGE 06



Welcome



Ms Farhin Nazrul has joined as Regional Training Manager based out of Garia, West Bengal. She will be handling the training requirements for West Bengal.

She has 3+ years of experience in the Banking and Microfinance industry and teaching. Prior to joining us, she worked with HDFC Bank. She has also worked with Madura Microfinance Ltd in her earlier stint.

She holds a Master's degree in Philosophy and a B.Ed. from the University of Burdwan.

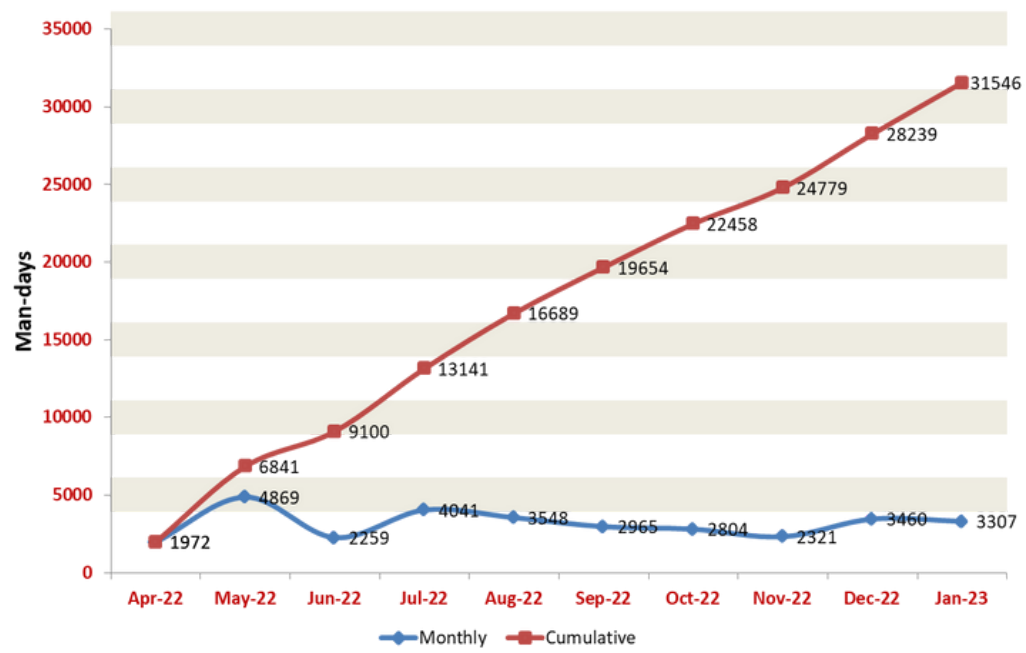
Training Outreach

Hand in Hand Academy continues to render training services to Belstar Microfinance Limited. During January 2023, the focus has been mainly on the regular ongoing programs such as the common induction program, role-based induction program and refresher programs. In addition, the Regional Training Managers (RTMs) visited branches and continued to provide on-site training support on BR.NET to generate LMS reports.

The Academy has also initiated a special leadership program for Branch Managers to enhance their productivity and performance aligned with the company's vision and strategy.

A total of 264 training sessions were conducted during the month, which covered 2900 participants and 3307 man-days. The summary of training activities is given below.

Training progress Apr' 22 – Jan '23



Best trainer Q3



Jude Felix, RTM, Tamil Nadu
To motivate and incentivize the RTMs, a quarterly award scheme was instituted in April 2022. This carries a certificate and a cash prize.

Basis the nomination and evaluation of performance, Mr Jude Felix, RTM, Tamil Nadu has been selected as the Best trainer for the quarter award for Q3, October – December 2022.



English Communication Course

Special coaching for Students of the Asan Institute of Management

Hand in Hand Academy has entered into an MoU with the Asan Institute of Management to conduct Advanced English Communication Certificate Course for their MBA and MCA students.

The program for MCA students was inaugurated by the Director of Hand in Hand Academy, Mr Chandrasekar on 10th January 2023, and for MBA students (2 batches) on 30th of January, 2023 at Asan Institute of Management, Velachery-Tambaram Main Road, Jaladianpet, Chennai.



The course consists of four levels and the preliminary level will be completed over a 40-hour duration between January '23 to March '23.

CPMM course

NABARD Funded CPMM Batch Phase 2

In July 2022, the Academy entered into a formal MoU with NABARD to provide training in Microfinance Management and assured placement for 30 village youth in the Kanchipuram District. The Academy launched its first NABARD-funded Certificate Program in Microfinance Management (CPMM, KPM batch 17) in August 2022.

This was a 75-day course, re-designed as per NABARD requirement, with more focus on field exposure. After completion, seventeen (17) successful candidates were interviewed by Belstar HR and selected as Sales Officers (SOs). Fourteen students joined Belstar as SOs, while 3 candidates opted out for higher studies.

The second batch (CPMM KPM Batch 19) with 13 students commenced on 2nd January 2023 at the Academy and regular classroom sessions are progressing.



Republic Day event

We commemorated the 74th Republic day in a simple function at the Academy. Dr.U.A. Balasubramanian, the HiH Academy Board of Trustee, was the Chief Guest who unfurled the national flag and delivered the Republic Day message. HiH security team had given a Guard of honour, in the presence of students, staff, and the village president. Following this, Tally Prime course certificates were distributed to the qualified students by the Chief Guest for the course conducted in a VUP village Thandalam under the Veritas CSR initiative.



Certificate Distribution



The Academy trained 12 youths (6 girls and 6 boys) from the Thandalam village, Thiruvallur district for the Tally Prime course as part of the Village Uplift Programme of Hand in Hand India under the Veritas Finance CSR Project. After completion of the 120 hours of coaching, the Academy facilitated the final assessment exam conducted by Tally Education P Ltd. All 12 students passed out scoring good grades, 7 with A, 4 with B and 1 C grade.

During the Republic day commemoration, the Academy conducted a certificate distribution function where the Chief Guest Dr U A Balasubramanian, Board of Trustee, HiH Academy distributed the certificates to the students and motivated them to achieve good career growth.

Partnerships and Promotional activities

The Academy team explored partnership opportunities with various institutions. The team visited and conducted the first level of discussions with the Malolan College of Arts & Science, Chengalpet, Vels University, Rajiv Gandhi National Institute for Youth Development (RGNIYD), Sriperambadur, Walajabad ITI & Kamatchi ITI.

Malolan College has confirmed one batch of Greentech Enterprise Creation training in February 2023 (a five days capsule program on New Enterprise Creation in LED, Biogas and Solar products). At Vels University the Academy team met the Vice Chancellor, Dean, & Head of the MBA Department. Our team also interacted with students of MBA Innovation, Entrepreneurship and Venture Creation (IEV) and discussed potential opportunities for internship and need-based support to them from HiH Academy.

Under the guidance of CMT Madam, the Academy senior team visited the Rajiv Gandhi National Institute of Youth Development (RGNIYD) and met Dr Vasanthi Rajendran, Professor and Head, of Training & Industry

Relations and the Centre Director Dr Sibnath Deb and discussed the offerings of HiH Academy and explored possible collaborative programs. Based on the discussions, the team is preparing a few suitable concept notes and collaborative ideas to take up with RGNIYD for further planning.

The marketing team continued with the mobilization efforts for the CPMM course. The team adopted multiple strategies to reach out to the potential students which included visits to Colleges/Universities, Belstar branches, meeting clients, SHG members and prospective students, tele-counselling etc.





Vijayalakshmi is a graduate of Computer applications, passed out in the year 2017 and was keenly looking out for a career. She enrolled in the Certificate Programme in Banking offered by Hand in Hand Academy in the year 2017. During her six months stint at the Academy, she nurtured

her passion in the field of Microfinance and joined as a trainee at the Salavakkam branch of BELSTAR.

Despite all the odds of travel from her home to the branch, she produced results in terms of disbursement as well as collection. During the period of lockdown, she demonstrated her skills as Assistant Branch Manager in the collection and maintained a healthy PAR at the Sunguvarchathiram branch. Her promotion was initiated in the year 2021 to one of the tough geographies at Kancheepuram where she was able to streamline the entire field force in the collection. She has an uncanny knack for dealing with both the staff as well as clients..

Important credit to her career at the Kancheepuram West branch is that she was able to disburse the given target before the 18th of the month, which brought a sense of confidence to others in the Region and Zone. With all her contributions, the company recognized it, and she has been elevated to Regional Manager of the Kaveripakkam region where she is handling a portfolio of ₹42.28 crores while managing 7 branches of the region. This is not an end but the beginning of many more laurels in the life of Vijayalakshmi.

She is the star student of the Academy, and we are proud to claim her as our Alumni. **Congratulations...**



Hosting Event



Paper mache artisans association conducted their monthly association meeting at HIH Academy on 10th January 2023

Belstar Trainee BMs and BAs probation mid term assessment review held at HIH Academy on 6th January 2023





NBFC-MFIs dominate microfinance market, says new report

It said that NBFC-MFIs surpassed banks by a thin margin. Banks as a group controls 34.8% of the market, in which lenders provide micro loans without collateral to joint liability group members. Loans given by banks to self help group members are not included here.

The NBFC-MFIs dominated the microfinance market with portfolio share of 35.1% as of September 2022, credit information services company Crif High Mark said in a report.

The small finance banks group controls 16.8% of the market while other NBFCs and not-for-profit companies together enjoy 13.3% market share.

According to Crif, the size of the market grew 21.5% year-on-year to Rs 3 lakh crore at the end of September 2022. NBFC-MFIs as a group grew 32.2% during the same period while banks reported 4.1% rise in their collective microfinance portfolio.

Crif said that about 47% of NBFC-MFIs' portfolio consisted of loans of ticket sizes between Rs 30,000 and Rs 50,000, as against 35.9% for banks and 50.2% for SFBs.

Sustaining MFIs' growth momentum

The microfinance sector, which caters to the credit requirements of over 60 million low-income borrowers, is well-positioned to meet the unmet credit demands of a largely untapped market.



The recent RBI guidelines on microfinance were a game changer for the microfinance industry, positioning it in such a way as to leverage its resilience built over the years. An RBI report stated that the impact of Covid on the financial sector was much lesser than on other sectors because of the critical policy measures implemented during the troubled times by the central bank and the finance ministry.

As per the India Microfinance Review FY2021-22, the microfinance market's potential size is likely to touch 25 trillion by 2025-26.

Today, microfinance operates in 633 districts across 32 states and Union territories. It has an outstanding credit portfolio of ₹3 trillion. This sector's growth is imperative to ensure inclusive growth and meet the country's \$5-trillion economy target.

Suggestions? Feedback?
Do write to us at
info@hihacademy.edu.in



Growth of India's NBFCs means more compliances, regulations.

From gold to microfinance loans, and from personal to vehicle finance loans, Non-Banking Financial Companies (NBFCs) have been pivotal in promoting credit growth in the unorganised, un-banked, and under-banked sections of the economy.

As of October 2022, 9,500 NBFCs were registered with the Reserve Bank of India (RBI) with a total asset size of Rs 42.05 lakh crore. Typically, the growth of NBFCs is closely linked with a larger geographic branch footprint.

The sector went through a major regulatory overhaul in 2021, when RBI notified the Scale Based Regulation (SBR) to align the regulatory requirements for NBFCs. It was because of the change in their risk profiles, and their evolution in terms of size and complexity. The framework came into effect in October 2022 and it has reclassified NBFCs under four layers: Base Layer, Middle Layer, Upper Layer, and Top Layer. This classification brings into its fold all microfinance institutions, gold loan companies, and vehicle financing companies, to name a few. The scale-based regulations determine which level an NBFC will belong to, based on whether the company accepts deposits and whether it is systematically important or not.