

**Internship
At
TRIOs- The Development Professionals**

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About TRIOs

TRIOs Development Support (P) Ltd is a professional consultancy organization established by a group of experienced professionals who have worked for many years to provide sustainable solutions for development issues. **TRIOs** integrates diverse skills and experience gained from different knowledge systems to provide support to Government, Development Partners, corporate sector and civil society on health, livelihood, rural development and governance.

TRIOs has institutional affiliations with country's well-known organizations, such as Institute of Development Studies (IDS), Jaipur, Mudra Institute of Communications (MICA) Ahmedabad and LEPR India, Hyderabad.

Mission

TRIOs was established in March 2010; with an aim to provide high quality, innovative and cost effective solutions to its clients to enable sustainable social, economic and human development. It brings with it a blend of skills and expertise in management, strategic planning, technical support, evidence-based research and evaluation, and capacity development in public health, rural development, livelihood and governance.

TRIOs presence across the Country

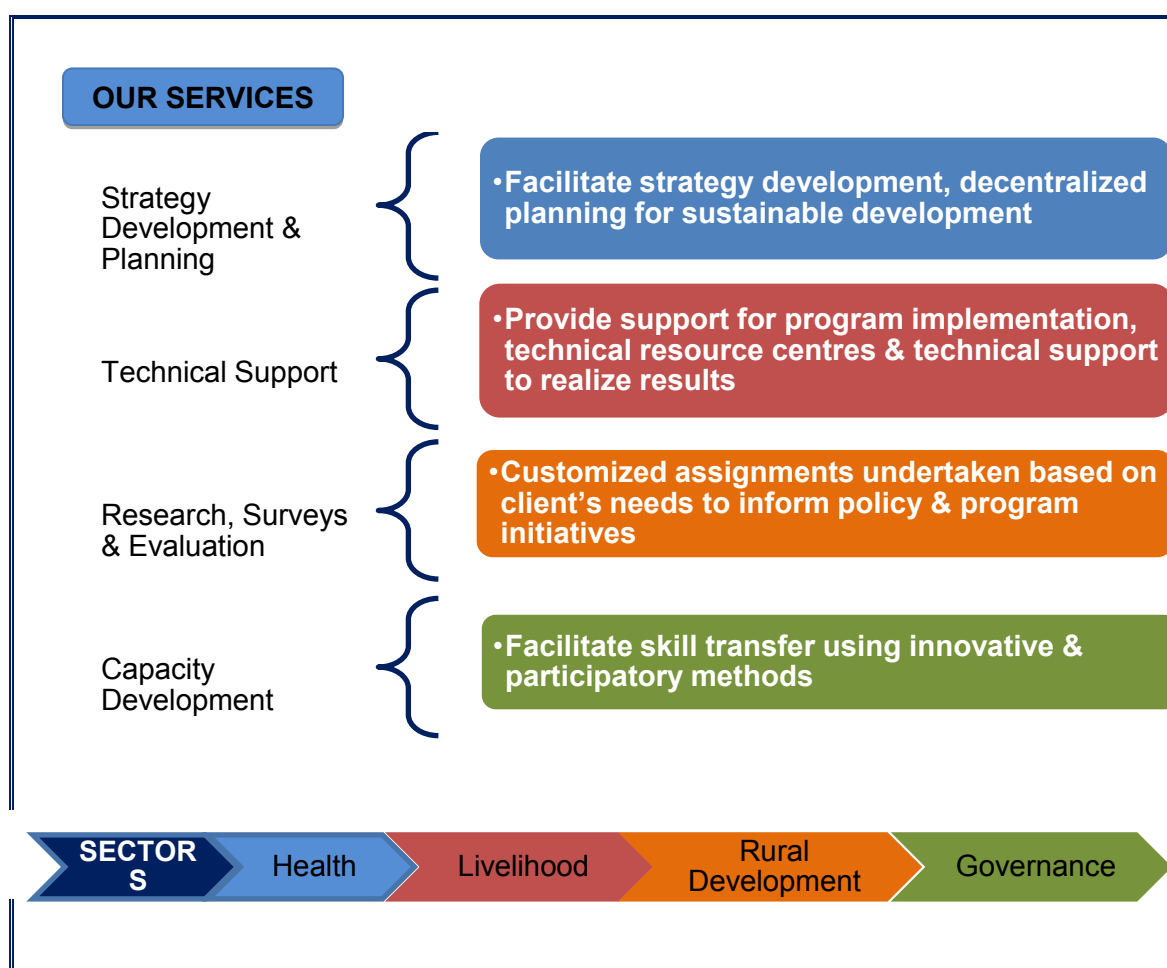


Organization at a Glance

TRIOs has extensive experience of having conducted several research studies, base-line, end-line and program evaluations. Apart from a strong team at the national office, with skills to undertake research and studies, conversant with the use of both quantitative and qualitative methods of data collection, the organization has the ability to leverage support of local field teams for the execution of assignments.

The working pillars of the organization are:

- Commitment to provide high **Quality, Cost effective and Innovative** service
- **Client responsive** and provide services and solutions customized to specific needs of the clients and their stakeholders
- Passionate about driving forward **sustainable social change**
- Perspectives that bring in **gender** and **social inclusion**
- **Experienced Team** with multi-sector expertise



Key sectors in which TRIOs is working:-



TRIOs provides services for qualitative and quantitative research, management and implementation of projects related to health, nutrition, elementary education, rural development, poverty alleviation, livelihoods, micro-enterprise development and water and sanitation. Over the years TRIOs has developed expertise in qualitative and quantitative research especially management of large surveys, project planning & management, institutional development, monitoring & evaluation, human resource development & capacity building at different levels

Health



Health is a key sector for TRIOs. TRIOs has provided various services -technical support, capacity development, research and evaluation, strategy development and planning to several clients in the health domain. It is part of the consortium providing technical support to the Uttar Pradesh Health System Project; it is enabling supportive supervision to the caregivers in Gujarat to ensure that the childhood diarrhea is addressed; it has undertaken studies on adolescent health to inform the policy and program on it

It has done large capacity development projects training the frontline workers and other caregivers in Bihar and Gujarat. It has done number of surveys and evaluation on Health. Recently, TRIOs has been awarded a project to involve the private sector, such as the RMPs and others to promote early treatment seeking behavior for diarrhea among children.

Some of the clients on health include

- ✓ Aga Khan Foundation
- ✓ Clinton Health Access Initiative (CHAI)
- ✓ Ford Foundation
- ✓ Micro Nutrient International
- ✓ Project Concern International
- ✓ UNFPA
- ✓ Uttar Pradesh Health System Project, Government of Uttar Pradesh

Rural development

Despite growing urbanization, India continues to live in its villages. There are still a large number of issues that need to be addressed. Livelihood in the rural context is a key issue but aspects like status of women, water and sanitation, infrastructure are also aspects that need to be addressed.

TRIOs have been providing technical support to the Ministry of Panchayat, Government of India to develop need based decentralized plans for the districts under the Backward Regional Grant Fund (BRGF). TRIOs have used participatory approaches to preparing these plans. TRIOs have also in Jammu developed a shelf of projects, through detailed community consultations to be undertaken under the MGNREGS. TRIOs have supported the TATA Power and the ACC Cement to prepare strategic plans for addressing the various rural development issues, in the vicinity of their industries.



Some of the clients on Rural Development Include

- ✓ ACC Cement, Madhya Pradesh
- ✓ Ministry of Panchayat, Government of India
- ✓ District Administration, Udhampur District, Jammu
- ✓ TATA Power, Gujarat

Governance

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Livelihood



Given our emphasis on sustainable development and social inclusion, TRIOs focus on livelihood issues. This sector requires innovative approaches not just to ensure availability of livelihood opportunities but, to ensure that aspects such as skills gaps are addressed and that livelihood opportunities do not negate the rights of certain groups, such as the children.

TRIOs has the experience of mapping livelihood opportunities for the youth and for undertaking value chain analysis to identify livelihood opportunities. It has provided technical support to the Government of Gujarat to implement the largest livelihood program – the MGNREGS in the state. The resource centre on MGNREGS provided technical support on M&E, capacity development, communication and financial management to ensure a successful implementation of the program. It has also undertaken livelihood mapping for adolescent girls, trying to understand their perspectives and TRIOs save it into a strategy for their livelihood.

It has done studies to understand aspects of child labor – how their engagement in the livelihood activities, has an impact on them and how it circumscribes their rights. Some clients for whom TRIOs has undertaken livelihood assignments include

- ✓ ChildFund
- ✓ CEDPA
- ✓ Save the Children
- ✓ Department of Rural Development, Government of Gujarat

Water & Sanitation



The lack of adequate sanitation and safe water has significant negative health impacts on the individuals and society. It's a major issue that need to be addressed. TRIOs aim to provide our services in this sector through research and evaluations, capacity building and technical assistance. TRIOs have undertaken a "Study on Implication of Sanitation and Hygiene on Polio Eradication Initiatives in High Risk Blocks in Meerut, Muzaffarnagar& Moradabad Districts of Uttar Pradesh (U.P.)" for Project Concern International (PCI), New Delhi. For Save the Children

India, TRIOs have conducted a midline evaluation of water and sanitation project „Our Health in Our Hand“ in Churu, Banswara and Tonk districts in Rajasthan. TRIOs have also identified the requirements for the provision of urban amenities in villages and finalized a plan for the provision of drinking water, drainage, sewerage, solid waste

management, skill-building initiatives for the youth and women under the project “Preparation of an Area Development Plan for Kymore area in Katni district of Madhya Pradesh” for ACC Cement Limited

Clients for water and sanitation include

- ✓ Save the Children Fund India
- ✓ Project Concern International, New Delhi

Services Provided-



Strategic development

Strategies are about making choices and the trade-offs. It is about being different. TRIOs support our clients to be unique and strategically different in what they do. TRIOs help clients to articulate their unique values and the approach to bring lasting change. Be it planning a health intervention in remote locations, a livelihood strategy or CSR plan, TRIOs understand what the clients want to deliver and apply innovative approaches to plan interventions to enable them to realize the results, that is uniquely different and sustainable.

TRIOs undertake

- **Strategic Planning.** TRIOs help projects and programs plan their future strategically through a comprehensive, facilitative process
- **Communications Strategy.** TRIOs help clients develop communication strategy, including the tools, processes and media planning and management
- **Training Strategy.** TRIOs develop training strategy which includes assessing the gap, planning the training and developing modules.
- **Researching & documenting best practices.** TRIOs research and document best practices and help the clients implement them.

Technical support

TRIOs provide technical support to enable our clients to deliver results that is cost effective, of desired quality and ensure sustainable social and economic development. In addition to the studies, surveys and capacity development; TRIOs specifically provide program / project management support. Our pool of experienced team and consultants provide support across a project cycle in various sectors.

TRIOs Undertake

- Project Management Units. TRIOs establish project management units with dedicated staff for the implementation of the projects
- Resource Centers. TRIOs establish resource centers, either on a specific issue or to provide technical support for augmenting the quality of a project.

Research surveys and evaluation

TRIOs provide research and evaluation services to enable our clients to address some of the challenges they face. TRIOs provide a range of research skills to find practical answers to the issues that our clients face or seek to address. TRIOs work across disciplinary boundaries and draw on a range of methods. Through our M&E services, TRIOs provide support to organizations and programs to ensure that their activities are well targeted and realize their intended impact. TRIOs are skilled in using a range of different M&E approaches. In both research and evaluation, TRIOs seek to address the need of the clients using participatory methods.

TRIOs undertake

- ✓ Research Studies. TRIOs undertake studies to find answers to key pressing practical and policy questions, which require decisions and actions.
- ✓ Developing M&E Systems. TRIOs help establish M&E systems for projects and programs to ensure that the interventions are relevant, effective, and efficient, have the required impact and are sustainable. TRIOs help identify indicators, develop data collection mechanisms; analysis and reporting systems.
- ✓ Surveys. TRIOs undertake baseline, mid and end line surveys. Our surveys provide feedback for reflection to make mid course adjustments or cumulative picture of the outcome of the interventions. TRIOs have strong network of field team across states to undertake this and TRIOs have effective systems for data analysis
- ✓ Impact Assessment Studies. TRIOs measure the changes and carefully assess the attribution to assess the impact.

Capacity building

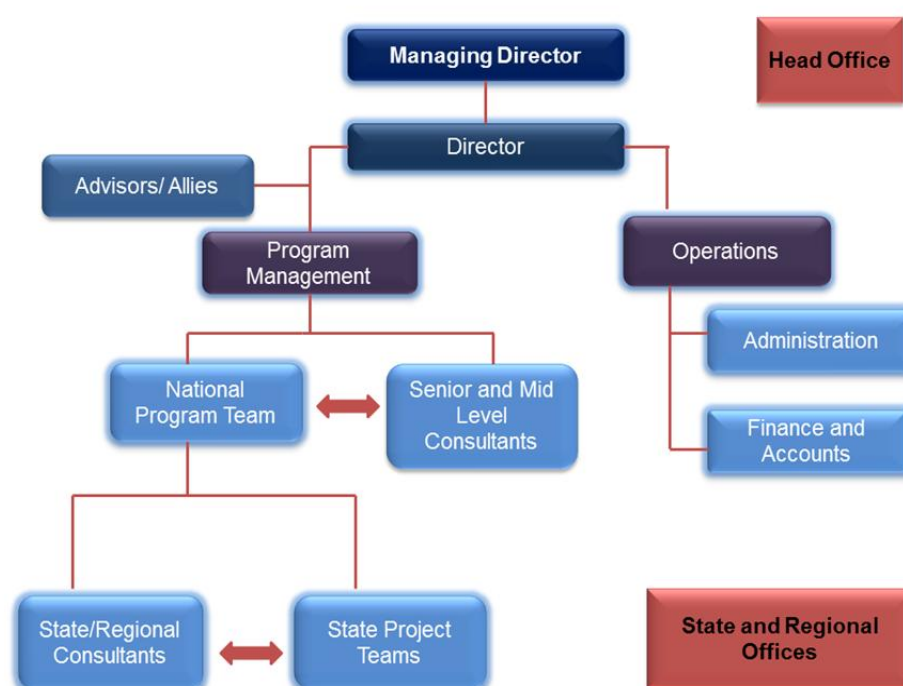
TRIOs believe that every individual and organizations have capacity assets. Therefore, TRIOs facilitate the individuals and organizations to obtain, strengthen and maintain their capabilities to achieve their own development objectives. Thus, TRIOs aim at a comprehensive, incremental and a long term change in our approach to capacity development. TRIOs make an effort to ensure that the capacity development is owned and driven by those who are directly involved, and the process is context specific and that it is as much about

changing values and mind-sets as new skills and knowledge. TRIOs provide both functional and technical capacity development services.

TRIOs undertake

- ✓ **Training Need Assessment.** to understand the needed and available skills, the gaps which need to be addressed
- ✓ **Training Strategy.** TRIOs develop training strategy which includes assessing the gap, planning the training and developing modules.
- ✓ **Organization of Training.** TRIOs have professional trainers who believe in interactive and participatory processes in capacity development
- ✓ **Hand holding support.** TRIOs provide hand holding support subsequent to the training, to ensure that the knowledge is reinforced. Also TRIOs undertake hand holding and supportive supervision for the field teams

Organizational structure



Human resource management

The head office of TRIOs is in Dwarka, New Delhi and the team is led by the Managing Director, Senior Managers and Regional and State Heads. It has 85 regular staff and 23 consultants working on various assignments.

TRIOs has regional office for Madhya Pradesh and Chhattisgarh in Bhopal and has 48 staff working in Madhya Pradesh. Besides the core team, TRIOs has a database of more than 250 development sector experts many of which are empanelled with them to provide their services on project basis.

The organization has experienced staff and consultants TRIOs well versed in research methodology, with ability to conduct and monitor large scale research and surveys, skilled in data analysis and documentation.

TRIOs has in depth experience of working in coordination with Government of India and several state governments. TRIOs has developed linkages with a network of organizations spread in several states of the country for project implementation at the local level. Apart from core team, TRIOs also have empanelled a large number of consultants to provide strategic support and work in tandem with core team practically TRIOs has also made a network of state coordinators, district coordinators and block level coordinators for majority of the states where TRIOs have conducted large scale surveys & research studies. This network enabled us to hire local field teams and manage them effectively for the success of large-scale surveys and demographic evaluation studies.

Project undertaken

Project undertaken for dissertation

- “Evaluation of Adolescent Education Program (AEP) in Chandigarh initiated by Chandigarh State AIDS Control Society (CSACS)”
- Data analysis, interpretation and documentation of project on “Strengthening prevention, prosecution and protection services for children at risk of or subjected to trafficking for labour in the state of Andhra Pradesh and the city of Bangalore in India”

Other project undertaken

- Associated with the proposal writing of
 - Training activities for Weekly Iron and Folic Acid Supplementation (WIFS) Program in District Nalanda, Madhepur, Seilkpura and supaul Bihar 20114
 - Evaluation of Janani Sishu Sureksha Karykram (JSSK) in four districts of BIHAR
 - An Evaluation Study of District Disability Rehabilitation Centre (DDRCs) in the States of Jharkhand, Uttar Pradesh, Gujarat, Manipur, Madhya Pradesh (Bhopal) and Chandigarh
 - Survey on the Status of Adolescent Girls and Vulnerable Women in Jharkhand, India
 - Evaluation of Support My School Program (SMS) Season II