An education system that does not encourage critical thought but rather strengthens boundaries, both social and ideological, instead of dissolving them is a flawed one.

The 2009 Pakistan National Education Policy recognizes that one of the biggest roadblocks to quality education provision is the practice of rote memorization, which ‘stops the mental growth of the child and blocks innovative learning’.

The learning environment in schools is hardly empathetic, with textbooks and curricula promoting perspectives that encourage prejudice, discrimination and incitement to militancy and violence (SDPI, The Subtle Subversion, 2003). Over 70% of teachers believe that corporal punishment is useful (Alif Ailan, The Voice of Teachers, 2014).

The students are getting one message, loud and clear: they are on their own, and violence is a viable solution.

Meanwhile, extracurricular and sports activities that could promote mutual respect, teamwork, and creativity are non-existent. Less than 5% of the time students spend in schools involves supervised sports, music and art, or activities such as drama and debates; the majority of schools do not even offer these activities (Harvard Kennedy School report – Learning from Pakistan, 2010).

Where education should be preparing students for an ever-evolving global community in the 21st century and showing how human connections and agency drive success, it is instead alienating them from their own learning experience and driving a wedge between the educator and the learner.
Rabtt— which literally translates to ‘connect’— is a social enterprise working to build a more empathetic society by developing and imparting a holistic education experience that fosters 21st century skills. In line with this vision, all our mentor and trainer-led programs focus on building **four core competencies** in participants:

- Critical Thinking
- Creativity
- Empathy
- Self Confidence

With a commitment to **developing meaningful human connections**, our programs cater students as well as educators from **diverse backgrounds**. We make **learning a mutual and participatory process** and provide an alternative learning environment where questions are not bound to answers and no one is afraid to be a student.
Our Model

The Theory
We devise all our trainings and lesson plans in accordance with Howard Gardner’s Theory of Multiple Intelligences, Bloom’s Taxonomy, and Gordon Allport’s Social Contact Theory.

We believe in creating mentor-student relationships where the job of the mentor is to help the students develop and express their own opinions and involve them as active learners rather than being passive listeners.
The Delivery
Rabtt engages mentors and trainers, voluntary as well as paid, to conduct all its trainings with a diverse set of audiences – this includes high school students, undergraduate students, and young professionals. Programs range from intensive week long trainings with teachers to yearlong programs with high school students.

To date we have been able to engage over 1,600 high school students and 350 university students.

The Enterprise
Rabtt relies on a cross-subsidy model, where some of our programs are delivered free of cost, especially to public and low-cost private high schools.

While all trainings and programs build upon the same core metrics for respective audiences, the revenue generating programs serve the purpose of providing financial sustainability to the organization.
Our Programs

**Rabtt Scholars Program**

Our flagship program, RSP engages high school students from public and low-cost private schools over the course of a year through mentor-led trainings in their own campuses.

The crux of the program lies in a 5-week intensive Summer Camp, culminating in a Graduation Ceremony, which is followed by 4 workshops during the academic year– each student is engaged for a total of 136 hours. The modules taught in the camp include World History, Arts, Dramatics, Thinking Skills, Public Speaking, Philosophy, English and Mathematics. The 2015 Graduation Ceremony attracted an audience of over 1,000 people and various partner organizations.

**Rabtt Fellowship Program**

Pakistan's only yearlong voluntary teaching, immersion and leadership program, RFP engages undergraduate students as mentors and teachers for high school students.

During the program, each Fellow goes through a cycle of 3 trainings with a total engagement of 230 hours. The trainings focus on personal and professional skills to provide the fellows the theoretical depth and hands-on experience to influence positive change after the Fellowship. We have engaged over 200 Fellows to date, out of which 6 Fellows have gone on to start their own social enterprises.
Rabtt Change Agents

A selective training and immersion program, RCA is designed to bring together alumni Rabtt Scholars and high school students from private schools and equip them to be Change Agents in their own communities.

Capped at 20 students, each cohort brings together students from diverse socio-economic backgrounds, and mentors them to implement social action projects in groups.

Future Leaders in Education

FLE program is derived from our vision for empathetic classrooms, to equip teachers to meet the Professional Standards set by Pakistan's National Education Policy.

Designed for B.Ed and M.Ed students, the program equips future teachers to transfer dispositions like empathy, critical thinking and creativity to their students. This is done through a 48-hour experiential training program.

Independent Trainings

With a growing demand for building empathetic academic and professional environments, Rabtt offers independent trainings and workshops to a wide range of clients. Trainings can range from a 2-day intensive workshop to 6-7 workshops spread over 3 months, covering our core competencies.
Our Growth

We are stepping into an exciting growth phase with projected operations in 3 cities by 2018.

Participants engaged per year:

- Rabtt Scholars
- Rabtt Fellows
- Other Program Participants

<table>
<thead>
<tr>
<th>Year</th>
<th>Rabtt Scholars</th>
<th>Rabtt Fellows</th>
<th>Other Program Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>4500</td>
<td>0</td>
<td>570</td>
</tr>
<tr>
<td>2014</td>
<td>4000</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>2015</td>
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<td>2017</td>
<td>2500</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>2018</td>
<td>2000</td>
<td>0</td>
<td>0</td>
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</table>
Over the years we have sought to improve our impact evaluation mechanisms. With the formation of Research Department at Rabtt, a rigorous impact evaluation will be conducted in 2016-17, along with the development of a contextualized Empathy Scale.

Rabtt Scholars Program
2015 Impact Evaluation

Average scores of Scholars’ Dispositional Empathy (significant at 99.99%)

Average scores of Scholars’ Self Confidence (significant at 99.99%)

2% Improvement

43.8% Improvement
Rabtt Fellowship Program

To date, 6 Rabtt Fellows have gone on to start their own social enterprises.

Annual Retention Rate of Fellows

<table>
<thead>
<tr>
<th>Year</th>
<th>Retention Rate</th>
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<tbody>
<tr>
<td>2013–2014</td>
<td>26.6%</td>
</tr>
<tr>
<td>2014–2015</td>
<td>21.4%</td>
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</tbody>
</table>
Independent Workshops

**LUMS Freshman Training**

<table>
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<tr>
<th>Percentage</th>
<th>Description</th>
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<tbody>
<tr>
<td>64%</td>
<td>Participants rated the overall program “Excellent”</td>
</tr>
<tr>
<td>96%</td>
<td>Participants willing to participate in future programs</td>
</tr>
</tbody>
</table>
In the Summer Camp we learnt more than just arts, history, math, English and some presentation skills. Through this experience we have learnt how to think critically and analytically about all kinds of perspectives and social issues. This camp has helped in bringing out my hidden talents. It has boasted my self-confidence. I’ve learnt how to present myself in front of an audience using my voice, tone, pitch, body language, facial expression and gestures.

Omar Bilal, Rabtt Scholar ’15

Our daughter has become more determined and ambitious. She has plans about what to do with her life. It has also taught her to speak well and with confidence.

Parents of a Rabtt Scholar ’15

The most interesting aspect about this orientation was that we received such strong messages through simple activities. Simply brilliant!

Participant in LUMS NOP Training
Our Finances

Past and Projected Expenses, Revenues and Self-sustainability (all values in PKR)

- **Total Expenses (Million PKR)**
- **Admin Expenses**
- **Earned Income**
Our Partners

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