

A project of Kherwadi Social Welfare Association



**Enhancing Employability And
Creating Sustainable Livelihood**



VISION

Create opportunities for school dropouts and deprived youth to help them lead productive and socially useful lives.

MISSION

To give a second chance to the less educated deprived youth through wage or self-employment, based on urban and rural livelihood training provided in partnership with stakeholders.



PRESIDENT'S MESSAGE

Skill development continues to be a key focus for the Government to realize the potential of a young Indian workforce with an average age of 29 years. Yet, enhancing their employability and creating sustainable livelihoods remains a challenge for skill development in India, as well as for Yuva Parivartan. How are we addressing this dual challenge at Yuva Parivartan?

The mismatch between skill, training and employment has widened, leading to a situation where, on the one hand, employers are unable to find appropriately skilled people, and on the other, the youth are unable to find opportunities that they aspire for. Depending on the report that one refers to, and the educational segment one looks at, less than 10% to 50% of the youth coming out of educational institutions are found employable. The situation is even more serious in the context of Yuva Parivartan given our focus on those who have dropped out of formal education. It is important, therefore, to match aspirations of youth with industry requirements, which has been a key thrust area for us. Several steps have been taken to address this mismatch – from making our attitudinal change programme “Soch Ka Parivartan” an integral part of our outreach, to working closely with industry to understand their requirements and enhancing the relevance of our course content.

On the livelihood front, most of Yuva Parivartan's beneficiaries get opportunities either as self-employment in the informal sector, or opt for wage-employment if they can find it, or else migration to urban areas is the only alternative. What is both an opportunity & complexity for Yuva Parivartan is our significant Rural Focus. The focus for us has been to aggregate a large number of informal sector livelihoods, spread across the thousands of villages where we work. Yuva Parivartan Livelihood Exchange which goes live in August 2018, is expected to add significant value in being able to connect our youth to livelihood opportunities.

I am happy to mention that Yuva Parivartan has made remarkable progress on addressing this dual challenge. Some of the recent third party audits conducted on Yuva Parivartan bring out very encouraging findings, both on the employability and employment of youth trained by Yuva Parivartan.

The validation of our work through such independent audits and the support from all our well-wishers keeps us steadfast on the path of creating livelihood opportunities for the youth that we work for.

I thank the YP Team for their effective work.

Yours in service
Kishor Kher



Kishor Kher
President and Trustee



Mahesh Ranade
Chief Executive Officer

MESSAGE FROM CEO

The challenge of our Mission, as usual, kept us YPIans on our toes through the year. From the terrorism-infested parts of Kashmir to the conflict zone of Gadchiroli, and several thousand villages in between, the YPian soldiered on... walking the streets and alleys awakening the neglected youth, both women and men, to a better life.

Yuva Parivartan lives in villages-much like India. Over 80% of those trained by us and helped into livelihood, are in villages. Nearly 1800 of our associates made that happen. And this in addition to the 30 cities and towns where we have our own Centres, and another 700 of our Partner Centres. It might interest you to know that about 92% of our workforce is out there in the field.

Operationally, we have made notable progress on three of our focus areas, recording significant growth as follows:

- i) Vocational training in Centres: up by 22%
- ii) Partnership: up by 170%
- iii) Integrated Rural Development Project (IRDP): up by 405%

Overall Certification is up by 22%.

I would also like mention about two Tech-enabled platforms that we are currently nurturing in right earnest to deepen and widen our impact:

-A mobile app-based e-Learning platform targeted at the rural or remote youth, not having convenient access to a vocational training centre. The platform envisages content specially developed for easy and engaging learning at the student's own pace, with tiered certification. Content development has already begun.

-A livelihood exchange portal to connect livelihood seekers, employers, contractors and enablers. The portal, which is currently under beta testing, has already helped over 2200 youth find livelihoods.

Both these are initiatives that will take our impact to millions, and we are seeking early-stage funding for them.

The year saw the completion of digitisation of our operations. This has made real-time information from the ground, in a geographically spread-out organisation such as ours, a reality.

Completion of process documentation, re-engineering and measurement for efficient operations and better customer service, has been another milestone. YP now has a full-fledged Process Management & Quality Assurance function.

So, YP boasts of an enviable history and a promising, forward-looking future, that continues to keep pace with a changing India! I count on your continued support in this transformational journey.

Yours in Service
Mahesh Ranade

PREAMBLE



Kherwadi Social Welfare Association was established in 1928 as an institution to work for the betterment of the Khatiks from Rajasthan who had settled down in the marshes of Bandra East. The tanners lived in the most miserable condition lacking basic amenities like water, electricity, roads, while carrying out their trade. School, education and health care was unheard of, motivating Shri Balasaheb Kher, our founder, to do something for these 99 families settled there. Late Shri B. G. Kher, a solicitor, practicing in his own firm, was moved enough to establish the Chamdewalle- ki Wadi Committee along with his good friends from the field of medicine, education, legal, government service and business. They together started the Nursery school for basic education and a clinic for basic health care. This was the foundation of the now nationally present organization **“Kherwadi Social Welfare Association” (KSWA)**.

The activities of the Committee soon grew to include child and youth welfare, women empowerment and income generation, vocational training for the young people of the present day “Kherwadi” area of Bandra East.

We are proud as an organization, that our founder also established the first Leather Institute which led to Maharashtra State’s first Government Polytechnic at Bandra East. The grant from the government, of a free hold land to the Association led to a tie up with the State Khadi Village industries Commission (KVIC). KSWA was registered as a society and Trust under the Govt Act in 1955 and continues to be so. Match factory, soap making, wool spinning were some of the activities started in 1957 and continued till 1984-85.

This year, we are celebrating the 90th year of this august institute and are proud of living up to the ideas of transforming lives of the underprivileged. We were fortunate that dedicated and sincere Trustees staff and local members, supported KSWA to continue servicing the community and society uninterrupted through the most difficult financial and transformational years.

Yuva Parivartan

KSWA continued serving the local people and also looked beyond the boundaries of Kherwadi to the fast expanding city of Mumbai, bringing along with the progress and modernity, other ills associated with the growth of a city.. The first victims of such growth are usually children and women, education and health, physical and mental trauma and “economic and social poverty”.

An intervention was needed, but had to be conceptualised in a new format of design and delivery. Learning from the failures of several delivery projects, Yuva Parivartan was started in 1998, as an experiment in priority vocational training to youth specially the less educated & school dropout girls & boys.

The starting profile and disturbing human development indicators – half of India’s 1.3 billion people deep in poverty, 40% of India’s population never being able to reach school, another 20-30% dropping out without completing their school education which would add up to over 250 + million youth. The growing incidences of teenagers participating in violence, unprovoked aggression and juvenile delinquency had to be also looked at, as this was a rapidly spreading cancer. These concern had to be addressed in our model Yuva Parivartan.

The Yuva Parivartan model has since become a continuously evolving project, adapting itself to the dynamics of society and its culture.

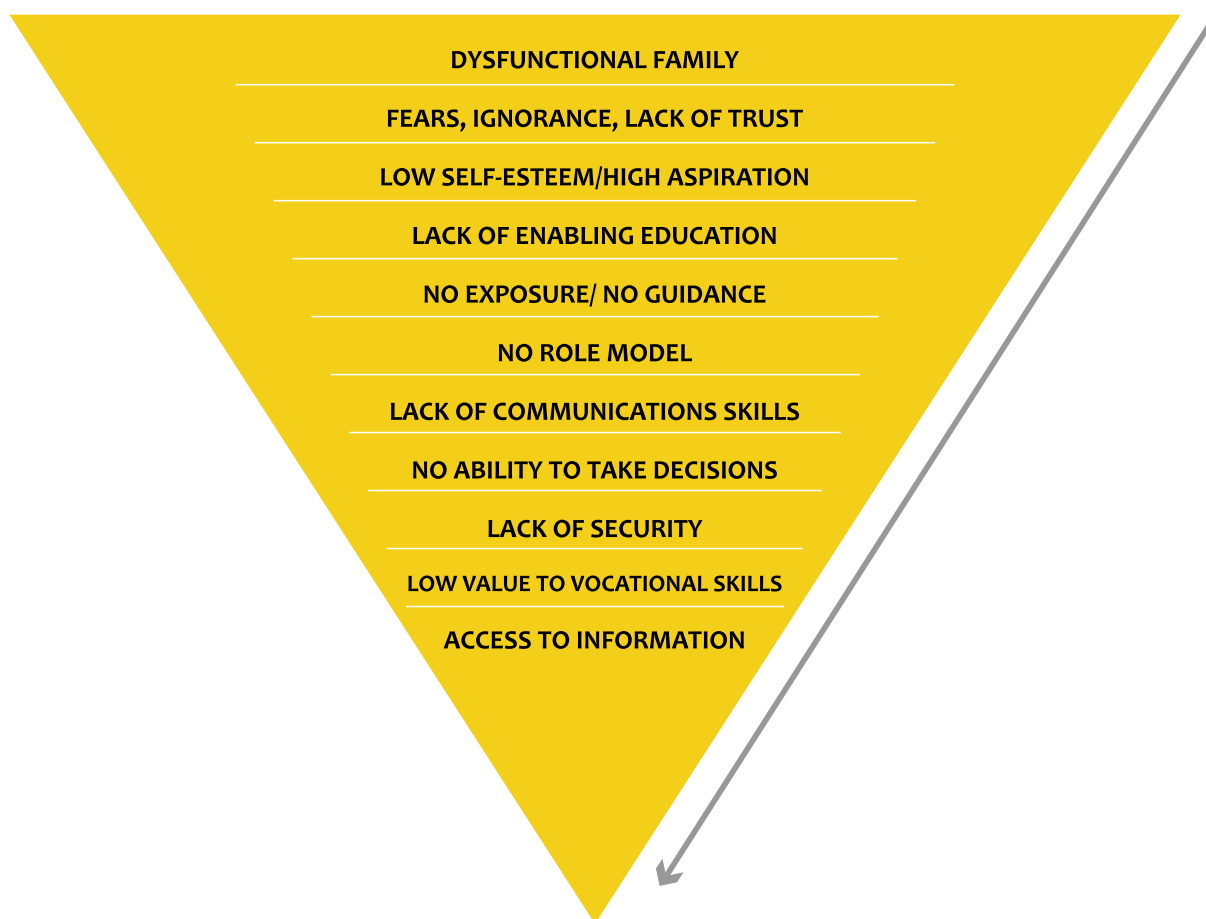
Another issue and concern we face is the weakening cultural norms & fabric of the family structure. Dysfunctional families weakening guardianship at home and ineffective teachers and caretakers in school for vulnerable youth, who society is unable to guide, and control. Besides the heavy influence of easily accessible social media is another serious bane for the development field as its impact is unknown and difficult to control.

So as a responsible institution, Yuva Parivartan had to consider all the above factors to play a vital role and have a positive influence on the youth that enters our institution.

Employability & Employment

It is the focus of the organization for this year. Skill development and training for our young boys and girls has been found ineffective as a standalone. Youth from the bottom of the pyramid, girls & boys, between ages of 16 to 25-30, need much more than Skill training to be ready for the skilled job market. Expectations of industry do not match the skill set of a trained engineer, ITI certified or a YP skill trained youth. We as a NGO and the Industry need to invest more efficiently in developing people. The Human capital of the country is its wealth, but we are not in position to benefit, as India is home to world's largest population of illiterate people.

The diagram below explains the continuous challenges we face in implementing our mission:



Some key questions which come to light are

- Why are the youth so difficult to reach?
- Why do youth have no desire to study and improve their prospects for the future?
- Why are young boys and girls not keen to take up skill training and get employment? Is it that they have no desire? No aspiration?
- Don't they need money to look after their families and themselves?

These questions and challenges have impacted us and every social development institute when it comes to youth both uneducated or educated.

Their lack of interest, lack of motivation and their attitude to work, has been a challenge. This helped us to prepare our own life skills module "Soch ka Parivartan" (SKP). SKP prepares them to think differently, towards taking a job, to achieve their dreams and gives them a holistic perspective. Apart from SKP the other social impact of the Yuva Parivartan movement are shown in the diagram below:

Social Impacts of the Yuva Parivartan movement



But this is only reaching out to the few lakh students Yuva Parivartan trains every year. How does YP help others outside their sphere to become income oriented? Why is it taking Yuva Parivartan so many years to reach the magical number of 1 million? Foreseeing the continuous challenges we face in implementing our mission and its ever changing, adaptable model of implementation, we are looking at technology as one of the answers to achieving our ambitious goals.

Anytime Anywhere Learning for Anyone (AALA) – mobile app-based e-Learning platform, for skills training programs, especially designed for remote locations & kamaai.org, a livelihood portal for access to entry level, blue collar jobs, are two major initiatives undertaken by Yuva Parivartan.

CONCLUSION

The enigma of youth in today's time of exponential technological changes and super-fast growth with myriad opportunities for livelihood and careers is continuing to trouble sociologists, educationists and planners. The youth continue to remain confused, unfocused & seemingly lack aspiration. Their physical and mental hygiene is overlooked which in fact is a severe impediment to their growth. We need to carry our young citizens into the next decade. Unfortunately, for very long, such interventions have been done in isolation, oblivious to the larger social context of the Indian youth. Time has now come to adopt a holistic approach that includes culture, value system, religious beliefs and socio economic context, as also the family, society & community which he is an integral part, as well as a product of.

Yuva Parivartan's Champion level Platinum certification renewed by GuideStar India till 2019. It certifies that Yuva Parivartan is complying with the highest standards of transparency & public accountability.



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LIVELIHOOD REPORT

Youth trained through various
delivery models

29,162

Livelihood Development Centers
Community Centers Around LDCs

95,915

Rural Livelihood Development Centers
4041 Programmes Conducted

10,652

461 Partnerships

143

Youth Career Initiatives

760

Corporate & Government Project

4770

Integrated Rural Development Program



FUNCTIONS WISE ACHIEVEMENT

Operations

Arup Chaudhary: Director

The Operations team is the heart of YP's being. The team of over 750 is spread across 17 States working from urban state capitals to the interiors of the State, covering small towns and villages with population of 300-5000 people.

The operations team lead by the Director oversees 4 models of delivery from urban Livelihood Development Centres, Rural Livelihood centres and Partnership.

The department also coordinates with Academics & the Examination department to ensure timely processes. After a student receives a NSDC approved certificate, the staff provide guidance on employment opportunities or self-employment as per the students priority.

Employee Training & Development is another important aspect for proper induction of staff.

Classroom and field training, hand holding with mentors is done by Master Trainers to ensure understanding of YP work culture.

The Operations team is in constant coordination with the established Training & Development dept, Fund raising and the YP Livelihood Exchange which is the centralised effort to match the vacancies to successfully trained students.



Rendition of a soul stirring sarod and tabla recital by Vivek Joshi and Amjad for inmates of Arthur Road Jail

Prison – Rehabilitation of Youth

Our work in prisons started in January 2007, with providing vocational skills to young boys and girls confined to the cells either on short term sentence till bail or long term.

Our interventions are to provide basic skills in wireman, tailoring, beauty culture, to help them in self or wage employment on their release. Our certification and our motivational guest lectures on basic entrepreneurship help in boosting their confidence.

This year, our prison project is confined only to Arthur Road Prison, Mumbai, due to lack of funding. In 2017-18 we trained 104 youth in basic wireman courses & delivered a motivational lecture. Another unique event of sarod recital was held for over 150 inmates. The recital by Vivek Joshi was based on music healing as mental therapy.

The audience sat in complete silence and swayed to the melodious music for over an hour. We have trained over 5348 youth in prisons so far

Human Resources

Uday Dalvi: Associate Head

Key Highlights of HR Department

1. HR Management System (HRMS) payroll Module fully functional
2. PF PMRPY (Pradhan Mantri Rojgar Prostahan Yojna) Scheme implemented through which we saved Rs. 1,66,320/- (From Dec. 17 to May, 2018 – 6 months)
3. Associates Income Tax - TDS Module Activated in PW HRMS
4. Medical and Personal Accident Policy renewed.
5. Active staff helpline – to solve issues.

Finance & Accounts

Archana Nair: Director

- Finance & Accounts department has aligned with Prime Minister's digital India movement.
- We have implemented internet banking facility in our major banks to speed up banking support and paperless working.
- Implemented add on module which helps automation in accounting software to reduce manual data entries
- Developed 'Expense Module' a web based application wherein YP employees can now submit their expense claims remotely. This has helped to reduce the turnaround time of payments.
- Designing & implementing of Standard Operating Processes (SOPs), which have been appreciated by external consultants and auditors
- On boarding & functional training to all team members
- Weekly team meetings for identification of gaps and effective resolution
- External Training to staff for their capability building
- Complied with Charity commissioner, FCRA & Income Tax etc.

IT & MIS

Ida Pereira: Senior Manager

KSWA has moved from manual process to digitisation. Through technology we have reached the remotest areas across India. Our field staff is using technology to report their daily activities on field. Using technology they have become confident in using apps and ensuring students details are recorded in the system. We are able to give accurate information to our donors through this system.

We have hosted our servers on cloud, thereby ensuring security and confidentiality of data. 99.5% network up-time of the servers has led to increase of productivity and users are able to use the applications smoothly, across India.

Operations Audit

Amol Surve: Assistant Manager

Operations Audit as a team has successfully conducted quarterly audits of all the 60 centres of YP which are spread across 17 states.

All the centres were audited 4 times in the last financial year by a team of 5 members which are stationed at Head Office and travels extensively.

The team has also audited 10% of the overall camps conducted all over India.

The team highlights if there are any non-compliances observed against the set processes as a part of audit.

Process Management & Quality Assurance

Vaishali Makwana : Senior Manager

Process Management & Quality Assurance (PMQA) function was introduced in January 2017 with the objective of redefining and re-engineering the existing processes for the support functions and creating processes for the new functions.

There are 16 support functions in KSWA and it took more than a year for the PMQA function to redefine and document processes.

The purpose of these audits is to ensure that the functions are following the processes and ensuring compliance against the Set Operating Procedures (SOPs).

The PMQA function has been successful in completing the first round of Baseline audit for all the support functions and highlight its findings and improvements to the respective functional heads as well as to the management.

From Quarter 2 of this financial year PMQA team will be announcing compliance scores for all the support functions based on the audits conducted.

Academics

Rajnish Sharma: Head

1. Industry tie ups with Portea Medical & Housejoy, have benefitted with

- a) 100% placement for YP - students.
- b) Co-Branding in certificates.
- c) Content development /Curriculum Up-gradation
- d) On Job Training & Guest lecture support

2. All YP centres have successfully adopted Audio & Video or Blended learning model of regular vocational courses.

3. Focus is now on delivery of value addition modules like Digital Literacy, Entrepreneur Development Program, Soft skills along with regular courses which are easily accessible on Google Drive.

4. Audio for interview do's & don'ts and preparing students for jobs and income generation.

5. Maintenance & Up-gradation of camp kits, handbook, logbook & manuals of the courses.

6. Skype or Video call trainings for facilitators regarding Entrepreneur Development Program & Financial Literacy and Blended Learning.

Examination & Certification

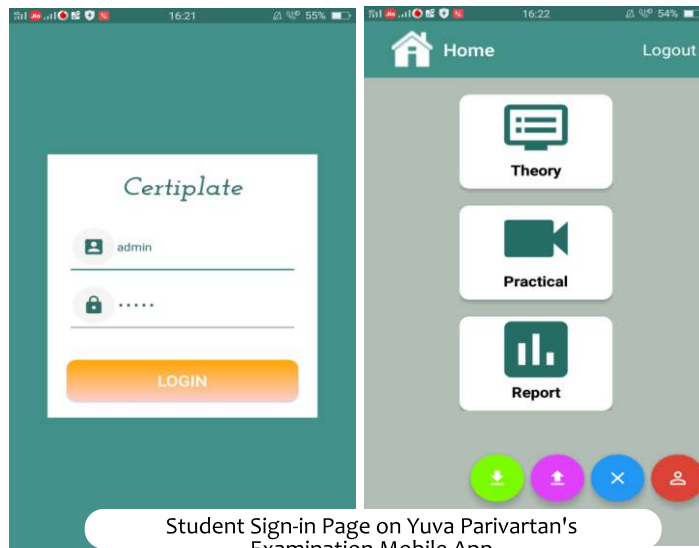
Rajnish Sharma: Head

1. Approximately 1,50,000 students were examined and certified in financial year 2017-18.. Assessment is done on a

ratio of 20:80 i.e. 20% theory and 80% practicals. Theory exam also contains important elements of soft skills, EDP and Digital literacy along with the regular course.

2. Introduction of Online assessment via mobile app. The benefits are listed below:

- Low turn around time
- Paperless Examination
- Both online & offline options available
- Auto results published with 12 hours



Student Sign-in Page on Yuva Parivartan's Examination Mobile App



Course Manuals

Counselling & Social Impact

Uma Sundararaman: Senior Manager

IT led Social Impact Monitoring functional

Feedback surveys are conducted post 15 days of Course completion and Impact surveys are conducted post 3 months of course completion. Student feedback on training, trainer, infrastructure, Assessment and Livelihood opportunities is collected and post 3 months of course completion impact is studied on Income, Employment(Wage&Self), Savings, Contribution to family income etc.

Soch Ka Parivartan (SKP) in camp through Entrepreneurs. Last year 40 Projectors were purchased and distributed to ensure smooth implementation of Soch Ka Parivartan, (Changing attitude towards Livelihood Module).

100% Implementation of SKP in LDCs has been achieved in the last 3 years. We need to reach out to students of other centres which has been a challenge.

Using technology to reach out to maximum number of students for giving career guidance and creating awareness about counselling. Also hired 2 Counselling consultants (Delhi & Indore)

‘Prakashache Bet’ a compilation of Counselling cases was published: 600 books have been distributed to Donors, Schools, Social work colleges, Psychiatrists, Hospitals & Public Libraries & NGOs.

Contact Centre is being extensively used by all department Heads for fast and accurate collection and dissemination of information, policies, new initiatives and training.

YP Impact Research

Hired a Research Consulting firm to evaluate the impact of Yuva Parivartan’s Livelihood models on beneficiaries, implemented over the past 3-5 years across Mumbai, Vidharbha and regions of Maharashtra.

Some of the Key findings are given below:

- **Better awareness about employment opportunities among YP pass-outs**
- **Improved likelihood of employment among YP candidates**

Employment Status

91% of those surveyed

- Majority of the self-employed respondents are earning in the range of Rs. 3501 – 5000 in LDCs and MLDCs
- For the LDCs, it is observed that more respondents were in the income bracket of over Rs. 7000 in 2015 and 2016 compared to respondents in 2017 who were in the income range of Rs. 3501 to Rs. 5000
- For the MLDCs, it is observed that the majority of the respondents in 2016 and 2017 were earning in the income range of Rs. 3501 to Rs. 5000
- The survey shows that **73% of the youth who have passed out of YP are approached for advice** on their career by friends and family.
- Few alumni who completed the livelihood program before 2016, have tied up with Yuva Parivartan and provide on-the-job training to the current LDC and MLDC students.
- **Improved contribution to family’s income:** 54% of pass-outs are the chief wage earners of their families.
- **Improved sense of responsibility:** after initial hand holding by employees, the YP pass outs are able to manage the entire shop and business even in their absence. This gives employers the confidence to think about expanding their business.

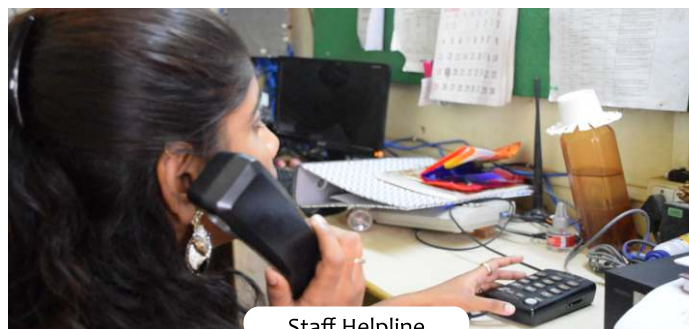
A staff & student helpline at HO gives access to directly listen to the staff and students.

The department also inducted and mentored 39 interns and

over 175 volunteers.



Contact Centre Collecting Feedback & Studying Impact



Staff Helpline

Marketing & Communication (Marcom)

Archana Arora: Manager

Giving a second chance to ensure lasting change for school dropouts, our vision and mission, gives us an opportunity to measure the Social Return of our various initiatives to bring change in the lives of our youth. All the work in Marcom is an effort to inform & inspire our stakeholders about this lasting transformation to create more change, more advocacies for skill development & livelihoods.

During the year a number of initiatives were undertaken. The launched our first ever book, a compilation of case studies, the 7th Summit on Skill Development- Skilling Rural India, The Technology Imperative, the Breaking Barriers Standing Tall Series and Face to Face a Dialogue helped us to highlight the challenges of our sector & the way forward. Various engagements with esteemed institutes like IIT Bombay & Roorkee, Non Profit Organisations like Parisar Asha, Government agencies like NSDC, Policy making bodies like World Bank and International Monetary Fund helped to further our visibility.

We got substantial media coverage print, television and online for our initiatives. Media coverage that some of our different initiatives received included IRDP-Hindu Business Line, YCI program -Jagran Media ,Summit-Times Now , Yuva Parivartan's work model -Rising Kashmir and Asianet .Yuva Parivartan feature on Hunnarbaaz! Mission Skill India, a Television show on skill development and enterprise powered by the Skill India Mission & our brand partnership with Saarthi initiative of Essel group helped us to increase our outreach to the interiors of rural India.

Communication designed for fundraising, donor engagement, volunteering outreach and employee engagement included monthly newsletters like YP Connect, YP Namaste, Yuva Mitra Post & quarterly publication, Yuva Drishti

This year, we increased our focus on digital media to communicate key messages and to grow our followers on social media. Facebook, LinkedIn, Twitter & Instagram were abuzz with all the happenings at YP. Do follow us on our social media handles.

YCI Program

Chaitanya Kalyanpur: Sr. Manager

Our Hospitality Program in Partnership with Youth Career Initiative(YCI) , Business in the Community (BITC)

For the past 6 years we have successfully partnered with YCI for training & placement in hotels, starting with 5 hotels in Mumbai in 2012 and now we have grown to 55 Hotels in 6 cities, Pune , Goa , Delhi, Jaipur, Bengaluru, and are continuing to grow.

We have emerged as the largest partner worldwide of YCI whose global student placement is 85%.

In 2018 we are planning to extend Yuva Parivartan's Hospitality program to 4 star and 3 star Hotel chains to facilitate the inclusion of less educated, school drop-outs.

We have a large list of successful students placed in jobs in the USA , UK and the Gulf countries besides our member Hotels in India.

Integrated Rural Development Project

Nicola Monteiro: Director

From April 2017, the Integrated Rural Development Project (IRDP) team expanded its operations from Palghar, Gadchiroli and Chandrapur to include three more districts, namely, Nashik, Bhandara and Gondia all in the tribal areas of Maharashtra.

Besides intervening in agriculture, livestock development, women empowerment, KSWA has implemented four large rain water harvesting projects in Wada block, Palghar district, Maharashtra.

In the area of sanitation besides constructing 100 plus low cost household sanitation blocks in Palghar, KSWA has been instrumental in facilitating the construction of 1774 household toilets, converting 112 open defecation spots into toilets and declaring one town, namely, Kurkhedha as Open Defecation Free in Gadchiroli district.

In agriculture and livestock development, the most popular courses are Paddy Cultivation, Poultry Rearing, Vegetable Cultivation and Mason Training. A total of 5000 villagers were trained in all the above mentioned geographical areas.

We are training women farmers with small land holding, in alternate income opportunities through rearing of hens, ducks, geese, goat, cows, birds and fish (pisciculture).

The 3.5 acre Demonstration Farm at Wada, Palghar district is a centre for training of farmers, an incubator for innovation, and

most importantly, a site for educational visits by school and college students. It is also a venue for corporate volunteering opportunities like tree plantation, and an agro tourism destination for families and nature lovers, to spend a day in the sylvan surrounding of village farm.



Conducting social awareness drive to make 12 towns in Gadchiroli open defecation free



A household with its newly built toilet



Inauguration of the water project to make available safe & clean water at Kev, Palghar Maharashtra.



Recharging the water table in Wada, Palghar, Maharashtra

Partnerships at Yuva Parivartan

Deepak Padhi: Manager

Yuva Parivartan - Partnerships is a small team of focused professionals, seeking to provide services to like-minded institutions working in the field of training, skilling, coaching and mentoring. The journey of partnering was introduced to operations way back in 2010.

The flexibility of remoulding the model, brought in refinements and upgradation to the existing operations. In a span of 18 months the partnership team has expanded partner base from 90 to 863 partners and certifications growing to 13700 from a base of 2100 in 2015-16.

The concept of service distribution based on hub and spoke model was appraised and piloted successfully with 7 District Master Partners (DMP) across 7 districts in **Maharashtra, Madhya Pradesh and Chhattisgarh.**

Brand acceptance for Livelihood / Self-Employment: We need support from job providers, corporates, large institutions to value our certifications & training during employment.

Promotional support: We also need to support our partners with mobilisation, marketing and operational challenges like dropouts and lack of infrastructure.

Financial Support: We expect CSR support to leverage the reach of skilling to remotest India, because we strongly believe that the Soul of India still lies in its villages.

Fund Raising

Shivani Mehta: Sr. Director

The Fund Raising team consists of four members led by Senior Director, Shivani Mehta. The team is further split into two divisions - Corporates & Individuals. The team primarily focuses on existing donor relationship management and new donor acquisitions. A new division dedicated to Individual Fund raising was introduced this year to boost support from Individual supporters.

This year the team adopted a sector wise approach for new donor acquisitions. A special focus was given to Foreign Funding Agencies and Wealth Management divisions of Financial Institutions.

The team participated in Daan Utsav celebrations with the "Wish Tree Initiative" at the Macquaire, Mumbai & Alstom, Bangalore offices.

Our financial partnerships have led to large staff volunteering from Bank of Tokyo, Nomura & JP Morgan. Our existing & potential donors are kept abreast of the YP milestones through our newsletter - YP Connect.



Orientation to Mobilisation Activities to Partners



Monitoring of Partner Performance & Think Tank



Setting the stage (L-R) Prabhakar Iyer, Chief Finance Executive, Jaishankar Krishnan, Sr V.P & Chief Executive of Ingram Micro India, Shivani Mehta, Sr. Director, Yuva Parivartan & Mrinalini Kher, Hon. Secy. & Trustee KSWA



Opening the pathway to Livelihood- Ribbon cutting of Thane Livelihood Development Centre by Jaishankar Krishnan, Sr. V.P & Chief Executive Ingram Micro India

NEW INITIATIVES OF 2017-18

kamaai.org - Yuva Parivartan Livelihood Exchange

Rajani Kant: Senior Manager

Target to register 1 Million job seekers

Introducing a new vertical: The kamaai.org is being launched as a portal for job seekers in the blue collared segment looking for an entry into the job market. This portal will be open to all youth, whether they are a part of YP or not. This site will give access to thousands of jobs available in the unorganized sector.

We already have a registry of 44,000 candidates reached through SMS alert.

- In the 1st quarter 1900 youth were placed
- A tie-up with 16 Alliance partners made
- Acquired data of over 22,000 + candidates
- Tie up with 13 MFIs namely - Taj Finance Associate, Banerjee Finance Services, Riyu Finserve, Highbrow Finserve, City Fincorp Services, Riddhi Siddhi Multi Services Pvt Ltd, Aplomb Consultancy And Services Pvt Ltd, Svasti Microfinance Private Limited, Magma Fincorp Ltd, India Infoline Housing Finance Limited, Samasta Microfinance Limited, Eduvanz Financing Pvt. Ltd, Home credit Finance.
- Online mentoring and job preparedness to candidates
- www.kamaai.org is a free open portal for job seekers



Youth Enrolment for Job Mela



Yuva Parivartan Job Mela



Job Mela connecting 50 employers to 3000 job seekers for multi category Livelihoods

E Learning Department- Anytime Anywhere Learning for Anyone (AALA)

Abhijith Shetty: Head

- This is a new department, set up at the end of FY 2017-18. This department has been entrusted with the task of taking our courses to the doorsteps of our beneficiaries by using technology
- We are working on creating Audio/Visual Content for our Livelihood and Skill Development courses. These video and audio tutorials will be launched on a Yuva Parivartan E-Learning Mobile App and would be accessible to Anyone and Everyone from the comfort of their homes..



EMINENT GUESTS

On 12th March, 2018, we had a special visitor. The IMF Deputy Managing Director Mr. Zhang Tao and his team from Washington DC spent over an hour with our students, teachers & senior Management. He was accompanied by Dr. Subir Gokarn, Executive Director IMF and a member of our Advisory Board.

Mr. Tao also distributed certificates to our successful students from Computers, Beautician, Tailoring, Mobile Repairs & Motor Mechanics. Thank you Dr. Subir Gokarn.

In continuation with our theme “#Breaking Barriers Standing Tall”, we had our 4th in the series event in a lovely setting amongst art at the Tao Art Gallery at Worli, Mumbai. Well known actor, stage & TV personality Ms. Dolly Thakore in her inimitable style, compered the show with an eminent panel of chief guests.

Ms. Manisha Girotra, Banker CEO, Moelis & Company, Commodore Ms. Kshamata Bajpai, Air India, who created history by flying an all-women crew flight around the world in 24 hours, visiting several countries. She pilots one of the largest 777 planes and is a role model of excellence and Ms. Avnita Bir, Principal of Podar School, Santacruz who has made her school one of the best schools in Academics & Sports.

Under this series YP’s aim was to bring stories of courage, hard work, innovation, risk taking and fortitude to the youth of YP.

Noted Marathi actor Ms. Chinmayee Sumit was invited to celebrate International Women’s Day. She held an interactive session with over 100 girls participating and eager to ask questions.

Zimmedari Bhoj nahi maug (Responsibility is not a burden, but a good challenge) was organized by the Counselling department.

Famous film personality, Atul Kulkarni, along with volunteers from his NGO, Quest, supported us in the construction of a bund which is now benefiting 225 households in Wada, Palghar, Maharashtra.



Abha Singh with our Yuva Parivartan Staff



IMF Deputy Managing Director Mr. Zhang Tao and Dr. Subir Gokarn, Executive Director IMF at Kherwadi



L-R Ms. Avnita Bir, Director-Principal, R.N Podar School, Ms. Manisha Girotra, CEO, Moelis & Co. and Capt. Kshamata Bajpai, Air India, shared their views in a lively and interesting session moderated by Indian theatre actress and casting director, Ms. Dolly Thakore.



Noted Marathi actress Chinmayee Surve-Raghavan with students & staff of Yuva Parivartan



Atul Kulkarni, famous Indian actor, along with volunteers from his NGO, Quest, participating in a Bund making shramdaan at Wada, Palghar, Maharashtra

EVENTS

Our first book launch: June 22, 2017

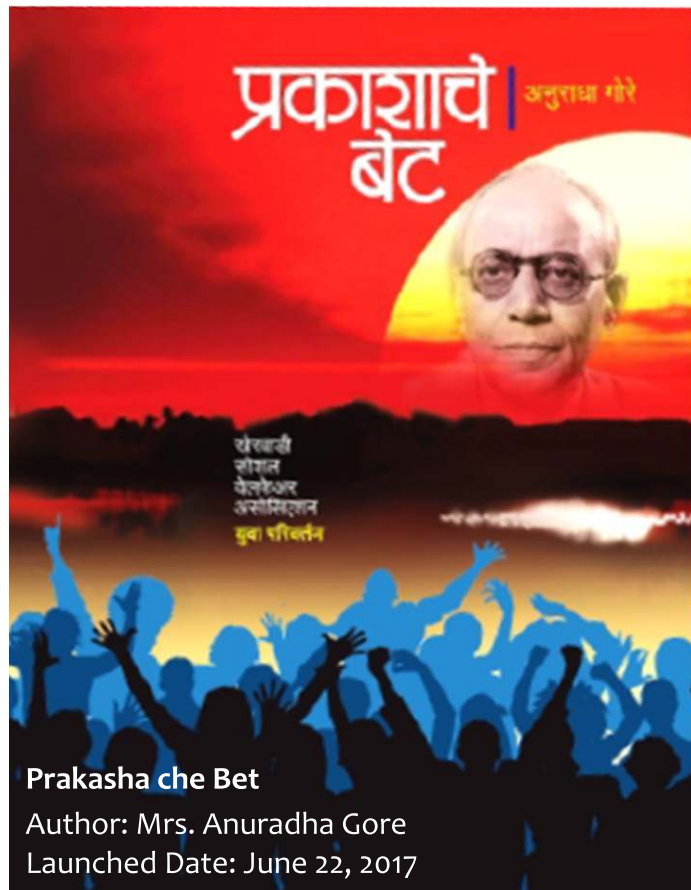
Our first book on the YP case studies over the past 15+ years by the Counselling department was published recently. "Prakasha che Bet" an island of hope written by well known educationist Mrs. Anuradha Gore was published by Granthali publications.

It was launched at a well-designed event by the author Anuradha Gore and TV personality Sashank Kelkar with enactment of a few sad but heart wrenching cases, performed by school students of Parle Tilak Vidyalaya.

Dr Adwait Padhye, a psychiatrist & writer, spoke on mental hygiene & the problems facing the vulnerable youth.

The well known journalist, writer and editor Kumar Ketkar was the Chief Guest. He felt the title was befitting the work of Yuva Parivartan and its vital role in the development sector.

2000 copies of the book were sponsored by Lata & Vithal Palekar who were felicitated by Mr. Shitin Desai.



Prakasha che Bet

Author: Mrs. Anuradha Gore
Launched Date: June 22, 2017



Students from Parle Tilak enacting case studies from the book



Actor Sashank Ketkar being felicitated by Kumar Ketkar, Senior Journalist

Yuva Parivartan Summit

August 22, 2017 at the Grand Salon, Grand Hyatt, Mumbai

The 7th Summit on "Skilling Rural India – The Technology Imperative" was a big success. Thought leaders and experts from the State and Central Government and relevant agencies along with Corporate CEOs, founders of NGOs and dynamic entrepreneurs, discussed and deliberated on the extensive use of modern technology and digital solutions in skill training to ensure scale, access and outreach, along with bringing about ease in delivering content and monitoring results. Dr. R. A. Mashelkar, Chairman National Innovation Foundation, Former Dir. General, CSIR, Amit Chandra, MD, Bain Capital, Manish Kumar, MD-CEO, National Skill Development Corporation, Dr. Amir Ullah Khan, Development Economist & Professor, ISB, Kumar Vivek, Education Specialist, World Bank, B. Ganesh, Founder, SkillTrain Training & Consultancy India Pvt. Ltd., Sonali Mehta Rao, CGO, AwaazDe, Girish Chaturvedi, Netcore Solutions and Mahesh Ranade, CEO, Yuva Parivartan were some of the speakers.



Yuva Parivartan - The 7th Summit on "Skilling Rural India



Yuva Parivartan - The 7th Summit on "Skilling Rural India

Face to Face A Dialogue Series with Dr Vivek Sawant, R Gopalkrishnan & Prof. Anirudha Joshi
December 11, 2017

Under the aegis of our Face to Face A Dialogue –a talk on ‘Digital India for Last Person First’ was organised. The program had eminent speakers Mr. R Gopalkrishnan, Former Director, Tata Sons & several Tata Companies, Mr. Vivek Sawant, MD & CEO, Maharashtra Knowledge Corporation Limited (MKCL) and Prof. Anirudha Joshi, IIT Mumbai , discussing how technology is being leveraged in the social sector to increase its outreach & impact for the 90% population comprising of illiterate, semiliterate, unskilled, semi-skilled, unemployed, partly employed and primarily non-English speaking people living in Tier3 cities and the hinterlands.



Vivek Sawant, MD & CEO, Maharashtra Knowledge Corporation Limited, address at the Face to Face Dialogue



R Gopalkrishnan, Former Director, Tata Sons & several Tata Companies, setting the pace for the evening.

Abhyuday 2017 Festival - Jan 11, 2018

Yuva Parivartan partnered with IIT Bombay for its Abhyuday 2017 program held at IIT Bombay Powai.

Abhyuday is the social body of IIT Bombay with a vision to empower students, taking the mission of social leadership and impact across the nation to drive social change.

Abhyuday encompasses a large spectrum of activities that aims at involving the youth to work towards solving India’s Social problems with a focus on creating a positive impact on the local communities.



Mahesh Ranade, CEO, Yuva Parivartan , interacting with the participating students teams at Abhyuday 2018

The events we participate in:

- Nomura CSR Day
- JPMC Annual Family Day
- Parisar Asha’s Annual seminar on “Skills & Education”
- IIT Rourkee National Social Summit
- Women’s Day Seminar
- Raise Each Other, the CSR wing of Mind Her Biz, a networking platform for women entrepreneurs



Mrinalini Kher, Honorary Secretary & Trustee KSWA, in conversation at the IIT Rourkee National Summit



Mrinalini Kher with the other speakers at Raise Each Other, the CSR wing of Mind Her Biz, program.

STORIES OF HOPE



God helps those, who help themselves and YP believes in supporting them in every possible way!

Name: Kishore Kalmadi

Skill Training: 3 months Retail Sales course

Location & Year: Bandra LDC, 2017

Working at Amazon, Problem Solving department

Meet Kishore Kamadi- a 25 year old, young and hardworking boy, who is now working with the E-commerce giant- AMAZON in the Problem Solving Department.

But there was a time in this boy's life, when he felt low and depressed, harbouring a fear of failure in his heart and sitting at home without a job in his village named, Rampur in Vikramgad, Jawar.

One day, he came to know about YP's Vikas Gram Mantralay Project & got in touch with YP team. In the 3 months training he learnt computer skills and soft skills to give him confidence.

Kishore says, "YP not only helped me to get a job and become self-reliant; it also gave me courage and motivated me enough to accept the life challenge and overcome it. Today I am happy to support my family financially. YP gave me the strength to fly high and became the wind beneath my wings."

Skill training in computers got her a Job!

Name: Ashwini

Skill Training: 3 months Computer course

Location & Year: Ghatkopar LDC, 2017

Working at Swasthya India Foundation in Goregaon

It seems just yesterday when a manager from Yuva Parivartan visited and informed Ashwini about the Livelihood development programs. After some counselling she joined the 3 months computer program. Apart from the program she also attended the Life skills training in Personality Development & English speaking given by the volunteers of JP Morgan Chase (JPMC) at the centre. Slowly Ashwini, the docile house wife saw herself transforming into a young and confident lady. She still remembers how nervous she was when YP arranged her interview at Swasthya India Foundation in Goregaon. Never having stepped out of Ghatkopar she went with her husband for the interview. The rest as they say is history!

Where there is a will... There is a way!

Name: Saziya, Dimple and Mamta

Skill Training: 3 months Retail Sales course

Location & Year: Mankhurd, 2017

Working at Landmark, Parent company Trent

This is a story of 3 good friends - Saziya, Dimple and Mamta, who were wondering what the future had in store for them after their 10th results.

Living in very poor conditions, their parents were clueless about what their daughters could do in the future, what options they had, because they were uneducated and had no exposure. They could barely provide their families with the basic necessities like food and clothing. Planning their children's future was not on their agenda.



In such a scenario, these three girls happened to meet YP's mobilizers and were shown the path ahead. YP introduced them to the retail sales course and soon the three successfully completed the course at YP's Mankhurd Centre. Their course was sponsored by Plan International, India Chapter. AT&T was supporting Plan International in this initiative.

On a successful assessment, these girls were handed over their certificates and were soon placed in "THE LANDMARK STORE"- Parent company – TRENT LTD with YP's support.

Today, all three friends are earning a salary of Rs. 8,500 p.m. plus incentives. Saziya, Dimple and Mamta are all happy and living a life that's full of joy and enthusiasm. The feeling of being financially independent has made them more confident and helped them become optimistic about life.

Now a proud owner of Royal Garage, Nanded, Marathwada, Maharashtra

Name: Shaikh Altaf Shaikh Rafique

Skill Training: 3 months 2 Wheeler Course

Location & Year: Nanded, 2017

Entrepreneur

Thanks to the exposure & learning received in the 2 wheeler course, on job training and the EDP conducted by Yuva Parivartan, today Altaf Shaikh has opened his own small garage unit in Nanded.

After being identified by the R4 operation's team as the right candidate, he received a loan of Rs 20,000 to expand his business from Swiss Philanthropy Foundation.

Apart from the two wheeler skills training, Yuva Parivartan's EDP module provided Altaf the necessary technical guidance to help him make a business plan, do primary research, provide him the necessary financial literacy and soft skills.



YP's Better farming practices helping farmers increase yield & lower costs

Name: Suresh Varluji Choudhari

Aged: 45 years

A resident of village Aandhli, 20 kms from Kurkheda town, Gadchiroli district, he has a 6 acres of agricultural land on which all six family members work using traditional methods of farming. Suresh cultivates paddy and pulses in the kharif and rabbi seasons respectively but due to unproductive practices the yield and income are low.

Suresh was interested in learning about adopting newer and different technologies to cultivate his land. Despite living in the interiors Suresh fortunately met the YP team during one of their training programs for farmers in Pulse Cultivation. Farmers were given classroom orientation followed by practical field training where they were demonstrated seed treatment prior to sowing, preparation and use of organic pesticides and fertilisers for pest and nutrient management.

The YP agriculturist hand held Suresh while he adopted the best practices. Suresh planted gram – a pulse on one acre of land using organic farming methods.

Suresh says that post the YP training and hand holding, his financial inputs into the pulse cultivation decreased while his yields doubled. He harvested 3 quintals of gram vis a vis the previous year's yield of 1.5 quintals.



Case study on Chilly cultivation

Kevadram Modale, a 38 year old farmer is a resident of village Dhanori Heta. The village is situated at a distance of 10 km from Kurkheda town, Gadchiroli district. The villagers grow paddy, pulses, and vegetables like chilly.

For the last few seasons, due to pests and diseases, the chilly production was poor.

It was at this point of time when the morale of many farmers was low, that the YP team started organizing training programs for farmers in a NSDC approved course, namely, Chilly Cultivation. The YP agriculturist promoted zero farming by introducing concepts of organic farming like the preparation and use of Jiva amrut, Tulshi extract, Garlic extract and various homemade recipes to manage chronic diseases like churada-murada affecting the chilly crop.

Kevadram Modale participated in the Chilly Cultivation which had components of another NSDC approved course, namely, Organic Farmer. He planted the chilly saplings at a distance of 30 * 15 in half an acre. He followed all the best practices advised by the YP agriculturist and obtained a 50% increase in yield.



From an untrained painter to an entrepreneur

Meet Askok Somaji Vairagade, aged 45, a resident of a village in Kurkheda block of Gadchiroli district in Maharashtra. Ashok learnt painting informally from his father, and has been in the business of painting houses, like his other family members for the last 15 years.

Coming from a rural background with no formal training in painting, Ashok was finding it difficult to find painting jobs in the town. Urbanization demanded designs, different color combination and finish. Ashok was getting less and less painting work as well as a lower rate for his painting. He met Yuva Parivartan and joined the 12-day NSDC approved Basic Painting course undertaken by an expert trainer from Asian Paints.



The course included both classroom and practical sessions. Post the training, he practiced the learning, and his work improved. He started getting assignments in urban areas, and today he has 5 workers under him, and finishes painting 4 to 5 houses per month.

Ashok is grateful to Yuva Parivartan for his financial prosperity.

From a village belle to a bread earner

Arundhati Tamrav Tharavde, age 25 is a resident of Gram Panchayat Chikhaldokada situated at a distance of 25 km from Kurkheda town, Gadchiroli district. Her father's main occupation is agriculture. Arundhati completed her Graduation and started looking for employment. She wanted to supplement her father's income to support her two siblings.

She then decided to learn an art, a skill. But her village was 25 kms away from Kurkheda town. Being a rural area, there was no regular transport to the town. Arundhati was not alone. There were a number of young women and girls who had completed their education in the village, and we wanting to learn a skill and get employment.

It was at this point of time that Arundhati met the YP team who were organizing training programs for women. A basic sewing NSDC approved course was organized in Arundhati's village. Initially, Arundhati focused on stitching her own clothes, and stitching those of her family members. Today she has started taking orders and earns Rs 200 to Rs 300 per day.



How a Mumbai Couple Is Transforming Lives of the Other 90%

BY TRANSCEND MEMBERS, 25 Jun 2018

Moin Qazi – TRANSCEND Media Service

21 Jun 2018 – When you flick back through history, you will find that a burst of creativity occurs when people start believing that the search for solutions to complex problems has come to an end. This explosion is fate's way of reminding us that there is always something just over the curve of innovation.

As the country continues to face mounting challenges, social entrepreneurs are pairing their ingenuity and knowledge with their passion for bringing lasting solutions to the world's most urgent social challenges and creating a sustainable and more equitable world. They are making visible impact of their ideas in diverse areas, from civic engagement to sanitation, environment, and health; human rights to learning and education and social justice to women's rights.

Unemployment rates in India continue to rise, with youth unemployment registering the greatest increase. According to the Centre for Monitoring Indian Economy (CMIE), there are currently nearly 31 million unemployed Indians looking for jobs. The unemployment rate among youth is almost 13% (4.9% overall), making unemployment one of the most challenging issues. Several civil society players are supplementing their efforts to address the problem, including an enterprising couple from Mumbai, Kishor Kher and his wife Mrinalini, founders of Yuva Parivartan. The couple is working with school and college dropouts, in both villages and urban slums, to train them in vocational skills, thus, enabling them to gain employment. However, the Kher's impact is not limited to the youth they are training. In fact, in the process of doing so, they are nurturing grass-roots social entrepreneurship so that these barefoot professionals take control of their own lives and steer their path out of poverty and hopelessness.



Mr. and Mrs. Kher

Yuva Parivartan (YP) was started by the couple as they wanted to establish an exclusive organisation that focused on helping the youth attain the skills required to gain employment, thus making sure their financial futures were secure. The movement was formally launched in February 2003 by former President Dr APJ Abdul Kalam.

However, the Kher's have a long history of volunteerism in their blood. In 1928, Kishor Kher's grandfather, BG Kher, the first Premier of the Bombay Province formed a voluntary group called the Kherwadi Social Welfare Association aimed to address the appalling living conditions of families in what is now Bandra East.

In the early 90s, Kishor's social chromosomes fired his imagination to do something useful. That vision had been years in the making. He was always stirred desire to do more with his life and more for others. When his own enterprising wife Mrinalini, herself finely honed in the social mould and an academically

Mumbai Couple Transforming the lives of the other 90% by Moin Kazi , Transcend – A Network For Peace Development Environment & a platform for exclusive analysis, research and policy comment on local and global affairs without commercial or profit means or objectives.

Uri girls thank Yuva Parivartan for holding skill development courses

RISING KASHMIR NEWS

Srinagar: A group of girls hailing from Uri area of north Kashmir's Baramulla district lauded the efforts of Yuva Parivartan (YP), a non-governmental organisation for promoting skill development among youth.

The girls who took training of various skill development courses under YP have now been able to earn their livelihood for themselves and also for others. The NGO has also held a number of skill development programmes under Khaira Wadi Association (part of YP).

“It was only because of Yuva Parivartan that we were able to start our own livelihood centres of various crafts,” they said.

These girls include Jabeena Bano, Tahira Bano, Nowreen Bano, Sefkat Bano all hailing from Uri.

Pertinently, Yuva Parivartan is one of the largest NGOs in India which is providing livelihood to the underprivileged youth especially in Kashmir.

It has been imparting skill based training to youth to enable them to create job opportunities for themselves.

Uri Girls thank Yuva Parivartan for holding skill development courses- Rising Kashmir, Srinagar



MID DAY
17 January

Yuva Parivartan is an initiative by the Kherwadi Social Welfare Association that aims to employ 1 million

Here's how this NGO Transforms lives in India, Jagran New Media (JNM), the online arm for Jagran Prakashan Limited (JPL), one of the leading digital media platforms in the country.

Is 'Skills India' losing steam?

TANYA THOMAS



New avenues KSWA's Livelihood Development Centre in Maharashtra's Godchiroli district imparts vocational training in varied areas PAUL NORONHA

Training partners don't get government funds as it's hard to establish that jobs have been created. They would rather tap donations or go the CSR way, writes Tanya Thomas

For Kishor Kher, founder and president of the Mumbai-based NGO Kherwadi Social Welfare Association (KSWA), it does not pay to work with the government. Quite literally. KSWA runs skill development workshops – called Yuva Parivartan – for school and college dropouts in 18 States. The NGO used to sometimes bid for government tenders to conduct these programmes as part of the Skill India mission.

“Two to three years ago, we trained 6,000-7,000 students a year in collaboration with the National Skill Development Council [NSDC],” he said. “Now, we take on fewer than 1,000 students a year.”

“It's not that the programme or the curriculum is bad, just that there it becomes very difficult for us to collect payments from the government,” said Kher. If a centre ties up with NSDC, the skills ministry reimburses the centre the costs involved in getting together a batch of students and training them in a list of pre-approved skills. But the costs are reimbursed only if the partner can prove that a course graduate has earned a job.

Is 'Skills India' losing steam?

By Tanya Thomas, Hindu Businessline.com

PEOPLE BEHIND YUVA PARIVARTAN

Kherwadi Social Welfare Association is managed by the Trustees and Members of the Executive Council. The Executive Council was elected for a three –year term from 2015-2018.

Meetings

The Executive Council met 4 times last year, once in each quarter & the AGM was held on 27th September 2017.

The day-to-day Management of KSWA and Yuva Parivartan is handled by the President and Hon. Secretary, and supported by a Core Team of experienced Senior Management Staff, Consultants and Volunteers led by the CEO – Mahesh Ranade.

Trustees Names	Position on Board	Area of Competence	Meetings
Kishor Kher	President & Trustee	Strategic & Operative	4/4
D. K. Kamwal	Trustee & Hon Treasurer	Finance	0/4 till Sept 2017
S.K. Palekar	Trustee	Management & Academics	2/4
Girish Pikale	Trustee	Advocate	2/4
Mrinalini Kher	Trustee & Hon. Secretary	NGO Management & Social Work	4/4

EXECUTIVE COUNCIL	COOPTED
Totaram Bhilwara	Rajendra Buswala
Radheshyam Chauhan	Kailash Bhilwara
Pratap Bagdi	Bhupinder Diama
Mamchand Diama	
Babulal Chetiwal	SPECIAL INVITEE
Ramswaroop Chetiwal	Devraj Khare
Om Prakash Chawla	
Bhagirath Chetiwal	

D. K. Kamwal, a long standing Trustee of KSWA since 1990, expressed his desire to resign as he is unable to attend the meetings. His resignation was accepted on 15th September 2017 at a special meeting of the Trustees.

A new Trustee will be selected at the next AGM in September 2018.

KSWA lost one of its most ardent supporters and one of the senior Life Member Shri Totaram Bhilwara on 12th February, 2018. He passed away in his native village in Rajasthan. Well respected and loved by all, his devotion to Late Shri Balasaheb Kher was unwavering. All of us at KSWA will miss him dearly and pray for his soul. A minute's silence was observed in his memory at the March meeting of the Executive Council.

ADVISORY BOARD MEMBERS

Dr. R.A. Mashelkar	Former Dir General, CSIR, Chairman National Innovation Council
Ashok M. Advani	Chairman, Blue Star Ltd.
Nagesh Alai	Company Director
Sanjeev Bhikchandani	Founder- Naukri.com
Ashank Desai	Founder & Chairman, MASTEK
Shitin Desai	Co-Director & Former Vice Chairman, DSP Merrill Lynch
Anand Desai	Managing Partner DSK Legal
Dr. Ashok Ganguly	Chairman ABP Pvt Ltd. & MoP
Nelum P. Gidwani	Company Director
Dr. Subir Gokarn	Executive Director, IMF
R. Gopalkrishnan	Ex Director Tata Sons
Rani A. Jadhav IAS (Rtd.)	Former Chairperson-Mumbai Port Trust
Dr. Hasit Joshipura	Head Corporate Centre & Member, Executive Management Committee, L&T
Prof. J. B. Joshi	Former Director, ICT and Educational Consultant
Eknath A. Kshirsagar	Company Director

Sharad M. Kulkarni	Company Director
Kishore Mariwala	Member, Governing Council – Marico Innovation Foundation
Ireena Vittal	Company Director

We welcome R. Gopalkrishnan, Ex. Director Tata Sons to the Advisory Board. An experienced management guru, ex Hindustan Lever and Tata Sons, he is a prolific writer and an engaging speaker on varied subjects. His counsel and advice will be valuable to YP.

AUDITORS

M/s. Sharat Shanbag & Co, Vagdevi, 369-B, SB Marg, Mahim, Mumbai-400 016.

ACCREDITATIONS

We are certified by Credibility Alliance and Quality Council of India (QCI) and have an ISO 9001:2015. We also have the FCRA and 80G Certifications of the Govt of India. We are partner of National Skill Development Corporation (NSDC) Guide Star & Charities Aid Foundation, India.

IDENTITY

Kherwadi Social Welfare Association was started in 1928 in Bandra East to work for the community living in the marshes of Bandra East.

- It was registered in 1954-55
- Society's Registration Act XXI of 1860 Certificate. No.3144 dated 9th January 1955.
- Bombay Public Trust 1950 Certificate No. F-419 (Bom) dated 27th April 1955
- FCRA Registration dated 30th June 2000 Certificate No.083780733
- PAN NO.AAATM 552F
- TAN NO. MUMK11725 A
- 35 AC discontinued 2017

NAME & ADDRESS OF BANKERS

State Bank of India, Govt Colony Br, Bandra East, Mumbai-400 051
 ICICI Bank Ltd. L. J. Road, Mahim, Mumbai-400 016
 Canara Bank –MIG colony Bandra East Mumbai
 Yes Bank Ltd. Ground Flr Bengal Chemical Bldg, S. Veer Savarkar Marg, Prabhadevi, Mumbai-25
 Kotak Mahindra Bank – Gayatri Apt, L. J. Road Mahim West Mumbai-400 016

Staff Details As on 31st March 2018

Slabs For Monthly Salary / Contractual Fees	Male	Female	Total
Less than 5000	0	0	0
5001 - 10000	226	109	335
10001 - 25000	119	52	171
25001 - 50000	34	17	51
50001 - 100000	16	1	17
100001 & Above	2	2	4
Total	397	181	578
Part Time Facilitators	45	157	202
Total Employees Strength	442	338	780
Highest paid full time regular staff (March 2018)	Rs. 26,22,000/- PER ANNUM		
Lowest paid full time regular staff (March 2018)	Rs. 96,000/- PER ANNUM		
Cost of International Travel :	NIL		
Remuneration to Trustee, Board Members :	NIL		

Relationship: Mrinalini Kher, Trustee & Hon Secretary is wife of Kishor Kher, Trustee & President.

ACKNOWLEDGEMENTS

The Annual Report gives an opportunity to acknowledge and thank all the people who have been associated with KSWA & YP and supported us financially, guided us in our innovations, mentored our staff and senior management and believed in the mission of Yuva Parivartan throughout the year.

Our Advisory Board Members are special for the interest they take in our work and progress. Their counsel and advice is invaluable. Thank you Dr. Mashelkar and all the distinguished members. We also thank Ashok Advani, E. A. Kshirsagar for hosting the meetings.

We are grateful to our legal advisors who are valuable for their pro bono support. Mr. S. N. Inamdar, Mr. Mukesh Vashi, Mr. Girish Pikale and Mr. Anand Desai.

Chartered Accountants: Who are our supporters. Sandeep Shrikhande, Mr. Atul Shahade and Mr. E. A. Kshirsagar for their guidance.

Donors & Supporters: Ashok Advani, Sujata and Vasant Manohar, Lata & Vithal Palekar, Mahendra Sanghi, Ramesh Dadhich from Ahmedabad, Dina & Shitin Desai, Suresh Talwar, Neela & Chandrakant Bhale, Pune, Hormuz Mama, Prof. J.B. Joshi, Ravindra Thosar, E.A. & Minal Kshirsagar, Dr. Vijaya Puneekar, K.C. Narang, Sunita Bajaj, Veena Gidwani, Blue Star, S.D. Corporation, Tega Industries, Shitin Desai, and many other generous friends.

Trust & Foundations: Madgavkar Trust, Lions Club of Juhu, Swadi Charitable Trust, Lioness Club of Khar, Dadar Bhagini Samaj, Diamond Jubilee Trust, Essar Foundation, Glenmark, ION Foundation, Mastek Foundation, Pirojsha Godrej Foundation.

We value the volunteering spirit of participation in the activities of YP, or getting involved in coaching our students, working side by side with masons to help construct toilets and helping the Swaccha Bharat Abhiyan, preparing vermin compost and nursery plants at our model farm, painting the toilets and planting 1000 trees and helping our staff at Wada.

Volunteers from Nomura, J.P. Morgan, Bank of Tokyo, Accenture, Bank of America ML and Motilal Oswal, students from the following colleges: SIES, IIT Powai, ICFAI, Lokmanya Tilak, Whistling Woods Ltd, Chetna, GNIMS, Hinduja, R. D. National College, helped us actively.

We work with organization: Connect for, i Volunteer, who send us individual volunteers.

We are grateful to our consultants and advisors for their support in the organization development of our senior and middle management and support to YP's growth.

- Dolon Ghosh for her untiring supervision of our Balwadi.
- Veena Gidwani & Neeraj Agarwal for Marcom
- Mr. Jagdish Acharya Ex. Asian Paints, Satish Jamdar, S.K. Palekar, Suresh Kumar (GSK) AV Suresh (Eureka Forbes) for mentoring senior management.
- Mr. Pranay Jaiswal (Redexcell) Mohan Kamath & Kalpen

Shukla, Skill Mart.

- We acknowledge the presence of distinguished visitors, we had the fortune to receive and felicitate at Kherwadi and at our events in Mumbai.
- Prof. Kanan Moudgalya, Prof. Satyajit Kulkarni Uday Mehta of IITB, to introduce "spoken tutorials to reach the unreached".
- The team Saarthi from Zee Media.
- Mr. Vivek Sawant MD-MKCL, Prof. Anirudh Joshi IITB and Mr. G. Gopalkrishnan at our event in YB Chavan Centre Mumbai.
- Mr. Sanjay Gupta & his team at Direction software for their support in maintaining our website.

Thank you Dr. R. A. Mashelkar, Amit Chandra – Bain Capital, Prof Dr. Amirullah Khan ,ISB, Girish Chaturvedi, Netcore Solutions, Sonali Mehta ,Awaaz de, B. Ganesh ,Skill Train & Mr. Mahesh Ranade ,CEO, Yuva Parivartan, for making the 7th Summit a grand success.

Mr. Ardeshir Vakil Poet, writer and teacher Cambridge

Dr. Subir Gokarn, member of our Advisory Board spoke to our senior management on preparing for the next decade.

Mr. Zhang HuiFeng Head, Corporate Sustainability, Asia Pacific, HSBC spent a few hours, getting acquainted with YP.

Mr. Gopalkrishnan familiarised with senior management, guiding us on the principle of how to manage growth and leadership.

Mr. E. A. Kshirsagar for guiding us in financial management.

We remain grateful & thankful to Zhang Tao Dy. MD IMF & Andreas Bauer, IMF Senior Resident Representative for India, Nepal, and Bhutan for visiting Yuva Parivartan. We are thankful to Dr Subir Gokarn, who helped to bring this about.

Thank you, Chinmayee Raghuvan, actor & social activist, for taking time out to address the students of Yuva Parivartan.

Appreciate the time taken out by Abha Singh, well known lawyer, activist and former Post Master General to visit Yuva Parivartan.

We offer our deepest condolence to the family of Shri Krishnanath P. Medhekar, IPS, who was a trustee of KSWA, for twelve long years from 1995.

Shri K.P. Medhekar passed away on September 24, 2017, at the age of 91 years. He was the first Director General of Police, Maharashtra and served with distinction in the Intelligence Bureau in Bhutan, Arunachal Pradesh and New Delhi, serving under three Prime Ministers.

We bow to his memory and for his contribution to KSWA and Yuva Parivartan in its early founding years.

OUR SPONSORS

S.No.	Corporate	Areas of Sponsorship
1	Air India Express Ltd	Livelihood Trainings through Village Camps in Puari Khurd, Varanasi
2	Ammada Trust	IRDP Water project in Wada, Palghar
3	Axis Bank Foundation	Livelihood Trainings through Centres & Village Camps in Marathwada & Vidarbha
4	Bank Of America	Livelihood Trainings through Centres & Village Camps Centres - Bhiwandi, Kalyan, Khopoli, Palghar & Pune in Maharashtra. Jabalpur in Madhya Pradesh, Jaipur in Rajasthan, Bareilly in Uttar Pradesh & Bangalore in Karnataka. Village Camps in Pune, Nashik & Raigad Districts in Maharashtra, Chhatisgarh & Madhya Pradesh, UP, Bihar & Rajasthan
5	Blue Cross Laboratories Pvt. Ltd.	Livelihood trainings through Centres for the Nursing Assistant program in Nasik & Bandra
6	Blue Star Ltd	Event sponsorship
7	Bombay Gow Rakshak Trust	The Goshala/ Cattle Shelter project in Wada
8	Capgemini	Livelihood Trainings through Centres in Mumbai (Mankhurd) & Pune (Bhosari)
9	Charities Aid Foundation India	Livelihood Trainings through Centres in Kalyan & Bhiwandi, Maharashtra
10	FieldFresh Foods Private Limited	Livelihood Trainings through Centre in Nashik
11	HDB Financial Services	Livelihood Trainings through Centres in Indore, Madhya Pradesh & Raipur & Bilai, Chattishgarh
12	HSBC Bank Ltd	IRDP Sanitation project in Gadchiroli
13	HSBC - Swadesh Foundation	Livelihood Trainings through Centres in Jahangirpuri, Rohini & Govindpuri in Delhi
14	Ingram Micro India Private Limited	Livelihood Trainings through Centres in Thane, Maharashtra
15	JM Financial Foundation	Livelihood Trainings through Village Camps in Mokhada
16	J.P. Morgan	Livelihood Trainings through Centres & Village Camps Centres - Bandra, Ghatkopar, Bhandup, Kinavali, Nagpur, Wardha, Hinganghat, Gondia, Bhandara, Akot Village Camps in Mumbai, Thane, Palghar, Nagpur, Wardha, Hinganghat, Gondia, Bhandara & Akot
17	Kishore Mariwala	Livelihood Trainings through Centres in Alibag & Zirad, Maharashtra
18	LBW (Australia) Ltd.	Livelihood Trainings through Centres in Indore, Madhya Pradesh & Ahmedabad, Gujarat
19	Macquarie Group	Livelihood Trainings through Centres and Village Camps in Adilabad, Telengana
20	Mahindra & Mahindra farm equipment	Livelihood Trainings through Centre in Kandivali, Mumbai
21	Mercer Consulting (India) Private Limited	Livelihood Trainings for youth in Mumbai
22	Motilal Oswal Securities	Livelihood Trainings through Village Camps in Nagpura, near Raipur
23	Mukul Madhav Foundation	IRDP Sanitation project for Wada
24	Nalanda Charitable Foundation	Livelihood Trainings through Centres & Village Camps in Bihar
25	Nomura Services India Pvt. Ltd.	Livelihood Trainings through Centres at Patna and Khagaul
26	Plan India	Livelihood Trainings of youth in Retail, BPO courses in Mumbai & Pune
27	Rallis India Ltd.	IRDP project in Wada, Palghar
28	Sir Dorabjee Tata Trust	Livelihood Trainings through Village Camps in Gadchiroli
29	Swiss Philanthropy Foundation	Livelihood Trainings through Centres in Wada, Chakan, Malwani & Bandra in Maharashtra
30	Time & Talents Club	IRDP Water & Sanitation Project
31	Tobaccowala Foundation	Model Farm - Wada, Palghar
32	UPL	Event sponsorship
33	Vedika Bhandarkar	IRDP Water project in Wada, Palghar
34	YCI	Training youth in hospitality programs for Livelihoods

SCHEDULE-VIII

[Vide Rule 17(1)]

Name of the Public Trust : **THE KHERWADI SOCIAL WELFARE ASSOCIATION**

Balance Sheet of the Public Trust as at 31st March 2018

FUNDS AND LIABILITIES	Sche dule	Rupees		PROPERTY AND ASSETS	Sche dule	Rupees	
Trust Funds or Corpus :- Balance as per last Balance Sheet Adjustment during the year	I		11,90,544	Fixed Assets :- (At WDV) - Balance as per last Balance Sheet Additions during the year Less: Sales during the year Depreciation for the year	V	2,30,94,167 64,68,109 - 30,21,369	2,65,40,907
Other Earmarked Funds:- (Created under the provisions of the trust)	II			Investments :- (At Cost)	VI		20,80,201
Depreciation Fund		-		Current Assets	VII		
Sinking Fund		-		Deposit (Assets)		19,86,661	
Reserve Fund		13,965		Sundry Debtors		2,06,99,183	
Any Other Fund		10,63,447	10,77,412	Advances		52,27,525	
Loans (Secured or unsecured)				Cash and Bank Balance		2,21,90,776	5,01,04,145
From trustee							
From others							
Liabilities :-	III		5,11,26,359				
Income and Expenditure Account -	IV		2,53,30,938				
Total			7,87,25,253	Total			7,87,25,253

Schedules referred to herein form an integral part of the Balance Sheet.

The above Balance Sheet to the best of our belief contains a true account of the Funds and Liabilities and of the Property and Assets of the Trust

AS PER OUR REPORT OF EVEN DATE

**FOR M/S SHARAT SHANBAG & CO
CHARTERED ACCOUNTANTS**

FOR KHERWADI SOCIAL WELFARE ASSOCIATION

Shanbag

SHARAT S. SHANBAG
PROPRIETOR
MEMBERSHIP NO. 35096

PLACE :- MUMBAI
DATED:- 17th Sept, 2018



Trustee

Trustee

Trustee

Trustee



SCHEDULE-IX
[Vide Rule 17 (1)]

Name of the Public Trust : **THE KHERWADI SOCIAL WELFARE ASSOCIATION**
Income and Expenditure Account of the Public Trust for the year ended 31st March 2018

EXPENDITURE	Schedule	Rupees	Rupees	INCOME	Schedule	Rupees	Rupees
To Expenditure in respect of properties				By Rent			
Rates, taxes, cess (Property Tax)		1,47,470		By Interest/ Dividend Income-	IX	37,41,975	
Repairs and Maintenance				On Securities			
Property Expenses Consultancy Fees		14,501		On Loans			
Insurance				On Bank Account			
Depreciation (by way of provision of adjustment)			1,61,971	By Donations in Cash or Kind	X	11,51,08,397	
Less: Adjustment against deferred income		-		By Income from other sources	XI	12,21,91,631	24,10,42,003
Other Expenses				(in details as far as possible)			
To Legal & Professional Expenses				By Corpus Fund Utilised during the year			3,00,00,000
Legal Charges				By Building Fund utilised during the year			12,67,300
To Contribution and Fees							
(paid to Public Administration Fund)				By Deficit C/O. to Balance Sheet			
To Depreciation		30,21,371					
Less: Adjustment against deferred income			30,21,371				
To Contribution to Charity Commissioner							
To Expenditure on Objects of the Trust-							
(A) Religious							
(B) Educational							
(C) Medical Relief							
(D) Relief of Poverty							
(E) Other Charitable Objects	VIII	26,86,56,725	26,86,56,725				
To Surplus C/O. to Balance Sheet			4,69,236				
Total			27,23,09,303	Total			27,23,09,303

The Schedules referred to above form an integral part of the Income and Expenditure Account

AS PER OUR REPORT OF EVEN DATE

FOR M/S SHARAT SHANBAG & CO
CHARTERED ACCOUNTANTS

Shanbag

SHARAT S. SHANBAG
PROPRIETOR
MEMBERSHIP NO. 35096

PLACE :- MUMBAI
DATED :- 15th Sep, 2018



FOR KHERWADI SOCIAL WELFARE ASSOCIATION

Shanbag *Shanbag*

Trustee

Trustee



Kherwadi Social Welfare Association

Receipts and Payments account for the year ended 31st March,2018(Foreign Contribution)

Particulars	Amount Rs.	Amount Rs.
Opening Cash & Bank Balances		90,40,370
Receipts:		
Income from Operation :		
Grants & Donations Received	9,06,45,935	
Interest on Fixed deposit and Saving account	6,81,560	9,13,27,495
Investments :		
Withdrawal of Fixed Deposit		1,13,05,000
Total Amount Rs.		11,16,72,865
Payments:		
Current Liabilities :		
Paid to Employees	5,82,89,376	
Taxes Paid	32,09,363	
Paid to Sundry Creditors	2,47,70,068	8,62,68,807
Deposits :		
Deposit paid to premises owners	90,000	90,000
Loans & Advances :		
Advances Issued to Staff	1,09,67,725	
Tax Deducted at source	26,404	
Loan given to Staff	90,000	
		1,10,84,129
Expenses :		
Bank Charges	7,000	
Conveyance Expenses	24,000	
Electricity Charges	57,380	
Examination Charges	5,20,424	
Mobilisation Expenses	2,500	
Office & Sundry Expenses	3,75,173	
Profession Fees	31,000	
Rent,Rate&Taxes	29,500	
Salary & Wages	12,400	
Staff Incentive	3,76,835	
Staff Welfare Expenses	96,845	
Travelling , Boarding & Lodging Expenses	1,14,867	
Consultancy	2,500	16,50,424
Closing Bank Balance		1,25,79,506
Total Amount Rs.		11,16,72,865

AS PER OUR REPORT OF EVEN DATE
FOR M/S SHARAT SHANBAG & CO.
CHARTERED ACCOUNTANTS

KHERWADI SOCIAL WELFARE ASSOCIATION

SHARAT S. SHANBAG
PROPRIETOR
MEMBERSHIP NO. 35096

PLACE : MUMBAI
DATE : 17th Sept 2018



TRUSTEE

TRUSTEE



COURSES WE OFFER

Training In Chillies Cultivation	Training in Paddy Farming	Floriculturist (Mogra Cultivation)
Training as Organic Grower	Training In Vermicompost producer RPL	Goat Farming
Small Poultry Farmer	Piggery Farmer	Beekeeper
Citrus Fruit Grower	Dairy Worker	Nursery Worker
Boutique Manager	Fashion Designing	Advance Tailoring
Bag Making	Motor Mechanic	Two Wheeler Repairing
Sales Consultant	Motor Rewinding	Tally
Mehendi	Advanced Beautician	Wireman
Helper Mason	RAC	Computer Hardware
Chocolate Making and Cake Making	Jwellery Making	Micro Knitting
Paper Plate and drona Making	Nursing Assistant	Medical Laboratory Technician
X-ray Technician	Operating Theatre Technician	Male Ward Boy
Herbal Medicine	Yoga	Healthcare Multipurpose Worker
Fire & Safety	Basic Beautician	Spoken English
Communication Skills & Personality Development	Financial Literacy & Mobile Banking	Data Entry Operator
Basic Computer	DTP	Retail Sale
Unarmed Security Guard	Gym Instructor	Mobile Repairing
Customer Care Executive (Call Center)	Mobile Software	Basic tailoring

DEEP IMPACT OF WATER PROJECTS

Yp's Integrated Rural Development Program (IRDP) Initiative Recharging the Water Table for water scarce Villages

Water project in Sonale:

Holding capacity of reservoir –Surface Water (in litres)
Recharging capacity-direct impact on water table(in litres)
Total cost (INR)
Project completed in
Households Impacted

68, 00, 000
90, 00, 000
24, 33,267
3 months
225



Pre bund construction site in Sonale



Sonale Bund post monsoon

Water project in Joshi Pada (Gram Panchayat-Kalambhe)

Holding capacity of reservoir –Surface Water (in litres)
Recharging capacity-direct impact on water table(in litres)
Total cost (INR)
Project completed in
Households Impacted

270, 00, 000
500, 00, 000
3, 19, 000
1 month
27



Bund with open vents



Open well in summer

2 Bunds/Dams constructed by Yuva Parivartan across the main stream help to increase the local water table. Now 252 households have access to water daily in Sonale & Joshi Pada villages in Wada Block, Palghar district of Maharashtra.

Direct Impact: Increase in the ground water table with water in the local well. Now the households have access to water daily leading to better sanitation, health & livelihoods.

Launching a portal for entry level jobs
kamaai.org



kamaai.org

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Give a Missed Call For
FREE
Registration

 **1800220020**



Kherwadi Social Welfare Association

Parishramalaya, Teen Bangla Road, Kherwadi, Bandra (E), Mumbai 400 051

022 26474381/9189/5359

www.yuvaparivartan.org