

Yuva Parivartan Academy

Proposed Building



TOWARDS
CHANGING
A MILLION
LIVES

Paraplegic Friendly
Rainwater Harvesting
Indigenous Tree

Solar Panel for Clean Energy
Senior Citizen Rest & Recreation
Waste Water Recycling



Kherwadi Social Welfare Association
Parishramalaya, Teen Bangla Road, Kherwadi, Bandra (E), Mumbai 400 051
26474381/9189/5359
www.yuvaparivartan.org

61st Annual Report 2015-2016

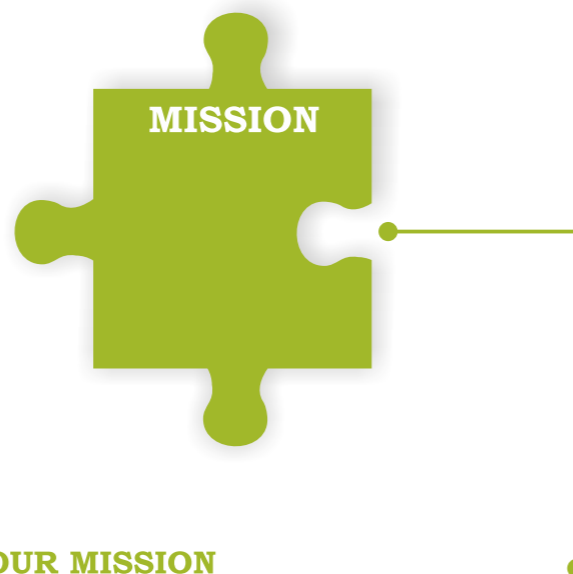
KHERWADI SOCIAL WELFARE ASSOCIATION



VISION & MISSION

OUR VISION

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



OUR MISSION

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

FOREWORD

Margaret Mead, the American cultural anthropologist famously said “Never doubt that a small group of thoughtful committed citizens can change the world; indeed, it’s the only thing that ever has.”

Skill Development has been and will be one of the key drivers of the evolution of India as the Skills Capital of the world. Enough has been said and written about India’s possible Demographic Dividend. But a relatively ignored and hugely challenging aspect of skilling is mainstreaming the ‘out-of-school youth’. This segment includes 300+ million youth – those who have never attended school or who have dropped out before completing school. Team Yuva Parivartan is the “small group of committed people”, pushing the boundaries to bring about this change.

While this commitment and passion has made Yuva Parivartan into one of the largest social sector enterprises training more than 1,00,000 youth every year, passion alone cannot create a successful, large-scale and impactful model that will take Yuva Parivartan to its vision of taking 1 million youth through the virtuous circle of Skills, Inclusion, Literacy and Livelihood. The challenge of building scale needs to be addressed using the building blocks of “People”, “Processes” and “Technology”.

The year that went by, and the year ahead will see a focused effort in REINVENTING the organisation by building the People, Processes and Technology capabilities within Yuva Parivartan, which will form the bedrock of an organisation ready to take the next leap.

I am very happy to share with you that we have undertaken a very innovative initiative to train every team member of Yuva Parivartan. Unlike most training programs which are undertaken in a classroom setup, our “On-the-Job Training” involves partnering with the best of organisations in the respective functional areas. Yuva Parivartan associates “shadow”, or follow their counterparts in these partner organisations on the field, over a period of time - soaking in the best practices, resolving to use them in their day to day lives, and developing strategies on institutionalising these “best practices”. Early feedback from our Operations Team that shadowed the Sales Teams of Marico has been extremely encouraging. Each department at Yuva Parivartan is taking up the initiative, with support from HR, to have their staff undergo a similar experience over the coming year.

A focused initiative has been taken to streamline, strengthen and digitize the processes that associates and functional teams use to engage with other stakeholders in and outside the organisation to pursue their business goals. Multiple initiatives, such as a mobile based app to monitor the efforts of the operations team, partnership, etc. are underway. Processes across functional departments are being mapped to arrive at optimum process solutions of system design that can then be digitized. This will lead to greater speed, efficiency & professionalism.





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Technology will be at the forefront of Yuva Parivartan's scaling up. Several pilots using e-learning have been conducted across our LDCs and Camps over the last year. Early results are encouraging, though a lot more needs to be done to come up with a model that can be replicated across geographies. "YP Next" is being envisaged as an initiative that will drive technology enabled skill development at Yuva Parivartan. Several other initiatives such as the Yuva Parivartan Livelihood Exchange and Blended Learning Modules are at various stages of development.

The journey of "reinventing" ourselves will have its share of challenges. Similar to the often quoted story of the rebirth of the eagle, to be "reborn" at forty, the eagle must retreat to its nest on a mountain top, first knock off and then regrow its beak, then pluck out and regrow its talons and, finally, pluck out and regrow its feathers, a process that takes 150 days. Thus renewed, the eagle can take its "flight of rebirth" and go on to live another thirty years.

Sharpening these three important aspects - People, Processes and Technology, and building renewed capabilities will make Yuva Parivartan effective in achieving scale. As Yuva Parivartan readies its "flight of rebirth", to drive change through this critical period of our evolution, we count on the continued support of every associate partner, donor and well wisher.

Yours in service

Kishor Kher
President & Trustee

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INTRODUCTION

Kherwadi Social Welfare Association (KSWA) presents its 61st Annual Report to all its stakeholders in Bandra East, city of Mumbai and across the state of Maharashtra and 16 States throughout the country.

Kherwadi Social Welfare Association was founded in 1928 by the late Shri B.G. Kher, then Premier of Bombay Province and later Chief Minister of Bombay State. We the members of the Association are proud of our founder who laid the foundation of a culture based in selfless service, integrity and focused development of the underprivileged.

After 88 years of continued service in the field of Education, Health, Community Welfare and Income Generation, KSWA has taken the dream of its founders from Kherwadi, a suburb of Mumbai in Bandra East to the rest of the country.

Yuva Parivartan, its Flagship project has made KSWA one of the largest NGO in the country in the field of Skill Development. Our vision and mission to give a second chance to socially and economically challenged youth, has enabled us to help over 5,00,000 youth over the last 18 years.

YUVA PARIVARTAN IN 2015-16

- Provided skill training to 1,07,103 young women and men
- Provided placements, jobs, created self-employment opportunities and transformed their lives
- Provided training through six models of delivery

YUVA PARIVARTAN LIVELIHOOD REPORT 2015-16

49 LIVELIHOOD DEVELOPMENT CENTRES | 27 COMMUNITY CENTRES AROUND LDC

YOUTH TRAINED 25066

2874 MOBILE LIVELIHOOD DEVELOPMENT PROGRAMMES CONDUCTED

YOUTH TRAINED 75035

135 PARTNERSHIPS

YOUTH TRAINED 2283

NATIONAL URBAN LIVELIHOOD MISSION (NULM)

YOUTH TRAINED 624

MULTI DIMENSIONAL TRAINING & EMPLOYMENT (MDTE)

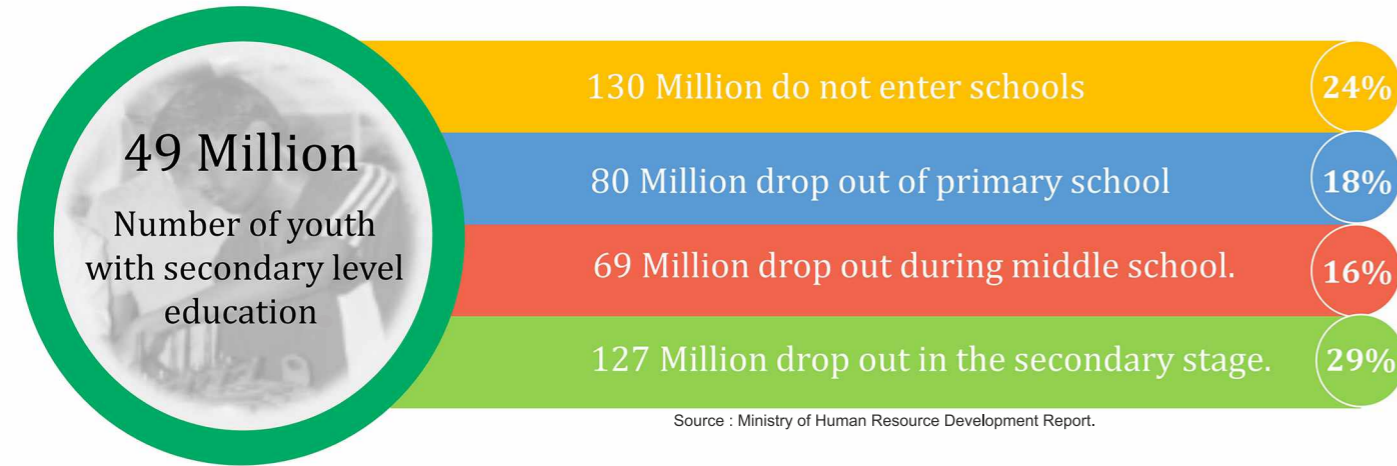
YOUTH TRAINED 1867

INTEGRATED RURAL DEVELOPMENT PROGRAM (IRDP)

YOUTH TRAINED 2404

ABOUT YUVA PARIVARTAN

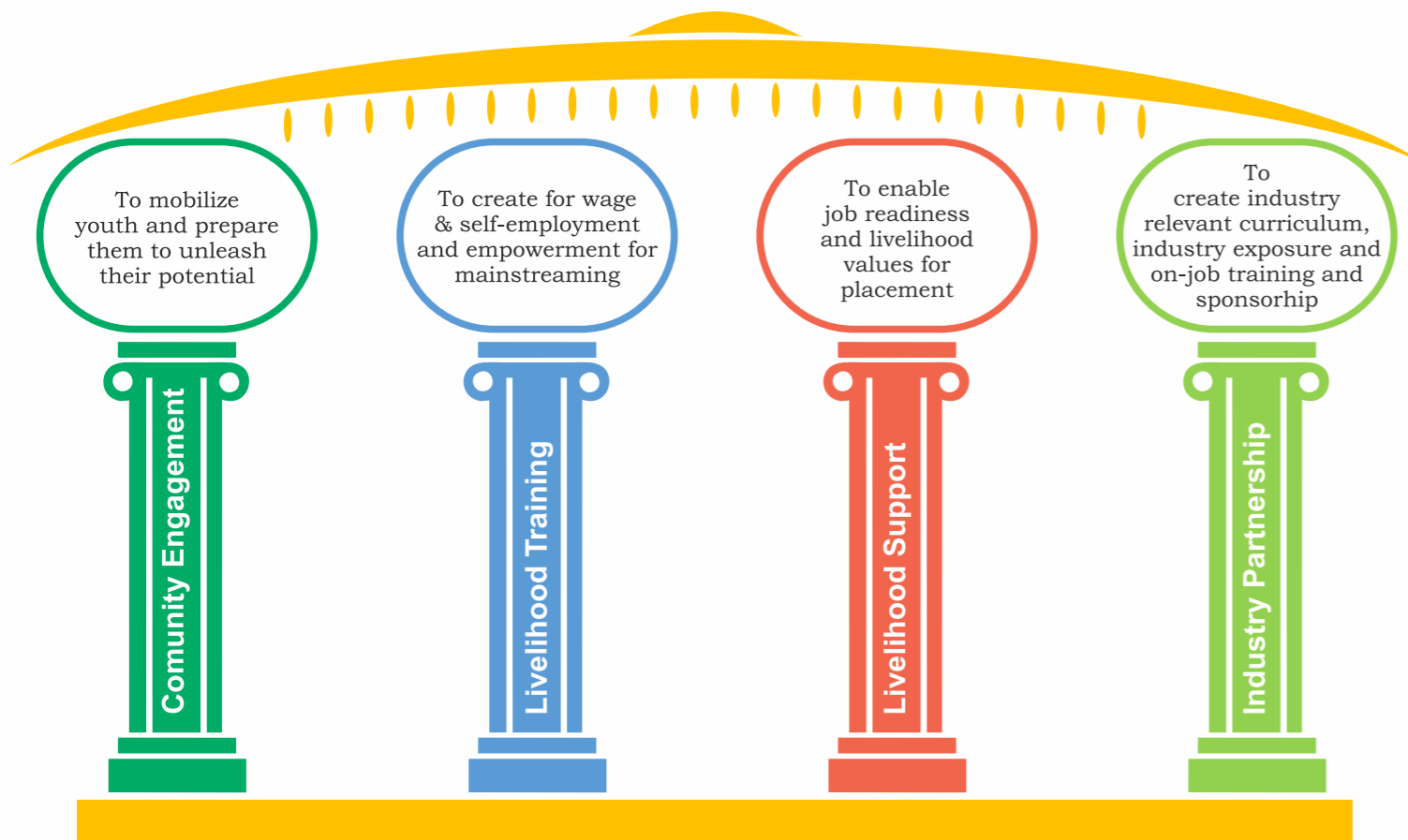
INDIA YOUTH DEMOGRAPHICS



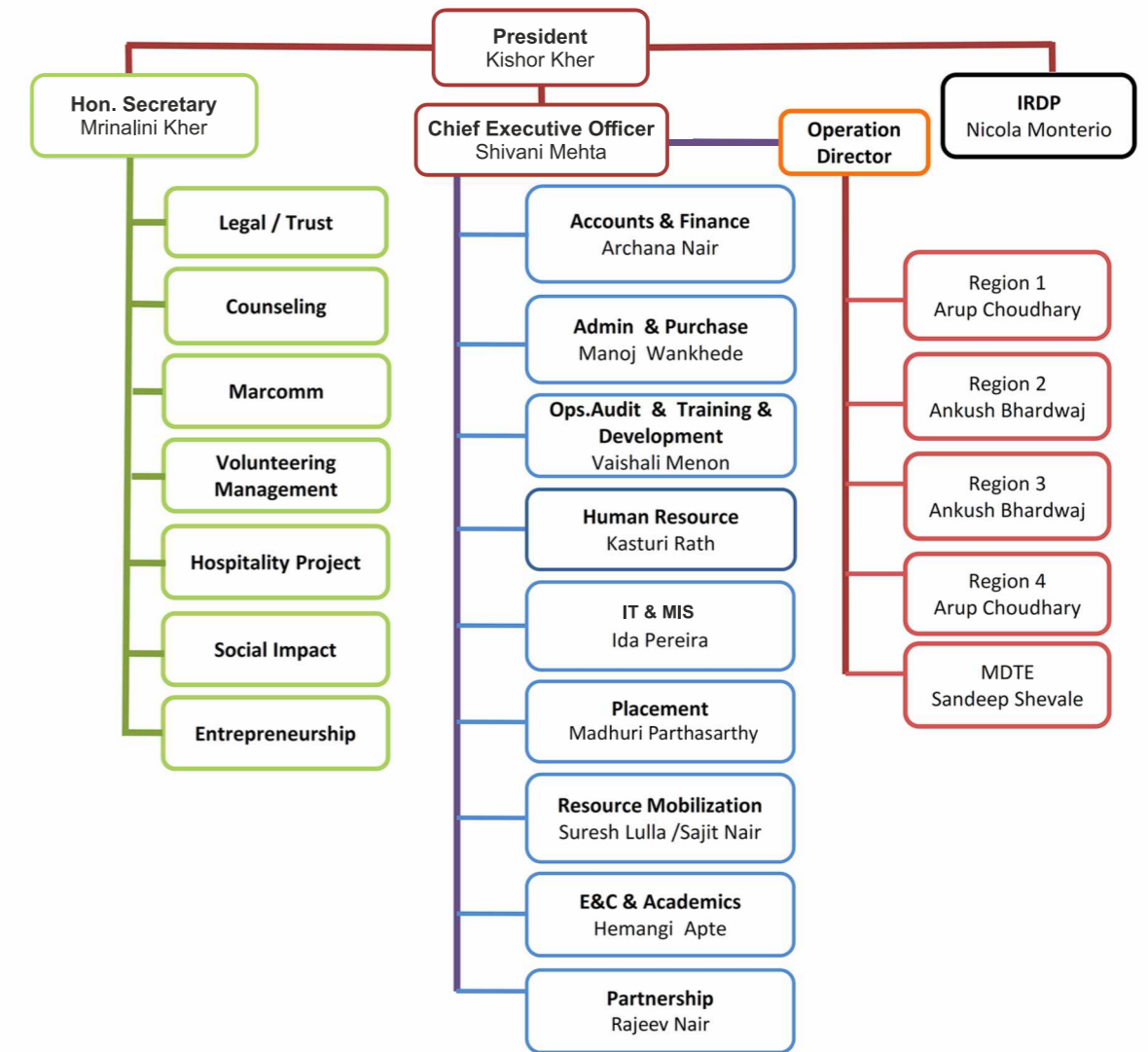
The Youth in India :
A 'Demographic Disaster' or a 'Demographic Dividend'
There are 430 million youth in India aged between 16 – 24 years.

Only 49 million of 430 million youth in India aged between 16 – 24 years achieve secondary level education. We aim at creating an ecosystem that would support the livelihood of the remaining 381 million youth.

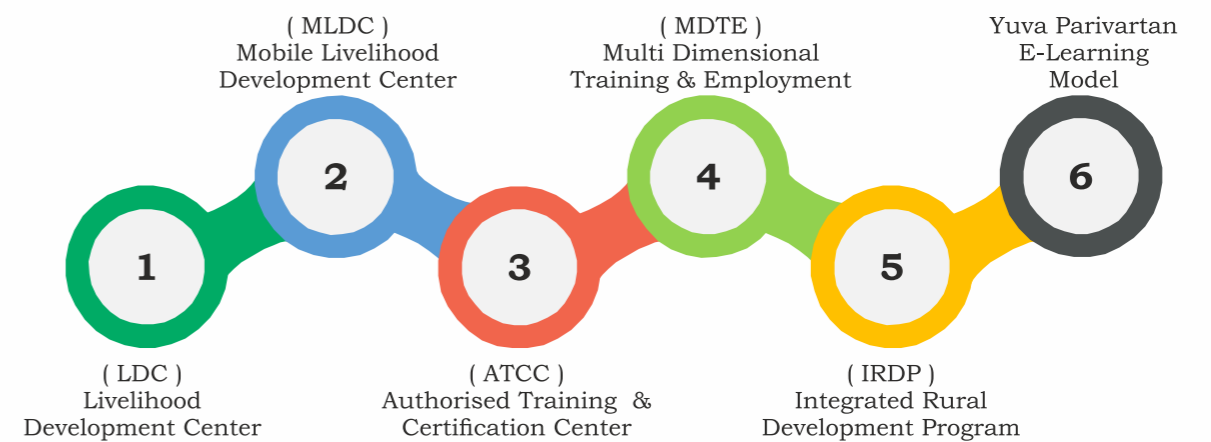
FOUR PILLARS OF THE YUVA PARIVARTAN MODEL



YUVA PARIVARTAN ORGANIZATION STRUCTURE

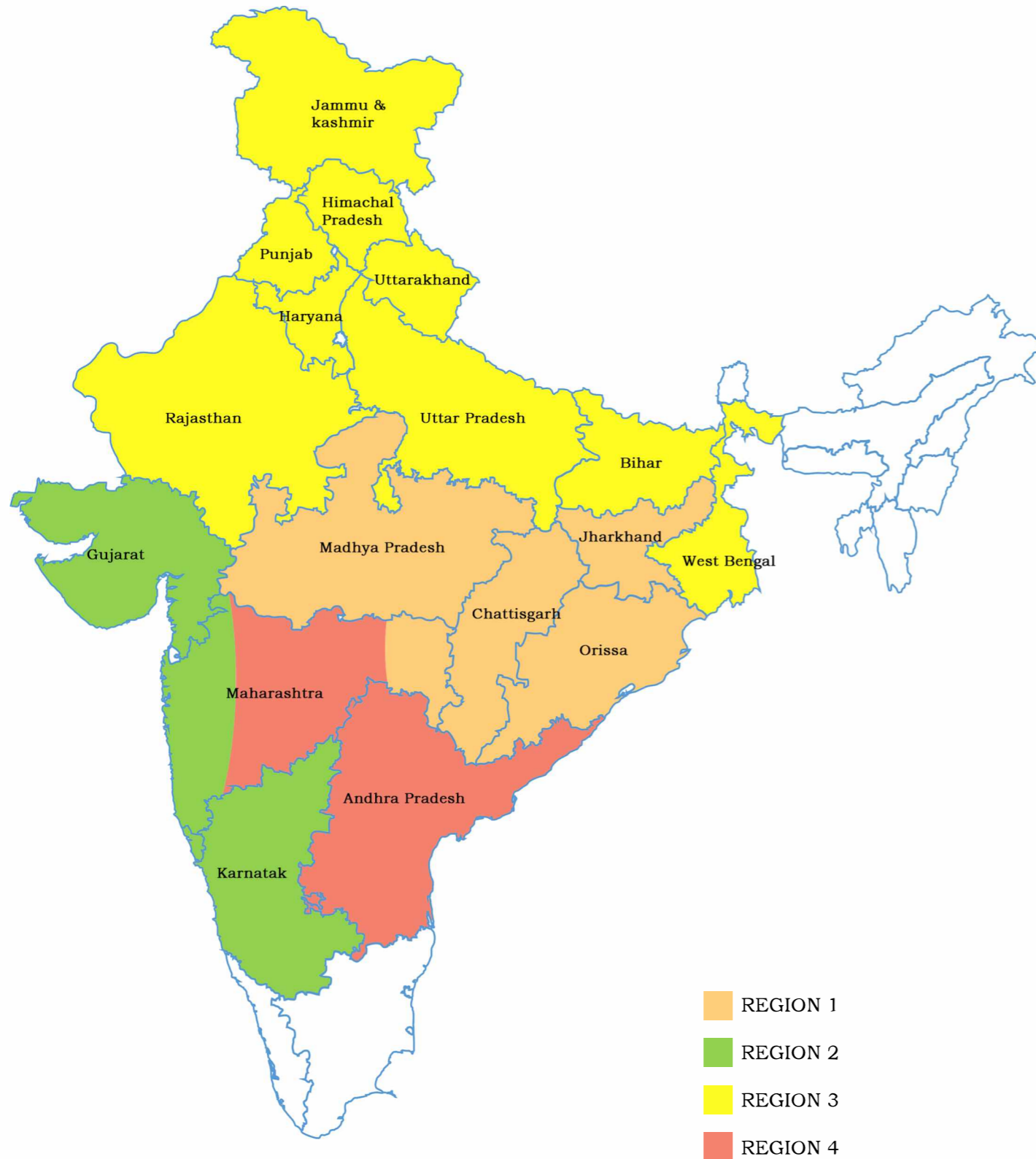


YUVA PARIVARTAN DELIVERY MODEL



The operation team has 446 members working across 17 states working in the six models of delivery. They work from urban, rural and tribal regions continuously working for the betterment of the deprived youth and dropouts of the region.

YUVA PARIVARTAN REACH



- REGION 1
- REGION 2
- REGION 3
- REGION 4

REGION 1

Orissa, Chattisgarh, Madhya Pradesh, Jharkhand, Eastern Maharashtra (Vidarbha)

35 Districts Covered

Staff under LDC:	125
Area Managers:	10
MLDC Coordinators:	46
MLDC Leaders:	175
Courses Conducted:	23

REGION 2

Maharashtra, Gujarat & Karnataka

16 Districts Covered

Staff under LDC:	186
Area Managers:	4
MLDC Coordinators:	18
MLDC Leaders:	30
Courses Conducted:	23

REGION 3

Uttar Pradesh, Haryana, Bihar, Jammu & Kashmir, Punjab & Rajasthan

75 Districts Covered

Staff under LDC:	60
Area Managers:	10
MLDC Coordinators:	150
MLDC Leaders:	900
Courses Conducted :	20

REGION 4

Andhra Pradesh & Maharashtra

10 Districts Covered

Staff under LDC:	112
Area Managers:	03
MLDC Coordinators:	15
MLDC Leaders:	64
Courses Conducted:	20





OPERATIONS

- Training of Area Managers and Facilitators
- Grassroots-level community mobilisation
- Presence in 136 Districts across 17 States
- Provided livelihood training to 75,035 youth through the camp model
- Provided livelihood training to 25,066 youth through the LDC model

FUTURE PLANS

- Identifying potential new areas using logical framework analysis
- Enhancing implementation of projects with the help of industry best practices
- Redefining Standard Operating Procedures to adapt to the dynamic livelihood scenario
- Enhancing operational effectiveness through OJTs and training modules with our partners



ACADEMICS

- Developed courses, handbooks, manuals, translations in two languages, trained facilitators & developed student notes
- Aligned courses to NSDC curriculum
- Upgraded the courses according to Sector Skill Council standards
- Research & Development for new and aspirational courses for boys & girls
- Developed question banks for all courses



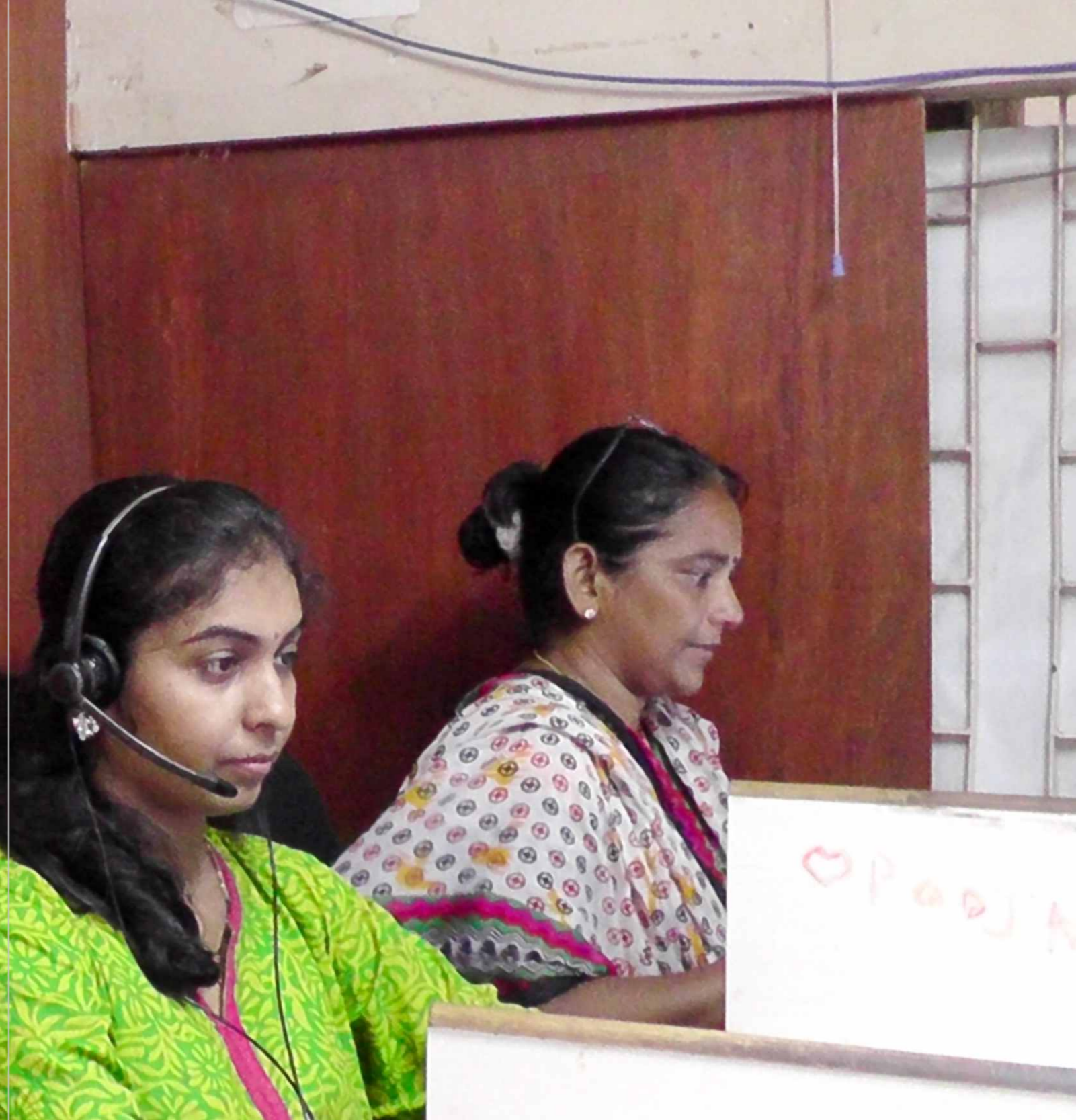
FUTURE PLANS

- To implement Academic Audit
- To get 25 courses approved by NSDC
- To upgrade 25 courses and translate them into regional languages
- To train teachers by NSDC Standards



PLACEMENTS & LIVELIHOODS

- Registered & Maintained a database of employers & vacancies
- Assisted in placing jobseekers
- 2 Telecallers coordinated & facilitated placements
- 2 Social workers provided assistance
- Networked with NGO & CBO's



FUTURE PLANS

- Capacity Building & Training
- Job Counselling



Operation Audit Team

OPERATIONS AUDIT

- Conducted Financial & Operational audit PAN India
- Ensured standard process & quality implementation PAN India
- Implemented feedback mechanism in operations on areas of improvement

FUTURE PLANS

- To introduce Audit Application
- To use technology for Reporting & Analysis



Hospitality Team

HOSPITALITY

- Hospitality Training Initiative in support with YCI
- Six months' apprenticeship in 22 'Five Star hotels'
- Presence in Mumbai, New Delhi & Gurgaon
- Two YCI Coordinators
- Placed 222 youth

FUTURE PLANS

- To take YCI to Pune & Goa
- To add more hotels in Mumbai & Delhi
- To add more staff & tie-ups with NGOs & CBOs





ACCOUNTS & FINANCE

- Collected, processed & communicated financial information
- Team of 11, one each at Nagpur & Delhi
- Restructured software
- Generated MIS related data
- Undertook efficient financial & statutory audit
- Provided internal training of team.

FUTURE PLANS

- To monitor donor budget at regular intervals
- To provide intensive training to staff for informative reporting and capacity building
- To provide professional course certification to accounting team
- To implement automation of accounting processes

HUMAN RESOURCES

- Completed conversion of over 18,000 documents into e-files
- Agile 7 advanced HRMS system installed for efficient service delivery
- Improved employee exit process
- Enhanced degree of data security & its repository
- Introduced Health Security & PPF for team members

FUTURE PLANS

- Upgradation of systems on job training, short term skill enhancement and robust automation
- Use new HRMS platform and co-ordinate with Operations & Finance team for better support





IT & MIS

IRIS (Integrated Reporting Information System) It is a Centralised Repository System in KSWA for maintaining student information online PAN India.

- Trained & coordinated with centers
- Effectively monitored and controlled of data
- Generated reports & analysis
- Effectively maintained of in-house servers and tracked of IT Assets



FUTURE PLANS

- Ensuring a single robust system across the organization for tracking student information online
- To move from manual to a complete automated process for smooth functioning



SOCIAL IMPACT & MONITORING

- Impact study and survey conducted with more than 5000 youth
- Findings 30% of youth in livelihood activities, 8% in wage employment and 22% in self-employment
- Findings 87% contributing to the family and 13% are chief wage earners in the family

FUTURE PLANS

- To enlarge study to 8000 youth and identify the areas of improvement
- Conduct impact survey every 3 month & 6 months
- Understand the aspirations & challenges of dropouts

ADMIN & PURCHASE

- Processed 98% requisitions of all the regions and Head Office in a week
- Tagged all assets of LDC & community centers with codes

FUTURE PLANS

- Decentralizing of distribution of Camp Kits, Admission forms etc. at regional offices
- Converting all Admin & Purchase processes into IT oriented system





INTEGRATED RURAL DEVELOPMENT PROGRAM

- Serviced 40 gram panchayats in 80 Villages
- Catered to 20,000 rural households in tribal districts namely Palghar & Gadchiroli in Maharashtra
- Conducted training programs on Agro-based themes ranging from vegetable cultivation to floriculture, animal care & street food
- Roof top rain water harvesting in Water Management done

FUTURE PLANS

- To develop 12 agro-based courses for approval from NSDC
- TO focus on water harvesting

MULTI DIMENSIONAL TRAINING & EMPLOYMENT

Projects Completed:

- Swarnajayanti Gram Swarojgar Yojana Project II (SGSY-SP-II)
- Project coordinated and monitored by National Institute of Rural Development & Panchayat Raj (NIRD PR)
- National Urban Livelihood Mission (NULM)
- Tata Chemical

FUTURE PLANS:

- To have a presence across the nation
- To implement Govt. skilling in major states
- To increase the share corporate training to serve the needs of BPL youth and to meet CSR objectives





PARTNERSHIP

- Expanded Partnership to Pune, Raipur & Lucknow
- Certifications to 2283 youth through 135 Partners PAN India
- Build a strong team of Area Managers and Co-ordinators



CERTIFICATION THROUGH PARTNERSHIP - 2015-16

OUR TOP 3 PARTNERS:
 SALAM BOMBAY FOUNDATION | ARYA EDUCATION | AWESOME MOBILE REPAIRING

RESOURCE MOBILISATION

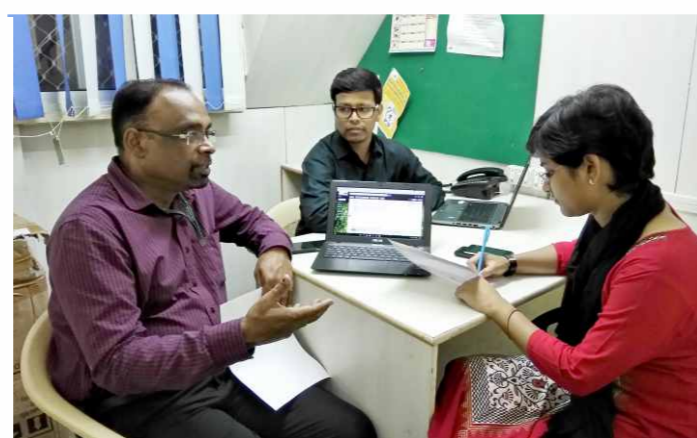


- Donor Management and reporting of successful implementation of CSR objectives
- Interacted with 33 large & small donor partners
- Facilitated employee engagement with staff & students

FUTURE PLANS

- To reach out and bring in more Corporates CSR programme into livelihood
- To improve reporting processes

NAME OF COMPANY	AREA OF SPONSORSHIP
Axis Bank Foundation	Marathwada & Vidharbha Maharashtra
LTPCT	Bandra Center, Mumbai, Maharashtra
Mahindra Farm Equipment	Kandivali Center, Maharashtra
HSBC	Delhi Center, Prison project in Delhi, Camps Uttar Pradesh, Bihar, Rajasthan, Uttarkhand, Jammu & Kashmir
Bank of America	Centers in - Khopoli, Kalyan, Palghar, Bhiwandi, Chakan, Tadiwala, Sambhalpur, Jaipur, Bareilly, Anantnag & Camps in - Pune, Nashik, Raigad district, Chhattisgarh, Madhya Pradesh, Jammu & Kashmir, Uttar Pradesh, Rajasthan
Vikas Trust	Alibaug & Zirad Center Maharashtra
LBW Trust	Chakan, Jaipur & Indore center (Up, Rajasthan & MP)
Charity Aid Foundation India - Accenture	Kalyan, Chakan, Jaipur, Lucknow & Indore
ABC Consultants	Jaipur, Chakan & Wada Center & Camps in Rajasthan, West Bengal & Jammu & Kashmir
Nalanda Capital	2 Centers Khagaul & Nasirganj
Cap Gemini	Ghatkopar, Bhosari Pune, Mankhurd
Tobaccowala Foundation	Model farm - Wada Maharashtra
JM Financials	Bandra Center, Maharashtra
S D Corporation	Tardeo Center, Maharashtra
NM Wadia Trust	Camps Maharashtra
Bombay Gowrakshak Trust	Wada, Maharashtra
Underwater Services Company Limited	Camps Maharashtra
Sharda Agro	Camps Rajasthan
India Infoline	IRDP Wada, Maharashtra
Peerbhoy & Jairajbhoy	IRDP Wada, Maharashtra
Godrej Pirojsha Foundation	IRDP Wada, Maharashtra
British Gas	Pune 2 Centers (Tadiwala & Wadgao Sheri), Mumbai center & Camps in Maharashtra
HT Parekh Foundation	3 Raipur Centers
SDTT	Gadchiroli project
Ador Consultant	Marathon Sponsors
Mastek Foundation	
Glenmark Pharmaceutical Ltd.	
JP Morgan	Bandra, Kalwa, Ghatkopar, Bhandup
Nomura	Chandivali & Vikhroli
Swiss Philanthropy	Bandra, Chakan, Wada, Malwani
Ratnakar Bank	Indore, Ahmedabad, Jaipur
Yes Bank	Delhi
Eicher Group Foundation	Mumbai, Bangalore, Chennai, Patna, Bhubaneshwar, Indore, Mysore & Jaipur



VOLUNTEERS

KSWA & YP IS SUPPORTED BY:

Trusts: N.M. Wadia Charities, CSD Adenwalla Trust, LBW Trust Sydney, Sir Dorabjee Tata Trust, Madgavkar Trust, Vikas Trust, Charities Aid Foundation India, Bank of America Charitable Foundation, Godrej Foundation, Ammada Trust, Bombay Goraksha Trust, Toabaccowala Foundation & Times & Talent Club.

VOLUNTEERS & EMPLOYEE ENGAGEMENTS AT KSWA

- Ms. Dolon Ghosh for the little children of the Balwadi
- Mr. Anil D'sa and Mr. Pradyuman Das of Mastek
- Mr. Pankaj Mehrotra & Mr. Sanjeev Nayyar of GSK as Pulse Volunteer for 4 months
- Ms. Noreen Lal for English
- Staff from HUL & Ms. Bhauma Iyer
- Prof Lajwanti Naidu and Ms. Anna Alaman of Open Eyes for support to the YES Bank Tourism course
- GSK Orange Day
- Individual volunteers - Nippun Jain, Tanvi Kadukar, Bakul Gadiya & Kirti Shahane
- Volunteers from Accenture, JP Morgan Chase, Crisil, British Gas & Nomura enriched YP by giving quality time and their expertise in capacity building of staff and students
- The volunteers have assisted & supported in film making, placements, counselling, workshops for YP students in Accounts & Finance etc
- Fellows from India Fellows & YES Foundation, Mr. Naveen Undamtla, Pallavi Kulkarni & Dharmendra Gupta
- Support of I Volunteer and connect for volunteers Ms. Akansha Kedia and Dev Dharia
- Ms Annie Patyk, Arya Singh, Elizabeth Levi & Isatu Malekani, undergraduate students of North Eastern University for feasibility report on e-learning platform
- Mr. Felix Bevins of Empyrean Research & Prof. Sara of North Eastern University Boston USA
- Mr. Shashank Shah, Mumbai for his involvement in food for education to Kashmir migrants in Bandra East
- A Big thank you to all the wonderful volunteers, not mentioned, but continue to give their time for KSWA & YP



SUCCESS STORIES



Anjana Halde



Faizan Khan



Harsh Matal



Sunita Paswan

Anjana Halde, 38 Years, Tailoring

I was diagnosed with polio when I was 3 years. My father took care of me. He got sick and then died while I was begging for money for his treatment. Leaving my younger sister in my care. It was during this time that I came across Yuva Parivartan's Tailoring program. The teacher & the social worker went out of their way to train me despite me being handicapped. The best thing that Yuva Parivartan gave me was dignity, because my customers now don't give me clothes because I am a handicapped, but because they see that I am a good tailor.

Faizan Khan, 21 Years, Mobile Repairing

There is no earning member in my family. I wanted to study but was often involved with odd menial jobs because of which I failed in 10th standard. On many days I slept on a hungry stomach spending long nights unable to sleep. A social worker from Yuva Parivartan informed me about the Mobile Repairing course. It was a God sent opportunity for me to get my life back on track. Today I am a trainer myself for this course and earn a decent salary. I can go to sleep without hunger pangs and so does my family.

Harsh Matal, 22 Years, Nursing Assistant

My father is a street sweeper. I was working as a compounder and had a fascination for the Healthcare sector. People made fun of me when I joined the male nursing course. They said it was a girl's course and no one will give me 'izzat'. But my teachers said that would 'izzat' come only when I would realize my dreams. Thanks to them & Yuva Parivartan, I have got a job as a nurse in Cooper Hospital. My father couldn't be prouder of me and those who ridiculed me are the ones who are inquiring more about this course!

Sunita Paswan, 37 Years, Beautician

I wanted to support my husband & family and provide a better education to my children. The turning point came when I went to the Ration shop to get provisions for Rs. 1500/-. The ration shop owner who was a family friend said, 'Behenji, paise agle mahin dena. Aap woh Yuva Parivartan ka Beautician course karon aur aapke ghar se hi kaam chalaon.' Today, I am a proud mother of 3 children and more importantly I am a contributing member of society. It is difficult to describe what the support of Yuva Parivartan means to me.

"Sometimes it's the smallest decisions that can change your life forever".



Vanita Dubey



Javed Ansari



Surekha Vanve



Shahbaz Khan

Vanita Dubey, 31 Years, Beautician

Everyday my husband used to come home drunk and hit me. When this continued for a while, my parents insisted me that leave him and come back home along with my children. Then YP representatives visited me and told me about the Beautician course. It has been an year since I have completed the course and I now work as a teacher and earn around Rs. 6000 per month. I feel more confident about myself and am able to provide for my children's education and family.

Javed Ansari, 26 Years, Mobile Repairing

I got to know about Yuva Parivartan and visited their center to enquire about the Mobile Repairing Course. Now I have gained knowledge about mobile repairing to the extent that I can repair any mobile. My mother feels very proud that I am successfully leading my life on my own.

Surekha Vanve, 24 Years, Nursing

My father was a daily wage worker and we were facing a lot of financial instability. In one of the counseling sessions organized by Yuva Parivartan, I got their pamphlet and decided to visit one of their centers. I joined their course for Nursing Assistant for 9 months. I now earn Rs. 5000 per month. My parents are happy and proud because I am able to contribute to the family income.

Shahbaz Khan, 22 Years, Wireman & AC

Working as a wage labour my father earns Rs 7,000 per month and runs a family of 6 members. During mobilisation programmes by Yuva Parivartan I came to know about the courses they run at LDCs. I decided to join the Wireman+AC course and I completed the course successfully. I got an opportunity to join Yuva Parivartan as a Social Worker. Now I provide a helping hand to my father and earn around Rs 8,000 per month.

PEOPLE BEHIND YUVA PARIVARTAN

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

MEETINGS

The Executive Council met 4 times last year, once in each quarter & the AGM was held on 30th September, 2015.

The day-to-day Management of KSWA and Yuva Parivartan is managed by the President and Hon. Secretary, and supported by a core team of experienced senior management staff, consultants and volunteers led by the CEO, Ms. Shivani Mehta.

<u>Trustees Name</u>	<u>Position on Board</u>	<u>Area of Competence</u>	<u>Meetings Attended</u>
Mr. Kishor Kher	President & Trustee	Strategic & Operative Mgmt.	4/4
Mr. D. K.Kamwal	Trustee & Hon. Treasurer	Finance	0/4
Mr. S. K. Palekar	Trustee	Management & Academics	2/4
Mr. Girish Pikale	Trustee	Advocate	2/4
Ms. Mrinalini Kher	Trustee & Hon. Secretary	NGO Mgmt. & Social Work	4/4

EXECUTIVE COUNCIL

Mr. Totaram Bhilwara
Mr. Radheshyam Chauhan
Mr. Pratap Bagdi
Mr. Mamchand Diama
Mr. Babulal Chetiwal
Mr. Ramswaroop Chetiwal
Mr. Om Prakash Chawla
Mr. Bhagirath Chetiwal

COOPTED

Mr. Rajendra Buswala
Mr. Kailash Bhilwara
Mr. Bhupinder Diama

SPECIAL INVITEE

Mr. Devraj Khare

ADVISORY BOARD MEMBERS

Dr. R.A. Mashelkar	Former Dir General, CSIR, Chairman National Innovation Council
Mr. Ashok M. Advani	Chairman, Blue Star Ltd.
Mr. Nagesh Alai	Group Chairman FCB Ulka
Mr. Sanjeev Bhikchandani	Founder- Naukri.com
Mr. Ashank Desai	Founder & Chairman, MASTEK
Mr. Shitin Desai	Co-Director & Former Vice Chairman, DSP Merrill Lynch
Mr. Anand Desai	Managing Partner, DSK Legal
Dr. Ashok Ganguly	Chairman ABP Pvt Ltd.
Mr. Nelum P. Gidwani	Company Director
Dr. Subir Gokarn	Executive Director, IMF
Ms. Rani A. Jadhav IAS (Rtd.)	Former Chairperson-Mumbai Port Trust
Dr. Hasit Joshipura	Head Corporate Center & Member, Executive Management Committee, L&T
Prof. J. B. Joshi	Former Director, ICT and Educational Consultant
Mr. Eknath A. Kshirsagar	Company Director
Mr. Sharad M. Kulkarni	Company Director
Mr. Kishore Mariwala	Member, Governing Council – Marico Innovation Foundation
Ms. Ireena Vittal	Company Director

AUDITORS

M/s. Sharat Shanbag & Co, Bake House Lane, 2nd Floor, Fort, Mumbai-400 001

ACCREDITATIONS

We are certified by Credibility Alliance and Quality Council of India (QCI) and have an ISO 9001:2008. We also have the FCRA, 80G and 35 AC 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 8th 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 5552F
- TAN NO. MUMK11725 A
- 35 AC up till 2018

NAME & ADDRESS OF BANKERS

- Axis Bank td. Bandra Kurla Complex, Mumbai-400 051
- State Bank of India, Govt Colony Br. Bandra East, Mumbai-400 051
- ICICI Bank Ltd. Bandra Kurla Complex , Mumbai-400 051
- ICICI Bank Ltd. 91, Lady Jamshedji Road, Mahim, Mumbai-400 016
- ICICI Bank, Hallmark Plaza, Bandra € Mumbai-400 051
- ICICI Bank Ltd. Sayani Road, Prabhadevi, Mumbai-400 025
- Yes Bank, Part Ground Floor, Bengal Chemicals Bldg, Swatantra Veer Savarkar Marg, Prabhadevi, Mumbai-400 025
- Bank of India, Main Branch, M.G. Road, Fort, Mumbai-400 001
- Ratnakar Bank Ltd. No.006, Ground Floor, Galaxy Arcade, Mumbai-400 057
- Canara Bank, MIG Colony, Bandra East, Mumbai-400 051

STAFF DETAILS AS ON 31 MARCH 2016

Slabs for Monthly Salary/ Contractual fees	Male	Female	Total
Less than 5000	1	7	8
5001 - 10000	125	65	190
10001 - 25000	90	43	133
25001 - 50000	24	4	28
50001 - 100000	5	4	9
100001 & Above	0	1	1
Total	245	124	369

Part Time Facilitators: 83 Males / 232 Females

Highest paid full time regular staff : Rs.1,80,000/- p.a

Lowest paid full time regular staff : Rs.60,000/- p.a

ACKNOWLEDGEMENTS

The President, Trustees and Members of the Executive Council wish to thank all friends and well wishers of Kherwadi Social Welfare Association & Yuva Parivartan for helping to make Yuva Parivartan one of the largest skill development NGOs in the sphere of providing skill training in the country

To Mention a few:-

- Dr. R.A. Mashelkar – Chairman of the Advisory Board and the members, who have provided encouragement and guidance
- Legal luminaries like Mr. Mukesh Vashi, Mr. S. N. Inamdar, Mr. Girish Pikale and Ms. Shilpa Morje for timely legal advise
- Our several individual mentors and supporters Mr. Kishore Mariwala, Lata & Vithal Palekar, Mr. Rajnikant Reshamwala, Mr. N. P. & Avan Gidwani, Rajini & Vittal Kini, Nandini & Vikram Kamdar, Mr. Kahan C. Narang, Dr. Mrs. Vijaya Punekar of Pune, Mr. Ramesh Mehta, Ms. Navaz Patuck
- Ms. Ira Jain for her gifts of handbags to all our staff across the country
- Mr. Atul Shahdade, service tax expert
- Mr. Alan Rego & Mr. Robby Mathews of Interface Advertising
- Ms. Veena Gidwani, Ms. Harini Calamur, Mr. Neeraj Aggarwal for their advise & mentorship to Marcom & Resource Management
- Young Adrian & Darius George of NYC, USA for donating food, gifts to the Balwadi children
- Ador Consultants, Glenmark & Mastek for Marathon participants
- Sandeep Shrikhande of Medadkar & Co for internal audit
- Kelkar of Satguru Consultants for ISO certification
- Auditors M/s. Sharat Shanbag & Co. for their contribution to audit
- Mr. Rathish Balakrishnan of Sattva, Bangalore for the social impact studies
- Marico Ltd. for the intense staff training provided to over 25 operations staff
- Mr. Kishore Mariwala for sponsoring the fees for the MBA course in Social Development of S.P. Jain Institute of Management, Mumbai for capacity building of 8 of our senior operation team
- We pay our respects and sincere condolences to the family of Late. Mr. Shashikant Wakankar who passed away earlier this year. He served KSWA as a faculty of motor mechanic course for the past 18 years. His dedication to the students and mentorship has nurtured hundreds of students over the years
- We would like to thank the FCB Ulka's team, Mr Neeraj Agarwal, Ms Veena Gidwani, Mr Sajit Nair and Mr Dharmendra Gupta who have helped Yuva Parivartan with the Annual Report design



FINANCIALS

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 2016

FUNDS AND LIABILITIES	Schedule	Rupees	Rupees	PROPERTY AND ASSETS	Schedule	Rupees	Rupees
Trust Funds or Corpus :- Balance as per last Balance Sheet Adjustment during the year- Nil	I		3,11,90,544	Immovable Properties :- (At WDV) - Balance as per last Balance Sheet Additions during the year Less : Sales during the year Depreciation for the year	V		12,47,038
Capital Reserve Balance as per last Balance Sheet Additions during the year		13,965	13,965	Property at Wada			33,308
Other Earmarked Funds:- (Created under the provisions of the trust deed or scheme or out of the income)	II			Capital Work in Progress Balance as per last Balance Sheet Additions during the year			12,13,730
Depreciation Fund							39,51,875
Sinking Fund							
Any Other Fund							
Liabilities :-	III	3,68,99,102	3,68,99,102	Investments :- (At Cost)	VI		34,49,070
Loan Liability							16,15,128
Unutilised Grant							
Income and Expenditure Account -	IV			Fixed Assets :- (At WDV) - Balance as per last Balance Sheet Additions during the year Less : Sales during the year Depreciation for the year	V		1,08,83,466
							25,96,357
							40,767
							25,74,851
				Deposit (Assets)			
				Deposits			27,00,980
				Rent Deposit			
				Sundry Debtors			2,10,16,086
				Advances :-	VII		52,69,451
				Cash and Bank Balance (a) In Savings Account with Banks (b) With the Manager (Cash in Hand)	VIII		1,36,32,899
							52,605
Total			16,42,75,415	Total			16,42,75,415

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

AS PER OUR REPORT OF EVEN DATE

FOR M/S SHARAT SHANBAG & CO
CHARTERED ACCOUNTANTS



SHARAT S. SHANBAG
PROPRIETOR
MEMBERSHIP NO. 35096

PLACE :- MUMBAI

DATED:- 29 JUN 2016.

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

FOR KHERWADI SOCIAL WELFARE ASSOCIATION



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 2016

EXPENDITURE	Schedule	Rupees	Rupees	Rupees	INCOME	Schedule	Rupees	Rupees
To Expenditure in respect of properties Rates, taxes, cess (Property Tax) Repairs and Maintenance Property Expenses Consultancy Fees Insurance Depreciation (by way of provision of adjustment) Less: Adjustment against deferred income Other Expenses		5,55,673	6,736		By Rent	X	61,75,420	
To Legal & Professional Expenses Legal Charges					By Interest/ Dividend Income- On Securities On Loans On Bank Account	XI	17,60,63,399	
To Contribution and Fees (paid to Public Administration Fund)					By Donations in Cash or Kind	XII	7,75,86,749	25,98,25,568
To Depreciation Less: Adjustment against deferred income		26,04,759			By Income from other sources (in details as far as possible)			14,80,863
To Transfer to Vocational Training Edu.Fund				26,04,759	By Building Fund utilised			
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	IX	22,08,58,687		22,08,58,687	By Deficit C/O. to Balance Sheet			
To Surplus C/O. to Balance Sheet								
Total				26,13,06,431	Total			26,13,06,431

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:- 29 JUN 2016.



FOR KHERWADI SOCIAL WELFARE ASSOCIATION

Mhatre
Trustee



PARTICULARS	NET BLOCK			DEPRECIATION	W.D.V. As at 31st March 2016 Rupees
	As at 1st April 2015 Rupees	Before 30.9.2015 After 30.9.2015	Total Rupees		
Immovable Properties					
Land	9,13,961	-	9,13,961	-	9,13,961
Total (a)	9,13,961	-	9,13,961	-	9,13,961
Buildings	3,33,077	-	3,33,077	33,308	2,99,769
Total (b)	3,33,077	-	3,33,077	33,308	2,99,769
Total (a)+(b)	12,47,038	-	12,47,038	33,308	12,13,730
Fixed Assets					
Furniture and Fixtures (NFC)	32,62,686	2,28,130	35,26,366	3,40,638	31,85,728
Furniture and Fixtures (FC)	3,15,890	2,23,191	7,15,546	60,396	6,55,150
Total (c)	35,78,576	4,51,321	42,41,912	4,01,034	38,40,878
Equipment	26,93,238	1,94,580	32,88,699	3,20,122	29,68,577
Gymnasium Equipment	1,72,244	-	1,72,244	17,225	1,55,019
Projector	6,23,160	-	6,23,160	94,078	5,29,082
Tailoring Machine	14,67,422	2,31,262	17,62,654	2,44,017	15,18,637
Air - Conditioner	70,912	22,800	93,712	12,347	81,365
Total (d)	50,26,976	4,48,642	59,40,469	6,87,789	52,52,680
Electrical Fittings	65,470	35,928	1,01,398	9,707	91,691
Total (e)	65,470	35,928	1,01,398	9,707	91,691
Computers	13,20,544	7,62,500	23,06,144	11,62,348	11,43,796
Computers Software Purchased	4,14,003	4,14,003	4,14,003	2,48,404	1,65,599
Total (g)	17,34,547	7,62,500	27,20,147	14,10,752	13,09,395
Indica Vista Motor Car	3,96,363	-	3,96,363	59,454	3,36,909
Motor Bike Paasion	81,534	(40,767)	40,767	6,115	34,652
Total (h)	4,77,897	(40,767)	4,37,130	65,569	3,71,561
Total (c) to (i)	1,08,83,466	8,59,199	1,34,41,056	25,74,851	1,08,66,205
Grand Total	1,21,30,504	16,98,391	1,46,88,094	26,08,159	1,20,79,935
GRAND TOTAL		25,98,357.00			

Kherwadi Social Welfare Association
Schedule annexed to the Balance Sheet as at March 31, 2016

Immovable Properties & Fixed Assets

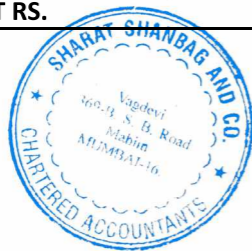


Kherwadi Social Welfare Association

Receipts and Payments account for the year ended 31st March,2016

Particulars	Amount Rs.	Amount Rs.
Opening Bank Balances		5,49,236
Receipts:		
Grants & Donations Received/Utilised	8,50,66,327	
Bank Interest	29,79,909	
TOTAL AMOUNT RS.		8,80,46,236
Payments:		
Investments :		
Invested funds in Bank Fixed Deposits	82,00,000	82,00,000
Current Liabilities :		
Full & Final Settlement paid	2,26,678	
Paid to Sundry Creditors	51,95,454	54,22,132
Deposits :		
Deposit paid to premises owners	2,79,600	2,79,600
Loans & Advances :		
Advances Issued to Staff	31,29,183	
Loan given to Staff	25,000	
Advances issued to Others	13,000	
Tax Deducted at source	1,431	
Fund Transfers	2,43,24,000	2,74,92,614
Expenses :		
Salaries & Consultancy Fees paid	3,05,66,462	
Profession Fees	4,22,346	
Rent,Rate&Taxes	22,18,031	
Printing,Stationery&Xerox Expenses	8,67,507	
Telephone,Internet&Communication Expenses	5,27,918	
Travelling , Boarding & Lodging Expenses	1,97,815	
Conveyance Expenses	3,93,766	
Course Materials Expenses	5,49,290	
Other Administration Expenses	45,00,354	4,02,43,489
Closing Bank Balance		69,57,637
TOTAL AMOUNT RS.		

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



KHERWADI SOCIAL WELFARE ASSOCIATION

Shukhe
TRUSTEE

Kher
TRUSTEE

SHARAT S. SHANBAG
PROPRITER
MEMBERSHIP NO. 35096

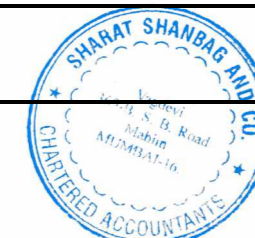


PLACE : MUMBAI
DATE : 29-06-2016

ANNUAL REPORT 2015-16



Kherwadi Social Welfare Association		Schedule IX
Schedules annexed to the Income and Expenditure Account for the year ended March 31, 2016		
Object Expenses		
Particulars	Amount Rs.	
Equipment & Set up cost	8,67,786	
Balwadi Expenses	1,26,747	
Dental Expenses	2,98,927	
Postage & Courier Expenses	10,48,246	
Advertisement Expenses	5,27,439	
Computer Peripherals	2,56,212	
Electricity Expenses	19,12,261	
Gymnasium Expenses	2,55,632	
Consultancy Fees	1,83,84,037	
Salaries & Wages	6,59,61,751	
Rent,Rate&Taxes	2,26,81,105	
Travel, Boarding & Lodging Expenses	92,66,927	
Miscellaneous Expenses	12,88,038	
Honorarium Expenses	2,20,15,344	
Conveyance Expenses	59,96,952	
Printing, Stationery & Xerox Expenses	48,42,521	
Course Material Expenses	74,05,746	
Staff Welfare Expenses	27,78,887	
Office & Sundry Expenses	99,08,062	
Expenses of ABF project adjusted against previous year's fees	1,21,23,852	
Building Fund used during the year	14,80,863	
Profession Fees	1,60,73,616	
Bank Charges	1,15,290	
IRDP Expenses	9,26,646	
Telephone & Communication Expenses	26,70,076	
Training Expenses	92,44,655	
Other Expenses	24,01,069	
Total		220858686.99



COURSES WE OFFERED



Tailoring



Beautician



Tally & DTP



Nursing Assistant



Mobile Repairing



Hospitality

Tailoring	Basic Computers	Gents Tailoring	Computer Hardware	Nursing Asst.
2 Wheeler Repairing	Male Ward Boy	Motor Mechanic	Motor Rewinding	OT Technician
Advance Tailoring	Tally	Fashion Designing	DTP	Hospitality
Beautician	Call Centre	Fitter	Wireman	Welding
Adv. Beautician	Data Entry	Retail Sales	Mobile Repairing	Mehendi
Multi Skill	Masonry	Spoken English	Carpentry	Many more...

NEW INITIATIVES UNDERTAKEN



Social Impact Tracking



New Software in HRMS



Health Insurance for Staff



Filming & Recording of Life Skills



Video Documentation of Success Stories



IT Upgradation towards full automation

Volunteer Management	Blended learning/E-learning model	Tourism Courses
OJT/ Shadow training for HO & Operation Staff	New Department for Training & Development	
New Courses for spreading Water Harvesting Model	MOU with Skill Train, Chennai for Training Videos	
Tablet & Mobile apps for Ops. Audit Dept.		



Vermicompost



Nursery



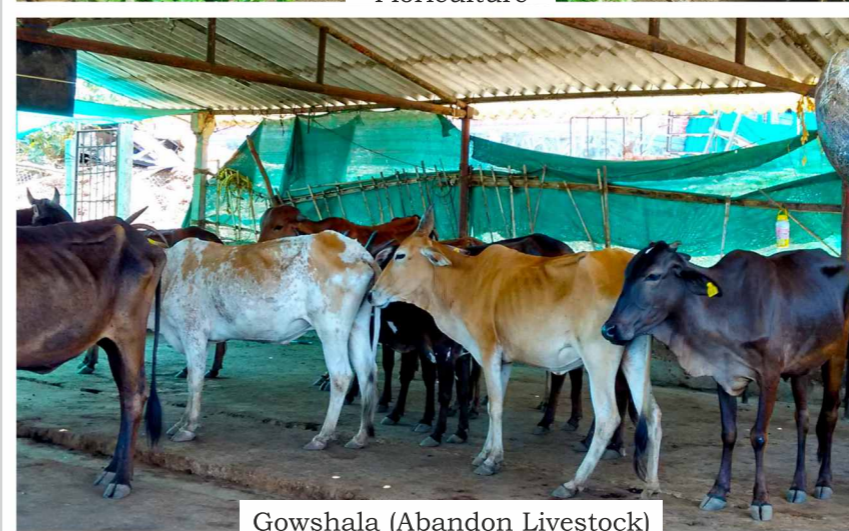
Vegetable Plot



Rain Water Harvesting



Floriculture



Gowshala (Abandon Livestock)



Azolla Unit