



ANNUAL REPORT

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CELEBRATING 85 YEARS OF TRANSFORMING LIVES.



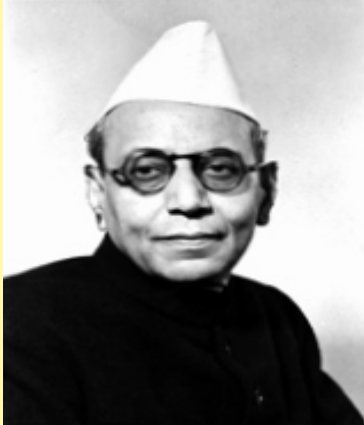
K S W A ' S
YUVA
PARIVARTAN
A C A D E M Y
GIVING YOUTH A SECOND CHANCE



B. G. Kher - Our Founder

“Balasaheb Kher was one of the great men in India of our generation, a man of the highest integrity and devotion to the cause of India and the Indian people.”

Condolence message from Prime Minister Jawaharlal Nehru in 1954



Shri B. G. Kher

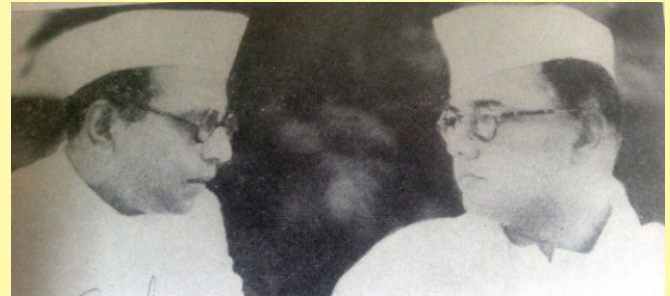
Balasaheb Gangadhar Kher was born on August 24, 1888 in Ratnagiri district of Maharashtra. Having spent his formative years in Kundgol (former Jamkhandi State), he completed his B.A. from Mumbai University in 1908. He was a freedom fighter, the first Premier of Bombay Presidency and the founder of Kherwadi Social Welfare Association (KSWA). He was an integral part of the various social and political movements in India and worked closely with Mahatma Gandhi, Pandit Jawaharlal Nehru, Subhash Chandra Bose and others.

After Independence, he held various positions, including Chief Minister of erstwhile Bombay state, member of Rajya Sabha, and India's High Commissioner in the UK. He was also a member of the Constituent Assembly, with Dr. Babasaheb Ambedkar, and played a considerable part in the drafting of the Constitution.



B.G. Kher and Mahatma Gandhi

Education was Shri B.G. Kher's passion, and there was no aspect of it to which he did not give his undivided attention. He was the Chancellor of the Tilak University, Pune in 1940, and as Chief Minister and Education Minister of Bombay; he gave a grant of land to the Pune University. He also set up a Directorate of Technical Education for the promotion of technical education in Bombay.



Shri B.G. Kher & Subhash Chandra Bose



Shri B.G. Kher in the Constituent Assembly

In 1954, he was awarded the Padma Vibhushan in recognition of his sterling qualities and distinguished service to the country. After 1954, he devoted his time entirely to social work. In addition to his work at the Kherwadi Social Welfare Association, he also devoted his time to adivasi welfare Balkan-ji-Bari, children's films, etc. He was also the Chairman of the Gandhi Smarak Nidhi, a position he held until his death on March 8, 1957.

“The youth need to be enabled to become job generators from job seekers.” -
Dr. A.P.J. Abdul Kalam, Former President of India



L-R: Dr. A.P.J Abdul Kalam, then President of India with Mr. Kishor Kher, President
and
Mrs. Mrinalini Kher, Hon. Secretary, KSWA at the launch of the Yuva Parivartan Movement,

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.

Yuva Parivartan's presence in Jammu & Kashmir



Foreword

This year has been a momentous year in many ways – It is the 125th year of the birth of our founder, Shri B.G. Kher; it is 85 years of the Kherwadi Social Welfare Association, and most importantly, the Yuva Parivartan movement completes 15 years. It is this last milestone that gives me the greatest pleasure. When Mrinalini & I started the Yuva Parivartan movement, it was a challenge because no one was addressing the livelihoods problem of school dropouts, who are 87% of all youth. We did not imagine that we would one day, be among the largest livelihoods NGOs in the country. It has been an interesting and eventful journey - along the way we have found the courage to meet every challenge, used every opportunity that came our way, and have taken many calculated risks to get to the next level and it has all been worth the effort.

We feel truly blessed. We started out on this path just the two of us, but along the way we have met and been joined in the journey by so many good people who made it happen, senior colleagues & associates who gave of themselves willingly & in ample measure; the ever growing team who imbibed the spirit of 'service' to the forgotten 80%+ youth who were lacking skills to avail of livelihoods opportunities and our ever growing sponsors & donors who have faith in us and support our growing financial needs while we march towards sustainability.

What began as a small dream is today a thriving, dynamic, professionally run institution, which is a leader in the livelihoods space. While the growth has been remarkable all along, the last 3 years have seen explosive expansion - culminating in our making a difference to the lives of over 100,000 deprived, out of school, youth, nationally, this past year. This has been possible only through constant innovation - in content, in delivery formats to reach our students, and other different initiatives that we have launched during the year, such as Examination & Certification, MIS, and our Soch ka Parivartan module to influence, positively, the attitudes of youth, which have been shaped by the fact of their dropping out of the mainstream.

While our primary focus continues to be Skills Training & Livelihoods, in the course of this, we also make an impact in the domains of:

Financial Inclusion with our Entrepreneurship Development program

Women Empowerment through the 75000+ women we skill every year the 1000 SHGs we guide in our pilot project

Equality & Social Justice since 70% of the youth trained are from the BC, SC, ST Communities and

Rural Development through the Livelihoods Camps & IRDP pilot at Wada Tehsil of Thane District

The future looks bright! Besides our target of training 10 lakhs (1 million) youth per annum by 2015-16, we have started work on the Yuva Parivartan Livelihoods Exchange for livelihood opportunities in the unorganized sector for deprived youth and pilots are underway, including a World Bank assisted one in Jharkhand, M.P. and Chhattisgarh. We are beginning work on converting Yuva Parivartan from a direct livelihoods provider, to an organization playing a greater role in the livelihoods space, by becoming an Academy, providing University type functions to our Partners & Associates while we stabilize our own direct intervention at 1 million youth per year. We are planning a Virtual Academy for Distance & online learning, including tutorials through mobile phones and we also expect to begin international operations in the next year.

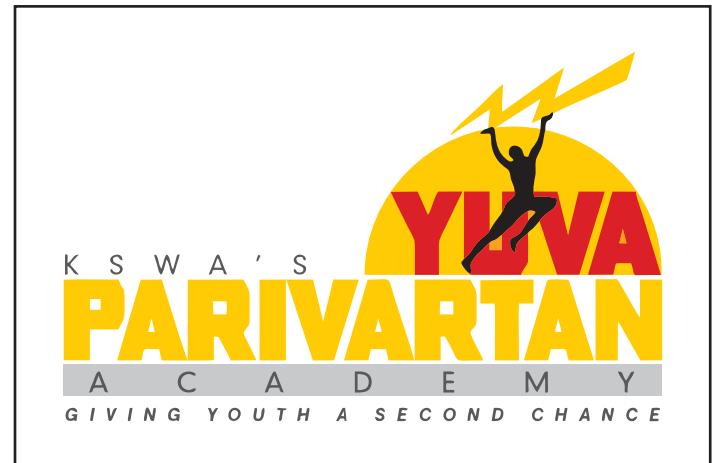
We hope that all these initiatives, coupled with the passion and untiring efforts of the entire Yuva Parivartan team, will better many, many more young lives across the country.

Yours in Service,
Kishor Kher,
President and Trustee

Yuva Parivartan in action



A new identity for Yuva Parivartan



Yuva Parivartan, the Livelihood Training initiative of Kherwadi Social Welfare Association, has through its 15 year journey of growth emerged as one of the biggest movements in the country, imparting livelihood skills to underprivileged youth across India. With a presence in over 17 states, working in 5 domains and through 5 delivery methods, we train over 1 lakh students a year.

As we embark on the very ambitious next phase of our growth trajectory of training 1 million youth per year, we are taking several steps to help us get there. These include strengthening our teams, systems and processes. We are also adopting a new Corporate Identity and logo to reflect dynamism and leadership in imparting livelihood skills and in our academics, examination & certification functions. It gives us great pleasure in presenting to you, our new Corporate Identity and sharing with you the rationale that went into creating it.

Our new identity reads "KSWA's Yuva Parivartan Academy" and is an impactful integration of the Yuva Parivartan Movement with KSWA. Yuva Parivartan Academy symbolizes our move towards playing a larger University-like role in setting benchmarks and standards in Vocational Skill Development, besides defining our position as India's premier vocational training institute. The youth leaping with a power symbol in hand and the rising sun from our old logo have been retained to be the most prominent part of the logo. The new identity reflects Yuva Parivartan's mission emotionally with the words "Giving Youth a Second Chance".

The new logo is created in the same bright and vibrant colours as earlier, to convey energy, optimism and strength and to maintain a continuing link with our identity of the past fifteen years. It is modern in design and showcases Yuva Parivartan as a professional academic institution with a human side.

The Year That Was (2012-2013)

Significant achievements during the year

- **1,05,000 Students Trained during the year** - Yuva Parivartan continued its march towards scaling up of the project by reaching out to and making a difference to the lives of over 1,00,000 youth for the second year.
- **1266 Camps held to train 70,000 students** - Yuva Parivartan's camp format, which was introduced last year, to allow underprivileged youth from remote rural locations, who have limited access to skills training, to now have that access. This was the main driver of our growth.



Yuva Parivartan centre at Lucknow, UP



Camp in Sopore, Jammu & Kashmir

- **New centres opened** - During the year; we opened 7 new centres, in Indore, Ranchi, Sambalpur, Jaipur, Ahmedabad, Lucknow and Hyderabad.



Yuva Parivartan centre at Sambalpur, Orissa

- **Newer Geographies, covered** - During the year, Yuva Parivartan extended its operations to include the states of Jammu & Kashmir, Orissa, Madhya Pradesh, Rajasthan, Jharkhand and Uttar Pradesh.



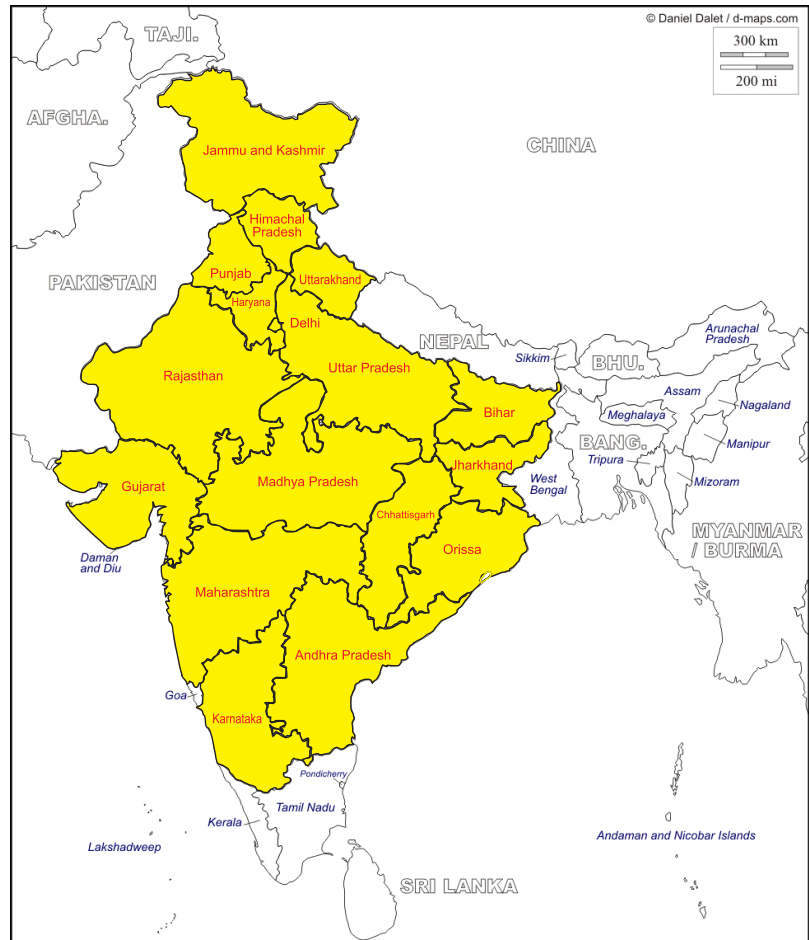
Camp at Amaguda, Orissa



Camp near Sambalpur in Orissa

Yuva Parivartan is now present in 17 states

1. Maharashtra
2. Delhi
3. Gujarat
4. Andhra Pradesh
5. Karnataka
6. Uttarakhand
7. Madhya Pradesh
8. Chhattisgarh
9. Uttar Pradesh
10. Orissa
11. Rajasthan
12. Bihar
13. Jharkhand
14. Punjab
15. Haryana
16. Jammu & Kashmir
17. Himachal Pradesh



Yuva Parivartan's current geographic reach

- **Difficult Areas covered** - Naxalite affected areas of Chhattisgarh, Maharashtra, Madhya Pradesh, Jharkhand and Rajasthan eg. Dantewada, Bastar, Chandrapur, Gadchiroli, Churu and Jhunjhunu.



Wireman camp in Chandrapur district



Beautician class at Gadchiroli LDC

- **New Courses introduced** - In keeping with the needs of the time, newer courses such as Medicinal & Aromatic Plants Cultivation, Make-up artist, Food & Beverages, Ward Boys, Micro-knitting, Grooming for Men and other agricultural based courses were introduced.



Presentation of Hospitality Course Certificates for Yuva Parivartan students by Vivanta the Taj Hotel Groups, White Field - Bangalore



Students in the YP Micro-knitting Course

- **New Training programmes launched** - Special training programmes to train students in Ashram Shalas (Tribal schools) and members of Self Help Groups (SHG) were also introduced.



Students and facilitators at Ashram Shalas in Nashik district



- **Technology introduced** - A centralised MIS application has been introduced, and development was initiated for software for the Examination and Certification of students, as well as a tablet application to capture student details in camps. We also acquired our own server, which will be hosting the newer applications.
- **Ministry of Rural Development (MoRD) project awarded** - Yuva Parivartan received the sanction of its first MoRD project, to train and place 2000 underprivileged youth in the Thane district.
- **Partnership with the National Skills Development Corporation (NSDC)** - after undergoing the necessary stringent due diligence, Yuva Parivartan is now an NSDC partner.
- **World Bank Grant applied for and awarded** - Yuva Parivartan submitted a proposal for an India Development Marketplace grant, which was received in May 2013.

Events held during the year

- Seminar on Strategies for Livelihood Generation and Financial Inclusion for Vidarbha



Mr. Babu Joseph, President of Axis Bank Foundation, Mr. Kishor Kher, President KSWA/YP (center) and other expert speakers at the seminar

A Seminar was organised in association with the Axis Bank Foundation (ABF) and the Vidarbha Industries Association (VIA) on October 3, 2012 at Nagpur. The aim was to create awareness on the subject of unskilled labour, unemployment and school dropouts, and awareness about the work of Yuva Parivartan (YP), its objectives and areas of operations.

Mr. Kishor Kher, President & Trustee, KSWA while introducing the theme, spoke of the need to skill the youth in the marginalized areas; in order to bring about the socio-economic growth of Vidarbha. He also stressed on the urgent need for NGOs to equip people, especially youth, to be skilled and employed through innovation.

Other speakers at the seminar included Mr. C. Babu Joseph, Executive Trustee & CEO, ABF, Mr. Ashish Tyagi representing NSDC & Mr. M.S. Reddy, IFS, Chief Conservator of Forests, Nagpur, Mr. Madhukar Dhas, Director Dilasa, Mrs. Shobha Dhanwatey, Director Workskills Training Academy, Mr. Rajesh Koolwal of KEC International Ltd., & Mr. Kiran Inamdar representing Hemendra Kothari Foundation.

- Yuva Parivartan's 3rd International Summit



Mr. Kishor Kher, Mr. Subir Gokarn, Mr. Narendra Jadhav & Mrs. Mrinalini Kher releasing the souvenirs at the conference

This was held in New Delhi on April 17, 2013. The theme for the Summit was **Skilling, Inclusion, Literacy and Livelihoods (SKILL)**.

An eminent panel of speakers from the Government, the Development Sector and Academia, shared their expert insights and highlighted the criticality of the need for scaling up skilling, seen as crucial to reach the target of skilling 550 million youth by 2022 as defined by the Prime Minister.

Dr. Narendra Jadhav, Member Planning Commission who delivered the keynote address spoke about the need for India to harness the Demographic Dividend and shared the enabling framework developed under the PMO to achieve the skilling targets that were set.



Mr. Sam Pitroda addressing the audience in Delhi, via video conferencing from the USA

Other eminent speakers included Dr. Subir Gokarn, Ex-Deputy Governor of the Reserve Bank of India; Mr. Dilip Chenoy, MD and CEO of the National Skills Development Corporation; Dr. John Blomquist, Lead Economist for the World Bank; Mr. J.P Rai - Executive Director, National Council for Skills Development; Mr. Sharda Prasad -Addl. Secretary, Ministry of Labour - DGE & T; Ms. Deepali Pant Joshi - Executive Director – RBI, Mr. Yash Pal Issar – Ex-GM Financial Inclusion, Punjab National Bank; Ms. Meera Shenoy – Founder - Jobs 4 Youth and Team Member - NCSD, Office of the Advisor to PM, and Ms. Chandni Taneja - Executive Director - Navjyoti India Foundation

The highlight of the Summit was a live video address by Dr. Sam Pitroda, Advisor to the Prime Minister of India on Public Information Infrastructure & Innovations, in which he shared his thoughts for taking skilling to the next level.

New Initiatives Launched During the Year

- Yuva Parivartan Livelihoods Exchange – The Marico Innovation Foundation continued to support us, by enabling Bangalore based Innovation Alchemy to help us in incubating the YP Livelihoods Exchange. The YP Livelihoods Exchange envisages connecting job seekers in rural India, with livelihood opportunities, with or without any further skill training. During a Deep Dive Study to help develop the model for the Livelihood Exchange, it was observed that the need was for an attitude change module, as the youth from far flung villages lacked the exposure and confidence to step out of their own comfort zone.
- Entrepreneurship Development Programmes launched jointly with I Create – 40% of Yuva Parivartan students want to be self-employed or carry out their own business. Also, in many of the rural areas that we now work in, it is not always possible to get wage employment opportunities for all students trained. Keeping this in mind, and also recognizing the need to encourage youth to identify and take up entrepreneurship opportunities, Yuva Parivartan has taken up entrepreneurship training as a major focus area, and it will be a major activity for YP in the next year.



YP has partnered with I Create, New Jersey, USA, which was founded by Dr. Aruna & Harsh Bhargava, to encourage and hone the spirit of entrepreneurship among young boys and girls in schools and colleges. Yuva Parivartan has been associated with I Create since 2002, Yuva Parivartan and I Create will jointly train the staff and students of Yuva Parivartan all over India in this programme.



Entrepreneurs in the making at a training session in Churu, Rajasthan

Mr. Chaitanya Kalyanpur, a part of the YP Volunteer Group, has been trained to become the Master Trainer to train our selected team in order to develop entrepreneurship in our students.

- Self-Help Groups (SHG's)

Self-help group (SHG's) are usually groups of 10-20 women who form the group and pool savings as a means of financial intermediary for ventures such as farm produce, craft or food processing operations. SHGs can obtain financial assistance from the government of India to jump start their ventures financially.



SHG Training in Nashik District

- Financial Inclusion Program

Financial inclusion is the delivery of financial services at affordable costs to sections of disadvantaged and low-income segments of society. Yuva Parivartan holds several seminars on Financial Inclusions to help individuals understand the benefits of financial services at an affordable cost.

- Youth Career Initiative (YCI)

The Youth Career Initiative Project was started by the International Business Leaders Forum (IBLF), an international charity based in the U.K., in partnership with Yuva Parivartan in March 2012 with an aim to empower vulnerable youth through Vocational Training Programmes.

This Project offers a golden opportunity for less educated youth from underprivileged backgrounds, to be trained in the Hospitality Industry by prestigious Five Star Hotels in Mumbai, such as the Four Seasons, Grand Hyatt, Hyatt Regency, Courtyard by Marriott, Holiday Inn, JW Marriott, Renaissance, Trident and Westin.

The Pilot Project was started in June 2012. A total of 35 candidates have successfully completed the 6 month Hospitality Training Program and are employed with hotels such as Trident Oberoi, The Park, JW Marriott, Four Seasons, Food Factory, Courtyard by Marriott, Hyatt & Fariyas Group in various departments.



With such a successful completion of the Pilot, the program has further been extended to New Delhi, as well as Mumbai, for the year 2013-14.

Yuva Parivartan Operations

Livelihood Training

The Operations of YP are divided into 3 Regions, with each Region having its own Centres called Livelihood Development Centres (LDCs), Camps, and Partnership teams, managed by Area Managers, Co-ordinators, LDC Managers, Social Workers and Facilitators (Trainers) of each LDC.

Each LDC has its own ecosystem, imparting training in vocational and other skills, through practical, theory, an attitude change module – **Soch Ka Parivartan**, and mentoring & employment assistance. Each LDC is encouraged to reach out to areas around their centres and have Extension/Community Centres in order to serve the community better. As a growth strategy, YP is reaching out to youth at different levels, through its different models which come together to provide a comprehensive coverage to youth in India – rural, semi urban and urban.

Starting from the village level, the **YP Mobile Rural Livelihood Centres** cover rural India, reaching out to youth in small villages and other areas not easily accessible and therefore have no access to any kind of training. These camps provide skills training in selected courses and serve as an effective first level to bring youth into the training programmes.

Partnerships with other like-minded NGOs, social entrepreneurs and small training institutes, contribute to scale up the YP model faster and are the preferred model for the future growth. At district and town levels, through these YP Partnership centres, along with existing YP centres, the YP model will reach out to youth to upgrade their skills with more long term courses and help them find placement or self-employment.

At the State level, the YP LDC would be a “Model Centre” to demonstrate the effectiveness of the YP model. It would, apart from providing training to youth in its catchment area, also serve as the regional office / centre where all other formats would be co-ordinated. It would, therefore, be the local centre of excellence and provide training to all partner centres, staff and other stakeholders. In keeping with this, all new centres have been set up to be the model LDCs for each state.

Prison Project

Yuva Parivartan has been conducting livelihood training in prisons for inmates under trials to aid in their rehabilitation. One of our oldest projects is at Yerwada prison, which has been running from 2007. We also work with the Pune Police to rehabilitate the youth who are first time offenders.

Yerwada Prison Centre: Arpan Bakhade, LDC Manager –Yerawada reports

YP has continuously worked with the prison inmates in the Male & Female wards. The challenges are building confidence, positive attitude towards working and eliminating the fear of getting released. The inmates go through severe depression, frustration, and feelings of guilt for their crime and harm caused to their family members. Counselling, skills imparting, competitions, celebrations, motivational talks and guidance, help to develop a positive attitude and frame of mind.

YP conducts the prison project at several locations such as Arthur Road Jail, Tihar Jail No. 7, Kalyan Jail, Wardha Jail, Nashik Central Jail and Nashik Borstal School for juveniles.

Multi-Dimensional Training & Employment (MDTE)

The MDTE is the sustainable wing of Yuva Parivartan, began in 2008, with the fourfold objectives of providing sustainability for Yuva Parivartan through:

- Government Sponsored Programs – with various arms and agencies of the Government specific schemes for Livelihoods
- Fee Based Programs- Courses for those who can afford to pay, to help subsidise programmes for those who cannot
- Corporate Training Programs under CSR-working closely with CSR Team of select major corporations to help them implement their CSR programme
- Financial Inclusion Training

MDTE now works in all 4 areas, partnering with agencies such as the District Industries Centre (DIC), NABARD, Thane Zilla Parishad, Mahila Arthik Vikas Mahamandal (MAVIM), District Rural Development Agency (DRDA) - Thane, Aurangabad Municipal Corporation, Tata Housing Ltd., Tata Capital Ltd., Bank of India, etc.

Integrated Rural Development Program (IRDP) – A Pilot Programme of Yuva Parivartan

A major paradox in the Indian economy is that while the contribution of agriculture to the GDP is only 15%, the contribution to employment is 60%. Further, only 12% of farming is on irrigation while the rest is rain fed. Doing only one crop a year and fragmented landholdings of marginal farmers are other challenges in agriculture. The failure of monsoons leads to famine, debt, starvation and suicides etc. This cycle of misery leads to migration to urban centres. YP IRDP seeks to address the above issues through four main interventions:

- a) Improved agricultural practices for higher yields, 2nd crops, cash crops, market linkages, better pricing & kitchen garden to supplement income.
- b) Livestock: Dairying, improved breeds, goat keeping, poultry and fisheries.
- c) Water management: Terrace trenching, conservation & harvesting, ponds, gabion structure, and bunds etc.
- d) Women Self Help Groups (SHGs): Domestic Saving, Livelihood training & opportunities, market linkages, better agri /livestock practices for self-employment. The first pilot was for 25 villages of Wada Taluka in Thane District of Maharashtra, about 70 KMs from Mumbai which was spread to 50 villages in 2012-2013 and will be extended to 75 villages in 2013-2014. This belt is one of the most backward tribal regions of the State.

A) Nursery Kit:

For improving the nutritional value and for sustainable income cycle KSWA distributed 5 species of plants like domestic custard apple, banana, papaya and jasmine to small and marginal farmers to cover 3,500 households.

- B) Soil Nutrition and Soil Health to promote organic fertilization; to improve efficiency KSWA promoted bio fertilizer for effective use of cultivable land through demonstration and distribution of:**
Vermicompost; Vermiwash and Jiva Amrut and Mapple Am to cover 480 households

A) Soil Testing and Tissue Culture (TC) Banana:-

As we started our Soil testing and Tissue culture (TC) Lab in Wada last year, KSWA started providing services to the community by utilizing the expertise.

B) Key Agricultural interventions:-

KSWA provided one day training in seed treatment, weed control, fertilizer schedule, marketing, market – water use efficiency etc. We also trained farmers in 50 villages for the Kharif and Rabi season covering an area of 2,104 acres.

C) Water Shed Development (Study Project)

KSWA implemented the project to address the significant problem of water harvesting and soil water conservation in 2 villages of Dabhore and Bilghar through gabion structure, farm bunds, and sunken ponds, to help 125 households.

D) Market

KSWA established the Farmers Group and successfully sold 124.6 Metric tons through Reliance Fresh and sold 10.5 tonnes of fertilizer for SHG in the community.

E) Self Help Group (SHG)

50 villages were covered in Wada Taluka and 735 SHGs were formed: We have provided skill training for 14 SHGs and Entrepreneurship Development Training to 1138 women of SHGs.

Animal Husbandry Project:

KWSA covered 50 villages where we conducted free health checkups for 3157 livestock.

Agriculture Intervention



Watershed Intervention



Nursery Development



A
GLIMPSE
INTO THE JOURNEY
OF THE
KHERWADI SOCIAL
WELFARE ASSOCIATION



KHERWADI SOCIAL WELFARE ASSOCIATION FOUNDED BY B.G. KHER



In 1928, Shri. B.G. Kher, freedom fighter, statesman, first Premier of the Bombay Presidency, Chief Minister of an undivided Bombay State and first Padma Vibhushan awardee, founded the Kherwadi Social Welfare Association (KSWA).

B.G. KHER CENTENARY CELEBRATIONS



During the years 1988-89, the B.G. Kher Birth Centenary Celebration Committee was formed under the Chairmanship of the Vice President of India, Shri B.D. Jatti.

YUVA PARIVARTAN'S PLATINUM JUBILEE CELEBRATIONS



- Yuva Parivartan completed 75 years of service in 2003.
- Doordarshan made a commemorative 23 minute Im on KSWA's work on this occasion.
- A national summit on the 'Role of Vocational Training in Nation Building' was organised.
- The Mumbai Alumni group was formed. It had personalities such as Jackie Shroff, Nana Patekar, Ashank Desai, Dr. R.A. Mashelkar, Dr. Narendra Jadhav and cinematographer Ashok Mehta. They met with the Yuva Parivartan students and shared their success stories.

YUVA PARIVARTAN: ORIGINS

FOUNDATION OF THE MATCH UNIT BUILDING LAID



Pandit Jawaharlal Nehru laid the foundation for the Match Unit Building on January 20, 1957. It housed a match factory which was subsequently converted into a vocational training centre.

LAUNCH OF YUVA PARIVARTAN



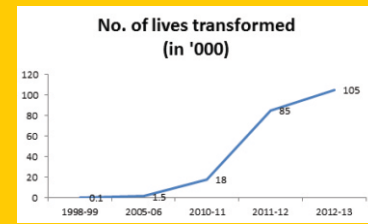
The Yuva Parivartan movement was formally launched in February 2003, at the hands of the former President of India, Dr. A.P.J. Abdul Kalam, at the Raj Bhavan in Mumbai.

NATIONAL DESIGN COMPETITION



The National Design Ideas Competition was held in the year 2000. It aimed to engage with youth and use their fresh ideas to design models for the Parishmalaya Vidyapeeth.

BECOMING ONE OF THE BIGGEST NGOs IN THE LIVELIHOOD SPACE



Yuva Parivartan reached out to over 85,000 lives in the fiscal year 2011-12. This translates to an above 350% increase over the 18,000 beneficiaries reached in 2010-11.

INTRODUCTION OF MOBILE CAMPS AIMED AT RURAL YOUTH



Yuva Parivartan has introduced rural mobile camps to reach out to remote rural areas which are difficult to work in, such as the snowbound, terrorist - affected areas of Jammu & Kashmir, the Naxalite - infested areas of Chandigarh, Maharashtra, Orissa, Andhra Pradesh etc.

COVERING NEW GEOGRAPHIES

Yuva Parivartan set up its first centre in Mumbai, at Jogeshwari. Its next centre was set up in the year 2004 in Khopoli. Within the next two years, it set up 7 centres in and around Mumbai, including a rural centre at Wada. In 2007, Yuva Parivartan, broadened its horizons further, and moved to Pune, and then to Karnataka.

TAKING THE NEXT STEP: NATION-BUILDING

Yuva Parivartan also focusses on related areas that help in nation-building.

- Entrepreneurship
- Development
- Womens Empowerment
- Financial Inclusion
- Rural Development

YUVA PARIVARTAN: TAKING ON TODAY

INTRODUCTION OF NEWER FORMATS



The sustainability wing of Yuva Parivartan, the modern day MDTE, was set up in 2008 to align better with government programmes and achieve self-sustainability. Yuva Parivartan, then introduced its Partnership Model in 2009, to train and handhold smaller NGOs and social entrepreneurs to be a part of the movement.

FOCUS ON RURAL DEVELOPMENT AND SETTING-UP OF THE MODEL FARM



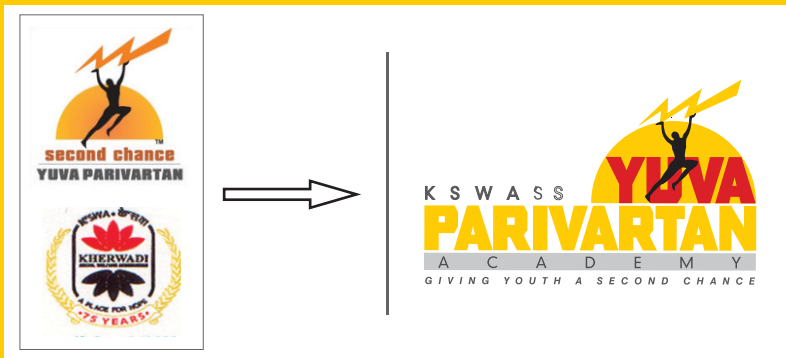
Yuva Parivartan set up its own model farm and training centre, to demonstrate improved farming practices and train farmers. It also set up the Soil Testing Lab and the Tissue Culture Lab to help local farmers improve agricultural productivity.

YUVA PARIVARTAN ACADEMY

Yuva Parivartan functions like a professional academy with dedicated teams, practices and procedures.

- **ACADEMICS** - The Academics team creates handbooks, teaching aids, manuals etc. to standardise all teaching material and processes. They also train the trainers and monitor that training is as per standards laid down by them.
- **COUNSELLING** - The Counselling team helps in bringing about an attitude change and positivity in youth through Soch ka Parivartan (change of attitude).
- **ASSESSMENT & CERTIFICATION** - Yuva Parivartan has introduced a fully-automated centralised examination and certification process for all its courses. It employs a vast network of independent assessors, trained in Yuva Parivartan's assessment parameters and processes.

RENEWED IDENTITY



Today, Yuva Parivartan is at the threshold of an exciting and inspiring future. Yuva Parivartan now dons a new and evolved identity in the form of a more contemporary logo, to reflect the change in the organisation and its working.

YUVA PARIVARTAN GLOBAL PLANS



KSWA readies itself for a strong international presence. It is now exploring starting partnerships in Asian countries like Nepal, Bangladesh and Vietnam. In the next few years it aims to spread its presence abroad.

YUVA PARIVARTAN LIVELIHOOD EXCHANGE

The Yuva Parivartan Livelihood Exchange aims to build a database of youth seeking livelihood and another of the livelihood opportunities available to them. It seeks to match deserving youth to the profiles appropriate for them.

YUVA PARIVARTAN: LOOKING TO THE FUTURE

NEWER STREAMS OF FUNDING / SUPPORT



In December 2012, Yuva Parivartan became an NSDC partner. In January 2013, the Ministry of Rural Development approved Yuva Parivartan's proposal, giving it the opportunity to implement a Central Government project for the first time. KSWA also received its 1st World Bank grant through the Development Marketplace, widening its source of funding.

YUVA PARIVARTAN VIRTUAL ACADEMY

The Yuva Parivartan Livelihood Academy will soon be available on a virtual platform. Yuva Parivartan's virtual model includes the creation of course content in a digital format and its dissemination through an e-learning platform.

YUVA PARIVARTAN TRAINING CENTRE



The Yuva Parivartan Training Centre is already in the works. Its goal would be to provide strategic training to the Yuva Parivartan team and its partners. It will also create the content for online training. And one of its first centres would come up in New Delhi.

Innovation at Yuva Parivartan

Yuva Parivartan has a team of very dedicated and passionate persons at the ground level, who constantly think of ways to carry out their work better and more efficiently. Some of the innovative practices began during the year:

- Jehangirpuri LDC, New Delhi : LDC Manager – Parshuram Jaina on student mobilisation**
“On every 1st Saturday of the month, our teachers, students and other staff take an active role in walking through the community. The students enjoy the activity as it helps improve their communication skills and increases their confidence and understanding of the community. This method has been very successful as we have seen an increase in the mobilization of students joining our programmes. My best performing teacher is our Nursing Teacher, Shudarshana Narura – very knowledgeable, good teaching & communication skill and achieves 100% placement.”
- Chhattisgarh region : Operations Manager – Arup Choudhury on placement of students completing programme**
Our Chhattisgarh staff celebrated YP day on the 15th February 2013, as YP Livelihoods Day with Campus recruitment. We received several representatives of Parlours, Boutiques and other local businesses. 98 students received immediate job placements.
- Jammu & Kashmir : Operations Manager for Delhi, U.P., Bihar, Haryana and J&K:– Ankush Bharadwaj on Camps in Jammu and Kashmir**
We conducted over 66 Camps in the snowbound Kashmir areas of Anantnag and Baramulla with Human Welfare Foundation and Chirag Foundation, respectively. Mr. Shabbir Baba and Mr. Mukhtar Ansari fully cooperated in conducting and supervising the Camps Training.
- Panchvati (Nashik) LDC : Nashik LDC, LDC Manager – Pravin Bodkhe**
Innovations in mobilization reached a new peak when the Nashik Centre started a campaign for mobilising youth in association with the Maharashtra State Road Transport Corporation (MSRTC) to enrol school dropouts at the Nimani Bus Stand, which is a large hub for several inter-state buses.
- Chhattisgarh : Mr. Arup Choudhury – Operations Area Manager reports**
We took a successful pilot of a Camp in the Maoist areas of Dantewada, Bastar, Jagdalpur, Sukma in Beautician, Tailoring & SHG courses for about 250 women & girls. It gives me satisfaction that there was a special batch of 30 commercial sex workers in Sukma for Beautician course out of which 15 women are now employed in parlours and are being tracked on a monthly basis. Another success story was when a batch of 15 tailoring women in Dharbha received an order to stitch 1000 shirts under the Nehru Yuvak Scheme. My camp team has really put in a lot of effort.
- New Delhi: Parshuram Jaina – LDC Manager – Working with the Police**
The Jahangirpuri LDC began working with the police in 2 Police Stations, Ashok Vihar & Shahbad, where free space was offered to YP inside the Police Station to conduct classes for training youth in Electrician & Mobile Repairing. They also supported us in mobilising the youth in their area. The cost of training 22 students was sponsored by the Police by paying Rs. 1, 000/- per student. We can start these centres in at least 5 more Police Stations.



YP students undergoing training in the Police Station premises

Support Teams

Examination & Certification Department

Until last year, all end of course assessments were conducted by the respective facilitators themselves, after which certificates were centrally issued. However, the assessment process is now being made more objective and transparent, in keeping with standardization across centres.

The Centralized Examination and Certification (E & C)

Department was formed in April 2012 with the purpose of developing a centrally designed, consistent yardstick for evaluation of the training imparted, and accordingly award certification to the students. The department is engaged in a broad spectrum of activities like exam design, assessor identification and training, logistics of exams as well as the issuance of certificates. The department is putting into place processes, using IT; that will allow it to conduct hundreds of examinations for all our students, through independent assessors in a fair and objective manner.



S.R. MEHTA, President of the Lions Club hands over Certificate to Pankaj Yahev, YP student

Placement

A critical part of the programme is connecting vocational training to livelihood opportunities for the youth, whether it is through jobs or encouraging them to begin their own small enterprises. This is where the Placement team plays an important part here at YP. The objective of the Placement team is to create partnerships, with prospective employers, micro finance organizations, banks, etc. to ensure that our students are assured of an income at the end of their training.

For sustainable earning opportunities, it is necessary for the placement activities to be conducted in a localized manner, the central Placement team looks at training and hand-holding the teams. The team also puts in place central level tie ups with corporations for job opportunities. The Placement team that leads the Yuva Parivartan Livelihood Exchange initiative works cohesively with the Operations team in order to coordinate tie-ups with employers.

Academics

The centralized Academics Department was created with the purpose of developing a centrally designed, consistent and standardized course curriculum for YP vocational courses to train the beneficiary students. It also keeps the courses current, and relevant as per the Industry demand to secure livelihoods for the students. As part of the standardization, it is now working to convert these courses to a digital or e-learning format.

The department works to bring uniformity & discipline in content & pedagogy, and today has a library of over 300 courses, with clearly defined and documented content, duration, teaching aids, standard material lists and question banks for examinations.

These courses are available in English, Hindi, and Marathi and, in the case of a few courses, in Gujarati & Telugu also. The activities of the department are managed by four people in-house and a huge team of freelance writers, translators, and also the on roll Master Facilitators on our staff.

Operations Audit



With the increased number of centres and greater spread of programmes, there was a need for a mechanism to ensure that programmes are being implemented as per YP standards. The Operations Audit Department was set up last year, to ensure quality implementation of the standard processes across the organization at all locations and for all verticals, through a structured and technically designed process.



The goal is to observe if Yuva Parivartan Operations are running as desired and ensure that all information on targets, programmes and financials are accurate, reliable and in sync with the organizational plans. During the year, with operations growing, the team had also stepped up to and met the challenge of auditing all programmes running in the country.

Operations Audit team at training sessions

A team of 25 auditors now conduct and report monthly visits to our Centres and Camps, all over the Country. This department has played an important role in supporting the Operations team by way of regularly highlighting corrective actions for better operational efficiency.

Human Resources



The HR Department is involved in recruitment and selection of all candidates for the post of LDC Managers and above. The vacancies are posted on Job Websites and with Consultants all over the country. The Department has been responsible for successfully selecting over 80 candidates for senior level positions in the organization.



The HR Team of 4 staff also organizes induction programs, training staff welfare and Organization Development programs during the year. In 2012-13, they conducted 12 Induction Modules, trainings in capacity building, basic etiquette, leadership, strategic management and planning, innovation workshop etc.

Other Departments include Accounts/Finance, MIS, Administration, Counselling and Maintenance & Repairs.

Future Plans

Having exhibited such stupendous growth in the last few years, Yuva Parivartan intends to continue the same growth trajectory in the next few years. Given the scale of the problem, only such an ambitious scaling up of all skilling programmes, across the country, will truly contribute to Nation Building and ensure that India reaps the benefits of the Demographic Dividend instead of facing Demographic disaster.

In the last two years, Yuva Parivartan has been touching over 1,00,000 lives a year. It plans to reach a level of 1 million youth a year in the next 3 years. The ways in which this will be achieved are elaborated below.

Partnerships – The biggest driver of growth



Mr. Kishor Kher addresses an attentive group of participants

Having introduced different formats for delivery of the basic Yuva Parivartan model, YP has arrived at the conclusion that in order for the scale up of operations of the magnitude it has planned, the biggest driver for such growth can only be partnerships, which leverages on existing resources.

Yuva Parivartan will open at most one or two “Model Centres” in each state. These will serve as the base for all YP operations in the state, and also as the local centre of excellence, for inducting and training, both, all partnering organizations, as well as YP staff. Having left the actual implementation mainly to its partners, Yuva Parivartan will continue to grow through them, to have a larger footprint in the livelihoods space, by re-inventing itself.

Yuva Parivartan Livelihoods Academy

After the evolutionary journey of the last few years, Yuva Parivartan is now looking at a bigger and changed role for itself. In addition to being an implementer of livelihood training programmes, it now becomes the Yuva Parivartan Livelihood Academy, with University like functions, to allow other smaller organizations to impart livelihood training as per standards laid down by YP.

A beginning has already been made along these lines, by the initiating of functions such as Academics, for Curriculum development and trainer development, E & C for assessment and certification, and the setting up of central MIS to capture all data. The various formats have also given YP a lot of experience in managing different on-ground realities such that it can effectively help smaller organizations run the programme successfully.

In order to provide speedy and easy access to all partners across different geographies, the Academy is to be built on a technology platform, hence it would be the **Yuva Parivartan Virtual Academy**.

Yuva Parivartan Livelihoods Exchange

While the livelihood training would be looked after by the Livelihood Academy, the vision of Yuva Parivartan is to take these youth the last mile, and have them lead productive lives, by actually connecting them to livelihood opportunities. In order to achieve this goal, the Yuva Parivartan Livelihoods Exchange was conceived as a platform to build a database of livelihood opportunities; both in the organized, as well as the unorganized sector on the one hand, and a pool of youth seeking livelihood opportunities on the other hand, with a match making mechanism to correctly connect the two appropriately.

Partners / Donors

We have been able to develop continuously and work towards making a difference to the lives of so many young men and women, only because of the confidence and trust reposed in us by all our donors and supporters. We are thankful to them for their continued support.

Among the long time sponsors / donors / partners, who have continued to be with us are

- The Axis Bank Foundation
- HSBC Ltd.
- L & T Public Charitable Trust
- Bombay Gowrakshak Trust
- GSK Pharmaceuticals
- Vikas Trust
- Sir Dorabjee Tata Trust
- Mahindra & Mahindra (Tractor Divn.)
- Nalanda Capital
- Glenmark Pharmaceuticals
- Blue Cross Laboratories
- HDFC Bank Ltd.
- Blue Star
- Tobaccowala Foundation
- Mr. Amit Chandra, through Give India
- JM Financial & Kampani Trust
- Accenture Ltd. through Charities Aid Foundation
- Malkani Foundation
- Hemendra Kothari Foundation
- Youth Reach, New Delhi
- Plan India
- Global Fund for Children
- Mrs. Anu Aga
- United Way, ICICI Prudential, Cadbury, Ador Mastek for the Mumbai Marathon 2013
- United Phosphorous, Siemens, HSBC, Vikas Trust, Blue Star, Glenmark for the International Summits
- LBW Trust Australia
- Give 2 Asia
- State Street Foundation USA.

Acknowledgements

The Trustees & Management of KSWA wish to express their sincere thanks to all individuals who have helped YP & KSWA in its growth and success:

- Chairman of the Advisory Board, Dr. R.A. Mashelkar and all Members whose advice, guidance is very valuable to us.
- Our Legal Counsel & Advisors, Mr. Suresh Talwar, Mr. Tehmpton Andhyarujina, Mr. S. N. Inamdar, Mr. Mukesh Vashi, Mr. Girish Pikale & Mr. Shyam Divan.
- All valued Sponsors and Partners in our growth who have made it possible for us to train lakhs of youth across India.
- Thanks to Give India, Credibility Alliance, Guide Star India, Charities Aid Foundation, who have approved and recommended our work.
- Our wonderful individual donors, who have made personal contributions: Mr. Kishore Mariwala, Mr. Vithal Palekar, Mr. Nihchal Israni, Mr. Vasant Ragnekar, Mr. S. K. Palekar, Mr. Romesh Khanna, Mr. Suman Srivastava, Mr. PN Ramaswamy, Mr. T.S. Sahney, Ms. Shobha & Dr. Arun Dravid, Ms. Veena Gidwani, Ms. Shweta & Pranay Vakil, Ms. Mala Kukreja & Ms. Sunita Bajaj, and our innumerable generous donors from Pune & Mumbai.
- Mr. Ranjit Singh & Ms. Vandana Singh, Architects for their pro bono work for Yuva Parivartan.
- HSBC, Blue Cross, Siemens-Gurgaon, United Phosphorous, Blue Star & Tranzmute for their support to our 3rd International Summit held at New Delhi.
- Axis Bank Foundation for sponsoring and associating with us for our Nagpur Round Table Conference on Sept.4, 2012 Thanks to the Marathwada & Vidarbha Teams for their support.
- Thanks & gratitude to all esteemed Speakers, who chaired and spoke at the Delhi Summit.
Dr. Narendra Jadhav, Dr. Subir Gokarn, Dr. Deepali Pant Joshi – RBI, Ms. Vineeta Kumar – Planning Commission, Ms Meera Shenoy and several others representing Government, Banking Sector, Corporates, World Bank and NGOs. A special mention of Dr. Sam Pitroda, who gave his Valedictory Address, live via Skype from Chicago. He truly inspires Yuva Parivartan.
- All our Consultants and Volunteers, who are the serious contributors and supporters; namely; Ms. Veena Gidwani – Ex-CEO Madison PR, Mr. Nagesh Alai – Draft FCB Ulka, Mr. Neeraj Agarwal, Mr. Suman Srivastava – Ex-RSGB in Brand Building of Yuva Parivartan, Kelkars of Satguru Consultants, Mr. Sandeep Shrikhande – C.A., Mr. Louis Monez, Mr. Keith D'Souza - HR Consultants, Mr. Sachin Mardikar, Mr. Chaitanya Kalyanpur, Ms. Dolon Ghosh, Dr. Prof. Lina Sonne and many others.
- Special thanks to all volunteers from Accenture India, HSBC, Flame Pune, Jamnabai Narsee, Arya Vidya Mandir, Dhirubhai Ambani and many other organisations.
- Gratitude to Marico Innovation Foundation & Team of Innovation Alchemy, Bangalore for their support, mentoring of our innovation in Operations.
- Special Thanks and mention of Mr. Sundar – Mg. Director and Mr. Anil D'Sa of Mastek, whose personal interest and involvement in helping successful implementation of MIS Processes. Mr. D'Sa has given a year for training over 100 YP Staff in using the central MIS systems and the Server donated by State Bank of India, Mumbai Circle.
- **For their donations in kind** – CISCO – 126 Computers; CRISIL – 26 CPUs, First Source – Staff & Company Contribution, Godrej Industries – Equipment & Training Material for Beautician Course, State Bank of India – Purchase of Server & FEDENA Software.

Information about the Organisation

Kherwadi Social Welfare Association (KSWA) / Yuva Parivartan (YP) is managed by the Trustees and Members of the Executive Council. The new team of Executive Council was elected for a 3 year term starting 2012 – 2015.

The day-to-day management of KSWA and YP is managed by the President and the Hon. Secretary, and is supported by a Core Team of experienced Senior Management Staff, Consultants and Volunteers.

Trustees

Name	Position On Board	Area of Competence	Meeting
Mr. Kishor Kher	President & Trustee	Strategic & Operations Management	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
Mrs. Mrinalini Kher	Trustee & Hon. Secretary	NGO Management & Social Work	4/4

Executive Council

Mr. Totaram Bhilwara
 Mr. Mamchand Diama Hon. Jt. Secretary
 Mr. Radheshyam Chauhan Hon. Jt. Treasurer
 Mr. Jaiprakash Bagoria
 Mr. Udmi Prakash Budguzer
 Mr. Bhagirath Chetiwal
 Mr. Pratap Bagdi

Co-opted:

Mr. P. N. Chauhan
 Mr. Babulal Chetiwal
 Mr. Dayanand Diama

- The Executive Council of KSWA met four times during the year 2012-13.
- The 5 Trustees who are nominated are permanent, while the Members of the Council are elected for a 3 year term.
- The Council meets to discuss progress & activity reports, approve programmes, budgets, appointments and quarterly statement of receipts and payments.

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 552P
- TAN No. MUMK11725A
- 35AC

Name & Address of Bankers

- State Bank of India, Gandhi Nagar Br, Bandra East, Mumbai 400051
- ICICI Bank Ltd. Sayani Road, Prabhadevi, Mumbai 400025
- ICICI Bank Ltd. L. J. Road, Mahim, Mumbai 400016
- Bank of India, Main Branch, M.G. Road Fort, Mumbai 400001
- Axis Bank, Bandra Kurla Complex, Bandra East, Mumbai 400051

KHERWADI SOCIAL WELFARE ASSOCIATION (KSWA) Advisory Board Members

Dr. R.A. Mashelkar (Chairman)	National Research Prof. CSIR Bhatnagar Fellow & Pres. of Global Research Alliance
Ashok M. Advani	Chairman, Blue Star Ltd
Mr. Nagesh Alai	Chairman - Drafftcb + Ulka Group
Mr. Ashank Desai	Founder & Chairman, Mastek
Mr. Shitin Desai	Vice Chairman, DSP Merrill Lynch
Dr. Ashok Ganguly	Chairman ABP Pvt. Ltd. & Member of Parliament
Mr. Nelum P. Gidwani	Company Director
Mr. Partha Ghosh	Partner, Price Waterhouse Coopers
Ms. Rani A. Jadhav	IAS Rtd., Former Chairperson – Mumbai Port Trust
Dr. Hasit Joshipura	Managing Director, GSK Ltd.
Prof. J. B. Joshi	JC Bose National Fellow/ Former Director – ICT
Mr. Eknath A. Kshirsagar	Former Partner, AF Fergusson & Co.
Mr. Sharad M. Kulkarni	Company Director
Mr. Kishore Mariwala	Member, Governing Council - Marico Innovation Foundation
Mr. Ajit Nimbalkar	IAS, Rtd. Former Chief Secretary GoM
Mr. Vithal S. Palekar	Former CMD - Johnson & Johnson India
Dr. Sanjiv Phansalkar	Program Director – Sir Dorabji Tata Trust
Mr. Suresh N. Talwar	Sr. Partner, Talwar Thakore & Associates

Auditors

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

Certifications

We are certified by Give India, Credibility Alliance, Quality Council of India (QCI) and have an ISO 9001:2008. We also have the FCRA, 80 G. and 35AC Certifications of the Govt. of India.

Meetings

The Executive Council met four times, once every quarter in July, September, December and April.
The AGM was held on September 28, 2012 at the Parishramalaya Hall, Bandra (East), Mumbai 400051.

Remuneration

Head of the Organisation (including Honorarium)	Rs. NIL per annum
Highest paid Full Time regular staff	Rs. 900,000/- per annum
Lowest paid Full Time regular staff	Rs. 39,600/- per annum

Staff details as on 31st March, 2013

Slab of Contractual/Consultancy Fees paid (in Rs.)	Male	Female	Total
Less than 5000	69	203	272
5,000 – 10,000	137	151	288
10,000 – 25,000	92	21	113
25,000 – 50,000	17	2	19
50,000 – 1,00,000	3	1	4
100,000 >	--	--	--
Grand Total	318	378	696

Cost of Domestic Travel : Rs. 2,51,056.41

Cost of International Travel – NIL

Remuneration to Trustees as Board Members – NIL

Trusts – Madgavkar Trust, NM Wadia Charities, CSD Adenwalla Trust, Bank of America Charitable Foundation, Disadvantaged Individual Development 2012 Grant, Lioness Club of Khar, Dadar Bhagini Samaj and LBW Trust.

Our Volunteering Partners – GSK PULSE Volunteers - Mr. Kanheya Malhotra & Mr. Sukhdev Saini, Accenture – Mr. Harmik Singh, Ms. Anjali Premkumar & Anisha Subramaniam, Common Purpose, White Board, IVolunteer, Flame Pune, Gandhi Fellows Jaipur, Glenmark, Bain Consulting, HSBC Mumbai & GSK.

Visitors – Mr. James Brunner - CEO State Street Foundation, Ms. Katherine Boo - Writer, Author, Ms. Elizabeth Milne – HSBC, Mr. Darshak Mehta -LBW Trust Australia, Mr. JP Rai – MD NCSD, New Delhi, Dr. Hischam El-Agamy – Professor IMD, Lausanne, Gandhi Fellows & Students of TISS.

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 2013

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		1,190,544	Immovable Properties :- (At WDV) - Balance as per last Balance Sheet Additions during the year Less : Sales during the year Depreciation for the year	V	1,370,857 - - 45,690	
Capital Reserve Balance as per last Balance Sheet Additions during the year		13,965 -	13,965	Property at Wada Capital Work In Progress		1,325,167 3,951,875	5,277,042 1,781,135
Other Earmarked Funds:- (Created under the provisions of the trust deed or scheme or out of the Income)	II			Investments :- (At Cost)	VI		16,213,708
Depreciation Fund. Sinking Fund		- -		Fixed Assets :- (At WDV) - Balance as per last Balance Sheet Additions during the year Less : Sales during the year Depreciation for the year	V	9,014,254 5,182,904 - 3,828,163	10,368,996
Any Other Fund		4,688,860	4,688,860	Deposit (Assets)			
Liabilities :-				Deposit with Dep. Of Employment & Self Employment Deposits Rent Deposit		77,113 1,047,665 547,000	1,671,778
For Sundry Creditors		70,563		Advances :-			
For Deferred Income for donations		1,831,995		To Employees		5,213,493	
Out Standing Expenses	III	5,052,750		To Others-			
TDS on Contractor AY 2013 - 14		4,983		ii TDS on Prof. Fees AY 2012 - 13		655,020	
TDS on Professional Fee AY 2013 - 14		370,750		ii TDS AY 2013 - 14		189,316	
TDS on Rent AY 2013 - 14		11,062		ii TDS on Contractor AY 2012 - 13		1,200	
TDS on Professional Fee AY 2012 - 13		14,666		iv TDS on Prof. Fees AY 2011-12		651,386	6,710,415
TDS on Contractor AY 2012 - 13		2,247		Cash and Bank Balance	VII		
TDS on Prof. Fees AY 2012 - 13		4,199		(a) In Savings Account with Banks		13,281,912	
Loan Liability			7,363,215 900,000	(b) With the Manager (Cash in Hand)		42,786	13,324,698
Income and Expenditure Account -	IV		41,191,189	Total			55,347,772
Total			55,347,772	Total			55,347,772

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

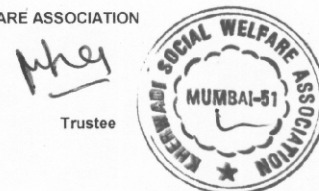
SHARAT S. SHANBAG
PROPRIETOR
MEMBERSHIP NO. 35096

PLACE :- MUMBAI
DATED:- 25 SEP. 2013



FOR KHERWADI SOCIAL WELFARE ASSOCIATION

Shukla
Trustee



Mhey
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 2013

EXPENDITURE	Schedule	Rupees	Rupees	INCOME	Schedule	Rupees	Rupees
To Expenditure in respect of properties				By Rent			
Rates, taxes, cess (Property Tax)		28,202		By Interest/ Dividend Income-			
Repairs and maintenance		1,002,682		On Securities	IX	2,146,341	
Property Expenses Consultancy Fees				On Loans			
Insurance		38,109		On Bank Account			
Depreciation (by way of provision of adjustment)		-		By Donations in Cash or Kind	X	67,244,042	
Less: Adjustment against deferred income		-	1,068,993	By Income from other sources	XI	33,094,629	102,485,011
Other Expenses		-					
To Legal & Professional Expenses							
Legal Charges		92,858	92,858				
To Contribution and Fees							
(paid to Public Administration Fund)							
To Depreciation							
Less: Adjustment against deferred income		3,873,853	3,873,853				
To Transfer to Vocational Traning Edu.Fund							
		-					
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	95,810,664	95,810,664	By Transfer From Vocational Traning Edu.Fund			3,061,308
To Surplus C/O. to Balance Sheet				By Deficit C/O. to Balance Sheet			
			4,699,952				
Total			105,546,319	Total			105,546,319

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

FOR KHERWADI SOCIAL WELFARE ASSOCIATION

Shanbag
SHARAT S. SHANBAG
PROPRIETOR
MEMBERSHIP NO. 35096

PLACE :- MUMBAI
DATED:- 25 SEP. 2013



Trustee
Trustee

Trustee
Trustee



Kherwadi Social Welfare Association
Schedule annexed to the Balance Sheet as at March 31, 2013
Fixed Assets as at 31st March 2013

Schedule V

PARTICULARS	NET BLOCK					DEPRECIATION	W.D.V.
	As at 1st April 2012 Rupees	Additions/ Adjusts. During the year		As at 31st March 2013 Rupees	For the year Rupees		
		Before 30.9.2012	After 30.9.2012				
Immovable Properties							
Land	913,961	-	-	-	913,961	-	913,961
Total (a)	913,961	-	-	-	913,961	-	913,961
Buildings	456,896	-	-	-	456,896	45,690	411,207
	456,896	-	-	-	456,896	45,690	411,207
Total (a) + (b)	1,370,857	-	-	-	1,370,857	45,690	1,325,167
Fixed Assets							
Furniture and Fixtures (MFC)	1,388,564	634,514	660,143	1,294,657	2,683,221	235,315	2,447,906
Furniture and Fixtures (FC)	140,405	-	-	-	140,405	14,040	126,364
Total (c)	1,528,969	634,514	660,143	1,294,657	2,823,626	249,355	2,574,270
Equipment	2,837,204	237,230	488,871	726,101	3,563,305	497,830	3,065,475
Gymnasium Equipment	58,096	-	-	-	58,096	8,714	49,382
Projector	652,107	-	121,000	121,000	773,107	106,891	666,216
Tailoring Machine	560,563	188,100	275,020	463,120	1,023,683	132,926	890,757
Air - Conditioner	-	-	37,500	37,500	37,500	2,813	34,688
Total (d)	4,107,971	425,330	922,391	1,347,721	5,455,692	749,174	4,706,517
Electrical Fittings	78,091	-	-	-	78,091	7,809	70,282
Total (e)	78,091	-	-	-	78,091	7,809	70,282
Computers	3,018,876	922,158	540,966	1,463,124	4,482,000	2,526,910	1,955,090
Computers Software Purchase	-	160,700	308,440	469,140	469,140	188,952	280,188
Total (g)	3,018,876	1,082,858	849,406	1,932,264	4,951,140	2,715,862	2,235,278
Indica Vista Motor Car	280,348	365,062	-	365,062	645,410	96,812	548,599
Motor Bike Paasion	-	-	122,000	122,000	122,000	9,150	112,850
Total (h)	280,348	365,062	122,000	487,062	767,410	105,962	661,449
Donated Assets							
Live Stock Cow	-	105,900	15,300	121,200	121,200	-	121,200
Total (i)	-	105,900	15,300	121,200	121,200	-	121,200
Total (g)+(h)+(i)	9,014,254	2,613,664	2,569,240	5,182,904	14,197,158	3,828,163	10,368,996
Grand Total	10,385,112	2,613,664	2,569,240	5,182,904	15,568,016	3,873,853	11,694,163



Kherwadi Social Welfare Association Schedules annexed to the Income and Expenditure Account for the year ended March 31, 2013	
Schedule VIII : Object Expenses	
Particulars	Amount Rs.
Equipment & Set up cost	758,370
Balwadi Expenses	203,258
Dental Expenses	930,845
Postage & Courier Expenses	176,958
Advertising Expenses	765,616
Computer Peripherals	249,326
Contractor Payment	30,000
Electricity Expenses	670,769
LIC Contribution	52,300
Gymnasium Expenses	138,528
Consultancy Fees	53,700,707
Camp Expenses	7,069,151
Rent Paid	4,922,686
Travel, Boarding & Lodging Expenses	1,410,086
Miscellaneous Expenses	188,624
Honorarium Expenses	72,482
Conveyance Expenses	218,328
Printing, Stationery & Xerox Expenses	837,941
Course Material Expenses	1,890,152
Staff Welfare Expenses	915,140
Office & Sundry Expenses	99,306
Impact Analysis Expenses	591,911
Bank Charges	72,219
Telephone & Communication Expenses	2,331,300
Training Expenses	5,575,699
Other Expenses	11,938,962
Total	95,810,664



Kherwadi Social Welfare Association

Receipt & Payment A/c (2012 - 13)

Bank of India A/c No 74 FC A/c

Receipts	Plan India	Other	Total	Payment	Plan India	Other	Total
Op Bal.			772,652.50				
Donation	1,425,000.00	6,627,711.63	8,052,711.63	Conveyance Expenses	-	500.00	500.00
Bank Interest	-	81,191.00	81,191.00	Vocational Training Course - Girls	308,172.00	-	308,172.00
Interest on FD	-	149,330.58	149,330.58	Vocational Training Course - Boys	152,000.00	-	152,000.00
Tds on Prof Fees A.Y. 2013 - 2014	-	3,678.00	3,678.00	Employability Training Expenses	-	-	-
FD With Bank	-	2,500,000.00	2,500,000.00	Staff Welfare Expenses	-	6,500.00	6,500.00
Consultancy Fees	-	12,600.00	12,600.00	Office Equipment	-	31,500.00	31,500.00
Loan From NFC	-	511,200.00	511,200.00	Rent	-	240,800.00	240,800.00
				Bank Charges	-	1,811.00	1,811.00
				Office & Sundry Expenses	-	90.00	90.00
				Small Training Expenses	-	7,920.00	7,920.00
				Consultancy Fees	474,695.00	278,933.00	753,628.00
				Sewing machine	89,275.00	-	89,275.00
				Loan To NFC	-	4,873,953.00	4,873,953.00
				FD with Bank of India	-	3,000,000.00	3,000,000.00
				Loans & Advances	-	593,337.00	593,337.00
				Balance in Bank			2,023,877.71
Total Amount Rs.	1,425,000.00	9,885,711.21	12,083,363.71	Total Amount Rs.	1,024,142.00	9,035,344.00	12,083,363.71



SUCCESS STORIES

Rohit Gupta: My road to success

Rohit Gupta from the Bandra Centre, only studied until the seventh grade. He lives with his mother, and he worked as an office boy. He also did door to door sales and worked as a casual labourer. He wanted to help his ageing mother, both financially and emotionally. He had hard luck; nothing seemed to be working in his favour. Rohit learned about a course from Yuva Parivartan (YP). His keen interest and passion towards the course motivated him to enrol for it and to his hope, Santosh Bhuvad, the Placement Manager at YP called Rohit for an interview. Santosh saw the spark in the young man, and he was convinced, with proper molding; Rohit was sure to perform well. He was selected for the program and soon proved his worth! After the completion of the Course, he was one of those 58 students who got selected for the YCI program. He graduated from the YCI training and was one of the top three candidates. He got selected by a 5-star Hotel, The Hyatt Regency at Intl. Airport, directly from YCI. Rohit now earns around eight thousand rupees, excluding incentives, per month. Rohit said, "I wish I had come to Yuva Parivartan way before, I learned a lot, and I am proud of what I do now. I would like to thank YP for my success!"

We are here 'Jammu & Kashmir'

Yuva Parivartan (YP), an initiative by Kherwadi Social Welfare Association (KSWA) achieved its first goal for 2013 by conducting camps at Jammu & Kashmir from 17th January 2013 to 31st January 2013. Yuva Parivartan provides a second chance to the dropouts and underprivileged youth. During these fourteen days, Yuva Parivartan conducted training for the people living in 'Anantnag' which is 236km away from Jammu and takes about five hours to reach by car.



In a report after the camp, 'Shabeer Baba', the camp leader said "Children and people in the local area were excited about the camp and related activities. For all the training days, the camp had 100% attendance from the people who had enrolled for the courses and others wanted to be a part of the camp in some way. Many people travelled as far as 3km to reach the camp site in the freezing- temperatures."



2,630 students are in courses such as bee-keeping, poultry, wool knitting, mobile repairs, electrician, cultivation of aromatic herbs, motor driving and plumbing. We have observed success where a few women are earning Rs.1,000 to 1,200 (per month) from knitting and for aromatic herbs. Global Herbitech, a renowned company from Jammu has agreed to provide marketing and technical support. In addition, the company will buy the herbal material/oils from farmers and trainees who are young unemployed women.

Miss Puja Bhandari from Tembharli village in Bhiwandi Taluka comes from an extremely poor family. Her hope of achieving something in life was answered when the YP Social Worker visited her home and encouraged her to join a course. She took the Beautician Course, but the transformation everyone noticed in Puja was remarkable – from a shy, introvert and scared girl, she is now a bold, talkative and confident Puja. Her determination to complete the course surpassed all the hardships she faced. She walked 16kms to and from her village in order to achieve success. She works in Sapna Parlour earning Rs. 5,000/- and more per month. Her story is an encouragement for others.

Mr. Narayan Pathak, a personality trainer of Mumbai, was framed and sentenced to Yerwada Prison for 3 years. He was released recently after he was declared innocent. In the past year, he completed the Plumbing, Wireman and Spoken English courses. After his release, he will join Pune Centre as a Multi-Skill Trainer.

Success Profiles:



Kavita Barga
 Wada LDC - Beautician



Pooja Kombhire
 Wada LDC - Beautician



Archana Nagpure
 Kalyan West LDC - has her own
 Mobile Repairing Shop



Taking a pledge at the Lucknow
 LDC & Community Centre



Aalim Sarif Khan-Kalyan West
 LDC – has his own Mobile
 Repairing Shop



Surekha Laxman Jadhav
 Kalyan West LDC – Beautician -
 her own Beauty Parlour



Surekha Beauty Parlour



Kherwadi Social Welfare Association

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