



Kherwadi Social Welfare Association
65th Annual Report 2019-2020

Yuva Parivartan goes Phygital
Skilling towards Atmanirbhar Bharat

www.yuvaparivartan.org

VISION

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

MISSION

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





MESSAGE FROM CHAIRMAN OPPORTUNITY IN ADVERSITY

BC and AC now stand for 'Before COVID' and the 'After COVID', so profound are the changes due to the Coronavirus pandemic. And they are in all spheres of activity; economic, social, political...

Indeed a new world order is in the offing due to the incredible nature of the rapid change. How rapid? Beginning 1331, it took some 16 years for the bubonic plague spread the Black Death from China to Italy.

In 2020, it took just 16 weeks for the Coronavirus to spread from Wuhan, China, to Italy. And the change was not only rapid, its impact was massive. In just 3 months, 1.6 billion

children moved from physical school to virtual school. Homes became workplaces. Homes became class-rooms, on-line learning opportunities suddenly increased exponentially.

On line shopping from homes went up exponentially. Patients did not go to doctors, but the doctors came home, thanks to exponential rise of tele health.

Were they all new ideas? No. They were all known ideas. What changed was the staggering accelerated pace of execution of these known ideas. For instance, Work from home (WFH) is itself not new. Our own Indian IT industry created a global revolution by pioneering the concept of remote work around three decades ago.

However, the COVID driven lock-down has led to a vast increase in the speed, scale and scope of WFH. What would have happened gingerly in ten years happened in ten weeks now.

The reason that I elaborated this global scenario is to reinforce the point that Kishor Kher has made in his brilliant message on 'Embracing a Digital World' for Yuva Parivartan.

We at YP, decided our intent on going digital in delivery five years ago. Our pace was slow. As Kishor points out, the pace will be hugely accelerated now. So in this adversity, we will create a new opportunity. And in another adversity, one sees an opportunity for Yuva Parivartan.

In post COVID just 3 months, the disparities and inequalities around the world grew so rapidly that all the 'healing' that was done in decades seemed to vanish in months! 49 million people around the world were into extreme poverty! India was no exception.

The plight of millions of migrant labourers, who walked back miles to their villages are very vivid. We witnessed a phenomenon of reverse migration. But do we have to reverse this reverse migration once more? Not totally.

Can we push the button on devolution with empowerment at village level, decentralisation, creating millions of rural micro enterprises, not just revisiting but reinventing the Gandhian model of localised production, trade and consumption in this post -COVID scenario?

In other words, for lighting the new India of our dreams, rather than going for the power of thousands of high light sources, can we go for millions and millions of 'fireflies'. They will bring their own energy spreading light around as they swarm up together!

Yuva Parivartan is strongly placed to lead such movement by its thought and action leadership. Because our thrust has not just been on job creation, it has been on creating livelihoods. India lost lives. We can't now do anything about it. India lost livelihoods. Yuva Parivartan can do a lot about it.

The first half of 2020 was lost. But the second half is still there. We need parivartan in our mindsets to not only recover but reimagine the new India of our dreams and, in turn, Yuva Parivartan of our dreams.

**Dr. Raghunath Mashelkar, FRS
Chairman
Advisory Board
KSWA**



EMBRACING A DIGITAL FUTURE YUVA PARIVARTAN IN THE BRAVE NEW WORLD

The past few months have seen us all go through a once in a lifetime global crisis - COVID 19, which has adversely impacted the lives and livelihoods of millions of Indians. It's negative impact is likely to be felt for a long time by all of us but more so by the economically weaker sections of society and the rural population. For us at Yuva Parivartan, while the last year was challenging. We realize that bigger challenges await us in the post pandemic "Brave New World".

We began the FY 20 with an overhang of the financial stress we experienced in FY 19, which we were able to overcome with the generous assistance of our sponsors, support from well wishers, efforts of our own team and guidance from our Board but we achieved near normalcy only by year end. During that difficult period, we evaluated several options before us to bring the growth and scale we desired for YP and I am pleased to share that we decided to adopt a digital strategy with a difference called phygital, a mix of online and offline for skill delivery and practical experience respectively.

Our various existing skill development formats namely Livelihood Development Centres (LDCs), mobile LDCs, Partnerships, Government sponsored training programs and village based Integrated Rural Development Program (IRDP), are Digital in some measure. Our newest initiatives namely Yuva Kaushal e-learning modules and our jobs portal Kamaii.org, will help Yuva Parivartan make digital learning convenient and aspirational for both students and social entrepreneurs.

These are uncharted waters for the social sector at present, but then Yuva Parivartan has always played the role of pioneer and change agent.

In our rapidly changing world, I sincerely believe that with the increasing mobile phone penetration among youth in the remotest parts of the country (our core target group) and their growing aspirations, the only way to reach them and make them a part of the demographic dividend is through Digital Reach.

Yuva Parivartan's holistic Digital strategy and Action plan, are currently work in progress for implementation in the second half of the current financial year.

We are hoping that normalcy in our operations will be restored in a few months, that our teams servicing our various delivery formats will own the strategy and bring the desired and required change, positively impacting lakhs of disadvantaged youth in the remotest rural areas of the country.

We are also expecting greater efficiencies in our operations with holistic adoption of Digital.

Our CEO Mahesh Ranade has decided to move on from Yuva Parivartan to start a new initiative in value based education. While wishing him success, I would like to welcome our new CEO designate Milind Chitre a seasoned professional, with domestic and international experience in information technology and other fields.

He comes in at the right time to lead our digital charge. Welcome Milind!

A Big Thank you to our Donors and Well Wishers who have always stood by us.

Our gratitude, to our distinguished Board of Advisors, who will now guide the YP team into a Digital Future. Thank you, dear colleagues, at Yuva Parivartan.

I urge you to give your best in YP's Digital Transformation, while we continue to build on our core values, beliefs and competencies to scale up and deliver greater social impact.

**Yours in Service,
Kishor Kher
President & Trustee**



"When I look back at my message here last year, it seems so relevant and timely for post Covid India! There were three important elements of our plan that I had spelt out and sought your support for. I am glad to report on our efforts in these areas"

Relentless Rural thrust: In the face of increased need for rural skilling outstripping available funding, our Rural Certification Partnership, which I had announced last year here, made considerable progress.

Without this innovative model where we develop village Skills Entrepreneurs to run our skill training programs, thousands of youth aspiring for livelihood training would have gone a begging.

We take satisfaction that today these youth have found a new confidence and skills, to make a living on their own and find respect! In society!

Yuva Kaushal, YP's mobile eLearning App: I am delighted that we launched this app on Google PlayStore. The App at present has four livelihood-oriented, popular courses, with more in the pipeline. The App which has several user-friendly tools, has audio-visual content designed to provide Anytime Anywhere Learning of vocational skills for Anyone.

The App also hosts two of Yuva Parivartan's own, universally useful programs: "Soch Ka Parivartan" a widely-acclaimed program, in a Story form, to impart life skills and the right attitude to succeed at the workplace, and the "Entrepreneurship Development Program" which equips the student to start his micro-enterprise.

I am sure that in the post-Covid times, these digital learning platforms can combine with our partner centres into a powerful hybrid model of learning for livelihood.

While we developed several new courses through the year, I would like to make a special mention of two of them. Phlebotomist (a person trained in drawing blood for diagnostic tests) and Community Health Worker.

The youth trained in these courses are not only finding livelihood opportunities almost everywhere, their work will be of great help in the health infrastructure of the country.

With these initiatives (and more in the pipeline) Yuva Parivartan is geared to address the new needs of the livelihood ecosystem, and be of continued service to the nation by giving its aspiring youth a Second Chance at life and dignity.

Seeking increased support from all quarters for our digital learning journey in these special times, I wish everyone a safe, healthy and prosperous life.

Mahesh Ranade
CEO
Yuva Parivartan

Beginning of a New Era: Phygital – कभी भी कही भी

The year 2019-2020 has ended with a pandemic causing catastrophic changes in the life of KSWA and YP as well as in the lives of our staff, students and all stakeholders.

The Corona Virus pandemic has impacted the social economic, physical and mental well-being of all Indians and the entire world. The fight against this plague like disease will continue for a few months or years affecting the way we look at our very own existence. The way we travel, socialise, entertain, study and conduct our economic activities will have to change. This one virus is forcing us to relook at all our daily activities, causing radical changes that we have to adapt to, mentally and physically.

We at YP have always believed in innovative, out of the box thinking, scalability, adaptability and flexibility of our model.

Now has come the true test of our own existence and what we said about the YP model. Are all of us at YP or our stakeholders ready to accept the challenge? Or challenges?

Are we prepared to face the unknown future and accept what comes, adapt, innovate, breaking the mental barriers and fears that exist in our minds? As our President & Founder Kishor Kher says – “every crisis offers a challenge and an opportunity, like every cloud has silver lining” What is it that we are looking for?

A new world without physical proximity and lesser travel. We are looking at the digital world with e-learning or online learning, making us discard some of our traditional ideas of doing things as we did in the physical worlds.

Is it time for rebirth of our “thinking” “rebirth of our Vision and Mission”? Rebirth of YP?

Are we ready to make a journey again to reach the Summit of Mount Everest? We did it once in 2010-12 and the need to make another orbit change to suit the stakeholders needs, is Now.

The impact of Covid pandemic is yet to be seen and understood fully. Our certified students in Retail, Hospitality, Beauty Culture, would have lost their jobs. They would be experiencing an unimaginable situation in their homes, with loss of family income creating a very serious economic situation.

With migrants going back home, losing their means of livelihoods, Commerce and Economic activity is ready for a sea change. Trauma, insecurity, fear, psychological stress and the stress of having been left alone to fend for himself in the city, the Indian migrant will not be ready to return to the cities. Thus, we will have to concentrate on rural India. KSWA & YP are taking a measured leap in skilling India for a “Atma Nirbhar Bharat”.

The existence of thousands of industries and establishments is at stake, - mainly spas, parlours, restaurants and eateries, trains and bus transport, social cultural and religious events, sports and entertainment activities and venues like cinema theatres, games parks, malls are not likely to start activities till it is completely safe.

The time is now, for all semi skilled and unskilled youth to upgrade their skills with suitable courses matching their aspirations and enter the job market once again, armed with new learning, a new outlook and new confidence.

Yuva Parivartan may have to look at short duration skilling courses in subjects with high employment opportunities or to enable youth to become self employed in the current situation.

“Soch ka Parivartan” will continue to help in instilling a sense of responsibility among the youth and enhance their decision making ability.

At Yuva Parivartan, it will be difficult to mobilize students, visit homes, walk in the alleys of the city. Our centres cannot observe Social Distancing, so a new model needs to be created. YP will have to now increase and spread its foot print through Partnerships. We will need to capitalize our strengths, or experience and our deep understanding of grass root dynamics.

It is time now for us to collaborate, to increase enrolments virtually, nurture relationships, improve communications with our stakeholders and reorganize ourselves to be more effective than ever before.

Taking into consideration the reality of India - poor connectivity, non availability of internet, no smart phones and finally no electricity, it has to be a model that will overcome some, if not all of these problems.

In the last few weeks of March, our social media campaigns have brought out a growing opportunity of an emerging model of Phygital learning. The enquiries received from States like Orissa, Assam, West Bengal, Mizoram, Jharkhand & Rajasthan, are an indication of the need of youth across the country. A new model will need to be developed to reach out to such self motivated youth and fulfil their desire to learn and earn. Our Grassroot Operations team will need all our motivational support and encouragement. We also look to our donors and supporters joining hands with us in creating “Atma Nirbhar” youth of India.

I, thank Neeraj Agarwal & Veena Gidwani for their inputs in the preparation of this report. I would also like to recognise the work of Marcom department in the design and our printer Suresh Salvi for printing of our Annual Report for the past several years.

Mrinalini Kher
Hon. Secretary & Trustee
KSWA

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THE YEAR AT GLANCE

1

Training Youth

5156

Mobile Livelihood Development Centre

10411

Livelihood Development Centre

1540

Corporate & Government Projects

15535

Partnership

5486

Integrated Rural Development Program

276

YCI - Hospitality

38404

Total Enrolment

2

Digital Learning Yuva Kaushal

42

Total Enrolment

3 Courses Basic Tailor, Beautician & Nursing Assistant

3

21,662

Youtube Channel Subscriptions

Views on most popular Modules - Hair cutting video - 1 year, **17,422** views

3,642,276

Total Views

4

Kamaai.org – Our New Livelihood Portal

1,51,174+

Registered Livelihood Seekers

15,183

Livelihood Opportunities

336

Companies Registered

27,800+

Interviews

12,328

Candidates selected for job



FUNCTION WISE REPORT

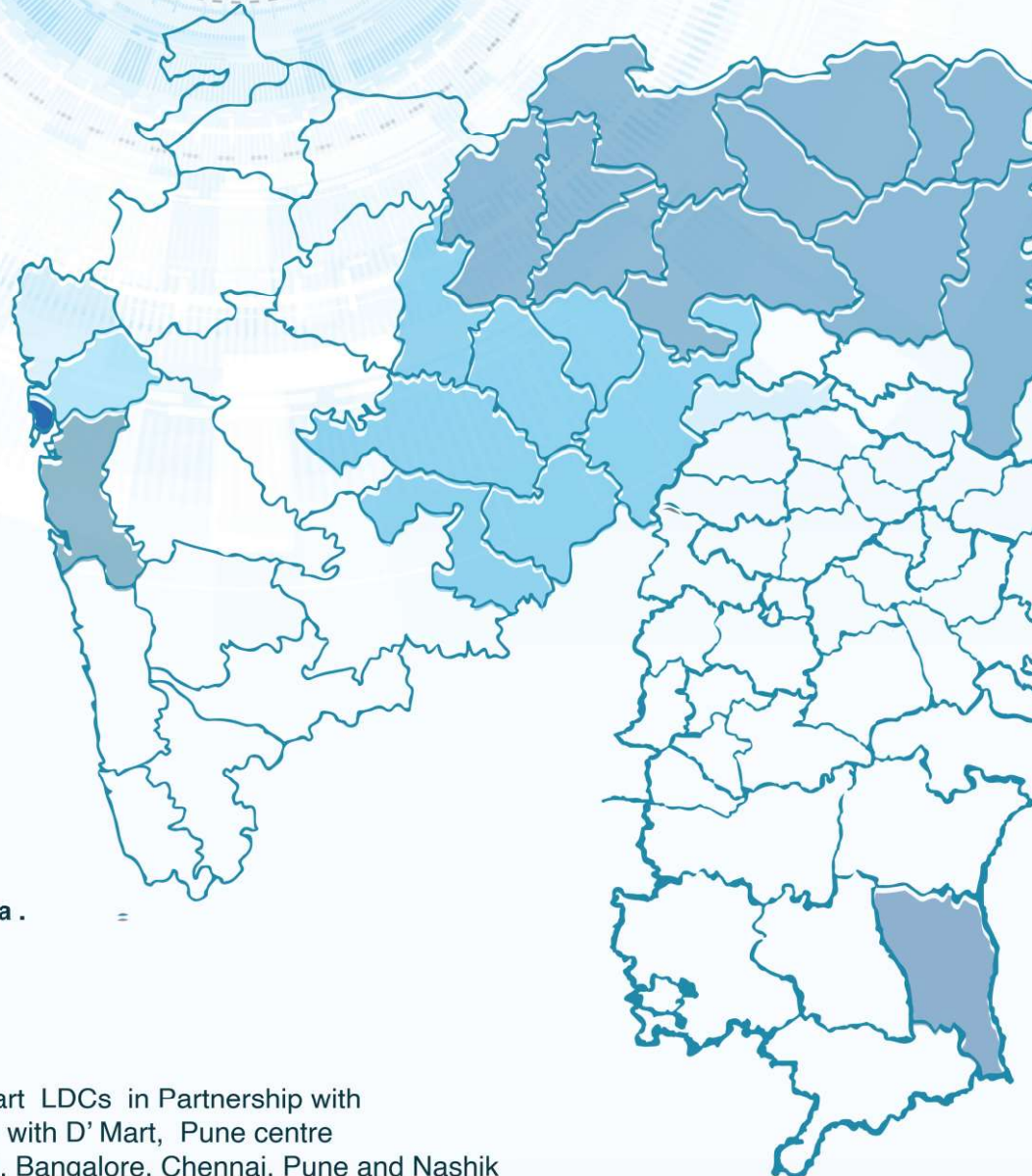
Arup Choudhary
Director -Operations

108

No. of People

Area Managers, Coordinators, Operations Manager and social workers make up the Operations Department that is the heart of Yuva Parivartan.

The Livelihood Development Centres (LDCs) now total **28**, and are located across four areas of Maharashtra - mainly



Vidarbha (11 Districts)

Marathwada (5 Districts)

Mumbai – Thane,

Raigad, Palghar,

2 in Nellore and Nirmal in Telengana .

A new initiative this year was to start LDCs in Partnership with corporates like The Panvel centre with D' Mart, Pune centre with Cybage, and centres in Delhi, Bangalore, Chennai, Pune and Nashik in association with HSBC Assets companies, HDPI and Indraprastha Gas Ltd. We had a formal tie up with a NSDC recognized Auto institute for our Pune –Automobile Technician course.

The Rural Certification Partnership (RCP) In its second year got a further boost with Genpact, Mumbai & Delhi deputing a manager to YP, to help create processes to establish the model. Today we have 235 budding rural entrepreneurs, across 11 states covering 48 districts in Maharashtra, MP, Delhi, NCR, Telangana, Bihar, Jharkhand, Punjab & Haryana. The model is a low cost one conducting shorter duration livelihood linked courses at a village level. This model of business gives an opportunity to the rural youth for entrepreneurship in the field of vocational training and helping rural youth for livelihoods. More importantly as the RCP model is focused on working for and by the rural youth; the partners get a lot of social recognition from the community, which motivates them to work even better.

A big Thank You to Genpact for helping us in creating and documenting the process of recruiting, sales pitch and enlisting partners to scale up this model. Our two most successful RCP's are in Nirmal in Telengana and Amravati in Maharashtra.

Authorized Training and Certification Centre(ATCC)

We have a total of 525 registered ATCCs but 300 are active. In this model of Partnership YP ties up with existing institutes, private & public to conduct our courses independently and receive YP certification.

This network of ATCCs spread across 6 regions and supervised by coordinators covers towns like Dibrugarh in Assam, Ludhiana in Punjab, Bidar and Adilabad in Telangana,

Maharashtra

Achalpur	Brindanagar	Hingna	Samdrapur	Khed	Panvel	Thane	Aurangabad
Akot	Buldana	Jamner	Tumsar	Modasa	Poladpur	Uran	Bidar
Amalner	Chamroshi	Kalmeshwar	Wardha	Mahad	Pune City	Vasai	Khamgaon
Amravati	Chandrapur	Kuhi	Warora	Mhasla	Sangameshwar	Malwan	Udgir
Bankhedi	Gondiya	Masod	Chiplun	Mumbai	Shrirampur	Wada	Nanded
Barshi	Guhanagar	Nagpur	Kalyan	Nagar	Sawantwaci	Kudal	Hingoli
Bhandara	Highanghat	Tirora	Kahalapur	Palghar	Sindhudurg	Nandurbar	

Madhya Pradesh

Barwaha	Indore	Jabalpur	Katangi	Kundam	Sagar	Manawar	Mhow
Ratlam	Mandsaur	Hoshangabad	Nimar West	Bhopal	Katni	Betul	Jabalpur
Khargone	Badnawar	Itarsi	Dhar				

Chattisgarh

Bilaspur	Durg	Palari	Mungeli	Patan	Raipur	Rajnandgaon
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Bihar

Ballia	Bhagalpur	Patna	Siwan	Arrah	Chapra	Banka
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Uttar Pradesh

Shamli	Muffarnagar	Meerut	Bijnor	Bareilly
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Delhi

Delhi	Mehrauli	Fathepur
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Telangana

Adilabad	Kodur	Nirmal
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Rajasthan

Jidhpur	Dausa	Tonk
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Gujarat

Ahmedabad	Anand
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Punjab

Ludhina	Pathankot
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Andhra Pradesh

Nellore

Karnataka

Bangalore

Kolkata

Kolkata

Assam

Dibrugh

Odisha

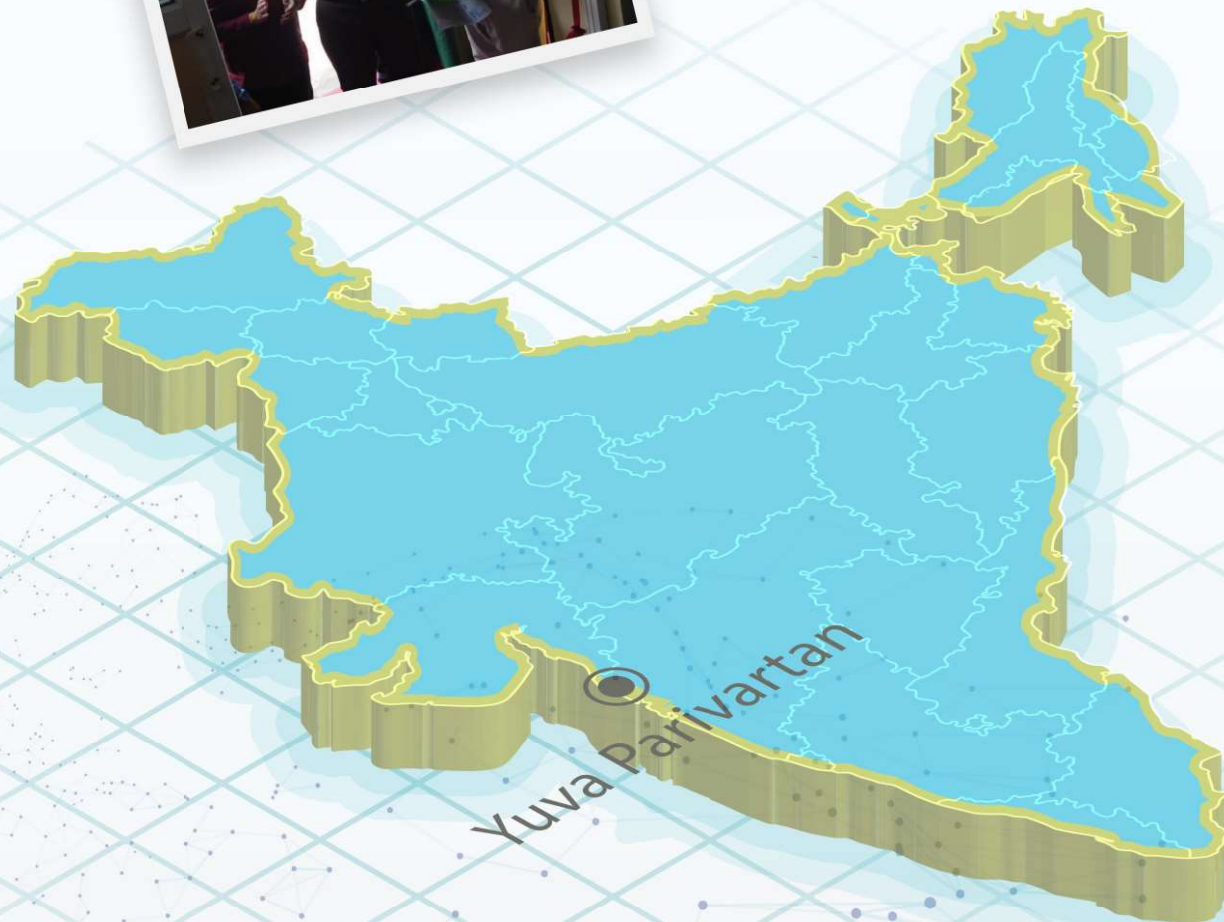
Sambalpur

Haryana

Gurgaon

NCR

Ghaziabad



Human Resources & Administration

Uday Dalvi: HR & Admin Head No. Of people: 8.

Achievements: Implemented New HRMS system with added features with Mobile chat bots – Payroll, Leave & Attendance, Statutory compliances, Separation Module etc. Statutory Compliances (PF& PT) being taken care of by in-house HR Resources. New Achievement: : All HRMS modules implemented and people find it easy to have access to it and use it too.

New Plans: Transformation of our existing HR to Business HR , wherein the entire HR team will htake all possible measures to help the frontline operations team in delivering desired results. And Implementation of PMS module across KSWA. On the Administration front, we are looking forward to complete Head Office renovation work in a time bound manner. Cost cutting will be our major thrust in the days to come.

The Road Ahead: To meet the challenges ahead arisen out on account of Covid-19, we are looking to focus more on areas like Retention of Talent, engaging and motivating work force towards achievement of Organisational goals. T & D & OD Interventions will remain key to create motivated, able and skilled manpower in the coming days. More emphasis will also be given on complete automation of HR Activities, Identifying and making existing resources to handle multiple roles to reduce cost on manpower and to protect associates from getting retrenched or laid off , due to non-relevance of particular role, process or dept.



Finance & Accounts

Archana Nair: Director No. of people: 5

Achievements :

What new was achieved :

Online banking was implemented in all banks. Involved in preparation of budget at proposal stage for better clarity. Started submitting comprehensive MIS for quick decision making like - monthly detailed historic cash flow for trend analysis, Monthly detailed center level direct costing report for monitoring center-wise profitability. Quarterly financials with projections of cash flow. Statutory audit on quarterly basis for immediate rectification if required. Detailed utilisation statement for budget variances analysis.

What new has been planned :

Concentrated working on pending income tax assessment and refunds
Manpower allocation with projects on hand
More detailed and effective utilisation statement



IT-MIS

Ida Pereira: Senior Manager No. of people: 5

At Yuva Parivartan , we have adopted Technology in a big way. We have streamlined processes, digitized them, made them simple and user friendly to reach the last mile.

- We have a well-structured Student database.
- Reporting of data real time and maintaining accuracy, real time monitoring & evaluation thru Social impact.
- An Expense and Purchase module with well-defined hierarchy levels in the system.
- Cloud computing for users to work anywhere, anytime.
- An HRMS and Tally financial system.
- Online assessment of students with instant results and certification.
- A central repository system, for on-time and accurate information to donors and partners.

Yuva Parivartan was one of the top finalists in the Digitization category of Governance & Livelihood by Digital Empowerment Foundation and was honoured during the 6th eNGO Challenge Awards ceremony on 1st February 2020 in Delhi.

What new has been achieved :

We proudly announce the launch of Yuva Kaushal a mobile-first App on Google Play Store. It's a Skill e-learning platform.

What new has been planned :

Donor Management – Developing a Donor Management platform which will enable creating and recording of Donor specific activities.

What's the road ahead :

IT plans to move ahead with a robust plan for software development setup in-house which will involve customization to the existing applications.



Academics

Archana Arora: Senior Manager

Financial year 2019-20 saw sixty five & more different vocational skill training programs ,help to prepare scores of under privileged youth living in urban, semi urban & rural India for entry level jobs spread across twenty sectors of the economy. Moving towards Vision YP2022, some key achievements:

- Relevance of programs ensured by
 - choosing job roles which are unlikely to be rendered obsolete by technological advancements
 - Matching rising aspirations of the youth with industry requirements
- Tie ups with industry & NSDC accreditation, ensured high end programs with good earning potential.
- Emphasis on 2 sectors with the rising opportunity - Healthcare & ITeS.
- Courses in Programming, web designing & Java started in consultation with NIIT Foundation.
- Programming with C & C++ successfully launched in Bangalore.
- A new Academic Council - Healthcare established in Mumbai with leading doctors & healthcare experts.
- Under the expert guidance of subject matter expert & a leading retired doctor and faculty, Dr Sunita Shanbhag, Community Healthcare Worker program developed & launched.
- The program helps to develop female rural health workers in every village to keep rural communities healthy & safe and help them thrive.
- New collaborations formed for on job trainings for healthcare programs with MGM Hospital, Vashi & multiple other clinics & pathological laboratories.
- Numerous programs like Contemporary Dance, Emergency Medical Responder, Multi cuisine cooks, Turners & Fitters, CNC programming, Radio Jockey, Workshop in Bakery conducted in collaboration with our growing network of NGO & training partners.
- Increase in learning outcomes due to maintenance of academic discipline and hygiene in classrooms.
- Processes streamlined and technology deployed to monitor & ensure standard faculty recruitment & training, student attendance & adoption of daily lesson plans.



Countering the COVID challenge

COVID impacted the smooth functioning of our programs & classes from mid Feb 2019 onwards. However it also provided new opportunities. We introduced short online version of three new programs namely COVID Care & Concepts, Best practices for making & cleaning homemade masks & Sanitiser Making as an up-skill opportunity for our current students.

Examination & Certification

100% theory exams conducted online through an online mobile app. Additionally, every student was also evaluated for practical skill. Thousands of youth spread across Punjab, Delhi, Uttar Pradesh, Bihar, Jharkhand, Madhya Pradesh, Gujarat, Maharashtra, Chattisgarh, Orissa, Andhra Pradesh & Karnataka successfully appeared for examination and received their certificates.

Covid 19

Maintaining all safety guidelines , over 1500 migrant workers in shelter homes were imparted training & awarded certificates in different trades like mask making, candle making, financial literacy, poultry farming, DISH TV installation etc.

Operations Audit & Process Management and Quality Assurance

Vaishali Makwana: Senior Manager No. of People: 4

Achievements:

- Successful Quarterly Process Audits of all the Centres across the country.
- Effective monitoring of the Weekly and Monthly performance of Operations and highlighting variations, if any.
- Functional audits of important processes of all the important functions at Head Office.

What new was achieved:

- Telephonic audit of all the Camps conducted in remote villages through standard questionnaire with the help of the Call Center team at Head Office. Direct feedback taken from students on the quality of the training.
- Knowledge Test of Centre Managers was initiated with the help of the Call Centre team to measure their understanding about the processes designed across the organization.
- Process design and documentation was initiated for Rural Certification Partner (RCP), the new vertical of YP which was running in pilot stage without proper process documentation. The documentation part is almost complete and we are ready for pilots in the field with the revised process.

What new has been planned:

- Complete the process design activity along with required pilots for the Rural Certification Partner model and roll it out for implementation.
- Telephonic audit of RCP batches to measure the quality of training offered by our partners.



What's the road ahead:

- Revisit the processes based on the current requirement of Operations as and where required.
- Try and make the Process audits stricter and at the same time help the team to make necessary improvements.

Volunteering help:

- Received volunteering help from Genpact in designing the process for our new and most important vertical – Rural Certification Partner.
- Mr.Vidit Jain from Genpact helped us in the initial designing and documentation of the RCP process.

Counseling & Social Impact Department, Research and Volunteering

Uma Sundararaman: CSI Head

Counseling

Counselling department was set up in Yuva Parivartan 14 years ago in 2006.

Most of the youth do not have role models and lack awareness about career opportunities. We provide them with career guidance sessions, motivation, information on importance of Skilling etc. All these sessions are aimed to enable youth to understand themselves and feel comfortable in the work environment. These sessions are through Google Hangout & audio counseling. Last year 100% LDCs were covered using Google Hangout Sessions. Total 77 Hangout session were done in all LDCs. Most of the youth lacked scholastic knowledge and needed to be given basic study skills. Apart from this we also came across cases with Fear, Anxiety, Lack of self confidence, Anger etc. Serious cases like OCD, Schizophrenia, LD etc were referred to Government hospitals, Psychiatrists for further evaluation and treatment.

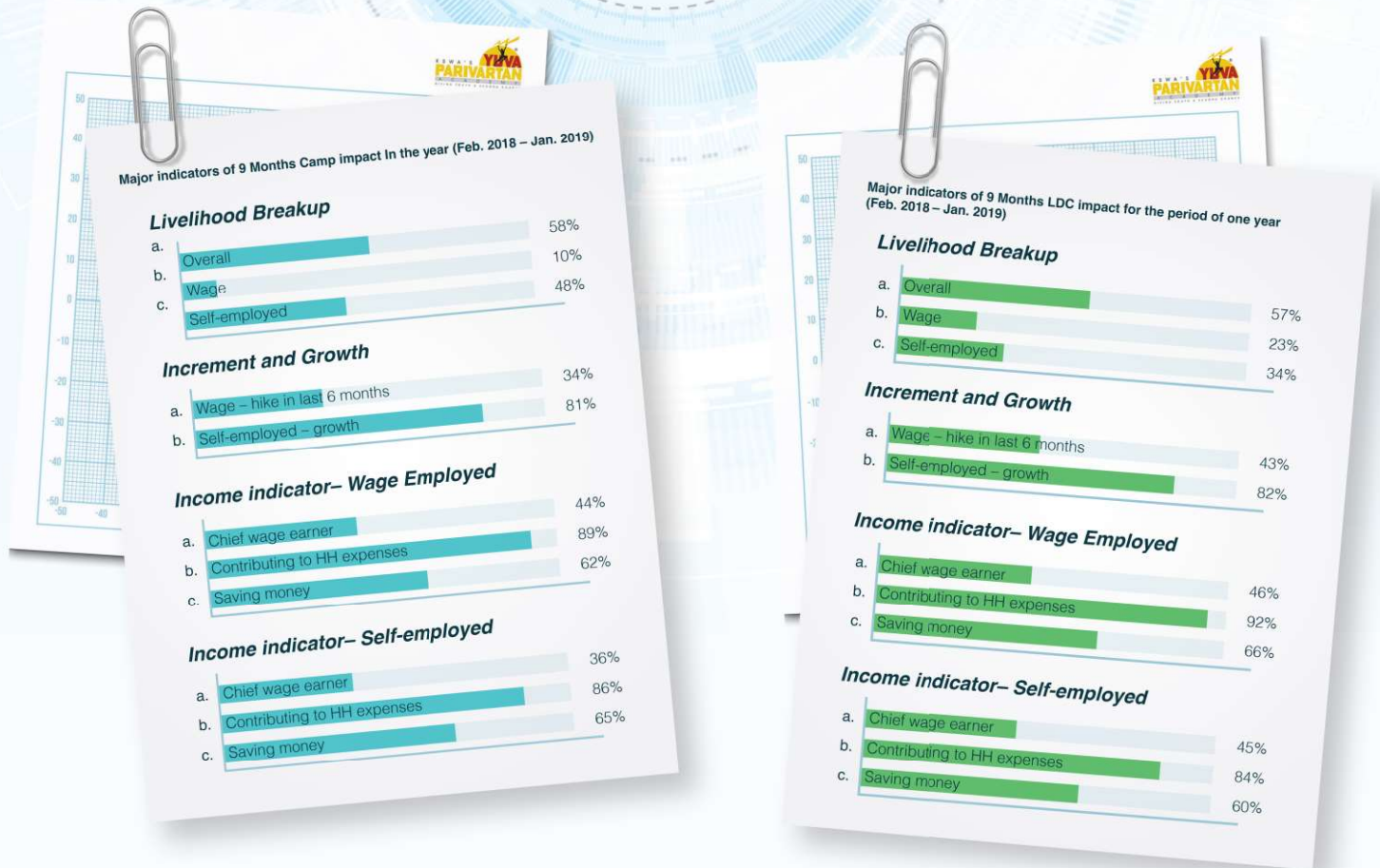
Success story - A 16 year old girl was recommended for counselling by the facilitator. She was a class 10 student. On speaking to her, we realized that she was addicted to her mobile phone and was spending a lot of time on it. This not only was affecting her physically (lack of concentration, hyper activity etc) but was also taking a toll on her mental health. Her self esteem was low and she had self image issues. She was fantasizing about a boy and was involved in a one sided relationship with him.

While we counselled her for study skills and mobile addiction, we referred her to Nair hospital for further assessment. They put her on mild medication to help her tackle the addiction and psychosis. We have been following up and counselling her for study related guidance, along with her mother. Her mobile addiction has come under control and she is able to concentrate on her studies now. Presently the girl is ready for her tenth boards.

Social Impact**Camp and LDC impact and feedback studies**

We conducted 4 each camp and LDC impact studies, 9 months after course completion to understand the percentage growth in livelihood, income of wage and self employed youth.. Feedback was collected from students on quality of training, facilities at the center and facilitator's teaching ability etc. The study was carried out every 3 months and presented to management. Similarly RCP impact studies (Rural partnership model) were carried out once in 6 months and gave insights to understand the percentage growth in livelihood, income of wage and self employed.





Research

Need Assessment: The need assessment is carried out to understand the feasibility of particular geographical area in terms of community mobilization and student demand for the courses. Six Need assessments were conducted at Latur, Pune, Nalasopara and Turbhe in Maharashtra a, Nellore (Telangana) and Indore,(MP).

Desk Research was carried out for three locations in Delhi. The Desk research gives preliminary insights such as demography, available industries, scope for employment generation etc. before undertaking any need assessment.

Market study conducted in Koparkhairane, (Navi Mumbai) and Ulwe, (Raigad) locations. Market study is carried out to fill the gaps in desk research.

Research initiated with J-PAL to understand- 1 year study with 2000 students

1. Post Training Assistance: Along with the provision of skill training, Understanding how post-training constraints in access to information and resources affect labor market outcomes?

Can post-training assistance help in influencing the labor market trajectories of jobseekers?

2. Selection For Training: Are job seekers constrained by their social networks in terms of access to information and resources for (wage/self) employment? Can provision of this access (thus making them independent of their social network) change the selection of job seekers who choose to acquire relevant skills for jobs/self-employment? Does this

have impact on their labor market outcomes as well as future selection into training?

Volunteering

Individual Volunteering:

- Volunteers Connected - 6.
- 3 Volunteers from Yes Foundation supported us for Digital Media, Content writing & Film Making.
- 6 Interns from SVT College worked with Bandra, Kandivali & Vikhroli LDC conducted training of the Facilitators on delivery of SKP videos.
- 3 MBA interns (NiyatiSatoskar, Ishaan Bhatia and SiddharthChopda) from NMIMS college helped us with Digital Marketing.
- 4 MBA Interns (SwamyGaly and Zachariah Abraham) from SP Jain helped in promoting Agro Tourism & (DivyaPrakash and HemantTandon) helped in developing content for promoting period huts.

Parth Shah and Gayatri Iyer (Ernst & Young) helped with developing sales pitch for Kamaai and Yuva Kaushal.

Corporate Volunteering:

- Nomura office identified 8 selected students at Nomura Vikroli Centre for Training.
- 40 LDC students of Vikroli visited Accenture office at Airoli.
- 50 Bangalore LDC students visited JPMC center.
- Arranged stall at Nomura Powai office on the occasion of Diwali festival.
- As part of Corporate volunteering program JPMC organized exposure visits in Bandra and Bangalore. JPMC Volunteering sessions were organized at Kandivali, Bandra, Ghatkopar, Vikhroli and Bangalore.
- JPMC - Force for Good - 12 Volunteers worked on Yuva Kaushal platform and Donor Management.

Genpact

Vidit Jain, consultant from Genpact joined for redesigning the RCP delivery model and piloting it across various states. Designing the orientation, communication and implementation frameworks. Vidit worked with us for 6 months.

Student and Staff Helpline

Yuva Parivartan has started a unique helpline that addresses issues within the institutional set up. In last year 45 such student and staff complaints were resolved with the help of trained staff.

What new was achieved:

Student Alumni Meet:

- The program was designed with an objective to create a platform for ex-students to share their experiences about the change in the quality of their life, post skill training with current students.
- Till March 2020, Thirteen (13) Alumni meets have been successfully conducted in which 159 alumni and 746 students attended. The LDCs included Bandra, Kandivli, Vikroli, Akot, Gondia, Bhandara, Wada, Hinganghat, Brahmpuri, Tumsar, Gadchiroli, Alibaug and Chandrapur.
- The program was designed with the objective of enabling students to strengthen their association with Yuva Parivartan and ensure they keep growing and upgrading their skills and improve their livelihood. It is an essential tool to enable Yuva Parivartan track student progress and also fulfil the expectations of stakeholders, ultimately resulting in greater market penetration. The Student Loyalty Program will be rolled out in all regions including urban and rural.
- Presently the conceptualization of the program is done, reward framework is designed and we are ready to launch the pilot study.



Student alumni meet at Kandivli LDC

To strengthen the micro level employment opportunities, Yuva Parivartan has collaborated with MIMO, a technology based company mainly engaged in B2B mobile valet marketing. The company is based in Noida having its operations 18 states across country in tier 1, 2, 3 and 4 cities. The company provides micro level employment opportunities to unemployed youth, without any educational and age criteria. YP collaborated with MIMO technologies and undertook training of 14 students at Bhandara to join MIMO

Marketing & Communications (MarCom)

Sandhya Ghadi: Digital Marketing Manager

YP Focus:

This year again the focus remained on increasing the digital media footprint of Yuva Parivartan to convey key messages. Digital marketing initiatives focused on creating awareness among our target groups about Yuva Parivartan happenings and helped to build community engagement. Integration of content marketing helped in delivering relevant information to the audience, defining the motive and organizational goals to the audiences.

Achievements:

New achievements:

Through the diverse content strategy and social media activity, Yuva Parivartan social media platforms were able to reach 1.2 million users and broadcast important updates & happenings. Our e-learning videos attracted a total watch time of 3000 hours. We recorded an increase in enquiries about new partnership opportunities, internship programs, volunteering, new e-learning courses, community engagement and website visits.

Increase in Online Search:

Discoverability of LDC on Google Business Places & 5x times surge in enquiries through the use of Google Business tools and messaging features updating visitors about ground happenings of Yuva Parivartan.

New design changes to the website set tone for the brand, establishing credibility and reinforcing trust in an eye's glance. Responsive & mobile friendly interface improved browsing experience of the site. Integration of payment gateway has provided multiple payment options for website visitors.

Period Hut inauguration & sound byte of Mrs. Mrinalini Kher, Hon.Secretary KSWA & co-founder Yuva Parivartan was broadcast on All India Radio, Radio Mirchi & Big FM. Our collaboration with top colleges continued. Students from NMIMS (Mumbai), S.P Jain Institute of Management and Research (Mumbai) visited Yuva Parivartan, to learn about the challenges and opportunities of creating an equal & inclusive society. This experience helped them receive 1st runner award in We Care documentary presentation at NMIMS.

Planning for the New Normal:

Last year was all about digital transformation; it is now the time to deploy digital tools. The Covid-19 pandemic has created a new normal with new habits in media consumption emerging. Understanding the new normal and its impact on media consumption, there is a general consensus on the growing migration towards online training. Yuva Parivartan will focus using the highly effective and evocative form of content via video streaming, boosting our e-learning initiatives through Yuva Kaushal.

Road ahead (MarCom) and YP Digital:

In the new normal, Yuva Parivartan will focus on Story Telling, Evocative Communication, freshly churned out content that is both engaging and informative for our target audience. This will help in building strong brand awareness, community engagement and will bring us closer to all, aiding them to lead a self-reliant life through our programmes.



Digital Indicator

Total Content Reach
12.5M

Total Followers
34367

Total Video views
3.8M

Youth Career Initiative (YCI) and Gopal Funds to End Modern Day Slavery (GFEMS) Program

Chaitanya Kalyanpur / Shomali Johri: Manager No. Of people: 8

Achievements: 267 students graduated

Students who have been offered job :-

1. Hitiksha Jadhav in The Westin Mumbai Garden City in F&B department
2. Soman Beel in Trident BKC in Kitchen department
3. Vrinda Gopal Krishnan in Grand Hyatt in F&B department

As apprentices we have students who have been placed at Hyatt Regency, Grand Hyatt, Westin Garden City, JW Marriott, Juhu, Courtyard By Marriott and St. Regis.

What new was achieved: We started the project with GFEMS to provide training to girls and boys who are 18 years and above and are from the human trafficking and High risk background. We started this program in January, 2019 and successfully completed providing training to 37 students. out of which 21 graduated and 18 got placed in various five star hotels and restaurants.

What new has been planned: We are planning to start a similar program in Delhi but due to Covid 19, the plan has been postponed for the next year.

What's the road ahead: We have a good hand on experience in the hospitality sector and we can take it to the next level by reaching to the other three and four star hotels so that more youth can be benefited from this program

We are grateful to the team of Accenture who has been conducting Saturday sessions at KSWA as well as joint sessions in the hotels. Our heartfelt gratitude to Rajeev Unnikrishnan, , JoshnaTandel, , VishakhaPunwani and Pawansingh for being catalysts in organizing the sessions.

Saurabh Joshi, the trainer for English Speaking and Life Skill sessions happening at Parishramalaya has been very consistent in delivering lectures to YCI students.

Similar training was done by Sakshi Tyagi in Delhi and in Goa by Trudy Gudhino .



Resource Mobilisation:

The Resource Mobilisation team consists of four members and is split between Corporate & Individual funding. The team focuses on new donor acquisitions & existing donor relations.

This year, the team is proud to have on-boarded eight new donors;

- Ashish Kacholia
- Crompton Greaves
- Cybage
- D Mart
- HSBC Asset Management
- Indraprastha Gas Limited (IGL)
- Social Venture Partners
- United Way of Mumbai (Reichhold India)



We are eternally grateful to our long-term donors like HSBC, JP Morgan, Nomura, Macquaire, Kishore Mariwala, Mahindra & Mahindra, LBW, Tobaccowala Foundation & MukulMadhav Foundation, for their continued support over the years, while we look forward to building long term partnerships with our new donors.

Donors like JP Morgan have gone beyond the traditional program support and have helped in capacity building of our team for more than four years as well as supporting our digital initiatives.

New donors like Social Venture Partners have laid a novel foundation in funding for our Research and Development initiatives in designing New programs for Livelihood Enhancement.

As we move forward in the post COVID environment – our focus will be to raise funds for youth both in urban & rural landscapes , who have lost their livelihoods due the pandemic and help them Revive & Rebuild their life through a combination of digital & practical skilling.

Donors

01. Ashish Rameshchandra Kacholia
02. Avenue Supermarts Ltd. (Dmart)
03. Blue Cross Laboratories Pvt Ltd
04. Business in the Community (BITC)
05. Crompton Greaves Consumer Elec. Ltd
06. Cybage Khushboo Charitable Trust
07. Ennovate Global
08. Equifax Credit Information
09. FIL Foundation
10. Global Funds to End Modern Day Slavery (GFEMS)
11. HDB Financial Services Ltd
12. HSBC Bank LTD.
13. HSBC 4 Companies
14. HSBC Bank LTD. - Swadesh Foundation
15. HSBC Electronic Data Processing (I) Pvt. Ltd.
16. Hyatt Americas
17. Indraprastha Gas Limited (IGL)
18. Ingram Micro India Private Limited
19. Inner Wheel Club of Bombay Charity Trust
20. Institute For Financial Management & Research
21. J.M. Financial LTD.
22. J.P.Morgan Services India Pvt Ltd
23. Kishore V. Mariwala
24. LBW (Australia)
25. Lions Club of Juhu
26. Macquarie Capital Securities (India) Private Limited
27. Mahindra & Mahindra LTD.
28. Mercer Consulting (I) Pvt. Ltd.
29. Mukul Madhav Foundation
30. Nextgen Project Management Systems
31. Nomura Services (I) Pvt. Ltd.
32. Rotary Club of Bombay Central Charitable Trust
33. Rotary Club of Singapore
34. Sharda Agro
35. Sir Dorabjee Tata Trust
36. Social Venture Partners (SVP)
37. Time & Talents
38. Tobaccawala Foundation
39. TVS Credit Services Limited
40. Underwater Services
41. United Way of Mumbai (Reichhold India)
42. Vibha India
43. Lioness Club of Bandra ,
44. Mahindra Life Spaces,
45. Nearby Technologies,
46. Godrej Consumer Products,
47. Dadar Bhagini Samaj,
48. Asha Foundation

Areas of Sponsorship

- Livelihood Trainings in Marathwada (Maharashtra)
- Livelihood Trainings in Panvel (Navi Mumbai) (Maharashtra)
- Livelihood Trainings in Bandra, Nasik, Palghar (Maharashtra) and Bareilly (Uttar Pradesh)
- Livelihood (Hospitality) Trainings
- Livelihood Trainings in in Mumbai, Palghar, Marathwada and Water Projects in Wada (Maharashtra)
- Livelihood Trainings in Kondhwa -Pune (Maharashtra)
- Rural Development Project in Wada (Maharashtra)
- Volunteering
- IT Equipments Support
- Training of Human Trafficked Survivors & High-risk candidates in Mumbai
- Livelihood Trainings in Indore (Madhya Pradesh) and Raipur & Bhilai (Chhattisgarh)
- Rural Development (Sanitation) Project in Gadchiroli (Maharashtra)
- Livelihood Trainings in Mumbai, Thane, Palghar, Pune, Nashik, Nanded, Bokhardhan & Chandrapur (Maharashtra)
- Livelihood Trainings in Delhi
- Livelihood Trainings in Hyderabad, Chennai, Bangalore & Delhi
- Livelihood (Hospitality) Trainings in Delhi, Goa, Bengaluru, Mumbai & Jaipur
- Livelihood Trainings in Delhi
- Livelihood Trainings in Thane (Maharashtra)
- Rural Development
- Livelihood Support
- Rural Development Project in Palghar (Maharashtra)
- Livelihood Trainings in Mumbai and Vidharbha (Maharashtra)
- Livelihood Trainings in Alibag and Rural Development Projects at Wada (Maharashtra)
- Livelihood Trainings in Indore (Madhya Pradesh) and Wada & Palghar (Maharashtra)
- Livelihood Trainings in Bandra (Maharashtra)
- Livelihood Trainings in Adilabad (Telangana) and Nellore (Andhra Pradesh)
- Livelihood Trainings in Kandivali (Maharashtra)
- Livelihood Trainings in Mumbai (Maharashtra) and Delhi
- Rural Development Project in Wada (Maharashtra)
- Livelihood Support
- Livelihood Trainings at Vikhroli-Parksite, Mumbai (Maharashtra)
- Rural Development Project in Wada (Maharashtra)
- Rural Development Project in Wada (Maharashtra)
- Livelihood Development (Camps) Projects
- Rural Development Project in Gadchiroli (Maharashtra)
- Research & Content Development on New Programs for Livelihood Enhancement
- Rural Development Project in Wada (Maharashtra)
- Rural Development Project in Wada (Maharashtra)
- Livelihood Trainings in Indore (Madhya Pradesh), Raipur (Chhattisgarh), Bangalore (Karnataka) and Nanded (Maharashtra)
- Livelihood Development (Camps) Projects
- Livelihood Trainings in Khopoli and Pune (Maharashtra)
- Livelihood Trainings in Ahmedabad (Gujarat)

Individual

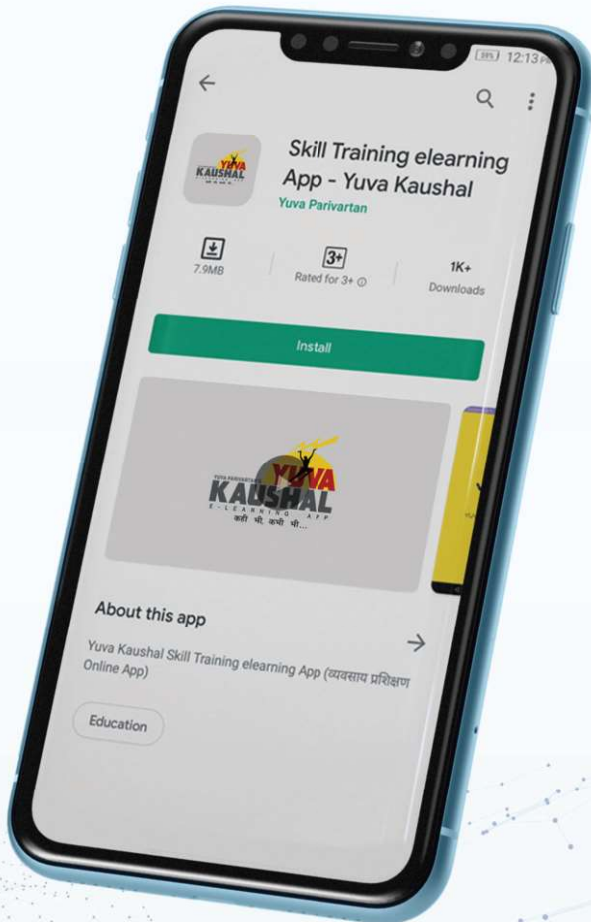
01. Dr Robin Nath
02. Umka Khanna
03. Rohan Mascarenhas
04. Valerie Dias, UK
05. Vithal Palekar
06. Umka Khanna
07. Rajnikant Reshamwala
08. Shobha and Dr. Arun Dravid
09. Meenal kshirsagar
10. Chandan Bandopadhyay
11. C S Anand
12. Chhaya Sagal
13. Veena Gidwani
14. Jyoti and Rajas Doshi
15. Lata and Vithal Palekar
16. Mohinee Sudarsanam
17. Amrita and Chandran Sudarsanam
18. Ramesh Kacholia
19. Chirag Mahabal
20. Parul and Amul Purohit
21. Amol Kaikini
22. Mala Kukreja
23. Amit Laud
24. Suman Srivastava
25. Dr. Judith Ford
26. Dr. Pradeep Kulkarni

Yuva Kaushal
Anuj Dhanuka: Business Head

Plan for the year 2020-21

Through our Digital Initiative Yuva Kaushal and Kamaai.org we will be working on the below:

- Cater to the Underprivileged youth both from the urban & rural landscapes face constraints accessing information and resources for wage/self-employment
- Youth who face difficulties in engaging with skill training programs that run online due to lack of physical training centers after completion of the online course.
- Lack of guidance and support in terms of training and building a sustainable livelihood.
- Lack of confidence and ignorance towards ones responsibilities
- Provision of livelihood opportunities will enable youth access to information as well as acquire relevant skillsets for the opportunities present
- Reach to the last mile students who face low internet connectivity via our app for skilling and livelihood



IRDP

Nicola Monterio: Director

Integrated Rural Development Projects:

The IRDP team consists of 39 members - 2 Mumbai based, 4 Wada based and the rest based in Gadchiroli.

The team focuses on 5 pillars of intervention, namely, agriculture development, livestock management, water and sanitation, women's empowerment and rural skilling.

In 2019 – 2020, 5,300 rural residents were trained by IRDP. Besides skilling in agriculture : vegetable cultivation, organic farming, vermin composting; livestock rearing : backyard poultry, piggery; skilling of masons, painters, the team also implemented projects for drinking water, water for irrigation, sanitation, and innovations.



COVID related activities

1. Design and installation of 6 foot operated public hand wash systems in Gadchiroli district
2. Facilitating the disbursement of 172 PPE kits to Govt.HealthDept, Gadchiroli
3. VillageTukum women SHG stitching 7500 Khadi 3 ply Face Masks
4. Distribution of protective gear- hand gloves, Face Masks and soap cakes to 500 waste entrepreneurs
5. Training of 150 migrant adivasis in agro based livelihoods including start up kit distribution

Gadchiroli: Waste to Value

In Gadchiroli district, with a team of 33 workers in 12 municipalities. 199,930 residents were educated on segregation of wet and dry waste. 475 waste entrepreneurs were trained, incubated to solve the growing problem of rural waste, converting 1,413,744 kgs of Waste into Value. The first being, 300 vermi composting entrepreneurs who harvested 444,004 kgs of vermin manure and earned an incremental income valued at Rs 26,88,550.00. Due to training, and collective action related to 125 rag pickers, there has been an increase in their income from Rs 2602.in August 2019 to Rs 3820 in March 2020. Thus as on March 2020, the average income of the rag picker was Rs 3411.00.

90 % of the unorganised local workforce who work in the sectors of construction, painting, plumbing, carpentry....are untrained. Most of them pick up skills and knowledge in an informal set up by observing their forefathers or mentors, or working under their guidance or through complete self-learning. As a result, they manage to get job work and earn a lesser wage. The team oriented, and assessed 1203 painters and 150 individuals under the Paints and Coating Skill Council and the Domestic Skill Worker Council respectively. Thus 1459 unorganised local workforce have been certified, A total of Rs 729,500.00 (@ Rs 500.00 per individual) has been transferred into 1459 accounts, and accidental insurance valued at Rs 29,180,000.00 (@ Rs 200,000.00 per individual) has been leveraged from government.

In addition, a Safe Resting House for menstruating women made of bottle bricks was constructed in Dhanora, Gadchiroli district.

Palghar

A team of 4 managed the operations in Palghar. Two drinking water and six irrigation projects were implemented in Palghar district.

Besides providing drinking water in the summer months, the project housing bund construction recharged mother earth to the tune of 7,200,000 litres of water per monsoon while the restructuring of the water system in the second project saved 3,650,000 litres of water per annum.



Irrigation projects		Shelepada	Pimpalpada	Tulyachapada	Morchandi	Ranjanpada	Wagechewadi
Items		30	63	36	30	30	30
Farmers		30	897 guntas	685 guntas	134 guntas	405 guntas	366 guntas
Coverage		624 guntas	5,165 kgs	910 kgs and 200 bundles	660 kg	2170 kgs	1025 kgs, 450 bundles, 225,000 saplings
Yield		27,235 kgs					938,446
Income		627,650	326,325	49,600	41,600	119,700	

In addition, 329 house hold sanitation blocks were constructed in Palghar.
Employee engagement with various corporate houses resulted in saplings plantation, painting of toilets and construction of shelters with bottle bricks.

ASSOCIATION ACTIVITIES – BALWADI



People Behind KSWA & YP

KSWA is managed by the Trustees and members of the Executive Council. The Executive Council members were elected for a 3-year term 2018-21.

The Advisory Board is informal in nature and prominent citizens from varied fields are invited to guide Yuva Parivartan in its strategic and financial planning.

Meetings: The Executive Council met four times during the year, once in each quarter and the AGM was held on 27th September 2019.

The day to day management of KSWA Trust is overseen by the President and Hon. Secretary. Yuva Parivartan is professional managed by the CEO Mr. Mahesh Ranade, assisted by a team of senior management, staff across several states, consultants and

Trustees Names	Position on Board	Area of Competence	Meetings
Mr. Kishor Kher	President & Trustee	Strategic & Operative	4/4
Mr. S. K. Palekar	Trustee	Management & Academics	2/4
Mr. Girish Pikale	Trustee	Advocate	1/4
Ms. Mrinalini Kher	Trustee & Hon. Secretary	NGO Management & Social Work	4/4

COUNCIL MEMBERS FOR 2018-21

Executive Council

Radheshyam Chauhan
Jaiprakash Bagoria
Omprakash Chawla
Ramswaroop L Chetiwal
Mamchand Dama
Dhiraj Sharma
Dinesh Aswal

Coopted

Rajendra Buswala
Kailash Bhilwara
Bhupinder Dama

Special Invitees

Devraj Khare
Bhagwanda Chawla
Jaiprakash Badguzar
Babulal Chetiwal
Kailash Bhilwara

ADVISORY BOARD MEMBERS

Dr.R.A. Mashelkar
Ashok M. Advani
Nagesh Alai
Sanjeev Bhikchandani
Ashank Desai
Shitin Desai
Anand Desai
Dr.Ashok Ganguly
R. Gopalkrishnan
Rani A. Jadhav IAS (Rtd.)
Prof. J. B. Joshi
Eknath A. Kshirsagar
Sharad M. Kulkarni
Kishore Mariwala
Paresh Sukthankar
Nelum P. Gidwani
Ninad Karpe

Former Dir General, CSIR, Chairman National Innovation Council
Chairman, Blue Star Ltd.
Company Director
Founder- Naukri.com
Founder & Chairman, MASTEK
Co-Director & Former Vice Chairman, DSP Merrill Lynch
Managing Partner DSK Legal
Chairman ABP Pvt Ltd.
Ex Director Tata Sons
Former Chairperson-Mumbai Port Trust
Former Director, ICT and Educational Consultant
Company Director
Company Director
Member, Governing Council - Marico Innovation Foundation
Banker Ex. Dy. MD - HDFC Bank Ltd
Company Director
Partner at 100x.vc, Director at Aptech Ltd., Former Chairman,
Western Region of the Confederation of Indian Industries

ACCREDITATIONS

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

IDENTITY

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

- It was registered in 1954-55
- Society's Registration Act XXI of 1860 Certificate. No.3144 dated 9th January 1955.
- Bombay Public Trust 1950 Certificate No. F-419 (Bom) dated 27th April 1955
- FCRA Registration dated 30th June 2000 Certificate No.083780733
- PAN NO.AAATM 5552F
- TAN NO. MUMK11725 A

NAME & ADDRESS OF BANKERS

State Bank of India, Govt Colony Branch , Bandra East, Mumbai-400 051
ICICI Bank Ltd. L. J. Road, Mahim West, Mumbai-400 016
Kotak Mahindra Bank – Gayatri Apt, L. J. Road Mahim West Mumbai-400 016

Relationship:

Mrs. Mrinalini Kher, Trustee & Hon Secretary is wife of Mr.Kishor Kher, Trustee & President.

Staff Details As on 31st March 2020

Slabs For Monthly Salary / Contractual Fees	Male	Female	Total
Less than 5000	0	0	0
5001 – 10000	34	53	87
10001 – 25000	67	38	105
25001 – 50000	24	10	34
50001 – 100000	6	3	9
100001 & Above	4	2	6
Total	135	106	241
Part Time Facilitators : 65 Male / 216 Female			
Highest paid full time regular staff (March 2020)	Rs. 26,22,000/- PER ANNUM		
Lowest paid full time regular staff (March 2020)	Rs. 72,000/- PER ANNUM		
Cost of International Travel :	NIL		
Remuneration to Trustee, Board Members :	NIL		

Stories of Success

Ms.Chetana Dolare from Gondia LDC, Maharashtra Ms.Afreen Salim Khan are two students of YP who are now economically independent and proud to be Nursing Assistants in local hospitals at Gondia, Maharashtra. They say "Earning an amount of Rs.4000/- per month, may be very little for you, but for us it's an achievement, as we now are role models in our community and encourage other girls to do such short term vocational skill courses. YP not only teaches course curriculum, but also prepares us for interviews, communication, personality development and how to behave in the work place."

Bhandara is a small town of Maharashtra growing into a city, with modern amenities and new infrastructure and growing demands. YP went to Bhandara backward tribal belt 10 years ago with the support of Axis Bank. Today, we continue to get inspired as YP has made a big difference in the lives of the young boys and girls of giving them opportunities and a second chance through livelihoods. Kalpana and Diksha are two Data Entry Operators in a Business Group and a Furniture Manufacturing company. We are also very proud of Ms.Dilyana Sheikh and PoojaUjwane who are working in local hospitals.



Chetana Dolare



Karishma Bhagwan Shinde

Karishma Bhagwan Shinde, 24 years, 8th passed, Panvel ,Raigad.

Karishma's household was run by her older brothers. She aspired to enhance her skills in beauty therapy. Karishma enrolled for the basic beautician course at the Panvel centre and now earns an income of Rs 3000/- p.m., which increases during the festive and wedding seasons. This course has boosted her confidence levels. She plans to open her own parlor in the future.

Dimple Gupta, age 19 years, HSC residing Shirawane village, Nerulawane village, Nerul, Thane.

Dimple is one of the six siblings of the Gupta family. The cumulative income of the Gupta family is just Rs 10,000 per month. Feeling the need to support her family, she enrolled for the basic Beautician course at our Panvel centre. Dimple now takes individual orders after completing her course and visit clients in her vicinity. She earns an income of Rs. 3000 per month. She plans to do advanced beautician course and gain experience in some branded salons like Lakme.



Dimple Gupta

Brindha R, 22 years old is enjoying his job as cashier at Dominos on a salary of Rs.10,000/-. His sister and Brindha are the only wage earners as his father is unemployed. His training in Tally at Yuva Parivartan was very good. He feels Soch Ka Parivartan has helped him grow mature and handle his daily work.

He thanks YP as they helped him get the job at Dominos and TVS Credit Saksham for their support to YP and the students at the DJ Halli centre in Bangalore for the continuous guidance and mentoring.

Today, a YP student Bharat Raj D is a lecturer at Lal Bahadur Shastri College teaching Tally. He is happy that YP helped him get this job in a prestigious college of Bangalore. Bharath at 20 years of age has grown mature and responsible towards his family, as his father is unemployed due to ill health.



Brindha R

Kanchan Haridas Waghmare, Wardha LDC, A farmer's daughter from Ms.Rasika Yelore is also from Wardha a town near Nagpur well known for its "Gandhi Ashram". This pilgrim town has many success and real life stories of girls and boys who have benefitted from. Yuva Parivartan's livelihood centre, since 2006.

Kanchan completed 12th standard and was planning a college education, however decided to do YP's Nursing Assistant course instead and Rasika completed her basic tailoring. Today, Kanchan is happy that she is supporting her family and managing her own expenses, while Rasika earns Rs.4000-5000/- p.m.. They say "The financial independence to support children's school fees and purchase household groceries with your own hard earned money is a very liberating experience. Thanks to YP for coming to us and giving us this wonderful opportunity."



Kanchan Haridas Waghmare

Chikhalthana, Aurangabad (Maharashtra)

Mina Pache never imagined educating herself after 12th standard . Yuva Parivartan, Aurangabad centre, gave her the hope. Today, Mina Krishna Pache earns Rs.7000/- as a Nursing Assistant and is the pride of her family. She is grateful to the encouragement and support of her husband and in laws in achieving her dreams.

Like Mina, her friend Sheela Ravindra Bhujange is also fortunate to have become an assistant nurse in Jijai Nursing Home, Aurangabad.

Nagpur Maharashtra

Kalyani K, a student of our Nagpur centre was a graduate but jobless. She felt uncomfortable at home with her parents and sisters as she was not able to contribute to the family income.

Her life changed when Yuva Parivartan entered her life and convinced her to join the Beautician course. YP's home visit, and persuasion made her take the bold step. Kalyani joined the advanced Beautician course. Support from her teachers mentoring and advise through "Sochka Parivartan" (SKP) helped her think positively and become successful.

Today she earns Rs.6000/- at a parlour in Nagpur. Her skill has helped her gain confidence and she advises all other women and boys to take this positive step forward.

LDC –Gadchiroli Maharashtra

Seema Madavi from Nakti village, TalukaDevari, Dist. Gondia, Maharashtra is one of 3 siblings belonging to a farmer's family. Facing a severe financial crunch, all three managed to reach their 12th standard Further studies, were not possible, as the elder sister's marriage pushed us further into financial problems.

It was my brother-in-law, who phoned me about Yuva Parivartan the Nursing course.

I am now in Gadchiroli and out of the hopeless situation, have a steady job in the Dr. Malik N. Home . It has given me confidence and motivation to improve my life for the better. I failed in the 12th standard yet Yuva Parivartan gave my life a direction, which I never imagined in my dreams.



Acknowledgements

The non-profit sector is solely dependent on collection of funds from friends, empathisers, Trusts, institutes and of course the CSR contributions of Corporates Indian and international. These financial contributions big and small are what sustains the organisation, its staff and helps us to plan, strategize and implement the objectives as defined by our Vision and Mission .

KSWA & YP are truly grateful to friends, partners and supporters for their understanding of our challenges and their faith in our work. Donors have continued to contribute to our projects, helping us for the past 92 years.

The need to carry on with our mission is paramount and the staff of KSWA is strongly committed to economic empowerment of girls, women and youth. The recent corona virus pandemic is another colossal crisis , another test of our work and adaptability.

We take the opportunity to acknowledge the participation and support of:

The Advisory Board led by Dr. R. A Mashelkar, who have stood by us in support of all our planning & strategy and guided us towards better implementation of our work. To mention and recognize Dr. J. B. Joshi, R. Gopalkrishnan, E. A. Kshirsagar and Paresch Sukthankar, Anand Desai and of course Kishore Mariwala.

Our CEO Mahesh Ranade and senior management, our operations staff spread across the country, our support divisions like Audits, Academics, Rural Development, Partnership, Hospitality & HR and IT teams need special mention for continuing their work with a spirited & missionary zeal.

Our volunteers and friends like Dolon Ghosh for the Balwadi, Veena Gidwani & Neeraj Aggarwal have been always there for us. Our SVP partners and members like Jagdish Acharya, Govind Iyer, C. S. Anand who take personal interest for organizational development of YP.

Our legal and statutory Advisor, S. N. Inamdar, Mukesh Vashi continue to be our well-wishers. Trustee – Girish Pikale, needs special mention for his timely advise & guidance on IT and Trust matters. Sandeep Shrikhande has been our dependable guide. Atul Shahade our Auditors for managing our accounts and financials.

We are sincerely grateful to Anand Desai and DSK Legal for their role in filing a writ petition in the High Court to help us get our dues from the Central & State Government.

Individuals who have contributed financially and in kind for the cause. Special mention of Sunita Bajaj, Jyoti Doshi & Sita Gupta whom we approach for any urgent medical and financial aid for our staff and students.

Vandana Sinh of R S & Associates for their support to our Trust for over the last 15 years.

Other Donors & Trusts.

Genpact and Edelwise for 12 months deputation of manager to support YP.

Bombay Gymkhana for donation of over 200 books to our library.

Anand & KavitaJatkar

Inviting YP to Nomura Day.

International visit from Global Fund for Eradication of Modern Slavery (GFEMS) which has introduced us to work in partnership with several rescue Homes.

Visit of HSBC Global CSR Team

Global Hand Wash Day celebrated by Hyatt Regency with our Nursery children.

Thanks to The Stars Forum Annual conference for inviting YP for inaugural session.

Thanks to Ashok Patharkar for translation of our Marathi publication "Prakashache Bet" into English

Thanks to Rohan Potdar for helping to create eLearning videos for Entrepreneurship Development at concessional rates.

Thanks to Madgavkar Trust, Shree Narendra Maharaj Foundation, Time & Talents club of Bombay and many others for their support.



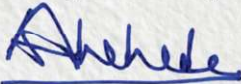
Kherwadi Social Welfare Association

Receipts and Payments account for the year ended 31st March,2020 (Foreign Contribution)

Particulars	Amount Rs.	Amount Rs.
Opening Cash & Bank Balances		19,956,921
Receipts:		
Income from Operation :		
Grants & Donations Received	61,642,768	
Interest on Fixed deposit and Saving account	1,205,270	62,848,038
Total Amount Rs.		82,804,959
Payments:		
Investments :		
Fixed Deposit (Net)	23,781,152	23,781,152
Current Liabilities :		
Paid to Employees	29,356,593	
Paid to Sundry Creditors	11,269,011	40,625,604
Expenses :		
Bank Charges	2,642	
Office & Sundry Expenses	84,715	87,357
Closing Bank Balance		18,310,846
Total Amount Rs.		82,804,959

As per our report of even date

For Shahade & Associates
Chartered Accountants
(Firm Reg. No.109840W)



Atul Shahade
Partner
Membership No.035227
UDIN : 20035227AAAABL7103

Place : Mumbai
Date : 11th September 2020



FOR KHERWADI SOCIAL WELFARE ASSOCIATION



Trustee



Trustee

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, 2020

Reg. No. F - 419 (Bom)

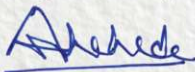
FUNDS AND LIABILITIES	Schedule	Amount Rs.	PROPERTY AND ASSETS	Schedule	Amount Rs.
Trust Funds or Corpus :- Balance as per last Balance Sheet Adjustment during the year	I	1,190,544	Fixed Assets :- (At WDV) - Balance as per last Balance Sheet Additions during the year Less : Transfer from Capital Reserve Less : Sales during the year Depreciation for the year	V	23,973,711 3,913,159 (13,965) (159,000) (3,122,444) 24,591,461
Other Earmarked Funds:- (Created under the provisions of the trust)	II		Investments :- (At Cost)	VI	63,753,991
Depreciation Fund Sinking Fund Reserve Fund Any Other Fund		28,563,447	Current Assets	VII	
Loans (Secured or unsecured) From trustee From others		- -	Deposit (Assets) Sundry Debtors Advances Cash and Bank Balance		876,863 19,188,883 5,974,451 28,147,738
Liabilities :-	III	86,222,886			
Income and Expenditure Account -	IV	26,556,511			
Total		142,533,388	Total		142,533,388

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

As per our report of even date

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 Shahade & Associates
Chartered Accountants
 (Firm Reg. No.109840W)



Atul Shahade
 Partner
 Membership No.035227
 UDIN : 20035227AAAABL7103




Trustee




Trustee

Place : Mumbai

Date: 11th September, 2020

SCHEDULE-IX
[Vide Rule 17 (1)]

Reg. No. F - 419 (Bom)

Name of the Public Trust : **THE KHERWADI SOCIAL WELFARE ASSOCIATION**
Income and Expenditure Account of the Public Trust for the period ended 31st March,2020

EXPENDITURE	Schedule	Amount Rs.	INCOME	Schedule	Amount Rs.
To Expenditure in respect of properties			By Rent		
Rates, taxes, cess (Property Tax)		4,597			
Repairs and Maintenance		526,529	By Interest/ Dividend Income-	IX	3,744,116
Property Expenses Consultancy Fees			On Securities		
Insurance		15,591	On Loans		
Depreciation (by way of provision of adjustment)		-	On Bank Account		
Less: Adjustment against deferred income		-	By Donations in Cash or Kind	X	120,624,902
Other Expenses		-			
To Legal & Professional Expenses			By Income from other sources	XI	40,804,063
Legal Charges			(in details as far as possible)		
To Contribution and Fees					
(paid to Public Administration Fund)			By Building Fund utilised during the year		
To Depreciation		3,122,237	By Corpus Fund Utilised during the year		
Less: Adjustment against deferred income					
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	133,135,255			
To Transfer to Vocational Training Development Fund		27,500,000			
To Surplus C/O. to Balance Sheet		868,872	By Deficit C/O. to Balance Sheet		
Total		165,173,081	Total		165,173,081

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

As per our report of even date

For Shahade & Associates
Chartered Accountants
(Firm Reg. No.109840W)

Atul Shahade

Atul Shahade
Partner
Membership No.035227
UDIN : 20035227AAAABL7103

Place : Mumbai
Date : 11th September, 2020



Atul Kherwadi

Trustee



Atul Kherwadi

Trustee

COURSES WE OFFER

Motor Mechanics
Multi skill Construction
Welding
Refrigeration & Air conditioning
Wireman
Computer Hardware
Gym Instructor
Home Appliance Repairing
Ward Boy
Carpentry
Electrician
Plumber
Mason
Operation Theatre Assistant
Medical Laboratory Assistant (Phlebotomy Assistant)
Nursing Assistant
Bedside Assistant
Unarmed Security Guard
Disk Jockey Training
Community Health Worker
Programming in C, C++
Programming with JAVA
Web designing
Basic + Advanced Beautician
Tally + Basic Computer + DTP
Mehendi
Domestic Workers
Turners
Fitters
EDP
Financial Literacy
Soft skills & Life skills
English speaking

Agriculture courses:

Backyard Poultry
Goat Farming
Chilli Cultivation
Paddy farming
Organic Grower
Floriculture & Open Cultivation
Vermicompost producer
Dairy worker
Nursery worker

Gadchiroli

Gadchiroli, categorised as tribal, undeveloped, naxal affected, is one of the 250 most-backward districts in the country with the lowest monthly household income ie Rs 6,572/- in the state of Maharashtra.

Banishing menstruating women to **Period Huts (Kurma Ghar)** is an unhealthy practice amongst certain tribes in Gadchiroli. 98 % out of the 223 **Period Huts** surveyed, were found to be unsafe, unhygienic, un sanitary, un habitable shelters having no electricity, toilet /bath facilities, water supply, causing infections, illnesses and sometimes death amongst menstruating women. Women lose their lives at **"Kurma Ghar"** every month.

In the past, "Fulwa, 15 years, used to be anxious when she was due to start her monthly menstruation cycle and she dreaded the thought of going to stay at the **"Kurma Ghar"**. It was just last week that Shantatai died of a snake bite during the night and her limp body was found the next morning by her son who had brought her breakfast. Besides unsafe and unhygienic conditions – the hut was devoid of water, a toilet, electricity and other basic facilities. Being on the outskirts of the village, the hut was often visited by snakes & insects."

Such was the plight of 133 young girls and women in Tukum village, Dhanora block, until Mukul Madhav Foundation, CSR partner of Finolex Industries; The Time and Talents Club teamed up with Yuva Parivartan's crowd fundung campaign to construct **the first Safe Resting Home for menstruating women using bottle bricks facilitating environmental protection and a movement against untouchability.**

Ragpickers were collectivized and trained in safe disposable practices. This increased their income and socially acceptability in the community. 23,000 plastic bottles procured from them valued at Rs 110,500/- were recycled into **"bottle bricks" (plastic bottles filled with sand)** and used instead of red bricks to construct the Safe Resting Home for menstruating women.

In 3 months, following social distancing and personal protection protocols, the Safe Resting Home was completed on the site available in the village where the dilapidated Period Hut stood.

The solar powered home has

- an inner room where women rest,
- a bath, toilet and washing sections, and
- a balcony where women relax, and learn and practise a skill.

The inner room accommodates 8 beds cum mattresses (4 made with bottle bricks, 4 village movable cots), a water filter and a wash basin. It has two netted windows, five ventilations, two solar operated fans and lights. On one side, it opens out into the balcony while on the inside, it opens into a bathing and washing section. The loft houses the water storage tank powered by solar energy for lifting water, and solar batteries.

The Bath, Toilet and Washing Sections

The toilet cum bath section, and the bath cum washing section have been constructed with red bricks while the rest of the home with bottle bricks.

The lower 4 feet of the balcony has been made of bottle bricks . It includes two sitting arrangements made of bottle bricks and two sewing machines for women to practise basic tailoring.

The inner room, toilet, bath cum washing sections total 350 sq ft while the balcony is 180 sq ft.

This Safe Resting Home for menstruating women is set to serve as a model for many more such homes, paving the movement to keep menstruating women health, safe and comfortable. In addition, the women are earning an income by stitching Khadi three ply face masks, and will soon craft cloth based reusable washable sanitary napkins.

The intervention has also brought about a mind set change in the community which is impacting the lives of rag pickers who belong to the Kaikadi Scheduled Caste meaning wild pig. The social stigma that the rag pickers are unclean or "untouchable" is slowly fading away. This is what a rag picker had to say, **" Now residents no longer call me bad names, but hand over their waste to me. Some even offer me drinking water. In the past, I would earn a mere Rs 90/- per day for selling 6 kgs of waste. Today, I earn Rs 2/-for a plastic bottle which is being recycled to build a house."**



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Kherwadi Social Welfare Association

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

022 26474381/9189/5359

www.yuvaparivartan.org