

66th **ANNUAL**
REPORT
2020-2021



Re-Inventing
Yuva Parivartan

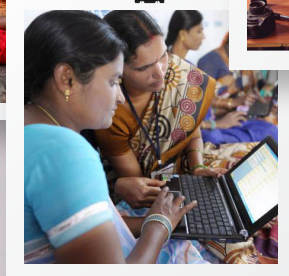
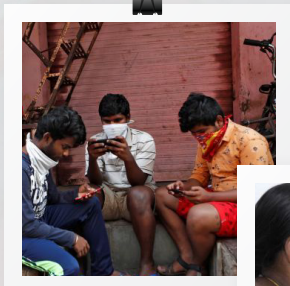


VISION

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





PREFACE

COVID-19 pandemic has caused an unprecedented disaster in terms of loss of lives and livelihoods, ravaging of economies and destruction of social structures. The pandemic brought the fault lines of economic inequality into sharp focus. On the other hand it moved us, almost overnight, into a global reset. In one sweep, humanity adapted to a new way of life. Post COVID, a new world order is in the offing and that too with much rapidity.

Context decides the content. With the changed context, we at Yuva Parivartan (YP) have looked at the pandemic both as a challenge and an opportunity. Indeed, we strongly feel that beyond repair and recovery, there is an opportunity to reimagine and reinvent ourselves.

In a strange way, post pandemic, the importance of Yuva Parivartan has risen sharply. Why? Yuva Parivartan has been skilling the deprived out of school youth with the noble goal of providing livelihoods nationally for over two decades now. Our focus has been on peri urban and rural areas. Post pandemic, the level of deprivation and the number of deprived have increased dramatically.

As per the latest report, as a result of the pandemic, 230 million Indian families have been pushed into poverty. So the number and type of beneficiaries to whom a 'second chance to earn a living through skilling' to be given by YP, has increased sharply.

Second, the pandemic has accelerated the process of digital transformation dramatically. Work from home, online learning, online shopping, adoption of telehealth, are striking examples. As regards digitalisation, YP was so far making progress steadily, but now we really need to put our foot on the accelerator.

In some measure, our existing skill development formats, namely Livelihood Development Centres (LDCs), mobile LDCs, Government sponsored training programs and village based Integrated Rural Development Program (IRDP) have a digital content, but from the periphery. It now needs to come centre stage. Are we doing it? The answer is yes.

The new initiatives like Yuva Kaushal e-learning modules and our jobs portal Kamaii.org do precisely that. Digital learning will be facilitated and made more aspirational for both students and social entrepreneurs now. For the social sector, use of digital tools and technology was so far optional, but in the new digital world, it is becoming essential. YP has always been a path breaker, a pioneer, and we feel very confident that we will once again show the way and be a leading change agent.

Then there is a third point. Post pandemic, besides words like recovery, repair, reinvent, there's another R word, that has become prominent and that is Resilience. It which simply means an ability to bounce back despite the adversity, and not just survive but continue to succeed.

I have been giving talks on this subject, the latest being to 150 independent directors in the Power Talk series organised by Indian Institute of Corporate Affairs. I have proposed 10 tenets of resilience, which include adaptability, agility, resilient thinking, scenario based planning, getting the entire organisation aligned towards the big purpose, platformisation, digitalisation, fostering self-disruption, adherence to climate conscious actions and autonomous innovation.

Under Milind Chitre's inspiring leadership, I am delighted to see that our YP family has adopted many of these tenets and has emerged even stronger. We can all see this from the content of our annual report. We can do more, and I am confident that the YP family has the genes of resilience individually as well as institutionally, and we will again be an exemplar in Resilience too.

Let's remind ourselves well ahead of time, that 2024 will be a landmark year for us in terms of our celebrating our glorious journey leading to our silver jubilee. Now is the time to start dreaming and planning for YP@25 and beyond, with a series of inspirational events in that momentous year, which will propel YP to a new inspiring high.

Finally, I want to thank and congratulate our YP family for its pursuit of our noble purpose with perseverance and passion, and our eminent inspiring advisors for showing us the path in these challenging times.

Dr. Raghunath Mashelkar, FRS
Chairman
Advisory Board
KSWA



Dear Stakeholders,

The last two Covid affected years have been traumatic on many fronts with a huge loss of lives and livelihoods. It has been a truly difficult time for individuals, businesses and Government and NGOs.

However, instead of feeling despondent, the Yuva Parivartan team has chosen to utilize the down time productively to review , reinvent and revitalize itself and our operations to better serve our prospective beneficiaries i.e the Deprived Youth in the years ahead.

We have begun by revalidating our Vision and Mission through a series of workshops with our strengthened Management Team led by our new CEO Milind Chitre.

We are building a Theory of Change by reviewing and reenergizing each function with needed changes in the team , systems and processes to scale up for YP's 25 th year in 2023-24

We have rediscovered some hidden gems from our earlier pilot programs and after due whetting and reworking strategies with interventions by volunteer experts, we are ready to test them on a larger canvas. Similarly, our tested proprietary motivational program for deprived youth "Soch ka Parivartan" will now be embedded in all our Skilling courses to provide a more holistic and rounded learning to students, better equipping them for a productive life ahead.

In these Covid affected difficult times, Financial Resources have been an area of concern, but by temporarily reorganizing our priorities and availing of repurposed funds, we have managed satisfactorily.

The good news is that we have also regained our previous initiative and vigour. Despite Covid, we are able to skill and provide livelihoods to a larger number of deprived youth meeting our livelihood target for the year.

We now look forward to the immediate future with renewed energy and confidence to better serve Deprived Youth , as we guide them to a better life through imparting skills and opening doors to Livelihoods.

Yours in Service,

Kishor Kher
President & Trustee



CEO's message

***What counts in life is not the mere fact that we have lived. It is what difference we have made to the lives of others that will determine the significance of the life we lead.
—Nelson Mandela***

With this thought driving me, I have transitioned from corporate life and started my “second innings” at Yuva Parivartan this year. I was truly blessed and fortunate to join a team, which is so passionate and purpose driven.

Covid got the best out of the team, made Yuva Parivartan more resilient and we positively impacted the lives of more students and their families, than in the previous year.

FY 20-21 was a tough and challenging year for all the NGOs and their beneficiaries in the livelihood domain. Reduced funding, closure of skilling centres, reduction in incomes, lost livelihoods, fewer opportunities for placements and self –employment, all together had a devastating impact on everyone.

However Team Yuva Parivartan jumped to meet this challenge- pivoting to a digital learning model for class room training and for mobilising and engaging with the students through social media, conducting training in migrants' camps, designing short term courses with potential for getting immediate livelihoods, like mask making, masonry, agri- based and healthcare courses. Our students did a stellar job and were at the forefront of fighting Covid.

At the same time, Yuva Parivartan was building the foundation to achieve scale and size across India. Multiple pilots and programs were started to improve the productivity of our field staff by building synergies between functions, creating a service mind-set, designing new courses, upgrading existing courses and implementing new methodologies for measuring and monitoring the social impact created by our programs.

Building foundational capabilities and organizational resilience, are essential if an organization has to make a social impact with scale. Developing these needs funding, expert support and mentoring.

Program funding helps to tackle the present, but to build for the future, investment is needed in capacity and capabilities building . I appeal and look forward to support from all our donors and other stakeholders to build a capable and resilient Yuva Parivartan.

I take this opportunity to thank all our students, their families, our donors, partners, all YPIans, trustees and our Board of Advisors for the unflinching support provided to Yuva Parivartan always and specially in these trying times

**Milind Chitre
CEO**



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

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 founded Kherwadi Social Welfare Association (KSWA) in 1928. Shri Balasaheb Kher happened on a chance to visit Bandra (East) a large marsh, where he found a few hundred migrants living in very unhealthy conditions lacking in basic infrastructure. This was the beginning of what is today known as Kherwadi Bandra East. Balasaheb gathered his Gandhian associates and established a committee to work for these few families. The committee was called "Chamdewala Committee" to help the khatiks from Rajasthan who were engaged in preparing soft leather.



Shri B.G. Kher & Mahatma Gandhi

The Committee started with establishing a dispensary, an educational services with a nursery school leading to a school upto 7th class. Income generation came next with a sewing class, a match unit to make matches for khadi village commission & a soap making unit.

In 1954, this area in the marshy area of Bandra East came to be named Kherwadi. When Balasaheb Kher joined the freedom movement, the work at Kherwadi continued with the support of his dedicated associates Dr.Jhaveri, Smt.Maniben Nanavati, Mr.Kora, Prof.V.G.Rao, Prof.V.B Kamath, Master Sandram Singh; others from the Kherwadi community. 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.



Shri B.G. Kher & Subhash Chandra Bose

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. Babasheb Ambedkar, and played a considerable part in the drafting of the Constitution. 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. 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.

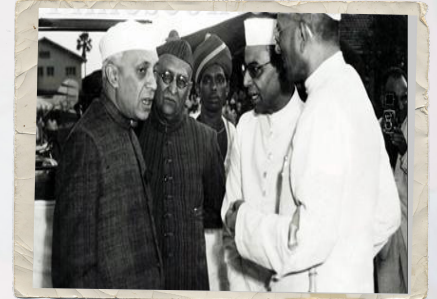


In 1954, he was awarded the Padma Vibhushan in recognition of his sterling qualities and distinguished service to the country. After 1954, he devoted his time entirely to social work. In addition to his work at the Kherwadi Social Welfare Association, he also devoted his time to adivasi welfare with adivasi seva mandal 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.



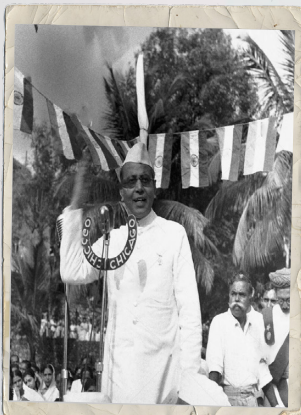
Shri B.G. Kher in Constituent Assembly

Chief Minister BG Kher of Bombay State listening to P M Shri Jawaharlal Nehru, with Governor of Bombay Raja Maharaja Singh and Morarji Desai at Santa Cruz Airport in Bombay on March 3, 1951



Aug. 08, 1953 - th Anniversary of India Independence Day. Photo shows Mr. B.G. Kher Indian High commissioner, stands in front of a painting of Gandhi while making a speech during the celebrations at India House, London today.

Members of the Drafting Committee of the Constitution- With the then President of India, Rajendra Prasad, BG kher, NV Gadgil, VL Mehta



Independence day celebration, B. G. Kher at meeting at Gowalia Tank, Bombay, Mumbai, Maharashtra, India, Asia, 15th August 1947

Presentation of colors to Home Guard, part of celebrations of Indian Independence Day at Brabourne Stadium, Bombay.

B. G. Kher(1st CM of Bombay State) salutes flag



Preamble

The year 2020-21 is a catharsis in the life of any organization and more so institutions like ours. The highs and the lows, the ups and the downs have taught us all a lesson for life. The pandemic has given us the biggest teaching - survival, quick thinking, adapting, coping , innovating to the situation on the ground, and reaffirming our responsibility towards donors, our students, staff and partners.

It was amazing to see, how YPIans - the heart and soul of the organization, refocused their energies and brought positivity in providing Covid medical relief to some hospitals. YP was able to even reach villages & towns, rarely heard of.

The lockdown and many of our staff afflicted by Covid in its severity were but small speed breakers. The fact that we were able to supply oxygen concentrators, oxymeters, oxygen cylinders, temperature guns, sanitizers, mask etc.to 17 hospitals across Maharashtra, a few places in Telangana, and even in Chennai, speaks volumes of the efforts put in by the team and Marcom to spread the word through social media.

Food and rations were distributed in the extremely poor pockets of a few villages. We raised Rs 66.44 lakhs as relief funds.

We took this opportunity of WFH (Work from Home) to accept invitations to speak and represent KSWA on several platforms like TEDX for Heritage school, Udaipur, UinNidhi, senior citizens groups and a few others. Kudos to IT department for supporting all in YP with IT support for these.

The uncertainty of lockdowns has played havoc in the lives of youth. The physical training sessions in our centres were the biggest causality. The subjects covered in our online counselling sessions on Zoom and Google Meet, will provide an idea of the impact on our students. However do read some of the success stories of our students . They are a validation of how YP's " second chance" changes lives.

Thanks to the funds from JPMC, we used the time to renovate the Parishramalaya, Kherwadi centre to give it a new modern look.

Mrinalini Kher
Hon. Secretary & Trustee



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Department wise functions during the year 2020-21

Operations - Delivery Models for making Social Impact

The Operations team of Yuva Parivartan comprises of a team of young, energetic and passionate members who are mainly responsible for the implementation of the mission of Yuva Parivartan. The Operations team is led by Mr. Arup Choudhary, which runs programs in skill training in technical courses, leading to livelihood. The Integrated Rural Development Program (IRDP) team which enables rural communities to earn a livelihood and help in rural reconstruction is led by Ms. Nicola Monteiro.

Wherever possible, both the teams leverage each other, creating synergies and multiplying the impact we make.

Integrated Rural Development Program team mainly works in two districts of Maharashtra- Palghar and Gadchiroli. The interventions that are undertaken by the IRDP team are: training of farmers in better agricultural practices to generate higher yield and incomes, water conservation, water harvesting, green environmental practices, construction of toilets in every home under Swatchha Bharat Mission, clean water, solar energy and an initiative to give a regular monthly income to tribals and other families owning small land holdings. A new project 'Waste to Value' by recycling of waste is also started to help generate livelihood & income for rag pickers.

To ensure there is a rural focus and to make an impact at scale, our Operations has the following delivery models:

- Mobile Livelihoods Development Centre (MLDC a.k.a. Rural camps)
- Partnerships: (with Individuals/social entrepreneurs and Institutes)
- Livelihood Development Centre (LDC)

The Operations are divided into 4 Regions:

Region 1

Maharashtra: - Districts- Akola, Amravati, Buldhana, Nagpur, Wardha, Yavatmal, Washim.

Madhya Pradesh: - Districts Balaghat, Katni, Bhopal

Region 2

Maharashtra: - Districts - Ahmednagar, Mumbai City, Mumbai Suburban, Nandurbar, Nashik, Pune, Raigad, Ratnagiri, Sindhudurg, Thane, Palghar, Satara, Kolhapur

Goa: - District- North Goa

Region 3

Uttar Pradesh: - Districts - Kanpur, Muzaffarnagar, Bareilly, Ghaziabad, Badaun, Moradabad

Delhi

Gujarat: - Ahmedabad

Region 4

Maharashtra: - Districts - Aurangabad, Bhandara Chandrapur, Gadchiroli, Gondia, Hingoli, Jalna, Latur, Nanded, Beed

Karnataka: - Districts - Bangalore, Bidar

Telangana: - Districts - Adilabad, Nirmal, Ranga Reddy, Nizamabad, Mancherial

Andhra Pradesh: - District - Nellore

Chhattisgarh: - Districts - Raipur, Durg

Madhya Pradesh: - Districts - Indore, Jabalpur

Each Region has an Operations Head, Area Managers, LDC Manager, Social Worker & Field Coordinators who set up training camps and form partnerships.



Mobile Livelihood Development Centres (MLDCs- Rural Camps)

Our Field coordinators have reached more than 75 villages in rural areas spread across 11 states to conduct 1375 camps and train 19,007 students, thus enabling them for wage or self-employment.

To drive this initiative, our field coordinator does a Need Assessment by engaging with community leaders, local youth and their parents, understands the local context for income generation. Based on this she/he identifies opportunities for livelihood & income generation and then sets up a training camp in a community place in the village, with help of a local trainer and local camp leader.

By providing local access to vocational training in rural areas, our MLDC delivery model, truly provides an opportunity for rural underprivileged youth to lead socially productive lives & to create an empowered and skilled community.

The number of students trained in various sectors in MLDCs are as follows:





Success stories of MLDCs:

Shreya Sawalaram Bovalekar, is a housewife living with her family at Aadeli, Bhandarwadi, Taluka Vengurla, Sindhudurg District, Maharashtra

Though she joined the cake making course out of curiosity, after completing the 5 days training, she not only learnt different types of cake making recipes but also gained confidence to take orders. Today she has her own cake making business and easily earns Rs. 5000 per month.



GOAT FARMING- GENERATING LIVELIHOODS, GENERATING INCOME

Manish Gondane, is 12th pass & 35 years old living in Bhandara district of Maharashtra. Having a farm-based family background

After completing the Goat Farming course from Yuva Parivartan, he started his own training center and utilizes his skills to offer training in goat farming.

Now he is a proud entrepreneur & he can earn enough to meet his basic needs.



Ramchandra Pawar, He lives in Kunwale village of Malvan tehsil. He took training in goat farming through Yuva Parivartan. Guided through training on how to convert traditional goat rearing into commercial goat rearing and how to make agriculture a complementary business.

Inspired by this training, he started a goat farming center in Malvan taluka on a one goontha site.

Through this he is earning extra income and he created the different identity in society.



Partners of YP

Kherwadi Social Welfare Association through its partnerships with Authorised Training and Certification Centres & with rural entrepreneurs through Rural Certification Partner Model (RCP) - identifies, trains and monitors like-minded NGOs, Local institutes (computer institutes, wireman shops, beauty parlours, tailoring shops), Community Members & Social Entrepreneurs to scale up their ventures in local areas, by replicating the Yuva Parivartan (YP) model of Livelihood Training. Once a Partner is identified, YP ensures a thorough on-boarding & training process.

Based on the needs of the community, the necessary training content (Yuva Parivartan & NSDC certified) is handed over to the partner. The partner is trained right through the mobilization, online examination & certification & livelihood adoption processes.

This year 336 new partners located in 58 districts in 11 states were signed up. Through the Partnership 11,520 students have been trained in various courses. During the COVID lockdowns, after taking permission from local govt. authorities, our teams conducted a masonry course for migrants, and linked them to local builders for livelihoods.

rural underprivileged youth to lead socially productive lives & to create an empowered and skilled community.

LIST OF OF TOP 10 ATCC * Partners

RANK	PARTNER	TOTAL students
1	S.V. Moon Sun Rise Training Center, Adilabad, Telangana	460
2	Hope Foundation Skill Development Centre - Thahirpur, Delhi	429
3	Dreams Maker Education System, Khed, Ratnagiri, Maharashtra	343
4	National Association For Educational Trusts, Ahmedabad Gujarat	286
5	Paryay Pratishthan, Pune, Maharashtra	281
6	Literacy India, Gurgaon, Harayana	253
7	Yuva Skill Development and Educational Training Institute Delhi	171
8	Matoshri Sarvajanic Samajseva Sanstha, Gondia, Maharashtra	158
9	Jivaji Baburao Rane Smruti Pratishthan Markandi Chiplun, Ratnagiri, Maharashtra	133
10	Culinary Craft (Powai), Mumbai, Maharashtra	127
Total students certified		2641

TOP 10 RCP* PARTNERS

RANK	PARTNER	TOTAL students
1	Chandrashekhar Ravalnath Punalekar, Sindhudurg, Maharashtra	691
2	Juniper of Hope, Bangalore, Karnataka	427
3	Supriya Lavu Morajkar Sateli Bhedshi Sindhudurg, Maharashtra	387
4	Sunita Kavadu Daburakr, Nagpur, Maharashtra	276
5	Sanjali Vijay Gawade Vengurla Sindhudurg, Maharashtra	232
6	Sunita Bharatsingh Chavhan, Wardha, Maharashtra	214
7	Pranjali Nilesh Marathe , Sindhudurg, Maharashtra	207
8	Aniket Dhawale, Wardha, Maharashtra	199
9	Sweety Beauty And Training Institute Khalapur Raigarh, Maharashtra	191
10	Kalpana Omprakash Shelke, Wardha, Maharashtra	169
Total students certified		2993

***ATCC –Authorised Training Certification Centre**
***RCP – Rural Certification Partner**

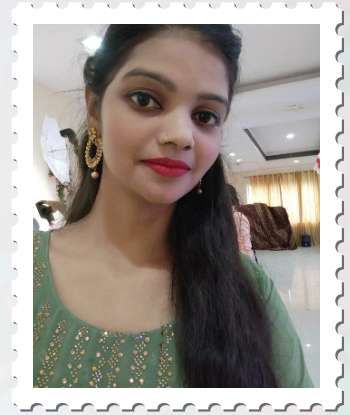


Success stories of YP Partnerships

From Struggle to success

JAGDEVI NURSING ACADEMY- Yuva Parivartan Partner Nursing Assistant

Meet **Rakhi Rathor** 22 years old from Badaun district located in Uttar Pradesh. On the sudden & unexpected demise of her father, the full responsibility of looking after the family of 4 fell on her shoulders. To make ends meet she started working at a private school. During the course of time she came to know of the Nursing assistant course being run at JAGDEVI NURSING ACADEMY. The low fees allowed her to enrol in the course. In the program through theory & practical she was able to get a good understanding of the medical field. 6 months of on job training in a district hospital further exposed her to the real-world work experience & patient handling. On completion she is gainfully employed in a private hospital, earning a monthly salary of Rs. 15000. Today, thanks to vocational education, the financial condition of her house has improved & she is a proud contributor to her family.



Story of a Self-Entrepreneur

Mayank Training Institute- Partner of Yuva Parivartan Beautician Course

This is the story of Ms. Seema, who completed her beautician course from Mayank Training Institute, Ghaziabad, UP a partner of Yuva Parivartan.

Before taking the training, Seema did not have any income, but on completion of the course, under the guidance of Mayank Training Institute & teachers she was able to open her own training center.

Thank you Yuva Parivartan; Thank you Mayank Training Institute!



Work at LDCs:



During the COVID imposed national lockdowns, our centres were closed. In order to avoid discontinuity of classes, the physical skill training was transitioned to online sessions. With the help of Zoom video calls and what's app video calls, theory part of the syllabus was delivered. Faculty was trained to conduct online training. To ensure 2 way learning various tools were also built into the training Standard Operating Procedures. Kondhwa LDC while running the Nursing Assistant program, conducted community engagement activities and placed 80 students and tracked their progress.

BUILDING LOCAL ENTREPRENEURS with new programs & initiatives

To fulfil Yuva Parivartan's mission of Livelihood & income generation, multiple new initiatives undertaken to encourage youth to become entrepreneurs. New livelihood led programs introduced. In Ratnagiri & Sindhudurg districts of Maharashtra, Cake making program conducted for 1200 participants to motivate them to become entrepreneurs. In December 2020, in Kudal an Entrepreneurs Appreciation program organised for new entrepreneurs. Mr Arup Choudhari was the chief guest.

Yuva Parivartan helped youth to set up Two wheeler garages in Sindhudurg by getting them associated with Saraswat co-operative bank under the Government scheme.





Celebrating YP Day

Bandra LDC



Akot LDC



Hinganghat LDC



Wardha LDC



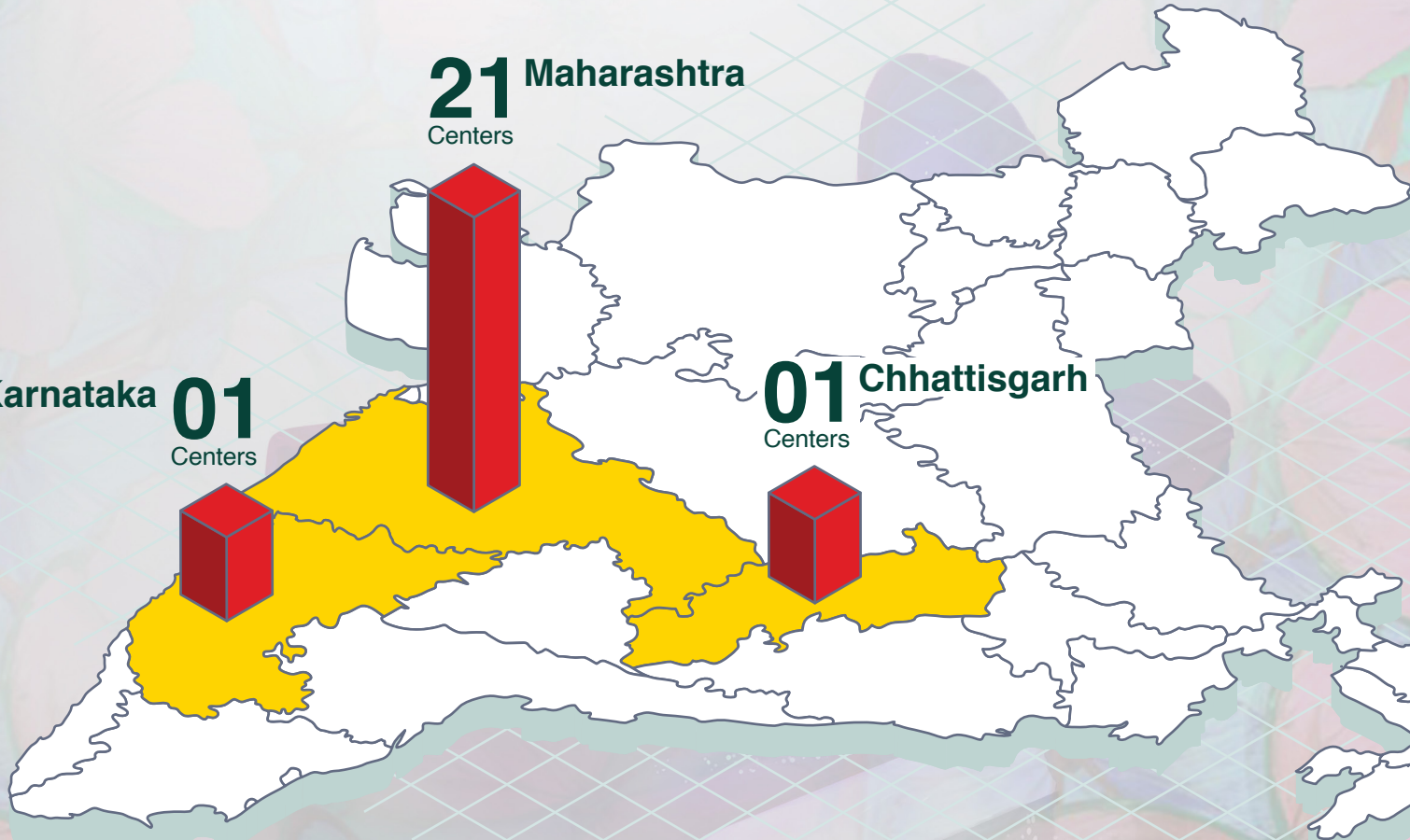
Yuva Parivartan Centers

Total Count - 23
 Total enrolments - 7321
 Total batches - 736

21 Maharashtra
Centers

01 Karnataka
Centers

01 Chhattisgarh
Centers





Sector wise Enrolments

S.No	Sector	Total no. of Enrolments
1	Healthcare	2421
2	Automotive	152
3	ITeS	1363
4	Apparel	2067
5	Beauty & wellness	990
6	Building construction	246
7	Telecom	32
8	Food Processing	35
9	Management	15
	Total	7321

Success Stories of LDCs

Hinganghat LDC.

During the pandemic our Nursing assistant students got jobs at Covid Care center (For police staff) at Hinganghat.

These four students belong to the underprivileged class, but after joining the Nursery Assistant course at Yuvaparivartan their life has completely changed, as they have gained knowledge as well as a confidence at Yuvaparivartan.

Moreover, as these students worked at Covid care center for police staff, now Yuvaparivartan is a well-known name among police staff as well as in Hinganghat and nearby areas.

That Covid care center has 20 beds and 24 patients were attended by them. Police officer PSI Mr. Ramteke, appreciated our students contribution towards Covid patients.

Following are the names:

1. Durga Chaudhary
2. Vaishnavi Mhaiskar
3. Pooja Vandhare
4. Jai Gaurkhede.

All students are now earning a handsome salary 15000/- per month



Wardha LDC

Mr. Shahid Khan and **Mr. Sachin Kukkalwar** both residents of Wardha, joined a two wheeler course at Yuvaparivartan. They could barely earn near about 2000/- per month, earlier, and that amount wasn't enough to sustain their respective families, but after completing the course of two wheeler repairing from Yuvaparivartan they have experienced a complete transformation in their life, as Sachin Kukkalwar is now earning near about 8000/- per month salary, working at a work shop at Wardha. and Shahid Khan is self employed now and has opened opening a service center at his house.

He is now doing servicing and repairing of two wheeler. According to him, now he is in secure zone, only because of Yuvaparivartan.

Shahid Khan has now started servicing 3 bikes a day and for every bike he is earns Rs 200/- per bike for washing and repairing and he works for approx. 21 days a month and earns about 12500/- per month.



Overview, Geographical spread and students skilled in different delivery formats and verticals:

Overview- Operations

FY 20-21 total numbers							
Region	HOP	Camp	Partnership	LDC	C&GP	IRDP	Total
R1	Arati Lokhande	8484	2468	1471		591	13014
R2	Suresh Utekar	2091	3764	2645		617	9117
R4	Kailash Joglekar	8432	2174	3205		3372	17183
Partnership	Vaishali Solanki		3114				3114
C&GP	Yogesh Meher				966		966
Operations Total		19007	11520	7321	966	4580	43394

Geographical spread and students skilled

MLDC		
State	Sum of Enrollment	Count of Village
Andhra Pradesh	896	2
Bihar	213	2
Chhattisgarh	563	3
Gujrat	8	1
Karnataka	159	2
Madhya Pradesh	63	4
Maharashtra	16005	57
Odisha	20	1
Rajasthan	24	2
Telangana	1033	3
Uttar Pradesh	23	2
Total	19007	79

Partnership		
Row Labels	Sum of Enrollment	Count of Location
Bihar	188	4
Chhattisgarh	32	2
Delhi	616	2
Gujrat	286	1
Haryana	293	1
Karnataka	427	2
Madhya Pradesh	324	5
Maharashtra	8554	44
Odisha	173	1
Tamil Nadu	52	1
Telangana	460	1
Uttar Pradesh	115	4
Total	11520	68

IRDP		
State	Sum of Enrollment	Count of Village
Bhandara	374	11
Chandrapur	50	1
Gadchiroli	3172	16
Gondia	150	5
Wada	617	5
Wardha	217	5
Total	4580	43

YCI		
State	Sum of Enrollment	Count of Village
Maharashtra	44	1
Total	44	1

LDC		
State	Sum of Enrollment	Count of Village
Chhattisgarh	58	2
Karnataka	233	1
Maharashtra	7030	92
Total	7321	95

C&GP		
State	Sum of Enrollment	Count of Village
Delhi	91	1
Karnataka	110	1
Maharashtra	370	5
Tamil Nadu	110	3
Telangana	145	3
Uttar Pradesh	140	2
Total	966	15

Grand Total of all delivery formats

Delivery format	Sum of Enrollment
MLDC	19007
Partnership	11520
LDC	7321
C&GP	966
IRDP	4580
YCI	44
Grand Total	43438

- *MLDC - Mobile Livelihood Development Centre
- *IRDP - Integrated Rural Development Project
- *LDC - Livelihood Development Centre
- *C&GP - Corporate & Government Program
- *YCI - Youth Career Initiatives
- *C&GP - Corporate & Government Program



Uday Dalvi – Head - Human Resources & Administration

It was a challenging year for all of us. The COVID-19 pandemic impacted all of us, calling for quick but yet well-considered actions, including in the area of HR.

Reopening of Office - The health of our employees was our highest priority. At the same time, continuity of YP's Operations had to be ensured. Due to the pandemic and subsequent lockdown announced across country on 21st of March, 2020 our office was closed for almost two months. Effective 8th of June, 2020, we decided to reopen our Head office, Mumbai and took all precautionary measures including procurement of foot operated sanitizer machines, Sanitizers, Shield Masks etc. were provided for staff to feel comfortable and safe while in office. HR & Admin. Teams were instrumental in instilling confidence in staff members and it resulted in gradual increase in attendance.



PMS - 2019-20 - We had conducted the Annual Review of 2019-20 in July, 2020 and completed entire PMS process in 35 days straight i.e. by 5th Aug. 2020. It was an outstanding achievement from the entire HR team, who worked hard to collect PMS forms / data across the organisation.

Medical Insurance - Last year, we encountered various medical emergencies and managed to extend help to staff members through our organisation Group Medical Insurance. For FY 2020-21, we settled insurance claims to the tune of Rs. 5,44,797/- with a claim ratio of 130%.

Statutory Compliances : As part of Atma Nirbhar Bharat package (ANBP), the central Govt. had launched the Atma Nirbhar Bharat Rozgar Yojana to incentivize creation of new employment opportunities during the Covid-19 recovery phase, by providing assistance to employers of establishments registered with EPFO to recruit unemployed persons and re-employ those rendered un-employed during the pandemic. We have made this Scheme applicable to KSWA effective 1st Feb. 2021 by covering 42 employees. By virtue of introduction of ABRY, we managed to Save Rs. 10,000/- per month. Similarly, we had introduced PMRPY scheme in the year Dec. 2017. This scheme is still on and YP continues to benefit from it.

Capacity Building : The Organization's Capacity building exercise was initiated under the guidance of Dr. Pramod Solanki.

Employee Satisfaction Survey – ESS was conducted on 15th January, 2021 to gauge satisfaction levels of Employees/ Associates working with YP.

Renovation Work @ Head office & Bandra LDC – Major renovation activities were carried out at our Head office, Mumbai and Bandra LDC.

People are at the center of our activities. Dedicated, healthy and successful employees are absolutely necessary if we are to retain and expand our leading position and shape a successful future for all of us. This has guided us in aligning our actions with expectations of changes in the years to come.

Archana Nair - Director - Finance & Accounts

Financial year 2020-2021 has forced us to reboot ourselves with the new challenges. Sudden lock down in March 2020 opened a new avenue - "Work from Home"(WFH). We were using anydesk platform for remote working occasionally, in fact it became a routine feature and getting used to all this remotely wasn't smooth even with a dry run before the lockdown. With the help of the Information Technology department, we have implemented Tally cloud during lock down for accessing data remotely.

The Government of India has amended Laws last year for opening of foreign contribution bank account with the State Bank of India - New Delhi. During the lockdown with restrictions on travel, opening a bank account from the Mumbai wasn't smooth. After persistent efforts and two-three months' of follow ups, we managed to open a bank account much before the initial deadline of 31st March, 2021 and started receiving foreign donations through SBI, New Delhi account.



Other major compliance amendments were renewal of section 12A registration & 80 G registration with income tax and registration with the Ministry of corporate affairs(MCA) for CSR donations. I am pleased to share that our provisional registration of Section 12A and 80 G has been revalidated for five years on 28th May, 2021 and the CSR number was obtained from MCA on 7th April, 2021.

We are happy to inform that our four member team has worked efficiently and effectively in the new arrangement of 'Work From Home'. We extend our gratitude to all departments / Verticles @ Head office and front line operations for their support to tide over the challenging phase of pandemic

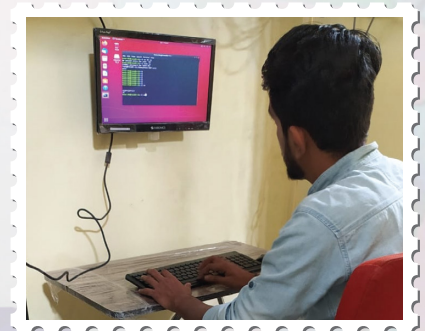
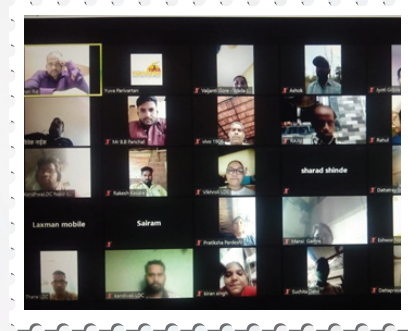


Ida Pereira IT-MIS

The year 2020-21 has prompted a radical shift in our day to day working due to the ongoing Pandemic. Technology has been the major resource , ensuring use of newer tools, ease in communication, adapting to new skills, cloud hosting, WFH without impacting productivity. At Yuva Parivartan , Technologies were implemented successfully and due to this , we were ready to face the lockdown challenge digitally.

Apart from systems/applications, staff across the organization were trained online on various tools for their day to day work and getting them to adapt to the situation. Critical servers were hosted on cloud that gave easy access to people to use systems and record their activities even in remote locations. Communication tools like Zoom, Google meet paved the way to connect all around the globe, whether they were online meetings, skill training or connecting with our Partners, Donors.

There was a wider connect between the Urban and Rural Beneficiaries and staff through IoT. Well! We must say our Systems were in place, we adapted to a new style of working, collaborating to make a difference to society at large.



Our Achievements

- As a part of Force for Good Program 2020-21, JPMC tech volunteers collaborated with Yuva Parivartan and developed a "Data Analytics" platform that will help analyse data from different applications on a single platform, thereby enabling quick decisions
- Adapted to new technologies and tools like Zoom, Google Meet to conduct online training, meeting with stakeholders, attending various webinars/conferences
- Continuous improvement in our present applications to make them robust yet simple to use
- "Course Certificate" now available on the website for certificate authentication to beneficiaries, partners and donors.
- A well organized and robust Infrastructure at HO and our centres PAN India, upgrade of the server room and an advanced Sophos Firewall to manage Data Security.
- Mobile training was imparted to the staff online to keep them updated on new features and upgrades.

Way forward

- Implementation of Data Analytics platform for easy access to data at a single location
- Implementation of automated Call Centre with advanced features
Designing a mobilization app for field staff in collaboration with Genpact to create M&E templates for effective monitoring, evaluation and quick decision making



Vaishali Makwana - Operations Audit, Process Management and Quality Assurance

The last year was quite a challenging year for all because of the pandemic and the lockdown and it impacted the audit function very badly. Because of travel restrictions, the team could not travel to the Center locations for physical audits. Also, because of the restrictions, Yuva Parivartan had adopted the hybrid model of training which is both online + offline. With this our function also shifted to the online mode of audit and most of the batches happening on zoom were audited online.

Our team proactively attended the batches online and took feedback from the team as well as the students on the overall training conducted. It was a new experience for the team and and challenging too, as verification of documents online was a tough job. We accepted the challenge with a positive spirit and managed to complete the audits online. Later on, when the batches were allowed to be conducted at the centers, the team started audits through video calls to monitor the complete look and feel of the center. We will continue with online audits till the restrictions are eased and permissions for travel are granted for all locations.



Archana Arora - Academics

The outbreak of COVID-19 left a trail of destruction all over & the skill development ecosystem was no exception. In the wake of the pandemic and overall confusion & fear led by national lockdowns, our immediate concern was how to help the Covid-affected find livelihoods in these very difficult & unprecedented times.

COVID had suddenly changed the way we had designed and delivered skill development until now.

In this changed scenario, we took the challenge on the front foot. We linked our programs to COVID; we tried to understand the post COVID scenario for livelihood, going through various government reports, analysis & scheme launches. Based on our learning and the understanding and reporting of our field staff, we brought in a major shift in our:

1. Course design
2. Teaching, learning & training approach

Our course designs from long term (120 hours to 160 hours) were restructured to programs that could be delivered during the time the migrants were in government transit camps. Multiple healthcare programs were developed under the guidance of experts. Detailed below are some of the new programs developed & launched during the year:

1. **COVID-19 Concepts & Care Course** developed & introduced in rural communities to spread awareness about Covid-19, hygiene & sanitation protocols that should be followed.
2. Livelihood led training programs run for in-transit migrant workers housed by the state governments in multiple shelter homes, to empower them to find gainful livelihoods back in their villages, after their stay in the shelter home. Some of the popular courses run included new programs **Making of Sanitiser & Hand Wash, Making & Cleaning of Homemade Masks** along with our existing programs of Candle making, Poultry farming, Financial Literacy and Mobile Banking alongwith Mehendi application
3. With programs like Nursing Assistants, Medical laboratory Assistants (Phlebotomist Assistants), **Covid Patient Care & Covid Hygiene (Housekeeping) Assistants** we helped to create a LOCAL pool of trained team of allied healthcare workers to assist the already stretched doctors & nurses at District Covid Care & Quarantine Centers.
4. Coding programs like **Programming with C & C++, Java & Web designing** were started in partnership with NIIT Foundation.
5. **Digital Marketing using Social Media** course focused on enabling nano & micro businesses to go online, do e trade & increase their customer outreach.
6. To increase the scope of our trainings 6 new sectors were approved & added by NSDC (Paints & Coats, Domestic workers Management, Electronics & Hardware, Green Jobs, Tourism & Hospitality, Logistics, Media & Entertainment).
7. In spite of all the odds during the year over 40,000 youth were trained in 100 NSDC approved courses spread over 20 sectors.

Examination & Certification

Along with the online examination, a new methodology was developed for third party assessments for Tally (Account Executive), Front Office Assistant & Sales Associate programs (BFSI, Retail & Management sectors). Assessment was conducted by remote proctors on a pilot for about 350 students. Question papers were revamped & results declared NOS wise.

Introduction of issuance of e Certificates & full automation of certificates with QR code across all verticals were some of the additional activities undertaken during the year.



Uma Sundaraman - Counseling & Social Impact

The novel coronavirus has introduced an unprecedented degree of unpredictability and disruption, impacting day to day functioning in both large and small ways for people across the world.

Social Impact

The Social Impact team of 7 tele callers quickly adapted to the new normal and continued to work from home and reached out to students using their mobile phones.

It was tough in the beginning for the girls to manage to work from home, with them not having separate space in their homes to do their calling from. Staying at home also meant being responsible for their children who were also doing online classes.

Despite the above challenges, last year the call center reached out to 37004 students from both Camps and LDCs. Of these, we could complete the survey with 7961 students.

The highlights are as under.

1. Out of the 23281 calls made to collect impact surveys, we could collect data for 4931 students. Of these 1644 were pursuing livelihoods which is 33.34%. This percentage would have been much better if not for migration of students, lack of opportunities for wage employment and students not wanting to risk starting their business in Covid times.
2. 62% of the self employed and 52% of the wage employed in Camps are chief wage earners of their family
3. In LDCs 36% of those self employed and 44% of those wage employed are chief wage earners
4. The average income of Camp students who were Wage employed was 5333/- per month and the self employed were earning 3548/- per month
5. 56% of the Wage employed and 66% of the self employed Camp students were saving money, whereas in LDC students 63% of the Wage employed and 62% of self employed were saving money.

Counseling

It has been over one year that the entire world is going through the pandemic & nobody can say for sure as to when life will come back to normalcy.

This phenomenon has led to short term as well as long term psychosocial and mental health implications for adolescents. They went through a gamut of emotions from anxiety, fear, loneliness, isolation, digital bullying in the virtual classrooms etc.

The Counselling team used the Digital medium to connect with students from across the state.

We conducted sessions on having gratitude, building positive attitudes, stress management and coping skills. Several sessions on meditation and relaxation were conducted on a regular basis. Some of the topics that were covered were:

1. करोना काळाशी सामना करताना Facing Challenges
2. सबुरी, धीर, संयम Patience
3. ऊर्मीद पे दुनिया कायम है Having faith
4. Udaan The path of growth Goal setting
5. काबिलियत की पेहचान Self esteem
6. रोशनी की और In search of inner light
7. भावनाओं का घर House of emotions
8. मेरी खुशी मेरे मुझीमे I choose to be happy
10. हँलो जिंदगी Coping skills

Apart from the above, through counseling we also conducted Covid awareness sessions focusing on the do's and don'ts, maintaining Covid appropriate behavior etc.

Through these sessions we reached out to more than 1000 students. The students from rural areas generally were quite curious to learn more & responded well in the sessions. However, they often had issues with connectivity & availability of phones. On the other hand, the students in urban areas had much better connectivity & infrastructure.

A special program to motivate the staff 'Pep Up & Step Up' was organized. This session was led by Dr Shubhangi Parker Ex Dean, KEM Hospital, Mumbai

A Counseling session मनतरंग with all LDC Managers and staff was conducted to deal with anxiety and uncertainty. We had invited Ms Prerana Rajurkar (Clinical Psychologist) for the programme.

Volunteering

We had an amazing response to volunteering this year. Virtual volunteering made it possible for many people to come forward and give their time for a good cause.

A lot of sessions were conducted through corporate volunteering. A big shout out to all our volunteers from Nomura, Bank of America, PWC, Mercer, United Way, Accenture for keeping the engagement alive and delivering quality workshops for our students through corporate volunteering. The various topics covered through these sessions were Financial Literacy, Digital Literacy, Work Readiness, Time Management and Goal Setting and Being Positive during tough times etc.

We also wish to thank interns from NMIMS college Shreya Sawant, Riya Singhal, Anshul Kandari and Nikhil Sharma, who helped us put in place an interesting and informative online counselling module for students.

Ms. Deepika Sivakumar from TISS helped in conducting desk research and submitted her paper on Skill demand in Maharashtra.



Sandhya Ghadi - Marketing & Communications

2020 was a tough year for everyone, including our teams, as we faced both personal and professional challenges of Covid-19.

The commitment and contribution to the communities we serve have been a constant source of inspiration and pride.

The department's performance has been remarkably resilient, thanks to the efforts of the team.

The actions taken during 2019 to streamline and simplify MarCom processes meant that we entered 2020 in a strong position.



“MAKING THE PIVOT TO A DIGITAL FIRST STRATEGY DURING COVID-19”

In March 2020, we took action to strengthen MarCom further by including the use of digital tools to help serve the community better. We literally saw “A Year” of digitalization in normal times take shape in just four weeks with society and the economy getting digitized at amazing speed. Platforms like Facebook, Instagram, LinkedIn, YouTube & Google Business Places were used to their full potential, to reach out to the community and serve them better.

It quickly became clear that the pandemic was accelerating the digital marketing trends on which we based our vision for 2021. From migrating the user base that once preferred in-person experiences to now enjoy digital interactions and the explosion of digital content consumption as people's lives went online, to growing demands from our target niche for simple, integrated solutions that combine outstanding user experience with easy to reach out platforms, we did it all.

Having simplified our structure and strengthened our offering through digitalization in the 12 months prior to the pandemic; we saw the benefits of this acceleration on all our digital marketing platforms. With our understanding of the needs of target audience, we could react quickly to changing consumer behavior and deliver what they need. Being fast was vital, and work that might have taken weeks to conceive and produce before the pandemic was turned around in days or even hours.

“A Resilient Performance”

We had a very positive year in terms of content consumption on our skill training videos and digital growth. We had a staggering organic growth across all of our digital platforms. Shared below is the change in content consumption trend during lockdown periods.

Digital Indicator



Total Content Reach

15.5 M



Total Video Views

4 M



Total Followers

37,912

“Playing our Part”

While most of our team members were on the frontline tackling the pandemic, serving the communities in the remotest parts of the nation, we at MarCom did have an extremely important role to play in shaping the consumer behavior and actions in our areas of interventions.

During 2020, we closely worked with our teams & partners to produce public awareness campaigns, to help limit the spread and impact of Covid. We supported our teams, leveraging the power of social media to help YP reach the public with its vital communications promoting social distancing and good hygiene. Similarly to help students continue learning without any disruption, we offered skill training videos for free on YouTube.

“Accelerating Our Growth”

In 2021-22, our plan to accelerate our digital growth is to radically simplify our communication, to better position our self to grow and fully showcase our capabilities – from creative storytelling to technology & data expertise – that niche audiences demand. We are continuing to align our creative and digital credentials by bringing in crucial elements of storytelling in all our communications.

By investing more in our digital initiatives and leveraging their capabilities, we aim to reach out to millions of youths & engaging with them on a sustainable basis. We see more room for improvement; in 2021 our central resources will be focused on driving user satisfaction and organic growth. There is a significant head room to grow particularly in the high-growth areas of user experience, technology & data analytics and increasing our digital footprint by over 25%.

Key Milestones of 2020-21

2020 was a year of challenges, But also success and progress



- 1) YouTube Channel Subscription - **23730**
- 2) Total Views - **3,880,292**
- 3) Views on Most Popular Modules :-



Modules	Views
House construction with Plastic Bottles	51,554
Repairing Silencer of Motorcycle	34,252
Body Temperature - Nursing Assistant Course	27741
Dressing & Bandages - Nurse Assistant Course	22989
Mobile Repairing Tools - PCB Cleaner, IPA, Alma & EC Cleaner	12148



Shomali Johri - Hospitality with Alliance U.K.

The financial year started with unprecedented times of pandemic and the hospitality sector was very badly affected because of the nationwide lockdown. But that didn't stop us from reaching out to the students from the destitute background and providing them skill training for 4 months. This consisted of one month of English Speaking training and three months of hard-skill training in the Hospitality sector.

We executed a 100-hour curriculum which was developed by our donor Sustainable Hospitality Alliance in association with IHG hotels. This curriculum was imparted virtually to more than 40 students, who gained thorough knowledge of English Speaking and Life-skills. The curriculum had three modules: Life-skill, English for hospitality and Introduction to Hospitality. The classes were conducted on Skype for four hours Monday to Friday and it worked beautifully in the difficult times of Covid. The students were given data support to attend classes regularly without any interruption.

It was next to impossible to conduct Hard-skill training, as the hotel industry was the worst-hit industry. International travellers were not allowed to visit India, malls and restaurants were closed, making it very difficult for us to find opportunities in the hospitality sector.

We reached out to our donors and requested alternate options of training for our students. We did some research, spoke to the students and came to the conclusion that there is a huge requirement for the following:

1. Health-workers due to surge in corona cases.
2. E-commerce business was picking up, so Tele-callers and BPO jobs were in demand
3. Hotels that were converted into quarantine centres had demands for Housekeepers and F&B staff.
4. Restaurants were closed for dining, but were open for takeaways and Cloud kitchen.

These opportunities gave us some hope to fit in our students for skill training. We proposed the following courses to the donor

1. Bedside Assistant (Patient Care)
2. F&B staff training in hospitality - restaurants and cafes
3. Customer care executive

The donor was very happy and supported the plan and approved the above courses. We were able to place our students for the practical training with the brands like Ginger, Compass group for HN Reliance hospital, Taco Bell, Cloud kitchen, logistics for e-commerce and some leading BPOs too.

Highlights of the year 2020-2021

1. 36 students enrolled in the program from September 2020 to March 2021, 26 graduated and 19 were placed.
2. Virtual Saturday sessions for YP students were organized for 12 weeks by the Accenture team led by Ms.Joshna Tandel, Mr.Pawan Singh and Ms.Vishakha Punwani. These sessions were done online on Skype. The topics like decision-making, problem-solving, goal setting, digital literacy, creative and critical thinking, financial literacy, etc were covered.
3. a) Women's Day was celebrated at Hyatt Regency where YP students were invited along with the team members. We are thankful to the team of Hyatt Regency for giving this opportunity to YP students.
b) Accenture also organized a virtual Women's Day celebration for YP students in Bandra LDC. The Accenture team joined the celebration via Skype and interacted with the students and played games. Accenture made it memorable by organizing cake, food and mementos for the students.
4. Accenture team helped Yuva Parivartan in collaborating with Benevity, Canada for their payroll giving program. This helped us to start batches in the red-light area. We were also able to offer scholarships to the girls from the destitute background enrolling them in programs for nursing, beautician and tailoring.
5. A new skill training program for 30 women was planned in the red-light areas of Kamathipura and Turbhe, and we collaborated with NGOs like Prerna and AAWC for the same



Aparna Chalke Head - Resource Mobilisation

Amid the challenges posed by the novel corona virus and the almost inconceivable harm that it caused around the globe, the Resource Mobilisation team at Kherwadi Social Welfare Association (KSWA) faced the biggest challenge in raising funds and sustaining the financial capability of the organisation. With in-person fundraising interactions cancelled and a nationwide economic crisis, cultivating and sustaining funders and donors in the current context and for the foreseeable future, posed to be a difficult task. However, the emergence of challenges paved the way for new opportunities and innovative ways of working in the sector.



Pivoting to Virtual

In a time of physical distancing, all our fundraising meets/ campaigns, individual meetings/ donor interactions, face-to-face engagements were restructured to go fully virtual. We leveraged technology to continue the implementation of our project activities, including donor virtual visits in the project areas. With remote working and home-office swiftly becoming the new norm with a growing reliance on the web, cloud-based platforms and new technologies to support projects, staff and communities, we continued to embrace new styles of working, communicating & collaborating.

This period also saw a lot of sector leaders leading the way in showing us what is possible in these new and trying times, and we drew heavily from these learnings.

Communication to Donors/ Funders

We realized the criticality of an open and on-going communication with funders to ensure their awareness of the unique challenges we were facing. We had intense discussions with our large donors on pivots to our delivery models. This allowed our funders an opportunity to provide flexibilities and openness towards innovation to meet the needs of their communities.

Fortunately for us, many donors eased protocols to allow us to redirect/ repurpose their funding and program activities to the COVID-19 response. There have been multiple instances of our funders allowing reallocation of funds or introduction of new funds to ensure internet access for our beneficiary groups. This has come in the form of cellular data & software (Zoom business account). Funders also allowed for no-cost extensions on existing projects and introduction of new emergency measures like online reporting mechanisms to simplify administration during the pandemic.

We also focused heavily on information-distribution and updating funders/ supporters of KSWA on how our organization is responding to the pandemic.

We are happy to have retained 95% of our existing donors during the pandemic and on-board eight new donors though the year.

Individual Donor Cultivation

Perhaps paradoxically, the pandemic and resulting economic distress have provided an opportunity to develop and/or grow our individual donor program. This gave us an opportunity to plan for how to move new social media followers up the pyramid of engagement, for both advocacy and as potential donors. We tapped into new followers through providing organisation information and engaging them through careful stewardship. We continue to nurture the cultivation by following best practices for digital fundraising, and adjusting as needed to fit in our new reality.

Planning Ahead

With no end to the pandemic in sight, it is likely that the project work not related to COVID may be put on hold or scaled back due to implementation constraints and financial limitations. This could lead to some major setbacks in our collective ambitions under the Sustainable Development Goals (SDGs).

We continue to march ahead in FY'22 with positivity and optimism supported by a strategic & cautious organisational scenario, planning as we move into a new fundraising landscape. In the wake of COVID we ask for more flexibility with how grant funds are spent, such as by converting project grant funds into general operating support from our funders & donors.



Donors

AstorMueller Shoes Pvt. Ltd
 Avenue Supermarts Ltd. (Dmart)
 BNP Paribas
 Bombay Community Public Trust
 Business in the Community
 Charities Aid Foundation America
 Collective Good Foundation
 Crompton Greaves Consumer Elec. Ltd
 Cybage Khushboo Charitable Trust
 HDB Financial Services Limited
 Hongkong & Shanghai Banking Corp Ltd
 HSBC Invest Direct (I) Ltd
 HSBC Investdirect Financial Service I Ltd
 HSBC Professional Services (I) Pvt. Ltd.
 HSBC Securities & Capital Markets (I) Pvt Ltd
 Indraprastha Gas Limited
 LBW (Australia)
 Manappuram Foundation
 Mercer Consulting (I) Pvt Ltd
 Mukul Madhav Foundation
 Nasscom Foundation
 Nihchal Israni Foundation
 Nomura Services (I) Pvt. Ltd.
 PWC Foundation
 Sustainable Hospitality Alliance
 SVP Philanthropy Foundation
 Time & Talents
 Tobaccowala Foundation
 UK Online Giving Foundation
 WPP India Corporate Social Response

Individuals

Amit Laud & Family
 Ashish Ramesh Chandra Kacholia
 Rita Das Educate And Elevate
 Vithal & Lata Palekar
 Paresh Sukthankar
 Nagesh Alai
 Veena Gidwani
 Eknath A. Kshirsagar
 Perveen Jehangir
 Meenal Kshirsagar
 Keith D'souza
 Damador Bajaj
 Navaz Patuck
 Ebenezer A. Vidyasagar
 Dr. Eknath Bhandekar
 Mangaesh Nadkarni
 Avinash Mahajan
 Nicola Monteiro
 Anjani Chandavarkar
 Dr. Judith Ford (UK)
 Sadhna Jain
 Ashwini Vernekar
 Umka Ramesh Khanna
 Kishore Chaukar
 Vivienne Victor & friends of Bandra E
 Jagdish Acharya (SVP)
 Dr. Arun Chaukar & family
 Amol Kaikini (US)
 Many individual donors through : RMS call centre and Dana Mojo

Areas of Sponsorship

Livelihoods, Bangalore, Karnataka
 Livelihoods - Panvel & Goregoan, Maharashtra
 Livelihoods - Palghar, Maharashtra
 Livelihoods - Chembur & Bhandup, Maharashtra
 Livelihoods for destitute youth - Mumbai, Maharashtra
 Livelihoods - Maharashtra
 Livelihoods - Bandra & Kandivali, Maharashtra
 Livelihoods - Mumbai, Thane & Vidharbha - Maharashtra
 Livelihoods - Pune, Maharashtra
 Livelihoods - Bangalore - Karnataka, Panvel, Palghar, Khopoli, Vidharbha - Maharashtra, Adilabad - Telangana
 Rural Development - Gadchiroli, Maharashtra
 Livelihoods - Mumbai, Thane & Palghar, Maharashtra
 Livelihoods - Mumbai, Thane & Palghar, Maharashtra
 Livelihoods - Mumbai, Thane & Palghar, Maharashtra
 Livelihoods - Mumbai, Thane & Palghar, Maharashtra
 Livelihoods - Badarpur, Delhi
 Livelihoods - Aurangabad - Maharashtra, Raipur - Chattisgarh, Bangalore - Karnataka
 Livelihoods - Gadchiroli - Maharashtra, Indore - Madhya Pradesh, Raipur - Chattisgarh
 Livelihoods - Delhi & Mumbai, Maharashtra
 Rural Development - Palghar, Maharashtra
 Livelihoods, Red light areas - Mumbai, Maharashtra
 Livelihoods - Wada, Chandrapur, Gondia, Nagpur - Maharashtra
 Livelihoods - Vikhroli, Maharashtra
 Livelihoods - Bandra & Kandivali, Maharashtra
 Livelihoods - Hospitality, Mumbai - Maharashtra & Delhi
 Capacity Building
 Rural Development - Irrigation & Safe Resting Homes, Palghar, Maharashtra
 Demonstration Farm - Palghar - Maharashtra
 Relief measures during Pandemic
 Livelihoods - Mumbai - Maharashtra



Nicola Monteiro - Integrated Rural Development Program (IRDP)

The team consists of 43 members - 1 Mumbai based, 9 Wada based and the rest in Vidharba region spread across Wardha, Gondia, Chandrapur and Gadchiroli districts .

The team focuses on 5 pillars of intervention - agriculture development, livestock management, water and sanitation, women's empowerment and rural skilling. In 2020 - 2021, rural residents were trained by IRDP. Besides skilling in Agriculture and Livestock rearing, the team implemented projects on Drinking and Irrigation Water, Sanitation, Waste Management and Innovations



COVID related interventions

The nationwide lockdown amidst the COVID-19 pandemic abruptly brought India to a halt in March 2020! Clamps on inter and intra district travel including on local trains, on assemblies at places of worship, on physical classes in educational institutions, on shopping even for basic items like groceries with the diktat - **Safe Home, Stay Safe**, came as a rude shock.

But for how long could staff in the developmental sector work from the confines of their homes ?By the third week of April 2020, team IRDP realised that they needed to find loop - holes to be able to continue their interventions, meet beneficiary and donor commitments, as well as address challenges brought about by COVID . Regular connect with the local government brought the first glimmer of hope ! A Government of India notification dated April 18, 2020 stating that **Water, Sanitation and Agriculture** work could continue while following COVID prevention norms.

Intervention with migrants

The COVID crisis forced India to finally acknowledge the **migrants** who were largely dislocated. Lacking jobs and money, and with public transportation shut down, hundreds of thousands of migrants were forced to walk hundreds of miles back to their home villages. In state after state, adivasis reported that work stopped, the contractors (often laid off by the principal employer), ran away leaving the adivasis stranded. With no payment for work done, hundreds of adivasi families returned to Palghar from Bhiwandi with nothing in hand; and a similar situation existed in Gadchiroli.

With the MGNREGA season ending, due to the impending monsoons in 2020, the future looked depressing for these tribal families. The bleak future with just 2.5 kgs of rice per person per month for the following two months was too little for these households.

“It was a stark choice between disease and death by hunger !”

Agriculture Interventions in Gadchiroli and Palghar districts

Dialogue with the government authorities (Tehsildar office) revealed that officially 145,000 and 58,000 migrants returned to Palghar and Gadchiroli districts respectively as on June 30, 2020. A survey by the KSWA team identified adivasi families (around the villages where KWSA has constructed household toilets in the past 3 years in Palghar) and families in Dhanora and Gadchiroli blocks. With the only assets in hand - their land and their own self as labour, 435 migrant households opted for rice and vegetable cultivation, but they had no money to invest in rice seeds, fertiliser (urea) and vegetable seeds.

The KSWA teams with the support of multiple donors not only trained the 435 households in the System of Rice Intensification, an improved paddy cultivation technique and Improved Kitchen Gardens , but provided a start up kit of 2 kgs paddy seeds, 17.50 kgs urea briquettes and 40 vegetable saplings to each household. The average income earned by a migrant household was Rs 22,000/-

Migrants, Health and Safety Interventions in Palghar district

Since most migrant households came with nothing in hand, and to dilapidated houses, 335 water filters and 42 solar lights were handed over to those living in the forests with the support of The Time and Talents Club. In addition, The Indian Medical Association, Mumbai Branch stepped - in to conduct monthly health check ups at the Demonstration Farm, Wada, Palghar with the focus on non - communicable diseases and medication.



Public Private Partnership in Gadchiroli district

KSWA was instrumental in linking donors to address the material needs of The Govt. Health Dept., Gadchiroli; Govt. COVID centres, Gadchiroli; and Villagers with 15,000 Khadi Three Ply Face Masks; 44 Oximeters and 2000 plus Sanitary kits.

In addition, the six foot operated hand wash systems that were designed and installed at 6 public places in Gadchiroli district, were monitored regularly, with inputs for hand wash and maintenance.

Skilled Training in Gadchiroli, Palghar and Wardha districts

The Government notifications between June and July 2020 permitted training under Govt. approved programs. Once again IRDP took advantage of these notifications, and trained a number of painters and helpers in Wada and Wardha districts with the support of Asian Paints. COVID prevention norms were adhered to strictly.

Once NSDC opened the program Recognition of Prior Learning (RPL), 1520 labourers were assessed and certified under two sectors i.e. Paints and Coatings and Domestic Workers.

Skilling and Entrepreneurship in Gadchiroli district

A total of 200 rag pickers, groups of 200 and 100 farmers were trained in waste segregation, vermi composting, and piggery respectively. Start – up kits were given to the 300 farmers to start their livelihood in terms of a vermi bed and earthworms, and a pig respectively. These 500 entrepreneurs recycled 639,551 kgs of waste into value.

Construction of house hold toilets in Palghar district

A toilet directly contributes to Health, Safety, Security, Positive Self –Esteem and impacts the education of girls, their work performance and subsequent take – home income.

KSWA contributes to The Swatchha Bharat Abhyan (Clean India Mission) as well as addresses India's journey towards achieving The United Nations Sustainable Development Goal 6, namely, Clean Water and Sanitation for all.

But for KSWA, being a skilling organisation, the implications are larger. Construction of house hold toilets, provides an opportunity to not only train young men in multi skills like basic masonry, carpentry, plumbing and painting, but offers practical experience of working under Masters, as well as earning a livelihood. 277 household toilets were constructed for tribal households in Palghar district with the support of The Time and Talents Club and Mukul Madhav Foundation. Norms like wearing face masks, regular hand washing and a minimum of 4 workers at site who were either locals or resided in the village during the construction, were maintained. To ensure compliance, Khadi three ply face masks and soaps were provided to the beneficiary households and skilled masons and labourers.

The house hold toilets were handed over to the beneficiary households.

Construction of Safe Resting, Learning and Skilling Homes for menstruating women in Gadchiroli District

Originating from the belief that menstruation is impure, banishing menstruating women to Period Huts (KurmaGhars) has been an unhealthy practice amongst certain tribes in Central India. Each month, custom dictates that a menstruating woman must stay in the thatched hut on the edge of a forest, sometimes on her own, or, if she's lucky, with another woman. Given the location of the huts, it is not uncommon for wild animals to make an appearance, and there have been reports of women's deaths due to snake bites. Out of the 223 Period Huts surveyed, 98 % were found to be unsafe, unhygienic, lacking sanitary facilities, not habitable shelters having no electricity, toilets, water supply etc. causing infections, illnesses and sometimes death amongst menstruating women.

To address the challenges mentioned above, KSWA came up with the concept of Converting unsafe Period Huts into Safe Resting, and Skilling Homes for menstruating women using bottle-bricks. Bottle – bricks are plastic bottles filled with compacted material like sand to create a dense strong brick for construction. The bottle – brick is a solution to recycle - already disposed plastic bottles sitting in dumps, oceans thus preventing wildlife death, entrapment and poisoning.

Post structurally auditing a prototype constructed at KSWA's Demonstration Farm at Palghar district in Maharashtra, four Safe Homes were constructed in Dhanora block, Maharashtra. The Safe Resting Learning and Skilling bottle-bricks homes are equipped with a toilet, a bath cum washing section, a wash basin, solar lighting, solar fan(s), beds, mattresses, linen, mosquito nets, netted windows, a cupboard, small kitchenette, smokeless chulla (cooking stoves), drying facilities and sewing machines..... to make the stay of the menstruating women safe, comfortable, hygienic and rewarding.



A total of 25,000 plastic bottles were procured from women rag pickers at very reasonable rates and this has resulted in

- enhancing the safety, security, physical and emotional well being of menstruating women,
- increasing the income of women rag pickers and
- creating a greener environment.

This intervention is a powerful way of contributing to reduce one's carbon foot print too. It is a step forward in India's journey towards achieving The United Nations Sustainable Development Goals, namely,

- Goal 3** : Ensure healthy lives and well – being for all ages
- Goal 5** : Achieve gender equality and empower women and girls
- Goal 12** : Ensure sustainable consumption and production patterns
- Goal 13** : Take urgent action to combat climate change and its impact

Once again for KSWA, implementing this intervention means a lot more. Ragpickers as well as women at the Safe Resting Learning and Skilling Home villages, learn about segregation of waste, related hygiene practices and how to recycle waste into value for economic benefit, under Green Jobs.

Demonstration Farm, Wada block, Palghar district

As the lockdown rules tightened and COVID cases surged, the team looked inwards and focused on upgrading the Demonstration Farm.

- The natural pond was lined to facilitate recharging of water sources downstream and to mother earth,
- The community bund was rehabilitated where there was an embankment breach,
- The Goshala for abandoned cows was refurbished and upgraded to accommodate free - ranging poultry,
- The plant nurseries were fitted with sprinklers
- Small research studies were conducted, experimentation continued on the One and Five Gunta projects focusing on landless, small and marginalised farmers
- Documentary videos were made on Organic farming and Successful stories, and uploaded on You – Tube

Multi - Skilling case study

Bondku Tulsiram Shende, a 39 year old resident of Bhimpur, Korchiblock, Godchiroli district studied until standard 7th . With incomplete education and no skills in hand, Bondku worked as a daily wage labourer.

Bondku met the KSWA team in Korchi. After enquiring about his background, the KSWA team informed Bondku about The Multi-Skilling course. Bondku readily enrolled, and learnt basic masonry, painting, plumbing and water harvesting structures. Bondku enjoyed working on masonry projects and started getting assignments as a mason. As his skills improved, so did his remuneration. Bondku got assessed and certified under NSDC. This resulted in him getting a two lakh accidental insurance policy.

From being a daily wages labourer earning Rs.3000/- a month, today Bondku earns Rs.7000/- as a mason helper.

Bondku with his NSDC certificate



Bondku working at construction sites



Rummaging through waste



Training in Waste Segregation



Segregating waste items for a better price

Lakshmi TirupatiKedari, a 40 year old second standard school drop out, lives with her family of 5 members in Alapalli and is engaged in rag picking. Lakshmi met one of KSWA's social workers during a home visit. Lakshmi explained about the poor payment received from the collection of waste, and the social stigma attached to the job . The social worker in turn briefed Lakshmi about the various interventions carried out by KSWA in waste management, the term Friend of the Environment being promoted by KSWA and invited Lakshmi for a training program on waste segregation. Lakshmi's was trained over a period of two months – October, November 2020, medically checked and vaccinated against tetanus by KWSA. Before meeting KSWA, Lakshmi earned about Rs 2685 per month. Once she understood the principles of waste segregation, her income increased and jumped to about Rs 3619 per month. Lakshmi is looking forward to the disappearance of COVID so that markets, eateries, educational institutions are open, and there is waste to collect and sell.



Eshwardas and his mother



Training sessions



Eshwardas at a construction site

Eshwardas Paikaji Gajbhiye lives with his mother in Gadchiroli. Although he is 30 years and has passed the 9th standard, because of lack of skill training, he only got odds jobs when no one was available. While doing the house to house survey and conducting COVID awareness, the KSWA social worker met him roaming the streets aimlessly. The KSWA worker informed him about the Multi - Skilling Course. He immediately jumped at the opportunity and enrolled himself. Over the next few weeks, Eshwardas attended the training sessions on Basic Masonry; constructing soak pits and septic tanks; the principles of Rain Water Harvesting and how to implement household interventions; Basic Plumbing and Painting. He was shown videos on these topics. The KSWA social worker assisted Eshwardas in finding work, and supervised his work on site. Gradually Eshwardas' skills improved and so also his income from Rs 200/- a day to Rs 400/- per day. Once the NSDC portal opened for Recognition of Prior Learning (RPL), Eshwardas' documents were uploaded, and accepted. He then attended an orientation session under the Skill Council – Paints and Coating and was assessed on line. While continuing to earn, Eshwardas awaits his certificate which guarantees him accidental insurance of Rs two lakhs for a period of 3 years

Sangharsh Group - Piggery case study

Sangharsh is a 5 member group that lives in Allapalli, Aheri block, Gadchiroli district. The KSWA team met with the 5 members while making home visits and learnt that they raised "gaonti pigs" in the neighborhood which were left to free-range and scavenge. They were excited to learn about the "white Yorkshire pigs" and enrolled themselves for the training program on pig rearing.

The Group was apprehensive about stall-feeding the white Yorkshire pigs. Once they heard how other groups collected and fed waste food to white Yorkshire pigs, they visited eateries in Allapalli, and worked out an arrangement with them on how to collect waste food. Empty cans were kept at select eateries that agreed to give away waste food. The members took turns to collect the waste food in the morning and evening.

They identified a spot for the pig sty, fenced it and installed a gate. Then the 5 members received a start-up kit of 4 sows and 1 boar of the white Yorkshire breed. The sows gave birth to piglets which were vaccinated.

From the litter, the 5 members returned 4 sows and 1 boar to 5 new piggery entrepreneurs at Rs.60,000/-

Today, the Sangharsh group has assets (the original 5 pigs, plus 6 piglets) valued at Rs.132,000/-.



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 meets four times a year, once in each quarter and the AGM was held on 15th October, 2020.

The day to day management of KSWA Trust is handled by the President and Hon. Secretary. Yuva Parivartan is professional managed by the CEO Mr. Milind Chitre and is assisted by a team of senior management and staff across several states, consultants and volunteers. The President Mr. Kishor Kher & Hon. Secretary Mrs. Mrinalini Kher continue to guide and supervise the YP Movement.

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	1/4
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
Dhiraj Sharma
Dinesh Asiwal

Coopted

Rajendra Buswala
Kailash Bhilwara
Bhupinder Diama

Special Invitees

Devraj Khare
Bhagwanda Chawla
Jaiprakash Badguzar
Babulal Chetiwal
Kailash Bhilwara
Mamchand Diama

ADVISORY BOARD MEMBERS

Dr.R.A. Mashelkar
Ashok M. Advani
Nagesh Alai
Sanjeev Bhikchandani
Ashank Desai
Anand Desai
Dr.Ashok Ganguly
R. Gopalkrishnan
Prof. J. B. Joshi
Ninad Karpe
Eknath A. Kshirsagar
Ashwin Kalasapur
Hemant Luthra
Kishore Mariwala
Paresh Sukthankar
Sanjay Ubale
Shivani Mehta

Former Dir General, CSIR, Chairman National Innovation Council
Chairman, Blue Star Ltd.
Company Director
Founder- Naukri.com
Founder & Chairman, MASTEK
Managing Partner DSK Legal
Chairman ABP Pvt Ltd.
Ex Director Tata Sons
Former Director, ICT and Educational Consultant
Start-up investor, Consultant and Former MD of Aptech
Company Director
CFO & Executive Director AstorMueller Shoes Pvt Ltd
Corporate Leader
Member, Governing Council – Marico Innovation Foundation
Banker Ex. Dy. MD – HDFC Bank Ltd
IAS (Rtd) Government Service & Corporate
Director, CORO, Ex YP CEO



We take this opportunity to express our sincere and heartfelt gratitude, to our three senior Board Members who have retired.

Mr.Nelum Gidwani's association with KSWA began more than 25 years ago. His advice, guidance and strategic valuable inputs were helpful to establish Yuva Parivartan in the field as a top organisation in skill training.

Ms. Rani Jadhav, a friend of KSWA for more than three decades has been our backbone. She along with her husband Ajit (AKD) Jadhav, have been supporting all our ambitious plans and our mission.

Mr.Shitin Desai's influence and high credibility in the world of finance, was a boon to YP. His positive outlook and energy, were very encouraging in the growth and spread of YP. We at YP hope, your association with KSWA & YP continues as we look to your continued good wishes in our future endeavours.

We appreciate your time with us. We wish to welcome new members to our Advisory Board.

Ninad Karpe is a Partner at 100x.vc – a VC firm, which invests in early stage start-ups. Karpe has authored a book on business strategies, titled "BOND to BABA", which received rave reviews and was listed by Amazon in its prestigious list of "Memorable books of 2018". Karpe is a Director of Aptech Ltd. and was the MD & CEO of Aptech Ltd. for more than seven years, till 2016. He previously served CA Technologies as Managing Director of India. Besides his day job as a VC, Karpe is passionate about supporting theatre and has co-produced two Marathi plays, which have received wide acclaim.

Mr.Hemant Luthra, is a distinguished corporate leader and well known, in the field of Management being with Mahindra & Mahindra for over 15 years and Founder Chairman of Mahindra Aerospace is joining the Yuva Parivartan Advisory Board.

Mr. Sanjay Ubale, IAS (Retd) joins us after an illustrious career in Maharashtra Government Service. After shouldering responsibilities such as CEO of Zilla Parishad in rural Maharashtra to Secretary to the Chief Minister, Project Director for World Bank & DFID. Developing the SEZ & International Cargo Hub Airport, he left IAS to join Tata Realty as MD and took up the urban transit project for Tata Sons. His last assignment was Director (Policy, Advocacy) at Bill & Melinda Gates Foundation. Sanjay Ubale has been appointed as Director of Yamuna International Airport Private Limited as of June, 2021.

Mr. Ashwin S. Kalasapur is a young CA with 16 years' experience in the finance domain, having gained rich experience in Strategy, Treasury Management, Foreign Exchange Laws, Budget and Cost Management and organizational re-Engineering amongst many other domains. He was a practicing chartered accountant having his own firm, before becoming the CFO & Executive Director of AstorMuel-ler Shoes Pvt Ltd, an affiliate of Bugatti. He lives in Bangalore.

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 Br, 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 2021

Slabs for monthly Salary/Contractual Fees	Male	Female	Total
Less than 5000	0	0	0
5001 - 10000	62	47	109
10001 - 25000	70	43	113
25001 - 50000	19	11	30
50000 - 100000	5	4	9
100001 & Above	3	2	5
Total	159	107	266

Part Time Facilitators : 61 Male / 301 Female

Highest paid full time regular staff (March 2021) Rs.24,00,000/- PER ANNUM
 Lowest paid full time regular staff (March 2021) Rs.72,000/- PER ANNUM

Cost of International Travel : NIL
 Remuneration to Trustee, Board Members : NIL



Stories of Success

Anjali Gadam, 10th pass from Ulnoor, Adilabad, Telangana took the Apparel Advance training of 1 month. Today she works for Adilabad Tailors and earns Rs.4000/- p.m. Her skill has given her confidence to survive.



So also **Nagamani** from Nellore, Sulluri Peth who is employed with Balaji Tailors and earns Rs.6000/- p.m. This has made life comfortable for the family.



Sugunabai age 25 lives with her parents and a sister. She chose our jewellery making course which has given her employment with Jagadamba Jewellers to make saree pins. This 6 days course helps her to earn Rs.4,500/- in her village Nerodigonda, Adilabad, Telangana.

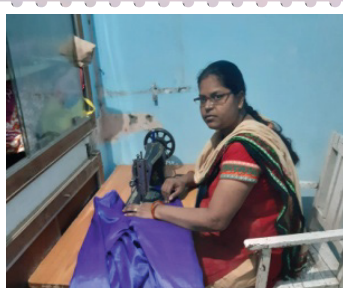


Mr. Vijay Kotekar is the proud owner of Sakshi Goat Farm. His post-graduation and farm wages were not enough to sustain him. After completing the 1 month Goat farming course, he earns Rs.6000/-. The course has taught him to reduce costs and manage his finances.



Vuyyuru Keshav Kumar, a student of BSc agriculture, belongs to Vijaywada Dist. Guntur (AP). He could only do part-time labour jobs, along with studies. He lost his jobs in the lockdown, so he took up the YP's three day training for migrants who had lost employment. The backyard poultry, is fulfilling his family's needs. It's heartening to know that the survival instinct teaches us not to be choosy and look at income generation from untried occupations. YP only makes you take a step forward with skill training and self-confidence.

Look at the story of **Ms. Swati Chavan** and **Ms. Anuradha Kulkarni** both graduates, jobless and lost. After completing 45 days course in 9 yards saree stitching, they are self-employed, earning an income of Rs.4000 to 6000/- p.m. There is a demand for this ready stitched traditional saree in 4-6 styles for stage performance across the state. So also glad to share that Damini Gudade and Bharti Tayde from Aurangabad (Maharashtra) are owners of their tailoring business and are generating Rs.10000 to 12000/-per month. They both agree that tailoring is a very valuable skill in rural areas.





Stories of Success

Dairy Business

Name of Student – **Ganesh Datta Beturkar**

Location: Kalyan Taluka –Kalyan Dist. Thane

Centre name- Camp

Qualification: 12th pass

He was not interested in further education. His family of five earned only from renting out rooms of his house. He was looking for guidance in managing his dream of a dairy business which was fulfilled by YP. Now his monthly income of Rs.45,000/- has provided the family security



Name of student – **Vijay Dnyaneshwar Kolekar**

Location : AT Tungat Taluka – Pandharpur, Dist. – Solapur (Maharashtra)

Centre name- Goat Farm Sakhsi

Reason for not completing education – He was jobless even after graduation

The family of 6 was earning only wages by farming for others. Today, Vijay earns Rs.6000/- per month and YP has taught him cost management and new ways of goat rearing.



Shreedhan S. Chaudhari from Koshimbade, Taluka Shahpur Dist. Thane (Maharashtra) joined the YP camp on Goat farming as the need to earn was necessary. After starting with 6 goats, today he has 30 and he plans to earn Rs one lakh from 15 goats. His 4 acre rice field, does not give him enough to sustain his family of six. His success was covered by the local Marathi newspaper!



Vijay, Vishal Dhule, 12th pass from Ranjangaon, Aurangabad, took up the goat rearing course and today the Vishal Goat Farm earns him Rs.15000/- p.m. This combined with agriculture is a good combination according to him.

Success Stories – Raipur LDC

Gajendra Kumar Yadav

30 years

Graduate

Medical Laboratory Technician

Medical Technician

Indu Clinical Laboratory, Bhilai

Rs. 8000/- per month

My Success Story:

Post my graduation it was difficult to get a job because of the pandemic and the lockdown. The Yuva Parivartan team came for mobilization in my area and they explained to us about the various courses offered by them. I had also heard about Yuva Parivartan from some of my friends and they told me that they give good training and also support us for jobs. I enrolled myself for the Medical Laboratory Technician course as I found it very interesting. The faculty taught us very well and they also taught us about Soch ka Parivartan.

I completed my course in March and now I am working with Indu Clinical Laboratory as a technician and earning Rs. 8000/- per month.

Thanks to Yuva Parivartan and LBW team for giving us a second chance.





Another story is of **Roshan Kumar Yadav**. A 12th pass from Bhilai, joined the medical Laboratory Technician course of 4 months. Today he is employed in Sigma Lab centre, Bhilai on a salary of Rs.12000/-

Roshan Kumar Yadav

29 years -12th
Medical Laboratory Technician
Medical Technician
Sigma Lab Center, Bhilai
Rs. 12000/- per month



Rishukumar Shashikant Yadav

Kandivali E
Company Name: Airmac
Designation in the Company: AC Mechanic

Rishukumar Shashikant Yadav lives in a chawl in Kandivali, East, Mumbai. He comes from the underprivileged background. Due to the financial crises, he was not able to pursue his further education after the 12th grade.

His elder brother Nilu was the only bread earner in their whole family working as a DJ operator in one shop near Yuva Parivartan Kandivali Centre. After looking at students joining the wireman course and also getting good feedback Rishu joined the course. After completion of his wireman course, he received a very good offer in Airmac, designated as AC Mechanic. Today he is earning Rs. 6500 per month and helping his family to meet their ends.



Stories of Achievements in Livelihoods

The Mission of Yuva Parivartan is fulfilled when we hear stories of success from YPIans across the country. The odds which are overcome by our girls, women and boys, give us all stakeholders a positive signal that we are on the right path and need to continue our mission to reach out.

Read about our ambassadors here

Bangalore Centre

Ms. Ruth Mary comes from a family of four sisters, her mother is a cancer patient and a single earning member. Ruth completed her basic computer course and is now working at the Bangalore One centre, drawing a salary of Rs.8000/-

Ms. Sangeetha Babu is a young widow at 25, who lives with her mother and has two children. Her job at the UIDAI centre brings in Rs.10,000/- p.m. Her mother, a house maid encouraged her. Sangeetha is happy with the support she received from the staff at the centre. Similar are the heartening stories of Swetha M and Maria Sharyill who are successfully placed in Citizen Centre one at Rs.10,000/- and Maria at IBM earning Rs.15,000/-

Another story worth mentioning is of **Shalini R** living in Bangalore with her husband and two children. Her husband's income as a coolie was never enough. Her degree in B.A. and village background pushed her to take her own decision. After a course in computers, she earns Rs.9000 in a cable office at R.T Nagar area.



The Bangalore centre is supported by LBW, Australia and Ms. Rita Das & family, U.S.

The centre in Pune, Maharashtra sponsored by Cybage, is an unique example of some of the challenges the staff of YP faces. The centre located at Kondwa, was delayed for getting the 'right' location, unsatisfactory enrolment, the lockdown, enforcement of section 144, low livelihood as employers were not ready to take in freshers and were facing losses. But the impact was unusual once the centre started operations -153 enrolled- certified, out of which 72 completed the Nursing course and 21 boys were certified as Auto Technicians, 75% of these have been placed successfully.

Abdul Mullani, 22 years of age is employed in Satyanand Hospital, Kondhwa earning Rs.11000/- so are his batch mates Joel Sunil Sable, Anjali Kewat, Gulnar Javed Khan have been qualified and placed in Clinics, Nursing Home & Hospitals.



Bhushanm Rajendra Sharma, Akash Halande, Abarar Afzal Khan, Ajay Dilip Dhanavai, Akshay Jadhav are today working in garages as Auto Technician – earning Rs.8000/- upwards! Thank you, Cybage.

More on the impact of YP in the lives of Youth . **Neeta Chauhan** from our Vikhroli centre, lives in Thane got married, completed Basic & Advanced Beauty course and now is owner of Mehak Beauty Parlour earning around Rs. 10,000/- per month.

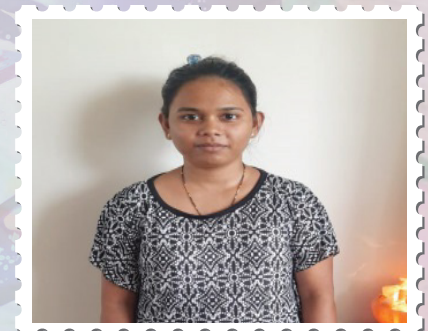
Gita Galfade from Hinganghat, Maharashtra earns Rs.6000/- p.m. and owes her success to the training she received in goal setting, self confidence, time and finance management and conflict management . Her being a member of a Self Help Group (SHG) helped her to get loans for a sewing machine.

Manisha Jogi like Gita is happy to be economically independent.



YP Alumni story

Ms. Nikita Laxman Thale, Vadagaon Raigad District, 24 years of age, completed our Nursing Assistant course in 2014 and was taken on job training at Palvi Hospital in Alibag. In 2018, she had collected enough money to do a Gynec Nursing course (GNM) in Airoli Navi Mumbai for which she paid Rs.75,000/-. She did not think this was enough and took up a job in a cardiac hospital in Kamothe, Navi Mumbai to add to her experience and learning. In November 2020, she got married to a young man, who is encouraging her and is himself working in a US based company. Today, Nikita is working as a Home Nursing Aid and earning over Rs.60,000/- per month,. It's remarkable, as she has clear goals in front of her and age is on her side. It was wonderful to meet this positive smart and caring nurse at her workplace. YP was only the first step in her chosen career.



Acknowledgements

The Yuva Parivartan Movement in its 23rd year saw the lockdowns and un-lockdowns twice and the tough times we sailed through are only due to the support, good wishes and the trust our donors and supporters have in us.

We at KSWA & YP wish to thank each one of you. Donors, Advisors, Consultants, Institutes, the Executive Council members, our teaching staff, social workers, the senior management, the managers working in the field, partners, across India, young social entrepreneurs in rural India, who conduct camps and many more friends who speak about YP and spread the good word.

The prestigious Advisory Board chaired by Dr. R. A. Mashelkar and other distinguished members are our guide and mentors. Their involvement in the growth of YP is precious. We wish to recognise the special contribution of Mr. Paresh Sukthankar, Nagesh Alai, Eknath Kshirsagar, R Gopalkrishnan, and Anand Desai to name a few. Kishore Mariwala holds a special place for his role and support to us. Our inspiration is our chairman Dr. Mashelkar.

CEO Mr. Milind Chitre took over in the midst of the pandemic and has taken over the reins and ably looking at a newer, vibrant YP. Our senior management in charge of all the verticals are like pillars working with our Vision & Mission.

Our dedicated, spirited volunteers and advisors: Dolon Ghosh for the Balwadi, Veena Gidwani and Neeraj Aggarwal specialise in Marketing, Communications and events.

Special mention must be made of Mr. Jagdish Acharya & Mr. Sapna Kusumgar of SVP Partners who have taken us under their wings and made us feel special. Mr. Acharya has helped us get approval for courses in Apparel and house paintings.

Our legal advisors: Mr. S. N. Inamdar, Mukesh Vashi & Anand Desai for their continued support. E. A. Kshirsagar, Atul Shahade & Sandeep Shrikhande help us in managing our accounts & financials. Mr. S. K. Palekar and Mr. Girish Pikale – Trustees take keen interest in the YP Operations, Finance and Trust matters.

Special thanks to Architects, Vandana Sinh and Mr. Zubin Parekh for their keen interest and the personal time both give to our projects. Mental health week was observed by a talk by Dr. Shubhangi Parkar, Ex. Dean KEM and Head of Psychiatry.

Thanks to Surendra Jain & Rita Das of USA for big support to covid relief.

A big thank you to Time & Talents Club lead by Ms. Kamal Mulla. Her team has donated solar lights, water filters, sponsored toilets and safe period hut. Mr. Umesh Jadhav's story is unique as a volunteer from Bank of America ML with us, he won the Best volunteer award internationally of \$1000 for his work, he donated it to YP!

As centres were closed due to lockdown YP staff started working with 17 Rural Districts hospitals to provide medical relief equipment. Donations are coming for Oxygen cylinders, concentrators, oxymeters, sanitizers and even to help set up an oxygen plant in Dhanora block of Gadchiroli.

All donors small and big individuals, Trusts, Corporates, banks and even a few YPIans have been invaluable. Thank you.

List of courses (sector wise) run by YP (partners, LDCs, Camps, C&GP) during FY 20-21.
The list is a combination of existing courses & new courses run as pilots.

Agriculture

Training in Chilly Cultivation	20 Hrs
Training in Paddy Farming	20 Hrs
Training in floriculturist Open Cultivation (Mogra Cultivation) RPL	20 Hrs
Training in Organic grower RPL	20 Hrs
Goat Farming	20 Hrs
Small poultry Farmer	20 Hrs
Beekeeper	20 Hrs
Citrus fruit grower	20 Hrs
Dairy Worker	20 Hrs
Nursery worker (Kitchen Garden)	20 Hrs
Mushroom cultivation	20 Hrs
Solanaceous Crop cultivator (vegetable cultivation)	20 Hrs
Fisheries	22 Hrs
Pulse Cultivation	20 Hrs
Training in Vermicompost producer RPL	20 Hrs

Healthcare

Nursing Assistant	120+ OJT 300 hrs
Male Ward Boy	100 Hrs
Herbal Medicine Grower	60 Hrs
Yoga	60 Hrs
Gym instructor	100 Hrs
Gym instructor	80 Hrs
Bedside Assistant	30 Hrs
Hospital Hygiene Assistant	40 Hrs
COVID patient Care	120 Hrs (60+60 OJT)
X Ray Technician	120 + 300 Hours OJT
Operation Theater Assistant	120 + 300 Hours OJT
Healthcare Multi purpose worker	120 Hours
Vision (ophthalmic) technician Assistant)	120+OJT 300 hours
Emergency Medical Responder- Basic	120 + OJT 300 Hrs
Speech Audio Therapy Assistant	200 Hrs
Veterinary Assistant	120+OJT 300 hours
Community Health Care Worker	90 Hrs
Medical Laboratory Assistant	80+OJT 240 hours

Auto & Auto Components

Two Wheeler Servicing	200 Hrs
Two Wheeler Servicing	60 Hrs
Motor Rewinding	100 Hrs
Car Washer	20 Hrs
Four Wheeler Mechanic	220 Hrs

Beauty & Wellness

Mehendi	80 Hrs
Advance Beautician	120 Hrs
Basic Beautician	160 Hrs
Makeup , hairstyle & styling	120 Hrs
Nail Art	20 Hrs
Hair style	20 Hrs
Makeup	60 Hrs
Male Beauty Therapist	120 Hrs
Advanced bridal Makeup & Hairstyling	50 Hrs

List of courses (sector wise) run by YP (partners, LDCs, Camps, C&GP) during FY 20-21.
The list is a combination of existing courses & new courses run as pilots.

Building Construction & Real Estate services

Wireman	160 Hrs
Helper Mason	200 Hrs
Welding	100 Hrs
Turner	160 Hrs
Fitter	160 Hrs
Electrician	120 Hrs
Carpentry	60 Hrs
Multi skill worker- plumbing, carpentry & masonry)	20 Hrs

Apparel

Boutique Operations	160 Hrs
Fashion designing	200 Hrs
Advance Tailoring	120 Hrs
Bag Making	100 Hrs
Micro Knitting	120 Hrs
Basic tailoring	120 Hrs
Western Dress Designing	160 Hrs
Designer blouse making	120 Hrs
Maggom work	120 Hrs
Fabric Painting	20 Hrs
Mask making	20 Hrs
Hand embroidery	60 Hrs
Saree Making	60 Hrs

IT & ITeS

Computer Hardware	80 Hrs
Data Entry Operator	120 Hrs
Basic computers	120 Hrs
Desk top Publishing (DTP)/ Graphic Designer	80 Hrs
Programming in C	60 Hrs
Programming in C++	60 Hrs
Digital marketing using Social media	120 Hrs
Programmg in Java	60 Hrs
Web designing	90 Hrs
Advanced Excel	120 Hrs

Management

Spoken English	120 Hrs
Communication Skills & Personality development	60 Hrs
Financial literacy & Mobile banking	50 Hrs
English/Hindi/Marathi Typing (30 WPM)	80 Hrs
English/Hindi/Marathi Typing (30 WPM)	80 Hrs
Front/ Office Assistant	120 Hrs
Entrepreneurship Development Program (EDP)	12 Hrs
Trainer	120 Hrs

Electronics & Hardware

Refrigeration & Air conditioning (RAC)	120 Hrs
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Security

Unarmed security guard	100 Hrs
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BFSI

Tally	120 Hrs
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List of courses (sector wise) run by YP (partners, LDCs, Camps, C&GP) during FY 20-21.
The list is a combination of existing courses & new courses run as pilots.

Green Jobs

Preparation of laundry detergent & floor cleaning agent	60 Hrs
Solar Panel Repairing	20 Hrs
Solar system Equipment repairing & installation	60 Hrs
LED Bulb Assembling	25 hours+ 10 hours OJT
Paper Bag Making	16 Hrs

Food processing/Cold chain/Refrigeration

Chocoloate making & cake making	22 Hrs
Cake making	30 Hrs
Bakery	65 Hrs
Wafer Making	20 Hrs
Advanced cake making	15 Hrs
Papad making	20 Hrs
Agri food processing	30 Hrs
Masala/Spice Making	40 hours (24 hours theory 16 hours practical)

Media

Radio Jockey	60 Hrs
Contemporary Dance	36 Hrs
Dashavtar Folk Dance & Drama	70 Hrs
Disk Jockey	60 Hrs

Tourism & Hospitality

Hospitality	48+OJT 648 hours
Food & Beverages Services Training	40+OJT 300 hrs
Food & Beverages (Production) Training	40

Paints & Coats

Basic Painting	60 Hrs
Wood Polisher (RPL)*	4 Hrs
Decorative Painter (RPL)*	4 Hrs

Carpets & Handicrafts

Agarbatti Making	20 Hrs
Art & Craft	60 Hrs
Basic Painting	60 Hrs
Candle making	20 Hrs
Broach Making	20 Hrs
Hair broach making	20 Hrs

Domestic worker

A Multi cuisine cook	66 Hrs
Domestic Workers	4 Hrs

Retail

Sales Associate	120 Hrs
Network Marketing	60 Hrs

Telecom

Mobile repairing	120 Hrs
Customer care executive (call center)	100 Hrs
Mobile software	80 Hrs

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,2021

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	55,45,544	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	2,45,91,461 98,43,233 36,71,888 32,59,387 2,75,03,419
Other Earmarked Funds:- (Created under the provisions of the trust Depreciation Fund Sinking Fund Reserve Fund Any Other Fund	II	5,85,63,447	Investments :- (At Cost) Current Assets Deposit (Assets) Sundry Debtors Advances Cash and Bank Balance	VI VII	8,79,58,991 3,71,983 59,62,407 40,28,847 1,73,49,681
Loans (Secured or unsecured) From trustee From others					
Liabilities :-	III	5,21,34,682			
Income and Expenditure Account -	IV	2,69,31,656			
Total		14,31,75,329	Total		14,31,75,329

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 : 21035227AAAAABU1862Place : Mumbai
Date : 5th August, 2021

Trustee


Trustee

SCHEDULE-IX
[Vide Rule 17 (1)]

Name of the Public Trust : **THE KHERWADI SOCIAL WELFARE ASSOCIATION**
Income and Expenditure Account of the Public Trust for the period ended 31st March, 2021

Reg. No. F - 419 (Bom)

EXPENDITURE	Schedule	Amount Rs.	INCOME	Schedule	Amount Rs.
To Expenditure in respect of properties			By Rent		
Rates, taxes, cess (Property Tax)		9,420			
Repairs and Maintenance		44,63,985	By Interest/ Dividend Income-	IX	50,56,640
Property Expenses Consultancy Fees			On Securities		
Insurance		19,609	On Loans		
Depreciation (by way of provision of adjustment)			On Bank Account		
Less: Adjustment against deferred income			By Donations in Cash or Kind	X	8,66,96,307
Other Expenses					
To Legal & Professional Expenses			By Income from other sources	XI	3,38,72,594
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		32,59,387	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	8,74,97,994			
To Transfer to Vocational Training Development Fund		3,00,00,000			
To Surplus C/O. to Balance Sheet		3,75,146	By Deficit C/O. to Balance Sheet		
Total		12,56,25,541	Total		12,56,25,541

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
Partner
Membership No 035227
UDIN : 21035227AAAAABU1862

Place : Mumbai
Date : 5th August, 2021



Shahade
Trustee



Mhe
Trustee

Kherwadi Social Welfare Association

Receipts and Payments account for the year ended 31st March,2021(Foreign Contribution)

Particulars	Amount Rs.	Amount Rs.
Opening Cash & Bank Balances		1,83,10,846
Receipts:		
Income from Operation :		
Grants & Donations Received	1,90,12,495	
Interest on Fixed deposit and Saving account	29,61,560	2,19,74,055
Investments :		
Fixed Deposit (Net)		1,08,01,226
Total Amount Rs.		5,10,86,127
Payments:		
Current Liabilities :		
Paid to Employees	3,21,12,408	
Paid to Sundry Creditors	1,15,16,048	4,36,28,456
Expenses :		
Bank Charges	3,991	
Office & Sundry Expenses	27,204	31,196
Closing Bank Balance		74,26,475
Total Amount Rs.		5,10,86,127

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 21035227AAAAABU1862

Place Mumbai
Date 5th August, 2021



Shahade

Trustee

Shahade

Trustee





Kherwadi Social Welfare Association

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

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