



**YOUTH4JOBS
FOUNDATION**

ANNUAL REPORT 2019-20



 **Youth 4 Jobs**

Inclusive Workforce | Motivate | Train | Place






From *dis*abled and *un*able to *Cap*able and *Reli*able



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Board of Directors

	<p>Gopinath C. S., a retired banker, worked with Andhra Bank for 24 years in various capacities including secretary to the Board of the Bank, Also worked with HDFC Bank for 17 years and retired in 2012 as Regional Head of the bank managing the branches in Andhra and Chennai. He also set up the ADFC operations in Nellore and Tirupati.</p>
	<p>Ravi Kolathur is a chartered accountant with 30 years' work experience. He has worked with MNCs in India, US and the Indian School of Business in senior positions. He has also been an entrepreneur and independent consultant.</p>
	<p>Ajay Gandhi is a Chartered Accountant with 40 years experience. He was Chairman of the Hyderabad branch of the Institute of Chartered Accountants of India (ICAI) in 2000. He is a former Vice President of the Andhra Pradesh Tax Bar Association. Ajay Gandhi is the Founder Trustee of Manthan Foundation, which runs Manthan, one of India's premier forums for public discourse (www.manthanindia.com). He is also the Festival Director & Trustee of the Hyderabad Literary Trust which holds the Hyderabad Literary Festival (www.hydlitfest.org) He authored a weekly column, Tax & You, in the Deccan Chronicle, the mainline newspaper of Hyderabad for several years, which was very popular with the readers</p>

Board of Advisors

	<p>Mr. Jayesh Ranjan (IAS 1992) Telangana, Principal Secretary of the Industries & Commerce (I&C) and Information Technology (IT)</p> <p>He holds a Masters Degree in Psychology from Delhi University, a degree in Business Management from the Indian Institute of Management, Calcutta, and a Masters in Public Management from Lee Kuan Yew School of Public Policy, National University of Singapore. He has also done short courses in the University of Birmingham (on Environmental Policy Analysis), JICA training Institute, Tokyo (on lake remediation), London School of Economics (on Globalization and Leadership), Kennedy School of Government, Harvard University (in Public Policy), and Swedish Institute, Stockholm (on Sustainability and CSR).</p> <p>Presently Jayesh Ranjan is the Principal Secretary of the Industries & Commerce (I&C) and Information Technology (IT) Departments of the Telangana government. His assignment involves developing policy frameworks, attracting new investments, identifying opportunities of utilizing IT in various government processes, and promoting digital empowerment of the citizens. His last few assignments have been in the Industrial Promotion sector as Commissioner and MD of the Industries Department, Secretary in the Tourism Promotion Department, and Vice-Chairman of the Hyderabad Urban Development Authority (HUDA), all for 2-3 years each, and various rural assignments in different parts of the state for over 12 years, working in diverse sectors like Tribal Development, Natural Resources Management, Poverty Alleviation and other related Social Development Sectors.</p> <p>Jayesh Ranjan supports many social, cultural and charitable causes, and is on the Boards/Advisory committees of several companies. He brings a rich experience of handling various functions including Operations, Sales and Marketing, Institutional sales, Channel Sales, Corporate Sales, Franchise Management, Business expansion and development, Concept Sales, HR, Finance, Skill Development and Customer Support.</p>
	<p>Rajsekhar Budithi (IAS, 1992), Andhra Pradesh, IAS Special Chief Secretary to Government (FAC) (Marketing), Chief, The State Command and Control Centre Commissioner & Ex-Officio Secretary to Government, Department of Civil Supplies</p> <p>Spl. Chief Secretary (FAC) to Government, Department of Agriculture, Marketing and Co-operation. A Mechanical Engineer from Andhra University (Visakhapatnam), he has a Master's Degree in Public Administration from Harvard Kennedy School of Government (USA) and a PG Diploma in Management (Systems Management) from the Indian Institute of Management (IIM), Ahmedabad.</p> <p>He has worked as CEO of SERP for Government of Andhra Pradesh, India. He has held various positions with the government of Andhra Pradesh, as Commissioner (Civil Supplies), Director of Irrigation, Director of Backward Classes, District Collector of Nellore and Anantapur districts, Project Director of Poverty Alleviation Project, Project Officer of Integrated Tribal Development Agency and State Project Director of Primary Education Programme. He was the team leader with UNICEF in Andhra Pradesh. He was Executive Assistant to Minister of State for Commerce and Power, Government of India. He has two and half decades of experience of working at policy design, programme management and operations of rural development and poverty alleviation programmes in India.</p>

Board of Advisors

	<p>Amala Akkineni is Honorary Director, Annapurna International School of Film and Media (AISFM). She is Chairperson of Blue Cross, Hyderabad, an organisation which works for the welfare of animals and animal rights. She set up Blue Cross from scratch and nurtured it for the last 26 years. Married to the well-known actor, Akkineni Nagarjuna, Amala champions various social causes.</p>
	<p>Suchitra Shenoy has over a decade experience in social sector. She was the founding member of the Monitor Inclusive Markets team at the Monitor Group, where they examined market-based business models solutions to issues of poverty. She has co-authored a book "Infinite Vision" on the Arvind Eye Care System.</p>
	<p>Luis Miranda is a member of the Institute of Chartered Accountants of India (ICAI). Luis has been involved in setting up IDFC Private Equity in 2002 which has won many awards. He has also worked at HSBC, Citibank, KPMG and Price Waterhouse. Luis is a Director of the Emerging Markets Private Equity Association (EMPEA) and was Co-Chairman of the Indian Private Equity and Venture Capital Association (IVCA). He is also involved with a few not-for-profit education initiatives and advises a few start-ups and early stage</p>
	<p>Deenadayalan S. is the founder of CEO (“Centre for Excellence in Organization”) based out of Bangalore and has offices in India, Malaysia, Indonesia and Singapore. He is also involved with varied NGO and Social entrepreneurship organizations.</p>

Founder's Note

2019-20 has been an exciting year for us at Youth4Jobs. We expanded our presence in every corner of the country; Kerala, Uttarakhand and Nagaland! We held several massive Job Fairs over the year partnering with University of Mumbai and University of Hyderabad, which saw over 500 youth with disability attend and give their interviews.

Our School Programs achieved yet another milestone. For the second year in a row, ALL students from our school for girls with visual impairment cleared their exams and graduated from school, with all of them opting to pursue higher education.

Our College Connect program saw tremendous growth as partnerships grew to over a dozen Universities and Colleges across 5 states in India. Several new Smart Inclusion Centres were set up supporting them in various initiatives; from sensitizing faculty to making youth employable. The RPwD Act 2016 stresses the right of the person with disability to education and employment, and our work is aligned to this.

The biggest highlight of 2019 was the first ever **Not Just Art Disability Art Awards** in partnership with UNESCO and HSBC. We had over 120 artists with various disabilities from every state in India applying for the competition. Of these 12 were selected by a jury of Art Professors from Sarojini Naidu College of Arts. With such an overwhelming response we plan to follow this up with a bigger and better Art Awards Ceremony at an international scale!

At the close of 2019, Covid19 Pandemic began spreading around the world. We took pre-emptive measures to modify our training programs to be conducted Digitally, in keeping with Social Distancing norms. Our 140 people strong team also undertook measures to ensure that our work doesn't stop and that we can be available to serve the most vulnerable in a pandemic, persons with disability. We move forward, drawing strength from the blessings of the parents of our alumni and various other stakeholders.



- MEERA SHENOY

YOUTH4JOBS: 2019 – 20 AT A GLANCE

AWARDS

MIT INCLUSION INNOVATION AWARD IN THE SKILLING



Youth4Jobs won the Asia Regionalist MIT Inclusion Innovation Award in the Skilling category. The IIC Asia Celebration was held at a new R&D Innovation Center in Kaohsiung, Taiwan. Pitched against hundreds of amazing models in the Asian region, we were among the three finalists. Youth4Jobs Founder-CEO, Meera Shenoy, made a three-minute pitch and was declared the winner. While receiving it she said this award is for "The abilities of the persons with disability in whom we believe in".

The Inclusive Innovative Challenge (IIC) is MIT's premier future of work prize. These awards are given to organizations revolutionizing the future of work and given to startups and entrepreneurs using technology to create economic opportunity for workers.

MIT IIC believes Inclusive Innovators are not just changing the Game - they are changing the world. Youth4Jobs is privileged to be in this group.

WINNER: TV9'S NAVRATNALU AWARDS



Youth4Jobs was one of the winners of TV9's Navaratnalu Awards. The eminent panel of Judges comprised of personalities like J.P. Narayanan, Shanta Sinha chose to honour the work of Youth4Jobs

What made the award more meaningful was that Youth4jobs awarded the prize purely on the work done, as this award isn't something that can be applied for.

Other awardees honoured alongside Y4J were

- Dr. Rao, founder of the Eye Care Institution LV Prasad Institute
- Agricultural Innovation: Mr. Ramanjenuyulu
- Sports: Badminton Champion Ms. P.V Sindhu.
- Popular Category: Samantha and Vijay Devarkonda
- Life Time Awardee: Visvanath, the Film Director

The best part of the program was unknown heroes category chosen so carefully.

So we move to the new year 2020 hoping with everyone support we can deepen and scale our work along with all others passionate about change

QIMPRO GOLD STANDARD 2019 FOR EDUCATION



Y4J Founder-CEO, Meera Shenoy was awarded the Qimpro Gold Standard 2019 for Education for the pioneering work Youth4Jobs has done for persons with disability across all education levels.



Y4J goes where the need of the country is. We opened our 27th training center in Dimapur, Nagaland. This is Y4J's second training center in the North East. This was on the invitation of the state government.

Y4J Founder-CEO Ms.Meera Shenoy was Invited as a panelist for the prestigious IMC (Indian Chamber of Commerce, Mumbai) seminar on Inclusive India. Anchoring the discussion was Nidhi Goyal, a stand-up comedian and an activist who is visually impaired. Others were Kanchan Pamnani an advocate who is Visually Impaired, Parul Vaidya (architect and parent of a child with autism) and Deepna from Sutherland



Our first sensitization workshop for NSDC with Sector Skill Council participation. Everyone had fun with the games which carry the serious message of inclusion.

This resulted in exploring new opportunities in new sectors to spread the message of Inclusion.



TOP: Our newly opened center in Patna, Bihar has already seen success! Five Candidates from Patna Centre's **First Batch** began their On-Job-Training (OJT) at Retail Giant Big Bazaar, located at P&M Mall, Patna. The OJT is an important part of their final placement and orientation process, following which they will officially begin working for Big Bazaar as full-fledged employees across the various Big Bazaar outlets in Patna.

Jobs for youth in Bihar, leave alone youth with disabilities, are invaluable. We do our best to make this MAGIC happen

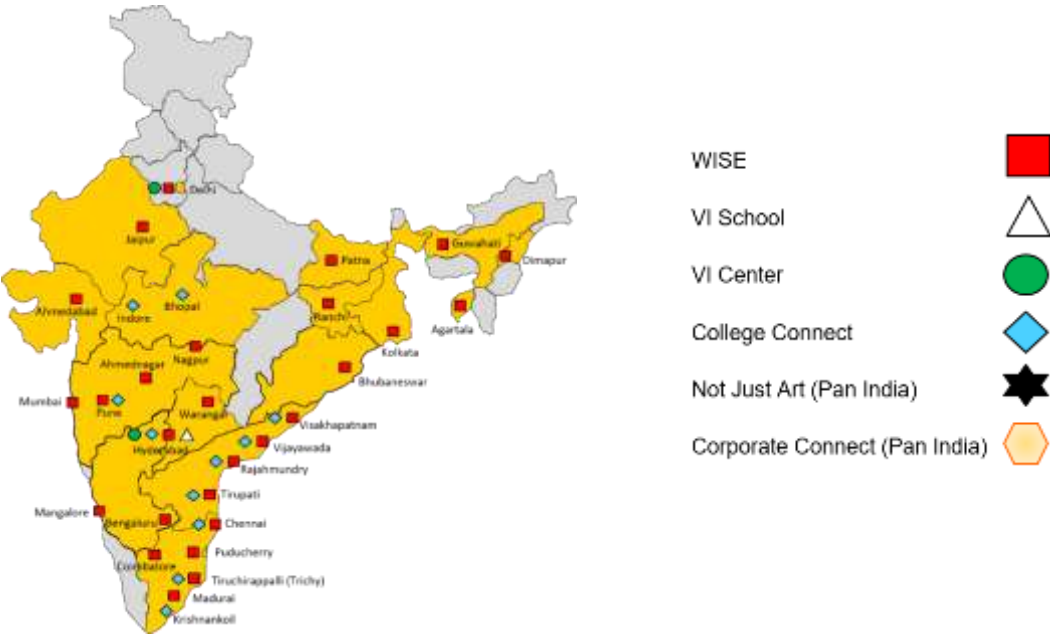
BOTTOM: The first edition of **The 'Discovering Ability' Art Awards** took place in November 2019 at the UNESCO Auditorium in New Delhi. With over 130 applications received in less than 20 days, the first of its kind event received great praise from our partners UNESCO, HSBC, as well as Artists with Disability.



OUR NATIONAL PRESENCE

Y4J Academy: WISE		17 States / 28 Cities	
<u>STATE</u>	<u>CITY</u>	<u>STATE</u>	<u>CITY</u>
Telangana	Hyderabad, Warangal	Maharashtra	Mumbai, Nagpur, Ahmednagar, Pune
Andhra Pradesh	Tirupati, Rajahmundry Visakhapatnam, Vijayawada	Jharkhand	Ranchi
Tamil Nadu	Chennai, Coimbatore, Trichy, Madurai	West Bengal	Kolkata
Rajasthan	Jaipur	Orissa	Bhubaneswar
Gujarat	Ahmedabad	Pondicherry	Auroville
Karnataka	Bengaluru, Mangalore	New Delhi	New Delhi
Assam	Guwahati	Bihar	Patna
Kerala	Trivandrum	Nagaland	Dimapur
Uttarakhand	Dehradun		
College Connect		08 States / 14 Cities	
<u>STATE</u>	<u>CITY</u>	<u>STATE</u>	<u>CITY</u>
Telangana	Hyderabad	Maharashtra	Mumbai, Pune
Andhra Pradesh	Tirupati, Visakhapatnam, Vijayawada, Ananthapur	Kerala	Trivandrum
Tamil Nadu	Chennai, Madurai, Trichy	Karnataka	Bengaluru
West Bengal	Kolkata	New Delhi	New Delhi

Visually Impaired Training Center		02 States / 02 Cities	
<u>STATE</u>	<u>CITY</u>	<u>STATE</u>	<u>CITY</u>
Telangana	Hyderabad	New Delhi	New Delhi
School Program		01 States / 01 Cities	
Telangana	Hyderabad (Malakpet)	1 School for Visually Impaired Girls 1 School for Speech and Hearing Impaired Boys	
Start Up: Not Just Art : Digital Platform for Artists with Disabilities			
			Pan India
Corporate Connect: Services			
			Pan India
Consultancy Services: Global			
Job Linked Training Center: Mauritius			
Corporate Sensitization Workshops: East Africa, Mauritius, Australia			



WISE (PROJECT PARIVARTAN)

Youth 4 Jobs' vision is a hands-on, grass-roots transformation of Persons with Disability lives at the country level and emerging as a thought leader at the global level. It has chosen to work in the challenging but high impact space of mainstreaming hiring of youth with disabilities in corporate India. The work is driven by the mantra that hiring Persons with Disability makes business sense. YOUTH4JOBS has pan_India presence ranging from tier-2 towns to metros, from Coimbatore in Tamil Nadu to Guwahati in the North - East, focusing on Persons with Disability employability/employment.

In the last 8 years, YOUTH4JOBS has trained 22,700 young men and women with disability. 30% of the trainees are girls with disability. YOUTH4JOBS has touched over 33,35,000 households in advocacy. YOUTH4JOBS works closely with about 600 companies of which 200 are first time hirers of Persons with Disabilities. YOUTH4JOBS has done innovative solutions to create customer facing job opportunities across sectors. It also brings out industry specific reports on inclusion with partners like Boston Consulting Globe and BSE Institute. The work has received both national and international awards. The core team consists of persons with corporate experience, disability specialists, experts in training and development, Technologists and persons with disability. It is led by Meera Shenoy who has the unique experience of working in senior government positions, and with multilateral funders like World Bank and UNDP, across south east Asia.

VISION

A better Future for Young India

MISSION:

Partnering with Stakeholders and vulnerable unreached communities to co-create pioneering solutions for an inclusive workplace

Grassroots advocacy to change perceptions of the community towards the disabled is the heart of Y4J work. This also results in motivating disabled youth to enroll in Y4J training centers where companies recruit the trained youth. Y4J services include sensitivity workshops and facilitating work place adaptations. The focus is on youth from underprivileged families, adolescent girls and boys, dalits, tribals and PwDs (Persons with Disability). In the process, Y4J helps the country to reap its demographic dividend and bridge the inequalities in society.

The organization enables the vulnerable youth to make the most of the work opportunities arising out of the new economy by enhancing their skill sets, customized to the needs of the industry. The expertise is drawn from dedicated professionals who with their demonstrated ability to generate employment through training, capacity building, marketing, and networking; has played a major role in taking this unique work beyond Telangana - Andhra Pradesh and into other states.

WISE (PROJECT PARIVARTAN)

OBJECTIVES

The objective is to enable the Persons with Disability (PwD) to avail better livelihood opportunities by market linked trainings and jobs in the organized sector. The initiative aims to make inclusive employment of the underprivileged and PwDs, the norm in companies. This will generate tremendous direct employment opportunities for this community by corporate India. They will also see PwDs as employees of choice who bring enormous value to their businesses by way of quality work, productivity gains and lower attrition.

Another objective of the program is that employers understand that hiring underprivileged & PwD and including them in their work-force is not only ethically and morally correct, but are sound business practices.

As per the census of 2011, disability can be in Speech & Hearing, in Movement, in Visual, Mental Retardation, Mental Illness and Multiple disabilities. However, Youth4Jobs focuses on training and placement of Persons with Speech & Hearing disability, Movement disability and low vision.

- i) To Sensitize 1 million community members on “ability in disability” by 2020
- ii) To Sensitize 100,000 company representatives
- iii) To Train 20,000 PwDs and connect them to Jobs by 2020
- iv) To be a 1 stop shop offering customized solutions for companies to build an inclusive workplace

OVERVIEW

According to World Bank reports India has about 70 million PwDs (persons with disabilities); among them only 2% are educated and barely 1% employed.

The Indian economy has grown rapidly with per capita GDP increasing from \$322 to \$1552 during 1992-2012. However, persons with disability, especially those from poor families, have not benefited from this economic growth. The government has initiated a plethora of programs to promote employment for PwD, but their impact has been negligible. Unfortunately there are many barriers for PwD to enter the labor force and get a decent job with steady and reasonable wages.

These barriers include:

- Lack of access to assistive devices, technology, accommodations, support services, and information
- Lack of effective legislation and policy support for their human and civil rights
- Lack of information about PwD, which leaves them 'invisible" and forgotten
- Fears, stereotypes, and discrimination, particularly among employers
- Lack of adequate education, training, and employment services
- Inaccessible buildings and transportation systems
- Psychological issues caused by social exclusion

Y4J's UNIQUE SELLING PROPOSITION:

Youth4Jobs is one of the few national level organizations with its pan-India presence dedicated to training youth with disabilities and placing them in organized sector jobs.

Youth4Jobs also works closely with the community, Government, NGOs, Companies and Associations to develop industry-linked curriculum and train the youths as per industry standards.

It uniquely works at grassroots and at the national level.

Y4J – One Stop Shop for Companies

- Sensitization Workshops
- Comprehensive Role Mapping
- Simple Workplace Adaptations
- Sign Language Workshops
- Accessibility Audit
- Making HR Policy Inclusive
- Consultancies For Inclusion Including Strategy And 5 Year Plan

COLLEGE CONNECT

Launched in November 2017, the College Connect Program tackles unemployment/ underemployment among educated PwD youth.

Funded by JP Morgan, this first of a kind program that partners with colleges, recognises that 'even educated PwDs are unemployed'. The program trains PwD students enrolled in colleges, and universities, and provides them with jobs in local vicinity companies, across the district. The program has now evolved to incorporate an 'aggregate batch' model, which is completely 'market-led'. Local company needs are first mapped and trainings are done outside colleges with graduates/alumni, to place them in these companies.

Over the last year, the College Connect program has been dynamic in nature; exploring implementation strategies, understanding needs of educated PwDs, along with advocating and partnering for inclusive hiring with corporates. This 'program journey' offers tremendous insight and learning for organisations and individuals working for the empowerment and inclusion of PwDs in India.

The program was first launched in Vijaywada, Chennai and Madurai and have since scaled up nationally. The first college batches were implemented in Madonna College of Vijaywada and Kalasalingam University; while the first aggregate batch for Axis Bank, was conducted in Chennai.

The program focused on honing existing knowledge and life skills, and training participants on Spoken English and Basic Computer know-how. This resulted in a module comprising of 100 training hours which was designed to allow flexibility among trainers, to experiment with different teaching methods and pedagogy, while adding relevant lesson plans to the module.

Initially the course was designed with the assumption that students studying in their final years of schooling and college, as well as those who have graduated would have a fairly decent skill-set. Subsequently, the poor and dismal status of education levels and proficiencies among these youth, came to light. Y4J subsequently redesigned the Modules to a more comprehensive curriculum of 300 training hours.

Y4J also conceptualised and set up 'Smart Inclusion Centres' (SIC) within colleges and universities. The SIC is intended to be a room dedicated to sharing information and advocacy messages on inclusion, disability and special needs of PwDs. It doubles up as a computer lab, and training room to conduct the program.

One of the main benefits of the Y4J program is that when students go directly to companies they are not entertained, but when they go with Y4J they are able to get jobs. Due to placements, students and alumni are happy since they secure a job, gain independence, and can contribute to their household income.

According to stakeholders, Y4J College Connect classes enable students to increase their confidence level as they are usually afraid to communicate and only have academic skills. It also improves their awareness regarding the different job opportunities which are available to them.

The program focuses on planning futures of students along with them. As stated by one of the trainers, “we build student aspirations and create interests in availing a job”. Through the aggregate and special batches, they are able to meet with other PwDs. Thus, apart from training, these sessions help them interact with other people as there are limited communication barriers (for SHI persons - as they all know sign language), share thoughts and invoke active discussions among them.

COLLEGE CONNECT SUCCESS STORY



At 32 years of age, Praveena is working as a teller with Axis Bank since the past three months. Praveena was part of the two-month pilot College Connect aggregate batch with Axis Bank in Chennai and is one of the 12 candidates who got placed in the bank. Her batchmate, twenty-five year old Peter is also employed as a teller. Their other batchmate Elango is an Assistant Manager at one of Axis Bank's branches. This employment comes as a great relief to the three of them as it has been a long journey for Praveena who found it difficult to gain good employment due to her leg impairment, for Peter who has faced many personal challenges due to his speech impairment and for Elango who struggled to find a lucrative job opportunity because he is disabled.

Although Praveena has a degree in Commerce, she was part of a training program in mobile repair, which is when she heard of Y4J's aggregate batch through a friend who strongly suggested her to enroll. The news piqued her interest since this training opportunity matched with her educational qualifications along with a strong possibility of securing placement within the bank itself. Praveena knew the training would hone her soft skills and provide her with company specific technical skills.



Similarly, even though Peter and Elango have degrees in engineering, they too had faced issues with employment, which is why when referred to the training program through friends and family members, they enthusiastically enrolled.

However, post-training, while many of her peers were at greater liberty to accept placements across the state, Praveena knew she could accept the job if it was within the city. This is because Praveena is married and has a seven-year-old daughter. Through hard work and determination, she successfully cleared the training and recruitment process, and received a placement offer in the city. Along with Praveena and few of their other batchmates, Peter and Elango also found employment in one of the many branches across the city.

Presently, the three of them are relatively satisfied with their job and earn an income ranging from INR 2,00,000 to 2,80,000 annually. However, they know that this is not where they want to limit themselves. Along with work and other responsibilities, Praveena is pursuing her Master's degree in Commerce through distant education so that she can gradually be considered for a promotion in the bank. For Peter, while this is not the job that he wishes to eventually pursue, he is nevertheless happy to have employment. In fact, he has referred Y4J to many friends since he feels that “Forget jobs, Y4J gives lives to people like us. No discrimination is done at this organization that is very important to us. They give us support, training, love and acceptance. They help us to achieve our ambitions. People should be made more aware about Y4J and the services it offers.” He is working on improving his other skill sets while continuing to work.

Through all of this, they mention that Y4J's team has been a source of constant support as they regularly follow-up with them about their job, work-place adjustment and for feedback. They are also appreciative of Axis Bank's interest and efforts in building an inclusive workforce which they believe is a stepping stone in reducing discrimination faced by People with Disabilities as well as suggestive of a progressive and approachable mindset.

Axis Bank had in fact, undergone a sensitization workshop where 69 roles were identified based on a practical understanding and learning from an industry perspective to ensure that Candidates with Disabilities candidates were offered roles specific to their needs and that their employment was productive. Axis Bank is proud to be part of the movement trying to make employment more inclusive and sensitive and the candidates are comfortable to be working in a diverse work environment.

This story signifies the relevance of the College Connect Program, the difference it makes in the lives of talented People with Disabilities and promoting inclusive hiring in Corporate cultures.



COLLEGE CONNECT

VISUAL IMPAIRMENT TRAINING PROGRAM

The need for this Centre has evolved out of a series of discussions with youth with visual impairment (VI) and other stakeholders like government, eye specialists and hospitals, companies and civil society. In the course of Y4J's work in training youth with disability for jobs, Y4J has interacted with youth with locomotor disability, speech and hearing impairment, low vision, totally blind and slow learners. A needs assessment done of youth with VI showed their aspirations were different from other disabilities. Many of them wanted to enroll in professional courses or do their doctorate studies. Also the trainings for VI are technology driven. Hence this Learning Centre for Visual Impairment on global standards is envisaged.

Objectives of the project:

- Help youth with VI fulfil their aspirations for enrolling in higher education or professional courses by helping them access technology
- Helping youth with VI become employable/employed
- Become a model for replication across the country

Activities of the Centre

- **Learn technologies like JAWS (Job Access With Speech) and NVDA (Non Visual Desktop Access).** JAWS is a commercial screen reader while NVDA is an open source screen reader. Both are software programs that allow blind or visually impaired users to read the text that is displayed on the computer screen with a speech synthesizer or braille display.
- **Learn English Communication, Soft Skills and including Developing a Resume and Interview Skills** that help individuals, who are seeking higher education or employment opportunities. Y4J assists with Job Placements and Post-Placement support.
- **Mobility and independence** by training the youth to use specialist techniques and equipment to help them develop the ability to move safely and independently at home, school and in the community.
- **Counselling services** to make sure that the youth understand the impact of sight loss. Individuals who become visually impaired must develop a tremendous amount of acceptance and adjust to the new way in which they now deal with their world. Thus, counseling is important in helping not only the individual, but also families to adjust and to be optimistic about the future.
- **Mentoring for professional courses like BFSI:** *This year 39 employees from HSBC have signed up for the mentorship program. Through this program trainees gain exposure and get an opportunity to practice English Communication with Corporates. The model revolves awareness building, and enabling the trainees to communicate better and the Mentors get an understanding of the Challenges in Handling Diversity.*
- **Supporting in assistive aids:** Any adaptive device or service that increases participation, achievement or independence for a student with a disability. Examples include Braille Note takers, Screen Magnifiers, Screen Readers, Smartphones, Tablets etc.
- **Setting up a Placement cell:** To communicate capabilities of Visually Impaired students to potential employers and help differently able student in seeking their job.
- **Piloting cutting edge technology with companies :** thus providing a conducive environment to test emerging new Assistive Technologies for various degrees of Visual Impairment.

VI TRAINING PROGRAM

Two centres for the visually impaired were set up in Hyderabad and Delhi, approved by the government, to teach the rural blind youth Jaws, which is a talking software, and NVDA, the open source software along with English communication and coach them for the government examinations

Our VI program was strengthened with the new partnership between Youth4Jobs and Netra Vidyalaya. The ceremony was blessed by Chinna Jeeyar Swami, the spiritual head of Netra Vidyalaya. All 185 students are provided with a laptop and residential facilities free of cost. Youth4Jobs will give students employability trainings and links the girls with visual impairment from their adopted government blind school to Netra Vidyalaya for higher education in English.

BAKES AND CAKES : Baking Training

At YOUTH4JOBS, we are eager to find solutions. The Food & Beverages industry has a low record of inclusivity, especially for people with visual impairment. We aimed to challenge that and set up an interactive kitchen comfortable enough for our visually impaired trainees to navigate. A fun yet informative baking workshop commenced – and our students whipped up delicious chocolate chip cookies in their first session itself!

With the success of the workshop a formal training module was created with the following objectives in mind:

1. *Provide skills to the students towards sustainable livelihood.*
2. *Break the myth that blind people cannot cook*
3. *Empower the candidates to work in cafés where the food will be cooked, served and managed by them*



A Gas Stove, Oven, Groceries and Cutlery were purchased and set up as proof of concept to show that the visually impaired can be employed gainfully and can manage enterprises. **The pilot batch of 20 Visually Impaired students** were divided into smaller batches, so that everyone got a chance to practically understand

all the steps of Baking. Within a few weeks all the candidates were able to bake **Cookies, Cupcakes and Muffins** The products baked by the students have been greatly appreciated by customers and talks are in progress for **supplying baked products to Sunder Nursery & Delhi Golf Club.**

VI TRAINING PROGRAM

CORPORATE CONNECT



Youth4Jobs in collaboration with the Confederation of Indian Industries (CII) and the University of Mumbai University, organized a National Youth Conference - “Inclusion Huddle” on 20th and 21st September 2019 (Friday and Saturday). The Youth Conference was held in Alkesh Dinesh Mody Institute (ADMI) for Financial & Management Studies, Kalina Campus, University of Mumbai. The program was supported by J.P. Morgan Chase (JPMC), JSW, EATON, and NSDC.

The aim of the National Conference was to create a common platform for various stakeholders from across the country - youth with disabilities, educational institutions, employers who hire youth with disabilities and government to facilitate a dialogue on inclusion. We were successfully able to integrate all voices into future recommendations for changing the landscape of inclusive education and employment.

The highlight was the release of the White Paper titled “Inclusion of Persons with Disabilities in Higher Education.” The study has been conducted by Youth4Jobs Foundation with Deloitte. The event was truly inclusive in itself as temporary ramps were created, along with sign language interpretation and transcription of the proceedings throughout the event.

Some of the esteemed panelists were representatives from organizations like WNS, Shell, Niti Aayog, CII, JSW, CORO, Shahani Group, TEACH, Microsoft, BleeTech, JLL, Capgemini, TATA Capital and so on. The event also saw participation from various colleges/universities such as University of Mumbai, Pune University, St. Xavier’s College, Madonna College for the Deaf, etc. The event was attended by nearly 400 students from various colleges /universities.

CAREER EXPO WITH THE UNIVERSITY OF HYDERABAD



Dr. Zakir Hussain Lecture Hall complex at the University of Hyderabad was teeming with youngsters with disabilities recently, Some were seen walking out of classrooms lost in discussion on which skills they should acquire to get a job in good companies; others had come from different corners of Telangana on seeing the Youth4Jobs mailer.

The busy registration counter and the number of youngsters waiting for their turn to be interviewed resembled a job fair. It was a 'Career Expo for Persons with Disabilities' designed by Youth4Jobs in association with the University of Hyderabad, among the top four universities of the country.

475 educated youth with disabilities attended. Companies like Google, JPM, Microsoft, WNS attended by invitation. The expo was a platform for them to know the companies that are open to hiring youth with disabilities, the kind of jobs that they can apply for and the skill set required for the same.

In the first-of-its-kind career expo, the representatives of corporate companies gave a pre-placement talk, conducted mock interviews to assess the skills of the attendees, and told them where they stand in the employability chart.

The energy and excitement clearly showed that companies were willing to join hands with Youth4Jobs to invest medium and long term in this talented labor pool. We celebrated visually impaired youth getting shortlisted by companies and others were keen to close their employability gaps. The Vice-Chancellor, Appa Rao declared this as an annual event, in partnership with Youth4Jobs.

TACTILE WORKSHOP AT JPMC



The workshop was focused specifically on the awareness of visual impairment and we planned a range of tactile activity with them. The 4 enthusiastic groups were given material to create a tactile excel sheet, political map, alphabets and numbers in braille, attendance sheet, Google Chrome, etc. The participants came up with a lot of creativity which you will see in these pictures. All of them commented that the activity opened their eyes to the ability in visually impaired youth. And they were thrilled to know that the material developed would be used by our blind girls in the government school we work in.

FIRST WORKSHOP WITH THE SOUTH EASTERN RAILWAYS IN KOLKATA



Y4J had its first workshop with the South Eastern Railways in Kolkata. Attended by 120 participants, 30 of whom were senior officers, including the General Manager of the South Eastern Railways and 90 supervisors. It was an amazing experience to see a government institution showing such keen interest in enhancing diversity and inclusion within the workforce.

INCLUSION HUDDLE: A JOB FAIR WITH A DIFFERENCE IN MUMBAI



Youth4Jobs in collaboration with the Confederation of Indian Industries (CII) and the University of Mumbai University, organized a National Youth Conference - “Inclusion Huddle” on 20th and 21st September 2019 (Friday and Saturday). The Youth Conference was held in Alkesh Dinesh Mody Institute (ADMI) for Financial & Management Studies, Kalina Campus, University of Mumbai. The program was supported by J.P. Morgan Chase (JPMC), JSW, EATON, and NSDC.

The aim of the National Conference was to create a common platform for various stakeholders from across the country - youth with disabilities, educational institutions, employers who hire youth with disabilities and government to facilitate a dialogue on inclusion. We were successfully able to integrate all voices into future recommendations for changing the landscape of inclusive education and employment.

The highlight was the release of the White Paper titled “Inclusion of Persons with Disabilities in Higher Education.” The study has been conducted by Youth4Jobs Foundation with Deloitte. The event was truly inclusive in itself as temporary ramps were created, along with sign language interpretation and transcription of the proceedings throughout the event.

Some of the esteemed panelists were representatives from organizations like WNS, Shell, Niti Aayog, CII, JSW, CORO, Shahani Group, TEACH, Microsoft, BleeTech, JLL, Capgemini, TATA Capital and so on. The event also saw participation from various colleges/universities such as University of Mumbai, Pune University, St. Xavier’s College, Madonna College for the Deaf, etc. The event was attended by nearly 400 students from various colleges /universities.

UNICEF MUMBAI, E AND Y STUDY RELEASE



Ernst and Young released their 1000 page report on Skilling Landscape practiced across South Asia at the Global UNICEF Conference in Mumbai. E & Y Partner Anurag presented 4 models from across South Asia which featured Y4J as one of the models to emulate.

Praveen, our Speech and Hearing Impaired trainer addressed the audience, while other Y4J Team members demonstrated to them how we get Corporates to understand Ability in Disability and become Inclusive Hirers

SMART INCLUSION CENTERS

Smart Inclusion Centers are setup in University and College Campuses to Improve employability, employment and Inclusion of People with Disabilities.

It aims to bridge some of the gaps that hampers enrolment, teaching and learning process and employment for the youth with disabilities. It focuses on improving the enrolment in higher education, the skills of candidates and teachers, the use of technology in the classroom and industrial collaboration. It operates from the college premises with those key objectives and deliverables.

A new Smart Inclusion Centre (SIC) was Inaugurated at St. Louis College for the Deaf, in Chennai by Commissioner-Director, Mr. Johny Tom Varghese, IAS, Welfare of Differently Aabled, Govt. of Tamil Nadu. Social Welfare Dept.



THE INCLUSION JOURNEY



IMPACT STUDIES ON INCLUSION ACROSS VARIOUS SECTORS

In continuation of our work to help make the professional workspaces Inclusive for PwDs, Y4J has released 2 Impact Study Reports aimed at the various sectors.

The focus is on showcasing champions from within the industry, making work places accessible and promoting inclusion of PwD.

They are based on live case studies, industry inputs and demonstrate to the reader how to enable inclusion of PwDs within sectors like BFSI and the Hospitality Sector.

This report but attempts to encourage companies into taking the initial steps in becoming inclusive and disabled-friendly.

So far studies have been done across the Retail and BFSI Sectors in India, with a third study commissioned for the Hospitality Sector in India.

It confirms the premise that often minor and inexpensive changes can go a long way in making the workplace safer and more comfortable for PwDs.

The studies assist leaders across the various sectors like retail, banking and financial services, IT services, etc. to follow similar steps and make their companies more accessible.



SCHOOL PROGRAMS

SCHOOL FOR SPEECH AND HEARING IMPAIRED BOYS

The project aims to develop English language, computer literacy and skill development alongside nurturing perspective, knowledge and opportunities tailored individually for each student. The other areas of intervention are life skill training, Exposure visits, soft skills, mentorship and orienting to the job market. The core idea of this whole project is to make an early intervention in equipping the children with disabilities to become self-aware and confident in pursuing their career.

The project started in the month of June 2018 with 90 beneficiaries having speech and hearing impairment hailing from underprivileged background at a Residential Government School for Speech & Hearing Impaired [Boys], New Malakpet (Hyderabad). Since then apart from classroom teaching of English and computers following are few activities conducted for their enhancement.

Vision: To Empower the students with Speech and Hearing Impairment (SHI) to be independent and socially connected youth

Objectives:

At the end of the academic year 2019-20, Students will be able to

- Develop basic proficiency in Reading Comprehension and writing Skills in English
- Operate computer independently and be equipped with basic typing skills
- Develop basic independent living skills
- Get exposure and opportunity to interact with the people outside the school
- Have awareness about the importance of education, higher education and career choices



A Career counseling session was organized at the school for students who would be graduating next year and moving on to higher education. The students were encouraged to continue their studies and pursue good jobs. The students were informed of possible job opportunities available for them based on their interests and the role Y4J can play in helping them secure jobs

Result/ Output:

Through this intervention, Y4J achieves the following –

- Ensures that we mitigate the school dropout rate for children in secondary school.
- Encouraging more SSC pass outs to go for junior college and pursue for higher education.
- Create sustainable school products that can be used by schools for children with disabilities.

Recent Act of Right to PWD 2017 Act mandates that 5% of the enrolment into higher secondary must be children with disabilities. For instance, currently it is 0.05% only in the state of Telangana.

Impact:

Our vision is to enable these children join college after school to pursue higher education and become contributors to the society and economy at large. The exposure and various learning opportunities from the project will actualize their personality getting them essential 21st century skills, thus making laying the foundation for SHI students to develop inherent potential and help them build a career based on their aspirations and the market requirements.



A Fun Quiz competition was organized for 80 students on the occasion of Children's Day, at the School..

SCHOOL FOR GIRLS WITH VISUAL IMPAIRMENT

In 2017, the Youth4Jobs Foundation began a project at the Government High School for Blind Girls, Malakpet Hyderabad to work with adolescent girls, with visual impairment of the age group 12-16 years, with an aim to empower them with skills that would increase their employability.

Currently, the project has completed its second year. The observations and learnings that were gathered in the first year (2017-18), have brought about specific changes and improvement to the general approach of the project, in the hope for realizing better learning outcomes and impact.

The project is supported by Microsoft

Background

In India, among the disabled population the visually-impaired community happens to be the most educated. However, the irony is that even though many of the visually-impaired people are graduates and even post-graduates, the education is not helping them find jobs. Their inability to use computers has been identified as a main gap that comes in the way of getting jobs.

It would be unfair to expect visually impaired children to understand and learn computer operations in a span of just 3 months. A more practical approach would be to catch the children young, when they are more receptive and have a better chance at bringing about the change.

In this particular school, girls come from a rural background, and for most part of their lives have been in the protective environment of the hostel. Because of their disability, gender and family's economic status, they are perceived as a burden by their own families. Once they graduate from Class X, the world outside could prove very overwhelming and they could end up feeling isolated and lost. Education perhaps, is their best hope, and if they can club it with knowledge of computers and life skills, they would be better equipped with the skills required to navigate life with dignity and sense of self-worth.

The visually impaired girls in this school belong to one end of the spectrum – and if the project is able to create a tangible impact with these girls, then it is possible to successfully implement similar projects where the odds may be slightly less e.g. with urban children where the parents may be more invested or with boys with visual impairment.

Objectives

- To create a scalable, flexible and evolving model which would help the girls to:
- Develop proficiency in English Communication
- Operate computers independently using screen reader and basic typing skills
- Develop independent living skills and life skills
- Get exposure and opportunity to interact with the people outside the school and college
- Build awareness about the importance of education, higher education and career choices
- Build the social and emotional integrity among the students with visually impairment
- Have opportunities to develop goals, dreams and aspirations

Target Group

39 students in the academic year (2018-19) from Government Higher Secondary Girls High School for the Blind, Malakpet, Hyderabad studying from Class VI to Class X

Challenges

- Unlike youth with other disabilities, where a 3-4 month training would suffice to see some result, training children with visual-impairment requires a lot of time, patience and an entirely different approach.
- With most visually-impaired students, computer training is introduced in higher grades like class X which is fairly advanced, with a course duration of 3 months. There was no course material readily available for a school level training and hence a considerable amount of time and effort was spent in understanding what was needed and creating the curriculum accordingly.
- Language is one of the major challenges as the girls are educated in Telugu medium, but the default language used for computers is English.
- It is difficult for the school girls to grasp certain concepts that sighted people take for granted. E.g. while learning MS Word the girls needed to understand the concept of a table with rows and column. This was finally made possible with the help of tactile aids.
- Being visually impaired results in a limited awareness of one's own body (as well as that of the opposite sex).
- Great care needs to be taken to not bombard the girls with too much information at one go.
- It was essential to be understood that these girls are all alone and did not have the emotional support of their parents

Exposure

At Youth4Jobs, there is a constant endeavor to provide children with activities that not only enhance a sense of possibility but also boost their confidence and self-esteem. Since the girls stay in a hostel, there is hardly any opportunity for them to interact with the world and people outside and take part in activities that could broaden their perceptions. Recreation is thus an equally important part of education. These fun events, in addition to providing a welcome change, can also become memorable experiences that can inspire the girls push their own boundaries.

Art Workshops

In the two years of this project, different kinds of workshops were organized for the girls. All of the workshops have been modified for persons with visual impairment and have never been done for blind schools in India. The Art Workshop was probably the most unique where even the girls themselves were surprised at their own ability to wield a brush and experience the joy of painting.

Below are some of the workshops organized so far:

- Art Workshop (Jan 2018)
- Fabric based Art (April 2018)
- Bangle-making Workshop (April 2018)
- Clay Workshop (June 2018)
- Textile Block Printing Workshop (Feb 2019)

In the Clay workshop, different clumps of clay were treated with spices that had a distinct aroma and that would help the girls create interesting models of their choice. The textile block printing experience in collaboration with Creative Bee was also unique - ball pins that were placed at the corners of each impression of the dry block served as tactile aids when they began to dip the block in dye and print.

Youth4Jobs also takes the girls on field trips to help them understand, at least to some extent about the world outside. The Birla Planetarium helped them gain an understanding of the Universe, while the Nature walk at Sanjeevaiah Park opened them up to various wonders of Nature like flowers, trees and bird calls.

At Leonia Resorts, earlier this year, they were able to explore activities in water and it was wonderful to see how some of them were helping the others enjoy the activities that were present.

- Birla Planetarium (Nov 2018)
- Sanjeevaiah Park (Feb 2019)
- Leonia Resorts (Feb 2019)



GRADUATION CEREMONY: 100% PASS RATE

Our second year at the Govt. High School for Girls with Visual Impairment achieved yet another milestone.

This year we achieved 100% pass rate of the graduating class with all 14 girls passing their exams and moving towards higher education.

Their graduation ceremony was a glamorous affair full of colour and joy, where all the girls shared their experiences and aspirations as they prepared to leave the school, where they had lived for most of their lives.



INTERACTIVE HERITAGE WALK

Our trainers at the Govt. High School for Blind Girls took our trainees on a trip to Hyderabad's famous Old City, complete with a tour of the

Charminar and perfume bazaars. A short film of the day long tour is available on [YouTube](https://www.youtube.com/watch?v=duKDoPzKr08&t=1s), capturing their delight as they ventured out of the four walls of their school and explored the city they call home.

Link to the Video: <https://www.youtube.com/watch?v=duKDoPzKr08&t=1s>

SCHOOL PROGRAM

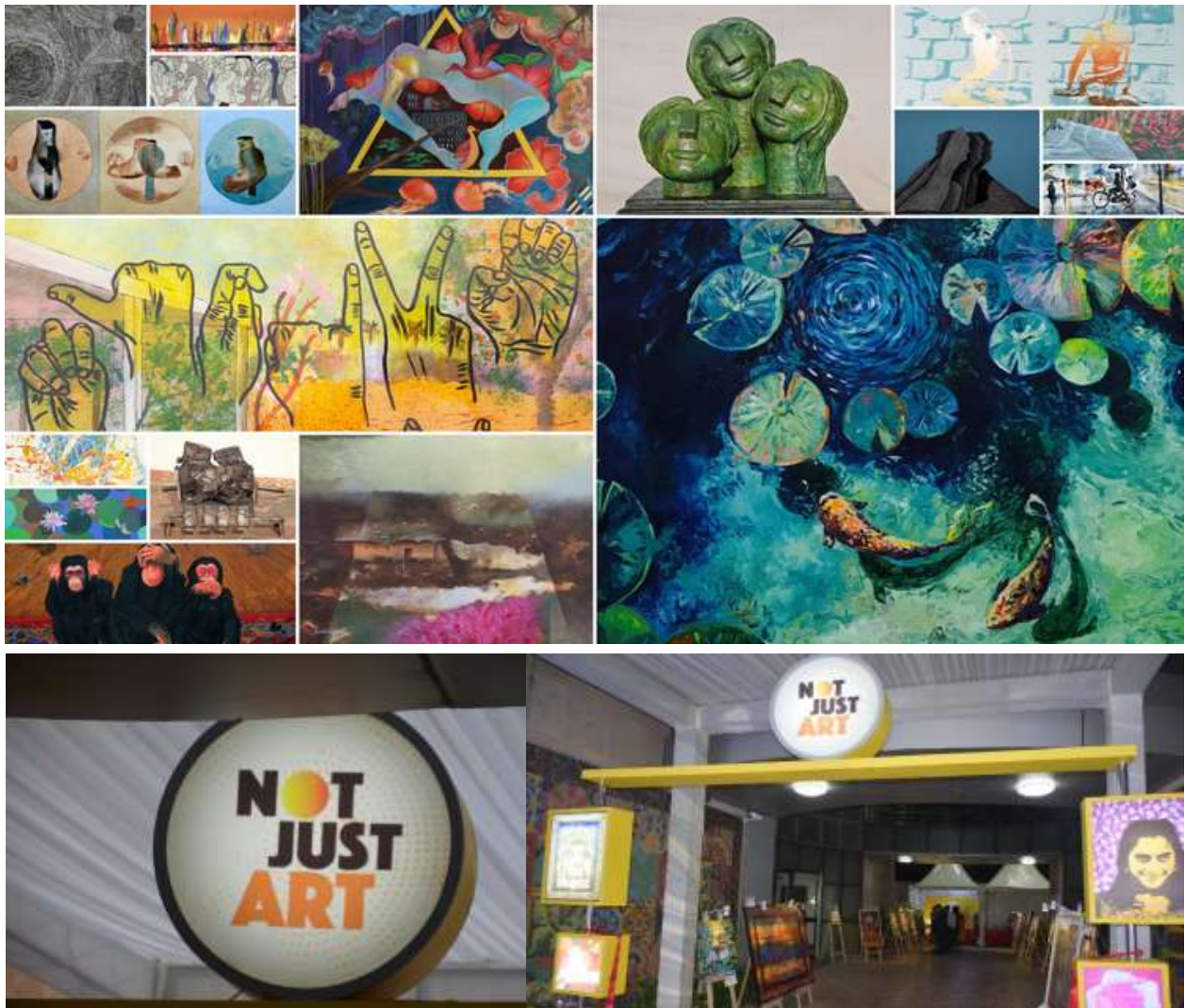


NJA DISABILITY ART AWARDS 2019

NOT JUST ART

A Youth4Jobs Startup, **Not Just Art** (<https://www.notjustartglobal.org/>) is a digital platform created to support visual artists with disabilities in India and promote their work to a global audience of art lovers, collectors, museums, and galleries. Our community of artists produces some of the best contemporary visual art that India has to offer. We aim to showcase their talents and bring them into the mainstream art world, using technology to broaden our reach and create an inclusive global art community. Along the way, we introduce the benefits of art to children and youth with disabilities through art workshops held in schools and community centers.

People with disabilities in India are chronically underserved, suffering from inaccessible environmental conditions, a lack of social and medical services, and pervasive stigma. It can be difficult for artists with disabilities to transcend these systemic barriers and focus on their passions—and even more difficult to earn a living from them. Fine art is not widely considered to be a sustainable source of income, and so is not supported as a viable livelihood.



WHY DISABILITY ART AWARDS?



The Not Just Art “**Disability Art Awards**” Initiative is intended to highlight the abilities of artists with disabilities. We believe that the unique talents of these artists need to be in the spotlight. Many of these individuals use art to communicate thoughts, feelings and life experiences in a way that transcend their special needs.

By sharing their artwork with the public offers an opportunity for everyone to see the world through different eyes. The Awards thus provide a platform for artists to celebrate, connect and catalyze with renowned institutions and mentors and showcase their Ability in Disability through Art.

DISABILITY ART AWARDS 2019

The first edition of the ‘Discovering Ability’ Art Awards took place on Monday 4 November 2019 at the UNESCO Auditorium in New Delhi. In partnership with UNESCO and HSBC.

The Awards team received over 180 submissions from more than 15 states across India in a single month. A panel of three eminent judges from the Department of Fine Arts, Sarojini Naidu College of Arts and Communication, Hyderabad reviewed the submissions and selected the winners. Each winner received a cash prize of Rs 50,000, a trophy and a certificate.

The awards were presented by Honourable Union Minister Shri G. Kishan Reddy. The award-winning art works were also exhibited for three days at the UNESCO gallery.

NOT JUST ART

Present at the awards were

- Ms Meera Shenoy, Founder and CEO of Youth4Jobs and Not Just Art
- Mr Eric Falt, Director and UNESCO Representative to Bhutan, India, Maldives and Sri Lanka
- Mr Paul Raddon, Head of Operations, HSBC Global Service Centres
- Mr Adwaita Gadanayak, Director-General, National Gallery of Modern Art.

PARTNERS FOR DISABILITY ART AWARDS 2019

Our partners in the First Edition of Disability Art Awards were **UNESCO** and **HSBC**, who supported the initiative through funding and volunteer support



“Youth4Jobs is one of our strongest partners in our journey of Inclusion. They are our recruitment partner for not only helping us hire talented people with disability, but we also work closely with them to make our workplace accessible to them. A number of our colleagues volunteer with them to help people with disabilities improve their employability skills. ‘Discovering Ability’ is another step forward in our collaboration towards the inclusion of persons with disabilities at the workplace and in the communities in which we operate”

~ Mr Paul Raddon, Head of Operations, HSBC Global Service Centres.



“Enabling the participation of persons with disabilities in artistic and cultural life is a key priority for UNESCO. Our collaboration with Youth4Jobs to launch the ‘Discovering Ability’ Art Awards builds on our portfolio of disability-focused interventions in India. ‘Discovering Ability’ is an important initiative, and signals our commitment to empower persons with disabilities to become both mainstream consumers and producers of art forms.”

~ Mr Eric Falt, Director, UNESCO New Delhi

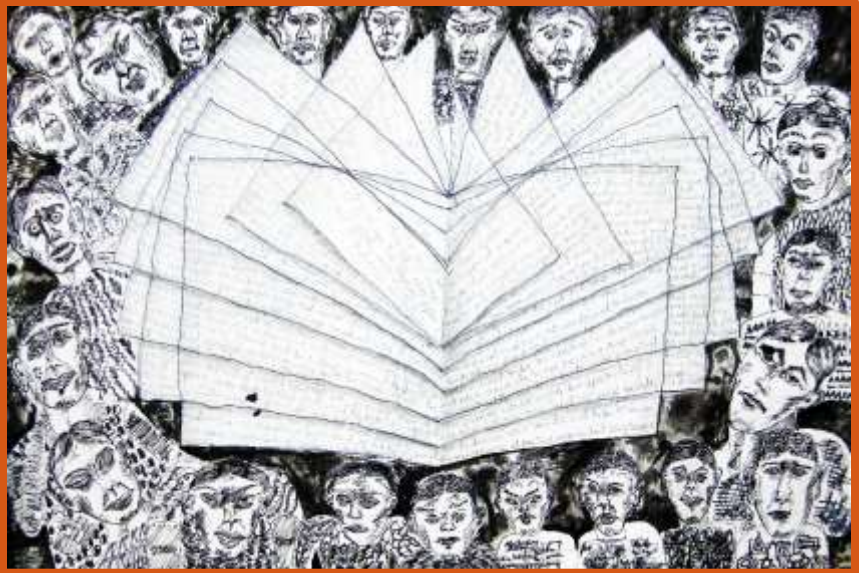
NOT JUST ART

NJA DISABILITY ART AWARD WINNERS

7 winners winning entries are shown below. More artworks from them and other participating artists can be viewed on the Not Just Art Global website



"Father's Womb"
Amrit Khurana



"Dyslexia"
Durgesh Kumar Rathore



"Trees"
Y. Raghavendran



"My Mind"
Rohit Anand



"Birds"
Niral Hareshbhai
Swati



“Lord’s Dance”
Mohammed Yasar B



“My Village”
Mallika Khaneja

SUCCESS STORIES



Name: Jithu

Age: 23 years

Working In: ECESIS BPO Services Pvt Ltd.

Our alumni show how, with determination and perseverance, no goal is out of reach. 23-year-old, Jithu is a B. Sc graduate who lost his hearing over the years. When he was 2 years old, he underwent a surgery for throat pain which made him susceptible to infections whenever exposed to cold climates. He contracted infections in his eardrum, which formed a hole in his eardrum leading to hearing loss, all before finishing high school.

The ambitious Jithu was undeterred and enrolled into the National Institute of Speech and Hearing in Trivandrum, where he completed his graduation in B. Sc. Computer Science.

Jithu was determined to improve his skills and get a job based on his programming skills. With that goal in mind he enrolled into the Youth4Jobs Trivandrum Center. Jithu was placed at **ECESIS BPO Services Pvt Ltd.** As a **Software Analyst Trainee with a CTC of 1,32,000 per annum.** He and his team are working on developing official chat bots for businesses.

Jithu is also building an Application which will enable the deaf community to get help from Sign Language Interpreters either through video call or by booking any nearby interpreters. Jithu's dream is to get a job in Google, for which he aims to take part in several different projects that enhances his skills and makes a positive impact in other people's lives.

SUCCESS STORIES



Nilesh Premanand Kerluskar, 31 Years

Locomotor Impaired | Graduate in B.Com

Works at: J.P. Morgan

Nilesh, from Mumbai has a disability in his left leg caused by Polio which he contracted in his childhood. He has been using a prosthetic leg ever since. Although he faced discrimination in school and college, he successfully completed his B. Com.

Nilesh has three sisters; Two elder sisters, both of whom are married, and one younger sister who is studying. His father is retired and his mother is a housewife.

After Graduation he got interviews in 3 companies but was not selected. After lot of attempts he got selected in Filatex India Ltd as an accountant, with a CTC of salary of Rs.1.4 lakh. He worked there for 4 years after which he switched to Creative Lifestyle as a Supervisor with a CTC of Rs. 1.8 lakh. He left that job after 6 months due to family problems.

He came to know about YOUTH4JOBS through another NGO called Naseoh in Mumbai. After that he contacted Youth4Jobs and enrolled himself into the training program. During training he was very interested in IT and worked hard to learn it. He has a typing speed of 40 Words Per Minute. He has a good knowledge of MS Office and the Internet.

After completing his training he was shortlisted to appear for an interview with **J.P Morgan**. Nilesh cleared all the interview rounds in his first attempt and was as a **Transport Executive with a CTC of 2.65 Lakh**.

Nilesh and his family are extremely proud of him. Nilesh is the primary breadwinner of the family, sending a third of his salary home to take care of his parents and to pay for his younger sister's education. He is very grateful to Youth4Jobs for helping him to get a god high paying job that not only lets him live independently, but also allows him to make his family's life comfortable and healthy as well.

AUDITED FINANCIAL REPORTS

M/S.YOUTH 4 JOBS FOUNDATION, HYDERABAD			
BALANCE SHEET FOR THE PERIOD ENDED 31.03.2020			
(Amount In Rs)			
PARTICULARS	Note	As on 31.03.2020	As on 31.03.2019
<u>I.EQUITY AND LIABILITIES</u>			
(1) Shareholders Funds			
(a) Share Capital	1	1,00,000	1,00,000
(b) Corpus Fund		50,000	50,000
(c) Capital Fund	2	2,98,67,136	2,99,54,233
(2) Current Liabilities			
Other Current Liabilities	3	1,95,18,683	2,37,35,400
Short Term Provisions	4	46,53,969	52,92,877
TOTAL		3,00,17,136	3,01,04,233
<u>II.ASSETS</u>			
(1) Non-Current Assets			
<i>(a) Fixed Assets</i>			
(i) Tangible Assets		47,50,005	43,57,694
(ii) Intangible Assets	5	10,53,654	14,35,068
(b) Loans, Advances and Receivables	6	14,99,413	11,74,000
(2) Current Assets			
(a) Cash and Cash Equivalents	7	4,51,06,764	5,00,32,015
		17,79,952	21,33,733
TOTAL		5,41,89,788	5,91,32,510
<u>On behalf of Board</u>		For M/s. Sekhar & Suresh	
<u>Signature of Directors</u>		Chartered Accountants	
sd/-			
1. Mr. Ravi Shankar Kolathur		sd/-	
DIN: 03595161		(CA.C SURESH)	
sd/-		Partner	
2. Mr. Ajay Gandhi		Membership No.29709	
DIN: 00043107		Registration No:006155S	
		UDIN: 20029709AAAABU8046	
Place:Secunderabad			
Date:12.10.2020			

M/S.YOUTH 4 JOBS FOUNDATION, HYDERABAD			
INCOME AND EXPENDITURE ACCOUNT FOR THE PERIOD ENDED 31.03.2020			
(Amount In Rs)			
PARTICULARS	Note	As at 31.03.2020	As at 31.03.2019
<u>I.INCOME</u>			
Project Grants	9	10,11,10,267.00	8,64,37,068.00
General Donations	10	16,21,625.00	8,23,661.00
Other Income	11	33,50,047.00	21,99,505.00
Total Income		10,60,81,939.00	8,94,60,234.00
<u>ii.Expenditure</u>			
Employee Benefit Expense	12	5,76,70,592.00	4,08,72,596.00
Programme Costs	13	3,91,48,787.00	3,11,97,678.00
Administration and Other Expenses	15	56,37,027.00	37,08,715.00
Depreciation and Amortisation Expense	5	37,12,629.00	29,96,191.00
Total Expenditure		10,61,69,035.00	7,87,75,180.00
III. Surplus/ (Deficit) before exceptional and extraordinary items (I-II)		-87,097.00	1,06,85,054.00
IV. Exceptional Items		Nil	Nil
V. Surplus / (Deficit) before extraordinary items and tax (III - IV)		-87,097.00	1,06,85,054.00
VI. Prior Period Items		Nil	Nil
IX. Surplus/(Deficit) from the year transferred to Capital Fund		-87,097.00	1,06,85,054.00
<u>On behalf of Board</u>		For M/s. Sekhar & Suresh	
<u>Signature of Directors</u>		Chartered Accountants	
sd/-			
1. Mr. Ravi Shankar Kolathur			
DIN: 03595161		sd/-	
		(CA.C SURESH)	
sd/-		Partner	
2. Mr. Ajay Gandhi		Membership No.29709	
DIN: 00043107		Registration No:006155S	
		UDIN: 20029709AAAABU8046	
Place:Secunderabad			
Date:12.10.2020			

VOLUNTEERS & SUPPORTERS

List of Donors:

- Various Donors (MANTHAN Meeting)
- ISB Students
- Various Donors at NSRD Meeting
- Womens Center Trust
- Various Donors (Wednesday Ladies Club)
- Various Donors (ISTD Corporate MR Meet)
- YWCA, Hyd
- Various Donors at PepsiCo Meeting at Gurgaon
- Australian Council for Private Education & Training
- Americares India Foundation
- HDFC Securities Ltd.
- Young Volunteers Organisations
- Various Donors at Retail Inclusion Summit, Pankh Mumbai
- UBS Securities India Pvt. Ltd.
- Alphageo (India) Limited

List of Individual Donors:

- Name of the Donor
- Nandita Ray
- Amarlal Hinduja HUF
- Sneha Moon
- Srinivasan Chandrasekar
- Onkarnath Jandial
- V Nagaraj
- S. Ebenezer
- Bhagwanidevi Basudev Jhunjunwala
- Smt. Hemangini Sanjay Bhatt
- Ashish Rameshchandra Kacholia
- Abhishek Singh

- Sunita Reddy
- Purvez Gandhi
- Indranidas Alikhan
- Asha Savant
- Ravi Kiran Doredla

List of Volunteers

- Kavitha David, Social Media
- Ms. Alpana Tandon
- Vijay Nadkarni, Mentor for Mumbai Centre
- P. Ramakrishna Shenoy, Mentor for Chennai Centre
- Satish, Mentor for Mumbai Centre
- Shailesh Deshpande, Mentor for Nagpur Centre
- Bhuvaneshwari Ravi, Social Audit and Accounting Team
- Karuna Venu Madhav, Social Audit and Accounting Team
- Amit Parikh, Ahmedabad
- B. S. Vinay Sri Ram Urs Head IT-Probono

List of Infrastructure Partners:

- Sankalp Trust - Chennai
- Navbharat Jagriti Kendra - Ranchi
- Blind People's Association - Ahmedabad
- Mahila Pranganam – Warangal
- TTDC - Tirupati & Rajahmundry
- Vasavya Mahila Mandali Vijayawada
- Ramakrishna Mission Narendrapur
- The Stephen High School for the
- Deaf Montfort Brothers of St. Gabriel - Mumbai

AWARDS

No.	Title of Award	Awarding Organization	Year
1	NCPEDP-Shell Helen Keller award 2011 for being a Role model individual	Shell Helen Keller	2011
2	Fetzer Foundation USA Award "Business& Community Category" for 2012-13	Fetzer Foundation USA	2012
3	Work featured in Knowledge@Wharton Wall Street Journal, Harvard Business review blog and Stanford social innovation review	Wharton, Wall Street Journal, Harvard Business Review and Stanford.	2012-13
4	Innovation in Skill Development	Bihar Innovation Forum	2014
5	Happiness Award	Happiness Hall Of Fame	2015
6	Sitaram Rao Livelihood Pan-Asian Case Study Competition 2015	Sitaram Rao Livelihoods Asia	2015
7	Vocational Excellence Award 2015-16 from Rotary International District hosted by RCS Aace	Rotary Club	2015
8	Meera Shenoy was also conferred the WOMEN SUPER ACHIEVER AWARD	WORLD HRD CONGRESS	2015
9	Meera Shenoy was also awarded and featured by Vodafone for "Women of Pure Wonder"	Vodafone	2015
10	Spirit of Happiness Award - Disability	Americares	2016
11	Spirit of Happiness Award - Livelihoods	Americares	2016
12	Best Practices in HR	NHRD SHowcase	2017
13	TV9 Nava Nakshatra Sanmanam	TV 9	2019
14	MIT Inclusive Innovation Challenge Asia	MIT IIC, USA	2019
15	Qimpro Gold Standard 2019 - Education	QIMPRO	2019

Transparency & Accountability Disclosures

For the Financial Year 2019 - 2020

IT PAN: AAACY5258R

GSN*: 8360

NITI Aayog ID: TS/2017/0165290

Registered Name:	Youth 4 Jobs Foundation		
Correspondence details	Address: Plot No 135, Ave 2 Road No 13 Banjara Hills		City/ Town: Hyderabad
District: Hyderabad	State: Telangana	PIN: 500034	e-mail: youth4jobs@gmail.com
Org Tel: 040-23331213	Org Mobile No: 9963550497	Website: www.youth4jobs.org	

Registration	Registration Date	Registration No	Valid till date	State
Registered as Company (Section 25 or 8)	02.02.2012	U80901TG2012NPL078912	Permanent	Telangana
12A	28.11.2013	DITE/HYD/ITAT/8/12A/2013-14	To be renewed as per new guidelines	Telangana
80G	02.05.2014	DITE/HYD/80G/10(01)/2013-14	To be renewed as per new guidelines	Telangana
FCRA Registration/ Prior Permission	17.05.2016	368140019	16.05.2021	

Please provide details of GOVERNING BODY Members (Trustees/ Directors/ Board members).
Total number of GOVERNING BODY Members as on 31/03/2020 is Three.
Their details are below

Name	Age (years) and Gender	Occupation	Date of joining Governing body	Position on Governing body	Relation to Governing body Members	No. of meetings attended out of total during the year	Remuneration and Reimbursements (in capacity of Board member and any other role) in Rs.
Mr CS Gopinath	64/M	Retired Banker	30.09.2014	Director	None	2	Nil
Mr Ravi S.Kolathur	60/M	Chartered Accountant	10.09.2015	Director	None	1	Nil
Mr Ajay Gandhi	60/M	Chartered Accountant	20.02.2018	Director	None	2	Nil

Distribution of paid staff according to compensation levels as on 31/03/2020

Monthly remuneration

Slab of gross salary plus benefits (Rs per month)	Male (Nos)	Female (Nos)	Total (Nos)	
<5000	Nil	Nil	Nil	Head of the Organisation Rs <input type="text" value="3,57,500"/> pm
5,000 - 10,000	1	4	5	
10,000 - 25,000	54	40	94	Highest paid staff member Rs <input type="text" value="1,37,500"/> pm
25,000 - 50,000	34	28	62	
50,000 - 1,00,000	8	3	11	Lowest paid staff member Rs <input type="text" value="10000"/> pm
1,00,000 >	2	2	4	
Total	84	61	176	

Staff details as on 31/03/2020										
Gender	Employees full time (remunerated staff)	Employees part time (remunerated staff)	Contract Full time (remunerated)	Contract Part time (remunerated)	Consultants Full time (remunerated)	Consultants Part time (remunerated)	Volunteers Full time (pro-bono/ not remunerated)	Volunteers Part time (pro-bono/ not remunerated)	Total Team Full time	Total Team Part time
Male	81	Nil	17	Nil	1	Nil	Nil	12	99	
Female	54	Nil	21	Nil	1	1	Nil	8	77	1

Balance Sheet				Income & Expenditure Statement			
All figures are Rs in lacs				All figures are Rs in lacs			
Assets as on	31-03-2020	31-03-2019		Income for the year ended on	31-03-2020	31-03-2019	
Fixed assets	58.03	57.93		Earned/ Self generated income			
Investments	14.99	11.74		Donations from Indian sources	16.21	8.23	
Loans and advances	17.80	21.33		Grants from Indian sources	820.27	694.62	
Cash and bank balances	451.07	500.32		Donations from International sources			
Other current assets				Grants from International sources	190.83	169.75	
Excess of expenditure over income (if any)				Other income	33.50	22.00	
Total Assets	541.89	591.32		Total Income	1,060.81	894.60	
All figures are Rs in lacs				All figures are Rs in lacs			
Liabilities as on	31-03-2020	31-03-2019		Expenditure for the year ended on	31-03-2020	31-03-2019	
Trust/ Society/ Share-holder funds	1.00	1.00		Programme	968.19	720.70	
General fund (unrestricted fund)				Public education and fundraising			
Corpus and endowment fund(s)	0.50	0.50		Management and administration	56.37	37.09	
Restricted/ Earmarked funds	298.67	299.54		Payments to Beneficiaries			
Grant balances				Other expenses	37.12	29.96	
Loans and borrowings				Total Expenditure	1,061.68	787.75	
Current liabilities and provisions	241.72	290.28		Surplus	-0.87	106.85	
Excess of income over expenditure (if any)							
Total Liabilities	541.89	591.32					
Receipts & Payments Account				Payments for the year ended on			
All figures are Rs in lacs				All figures are Rs in lacs			
Receipts for the year ended on	31-03-2020	31-03-2019			31-03-2020	31-03-2019	
Opening Cash and Bank Balance	500.32	552.93		Capital items/ assets purchased for the organisation	37.24	41.91	
Earned/ Self generated income	-	-		Capital items/ assets purchased for beneficiaries			
Donations from Indian sources	16.21	8.23		Purchase of investments			
Grants from Indian sources	966.30	689.83		Grants/ donations to other organisations			
Donations from International sources				Loans and advances	3.25	-	
Grants from International sources		-		Other payments	1,099.78	731.06	
Sale of investments/ assets				Total Payments	1,140.27	772.97	
Loans	-	0.30		Closing cash and bank balance	376.06	500.32	
Other receipts	33.50	22.00					
Total Receipts	1,516.33	1,273.29					
All figures are Rs in lacs							

BOARD OF DIRECTORS

AME	DESIGNATION	REMUNERATION (Rs.)
Mr. Divakar Goswami	Director	NIL
C.S Gopinath	Director	NIL
Mr Ravi S. Kolathur	Director	NIL
Satyanarayana Vejella	Director	NIL

STAFF REMUNERATION [GROSS YEARLY + BENEFITS]**2016-17**

Head of the Organisation:	Rs. 24.00 lakhs
Highest Paid Full Time Regular Staff	Rs. 16.50 lakhs
Lowest Paid Full Time Regular Staff	Rs. 96,000

REIMBURSEMENT MADE TO ANY BOARD MEMBER:

NIL

Total Cost Of International Travel By Board Numbers / Staff / Volunteers On Behalf Of Organisation For 2016 – 2017: NIL

SALARY DISTRIBUTION

Slab of Gross Salary (in Rs.) plus benefits paid to staff (per month)	Male Staff	Female Staff	Total Staff
Less than 5000	0	0	0
5000 – 10000	1	2	3
10000 – 25000	39	20	59
25000 – 50000	5	4	9
50000 – 100000	1	1	2
Greater than 100000	2	1	3