



**YOUTH4JOBS
FOUNDATION**

ANNUAL REPORT 2020-21



 **Youth 4 Jobs**

Inclusive Workforce | Motivate | Train | Place



From disAbled and unAble to *Cap*Able and *Reli*Able



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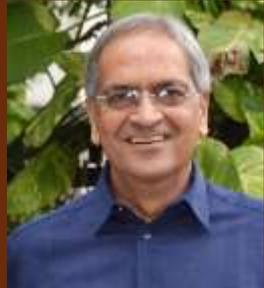
Board of Directors



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.



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.

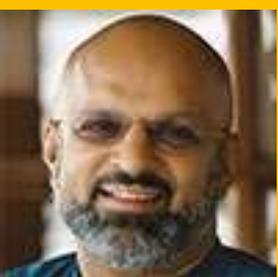
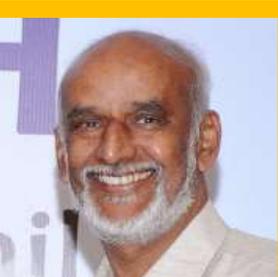


Ajay Gandhi is a Chartered Accountant with 40 years experience. He was Chairman of the Hyderabad branch of the Institute of Chartered Accountants of India (ICAI) in 2000. He is a former Vice President of the Andhra Pradesh Tax Bar Association. Ajay Gandhi is the Founder Trustee of Manthan Foundation, 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

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



The Year 2020 has been challenging but also rewarding, reinforcing our belief in our work and the impact that it makes.

We have made significant strides in our work towards empowering persons with disability; supporting them through the COVID 19 pandemic by skilling and getting them jobs, making a difference in not just their lives, but also in the lives of their families.

The Pandemic has left persons with disabilities disproportionately affected. The youth, many of whom were laid off, had to come home to their families, none of whom had any source of livelihoods.

These youth were doubly disadvantaged: Being disabled and being unemployment. They could not even get food for their families.

Many of our alumni volunteered for outreach and awareness around their homes by stitching and distributing masks or by cooking food and giving it to those with multiple disabilities. Our youth put the need of others over their own, despite their own difficulties. And they have been an inspiration for us.

We also realized we had to continue our work on skilling and connecting youth with disabilities to jobs during these COVID times since the ask from parents and youth with disabilities was “What we need is a Job.”

We launched Y4J Online, the first grassroots Online job trainings for less educated youth, from rural areas. There were innumerable challenges – low bandwidth, phones were not smart, youth did not understand technology. And at any time 20% of our staff were directly or indirectly affected with Covid. New digital content had to be created.

Sectors like retail, hospitality had stopped hiring. Our teams' 24x7 work was not in vain. The results were overwhelming. We scaled from 18 states to ALL States and Union Territories of India, including Jammu and Kashmir. We scanned new sectors and became the largest organization to give trained manpower with disability to the fastest growing e-commerce sector.

We scanned clusters and medium and small scale industry with “Each one, Take one” campaign. Uncertainties of Covid and Omicron, makes us realise much more needs to be done with the vulnerable community we work with. Such challenging work cannot be done alone. A big Thanks to youth with disabilities, their parents, NGOs, companies and governments who supported us. We count on your support as we move into a New 2022.

~ MEERA SHENOY

YOUTH4JOBS: 2020 – 21 AT A GLANCE

Covid- 19 has further marginalised persons with disabilities. There are 1 billion in number globally. This is partly because advocacy on how to be safe in the pandemic has not factored in people who are immobile or use sign language. This situation is worse in India and developing countries where ignorance and poverty intensify the challenges. This issue requires serious attention as 80% of disabled live in developing countries, mostly in villages.



The COVID-19 pandemic has taken a physical and emotional toll on almost every single person, directly or indirectly. It is safe to say that the poor and people with disabilities have borne the brunt of it. From lack of amenities to people losing jobs, their livelihoods, and dignity, it has been a traumatic experience to say the least.

During these times financial security and a stable job are things that bring unparalleled comfort. Imagine youth especially those with disabilities, already low on self-esteem seeking that comfort. They have no idea where to begin, whom to approach, or how to go about what seems like a very daunting prospect. **Youth4Jobs helps them bridge that gap and find a livelihood that will enable them to live a dignified life, independently.**

Covid times have been very difficult for youth with disabilities, especially those in the villages of India with whom we work. Their parents who are marginal farmers or petty shopkeepers, had lost their wages. They had to subsist on one meal or sometimes no food. **IT WAS A HUNGER ISSUE.** What was worse was they were invisible.



In this bleak scenario, the jobs we linked the disabled to, after trainings, truly transformed their lives. Parents blessed us every day. Their useless child was now the sole breadwinner!

To support youth with disabilities, we set up Karuna help lines in the poorest states, made sign language videos which got picked up by Ministers on their social media handles; and distributed food to over 10,000 families.

Youth4Jobs

Youth4Jobs Karuna Helpline for Covid 19
For Persons with Disability

Location	Contact Person	Contact No.	Timings
Trichy	Swathi	9347412609	17:00 to 19:00
Madurai	Rama	9347412613	8:00 to 10:00
Ahmednagar	Vijay Sathive	7350640303	17:00 to 19:00
Dehradun	Nidhi Rana	8448764159	8:00 to 10:00
Vijayawada	Sayed Saleem	8712723500	17:00 to 19:00
Tirupati	Sikandar	7032777485	17:00 to 19:00
Warangal	Sreevani	7032777497	8:00 to 10:00
Guruhari	Chayanika	7399069663	8:00 to 10:00
Banchi	Siraj Nag	7894300173	8:00 to 10:00
Patna	Sasanki Roy	7797263537	8:00 to 10:00
Bhubaneswar	Laamidhar Jena	8759867477	8:00 to 10:00

www.youth4jobs.org Follow Youth4Jobs On:

Left: “Precautions to take during the Corona Pandemic. Be Smart; Be Safe!” Indian Sign language Covid Awareness Videos. (Right) Karuna Helpline for PwDs

Y4J created **Corona Awareness Videos** with information pertaining to precautions to be taken during the lockdown. Our teams connected with more than 4000 alumni through calls and briefed them about precautions to be taken during Covid 19 with the videos being widely shared amongst the community. The videos were widely circulated across social media, including the Hon’ble Minister of IT, K. T. Rama Rao, Karnataka govt and Hon’ble Minister of State for Home Affairs, Kishen Reddy. **These videos have garnered over 13,000 views across all platforms.**

Along the way we also realized that a job meant a lifeline for the youth during these times.

One shot at equal opportunity is more valuable than a hundred concessions. People with disabilities do not want sympathy, they don’t want to be inspirational just because they are disabled. They need to be seen as people with critical thinking. What they deserve is respect, opportunity, and to be noticed, appreciated and acknowledged for what they offer as individuals.



YOUTH4JOBS ONLINE:

We launched Y4J Online, the first grassroots online training for jobs for less educated youth from rural areas. There were innumerable challenges – low bandwidth, phones were not smart, youth did not understand technology. At any given time 20% of our staff were directly or indirectly affected by Covid. New digital content had to be created. Sectors like retail and hospitality had completely stopped hiring.



Youth were keen to be tech savvy in times of isolation. Girls enrolled through the safety of their homes and there were hardly any dropouts. Companies participated in virtual classes and Y4J launched employability courses for the educated and less educated youth with disability.

In two batches, an amazing **1200 less educated youth enrolled through 60 different batches across the country.**

About 100 educated youth with disability enrolled for our College Connect Program.

IMPACT Y4J also conducted webinars for corporates. **The first virtual conference for educators** was held in partnership with Wilson College, Alkesh Dinesh Mody Institute For Financial and Management Studies, and University of Mumbai that **was attended by over 50 educators.**

Our teams' round the clock work was not in vain. The results were overwhelming. **We scaled from 18 states to EVERY State and Union territory in India, including Jammu and Kashmir.** We scanned new sectors and became the largest organization to give trained manpower with disability to the rapidly growing e-commerce sector. We scanned clusters, medium and small scale industries with an "each one, take one" campaign. Work of this scale and magnitude cannot be done alone, but thanks to youth with disabilities, their parents, NGOs, companies and governments who supported us during these times of crisis, we did it.

YOUTH4JOBS DISTRIBUTION OF MASKS AND FOOD

Many of our alumni volunteered for outreach and awareness around their homes by stitching and distributing masks or by cooking food and giving it to those with multiple disabilities. Our youth put the need of others over their own, despite their own difficulties. And they have been an inspiration to us.

We also realized we had to continue our work on skilling and connecting youth with disabilities to jobs during these times.

Y4J helped prepare and distribute safety masks and food worth over 10 lakhs across the country. The masks were stitched by vulnerable women entrepreneurs and Y4J alumni, across the country and were distributed with the help of local government.



Y4J CASE STUDY BY HARVARD BUSINESS PUBLISHING EDUCATION

We are delighted to inform you that our transformational work was featured in the [Harvard Business Publishing Education Case Study](#)!



"It has been a great privilege to be associated with you and Y4J. This has been a highly educative experience for us - It has opened our eyes to a reality that we had known only in abstract terms. The values and commitment that have moved you and your team to tackle a wide range of challenges, build a huge knowledge base and make a positive difference across several areas, cultures and contexts are truly inspirational!"

Say Prof. S. Ramnarayan and Dr. Sunita Mehta of ISB, who authored our Case Study.

CERTIFIED AS GREAT PLACE TO WORK



We are delighted to announce that Youth4Jobs has been certified as a Great Place to Work (GPTW) company, and has been declared as a “high trust - high-performance culture” by none other than GPTW, considered to be a global authority on workplace culture.

Every year, more than 10,000 organizations from over 60 countries partner Great Place to Work® Institute for assessment, benchmarking, and planning actions to strengthen their workplace culture. Great Place to Work® Institute’s methodology is recognized as rigorous and objective and is considered as the gold standard for defining great workplaces across business, academia and government organizations.

This honor is validation indeed for our team who make Youth4Jobs a place of high energy, high-performance work culture!

GUIDESTAR 2020 SEAL OF TRANSPARENCY



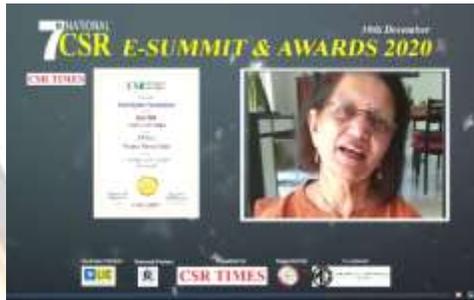
Youth4Jobs is honored to announce we have earned GuideStar’s 2020 Platinum Seal of Transparency, the highest level of recognition offered by GuideStar, the world’s largest source of nonprofit information. Youth4Jobs remains committed to providing transparency and meaningful data for our funders and donors.

To reach the Platinum level, Youth4Jobs added extensive information to our Nonprofit Profile on GuideStar, including in-depth financial information, qualitative information about our goals, strategies, and capabilities, quantitative information about results and progress toward our mission, as well as basic contact and organizational information.

By updating our GuideStar Nonprofit Profile to the Platinum level, we can easily share a wealth of up-to-date organizational metrics with our supporters, as well as GuideStar’s immense online audience, which includes donors, grant-makers, other nonprofits, and media.

Check out our [profile here](#).

CSR TIMES GOLD AWARDS 2020



Youth4Jobs won the CSR Times Gold Award 2020 for our work with Persons with Disability during the Pandemic, competing among some of the leading organizations in India.

The Awards are given to remarkable CSR projects in 17 categories at the pan-India level. The Awards aim to appreciate the organizations and individuals in particular thematic areas, to set a benchmark in CSR project planning and delivery of results.

GTSABERA AWARD 2020



This award was a surprise nominated by one of our corporate well-wishers.

Themed 'Humanity beyond Calamity: Preparing for the new world order', the third consecutive edition of Social and Business Enterprise Responsible Awards & Summit (GTSABERA 2020) took place virtually.

Y4J Founder-CEO was recognized as a Changemaker in the space of Disability and Inclusion.

3RD ZERO PROJECT AWARD - 2021



Youth4Jobs won recognition from the prestigious Zero Project cementing its reputation as a global innovator in tackling Disability Employment. Smart Inclusion Center which helps youth4jobs to be system changer in higher education and employment was the chosen innovation

Y4J competed with an incredible 475 nominations, from among whom 178 made it through to the shortlist. Y4J's College Connect Program will be featured in the annual Zero Project Report along with Best Practices and

Policies chosen from around the world

Assistive Technology Summit 2020

Nurturing a robust AT ecosystem in Telangana
3rd December 2020

LIST OF SPEAKERS



Prof. K Vijay Raghavan
Principal Scientific Adviser,
Government of India
(Key Note Speaker)



Sri M. Jayesh Ranjan
Principal Secretary,
Industries & Commerce (I&C) and
Information Technology
(IT) Departments,
Government of Telangana



Ravi Narayan
Chief Innovation Officer,
TSIC, Govt. of Telangana
CEO, T-Hub Hyderabad
(Opening Remarks)



G. Prabhajana Rao
General Manager,
Telangana Vikalanga
Cooperative Corporation,
Hyderabad



Atul Chandra Srivatsava
Disability Rehabilitation Consultant,
Office of the State Commissioner for
Persons with Disabilities,
Telangana.



Prof. P V M Rao
HOD, Dept. of Design,
IIT Delhi



Manoj Kumar
Founder,
Social Alpha



Shanti Raghavan
Founder & Chief Enabler,
EnAble India



Mohan Sundaram
CEO & Founding Director,
ArtiLab Foundation



Prateek Madhav
Co-founder & CEO,
AssisTech Foundation



Venkatesh P
Expert User, Ph.D. Student,
University of Washington



Dr. Anthony Vipin Das
Ophthalmologist,
L V Prasad Eye Institute



Habib Ali
Founder & CEO,
Beable Health



Srikanth Bolla
Founder,
Bofart Industries



Meera Shenoy
Founder,
Youth for Jobs



Udaya Dintyala
Executive Director-ITD,
AISEE India



Monimita Sarkar
Founder,
Unmukt-The Sense Hub

Register Now: bit.ly/atsummit2020












Telangana State Innovation Cell had a panel discussion on “Assistive Technologies” along with an exhibition. Youth4Jobs was invited to participate in the first panel on “Paving the way for next-generation AT.” Ravi Narayan, CEO, spoke about the importance of inclusion and the important role Assistive technology plays in different aspects of disability ranging from independent living to improving learning outcomes.

IISF, Delhi had a National meet on Assistive technology and Divyangjan. All national institutes, assistive technology experts with educational institutions and incubation labs participated. Our Hon’ble Minister, Thawar Chand Gehlot, Minister of Social Justice and Divyangjan spoke. We were invited to also be a part of the Inaugural panel.

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 a National presence across ALL states and Union Territories of India, 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 recognition. 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.

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 – One Stop Shop for Companies

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

COLLEGE CONNECT

Launched in November 2017, The College Connect Program tackles unemployment, underemployment of 'educated' youth with Disability. It is a first-of-its-kind program that provides need-based orientation and employability training to educated youth with disabilities in colleges. It works closely with companies to understand youth competencies for their job vacancies, hire the youth and thereby begin their journey of inclusion.

The program envisions training 1100 youth and securing jobs for 90% of these youth. It offers online and offline training from 10 locations in 7 states in India. The program is present in all major cities in India.

The program offers training in Software Programming - Full Stack Development using Java, Finance and Accounting, Aptitude, Digital, and Communications Skills. The candidates can select the courses based on their interests, time, and competency.

The program has over 100 employers, nearly 60% of the candidates enrolled are able to secure corporate jobs that offer career growth. The program has won several national and international awards for its best practices in disability inclusion in education and employment.

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.

Over the past year when the entire world was reeling with the effects of COVID 19, and many organizations curtailed their workforce, the College Connect program came out as a hope for youth with disabilities to be able to find stable employment. The program scaled and garnered National and International praise for its dynamic and transformational role in 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.

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.

SMART INCLUSION CENTERS

Y4J also conceptualised and set up 'Smart Inclusion Centres' (SIC) within colleges and universities.

The Smart Inclusion Center of Youth4Jobs is the **Zero Project award-winning program** for its innovative practices in disability inclusion in education and employment. SIC creates an ecosystem that ensures the smooth transition of students with disabilities from schools to colleges to the workplace.

The program offers career guidance and counseling to the school students. It offers employability orientation to college students. It makes the educators disability confident through its 3 levels of educators development program. The program guides the educational institutions to be disability-friendly. As step 2, it offers training in technology tools to both the candidates and educators improving the teaching and the learning experience. Thus making the education system accessible and truly inclusive.

The program promotes industry interaction. It connects the employers and the institutes. The employers are sensitized about the ability of PwDs and start interacting with the candidate when they are in their final year of education. It is done in a systematic manner promoting disability inclusion at the workplace.

Y4J has tied up with over 50 colleges for a virtual smart inclusion program.

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 a fair opportunity. 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's 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.

YOUTH4JOBS AT ZEROCON 2021



Youth4Jobs: Making Disability Inclusion Happen - the industry perspective

The session organized by Youth4Jobs of India, will give an insight on how transfer and technology has strengthened the workforce by accommodating the needs of persons with disabilities. Inclusive practices not only support people with disabilities, but inclusion also creates a more accepting and supportive workplace for all the employees.

Youth4Jobs Foundation had the honour to be part of **Zero Project Conference ZeroCon21**. Y4J was invited to host a session on workplace inclusivity titled "**Making Disability Inclusion Happen: The Industry Perspective**". The virtual panel discussion featured prominent speakers from leading companies that were making strides in workplace diversity and inclusivity.

The Zero Project Impact Transfer program is a partnership between the Essl Foundation, Fundación Descúbreme and Ashoka. It supports organisations to replicate and transfer their social impact and innovation in other countries and contexts and thereby ensure a world without barriers. The goal of the program is to help proven innovations to spread so that we do not have to reinvent the wheel.



Participating projects undergo a six-month program with expert strategic mentoring, training and assignments in topics to support scaling, such as impact and business modelling and benefit from connections to partner organisations across the Zero Project, Fundación Descúbreme and Ashoka communities.

Y4J's College Connect Program was one of the few programs selected to participate out of over 100+ organisations from 20+ countries.

COLLEGE CONNECT

COLLEGE CONNECT LAUNCHED IN HYDERABAD



Youth4Jobs launched its first ever College Connect program in Hyderabad. Its objective was to create more awareness about the need for inclusive employment of Graduates with disabilities in companies across Telangana.

Over the last two and half years over 750 educated youth with disabilities have been placed in companies like HSBC, JP Morgan and Accenture to name a few.

Y4J also works with companies to create internships and apprenticeships. **The launch also included a demonstration of Assistive Technology Tools for Speech & Hearing Impairment and Locomotor disability** by Dr. Akhila Surendran and Mr. Johan Dhinakaran from **Neo Motion**.

The event was inaugurated by Jayesh Ranjan, Principal Secretary of the Industries & Commerce (I&C) and Information Technology (IT) Departments of the Telangana government. Jayesh Ranjan congratulated the first-of-its-kind initiative taken up by the Youth4Jobs College connect team for launching the program in Hyderabad. He said that disabled, especially in the rural areas, are in dismal conditions with low education and employment levels. Government has progressive legislation and reservations in place. He advised Y4J to work along with the government organizations like TASK, Telangana Innovation Hub and assured his support to participate in industry and educational institutions meetings.

Narendra Paruchuri, Chairman, Social Venture Partners, Hyderabad, said they would work as funder-partners bringing their company networks to create an inclusive Telangana. Murali Krishna Reddy appreciated the efforts taken by Youth4Jobs college connect team. He emphasized it is the responsibility of each individual to support the differently abled to improve their lives.

The College Connect program plans to assess, train and place 100 educated youth with disabilities in quality jobs in the IT and financial sector in Telangana, said Meera Shenoy, Founder, Youth4Jobs. Y4J believes this can happen by building a platform where youth with disabilities, their parents, educators, companies, NGOs and government work together. **The event was attended by about 75 participants & was a huge success.**

Y4J ABLE+ COLLEGE CONNECT BENGALURU INAUGURATION

To mark the inauguration of Youth4Jobs' Virtual Able+ College Connect program in Bengaluru, which is supported by JP Morgan and Social Venture Partners (SVP), Y4J organized a Webinar Panel Discussion on 'Employability, Employment, and Inclusion of Persons with Disabilities'

The Panel comprised of industry experts from JPMC, Titan India, Bangalore University, Accenture, Assistech Foundation India, SVP, InfoSys, Fidelity Investments, Inuit India, and Karnataka State Commissioner of Persons with Disabilities.

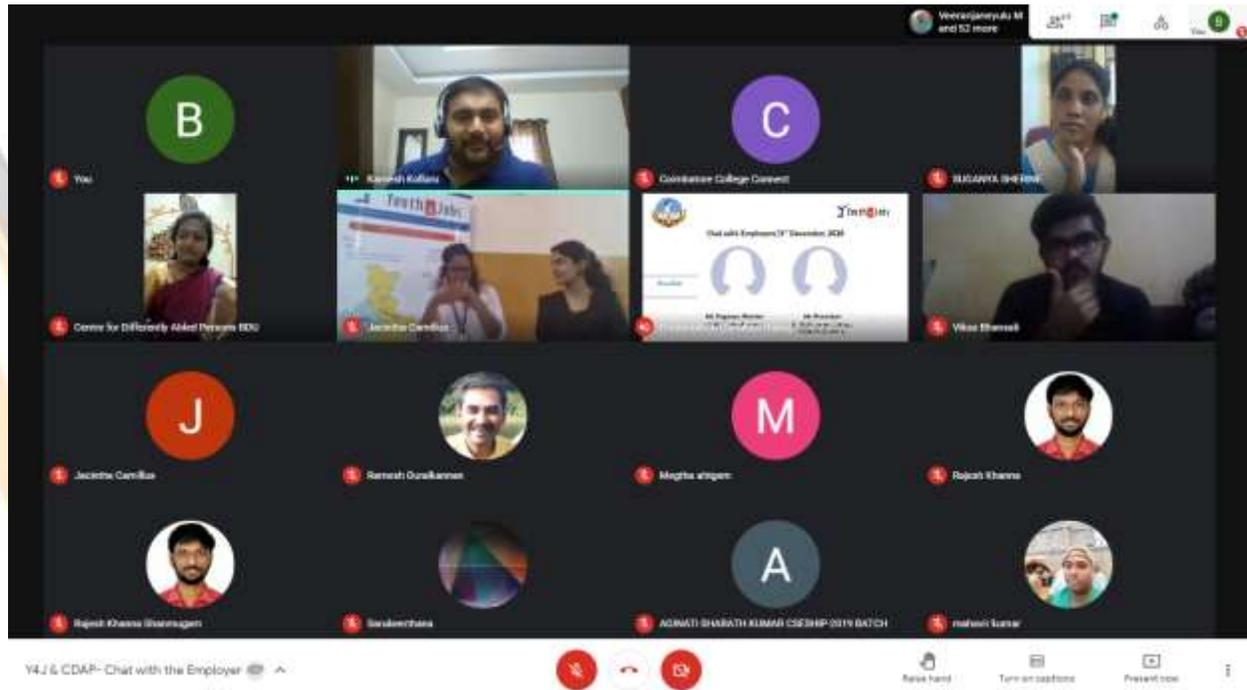
The panel shared their experiences with inclusion; how they began their journey, challenges they faced, the benefits they received, and how inclusion can be scaled within their respective industries.

You can watch the entire [Webinar on YouTube](#)



COLLEGE CONNECT

CHAT WITH EMPLOYERS



Our College Connect Team organized a series of events called “Chat with Employer”. The event aimed at understanding the challenges faced by the students with disability and jobs available and skills required to get a job in the banking sector. This sensitized the employer on the importance and creating internship opportunities for students with disability in the banking sector.

The events featured guest speakers

- Mr. Kamesh Kolluru, Vice President from HSBC Data Processing India Pvt. Ltd
- Mrs.Latika George, Manager- Axis Bank Foundation

Nearly 200 students and educators took part in the events. The events were structured around students with disability from our institutional partners Bharathidasan University and St.Louis college for the Deaf, preparing questions and interviewing the speakers on inclusive strategies in the banking sector, knowledge and functional skills, and recruitment practices in the banking sector needed for youth with disability to get a job within the banking sector.

AMAZON TRAINING BY COLLEGE CONNECT



Y4J conducted a customized 14 Day Aptitude Upskilling Program for Graduates with Disability who wanted to prepare for entrance tests. Trainees were trained in Critical Thinking, Reading, Listening skills, and Interview Skills. All graduates completed the program with a 92% average attendance and high scores.

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.

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

DISABILITY SENSITIZATION WORKSHOPS

Y4J organised a series of fun-filled disability sensitisation workshops for Avery Dennison, United Way Mumbai, JLL, and Kotak Bank. The sessions aimed to spread awareness about disability and inclusion of persons with disability at the workplace. Besides sensitising the participants on disability etiquettes, there was an insightful discussion among the participants on barriers for PwDs in entering the workforce and what simple solutions can be adopted to remove those barriers.

Around 150 participants were sensitised through these workshops. The workshops also included learning basic Indian Sign Language to enable them to communicate with their hearing-impaired colleagues directly.

The overwhelmingly positive response to the workshops prompted United Way Mumbai to organise a Disability Sensitization Workshop specifically for 22 of United Way Mumbai's NGO Partners, working across different sectors.

4 follow-up workshops were also organised for JLL that have garnered great praise from all the participants, especially in learning Indian Sign Language, with many participants willing to learn Indian Sign Language.



CORPORATE CONNECT: INCLUSION WEEK

Two months were action-packed with sensitization activities ranging from games, storytelling to quizzes. What was new was virtual workshops for not just adults but children as well.

Through workshops, we reached out to nearly 250 corporates (from Allianz, Amazon, Fiserv, United Way Mumbai, Sodexo, Google), across India.



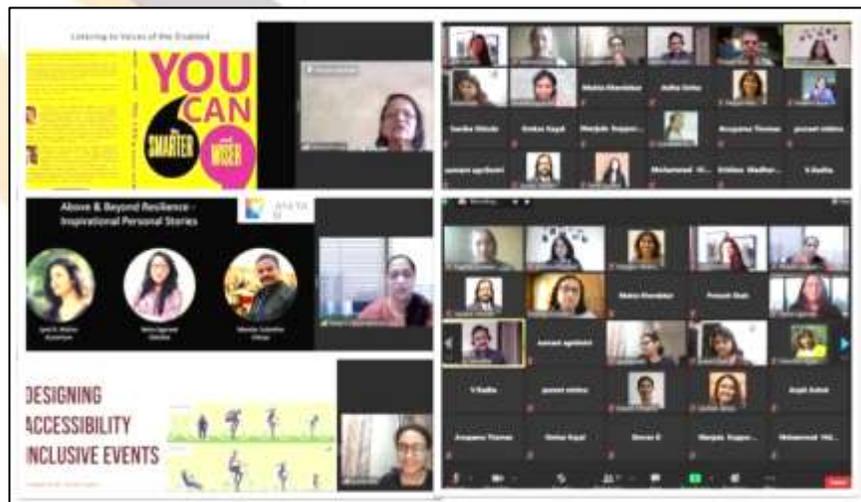
On International Day of Persons with Disabilities, we put a special focus on building awareness around different disabilities through Fun Ice breakers and team building activities, Brainstorming how making inclusion policies help workplaces, how to make inclusion better at workplaces, experience sharing by employees with disabilities, Perception Activity guided by an interpreter, a live Inclusion Journey-Case Study and Q&A.

INTERNATIONAL DAY OF PERSONS WITH DISABILITY WITH ANITAB.ORG

To commemorate the International Day of Disabled Persons, a special interactive session was held by AnitaB.org for women in technology across India.

Meera Shenoy was the Keynote speaker for the inspiring half-day event. The event also featured

inspiring personal stories of speakers Jyoti Mishra, Neha Agarwal and Mandar Salunkhe who spoke about their experiences with Disability and the indomitable spirit with which they overcame challenges and become successful role models in their fields.



SALESFORCE: KEYNOTE SPEAKER



Salesforce invited our Founder-CEO, Ms. Meera Shenoy to be the keynote speaker for their Inclusion week. Their CEO and Chairman Arundhati Bhattacharya spoke about her passion for making a difference at workplaces by hiring youth with disabilities. Youth4Jobs looks forward to working with Salesforce in 2021

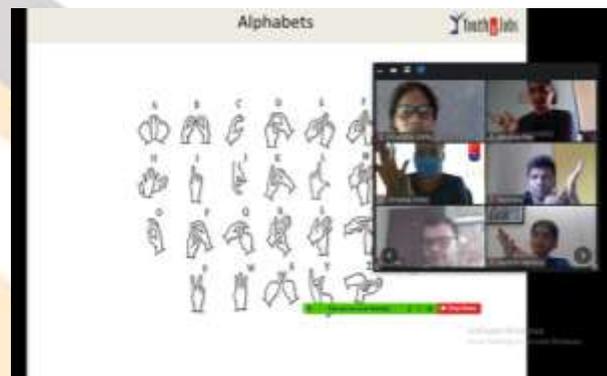
CORPORATE CONNECT WEBINAR - OPTUM



Optum arranged an interactive panel discussion with their senior leaders in which our Founder was invited to participate. This marks Youth4Jobs beginning of work as an Inclusion partner with Optum.

VIRTUAL VOLUNTEERING

Volunteers from the United Way of Mumbai took part in a virtual volunteering session on financial literacy. The session was attended by 50 candidates and aimed to empower the candidates with the right knowledge on financial independence, spending vs savings, etc. In return the candidates taught the volunteers basic sign language words and sentences which they practiced together.



THE INCLUSION JOURNEY

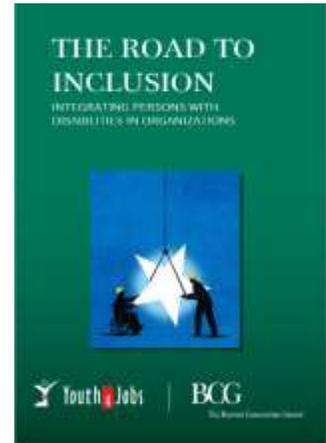
IMPACT STUDIES ON INCLUSION ACROSS VARIOUS SECTORS

In continuation of our work to help make the professional workspaces Inclusive for PwDs, Y4J has released 2 Impact Study Reports on industries which have high potential to hire youth with disabilities.

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.



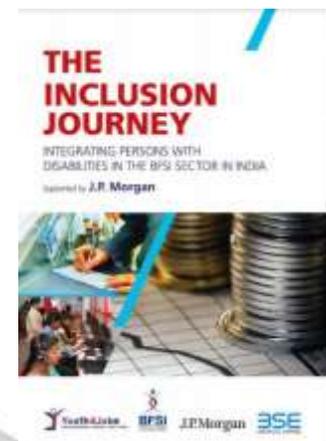
Y4J launched our third report titled “Integrating Persons with Disabilities in The Hospitality and Quick Service Restaurant Sector”, capturing live case studies and demonstrating how others could also enable inclusion of PwDs in the hospitality sector.

The Virtual Launch Event conducted on 2nd December 2020, was timely as it coincided with the International Day of Persons with Disability.

The Chief Guest was, Shri. Praveen Kumar, IAS – Secretary of the Ministry of Skill Development & Entrepreneurship who remarked that such reports were the need of the day and would encourage others to hire the talent pool of PwDs.

Others who spoke were Mr. Ravindra Singh, CEO of SCPwD, and Mr. Patanjali Keswani, Chairman, SCPwD, and Chairman and Managing Director of Lemon Tree Hotels. Keswani complimented the content and look of the report and had captured the best practices of the industry well. A panel discussion followed with speakers from India and the UK like Alastair McGhee, Director of Business, and Claire Walters from Glasgow Kelvin College, Scotland.

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 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



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.



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

Students 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 understand 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>



NOT JUST ART

PLATFORM FOR ARTISTS WITH DISABILITIES

The Discovering Ability Art Awards was an Art competition Art Competition for artists with disabilities. The event was a huge success, with the Awards team receiving 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.



The 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.

It aims to increase public awareness, understanding and acceptance of people with disabilities and celebrate their achievements and contributions, re-affirming and drawing attention to the rights of people who live with disabilities.

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.

SUCCESS STORIES

Name: Shiva Nagamma

Working In: Alpla India Pvt Ltd.



Daughter of marginal farmers, Nagamma was the only girl in her village to pursue higher education.

She moved from her village in Kurnool to Vijayawada where job opportunities would be better.

While in Vijayawada she learned about Youth4Jobs's job-linked training program. The free residential training program was exactly what she was looking for.

After her two months residential training, Y4J placed her in **Alpla India Pvt. Ltd.**, a plastics manufacturer. Initially starting as a Helper, her determined work ethic got her noticed by management who decided to mentor her.

This support helped Nagamma rise to the level of an HR Executive with a CTC of over INR 3 lakhs.

Not only did the job do wonders for her self confidence and independence, but also helped increase her family's standard of living. And recently, she was able to find herself a good groom and get married.

A good job to a young person with disability means so much more than just economic empowerment. It opens up the path to a secure future! The support provided by the company also shows what happens when companies walk the walk of Diversity and Inclusion, not just Talk the Talk.

SUCCESS STORIES

LADE PRAVEEN KUMAR

Locomotor Impaired

Works at: Google



Portable skills are so important and this is what we impart.

Praveen was initially placed at Genpact with a CTC of 1.8 lakh. His performance was praised by his team and managers.

Praveen was highly motivated and his performance instilled in him, great confidence and ambition.

He spent his free time honing his skills and a year later applied for a job at Google. Covid 19 had put the entire country under lockdown and many companies were not hiring. But this did not deter him away from his goal. He was confident in his abilities and was fully prepared to take the risk.

His perseverance, confidence and talent was rewarded handsomely. Through his own hard work and merit, Praveen cleared all his rounds and was **offered a job with a salary that was more than double his previous salary: a CTC of nearly 5 lakhs!**

He was very happy and thanking the Youth4jobs Team for our support.

All of us rejoice in knowing we have empowered our youth with confidence .we give them the first break which they cannot get on their own. Then they move forward with their new self-confidence

AUDITED FINANCIAL REPORTS

M/S.YOUTH 4 JOBS FOUNDATION, HYDERABAD			
BALANCE SHEET FOR THE PERIOD ENDED 31.03.2021			
(Amount In Rs)			
PARTICULARS	Note	As on 31.03.2021	As on 31.03.2020
I. EQUITY AND LIABILITIES			
(1) Shareholders Funds			
(a) Share Capital	1	1,00,000	1,00,000
(b) Corpus Fund		50,000	50,000
(c) Capital Fund	2	6,42,28,889	2,98,67,136
(2) Current Liabilities			
Other Current Liabilities	3		1,95,18,683
Short Term Provisions	4	66,80,745	46,53,969
TOTAL		7,10,59,634	5,41,89,788
I. ASSETS			
(1) Non-Current Assets			
<i>(a) Fixed Assets</i>			
(i) Tangible Assets		43,29,247	47,50,005
(ii) Intangible Assets	5	12,43,901	10,53,654
(b) Loans, Advances and Receivables	6	12,54,000	14,99,413
(2) Current Assets			
(a) Cash and Cash Equivalents	7	6,22,30,716	4,51,06,764
(b) Short term loans and Advances		20,01,770	17,79,952
TOTAL		7,10,59,634	5,41,89,788
On behalf of Board		For M/s. Sekhar & Suresh	
Signature of Directors		Chartered Accountants	
sd/-			
1. Mr. C. S. Gopinath		sd/-	
DIN: 06987100		(CA.C SURESH)	
sd/-		Partner	
2. Mr. Ravi Kolathur		Membership No.29709	
DIN: 03595161		Registration No:006155S	
		UDIN: 21029709AAAADK2520	
Place:Secunderabad			
Date:20.09.2021			

M/S.YOUTH 4 JOBS FOUNDATION, HYDERABAD			
INCOME AND EXPENDITURE ACCOUNT FOR THE PERIOD ENDED 31.03.2021			
		(Amount In Rs)	
PARTICULARS	Note	As at 31.03.2021	As at 31.03.2020
<u>I.INCOME</u>			
Project Grants	9	10,31,33,171	10,10,83,304
General Donations	10	56,87,536	16,48,588
Other Income	11	21,21,915	33,50,047
Total Income		11,09,42,622	10,60,81,939
<u>ii.Expenditure</u>			
Employee Benefit Expense	12	5,86,58,487	5,76,70,592
Programme Costs	13	1,23,10,420	3,91,48,787
Administration and Other Expenses	15	26,59,915	56,37,027
Depreciation and Amortisation Expense	5	31,25,257	37,12,629
Total Expenditure		7,67,54,079	10,61,69,035
III. Surplus/ (Deficit) before exceptional and extraordinary items (I-II)		3,41,88,542	-87,097
IV. Exceptional Items		Nil	Nil
V. Surplus / (Deficit) before extraordinary items and tax (III - IV)		3,41,88,542	-87,097
VI. Prior Period Items		1,73,210	Nil
IX. Surplus/(Deficit) from the year transferred to Capital Fund		3,43,61,752	-87,097
<u>On behalf of Board</u>		For M/s. Sekhar & Suresh	
<u>Signature of Directors</u>		Chartered Accountants	
sd/-			
1. Mr. C. S. Gopinath		sd/-	
DIN: 06987100		(CA.C SURESH)	
		Partner	
sd/-		Membership No.29709	
2. Mr. Ravi Kolathur		Registration No:006155S	
DIN: 03595161		UDIN: 21029709AAAADK2520	
Place:Secunderabad			
Date:20.09.2021			

VOLUNTEERS & SUPPORTERS

List of Donors:

- Axis Bank Foundation
- Bajaj Finance Ltd
- Kotak Mahindra Bank
- HSBC Global Service Centre
- Tech Mahindra Foundation
- HT Parekh Foundation
- Larsen & Toubro Limited
- Swades Foundation - HSBC Skills for Life
- Computer Age Management Services Pvt Ltd
- Morning Star Inc
- Paul Hamlyn Foundation
- NIIF-IFL
- Sharp Business Systems (India) Pvt Ltd
- SVP Philanthropy Foundation
- United Way of Hyderabad

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 Ace	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

No.	Title of Award	Awarding Organization	Year
11	Spirit of Happiness Award - Livelihoods	Americares	2016
12	Innovative Practices on Education and ICT	Zero Project	2016
13	Innovation Practice on Employment, Work and Vocational Education and Training	Zero Project	2017
14	Best Practices in HR	NHRD Showcase	2017
15	TV9 Nava Nakshatra Sanmanam	TV 9	2019
16	MIT Inclusive Innovation Challenge Asia	MIT IIC, USA	2019
17	Qimpro Gold Standard 2019 - Education	QIMPRO	2019
18	GT SABERA AWARD 2020	Grant Thornton And Sabera (Simply Suparnaa)	2020
19	CSR TIMES GOLD AWARDS	CSR Times - An Initiative of First Step Foundation	2020
20	Innovative Practices in Employment from Civil Society	Zero Project	2021

GuideStar India Template for Transparency & Accountability Disclosures

For the Financial Year 2019 - 2020					IT PAN: AAACY5258R		GSN*: 8360	
NITI Aayog ID: TS/2017/0165290			BRIDGE ID:					
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		
<p>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</p>								
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	3,57,500	pm	
5,000 - 10,000	1	4	5		Highest paid staff member Rs	1,37,500	pm	
10,000 - 25,000	54	40	94					
25,000 - 50,000	34	28	62					
50,000 - 1,00,000	8	3	11		Lowest paid staff member Rs	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			All figures are Rs in lacs		



8-2-704/B/21, Sai Enclave Behind Pension Office Road No. 12, Banjara Hills
Hyderabad - 500 034

<https://www.youth4jobs.org/>

