

ANNUAL REPORT 2021-2022



YOUTH 4 JOBS FOUNDATION

Inclusive Workforce | Motivate | Train | Place



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Highlights



Mann ki baat

Meera Shenoy and the work of Youth4Jobs has been recognized by the Hon'ble Prime Minister Shri Narendra Modi in his '[Mann ki Baat](#)' address. This inspirational moment has made us all proud.



SwarajAbility

"The sincerity of PwDs to work is unmatched. They need opportunities and devoted patience in the process of recruiting them – [The SwarajAbility portal](#) is a great step in this way." – Mr Rajesh Yadav, Joint Secretary, Department of Empowerment of Persons with Disabilities



Grassroot Academy

The Grassroot Academy's bottom-up inclusion, economic and social development is being anchored in the villages by Youth4Jobs alumni.

and much more...

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Board of Directors



Meera Shenoy

Meera Shenoy, Founder-CEO, is recognised as a pioneer in market linked skill training for rural, tribal, and disabled youth. She is one of the few in the country who work both on policy, strategy, and implementation of large projects, with a focus on the vulnerable. Her most recent work was supporting the Advisor to the Prime Minister, Ramdorai, in his capacity as Chairman of NSDA. She was also Senior Advisor, UNDP, Youth Skilling where she focussed on integrating rural girls into the Aajeevika skilling scheme of NRLM. She has worked closely with MoRD, NSDC, and the Ministry of disability to develop skilling guidelines for youth with disability.

She worked as the World Banks' only specialist in youth and skilling in their poverty alleviation projects in Rajasthan, Orissa, Bihar, and Chhattisgarh. She has written several learning notes on skilling youth for the World Bank, which were circulated globally. Meera Shenoy began her work in skilling as Executive Director of EGMM, the country's first job mission for rural and tribal youth, which she helped set up from scratch for the Andhra Pradesh government in 2004. Today it is recognised as the country's best market linked state government skilling mission. She has won several awards, national and international, for her work.



Gopinath C. S

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

Ravi Kolathur is a chartered accountant with 30 years of work experience. He has worked with MNCs in India, the US, and the Indian School of Business in senior positions. He has also been an entrepreneur and independent consultant.

Board of Advisors



Jayesh Ranjan

Mr. Jayesh Ranjan (IAS 1992) is the Principal Secretary of the Industries & Commerce (I&C) and Information Technology (IT), Telangana. He holds a Master's 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.

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 for utilizing IT in various government processes, and promoting the digital empowerment of the citizens.



Rajsekhar Budithi

Rajsekhar Budithi (IAS, 1992), is IAS Special Chief Secretary to Government (FAC) (Marketing), Andhra Pradesh, and Chief to The State Command and Control Centre Commissioner & Ex-Officio Secretary to Government, Department of Civil Supplies. A Mechanical Engineer from Andhra University (Visakhapatnam), he holds 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.



Amala Akkineni

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



Suchitra Shenoy

Suchitra Shenoy has over a decade of experience in the social sector. She was the founding member of the Monitor Inclusive Markets team at the Monitor Group, where they examined market-based business model solutions to issues of poverty. She has co-authored a book "Infinite Vision" on the Arvind Eye Care System.



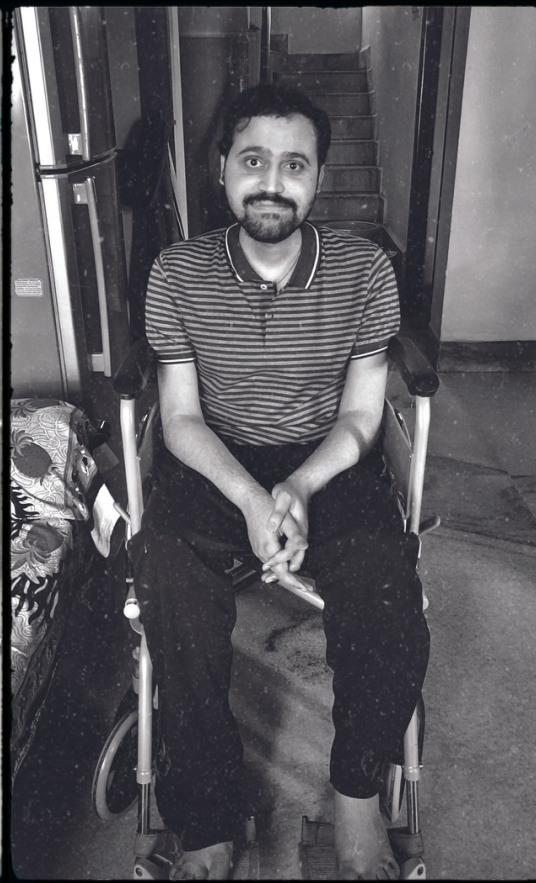
Luis Miranda

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 during the early stages.



Deenadayalan S

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.



Founder's Note

Meera Shenoy



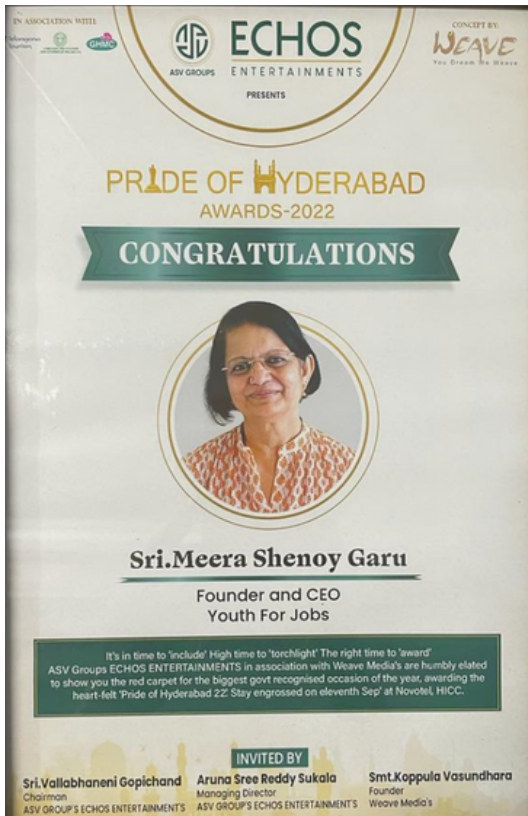
Covid times were really tough times. And our work in giving youth with disabilities sustained livelihoods became even more meaningful. Two years into the Pandemic left persons with disabilities disproportionately affected. The youth, many of whom were laid off, had to come home to their parents, many of whom had lost their incomes also from farm or petty jobs. Girls were doubly disadvantaged: being disabled and a girl quite often means you are the last mouth to be fed. We upskilled them and linked them to jobs scanning local markets and expanding our company networks. Mothers blessed our work as the fixed income of a job from the most unexpected source, their child with disability, was nothing short of a miracle. In group discussions, in interaction with government and ministers, their message was an attitude of gratitude.

Personally for me, the lesson was that the more vulnerable you are, the more generously you give. 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, overlooking their own difficulties. One alumni convinced his HR to give jobs to 50 more youth with disability ! Some pooled their savings to pay their friends fathers' hospital bills.

And these young men and women with disabilities, who Achieve in the face of Challenges , are an inspiration for me and my team, ensuring we deepen and scale our impact, as we move forward into a Fresh New Year.



AWARDS 2021-2022



'**PRIDE OF HYDERABAD Awards** is an annual event held to celebrate, create recognition, and project true inspirational success in all sectors of Hyderabad.

This event is established to celebrate true inspiration, success, and recognise hardworking personalities whose relentless efforts have aided in promoting the growth of all sectors of Hyderabad.

Congratulations Meera Shenoy for standing out as the Pride of Hyderabad!

MIT World Peace University's Innovation Hub has its annual five-day innovation conclave called **R.I.D.E. 2022** that has its themes spread across the four pillars namely, Research, Innovation, Design and Entrepreneurship (RIDE) followed by Start-up Accelerator and Innovation Hub at MIT-WPU.

R.I.D.E. 2022 has awarded Youth4Jobs Foundation "**Startup of the Year Award**" and appreciated the organization in its efforts to change the perspective of Persons with Disabilities.



EVENTS - SPECIAL MENTIONS

Mann ki Baat

We are delighted to share with you that our Founder Director, Meera Shenoy and the work of Youth4Jobs have been recognized by the Hon'ble Prime Minister Shri Narendra Modi in his Mann ki Baat address.

Please find the video clip [here](#). We thank each and every one of you for your support and contribution. It is indeed an honour for all of us at Youth4Jobs Foundation to be recognised. Thanks to ALL who have stood by our side and believed in our challenging but transformational work.



KONKANI SAMMELAN 2022

It was an honor to see our Founder, Director, Meera Shenoy join the growing list of stellar guests as the key note speaker at Hilton Convention Hall with Deepika Padukone and Anant Nag for the 10th North American Konkani Sammelan 2022 at San Jose, California, USA.

The Konkani Sammelan (KS) is a flagship event for the Konkani in North America. This event attracts Konkani from all across the United States and Canada.

She addressed a 2000+ full-house about helping youth with special needs as a part of her keynote speech on "Serving the Society". Thank you Konkani Sammelan for inviting Meera Shenoy to showcase Youth4Jobs Foundation amidst such a special audience.



PRESS & MEDIA SPECIAL MENTIONS



Featured in News18 – The Change Makers– Seasons 3

The ChangeMakers is one of the most realistic documentary series that inspires and celebrates great work done by enterprises, NGOs and the government under their CSR/ SOCIAL / UN SDG INITIATIVES.

[Watch the Inspiring story of Youth4Jobs on The Changemakers – Season 3](#) on 1st July 2022, exclusively on CNN-News18 (digital) & #Firstpost. Series Knowledge Partner Sattva Consulting.

Saluting the Bravehearts: Vedanta | Meera Shenoy

Vedanta Group, India's leading natural resources producer, had announced the launch of a unique digital campaign – 'Bravehearts' – to salute unsung heroes who went beyond their call of duty to help others during the second wave of the pandemic. The new campaign encapsulates the compelling real-life stories of the unsung Covid heroes, who rose from ordinary surroundings to create extraordinary stories through their humanitarian initiatives.



Meera Shenoy is a beacon of hope to our youth. When she saw people struggling to find employment, she launched Youth4Jobs Foundation to support disabled youth with skill training programs, turning "Disability into Ability", creating a platform of equality. Vedanta Resources captured the impact in short video featuring our Founder CEO Ms. Meera Shenoy to highlight what we do at Youth4Jobs.

[You can watch the video on YouTube](#)

WISE (PROJECT PARIVARTAN)



Youth 4 Jobs' vision is a hands-on, grass-roots transformation of Persons with Disabilities lives at the country level and is 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

WISE is our flagship pan-India program. It works on a high impact model of bridging skill gaps between industry and less educated rural youth with disabilities with short term training and organised sector entry level jobs. The pandemic was a very difficult period for persons with disabilities. As a COVID-19 response, we launched the first online training for rural youth with disabilities. We undertook thorough research and analysis of the job market and targeted emerging sectors for linking youth to jobs. Currently, WISE gives 21st century skills like English, Soft Skills, Life Skills, and Digital Literacy in a hybrid manner.

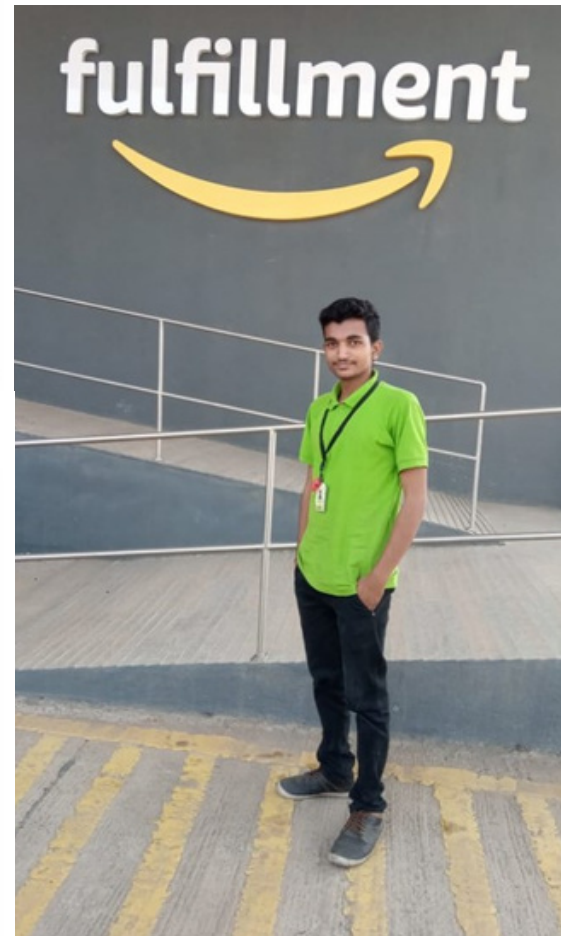
These now employed, confident youth are the Change Makers in their communities, changing long persisting negative attitudes towards disability.

AMAZON PARTNERSHIP

This year, the e-commerce giant AMAZON started hiring Persons with Disabilities with a focus on partnerships with agencies to streamline the channeling of the candidates, processes and avoid any kind of ground challenges. This kind of hiring ensures a quick support system.

We had an ask for large numbers for which we successfully sourced candidates from all states.

We supported the interview process with the Y4J Sign Language Trainers, conducted sensitization workshops, and accessibility audit at the worksites and also conducted job role mapping for inclusiveness. Additionally, sign Language content was reviewed.



Delivering Smiles – A TABS DONATION PROGRAMME BY AMAZON

"Delivering Smiles", an event in collaboration with Amazon gave a platform for many to experience and accommodate Speech and Hearing Impaired youth.

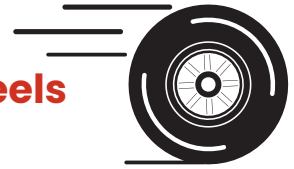
TABS donation was the key aspect of the program for the SHI youth, which will help them improve their skills through online learning and attend virtual interviews. We distributed 800 TABS for the needy, future aspirants, especially women. The event took place in three cities Kolkata, Surat and Ahmedabad.

The youth were overjoyed, emotional, and ambitious to get such unexpected support. We could see their eyes speaking to us, overflowing with gratitude for the support we rendered through this event.

KUDOS team Youth4Jobs!



NeoMotion, Grab a Grub Project – Livelihood on Wheels



In continuation of our goal to make a better future for young India, Youth4Jobs has recently partnered with NeoMotion Assistive Solutions and Grab a Grub Services for a creative project called 'Livelihood on Wheels'. Under this project, we desire to improve the mobility of disabled people indoor and outdoor, and open up employment opportunities through accessible and convenient mobility.

In pursuit of making the disabled independent, Youth4Jobs will identify 10 candidates, provide them adequate training and help them secure a stable job at Grab a Grub Services after which NeoMotion will provide the mobility equipment called 'NeoBolt outdoor mobility device' to the candidates and will provide proper training to the candidates on the safe usage of the equipment. The candidates are further entitled to zero-interest EMI payment accordingly. This ultimate enhanced equipment allows one to be independent anywhere, anytime!

HSBC SAARTHI

Youth4jobs had completed a successful HSBC Mentor-Mentee program which was named as HSBC SAARTHI Program. The program was mainly designed to develop the soft skills, communication skills and computer skills.

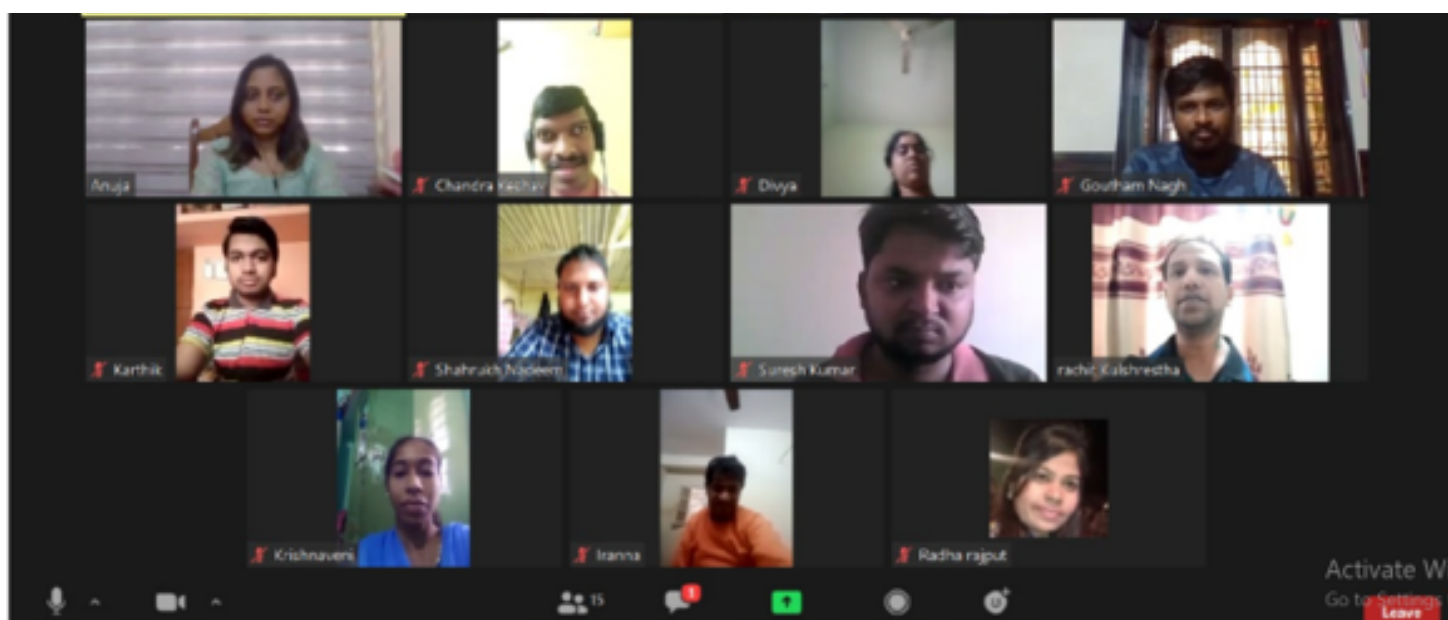
Around 150 candidates across Y4J centers had participated in the program.



BACK TO THE HYBRID MODE OF TRAINING

During the pandemic, as per notification from respective state governments, all existing classes were suspended and the 215 youth under training were suddenly exposed to a new problem. Group counseling was done by staff to all the existing youth reassuring them that we would support them once the lock down is over by continuing the training program and placements. This enabled youth to gain confidence to face the crisis. All youth staying at the hostel were safely moved to their respective homes by the staff. Follow-ups were done continuously by our team with youth who had gone home to ensure their safety and to motivate individuals during the crisis. Centre teams across the country coordinated between persons with Speech and Hearing impairments and Doctors using sign language to provide medical assistance.

Now after the pandemic has cleared up, our center's are back to the Hybrid Model, with ONLINE as well as OFFLINE classes. We now have our presence in all the 28 states and 8 UT's.



GOVERNMENT CONNECT

Youth 4 Jobs Foundation has actively fostered partnerships with several State Governments to establish and run different kinds of programs to motivate and train youth with disabilities in employability training.

Our connection to the Government can be elaborated through:

- Partnership in Skill and Sustainable Livelihood for PwD's
- Field level support and collaboration in conducting Job Fairs, Employer interactions, Counselling, and Orientation Sessions
- Data Sharing and Reporting
- Support for special programs at the State level

Departments we are currently working with

- NITI Aayog
- Disabled Welfare / Social Justice
- Employment Exchange
- Labour Department

- District Collectors
- Special Skill Program
- VRCC
- Rural Development

In the states of: **Bihar, Chennai, Gujarat, Orissa, Punjab, Telangana, Madhya Pradesh, & West Bengal**



GRASSROOT ACADEMY LAUNCH

The Grassroot Academy is envisaged as a one-of-a-kind program in India that focuses on the economic empowerment of rural youth with disabilities. The vision is bold and unique: to provide technology and development tools in the hands of alumni youth with disabilities, seamlessly transforming our work into "OF THE DISABLED, BY THE DISABLED." This grassroots bottom-up inclusion, and socio-economic development will be anchored in the villages by Youth4Jobs alumni. The Grassroot Academy focuses on a broader representation of disability through changing attitudes at the village level.

The academy's strategy addresses two levels:

1. Because people do not respond directly to disabilities, we adopt an immersion approach in society by promoting digital literacy in rural areas. It entails early-stage interventions to assist rural people in learning about the digital medium and the internet. Using digital literacy to bring disability awareness and sensitization to the community.
2. Extending services to all 21 disabilities listed in the RPWD Act by forming a referral resource group comprised of local non-profits, government agencies, and local influencers.

Enhancing livelihood opportunities of

1. Aspiring youth are taught 21st-century skills and vocational skills, and they are linked to a sustainable livelihood by providing local jobs in local markets.
2. Women with disabilities are provided opportunities for a stable income through developing entrepreneurial skills and linking to self-employment.
3. Providing information and Support on various government entitlements to persons with disabilities.

Y4J alumni youth will emerge as local leaders (**Grassroot Coordinators**) by influencing the community with different kinds of support ranging from getting government benefits; motivating and enrolling youth with disabilities into the program to sensitizing the local community, finding local employment opportunities and local partnerships.

Embedded in the program is a one-year Fellowship (**Grassroot Fellow**) to build their capacity in project management including measuring impact, leadership, market scan, and digital skills.



Grassroot Academy - Livelihood Center



SUCCESS STORIES

Subhashini, Vellore **STORIES FROM THE FIELD** Disability: Muscular dystrophy Ankitha Rao, Karkala (Mangalore) Subhashini and her elder sister were diagnosed with muscular dystrophy as teenagers when they started slipping on stairs. MD has no medication and muscles degenerate gradually. Her father died of cancer and her elder sister deteriorated so fast that she was bedridden. With a housewife mother dependent on relatives for finances, there was a pressure to earn. She did her MCA with many challenges of accessibility in college, transport etc. And even after her MCA, the only job she could get was DTP operator, then a school job.

Came COVID, she sent 100 job applications everyday and barely got a response. When we approached her, she readily agreed to be trained. We worked with her, and got her interviewed for a work from home opportunity at an MNC for a princely Rs.4.5 lakhs pa.

We asked what her challenges were. She said, "Everyday relatives would say, you cannot even go to the toilet. Is it worth living? Why don't you die? Why don't you die?" and I had to push this out and be positive for my family. Youth4Jobs changed my life; I will also help change others". She helps children with muscular dystrophy to learn English, finish schooling and get their disability certificates.

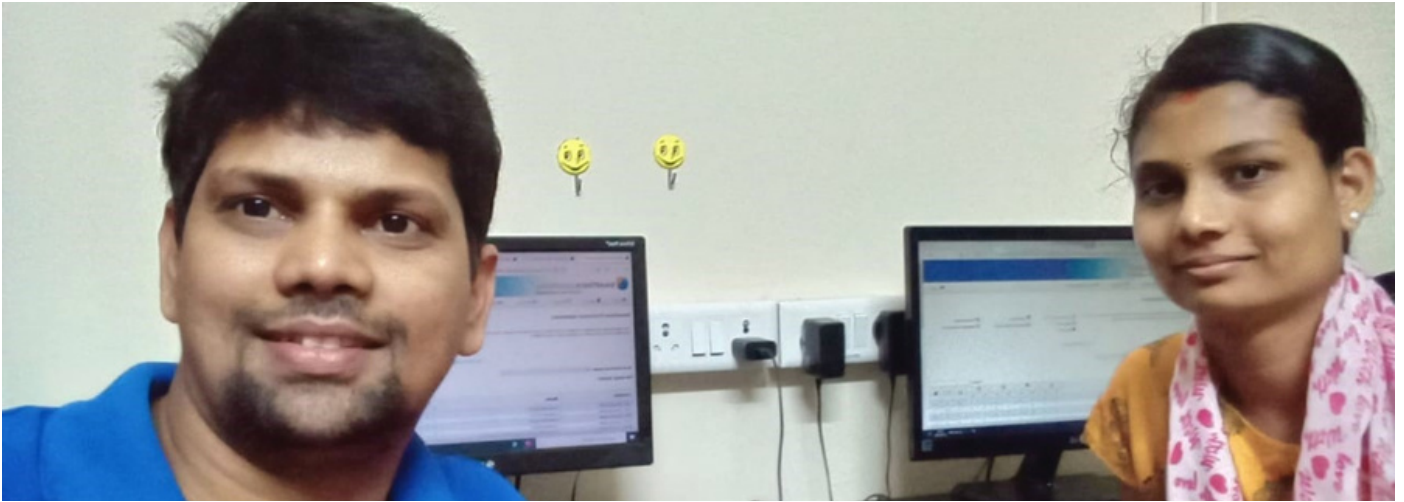


Ankitha Rao, Karkala (Mangalore)

Disability: Speech & Hearing Impairment

Ankitha is a speech and hearing disabled person with 100% disability. Both her parents work as daily wage labourers and she is the only child. Pampered and protected at home, she never went to school and hence lacked the basic communication skills. In March 2019, after attending an open exam, she completed her Xth examinations.

In the beginning, when Ankitha joined Youth4Jobs she was challenging to approach. She didn't understand sign language, felt home sick and frightened to travel and live alone in the PG at Mangalore. She convinced her parents that she would like to dropout from the training.



It was the team of Y4J that counselled the family otherwise and the team slowed down to observe her interaction with her peers. From there the team learned how to interact with Ankitha and were able to teach her soft skills, typing, and English language. Ankitha was the topper in her class in speed and accuracy. After the training Ankitha was placed in Webtel India for BPO Non voice position.

During her commute, she met her would-be husband, who himself is an SHI person. Both of them quickly connected and once again Team Youth4Jobs stepped in; this time not as an organization but as a family. They counseled both families. Post marriage her husband also got placed into the same company through Youth4Jobs. Later during the pandemic, they were both given the opportunity to Work from Home. Both of them have been happily employed now for the past 2 years. Both families have expressed eternal gratitude to the Y4J team.

VISAKHAPATNAM'S GANESH SHOOTS SILVER



Ganesh of Visakhapatnam won a silver medal in the National Para Kabaddi Championship. Ganesh, who represented Andhra Pradesh in the Divyangula Fourth National Men's Kabaddi Tournament at the Jawaharlal Nehru Indoor Stadium in Chennai, showed his talent.

Congratulations Ganesh! Your hardwork made us proud.

He is a trained candidate from our Project Year 2021-22, 79th batch.

COLLEGE CONNECT



Launched in November 2017, The College Connect Program tackles unemployment, and 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 following are some of the highlights of the program for the year 2021-2022

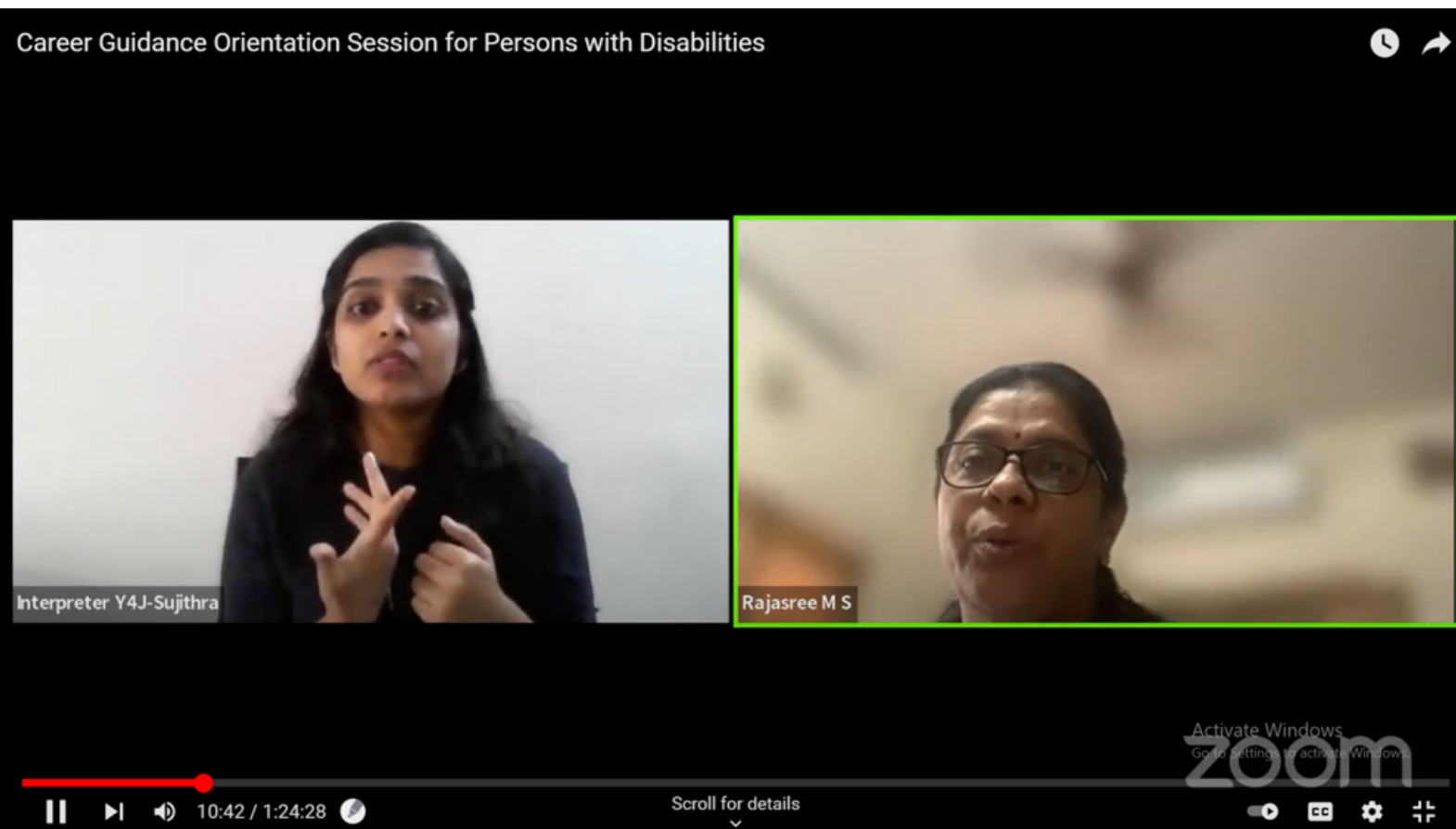
1. HT Parekh Foundation has extended its support to fund our Program, starting from April 2021. They funded 6 centers – Chennai, Coimbatore, Trivandrum, Delhi, Vijayawada, and Vizag.
2. Major recruiters increased during the year – Accenture, Cognizant, Amazon, Infosys, HSBC, Virtusa, Wipro, Genpact, and Sutherland, to name a few.
3. Sri Hari, a candidate with a disability was placed in Infosys for INR 13.20 lakhs per annum. This is a feather in our cap for High Salaried Placement.
4. Govt Stakeholder – Mr. Jhonny Tom Vargheese, IAS, State Director and Commissioner for Persons with Disability came forward to address Y4J trained candidates during the certificate distribution ceremony on 17th August 2021. He was highly appreciative of the whole effort of Youth4Jobs, congratulated the team members, and motivated the candidates.



5. For the first time, in association with universities and top MNCs, a Career Guidance Program was conducted by Youth4Jobs. This was done in coordination with Dr APJ Abdul Kalam Technological University, Trivandrum on 20th January 2022. The event was inaugurated by Honorable Vice Chancellor – Dr. Rajasree M S.

- About 200 students with disability affiliated with different colleges from Kalam Technological University attended this Fair
- Employers from Infosys, Capgemini, VMWARE, UST Global, Ujjivan participated to orient about the different job roles and skills required to crack those jobs in their organization.

Dr. Rajasree, the VC, interacted with our candidates and addressed the gathering.



Capgemini Digital Academy Centre Inauguration

We have successfully launched a Digital academy for persons with disability in collaboration with Savitribai Phule Pune University. The lab was inaugurated by the honorable Vice Chancellor and Pro Vice Chancellor of the University.

Infrastructure: The lab has 25 Desktop computers, 1 Projector and other Digital equipment. Apart from this we have 3 Dedicated trainers for IT training and 3 Soft skill Trainers to enhance candidate's communication skills. The advanced IT Program will be done in two different class rooms and Lab.

Location: Youth4Jobs Foundation, The center for disabilities studies and inclusive education, Department of English – Savitribai Phule Pune University, Ganesh kind, Pune, Maharashtra

Together We Can – Consortium

Together we Can (TWC) is a consortium of multinational companies (Intel, Dell, VMWare, Microsoft, Applied Material, HP) who are ready to provide placement opportunities for PWD for IT trained candidates belonging to 2023 and 2024 batches of engineers/MCA while they are in the college campus.

An MOU has been signed with VMware and Intel for Key program TWC-Neev which enables early intervention for people with disabilities to make sure they are at par and industry ready on time. This would improve the livelihood and empower the lives of people with disabilities with skills along with providing better employment opportunities in the industry.

SUCCESS STORIES



Saleem Kalasakoppa

Mr. Saleem is a candidate with locomotor Disability residing with his family in Bagalkot District.

His father is a farmer and his mother is a housewife. He has 2 siblings who are pursuing their education. Saleem was always focused and very keen in his studies. After completing his schooling he wanted to pursue his higher studies in Engineering.

In 2017, he finished a diploma programme, then went on to earn a Bachelor's degree with a concentration in Electronics and Communication Engineering.

Saleem started seeking for possibilities to begin a career in his industry with all of his hope, but he couldn't find one because of his impairment. He encountered numerous challenges, rejections, and obstacles while attempting to advance his career. All of these things did not, however, cause him to lose hope or confidence. One fine day, he had the chance to speak with the Chennai-based Youth4Jobs Team about his qualifications, interests, and the chances he was seeking. After getting to know him, the team gave him a Java full stack development and Soft Skills training programme to help him with his communication and programming skills.

After attending the training sessions on a regular basis for 60 days, a job fair was organised in Bangalore exclusively for engineering candidates. He attended the Job Fair with great confidence, sat for multiple interviews, and was eventually hired by TVS as a Data Engineer with a pay scale of 8LPA.

Sri Hari Padmanabhan



Sri Hari Padmanabhan hails from a middle-class family in Coimbatore where his father works as a washerman and his mother is a homemaker. Sri Hari was born and brought up in Coimbatore. He did his schooling from TN Board securing 91% in his 12th grade. Since school days, he had a flair for Computers and programming. Thus, he went on to pursue B. Tech in Kumaraguru College of Technology, Coimbatore, Tamil Nadu.

He was determined to get into a Tier 1 company as a software engineer, so he worked tirelessly on several projects during his college days. This was finally realised when he was hired by Robert Bosch GmbH. He was the Senior Software Engineer there for 8.5 years. He was mostly based in Germany for his job requirements during this time.

Sri Hari was diagnosed with Muscle Sclerosis in 2013. This disorder turned his life upside down. He lost confidence and was completely heartbroken at one point. Sri Hari worked hard to overcome this situation and did everything he could to overcome his disorder.

During this time, he learned about Youth4Jobs Foundation and our team. The team helped him with his profile, and assisted him with his placement. Soon after, he was hired as the Technical Test Lead at Infosys IVS for a salary of 13.2 LPA.

Intervention

Sri Hari had always hoped to excel in his career. This strong ambition made him come out of the bubble. Youth4jobs took the initiative to boost his confidence and served as a support system throughout the placement process. The team was successful in this endeavour and encouraged him to attend multiple interviews before being hired by Infosys.

Following Intervention

The interventions were carried out in order to learn more about Sri Hari's abilities, knowledge, and areas of interest. Trainers were able to understand his issues, and with proper motivation and training, he was able to boost his confidence and brush up on his skills.

Following up

The region's trainers conduct regular follow-ups with the candidate to confirm his well-being and career success rate.

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 Y4Js 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 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 around awareness building and enabling the trainees to communicate better and the Mentors to 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 the capabilities of Visually Impaired students to potential employers and help differently able students 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.

Government Coaching for Visually Impaired – Youth

Project Manzil is a pioneering life-transforming initiative of Youth4Jobs to give 21st Century employability related skills for the Visually Impaired (VI) Students. Youth4Jobs set up a Virtual Centre of Excellence in Apr 2020 to help the VI trainees to prepare for and successfully pass various types of Job-Related Government Exams across various Sectors (Banking, Postal, Railways, Defense Services, Allied Services) and for all Grades (Grade A, B, C, D).

While the focus is on training for government jobs, simultaneously the project will focus on giving digital skills and opening the private sector to employing the visually impaired.



Case Study:

"I am very happy to have learnt so much at Youth4Jobs especially computers. It was very difficult for me initially, but with the help of our teacher I can now perform common functions on MS Word & Excel on my own. I also attended English classes and can understand and speak basic English.

The trainers helped me prepare for my class 10 Board Exams and I was able to score an aggregate of 80%!

Through Saarthi-Mentorship program I was able to crack the Govt. Railway Exam. I'm really thankful to the team at Y4J for their guidance and for showing me the right direction for my studies and job!"

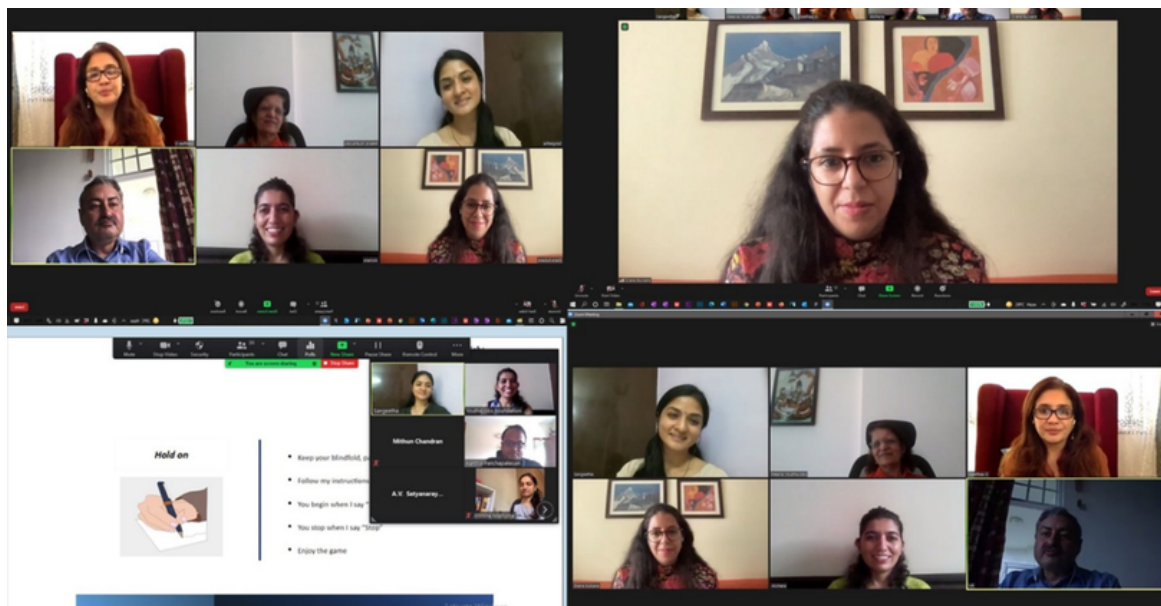


Shadab Ahmed

CORPORATE CONNECT

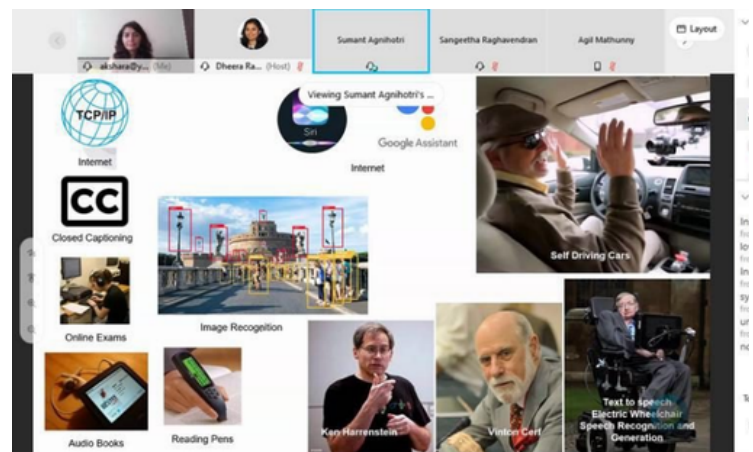
Exploring the Strength of Diversity and Inclusion

A series of workshops were conducted across the country with the sole intention of spreading awareness and inclusion of people with disability at the workplace. The participants were sensitized about the do's and don'ts while interacting with the disabled. Managers, HR, and peers from organizations like HDFC, Allianz Technology, TVS Motors and John Deere were a part of this workshop that included R&S practices, challenges and barriers faced by the disabled and interventions that can be adopted in workplaces.



Celebrating Differences to Create Inclusive Workplaces

A role mapping sensitization session was conducted with Allianz Technology. This first-ever sensitization workshop on role mapping aimed to sensitize employees on various roles that people with disabilities can perform at the workplace. The workshop also explained how role mapping benefits the organization in exploring roles for the disabled.



Our College Connect Network Expanded

Our College Connect program has been a beacon in the storm that is the ongoing pandemic. Through the dedicated hard work of our team, we are happy to share that we have added to our Network of Colleges / Universities such as the Vasavi Degree College (Vizakhapatnam) along with a slew of others that are in the pipeline.

Our team has also been actively advocating for the rights of persons with disability by continuously meeting with corporates and govt. officials. The local government even released an official Pressnote in appreciation of our work. Y4J will organize a Joint Job Fair with the Andhra Pradesh State Government early next year.

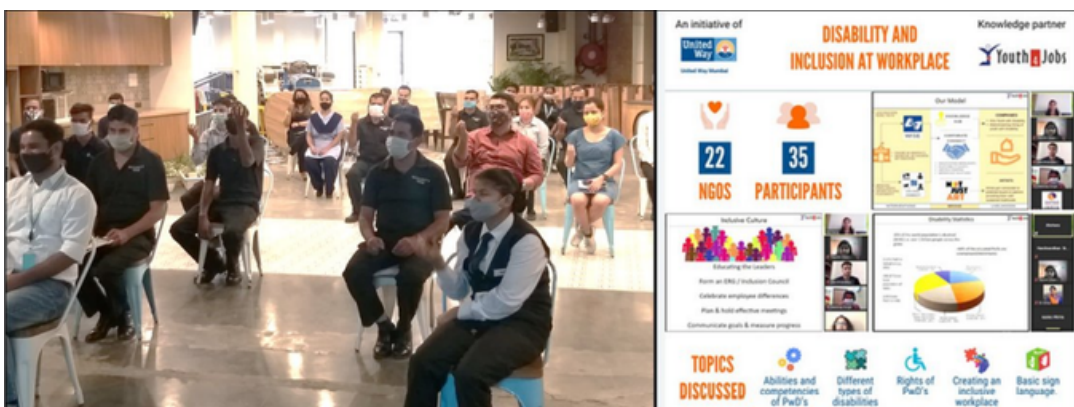


Disability Sensitization Workshops

Y4J organised a series of funfilled disability sensitisation workshops for Avery Dennison, United Way Mumbai, JLL and Kotak Bank. The sessions were aimed to spread Disability Awareness 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 Deaf 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 Followup workshops were also organised for JLL which have garnered great praise from all the participants, especially in learning Indian Sign Language with many participants willing to learn Indian Sign Language.



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 children with disabilities to become self-aware and confident in pursuing their careers.

The project started in June 2018 with 90 beneficiaries having speech and hearing impairment hailing from the underprivileged backgrounds 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 a 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 –

- Ensure that we mitigate the school dropout rate for children in secondary school.
- Encouraging more SSC pass outs to enroll in junior colleges and pursue 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.



NOT JUST ART



ABOUT NOT JUST ART

Not Just Art (<https://www.notjustartglobal.org/>) is a digital platform created to support 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.

The objective of NJA is to tap into the pool of outstanding artist with disabilities. Youth4Jobs Foundation, through its digital platform NotJustArt (created to support visual artists with disabilities in India) in partnership with Indian Photo Festival, proposes to hold a first-of-its-kind unique Global Ability Photography Challenge. Through this "movement" we would like to change the mindsets of people towards the abilities of persons with disabilities.

Youth4Jobs Foundation in collaboration with
The Indian Photo Festival brings

Global Ability Photography Challenge

Exhibition of Photographs

8th Edition of the Indian Photo Festival 2022

November 18th - December 19th, 2022

Venue: State Gallery of Art, Hyderabad

Entry Free!!!



Submit your photos here: <https://www.indianphotofest.com/youth4jobs>

Last Date for Submission: 1st October 2022

Youth4Jobs Foundation, through its digital platform NotJust Art (created to support visual artists with disabilities in India) in partnership with Indian Photo Festival, proposes to hold a first-of-its-kind unique Global Ability Photography Challenge. Photography is a way of celebrating the creative abilities of disabled. Through this unique challenge we aim to celebrate the ability in disability in a new way. As our alumni continue to add value to your organization through their work, we would like to give them an opportunity to tap into their creative potential and perhaps be one of the award-winners.

ABILITY GLOBAL PHOTOGRAPHY CHALLENGE 2022

Created for Photographers with disability and with the possibility of free entry, the challenge was thrown open to any specially abled person amateur / professional who could send photos open to all topics and issues.

Judges:

A panel of esteemed Judges who will be selected from a global pool of experts will look for sensitivity, originality and visual impact. Most importantly, bringing to focus the ability rather than the disability. The photographs would be featured in the 8th edition of the Indian Photo Festival in Hyderabad at the State Gallery of Art, Hyderabad from November 18th - December 19th 2022 and may tour different cities in India and overseas.

AUDITED FINANCIAL REPORTS

M/S.YOUTH 4 JOBS FOUNDATION , HYDERABAD

BALANCE SHEET AS ON 31.03.2022

(Amount In Rupees)

Particulars	Notes	As on 31.03.2022	As on 31.03.2021
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	5,39,55,280	6,42,29,215
(2) Current Liabilities			
(a) Other Current Liabilities	3	1,44,237	-
(b) Short Term Provisions	4	30,09,603	66,80,745
TOTAL		5,72,59,120	7,10,59,960
(1) Non-current assets			
(a) Fixed Assets			
(i) Tangible Assets	5	46,22,973	43,29,572
(ii) Intangible Assets		85,91,318	12,43,901
(b) Loans, Advances and Receivables	6	10,89,887	12,54,000
(2) Current assets			
(a) Cash and Cash Equivalents	7	4,16,09,534	6,22,30,717
(b) Short term loans and Advances	8	13,45,408	20,01,770
TOTAL		5,72,59,120	7,10,59,960

On behalf of Board

Signature of Directors

Meera Shenoy

1. Ms. Meera Shenoy
DIN: 02661437

Rishankar

2. Mr. Ravi S.Kolathur
DIN: 03595161

For M/s. Sekhar & Suresh

Chartered Accountants



Suresh

CA.C SURESH
(Partner)

Membership No.29709

Registration No:006155S

UDIN: 22029709ATKNYW9155

Place:Secunderabad

Date: 16.09.2022

AUDITED FINANCIAL REPORTS

M/S.YOUTH 4 JOBS FOUNDATION, HYDERABAD
INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31.03.2022

(Amount In Rupees)

Particulars	Notes	For the year ended 31.03.2022	For the year ended 31.03.2021
<u>I.INCOME</u>			
Project Grants	9	6,16,67,815	10,31,33,171
General Donations	10	1,31,86,326	56,87,536
Other Income	11	17,44,465	21,43,405
Total Income		7,65,98,606	11,09,64,112
<u>II.Expenditure</u>			
Employee Benefits Expense	12	4,11,28,312	5,05,44,542
Programme Costs	13	4,10,18,470	2,04,24,375
Administration and Other Expenses	14	24,02,907	26,81,405
Depreciation and Amortisation expense	5	25,23,153	31,25,257
Total Expenditure		8,70,72,841	7,67,75,579
III. Surplus/ (Deficit) before exceptional and extraordinary items (I-II)		(1,04,74,235)	3,41,88,533
IV. Exceptional Items		-	-
V. Surplus / (Deficit) after extraordinary items (III - IV)		(1,04,74,235)	3,41,88,533
VI. Prior Period Items		2,00,300	1,73,210
IX. Surplus/(Deficit) for the year transferred to Capital Fund		(1,02,73,935)	3,43,61,743

On behalf of Board

Signature of Directors

Meera Shenoy

1. Ms. Meera Shenoy

DIN: 02661437

Ravi S. Kolathur

2. Mr. Ravi S.Kolathur

DIN: 03595161

For M/s. Sekhar & Suresh
Chartered Accountants



CA.C Suresh

CA.C SURESH

(Partner)

Membership No.29709

Registration No:006155S

UDIN: 22029709ATKNYW9155

Place:Secunderabad

Date: 16.09.2022

VOLUNTEERS & SUPPORTERS

S No	Name of the Donors
1	Ali Yavar Jung National Institute for Hearing Handicaped
2	Alphageo India Limited
3	Amazon Development Centre (India) Private Limited
4	Ashra Charitable Fund Inc
5	Axis Bank Foundation
6	Bajaj Finance Limited
7	British High Commission Charity Fund
8	Capgemini Technology Services India Limited
9	Charities Aid Foundation India
10	Computer Age management Services Pvt. Ltd
11	G H Reddy & Associates (Construction) Private Limited
12	Give Foundation
13	Godrej Consumer Products Limited
14	HDB Financial Services Limited
15	HSBC Electronic Data Processing India Private Limited
16	HT Parekh Foundation
17	J P Morgan Securities India Private Limited
18	Jindal Stainless Foundation
19	Karmayogi Holdings Private Limited
20	Konkani Charitable Fund Inc
21	Kotak Mahindra Bank Limited
22	Larsen & Toubro Limited
23	Locuz Enterprise Solutions Limited
24	Mankind Pharma Limited
25	Microsoft Corporation (India) Private Limited
26	Morning Star India Private Limited
27	My Preferred Tranformation and Hospitality Private Limited(Oyo)
28	Nasscom Foundation
29	National Philanthropic Trust
30	NIIF Infrastructure Finance Limited
31	Paul Hamlyn Foundation
32	Pragati Pack Pvt Ltd
33	RBL Bank Limited
34	Rotary Club Of Mumbai Sion Charity Trust
35	SBI General Insurance Co Ltd
36	Secunderabad City Ladies Circle 35
37	Sharp business Systems (India) Private Limited
38	Sharp Business Systems (India) Pvt Ltd
39	Smt. Bhagwandeve Basudev Jhunjhunwala Trust
40	Society for Elimination of Rural Poverty, Govt of AP
41	Sone Ki Chidiya Foundation
42	SVP Philanthropy Foundation

43	Swades Foundation
44	Tech Mahindra Foundation
45	Telangana Academy of Skills and Knowledge
46	The American India Foundation
47	THE Online Giving Foundation
48	Trust for Retailers and Retail Associates of India
49	United Way of Hyderabad
50	Vikara Services Private Limited (The Better India)
51	WeKare Society
52	Women's Center Trust
53	Young Volunteers Organisation

AWARDS

NCPEDP-Shell Helen Keller award 2011
for being a Role model individual

SHELL HELEN
KELLER

2011

Fetzer Foundation USA Award
"Business& Community Category" for
2012-13

FETZER
FOUNDATION
USA

2012

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

Innovation in Skill Development

HAPPINESS HALL OF
FAME

2014

Happiness Award

HAPPINESS HALL
OF FAME

2015

Sitaram Rao Livelihood Pan-Asian Case
Study Competition 2015

SITARAM RAO
LIVELIHOODS ASIA

2015

Vocational Excellence Award 2015-16
from Rotary International District
hosted by RCS Aace

ROTARY CLUB

2015

Meera Shenoy was also conferred the
WOMEN SUPER ACHIEVER AWARD

WORLD HRD CONGRESS

2015

Meera Shenoy was also awarded and
featured by Vodafone for "Women of
Pure Wonder"

VODAFONE


2015

Spirit of Happiness Award - Disability

AMERICARES

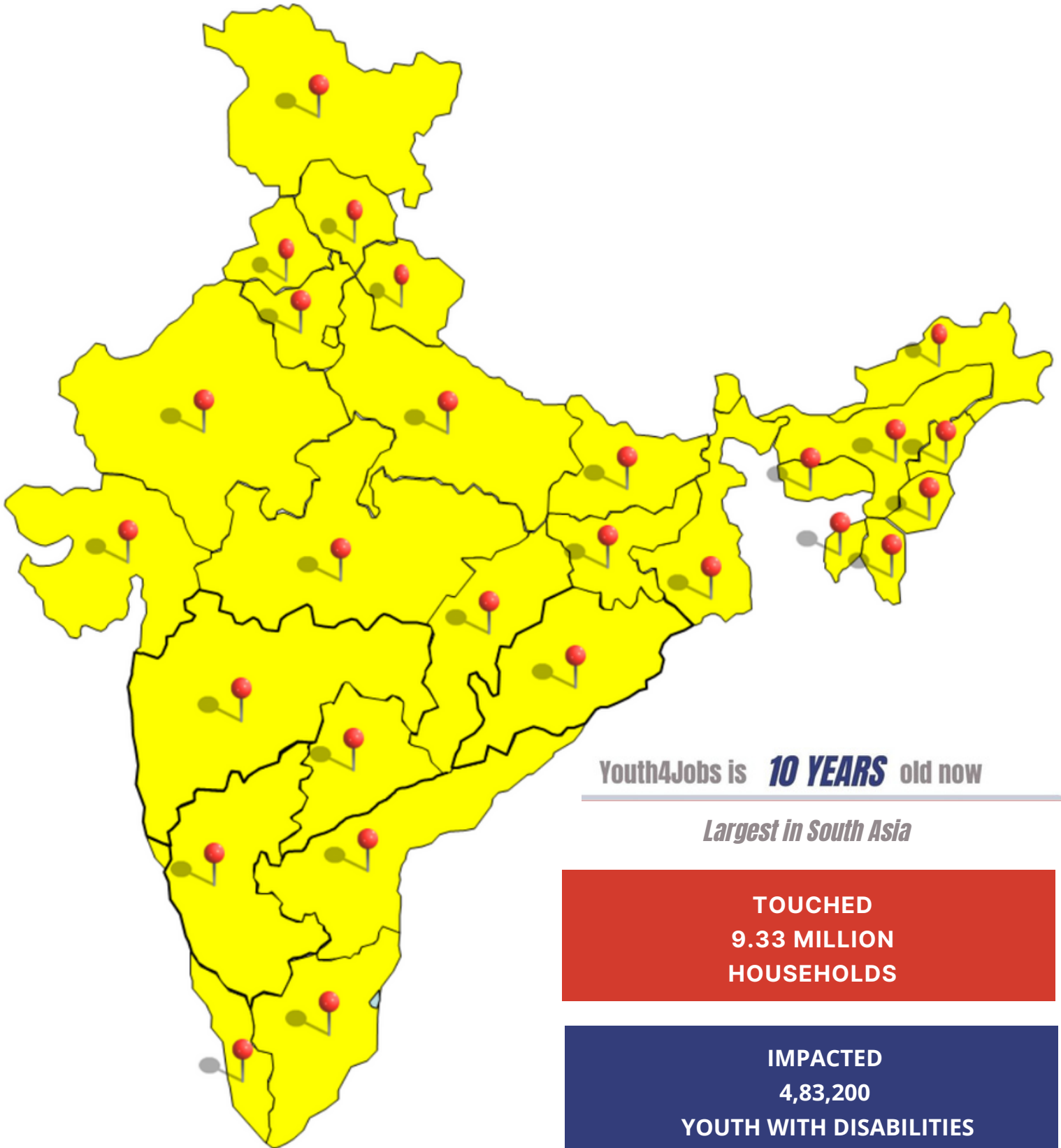
2016

Spirit of Happiness Award - Livelihoods	AMERICARES	2016
Innovative Practices on Education and ICT	ZERO PROJECT	2016
Innovation Practice on Employment, Work and Vocational Education and Training	ZERO PROJECT	2017
Best Practices in HR	NHRD SHOWCASE	2017
TV9 Nava Nakshatra Sanmanam	TV 9	2019
MIT Inclusive Innovation Challenge Asia	MIT IIC, USA	2019
Qimpro Gold Standard 2019 - Education	QIMPRO	2019
GT SABERA AWARD 2020	GRANT THORNTON AND SABERA (SIMPLY SUPARNAA)	2020
CSR TIMES GOLD AWARDS	CSR TIMES - AN INITIATIVE OF FIRST STEP FOUNDATION	2020
Innovative Practices in Employment from Civil Society	ZERO PROJECT	2021
PRIDE OF HYDERABAD	ECHOS ENTERTAINMENTS	2022
MIT World Peace University's Innovation Hub	MIT	2022

<div>  <div> GuideStar India Template for Transparency & Accountability Disclosures (Recommended for inclusion in Annual Report. For Platinum Seal Certification display on www.guidestarindia.org is mandatory) </div> </div>										
For the Financial Year 2021 - 2022				IT PAN: AAACY5258R		GSN*: 8360				
NITI Aayog ID: TS/2017/0165290				BRIDGE ID:						
This template is based on Credibility Alliance Norms. Please include this in your Annual Report to enhance your credibility.										
Registered Name of the Organisation:		Youth 4 Jobs Foundation								
Correspondence details		8-2-704/b/21 Sai Enclave Road No 12 Banjara Hills Hyderabad 500034								
		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 31/03/2022 is Three . Their details are below (Insert additional rows to provide details of all your Governing body members or attach a separate sheet if you have more than 5 members)										
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	70/M	Retired Banker	30.09.2014	Director	None	2	Nil			
Mr Ravi S.Kolathur	66/M	Chartered Accountant	10.09.2015	Director	None	2	Nil			
Ms Meera Shenoy	63/F	Founder-CEO	20.09.2021	Director	None	2	Rs 3.57 lakhs pm as CEO			
Distribution of paid staff according to compensation levels as on 31/03/2022										
Slab of gross salary plus benefits (Rs per month)	Male (Nos)	Female (Nos)	Total (Nos)	Monthly remuneration Head of the Organisation Rs 357,500 pm Highest paid staff member Rs 175,000 pm Lowest paid staff member Rs 11000 pm						
<5000	Nil	Nil	Nil							
5,000 - 10,000	1	4	5							
10,000 - 25,000	54	40	94							
25,000 - 50,000	34	28	62							
50,000 - 1,00,000	8	3	11							
1,00,000 >	2	2	4							
Total	99	77	176							
Staff details as on 31/03/2022										
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

The organisation's accounts are made a mix of cash and accrual basis.

OUR PRESENCE PAN-INDIA



Youth4Jobs is **10 YEARS** old now

Largest in South Asia

TOUCHED
9.33 MILLION
HOUSEHOLDS

IMPACTED
4,83,200
YOUTH WITH DISABILITIES

OUR PARTNERS AT A GLANCE





Youth4Jobs is *10 YEARS* old now



SPREAD ACROSS 28 STATES AND 8 UT'S IN INDIA



TOUCHED 9.33 MILLION HOUSEHOLDS



**COVERING 579 DISTRICTS, 3452 MANDALS
AND 12,026 VILLAGES**



WORK WITH 18 DISABILITIES



**483420 YOUTH WITH DISABILITIES
IMPACTED**

PARTNERS



**1305 COMPANIES
2865+ COLLEGES
480+ NGO'S**

Youth 4 Jobs Foundation

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



www.youth4jobs.org



/ Youth4jobs