

YOUTH4JOBS
FOUNDATION

ANNUAL REPORT APRIL 2015 -
MAY 2016



Youth **4** Jobs

Inclusive Workforce | Motivate | Train | Place



From *dis*Abled and *un*Able to *Cap*able and *Reli*able



Index

TITLE	Page No.
Founder’s Note	1
About Y4J --	
History	3
Vision	3
Mission	3
Objectives	4
Overview –	
Status of disabled in India	7
Y4J USP	7
Y4J Mantra: Business case for hiring disabled	7
Youth4Jobs Services	8
Y4J’s National Presence:	
Our Corporate Partners	12
Y4J Scale and Stages of Growth	13
Success Stories	15
Audited Financial Reports	18
Funders and Donors	20
Media Coverage / Awards / Visitors / Corporates	21

Board of Directors



Divakar Goswami is a management consultant with over 12 years of experience helping senior executives in the financial services, technology and telecom industries to make critical decisions on growth, innovation, and core business planning. He focuses on scaling digital and mobile payments solutions. He also led Deloitte's eminence in the TMT industry from India.



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.



Satyanarayana Vejella is Founder and CEO at Aarusha Homes Private Limited. He did his Masters from School of Planning, Ahmedabad. He worked with UN-HABITAT, and, USAID FIRE Project with experience of market based financing mechanisms for urban upgrading and policy frameworks.



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.

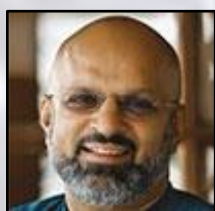
Board of Advisors



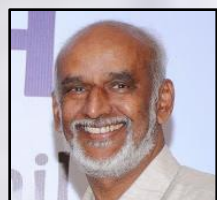
Amala Akkineni is Honorary Director, Annapurna International School of Film and Media (AISFM). She is Chairperson of Blue Cross, Hyderabad, an organisation which works for the welfare of animals and animal rights. She set up Blue Cross from scratch and nurtured it for the last 26 years. Married to the well-known actor, Akkineni Nagarjuna, Amala champions various social causes.



Suchitra Shenoy 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.



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



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.



Venugopal Rao, Promoter & Director, Y4J, has more than 14 years' experience in leading the Finance & Accounting functions in diversified areas - ranging from automobile dealerships, engineering software & consultancy, Mobile VAS to charitable institutions. He also brings with him significant experience in M&A deals and post-merger integration activities. He is presently associated with Sudit K Parekh & Co., Chartered Accountants ('SKP'), since in April 2011 as a Manager with the Business Advisory team. Prior to joining SKP, he was the Vice-President Finance at IMI Mobile Pvt Ltd. and was also heading the finance team at IMI Software Limited (now part of Ramboll India). He continues to be associated with charitable institutions and with the NGO sector.

Founder's Note

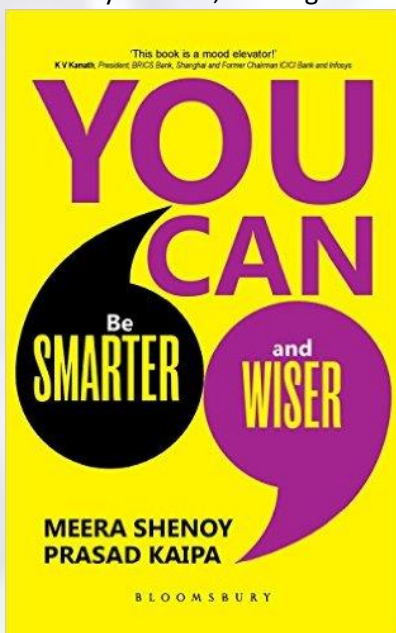
2015-16 has been a great year for at Youth4Jobs. We debunked several myths about disability and reiterated our philosophy of “WE CAN”.

People told us that youth with disability can't be skilled for organized sector jobs. We expanded our presence in India to train mostly young men and women with disability from villages, including BIMARU states like Odisha and Jharkhand. We have told companies holding deep mindset issues to hire these youth in scale. We worked with 500 companies of which over 400 are first time hirers of youth with disability.

Our transformational work has attracted worldwide attraction and massive accolades. More and more companies are recognizing the business sense of hiring youth with disability and are working towards hiring more youth with disability into their workforce.

The year saw us open new training centers in Coimbatore (Tamil Nadu) and Kolkata (West Bengal) which highlight the growing need for skilling of youth with disability and offering companies an untapped pool of skilled labour for them to meet their skilled needs.

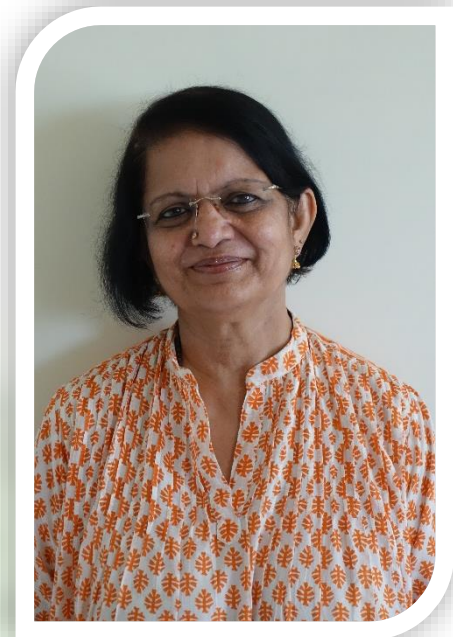
The year also saw the launch of my book *YOU CAN: Be Smarter and Wiser* at the prestigious Jaipur Literary Festival, the largest of its kind in the world. The book features persons with disability that have



achieved success in their enterprise despite their perceived disability and also features employers who speak about their experiences and business gains they have experienced, by hiring persons with disability into their workforce. The book is immensely popular and serves as a guide for others to learn and follow their examples in promoting inclusion and diversity. I am grateful to all our well-wishers: parents, youth, companies, government, funders, our team and friends – for making this work happen. This work has indeed deepened our relationships.

And as I talk at forums on “building businesses with compassion” and focus on taking this work to the next level, I witness the transformation that every boy and girl goes through and the lives affected simply by a short 60 day training course.

This is the heart of our magical 4 year journey.



- MEERA SHENOY

**10 YEARS OF
NAVEENA
MAHILA AWARDS (2015-16)**

TV9 HD

**FIRST HD
NEWS
CHANNEL
INDIA**



About Youth4Jobs

History

Vision

Mission

Objectives

Speech and Hearing Impaired Alumnus of Y4J, Sravanthi, was awarded the TV9 Naveena Mahila Award in a function that marked the 10th Anniversary and celebrated women who have overcome great challenges and achieved success. The televised event was broadcast on Women's Day.

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.

The year saw New Training Centers open up at Kolkata and Coimbatore with many more yet to come.



OBJECTIVES

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

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

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

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

Right: Role-play and group activities are a fun way to learn. They’re also useful in team building and developing self-esteem

Left: Y4J youth participate in various activities and also do their part towards environmental conservation. Here youth from Y4J Chennai plant saplings on World Environment Day.





TOP: Speech and Hearing Impaired Youth undergoing classroom training. The youth are given training in learning English, Grooming, Computer and Life Skills.

Right: Youth undergoing computer training. For many youth this is the first time they ever see or touch a computer in their lives.

Left: Besides book learning, youth also go through YOGA to shape them up physically and mentally.

OVERVIEW

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

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

These barriers include:

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

Y4J's UNIQUE SELLING PROPOSITION:

Youth4Jobs is one of the few national level organizations with its presence in 8 states with 16 training centers dedicated to training youth with disabilities and placing them in organized sector jobs.

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

It uniquely works at grassroots and at the national level

Y4J – One Stop Shop for Companies

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

YOUTH4JOBS SERVICES



Above: Interactive Fun-filled Sensitization Workshops where participants undergo disability simulation activities to better understand Ability in Disability.

Bottom: Y4J was commissioned to do a Strategy & Way Forward Report by FORD. Mrs. Gangapriya, Director, HR FORD, Global Business Systems complimented the report at the launch.





Youth4Jobs is actively involved in Advocating “Ability in Disability”. Youth4Jobs is regularly invited to share its work at National and International Platforms, that are attended by persons who have been Pioneers and Influencers in their respective fields, may it be Social work or Technology.

The work of Youth4Jobs has received widespread acclaim due to its Scale and Positive Impact with many organisations from around the world expressing their interest in adopting the model and customising it to their domestic requirements.



LEFT: Meera Shenoy's book **"YOU CAN: Be Smarter & Wiser"** was launched at the prestigious Jaipur Literary Festival: the world's largest literary festival. The book, published by Bloomsbury, went on to become the most popular book at the fest.

RIGHT: Amala Akkineni played host at Manthan - Forum for Public Discourse with author Meera Shenoy, who was launching her book, 'You Can' at Saptaparni. The conversation revolved around empowering the differently-abled, and was peppered with inspiring anecdotes about people who have gone on to achieve great things despite their disabilities. The 200+ attendees left the event with a whole new perspective on life.

BOTTOM: Youth4Jobs Conducted an Accessibility Audit for Tata Teleservices Ltd., suggesting low cost modifications to their existing infrastructure to make their facilities accessible to person of all disabilities.



Our Corporate Partners



All these are youth who belong to poor families and who only dreamed of having a stable employment.

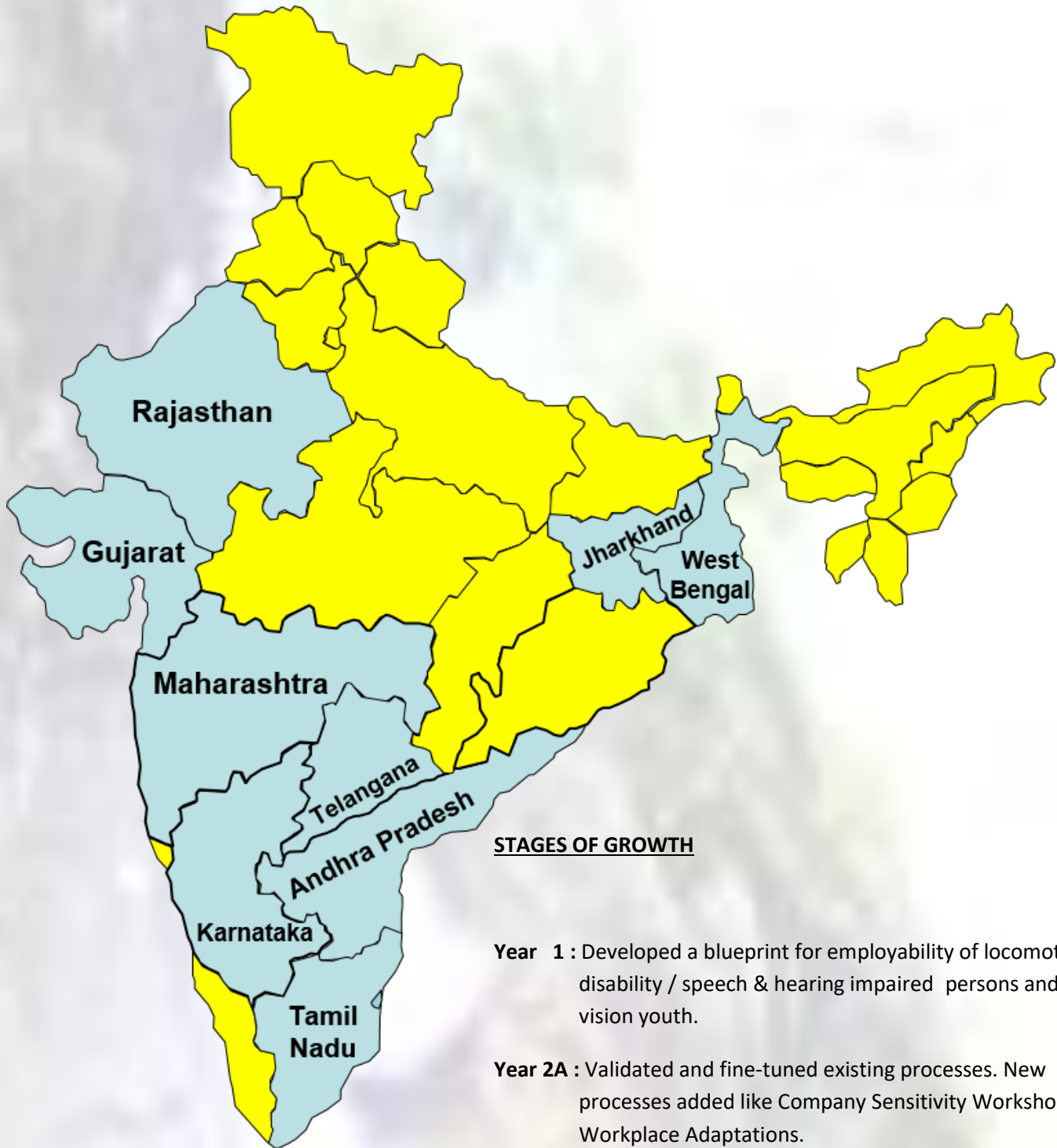
TODAY THOSE DREAMS ARE A REALITY

The youth work in fast food restaurants and retail stores, factories and the office of the largest video game developer in the world: **Electronic Arts**

Hospitality	Retail	Banking & Finance	BPO	Textiles
IT/ITeS	Travel & Tourism	Telecom	Beauty & Wellness	Manufacturing

Y4J provides customized solutions for an inclusive workforce:

- Accessibility audit
- Consultancies for inclusion
- Making HR policy inclusive
- Conducts fun filled Corporate sensitization Workshops
- Comprehensive Role Mapping and provides simple Workplace solutions
- Sign language workshops to companies which hire speech and hearing impaired youth



STAGES OF GROWTH

Year 1 : Developed a blueprint for employability of locomotor disability / speech & hearing impaired persons and low vision youth.

Year 2A : Validated and fine-tuned existing processes. New processes added like Company Sensitivity Workshops and Workplace Adaptations.

Year 2B : Prepared criteria for SCALE and chose the states for expansion

Year 3 : Scaled to 8 states

4 Years Young: Our Presence Across India

SCALE: Our Presence across India

STATE	CITY	STATE	CITY
Andhra Pradesh	Tirupati, Vijayawada, Visakhapatnam, Rajahmundry	Rajasthan	Jaipur
Telangana	Hyderabad, Warangal	Tamil Nadu	Chennai, Coimbatore
Maharashtra	Mumbai, Nagpur, Ahmednagar	Gujarat	Ahmedabad
West Bengal	Kolkata	Jharkhand	Ranchi
Karnataka	Bangalore		

In Pipeline:

Maharashtra – Pune

Pondicherry – Auroville

Odisha - Bhubaneswar



“Everybody is a Genius. But If You Judge a Fish by Its Ability to Climb a Tree, It Will Live Its Whole Life Believing that It is Stupid.”

As goes the popular saying:

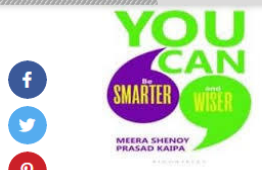
“Everybody is a Genius. But If You Judge a Fish by Its Ability to Climb a Tree, It Will Live Its Whole Life Believing that It is Stupid.”

Nowhere is this more true than the prevailing mindsets of employers, community members and teachers. Youth4Jobs champions and advocates Ability in Disability. Youth4Jobs is regularly invited to talk about its work and explain to the audience that youth with disability are every bit as capable as their non-disabled counterparts provided they are given the right tools and support.

Top Left: Y4J Founder Meera Shenoy addressing an audience of Government Teachers and Headmasters at National Institute of Hearing Handicapped, Hyderabad.

Bottom Left: Y4J Founder Meera Shenoy’s Book YOU CAN featured in an article by Kare Anderson was carried by renowned News websites like Forbes and Huffington Post.

H How “Disabled” Leaders Succeeded And You Can Too



3. Take The Often Ignored Last Step To Support Those You Seek To Serve
 At Kanthari, to boost the chances that participants will gain purposeful work when done, each one is connected to potential donor agencies so they are equipped to work, in their home country, on a project when they graduate. One graduate runs a mobile library for prisoners in Thailand. A blind student cares for bees in Uganda, selling their honey in Italy.

4. Play To Your Passion And Your Particular Strengths
 Now that you have seen what she has accomplished, here is Sabrye Tenberken’s astounding backstory. She’s blind, with a sighted business partner Paul Kronenberg. Prior to co-founding this center she rode, solo, on horseback through Tibet and became moved to set up a school for the blind. Currently she takes daily swims, defying many disabled stereotypes, thus modeling the behavior she seeks to instill in the students who have felt the stings of rejection. Read 38 other audacious, fascinating stories of “disabled” individuals who have created resourceful organizations, against all odds that opened opportunities for marginalized individuals [You Can Be Smarter And Wiser](#) by Meera Shenoy and Prasad Kaipa.

Success Stories

INDIRAMMA - TIRUPATI



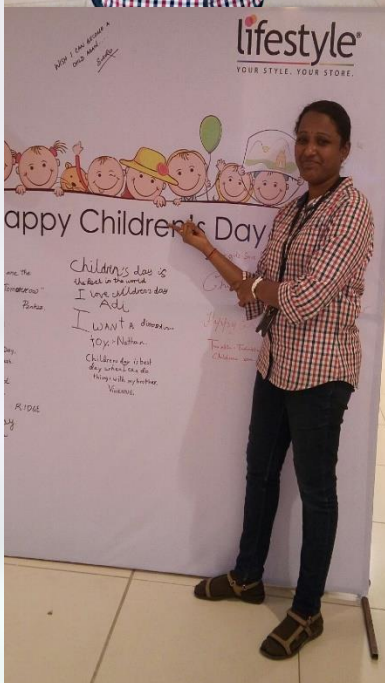
Indiramma, from Chittoor district in Andhra Pradesh, comes from a family of 9, consisting of her parents, 1 elder and 1 younger brother and 5 younger sisters. Though born with speech and hearing impairment she was most pampered by her mother as she was also the youngest daughter. Her elder brother doesn't support the family and stays in Hyderabad. Her younger brother is locomotor impaired from contracting polio when he was a child.

Her father works as an agricultural labourer in the farms while her mother is a housewife. While her elder siblings went to school Indiramma spent all her time at home. By the age of 12, Indiramma felt that she was wasting time and started working in a farm. She then started to see life and knew how tough it is in this world and started dreaming of one day opening her own store in her village.



Her parents didn't want her working in the farms and managed to get Indiramma admitted into a Special Education School in Tirupathi, where she lived and studied from 1st standard up to her 10th standard. Though no one in her family understands sign language her family still manages to communicate through basic sign language and writing.

Her dream of setting up a big store in her native place faced great difficulty due to the bad financial condition of the family. But through perseverance her mother had managed to save some money in the local post office, to pay for a room that they took on lease. This would be where the family would open a small kirana store. Indiramma helped maintain the store when she wasn't at school.



Indiramma learned about Youth4Jobs through her elder sister who informed her about the placement-linked training programme that would train her and get her placed into jobs in various sectors. Indiramma then decided to make the best of the opportunity and enrolled into Y4J-Tirupathi Training Center along with her locomotor impaired brother.

After her training she was shortlisted to appear for interviews with the Retail Outlet LIFESTYLE for the position of Customer Sales Associate (CSA). She cleared the interview and was selected as a CSA with a starting annual salary of Rs. 1.3 Lakhs. Indiramma was also appreciated as a great employee in May 2016. Indiramma hopes to learn and gain as much experience as she can from the retail sector where she works and transfer her learnings to her family back home so that her dream of owning a big store is finally fulfilled.



RADHESHYAM SINGH CHOUDHARY - RANCHI

Radheshyam comes from an agricultural family of 10 members. His father is the only breadwinner of the family with an annual income of Rs. 36,000 which has seasonal variations. His father was under tremendous mounting pressure to look after his family due to worsening droughts in the region.

Radheshyam, who is locomotor impaired, was intent on getting educated and get a job to support his struggling farmer father.

Radheshyam completed his graduation and applied in several call centers but was rejected. Radheshyam learned about Youth4Jobs by attending a Job Fair at Deoghar, as part of the mobilization camp organized by Youth4Jobs, Ranchi Centre.

Radheshyam enrolled into the Ranchi training center. On the completion of the two month placement linked training Radheshyam was shortlisted to interview for the five star Radisson Blu Hotel.

Radheshyam successfully secured the placement at Hotel Radisson Blu, Ranchi as a Purchase Assistant, with an annual CTC Rs.1,07,616

Radheshyam's salary, huge in the eyes of his family, being 4 times larger than his family income, helped bring his family up from below poverty level. His job has not only made him employed but has also raised the socio-economic status of his family within the community. "My disability is no longer looked at as a curse. My family and community are proud of me." he says.





Youth4Jobs was invited to the UN in Vienna Austria for the prestigious Zero Project Conference describing the work that Youth4Jobs did regarding livelihoods skilling for persons with disability in India.

Youth4Jobs was awarded for its work in pioneering skill training programmes for persons with disability and demonstrating the replicability and scalability of the model as per local requirements.

Youth4Jobs also had a stall for interactions with business representatives and participants of the conference to learn about our work and exchange ideas on how it can be replicated elsewhere.



M/S.YOUTH 4 JOBS FOUNDATION, HYDERABAD
BALANCE SHEET FOR THE PERIOD ENDED 31.03.2016

PARTICULARS	Note	(Amount In Rs)	
		As on 31.03.2016	As on 31.03.2015
I.EQUITY AND LIABILITIES			
(1) Shareholders Funds			
(a) Share Capital	1	100000	100000
(b) Reserves and Surplus	2	12075633	7634423
(2) Current Liabilities	3	477650	45600
Total Income		12653283	7780023
(1) Non-Current Assets			
(a) Fixed Assets			
(i) Tangible Assets	4	1427485	929687
(b) Deposits	5	3258040	122000
(c) Loans, Advances and Receivables	6	275091	539927
(2) Current Assets			
(a) Cash and Cash Equivalents	7	7692666	6188409
Total Expenses		12653282	7780023
Notes to Accounts	12		
On behalf of Board		For M/s. Sekhar & Suresh	
Signature of Directors		Chartered Accountants	
sd/-			
1. Mr. C.S Gopinath			
sd/-		(CA.C SURESH)	
2. Mr. Satyanarayana Vejella		Partner	
		Membership No.29709	
		Registration No:006155S	
Place:Secunderabad			
Date:08.09.2016			

M/S.YOUTH 4 JOBS FOUNDATION, HYDERABAD			
INCOME AND EXPENDITURE ACCOUNT FOR THE PERIOD YEAR 31.03.2016			
		(Amount In Rs)	
PARTICULARS	Note	As at 31.03.2016	As at 31.03.2015
I.INCOME			
Donations		339335	858300
Receipts for Youth Training Programmes	8	25738512	14181320
Other Income		254060	85593
Total Income		26331907	15125213
ii.Expenses			
Employee Benefit Expense	9	11725329	3480902
Travelling Costs		1083359	491376
Administration and Other Expenses	10	1141062	703525
Programme Expenses	11	6800845	3248301
Depreciation on Assets	4	1190102	43758
Total Expenses		21940697	7967862
III. Surplus/ (Deficit) before exceptional and extraordinary items and tax (I-II)		4391210	7157351
IV. Exceptional Items			Nil
V. Surplus / (Deficit) before extraordinary items and tax (III - IV)		4391210	7157351
VI. Prior Period Items			11000
VII. Surplus/ (Deficit) before tax (V - VI)		4391210	7168351
IX. Surplus/(Deficit) from the period from continuing operations (VII-VIII)		4391210	7168351
Notes to Accounts	12		
On behalf of Board		For M/s. Sekhar & Suresh	
Signature of Directors		Chartered Accountants	
sd/-			
1. Mr. C.S Gopinath			
sd/-		(CA.C SURESH)	
2. Mr. Satyanarayana Vejella		Partner	
		Membership No.29709	
		Registration No:006155S	
Place:Secunderabad			
Date:08.09.2016			

List of Donors:

- Tech. Mahindra Foundation
- Trust for Retailers & Retail Associates of India
- Axis Bank Foundation
- United Way of Chennai
- Computer Age Management Services Pvt Ltd
- Ali Yavar Jung National Institute for Hearing Handicapped
- Marks & Spencers
- HDFC Holdings Ltd.

List of Individual Donors:

- Ravi Kolathur
- Murali Krishna
- C.S. Gopinath
- Sehneider Electric Company
- Narendra Pamnani
- Sulabandhi Verma
- Google
- Anna Carin Mansion
- Namachivayan S.
- Ganesh N.
- Access Development Services
- Ramdoss Bharthan
- Secunderabad City Ladies Circle 35
- Subodh R. Shenoy
- Devanshu Chakravorti

List of Volunteers

- Kavitha David, Social Media
- Vijay Nadkarni, Mentor for Mumbai Centre
- P. Ramakrishna Shenoy, Mentor for Chennai Centre
- Satish, Mentor for Mumbai Centre
- Shailesh Deshpande, Mentor for Nagpur Centre
- Bhuvaneshwari Ravi, Social Audit and Accounting Team
- Karuna Venu Madhav, Social Audit and Accounting Team
- Cornell - Marissa Morrison Alyssa Esber
- Amit Parikh, Ahmedabad
- B. S. Vinay Sri Ram Urs Head IT-Probono
- UTC
- Google
- Youth for Sewa
- Sankalp Trust Chennai
- Cornell University, USA
- Navbharat Jagriti Kendra
- Blind People's Association
- Mahila Pranganam – Warangal
- TTDC - Tirupati & Rajahmundry
- Leprosy Mission Trust Vizianagaram
- Vasavya Mahila Mandali Vijayawada
- Helen Keller Institute for Deaf & Deaf Blind

AWARDS

No.	Title of Award	Awarding Organization	Year
1	NCPEDP-Shell Helen Keller award 2011 for being a Role model individual	Shell Helen Keller	2011
2	Fetzer Foundation USA Award "Business & Community Category" for 2012-13	Fetzer Foundation USA	2012
3	Work featured in Knowledge@Wharton Wall Street Journal, Harvard Business review blog and Stanford social innovation review	Wharton, Wall Street Journal, Harvard Business Review and Stanford.	2012-13
4	Innovation in Skill Development	Bihar Innovation Forum	2014
5	Happiness Award	Happiness Hall Of Fame	2015
6	Sitaram Rao Livelihood Pan-Asian Case Study Competition 2015	Sitaram Rao Livelihoods Asia	2015
7	Vocational Excellence Award 2015-16 from Rotary International District hosted by RCS Aace	Rotary Club	2015
8	Meera Shenoy was also conferred the WOMEN SUPER ACHIEVER AWARD	WORLD HRD CONGRESS	2015
9	Meera Shenoy was also awarded and featured by Vodafone for "Women of Pure Wonder"	Vodafone	2015



TOP: The entire Youth4Jobs team including Y4J candidates and alumni were invited to a special screening of the film OOPIRI where famous actor Nagarjuna portrays a quadriplegic. Our Board Member, Amala Akkineni had arranged for the screening.

MIDDLE LEFT: Youth4Jobs partnered with Ohri's Restaurant chains for the **Joy of Giving (Daan Utsav)** campaign wherein donation boxes and standees were placed in all 10 Ohri's restaurants in Hyderabad and Secunderabad throughout the month of October.

MIDDLE RIGHT: On World Hearing Day, Youth4Jobs was invited to address an audience of students, NGOs as well as Govt. representatives to raise awareness and promote ear and hearing care and the scope of livelihoods for youth with speech and hearing impairment.

BOTTOM: Youth4Jobs Team at the National Training of Trainers Meet in Hyderabad





BOTTOM:. Youth4Jobs recived many accolades and recognition during the year. Youth4Jobs won the Pan Asian Case Study Award from Sitaram Rao Access Livelihoods Awards and Y4J Founder Meera Shenoy was inducted into the Happiness Hall of Fame at Stanford, USA. Youth4Jobs was also featured In The Better India Article that focused on the impact made by Youth4Jobs.



This Woman Has Trained Over 6000 Disabled People and Placed Them in 200 Companies So Far - The...
From banks to gaming centers -- disabled youth have found employment everywhere!
THEBETTERINDIA.COM



BOARD OF DIRECTORS

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

STAFF REMUNERATION [GROSS YEARLY + BENEFITS]**2015-16**

Head of the Organisation:	Rs. 14.56 lakhs
Highest Paid Full Time Regular Staff	Rs. 13.21 lakhs
Lowest Paid Full Time Regular Staff	Rs. 96,000

REIMBURSEMENT MADE TO ANY BOARD MEMBER:

NIL

Total Cost Of International Travel By Board Numbers / Staff / Volunteers On Behalf Of Organisation For 2015 – 2016: NIL

Total Cost Of National Travel By Staff On Behalf Of Organisation For 2015 – 16: NIL

SALARY DISTRIBUTION

Slab of Gross Salary (in Rs.) plus benefits paid to staff (per month)	Male Staff	Female Staff	Total Staff
Less than 5000	0	0	0
5000 – 10000	6	1	7
10000 – 25000	27	16	53
25000 – 50000	1	2	3
50000 – 100000	2	1	3



YOUTH4JOBS FOUNDATION

*Plot No. 135, Avenue 2
Road No. 13, Banjara Hills
Hyderabad, Telangana – 500034*

Website: www.youth4jobs.org



<https://www.facebook.com/Youth4jobsFoundation>



<https://www.youtube.com/channel/UCI-qDdvV-ZLd5avw0rPSIvg>