

ANNUAL REPORT 2022-2023



YOUTH 4 JOBS FOUNDATION

Inclusive Workforce | Motivate | Train | Place



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Highlights



SwarajAbility bags two awards

- WIT award for social impact for APAC countries in Singapore!
- SwarajAbility wins the 8th eNortheast Award, 2023 for Best Digital Innovation in the category of Livelihood & Enterprise Development.

GRASSROOT Academy

GRASSROOT

This unique first-of-its kind model, adopts an immersion approach in a district making the village/block the focus of the work. Leading this are divyang mitr, youth with disabilities themselves, from the same community. These Disability activists are successfully breaking institutional, physical, and societal barriers that prevent people with disabilities from living their lives like other citizens.

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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



This year has been an amazing year for us. From putting together, the first Zero project India conference in Delhi with national and International innovators with a packed hall and great discussions to signing MOU's with the leaders in the disability space such as AICTE (All India Council for Technical Education), MSEPWD (Ministry of Empowerment of Persons with disability) and a few more State Governments. I have always wanted to ensure women and girls with disability get a focus –, The double disadvantage of being disabled and a girl quite often means you are the last mouth to be fed. So, we launched WE DO, a global initiative to mainstream gender and inclusion into entrepreneurship discourse, programming, and policy-making.

Aligning with our vision that every youth with disability should be poverty-free, we are proud to introduce our dedicated job portal, www.swarajability.org – India's No.1 Jobs Platform for Persons with Disabilities. Making a multi crore investment in this space testifies our commitment to empowering individuals with disabilities by providing them with meaningful employment opportunities. To walk our talk that youth with disabilities have abilities, our Grassroot Academy invests in “divyang mitr” with digital literacy and local leadership skills like partnerships, sensitisation of industry and community, leading to them becoming inspiring Changemakers at the grassroot. This aligns with our vision of bringing about sustainable grassroots transformation of persons with disability.

Recognition for the work we do is always a boost to the morale of my team, but to be recognized and mentioned by the Prime Minister of India, Shri Narendra Modi ji for the Atmanirbhar work that we do in his wide-reaching, inspirational Mann Ki Baat is a clear indication that we are moving in the right direction.

Through our annual Abilities Photography Challenge, the curtain raiser for the International Purple Fest in Goa; the Zero Conference and by winning an award in Singapore for the APAC region, Youth4Jobs work is making waves internationally. Always aspiring to leave behind a more inclusive world, we step into a fresh new Year.



AWARDS 2022-2023



WIT award for social impact for APAC countries in Singapore!

We did it in Singapore.

SwarajAbility, our Atmanirbhar AI triggered accessible jobs platform for persons with disabilities won the WIT award in the social impact space for APAC regions. The audience was moved; The judges and audience voted us winner.

Thanks Kotak Mahindra Bank for believing in us. Thanks to our partners CII IBDN, ILO, PSA Office, NIMHANS, IIT Hyderabad, NCPEDP & Department of Empowerment of PWD.

The FICCI FLO Hyderabad Business Awards are an annual awards ceremony organized by FICCI FLO (Federation of Indian Chambers of Commerce & Industry Ladies Organization) Hyderabad Chapter. The awards aim to recognize and honor the achievements of women entrepreneurs and businesses in Hyderabad.

Our founder Meera Shenoy received the award from Telangana's IT Minister, Shri KTR Garu on 11th January, 2023. He was further impressed by SwarajAbility our AI job platform for persons with disabilities and ensured to support our vision.



SPECIAL MENTIONS

A Voice of Change at Maan Ki Baat's 100th Episode

Meera Shenoy, a name synonymous with dedication and advocacy for inclusivity, recently added another feather to her cap. She was invited to the distinguished platform of "Maan Ki Baat's 100th Episode" to address a vast and diverse audience.

This episode, a landmark in its series, chose Meera as a voice representative of commitment and change. Her presence at such a revered platform underscores not only her personal achievements but also the importance of her message and mission.

Being chosen for such an occasion speaks volumes about her influence in the field and the significance of the issues she champions. It was a proud moment not just for Meera, but for all those who believe in and support her vision.



In the realm of self-made female entrepreneurs in India, a name that resonates strongly with empowerment and innovation is Meera Shenoy. As one of the country's top 20 decision-makers, Meera Shenoy exemplifies the spirit of entrepreneurship, defying societal norms and breaking barriers. Her journey, marked by determination and resilience, serves as an inspiration for countless aspiring women entrepreneurs across the nation. Her achievements not only spotlight her individual prowess but also underscore the evolving landscape of female leadership in India.



[To the full article](#)

PRESS & MEDIA SPECIAL MENTIONS



Business Standard

Friday, August 18, 2023 | 01:06 PM IST | EN | HINDI



Home / Content / Press Releases ANI / BPCL Launches "Silent Voices" Initiative on India's 77th Independence...

BPCL Launches "Silent Voices" Initiative on India's 77th Independence Day



Mumbai (Maharashtra) [India], August 17: Marked by the celebration of India's 77th Independence Day, [Bharat Petroleum Corporation Limited \("BPCL"\)](#) joined forces with [Youth4Jobs](#) to launch the "Silent Voices" initiative. This program aims to foster socioeconomic independence by championing inclusivity and diversity, providing equal opportunities for specially-abled youth within the mainstream workforce.

THEWEEK

MAGAZINE



THE WEEK TV

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BPCL Launches "Silent Voices" Initiative on India's 77th Independence Day

PTI | Updated: August 17, 2023 16:57 IST

Mumbai, Maharashtra, India (NewsVair)

Marked by the celebration of India's 77th Independence Day, [Bharat Petroleum Corporation Limited \("BPCL"\)](#) joined forces with [Youth4Jobs](#) to launch the "Silent Voices" initiative. This program aims to foster socioeconomic independence by championing inclusivity and diversity, providing equal opportunities for specially-abled youth within the mainstream workforce.

With a vision to ignite hope and prosperity, Silent Voices aims to offer more than 250 hearing and speech-impaired young minds the chance to shine at 90 BPCL fuel stations nationwide. In bustling cities such as Delhi, Mumbai, Navi Mumbai, Pune, Bengaluru, Hyderabad, Gurgaon, Noida, and Kolkata, these talented individuals will utilize signs and gestures to provide customer service, ensuring fuelling experience.



15000 सरकारी व 20,000 निजी क्षेत्र में पाएंगे रोजगार

अमेज़ॉन के साथ
एमओयू, यूथ फॉर
जॉब से करार जल्द

प्रदेश के पैंतीस हजार दिव्यांगों को मिलेगी नौकरी, भर्ती जल्द

पंजीमड (व्यसो)। प्रदेश में दिव्यांगों लिए भी नौकरियों का विस्तार खुल गया है। प्रदेश सरकार जल्द ही करीब 35,000 दिव्यांगों को रोजगार उपलब्ध करवाएगी। इसके लिए 'पॉली प्रक्रिया' शुरू हो चुकी है। इनमें सरकारी क्षेत्र में 15,000 ठी, निजी क्षेत्र में 20,000 दिव्यांगजनों को नौकरी पर रखा जाएगा। हरियाणा दिव्यांगजन अशुक्ल राजकुमार मकसद ने सोमवार को ई-कॉन्फ्रेंस के क्षेत्र में 'जाने-मानी' कंपनी 'अमेज़ॉन' के साथ एमओयू पर हस्ताक्षर किए। यह कंपनी लगभग 10,000 दिव्यांगजनों को रोजगार उपलब्ध करवाएगी। इसके अलावा राज्य सरकार 'यूथ फॉर जॉब' कंपनी के साथ भी जल्द समझौता करने वाली है। यह कंपनी भी 10,000 दिव्यांगजनों को रोजगार देगी।

100 कंपनियों के साथ मीटिंग कर चुके सीएम

सरकार ने कहा कि राज्य में मुद्रास्फीति के कारण 100 कंपनियों के साथ मीटिंग की गई। राज्य सरकार ने दिव्यांगों को नौकरी देने का आश्वासन दिया है। अमेज़ॉन ने प्रदेश सरकार में 1500 नौकरियों को मुद्रास्फीति, अमेज़ॉन व पॉलीप्रोसेस में नियुक्त करने का निर्णय लिया है। मिडिल से पूर्व इसको प्रमाणित किए गए। जॉब के दौरान वे प्रोड को क्लियर कर देंगे। यह कंपनियों के साथ भी जल्द समझौता करने वाली है। यह कंपनी भी 10,000 दिव्यांगजनों को रोजगार देगी।

रोजगारयुक्त दिव्यांगजन अभियान

रोजगारयुक्त दिव्यांगजन अभियान के तहत कुल 2500 में करीब 35,000 युवा-कौशल विकास के माध्यम से नौकरियों को उपलब्ध कराया जाएगा। अमेज़ॉन कुल 30 हजार दिव्यांगों को जॉब देगी। कंपनी युवा फॉर जॉब के तहत एमओयू किया जाएगा, यह कंपनी भी पत्र हस्ताक्षर दिव्यांगों को रोजगार उपलब्ध करवाएगी।

1996 में लागू हुआ आरक्षण

सरकार ने कहा कि हरियाणा देश का पहला राज्य है, जिसकी संविधान प्रावधानों के तहत 1996 को प्रदेश में दिव्यांगों के लिए सरकारी नौकरियों में तीन प्रतिशत आरक्षण लागू किया था, इसके बाद तत्कालीन कैबिनेट ने 2016 को करीब 10 प्रतिशत आरक्षण बढ़ा दिया। दिव्यांगों के लिए नौकरी में वे करीब 4000 घंटे पर पात्र दिव्यांगों को जॉब कर भी पाएंगे हैं और शेष को प्रशिक्षित करेंगे। पंजीमड लक्ष्मी नारायण रोजगार विकास के तहत निम्नलिखित जगहों पर नौकरियों में नौ दिव्यांगजनों के लिए 4 प्रतिशत आरक्षण दिया जा रहा है।

हरियाणा में 35,000 दिव्यांगों को मिलेगा रोजगार: ओपी यादव

khaskhabar.com : गुरुवार, 18 मई 2023 5:33 PM

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हरियाणा के कृषि-मंत्रि एवं अधिकारिता राज्य मंत्री श्री ओ पी यादव की अध्यक्षता में हरियाणा दिव्यांगजन आनुकूली राजकुमार मकसद वरीयद में 'यूथ फॉर जॉब' कंपनी के साथ एक समझौता ज्ञापन पर हस्ताक्षर करने उपरांत ज्ञापन का आदान-प्रदान करते हुए। (18.05.23)

PRESS & MEDIA SPECIAL MENTIONS

दैनिक पुणे प्रहार

Home राष्ट्रीय आंतरराष्ट्रीय महाराष्ट्र ENGLISH NEWS गुन्हेगार खिडीओ न्यूज़ E Paper

बीपीसीएलने भारताच्या ७७ व्या स्वातंत्र्य दिनानिमित्त 'सायलेंट व्हॉइसेस' हा उपक्रम चालू केला



मुंबई, ऑगस्ट १६, २०२३: भारताच्या ७७ व्या स्वातंत्र्य दिनानिमित्त भारत पेट्रोलियम कॉर्पोरेशन लिमिटेड ("BPCL") ने मिळून 'सायलेंट व्हॉइसेस' हा उपक्रम चालू करण्यासाठी युथ४जॉब्स (Youth4Jobs) सोबत हातमिळवणी केली. सर्वसमावेशकता आणि विविधतेला चालना देऊन मुख्य प्रवाहातील कर्मचाऱ्यांमध्ये दिव्यांग तरुणांनादेखील समान संधी उपलब्ध करवून त्यांचे सामाजिक-आर्थिक स्वातंत्र्य जपणे व वाढवणे हे या कार्यक्रमाचे उद्दिष्ट आहे.



Team BPCL with especially abled Fuel Station Staff

BPCL Launches "Silent Voices" Initiative on India's 77th Independence Day

ANI | Updated: Aug 17, 2023 16:54 IST

NewsVair

Mumbai (Maharashtra) [India], August 17: Marked by the celebration of India's 77th Independence Day, Bharat Petroleum Corporation Limited ("BPCL") joined forces with Youth4Jobs to launch the "Silent Voices" initiative. This program aims to foster socioeconomic independence by championing inclusivity and diversity, providing equal opportunities for specially-abled youth within the mainstream workforce.



सवाई माधोपुर 14-09-2023

बैठक में दिव्यांगों की समस्याओं पर चर्चा की, 1 अक्टूबर को जिला अध्यक्ष की नियुक्ति होगी

नसी तवाई माधोपुर

विशेष योग्यजन विकास समिति सवाई माधोपुर की बैठक बजरीया के महावीर पार्क में आयोजित की गई। सामाजिक कार्यकर्ता कालूराम मीना ने बताया कि बैठक में जिले के कई विकलांग एकत्रित हुए और दिव्यांगजनों की समस्याओं पर चर्चा की गई। विशेष योग्यजन के आयुक्त सलाहकार अमर सिंह मीना ने हर सम्भव समस्या का निस्तारण करने का आश्वासन दिया। उन्होंने बताया कि विशेष योग्यजन विकास समिति के जिला अध्यक्ष का पद लंबे समय से खाली चल रहा था। अध्यक्ष पद के लिए उम्मीदवार की चर्चा की गई और आगामी 1



सवाई माधोपुर। बैठक में मौजूद दिव्यांगजन।

अक्टूबर 2023 महावीर पार्क में विशेष योग्यजन विकास समिति का जिला अध्यक्ष की नियुक्ति की समस्या को हल करने के लिए जाएगा। आगामी बैठक में सभी तहसील अध्यक्षों की आमीत्रल किया जाएगा और जिला अध्यक्ष पद की रूपरेखा बनाकर नियुक्ति दी जाएगी। बैठक में दिव्यांगों की समस्याओं को सुना गया और समस्या को हल करने के लिए सुझाव दिए गए। इस अवसर पर जिला सचिव मुरारी लाल बनेटा, अमर सिंह मीना, आसाराम मुर्जर आदि दिव्यांग मौजूद थे।

Home > हिंदी

भारत देशದಲ್ಲಿ मोदल बारीगी विशेष बेंचनरीगोएसुर "स्वराज" ಎಂಬ ಪೂರ್ವಲ್ ಲಾಂಚ್



ಭಾರತ ದೇಶದಲ್ಲಿ ಮೊದಲ ಬಾರಿಗೆ ವಿಶೇಷ ಬೇತನರಿಗೋಸುರ "ಸ್ವರಾಜ್" ಎಂಬ ಪೂರ್ವಲ್ ಲಾಂಚ್

ಯೂತ್ 4 ಜಾಬ್ಸ್ ಫೌಂಡೇಶನ್ ಗ್ರಾಸ್ ರೂಟ್ ಆಕಾಡೆಮಿ ಸಂಸ್ಥೆಯ ವತಿಯಿಂದ ಇಂದು ಬೆಳಗಾವಿ ಜಿಲ್ಲೆಯಲ್ಲಿ ಉದ್ಘೋಷ ಆಧಾರಿತ ಕೌಶಲ್ ತರಬೇತಿಯನ್ನು ನೀಡಲಾಗಿತ್ತು. ತರಬೇತಿಯನ್ನು ಪಡೆದ ವಿಶೇಷ ಬೇತನರಿಗೆ ಪ್ರಮಾಣ ಪತ್ರ ಸಮಾರಂಭದ ಕಾರ್ಯಕ್ರಮವನ್ನು ಮಾಡಲಾಯಿತು.

Thank you friends of the Press for helping us spread the word!

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.

Two New Partnerships & More: Youth4Jobs Supports Inclusivity in Haryana and Maharashtra

Memorandum of Understanding (MOU) was recently signed between the Govt. of Haryana and the Youth4Jobs Foundation in Chandigarh.

The signatories of the MOU were Shri. Om Prakash Yadav, the Minister for Social Justice and Empowerment of Haryana State, and Shri. Raj Kumar Makkad, the Disability Commissioner of Haryana State.

The MOU between the Haryana Government and Youth4Jobs Foundation is a testament to the collaborative approach adopted to address the unique challenges faced by individuals with disabilities. It signifies a shared vision of creating a more inclusive society where every person, regardless of their abilities, has access to equal opportunities.



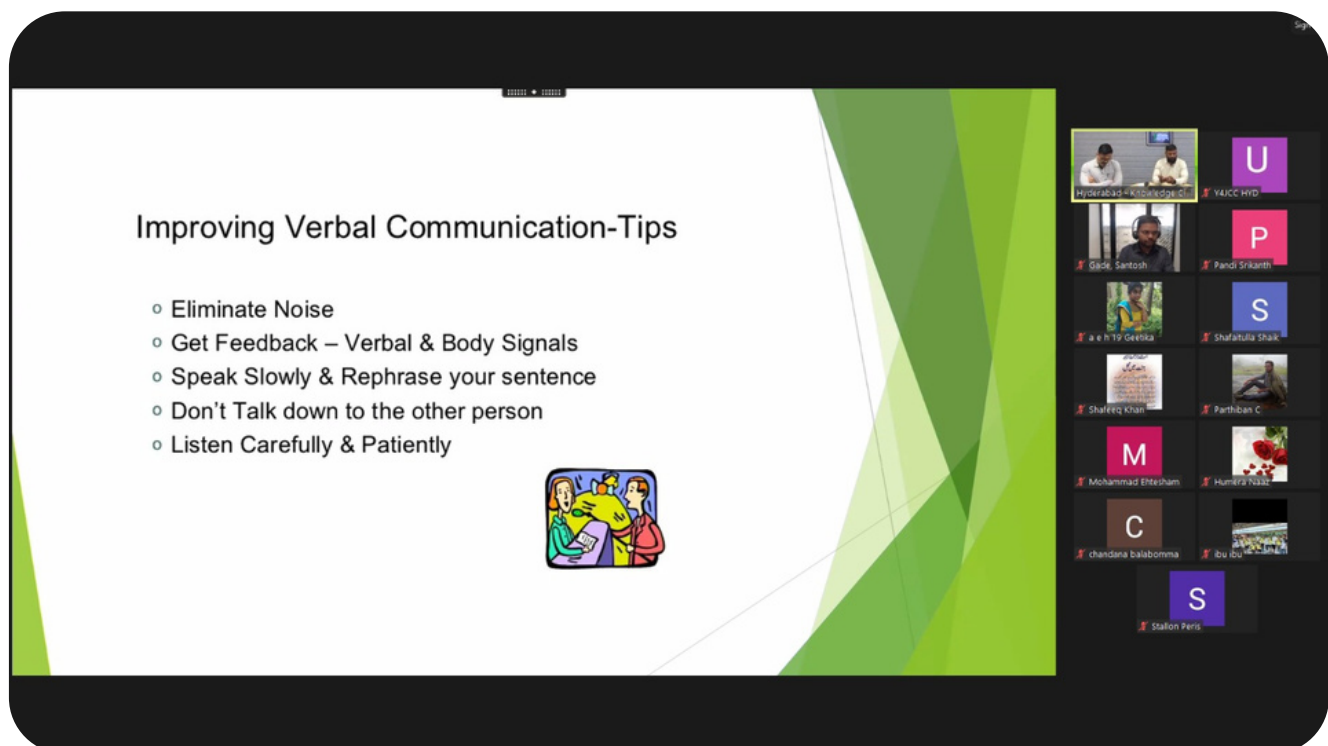
Empowering Communities: Partnering Corporates for Impactful Volunteerism in 22-2023

In 2022- 2023, 373 volunteers from organizations like Deloitte, Kotak Bank, JP Morgan, Amazon, Google, Tata Pro Engage, DBS Bank, and McKinsey collectively dedicated 160 hours, benefiting 1463 candidates.

These sessions encompassed crucial areas such as mock interviews, resume preparation, digital literacy, career guidance, workplace etiquette, banking and finance, goal setting, communication skills, work-life integration, email etiquette, work-life balance, PowerPoint presentations, and personality development.

Volunteering offers hands-on educational opportunities, especially beneficial for youth, by providing practical insights into societal issues and promoting critical thinking, empathy, and a broader global perspective

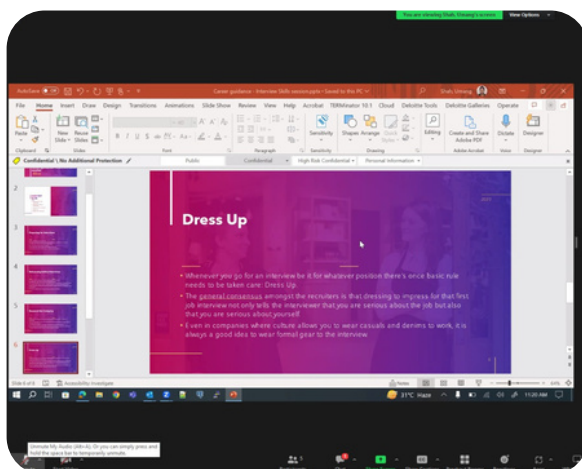
It serves as a catalyst for positive change, fostering personal development, community unity, and global well-being. As individuals from various organizations come together, dedicating their time and skills, the ripple effects of volunteering create a tapestry of compassion, resilience, and hope, ultimately contributing to the creation of a better world for everyone.



Improving Verbal Communication-Tips

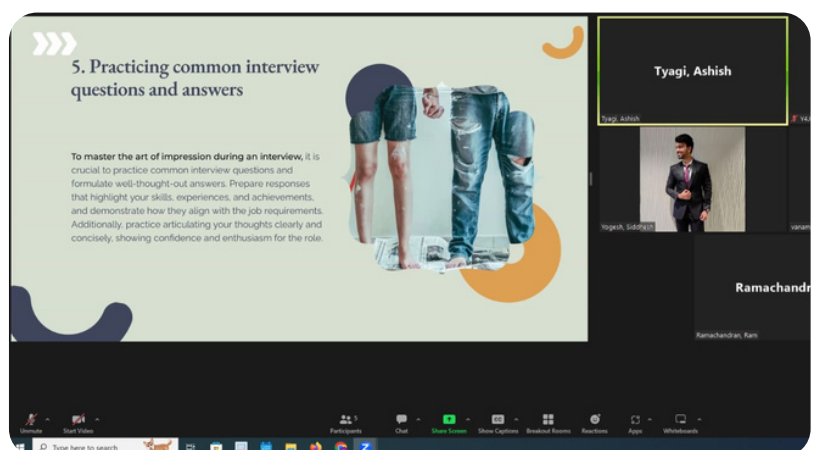
- Eliminate Noise
- Get Feedback – Verbal & Body Signals
- Speak Slowly & Rephrase your sentence
- Don't Talk down to the other person
- Listen Carefully & Patiently

The slide also features a small cartoon illustration of two people talking. To the right of the slide is a grid of 12 participant video feeds, each with a name and a color-coded background.



Dress Up

- Whenever you go for an interview be it for whatever position there's one basic rule needs to be taken care Dress Up
- The general consensus amongst the recruiters is that dressing to impress for that first interview not only tells the interviewer that you are serious about the job, but also that you are serious about yourself
- I am in companies where culture allows you to wear casuals and denims to work, it is always a good idea to wear formal gear to the interview



5. Practicing common interview questions and answers

To master the art of impression during an interview, it is crucial to practice common interview questions and formulate well-thought-out answers. Prepare responses that highlight your skills, experiences, and achievements, and demonstrate how they align with the job requirements. Additionally, practice articulating your thoughts clearly and concisely, showing confidence and enthusiasm for the role.

The slide also features a cartoon illustration of a person in a suit standing next to a large question mark. To the right of the slide is a grid of participant video feeds, each with a name and a color-coded background.

SwarajAbility: Indias' first cutting edge tech, accessible job platform for persons with disabilities

Youth4Jobs largest and latest technology investment is in South Asias' first AI triggered accessible jobs platform exclusively for youth with disabilities. This is the logical next step for Y4J, as it has a pipeline of less educated and educated youth with disabilities which is the supply side, and works with 1000+ companies, the demand side. SwarajAbility was launched in October 2022. "SwarajAbility" is a combination of two words, Swarajya – a Gandhian word which means independence – and "Ability" as we leverage Abilities of the disabled through tech, trainings and jobs.



The poster for SwarajAbility features the following elements:

- Top Section:** Logos for Youth4Jobs, Office of the Principal Scientific Adviser to the Government of India, IBDN (India Business and Disability Network), and A CII Initiative.
- CSR Initiatives:** A CSR initiative by Kotak Mahindra Bank and IIT Hyderabad.
- Central Text:** "SwarajAbility" in large white font, followed by "Jobs Platform for Persons with Disabilities" in smaller white font.
- Icons:** Four circular icons representing different types of disabilities: physical, mental, hearing, and mobility.
- Call to Action:** "Register now & find your dream Job" in white text.
- Bottom Section:** The SwarajAbility logo and a QR code with the text "scan here" and the website "www.swarajability.org".

The idea of this project originated at MIT, USA, when Y4J was the Asia winner of their prestigious Future of Work award, Inclusion Innovation Challenge. The Judges told Meera Shenoy that a natural extension to her work was developing a tech platform where all stakeholders could come together. The best of partners were brought together. Indian Institute of Technology Hyderabad (IITH), the leading institute in computer science, contributed by enhancing the functionality by Artificial Intelligence (AI), Principal Scientific Advisor to Government of India, gave useful suggestions. Youth4Jobs brought its rich experience in skilling, disability space and job linkages. CII (IBDN), India's leading business network and ILO are on-boarded subsequently as partners.

One major challenge PwDs face is that existing jobs platforms are inaccessible and not customized to the special needs of persons with disabilities.

Key features and benefits of SwarajAbility are the following:

For Youth with disability:

- Adherence to global WCAG 2.1 standards for web accessibility. This means youth with all disabilities can access the platform without a struggle.
- Youth with disability from a remote village without a smart phone can register for job
- Sign language videos are available for speech and hearing impaired
- Virtual Mentor, Easy Registration forms and simple application process
- AI recommended jobs are readily available in the candidate dashboard
- Access to a pool of jobs only for PwD's from employers across India on a single platform

For Employers

- Access to the right pool of candidates is facilitated by the AI algorithm. There is a wider choice of candidates with disabilities.
- Additional are the listed company services to help the customer understand disability and onboard candidates through sensitisation workshops, accessibility audit etc.
- Now fulfilling the ESG Mandate is just a few clicks away

For NGOs

- SwarajAbility is one solution to linking jobs to their data pool of unemployed or trained youth

For Government:

- Job matching linkages are available to their large pool of unemployed youth with disabilities. Ready access to a pool of employers and jobs for the disabled.
- Data of employment trends, labour markets becomes available in an area with a paucity of data. This helps effective policy formulation
- For Youth4Jobs
- Becomes a System Changer supporting key stakeholders like youth with disabilities, Employers, NGOs and Governments
- Social return on investment for Y4J has doubled from 4% to 8%

GRASSROOT



GAME CHANGER ●

The game changer for Y4J for 2022-23

- a) Grassroot Academy which is creating a grassroot movement of change led by youth with disabilities themselves.

Grassroot Academy:

This unique first-of-its kind model , adopts an immersion approach in a district making the village/block the focus of the work. Leading this are divyang mitr, youth with disabilities themselves, from the same community . These Disability activists are successfully breaking institutional, physical, and societal barriers that prevent people with disabilities from living their lives like other citizens.

This work satisfies 2 UN goals:

No one to be left behind

Nothing for us, without us.

Prahlad, Divyang Mitr from Karauli, Rajasthan, gives a glimpse of leading and creating sustained impact at the village level. He is a floor walker with over 80% disability, who walks using his hands as support, when not on his tricycle. Despite his education, he was unemployed and contemplated suicide. Today, District Collector, Commissioner, GP leaders call him for meetings and discussions to improve disability status in their district. From voiceless, he has become the voice of the vulnerable.

[Catch Prahlads' work here](#)

Main Activities of Divyang Mitr are:

***Advocacy:** Divyang mitr move from house to house, overturning age-old myths about disability being a curse, counselling and encouraging parents not to mourn the birth of a disabled child. They explain to opinion makers, self-help groups and community that there is “ability in disability” to ensure disability inclusion gets integrated into the mainstream agenda.

In Sawai Madhavpur, for example, they took a petition of local community needs with a group of youth with disabilities to the Chief Minister, to get their demands heard, when local support was not forthcoming.

[Listen to Divyang Mahendar Patil here](#)



***Sensitisation:** Persons with disabilities are discriminated and excluded from many activities due to lack of awareness about them, both among people and institutions. Divyang Mitr create awareness amongst the community, government, Asha workers, Gram panchayat, local employers and other stakeholders by making them aware of the RPWD Act 2016 and their rights. All sensitisation material is customised and delivered in the local dialect.

***Mapping local disability community needs:** Divyang Mitr participate in public meetings and arrange youth interactions to understand their needs. For example, assistive aids to be distributed by the government gather dust in offices. They make a list of the deserving youth; share it with the District Collector and participate in distribution of scooties and tricycles. Likewise, many parents and PwDs do not know about the UDID (Unique disability Identity card or how to access and fill the digital application (The UDID card entitles the disabled to government subsidies). Divyang Mitr support the community to submit these forms at the Y4J Divyang Centre and lend on the ground support at approved public health centres for assessments etc.

Two of these local needs will flow into separate large programs like DIVYANG Vani for counselling & DIVYANG HAQDARSHAK for UDID

[Listen to Divyang Mitr Soumaya here](#)

***Youth trainings & Employment:** He/she makes a list of unemployed youth with disability from different sources. They analyze and segregate based on aspirations, education, marital status, disability. Youth are enrolled into the trainings and helped to get jobs in the local industry or aspirational jobs for the educated. Some enroll in the enterprise trainings which gives them skills of understanding business, using mobile apps and social media. They are helped in setting up micro or nano enterprises with financial linkages .

Case study - 1 ●

GRA Alumni- Ishwar Ashok Patil

Trainee Name: **Ishwar Ashok Patil**

Age: **28**

Disability: **Locomotor**

Disability Detail: **Spine**

Disability%: **45%**

Qualification: **12, ITI**

Training Batch No: **Dhule B3**

Wage/Self-Employment: **Wage-Employment**

Company/ME Name: **Maharashtra State electricity Board, Dhule**

Designation: **Operator**

Salary: **Rs 1,98,000/- per Annum**

Village: **Burzad**

Taluk/Mandal/Tehsil: **Dhule**

District / State: **Dhule / Maharashtra**



***Candidate Background:** My family struggled with financial problems and my disability. I completed 12th class and then ITI. And I attended job interviews but unfortunately failed in the interviews due to lack of confidence, and especially communication skills. I lost hope and was depressed as days became years.

One miracle happened in my life. The Wonder name called Youth4Jobs. The only tree which gives shadow to PwD's lives.

***Grassroot Training Impact:** Divyang Mitr enrolled me in Grassroot Academy training program. From day one I understood that I will get some unique skills for doing the job better, which I needed the most to sustain my interview and job skills. I got so much practical knowledge and guidance. This training gave me communication skills, job skills, how to manage moneys and important skills required for day-to-day life.

One more good news is that they arranged an interview for me and happy to say I had cracked that interview. I got the job in "Maharashtra State Electricity Board", Location – Dhule. Now I am earning Rs. 1,98,000/- per Annum in hand. I am not able to control my happiness. **Y4J saved my life and not only added a smile to myself but to my family as well.**

Case study – 2 ●

GRA Alumni- Tara Kulkarni

Trainee Name: **Tara Kulkarni**

Age: **32**

Disability: **Locomotor**

Disability Detail: **Right Leg Lower Limbs**

Disability%: **50%**

Qualification: **Intermediate**

Training Batch No: **2**

Wage/Self-Employment: **Self-Employment**

Company/ME Name: **Sri Raghavendra Electricals**

Designation: **Business Owner**

Salary: **Rs. 1,44,000/- per Annum**

Village: **Burzad**

Taluk/Mandal/Tehsil: **Shindolli**

District / State: **Belagavi / Maharashtra**



***Candidate Background:** I am Tara Kulkarni, and I have studied Intermediate. I am person with disability with right lower limbs Disability. My father is a Daily Wage Worker, and he is the only earning person in the family and responsibility of entire family. I did not get a job; so at 28 they married me off. My husband is a daily wages coolie, I have two kids now; his income is not sufficient for us. I borrowed Rs. 90,000 and set up an electrical shop which gave me Rs. 5,000 to 6,000 per month, but that was not enough to pay EMIs. So my husband told me to close the shop.

***Grassroot Training Impact:** One day I met my school friend. Jobless and frustrated before, he was looking happy with a good job. He recommended me to call Divyang Mitra who is working for us and helping divyang. I registered for Micro Enterprise 30 Days training program. I learnt business skills, practical knowledge and guidance; money management skills, Book keeping skills, how to prepare profit and loss statement.

Now I am earning **more than Rs. 1,44,000/- per Annum**, returning EMIs and my husband and children are happy now. **My only wish is every PWDs who are not getting employment should improve their lives by connecting with Youth4Jobs.**

COLLEGE CONNECT



This program trains educated youth with disabilities enrolled in Colleges, Universities and support them with Jobs. It also upskills underemployed youth for better job placements. Based on job-demand, youth have mainly Locomotor disability, Speech and Hearing Impairment, and Low vision or Visual Impairment. Other disabilities, in smaller numbers, are neurodiversity, sickle disease, acid victims, etc. The youth are trained in IT and banking and financial sector. Cross cutting across both Academies is the Finishing School . Simultaneously, vacancies with job profiles are mapped in companies, and placements are facilitated, both at youth and company end.

Companies collaborate with Y4J to do the Train-Hire model for internships/apprenticeships/jobs.

Training Programs

All the training programs are free of cost

Y4J IT Academy

- Y4J offers a dedicated IT training program for youth with disabilities. The training includes web development, coding, SQL and microservices resulting in full-stack development. Capgemini tech team provides both technical and soft skills support to the trainers and the candidates.
- Y4J envisions training youth and securing jobs for them. At the end of the training, every successful participant will be awarded a certificate of completion by Capgemini and Youth4Jobs jointly.
- This training is meant for computer science candidates and others interested in coding and software development.

Y4J Banking Academy

- Y4J provides specialized finance and accounting training for youth with disabilities, partnering with multinational banks like HSBC, JP Morgan, and Barclays. The program covers accounts, BFSI principles, and soft skills, aiming to secure roles in finance. Commerce and finance candidates receive course completion certificates. Similarly, Y4J offers IT training in web development, coding, and full-stack development supported by Capgemini, targeting computer science enthusiasts. Successful participants receive certificates jointly from Capgemini and Youth4Jobs.

Y4J Finishing school

- Y4J offers training on Business English Communication, Soft Skills, Quantitative and Reasoning Skills training that improves the employability chances of the candidates with disabilities in the private sector companies. These courses are offered alongside IT and Banking Academy so that the candidates have well-rounded skills as they complete their domain training such as banking or programming. The candidates will be given course completion certificates on successful completion.
- The training is aimed at improving their mathematics, reasoning, digital, report writing, presentation, email writing, letter writing, and business etiquette skills. It also focuses on improving their workplace vocabulary. The duration of this course is 40 hours and is spread over 40 days.

Y4J Smart Inclusion Center

The Youth4Jobs Foundation focuses on integrating youth with disabilities into higher education and employment. Its Smart Inclusion Center offers digital resources, training, industry engagement, and job placement assistance to students. Educators receive training on teaching individuals with disabilities and using assistive technology. Despite a 5% seat reservation for disabled students in academic institutions, many don't enroll. Smart inclusion centers aim to attract more students to higher education, fostering increased admissions. Additionally, these centers educate employers on disability inclusion, identifying disability-friendly organizations for job opportunities and internships for disabled graduates, nurturing employer relationships for youth with disabilities.



SUCCESS STORIES

We empower Women - Listen to their Stories



Diskit Tsomo

Diskit Tsomo, a 29-year-old with a 72% locomotor disability, defied the odds to find success. Working at Indigo, she serves as an inspiration for others facing obstacles. Her story is a testament to the fact that disability does not hinder success.

[Listen to her story here!](#)

Charu Khanna

Charu Khanna, a thalassemia patient from Ghaziabad, overcame challenges to pursue a career. Completing his education and working at Sanford school. She discovered Youth4Jobs Foundation through a thalassemia WhatsApp group

[Listen to her story here!](#)



Volunteering with Youth4Jobs Foundation has been an immensely fulfilling journey. I knew I was part of something remarkable. Witnessing the positive impact on young lives and their families brings unbridled joy to my heart.

Guiding and supporting these aspiring individuals with disabilities towards gaining sustainable employment opportunities has been both humbling and empowering. The camaraderie among volunteers, staff, and beneficiaries creates a vibrant community that fosters growth and inclusivity. As I witness their transformation and newfound confidence, I am reminded that giving back is not just a responsibility but a privilege that fills me with happiness and purpose.



[Listen to her !](#)



Divyang mitr move from house to house, overturning age-old myths about disability being a curse, counselling and encouraging parents not to mourn the birth of a disabled child.

They explain to opinion makers, self-help groups and community that there is “ability in disability” to ensure disability inclusion gets integrated into the mainstream agenda.

[Listen to him](#)

Women Connect - Divyang Shakti

Women Connect – Divyang ShAKTI Focuses on

Gender and Disability

Women and girls with disabilities experience “Double Discrimination,” which includes the gender-based and disability-based discrimination and marginalization. As a result, women with disabilities fare poorly on every human development indicator. Education and employment levels are lower than men with disabilities.

They are left out of all gender programs and policies and little work is done in this field of livelihoods for young women with disabilities

What we do:

We strive to get a minimum 30% women participation in all our trainings. Special emphasis is put in our advocacy campaigns to change prevailing perceptions and make people understand that women with disabilities can be productive members of society.

During Covid, Youth4Jobs’ afternoon batch Online Trainings saw more women with disabilities, even young widows, login from across country. Our trainings include 21st century skills for aspiration girls who are linked to organised sector jobs. Young women with less education, widows are either linked to local jobs or entrepreneurial training with financial support.

Mothers were our brand ambassadors since every mother wants a better life for their daughters .

Impact

A survey done by Mckinsey volunteers showed the following impact after young women were trained and linked to resilient livelihoods

- 40% spent their savings on education of siblings
- 70% saved for asset purchase ranging from gold to land
- 55% participated now in financial and non-financial discussions of family
- 58% earn more than any family member moving from being a liability to asset
- 20% remarked about reduction in sexual abuse with their new earning status
- 94% now guide and mentor others facing similar challenges
- 93% says family looks on them as an inspiration



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

BPCL launched the 'Silent Voices' initiative in collaboration with the Youth4jobs Foundation on India's 77th Independence Day.

Krishnakumar Gopalan, Chairman of the Maharatna BPCL, along with our Founder, Meera Shenoy, inaugurated 'Silent Voices,' a pan-India initiative aimed at integrating specially-abled youth into the company. Every director remarked that this was one of their best initiatives.

Krishna Kumar added that, since these jobs involve interacting with customers, it will seamlessly sensitize society.

The Youth4Jobs team worked closely with Bharat Petroleum Corporation Limited for the successful launch and for planning ambitious future endeavors. We are certain that this ambitious and amazing initiative will inspire many other organizations, youth with disabilities, and society itself.

... / Content / Press Releases ANI / BPCL Launches "Silent Voices" Initiative on India's 77th Independence...
BPCL Launches "Silent Voices" Initiative on India's 77th Independence Day



Departments we are currently working with

- | | |
|-------------------------------------|-------------------------|
| • NITI Aayog | • District Collectors |
| • Disabled Welfare / Social Justice | • Special Skill Program |
| • Employment Exchange | • VRCC |
| • Labour Department | • Rural Development |

VISUAL IMPAIRMENT TRAINING PROGRAM

About 314 million people are visually impaired worldwide. 45 million of them are blind. About 87% of the world's visually impaired live in developing countries. One out of every three blind people in the world – an estimated 15 million blind people, live in India. A needs assessment done of youth with Visual Impairment showed their aspirations were different from other disabilities. Many of them wanted to enroll in professional courses do their doctorate studies or try for Government jobs. Also the trainings for VI are technology driven. Hence this Learning Centre for Visual Impairment was set up, as a beginning in Delhi and Hyderabad. Our Delhi partner is Blind Relief Association, Delhi (B.R.A.D).

Objectives of the project:

Help youth with VI fulfil their aspirations for enrolling in higher education or professional courses by helping them access technology

Generic skills taught are English communication, Jaws/NVDA, soft skills and life skills. Additionally, for Government/banking jobs coaching is given in specific subjects like Mathematics & reasoning, Banking etc.

At B.R.A.D under their Multi skill training program (MST) 400 students have been enrolled. Around 28 students have been successfully placed in various companies for backend jobs. At the Y4J centre in Hyderabad, students are enrolled for State Board of Technical Education and Training (SBTET) program. They are trained on Digital Literacy and Communication skills. Classes are conducted both online and offline.

Two other programs with impact are Pehel, which helps school dropouts register for and clear 10th and 12th examination and Saarthi which is a mentorship program with HSBC.

Under the Pehel program we enrolled around 60 students who were also given online classes for their chosen subjects by our registered volunteers. Saarthi, one of the Flagship programs of HSBC CSR in collaboration with Blind Relief Association Delhi (BRAD) and Youth4Jobs (Y4J) Foundation has come a long way since its inception in 2018. It's mission is to provide support to visually impaired mentees through their mentorship program with a focus on: Coaching for future skills, Interview preparation, Education Guidance & Centralized sessions on Digitalization and life lessons.

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.



Impact:

So far 290 mentees have benefitted from this program which continues to run successfully year after year.

Under the Govt coaching program a total of 200 students have been enrolled under various exam categories. Classes are conducted online by our Y4J trainers for respective subjects. Around 5 students cleared these tough exams and are successfully working at various Govt positions and are financially independent.

Our team has been the masseurs trained at B.R.A.D to find market places to offer their services, in companies, malls and special gatherings.

An entrepreneurial effort is a bakery course for visually impaired trainees which will give them another opportunity of financial independence through various avenues.

CORPORATE CONNECT

Corporate Connect under Youth4Jobs is a major initiative to help corporates create work opportunities for persons with disabilities.

The main purpose of this program is to sensitize the corporates and its employees on working with colleagues with disabilities. It works closely with the companies, rendering a bouquet of services, to help them begin or strengthen their inclusion journey.

This scale and availability of a hitherto untapped labour pool makes it attractive for companies with national presence to partner with Y4J. Working closely with 1000+ companies to build a more inclusive workforce with enabling environment for people with disabilities to succeed, Youth4Jobs provides end-to-end solutions to companies in hiring persons with disabilities. Youth4Jobs co-creates pioneering solutions and an inclusive workplace for its corporate stakeholders and is one of Harvard's successful and celebrated business case publications.

Services we offer to our clients

Accessibility Audit

The Accessibility Audit is done to appraise defined areas of the existing buildings/campus to access the extent of accessibility to services and facilities and propose the extent of modifications or corrections required to improve the current facilities in compliance with the legislation. The audit takes into account the needs of people with mobility impairments (including wheelchair users) and sensory impairments. This exercise will identify the physical barriers to access against pre-determined criteria and should be treated as the starting point of an ongoing access plan, constantly updated by the committee / the Government.

Role Mapping

Disability-wise resource capability mapping for the business function the in-depth analysis of the roles, includes the following process:

- Primary data Analysis – Receiving and understanding of the Job Descriptions
- Secondary data analysis – Understanding of the business functions through interactions with the business heads and role holders
- Expert analysis & research– Role mapping matrix, job crafting, adaptive workplace recommendations

Sensitization Workshop

People especially colleagues, supervisors, managers who come in direct contact with the PwD employees at the workplace are the biggest enablers/disablers for inclusion in the workforce. Sensitization for them becomes an important agenda in inclusive hiring initiatives. Once they are sensitized and understand the value proposition with the PwD, it leads to successful inclusion and long-term benefits to them and the company

Workshop on Assistive technology

The Y4J IT team orients/demonstrates useful assistive technology that can be adopted at the workplace for PwDs. Assistive technology helps in ensuring the productivity of the disabled youth hired. AT allows people with disabilities to work more independently. It gives a clear understanding on various assistive tools available in the market for successful inclusion of PwDs at the workplace.

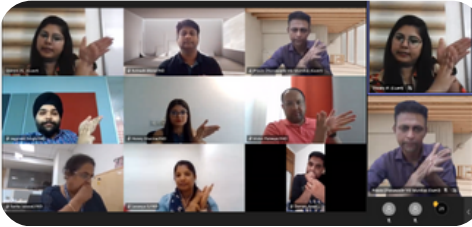
CORPORATE CONNECT

Exploring the Strength of Diversity and Inclusion

Services provided by Y4J were actively being implemented pan India. Different facilitators who have expertise in different areas came together to conduct various workshops with different clients.

1. Cushman & Wakefield – A virtual workshop with 20 participants (approx) came together to understand and learn the basics of sign language.

2. Amazon India – This workshop was one of the highlights for this quarter as it was spread across **5 locations in India** – Ahmedabad, Mumbai, Kolkata, Hyderabad and Gurgaon. The workshop was led by our trainers from the respective locations and created awareness about SHI and also learnt SL.



Sensitization Workshop

- 1. F5 networks** – The session was implemented with a great impact in Hyderabad. The workshop focused on basic awareness on PwDs and how to make their workplace inclusive
- 2. BPCL** – This was a nation wide workshop which was conducted in different parts of India – Hyderabad, GB Nagar, Ghaziabad, Bangalore, Navi Mumbai, Kolkata, Mumbai, Chennai, Pune and Faridabad. The workshop focused on creating awareness about PwDs and an introduction to sign language.
- 3. HSBC** – The workshop was conducted in Hyderabad and Bangalore which focused on addressing the challenges faced by the Line Managers who already are working with PwDs.



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



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.

AUDITED FINANCIAL REPORTS

M/s.YOUTH 4 JOBS FOUNDATION, HYDERABAD
INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31.03.2023
(Amount In Rupees)

PARTICULARS	NOTE NO.	AS ON 31.03.2023	AS ON 31.03.2022
I INCOME			
(a) Project Grants	9	11,07,46,924	7,20,30,508
(b) General Donations	10	45,98,112	28,23,633
II Other Income	11	15,14,070	17,72,641
III Total Income		11,68,59,106	7,66,26,782
IV EXPENSES			
(a) Project Expenses	12	11,25,87,916	8,23,30,489
(b) Finance costs	13	20,669	10,473
(c) Depreciation & Amortization	14	44,90,236	25,23,153
(d) Administration and Other Expenses	15	29,33,597	22,36,902
Total Expenses		12,00,32,418	8,71,01,017
V Surplus (Deficit) for the year before Exceptional & Extraordinary Items		(31,73,312)	(1,04,74,235)
VI Prior Period (Expenses)/ Income		(27,159)	2,00,300
VII Surplus/ (Deficit) for the year		(32,00,471)	(1,02,73,935)

On behalf of Board
Signature of Directors

Meera Shenoy
1. Ms. Meera Shenoy
DIN: 02661437

Rishankar
2. Mr. Ravi S.Kolathur
DIN: 03595161

Date: 22.09.2023
Place: Hyderabad

For M/s. Sekhar & Suresh
Chartered Accountants



CA. C Suresh

CA. C SURESH
(Partner)
Membership No.29709
Registration No:006155S
UDIN: 23029709BGXRMB3664

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AUDITED FINANCIAL REPORTS

M/s.YOUTH 4 JOBS FOUNDATION, HYDERABAD INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31.03.2023 (Amount In Rupees)			
PARTICULARS	NOTE NO.	AS ON 31.03.2023	AS ON 31.03.2022
I. GRANTS AND LIABILITIES			
(1) SHAREHOLDERS FUNDS			
(a) Corpus Fund		50,000	50,000
(b) Share Capital	1	1,00,000	1,00,000
(c) Capital Fund	2	5,07,54,809	5,39,55,280
(2) CURRENT LIABILITIES			
(a) Other Current Liabilities	3	79,26,638	25,55,987
(b) Short Term Provisions	4	14,52,133	5,97,853
TOTAL		6,02,83,580	5,72,59,120
II.ASSETS			
(1) NON CURRENT ASSETS			
(a) Fixed Assets			
(i) Tangible Assets	5	1,26,23,409	46,22,971
(ii) Intangible Assets		87,61,672	85,91,320
(2) CURRENT ASSETS			
(a) Cash and Cash Equivalents	6	3,45,96,396	4,16,09,534
(b) Short Term Loans and Advances	7	27,40,868	11,18,102
(c) Other Current Assets	8	15,61,235	13,17,193
TOTAL		6,02,83,580	5,72,59,120

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

Date: 22.09.2023
Place: Hyderabad

For M/s. Sekhar & Suresh
Chartered Accountants



CA. C Suresh

CA. C SURESH
(Partner)
Membership No.29709
Registration No:006155S
UDIN: 23029709BGXRMB3664

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VOLUNTEERS & SUPPORTERS

List of Donors

S No.	Name of Donor
1	ATOS SYNTEL PRAYAS FOUNDATION
2	AXIS BANK FOUNDATION
3	AZIM PREMJI PHILANTHROPIC INITIATIVES PRIVATE LIMITED
4	BAJAJ FINANCE LIMITED
5	EXIDE INDUSTRIES LIMITED
6	HSBC ELECTRONIC DATA PROCESSING INDIA PRIVATE LIMITED
7	JINDAL STAINLESS FOUNDATION
8	KOTAK MAHINDRA BANK LIMITED
9	LIFESTYLE INTERNATIONAL PVT LTD
10	UNITED WAY OF HYDERABAD
11	CAPGEMINI TECHNOLOGY SERVICES INDIA LIMITED
12	ASHRA CHARITABLE FUND INC
13	RAVI SIKKA MEMORIAL FOUNDATION
14	KONKANI CHARITABLE FUND INC
15	HT PAREKH FOUNDATION
16	UNITED WAY OF DELHI
17	SIDDHANTHAM TOLLWAY PRIVATE LIMITED
18	ALPHAGEO INDIA LIMITED
19	FANUC INDIA PVT LTD
20	LOCUZ ENTERPRISE SOLUTIONS LIMITED
21	RANDSTAD INDIA PVT LTD
22	ORO SPORTS VILLAGE PVT LTD
23	BAJAJ ALLIANZ GENERAL INSURANCE COMPANY LIMITED
24	UK ONLINE GIVING FOUNDATION
25	BHAGWANIDEVI BASUDEV JHUNJHUNWALA
26	SUDHIR SHENOY
27	ANANDI SUJEER
28	.MANGALA & MOHAN KINI
29	GOVIND VAIDIRAM IYER/PRITI ACHUTH WARRIER
30	INDRANI DAS ALIKHAN & ANVAR ALIKHAN
31	P RAMAKRISHNA SHENOY
32	RAJEEV CHABA

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

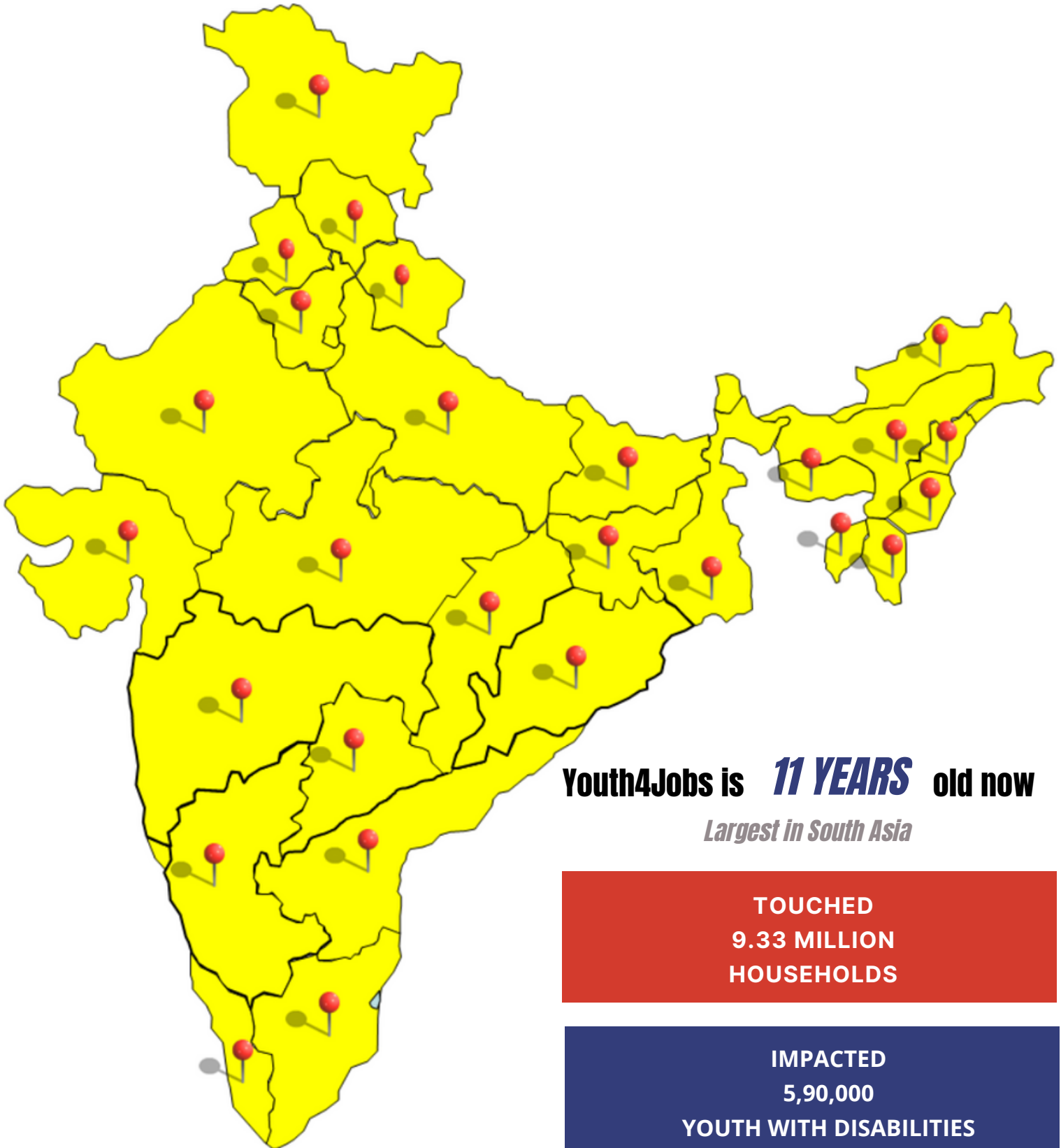
Spirit of Happiness Award - Livelihoods	AMERICARES	2016
Innovative Practices on Education and ICT	ZERO PROJECT	2016
Innovation Practice on Employment, Work and Vocational Education and Training	ZERO PROJECT	2017
Best Practices in HR	NHRD SHOWCASE	2017
TV9 Nava Nakshatra Sanmanam	TV 9	2019
MIT Inclusive 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
Winner - Women in IT APAC AWARD - Singapore	APAC AWARD - SINGAPORE	2023
FICCI FLO Award 2023	FICCI FLO AWARD	2023
8th eNortheast Award	BEST DIGITAL INNOVATION IN THE CATEGORY OF LIVELIHOOD & ENTERPRISE DEVELOPMENT	2023

GuideStar India Template for Transparency & Accountability Disclosures										
For the Financial Year 2022-2023			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			Plot no: 4, 8-2-686/D/1/G/4, Kanchi Thatti Khana Road No. 12, Banjara Hills, Hyderabad-500034 Telangana, India.							
			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		28.05.2021		AAACY5258RE20214		AY 2026-27		Telangana		
80G		28.05.2021		AAACY5258RF20214		AY 2026-27		Telangana		
FCRA Registration/ Prior Permission		17.05.2016		368140019		31.12.2026				
Please provide details of GOVERNING BODY Members (Trustees/ Directors/ Board members). Total number of GOVERNING BODY Members as on 31/03/2023 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	71/M	Retired Banker	30.09.2014	Director	None	2	Nil			
Mr Ravi S.Kolathur	67/M	Chartered Accountant	10.09.2015	Director	None	2	Nil			
Ms Meera Shenoy	64/F	Founder-CEO	20.09.2021	Director	None	2	Rs 48.00 lakhs p.a as CEO			
Distribution of paid staff according to compensation levels as on 31/03/2023										
Slab of gross salary plus benefits (Rs per month)	Male (Nos)	Female (Nos)	Total (Nos)	Monthly remuneration						
<5000	Nil	Nil	Nil	Head of the Organisation Rs 4,00,000 pm						
5,000 - 10,000	34	4	38	Highest paid staff member Rs 2,10,000 pm						
10,000 - 25,000	46	37	83	Lowest paid staff member Rs 11000 pm						
25,000 - 50,000	65	26	91							
50,000 - 1,00,000	19	8	27							
1,00,000 >	1	2	3							
Total	165	77	242							
Staff details as on 31/03/2023										
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	49	3	111	0	0	1	0	4	160	8
Female	24	2	52	0	0	0	0	2	76	4

GuideStar India Template for Transparency & Accountability Disclosures
(Recommended for inclusion in Annual Report and for online display in public domain)

For the Financial Year 2022-2023			IT PAN: AAACY5258R		GSN: 8360	
NITI Aayog ID: TS/2017/0165290			BRIDGE ID:			
Please include this in your Annual Report to enhance your credibility. This template is based on Credibility Alliance Norms.						
Please fill in the following tables based on your duly audited accounts for the financial year ending on 31st March 2023						
Balance Sheet			Income & Expenditure Statement			
All figures are Rs in lacs			All figures are Rs in lacs			
Assets as on	31-03-2023	31-03-2022	Income for the year ended on		31-03-2023	31-03-2022
Fixed assets	213.85	132.14	Earned/ Self generated income			
Investments	125	225	Donations from Indian sources		23.66	121.05
Loans and advances	27.41	10.9	Grants from Indian sources		1097.57	607.93
Cash and bank balances	220.96	191.1	Donations from International sources		22.32	10.81
Other current assets	15.61	13.45	Grants from International sources		9.9	8.75
Excess of expenditure over income (if any)			Other income		15.14	17.44
Total Assets	602.83	572.59	Total Income		1168.59	765.98
All figures are Rs in lacs			All figures are Rs in lacs			
Liabilities as on	31-03-2023	31-03-2022	Expenditure for the year ended on		31-03-2023	31-03-2022
Trust/ Society/ Share-holder funds	1.00	1.00	Programme		1125.88	821.46
General fund (unrestricted fund)			Public education and fundraising			
Corpus and endowment fund(s)	0.50	0.50	Management and administration		29.54	24.03
Restricted/ Earmarked funds	507.54	539.55	Payments to Beneficiaries			
Grant balances			Other expenses		44.9	23.23
Loans and borrowings			Total Expenditure		1200.32	868.72
Current liabilities and provisions	93.79	31.54	Surplus		-31.73	-102.74
Excess of income over expenditure (if any)			Total cost of international travel for organisational work by all personnel (including volunteers) and Board members			
Total Liabilities	602.83	572.59	Name	Designation	Destination	Gross Expense (Rs)
Receipts & Payments Account						
All figures are Rs in lacs						
Receipts for the year ended on	31-03-2023	31-03-2022				
Opening Cash and Bank Balance	191.1	392.31	Nil			
Earned/ Self generated income						
Donations from Indian sources	23.66	121.05	Total			
Grants from Indian sources	1097.57	607.93				
Donations from International sources	22.32	10.81	Total cost of national travel by all personnel (including volunteers) and Board members			
Grants from International sources	9.9	8.75	Cost of National Travel for the financial year: 2022-23			
Sale of investments/ assets			Rs 58.23 lakhs			
Loans	94.03		Project Travel			
			Main Bankers			
			Statutory Auditors			
			Donor/ Visitor/Partner references			
			Name of Audit Firm: M/s Sekhar & Suresh			
			Firm Registration No.:0061555			
			Reference 1 (Name): Ms Dhruvi Shah			
			Ninan, CEO Axis Bank Foundation (Donor)			
Other receipts	15.13	19.96	Name of Banker: HDFC Bank Ltd			
			Partner Membership No.: 29709			
			Address: 133/4 Rashtrapati Road, Secunderabad			
			Reference 2 (Name): Mr Rajiv Lal (Visitor)			
Total Receipts	1,453.71	1,160.81	Tel: 040 - 27523269			
All figures are Rs in lacs			Email id: sekhar_1921@yahoo.com			
Payments for the year ended on						
	31-03-2023	31-03-2022				
			Board Meetings held on (DD/MM/YYYY)			
Capital items/ assets purchased for the organisation	126.64	102.16	(between 01/04/2022 and 31/03/2023)			
Capital items/ assets purchased for beneficiaries			15.06.2022			
Purchase of investments			16.09.2022			
Grants/ donations to other organisations						
Loans and advances	-49.56	22.05	Our Annual Report is available on our website URL: www.youth4jobs.org			
			For the financial year 2021-2022, date of filing Return			
			Income Tax Return: 12.10.2022			
			FCRA Return: 28.12.2022			
			Company Annual Return: 04.01.2023			

OUR PRESENCE PAN-INDIA



Youth4Jobs is **11 YEARS** old now

Largest in South Asia

TOUCHED
9.33 MILLION
HOUSEHOLDS

IMPACTED
5,90,000
YOUTH WITH DISABILITIES

OUR PARTNERS AT A GLANCE





Youth4Jobs is *11 YEARS* old now



SPREAD ACROSS 28 STATES AND 8 UT'S IN INDIA



TOUCHED 12.1 MILLION HOUSEHOLDS



WORK WITH 18 DISABILITIES



**5,90,000 YOUTH WITH DISABILITIES
IMPACTED**



**1412+
PARTNERSHIPS WITH COMPANIES**

Youth 4 Jobs Foundation

Corporate Office

**Plot no: 4, 8-2-686/D/1/G/4, Kanchi Thatti Khana
Road No. 12, Banjara Hills, Hyderabad-500034
Telangana, India.**



www.youth4jobs.org



/ Youth4jobs