

# Annual Report 2023–2024







# How it began



Inspired by the values instilled by her grandfather and the financial acumen of her mother, Meera Shenoy embarked on an extraordinary journey to uplift India's rural youth. In 2005, she laid the foundation for India's first skilling initiative, the **EMPLOYMENT GENERATION AND MARKETING MISSION (EGMM)**, overcoming numerous challenges to achieve remarkable success.

Motivated by a report on disabled youth, Meera founded [Youth 4 Jobs Foundation](#) in 2012, focusing on breaking poverty cycles. With a special emphasis on resilient livelihoods for vulnerable groups, her team partners with governments and markets to remove barriers. Meera Shenoy's leadership, shaped by her diverse background in senior government positions, the World Bank, and UNDP, has earned her recognition on both national and international platforms.

[SwarajAbility](#), now the largest Jobs and Livelihood platform for persons with disabilities in Southeast Asia, stands as a testament to her pioneering efforts. Honored with prestigious awards such as the NCPEDP-SHELL Helen Keller Award and accolades from Harvard Business School, Meera advocates for diversity, emphasizing that, "Just as nature thrives on its diversity, so do we, with our varied abilities, cultures, and religions."



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## Board of Directors



**Meera Shenoy**



**Ravi Kolathur**



**Vijay Kumar Wadhi**



## Board of Advisors



**Jayesh Ranjan**



**Rajsekhar Budithi**



**Amala Akkineni**



**Gopinath C. S**



**Suchitra Shenoy**



**Luis Miranda**



**Deenadayalan S**



**Sudipta Bhattacharya**





# Founders Note



Meera Shenoy  
FOUNDER & CEO, YOUTH4JOBS

2023-24 has been a year of “listening and learning”. Our Grassroot Academy groomed our new future leaders, youth with disabilities themselves, who lead the work in their community in the districts. Called Divyang mitr (friends of the disabled), they seamlessly sensitise the community that there is ability in disability. With a tab in their hands and a caring attitude to take care of the special needs of persons with disabilities. I learnt from them jugaad solutions of persuading the local small business to hire youth with disabilities. That statistics we read need to be questioned as reality in villages demonstrate clearly the Bharat-India divide. Every government loan they accessed, every UDID (Unique identity card) is celebrated by us. When a district collector called me to nominate one of our Divyang mitr for the National award, I knew our Grassroot Academy is emerging as a model for the PwDs for the country

SwarajAbility first Phase was complete and we watched the amazing impact. It is the single largest investment in tech in the disability space which we made boldly saying the disability sector needs its own cutting edge livelihood platform.



The challenges were all there in creating a product where there are no cut-and-paste models. We married our depth of knowledge with the tech support of IIT Hyderabad for AI algorithms and Kotak as our sole funder. Partners like CII, ILO came on board. Today we have 110,000 youth and 65000 job profiles. And we are all set to make it more impactful in our second phase.

Our team becomes more inclusive as we have more team members with a disability and young girls joining us. And we are knit together by the passion of ensuring every youth with disability has a good livelihood, is confident and independent.

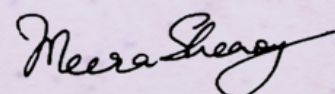
Our alumni come visiting to share such heart-warming stories of what the transition from being a “liability” to an “asset” with money in their pockets means to them personally, their families and the community.

We extend our heartfelt appreciation to MacKenzie Scott, whose extraordinary generosity has been a cornerstone in sustaining our critical work. Her commitment and dedication to uplifting underserved communities, including individuals with disabilities, is truly inspiring. MacKenzie’s embrace of the principle, “Nothing about us without us,” deeply aligns with our mission, reinforcing our resolve to champion inclusion and amplify the voices of those who are too often overlooked. Her support inspires us to continue driving meaningful change and fostering a world where everyone is heard and valued.

I hope this will inspire many of our funders in India. It allows organisations like Youth4Jobs to dream bigger and invest in areas like Art which a typical funder thinks is not a critical area. NotJustArt, through the Global Ability Photography Challenge, which is in its third year, hones the creative skills of youth with disabilities including injured army personnel.

The stories we hear from the photographers every year makes us invest our own funds to strengthen this inspirational event which touches lives of disabled, at so many levels.

Featuring on our Hon’ble Prime Minister’s popular “Mann ki baat”; our work getting immortalized through the Amar Chitra Katha, national and international awards just tell us we are on the right track. We just need to keep moving forward, listening.... learning...creating meaning in our own lives as we create magical transformations in others.







AMAR CHITRA KATHA – VOL.9,  
WHICH IMMORTALIZES INDIAN  
LEGENDS, FEATURES THE WORK OF  
OUR FOUNDER-CEO, MEERA SHENOY

Read below ↓







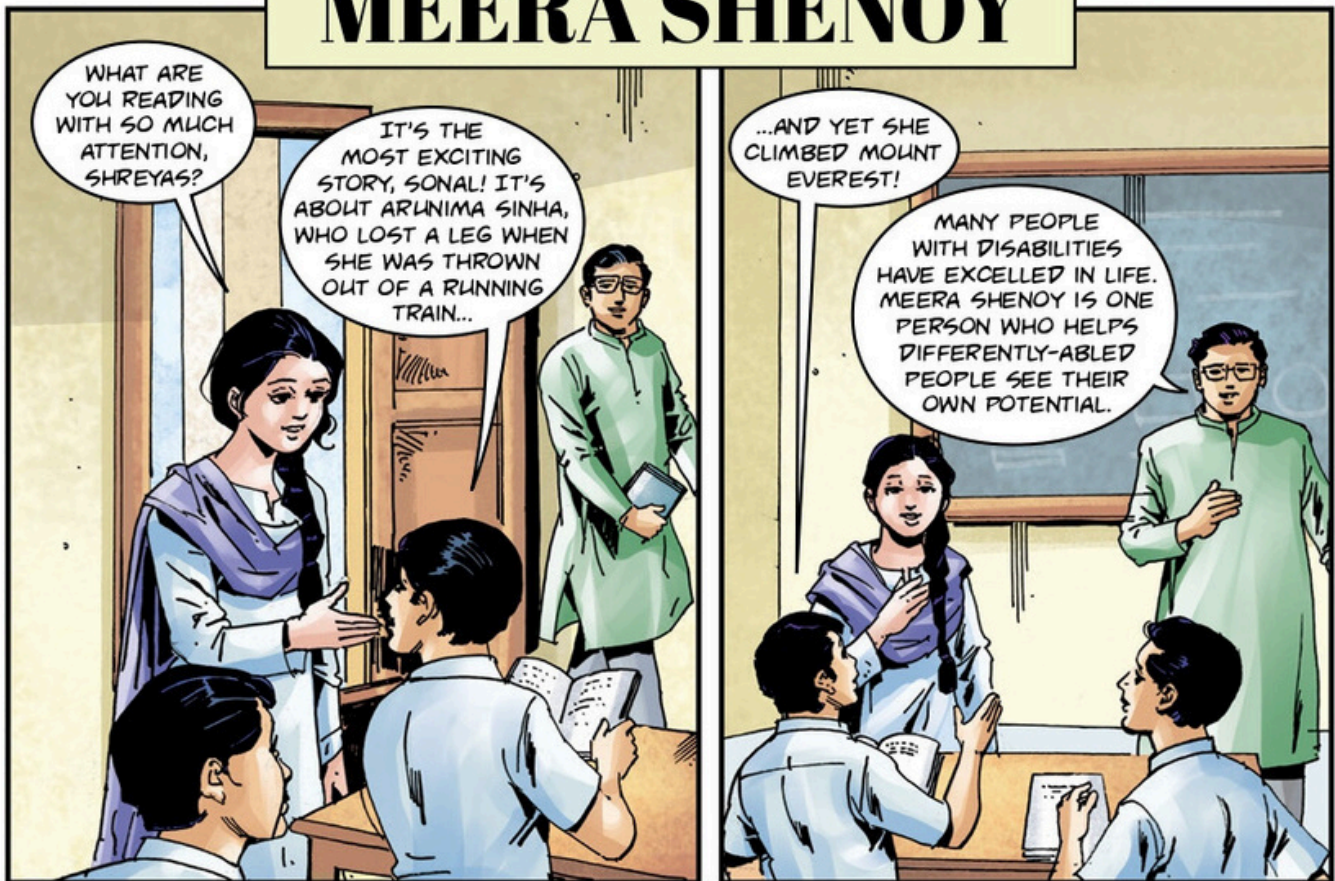
# MANN KI BAAT

VOL.9



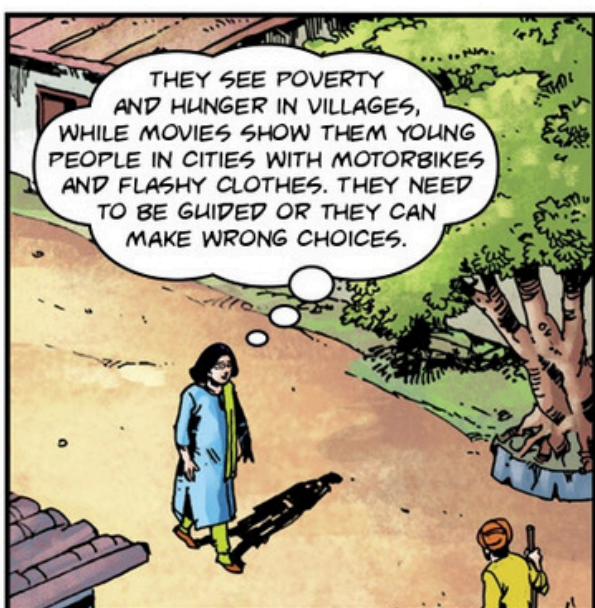


# MEERA SHENOY



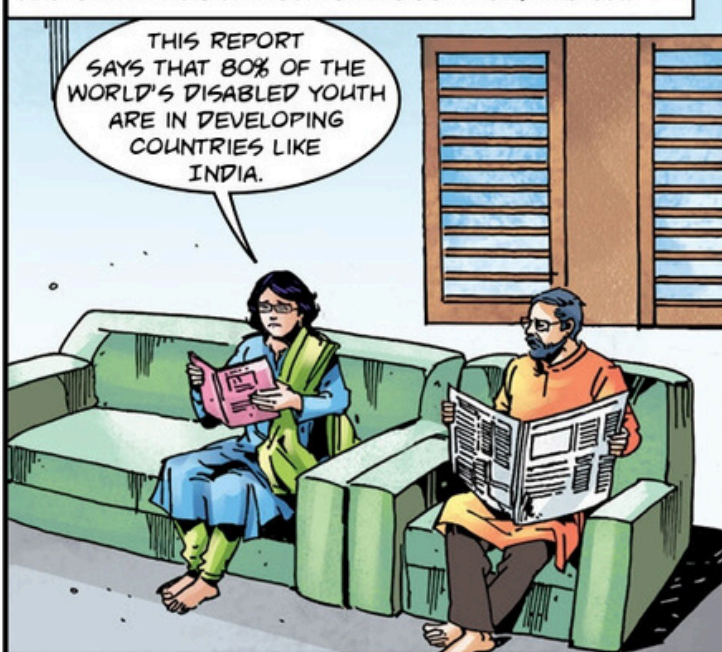


WHEN MEERA GREW UP, SHE REALISED THAT HER INTEREST LAY IN TURNING POOR RURAL YOUTH INTO CONFIDENT CITIZENS OF INDIA.



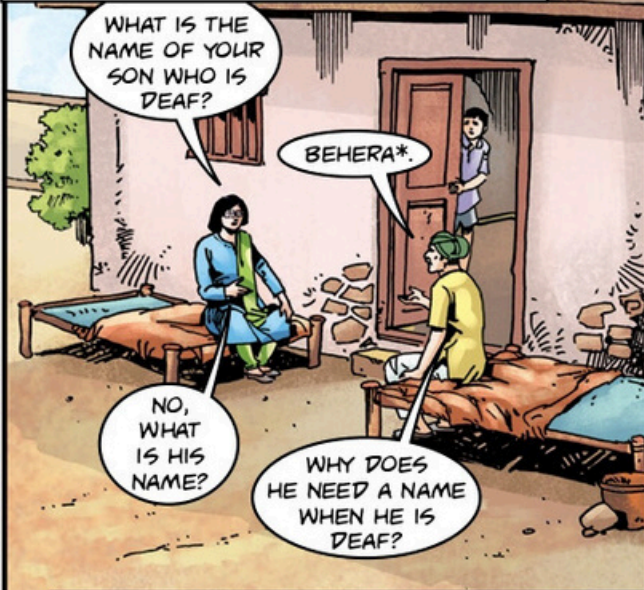
MEERA SET UP INDIA'S FIRST SKILLING MISSION FOR THE ANDHRA PRADESH GOVERNMENT IN 2005. IT WAS CALLED THE EMPLOYMENT GENERATION AND MARKETING MISSION (EGMM).

MEERA FACED DIFFICULTIES BUT SHE WORKED HARD AND EGMM WAS A GREAT SUCCESS. THEN, ONE DAY —





SHE FOUNDED 'YOUTH4JOBS' AND STARTED SKILLING PROGRAMMES FOR PEOPLE WITH DIFFERENT KINDS OF DISABILITIES. IT WAS A TOUGH ROAD SHE HAD TAKEN.



WHAT IS THE NAME OF YOUR SON WHO IS DEAF?

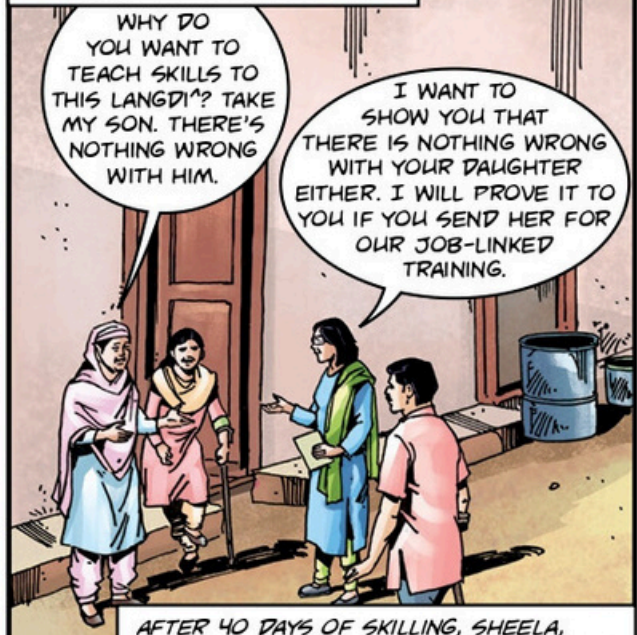
BEHERA\*.

NO, WHAT IS HIS NAME?

WHY DOES HE NEED A NAME WHEN HE IS DEAF?

IT WAS SAD BUT TRUE THAT PEOPLE, ESPECIALLY IN RURAL AREAS, FELT THAT CHILDREN WITH DISABILITIES DID NOT NEED AN IDENTITY.

SHE FACED MYTHS AND AGE-OLD ATTITUDES AROUND DISABILITY.



WHY DO YOU WANT TO TEACH SKILLS TO THIS LANGDI\*? TAKE MY SON. THERE'S NOTHING WRONG WITH HIM.

I WANT TO SHOW YOU THAT THERE IS NOTHING WRONG WITH YOUR DAUGHTER EITHER. I WILL PROVE IT TO YOU IF YOU SEND HER FOR OUR JOB-LINKED TRAINING.

AFTER 40 DAYS OF SKILLING, SHEELA, FOR THAT WAS HER REAL NAME, STARTED EARNING MORE THAN HER FATHER. THE WHOLE VILLAGE WAS PROUD OF HER.

MEERA WENT ON TO CREATE 'SWARAJ ABILITY', AN AI\*\* TRIGGERED PLATFORM TESTED BY THE DISABLED FOR THE DISABLED.



I AM PROUD TO SAY THAT SWARAJ ABILITY IS THE LARGEST SUCH PLATFORM IN SOUTH EAST ASIA. IT IS ONE THAT ANY DISABLED PERSON CAN USE EASILY TO NAVIGATE AND FIND SKILLS AND JOBS.

MEERA HAS WON NUMEROUS AWARDS FOR HER GROUNDBREAKING WORK. THEY INCLUDE THE NCPEDP-SHELL HELEN KELLER AWARD, THE NATIONAL AWARD FOR EMPOWERMENT OF PERSONS WITH DISABILITIES...



...INCLUSION AND INNOVATION CHALLENGE OF MIT, AND IS ALSO A HARVARD BUSINESS CASE STUDY.

MEERA HAS A MESSAGE FOR ALL YOUNG PEOPLE.

DURING A NATURE WALK, YOU SEE DIFFERENT TYPES OF FLOWERS, LEAVES OF MANY COLOURS AND YOU SAY, "HOW BEAUTIFUL NATURE IS!" WE MUST ALSO APPRECIATE THE DIFFERENCES IN PEOPLE. WE COME WITH DIFFERENT ABILITIES, DIFFERENT CULTURES AND DIFFERENT RELIGIONS. LEARN FROM NATURE AND THINK, "HOW BEAUTIFUL WE ALL ARE!"



\*DEAF  
\*\*ARTIFICIAL INTELLIGENCE

\*LAME





# Most Influential Women

BW EDUCATION

BW EDUCATION  
MOST INFLUENTIAL  
WOMEN

[Read here](#)



 **EY** INDIA

PODCAST SERIES  
CELEBRATING REMARKABLE  
WOMEN...

[Listen here](#)







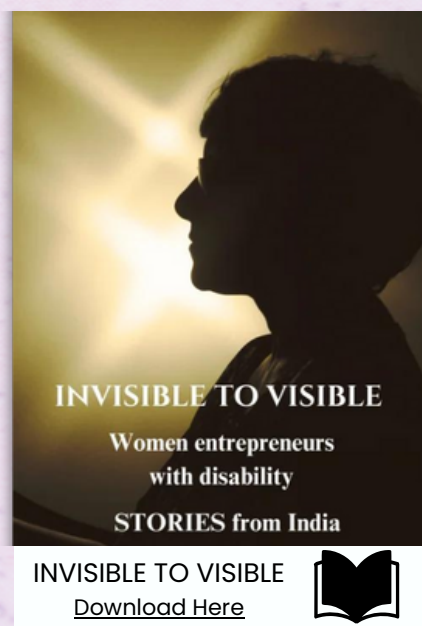
## ZERO PROJECT AUSTRIA VIENNA CHAPTER

The Zero Project, in collaboration with Youth4Jobs, is extending its reach beyond Europe to focus on significant regions globally, with a particular emphasis on India. Partnering with Fundación Descúbreme in Latin America, the initiative is breaking barriers for people with disabilities. The recent ZeroCon24, held at the United Nations Office in Vienna, drew over 1,000 attendees from 100 countries, highlighting innovations and sessions centered on Inclusive Education and ICT. At the conference, Meera Shenoy, Founder and CEO of Youth4Jobs, participated in a Fireside Chat with Michael Fembek, CEO and Member of the Board at Essl Foundation – Zero Project.

Together, they shared insights from the inaugural Zero Project India Conference and discussed how the upcoming Zero Project India Conference 2024 can showcase cutting-edge global innovations, aligning with Youth4Jobs' System Change Approach.

Meera Shenoy was honored as Ambassador of the Zero Project, alongside three others, during the conference. Martin Essl, Chairman of Essl Foundation, and Michael Fembek, CEO of Zero Project, were among those who recognized her contributions.

A significant highlight of the conference was the unveiling of the new initiative WEDO: Women Entrepreneurs with Disabilities. Meera Shenoy and Michael Fembek launched the booklet titled "WEDO INVISIBLE TO VISIBLE, Women Entrepreneurs with Disabilities: Stories from India, featuring the inspiring stories of 19 women entrepreneurs with disabilities. These narratives showcase a diverse range of businesses, from inclusive fashion in urban areas to beauty parlors in rural regions, aiming to elevate the visibility and impact of women entrepreneurs with disabilities.





## ZERO PROJECT INDIA CHAPTER

Zero Project India Conference is an initiative by Zero Project, launched in collaboration with Youth4Jobs.

The Zero Project regionalized its activities to important world regions outside Europe. Following the collaboration with Fundación Descúbreme for Latin America, India became a new focus area for partnerships with established organizations and shared initiatives to remove barriers for persons with disabilities.

The first Zero Project India Conference took place between 19th to 20th Sep 2023 at Le Meridien Hotel, Delhi, India, together with the organization Youth4Jobs. It connected the global network of the Zero Project with the Indian community of persons with disabilities, its ecosystems of innovators, the tech and business sectors, organizations working at the grassroots, and the public sector.

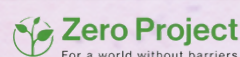
The topic was "Innovations in Inclusive Employment." Other partners were CII IBDN and Omidyar Network.

Funders included Axis Bank Foundation and The Hans Foundation.

During the event, the playbook "Organising Accessible Events: A Playbook" was launched. This step-by-step guide serves as a vital resource for ensuring event accessibility and inclusivity. Its aim is to provide organizations with a solid foundation for making their events inclusive, equitable, and accessible to all.



Stay tuned for updates on our upcoming Zero Project India conference! More details coming soon.



**ORGANISING ACCESSIBLE  
EVENTS: A PLAYBOOK**

[Read here](#)





## Y4J X AVPN GLOBAL CONFERENCE 2024 – ABU DHABI

AVPN is a leading ecosystem builder that moves capital towards impact. As Asia's #1 social investment network, they are an ecosystem builder that works to increase the flow of capital towards impact in Asia, ensuring that resources are most effectively deployed.

Meera Shenoy shared her insights on inclusiveness and youth empowerment during an Inspir8 talk at the esteemed AVPN Global Conference 2024 in Abu Dhabi.

Additionally, she participated in a panel discussion titled "South-south Learning Reimagined," exploring



avenues for harnessing the influence of local impact leaders in the Global South. The panel included Elsy Suryawan (YPK Bali), Satya Kumar Singh (National Association for the Blind India), and Masato Seko (The Nippon Foundation)

## Y4J X TELANGANA STATE INNOVATION CELL (TSIC)

Meera Shenoy, Founder of Youth4Jobs, was invited to speak at the Assistive Technology Summit 4.0, alongside other esteemed speakers, at T Hub, coinciding with Braille Day. This flagship initiative aimed to celebrate Braille Day by fostering dialogue, innovation, and collaboration in the field of assistive technology.

The summit featured 'TSIC Inclusive Talks' themed 'Involve - Inspire - Innovate', focusing on the importance of inclusive solutions for individuals with special needs. Meera Shenoy highlighted the significance of such gatherings, emphasizing their role in empowering individuals to lead independent lives and become active citizens.



*"Every drop counts in supporting individuals with disabilities, and it's high time the pace of innovative solutions catering to their special needs must accelerate."*

Shri Jayesh Ranjan (IAS)

THE PRINCIPAL SECRETARY OF I&C  
AND IT GOVT. OF TELANGANA





## MOU SIGNED BETWEEN YOUTH4JOBS FOUNDATION X BRLPS – JEEVIKA

The Youth4Jobs Foundation collaborated with the Bihar Rural Livelihood Promotion Society (BRLPS), also known as Jeevika, an autonomous body under the Department of Rural Development, Government of Bihar.

An MoU was signed between our Co-founder and VP, Mrs. Anila Mathur, and Mr. Sanjay Kumar, SPM – Pedagogy & Learning Management at BRLPS.

This partnership marks the beginning of a promising alliance aimed at uplifting the youth by providing sustainable livelihood opportunities. BRLPS, with its extensive outreach to over 10 million households, is actively engaged in initiatives such as micro-financing, training and placement, livelihood generation, and economic and social empowerment.

By joining forces, Youth4Jobs and BRLPS aim to create a robust framework that will empower young individuals, particularly those with disabilities, by equipping them with the necessary skills and resources to achieve economic independence. The collaboration will leverage BRLPS's vast network and expertise in rural development to amplify the impact of Youth4Jobs' training programs.

Together, we are committed to fostering an inclusive environment where every individual has the opportunity to thrive and contribute to the community. This MoU signifies our shared vision and dedication to making a meaningful difference in the lives of the youth in Bihar.





## COMPANIES SHARE ABOUT Y4J

“ Recently, I had the opportunity to participate in the certification ceremony of one of the batches of our [#PGShiksha](#) program - [#LimitlessPragati](#), at Youth4Jobs. This digital upskilling program focuses on providing job-ready digital skills of the 21st century, equipping underserved communities with the tools needed to thrive in today's digital world.

During the visit, I had the privilege of witnessing the impact firsthand - the excitement and pride in the newly acquired skills, along with the gained confidence in their abilities, was a humbling experience.

We also met parents and guardians, with their unique backgrounds yet united in a common desire to see their children overcome barriers and unleash their true potential.

P&G Shiksha is not just a CSR initiative, it represents a passionate commitment to transforming lives through education.

[Procter & Gamble India](#) x [Youth4Jobs Foundation](#)

Enakshee Deva

PROCTER & GAMBLE INDIA  
HEAD, CORPORATE COMMUNICATION  
AND CORPORATE SOCIAL  
RESPONSIBILITY



## COMPANIES SHARE ABOUT Y4J

“A lot of people assume that we are related. And we are...not by our dharma but by our karma. – Sudhir Shenoy writes on [Linkedin](#)

Meet Meera Shenoy.

Meera has helped over half a million youth with disabilities to find livelihoods & impacted the lives of well over a million families.

She founded Youth4Jobs Foundation as a vehicle to fulfill her life's ambition of making a difference to the most disenfranchised community. She is one of the few leaders in the country who work on strategy and implementation of large scale projects for supporting livelihoods of persons with disabilities.

For her exemplary work, she has been feted by a multitude of awards and has also been featured in PM Modi's Mann ki Baat!

The organization has evolved into a game changer in this space; partnering up with governments, 1300+ companies & educational institutions to train the youth and place them in jobs.

They've even launched a fully accessible job platform for youth with disabilities called SwarajAbility as one of their many initiatives.

She is an inspirational figures that has guided me in my own journey. It is my privilege to be an ally in Meera's vision and one of my pet projects is the rural livelihood program for persons with disabilities that is currently in the pilot phase.

Watching her team span the breadth from impacting at the grassroots in India to elevating the visibility of the cause internationally has been a masterclass.

If you're looking to increase the diversity of your workforce, please connect to the team Youth4Jobs Foundation who can handhold you through the entire journey!

Sudhir Shenoy

SENIOR VICE PRESIDENT AND  
EXECUTIVE MANAGEMENT LEADER  
AT EQUATE PETROCHEMICAL







3<sup>rd</sup>  
EDITION

## GLOBAL ABILITY PHOTOGRAPHY CHALLENGE

*The ONLY Photography Challenge  
Exclusive for Persons with Disabilities*

# GLOBAL ABILITY PHOTOGRAPHY CHALLENGE – 3RD EDITION

Announcing our new partner: **The United Nations Educational, Scientific and Cultural Organization (UNESCO)** for our 3rd Edition of the Global Ability Photography Challenge. Every year, in collaboration Indian Photo Festival (IPF), we showcase the creative talents of Persons with Disabilities to demonstrate “Ability in Disability.”

We can't wait to see your masterpieces!

For more details on Awards and Guidelines visit – <https://www.notjustartglobal.org/>

**Apply Now**

### Submission Guidelines:

- Entry is Free.
- Digital files must be no longer than 2000 Pixels in either height or width, saved as a Jpeg (.jpg), in RGB format, and must not exceed 4 MB per file, at 150dpi.
- We're looking for original and unpublished works (neither in print nor online).
- Submit your best creative work.
- One entry per person; a maximum of 3 photos per entry.

### Impact Of GAPC 2023

- Over 800 submissions globally from 8+ countries and 18+ disabilities.
- 20 finalists showcased at the Indian Photo Festival.
- Cash prizes: ₹25,000 for 1st and 2nd places; ₹15,000 for 3rd to 8th places.
- Partnered with the US Consulate to bring acclaimed New York Disabled Photographer, Nolan Ryan Trowe who gave workshops and presented the awards to winners
- Facilitated the sale of eight photographs from the exhibition

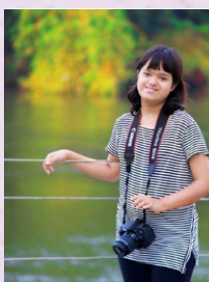
### 📷 The Global Ability Photography Challenge - 2nd edition Top 5



Lavanujan Croos  
Deaf



Akanksha Kamble  
Deaf



Gayatri Gupta  
Down syndrome



Aravind R  
Deaf



Awinash kulkarni  
Locomotor



# SWARAJABILITY –INDIA’S FIRST LIVELIHOOD PLATFORM FOR PERSONS WITH DISABILITIES

It has been a fantastic year for SwarajAbility, our dedicated Jobs platform for Persons with Disabilities and the journey so far has been a rich and immense learning experience for the entire team at Youth4Jobs. Here are a few words from the teams desk:

**"We are striving to make SwarajAbility a go-to platform for youth with disabilities for accessing their 1st job or better job opportunities. This is an Atmanirbhar project and if you are a company who wants to hire youth with disabilities, training organizations, multi-national funders or government; please share your ideas to collaboration." Team SwarajAbility**

## Milestones:

- Collaboration and on-boarding of more than 80 NGO's onto the portal
- Adopted as the official portal for PwD employment by the Telangana Government
- Making the portal available in 11 Indian languages using a state-of-the-art API that specifically renders Indian Languages in the best form.
- Individual dashboards with metrics for different stakeholders of the system – Employers, NGO's, Different Admin Roles
- WCAG 2.2 AA Compliance

## Awards:

Our work gained recognition both nationally and internationally. Last year we won three awards for the solution that we created to benefit Persons with Disabilities

**1. SwarajAbility was awarded the 'Best Service Provider of the Year in Web & Mobile App Development' (Jury Recommendation)** by The Economics Times – Entrepreneur Summit & Awards 2024. This prestigious honor is a testament to our commitment to excellence and innovation in providing top-notch services to our clients. We are incredibly proud of this achievement and grateful for the recognition. Thank you to everyone who has supported us on this journey.

**2. SwarajAbility won the 8th eNortheast Award, 2023 for Best Digital Innovation in the category of Livelihood & Enterprise Development** in recognition of their exceptional contribution to advancing sustainable development through innovative digital solutions in the North East India. The eNorth East Awards promotes and awards young innovators, who developed a digital application, tackling the United Nations Sustainable Development Goals (UN SDGs).

**3. SwarajAbility won the WIT award for social impact for APAC countries in Singapore!**

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.



## SWARAJABILITY IS NOW AVAILABLE IN 11 INDIAN LANGUAGES

SwarajAbility is India's first AI-triggered accessible jobs platform for Persons with Disabilities. "Swaraj" means independence, and "Ability" highlights leveraging PwD abilities through technology, training, and livelihoods. Available on web and mobile, it helps individuals with visual, hearing, and locomotive impairments find employment using advanced yet simple technology.

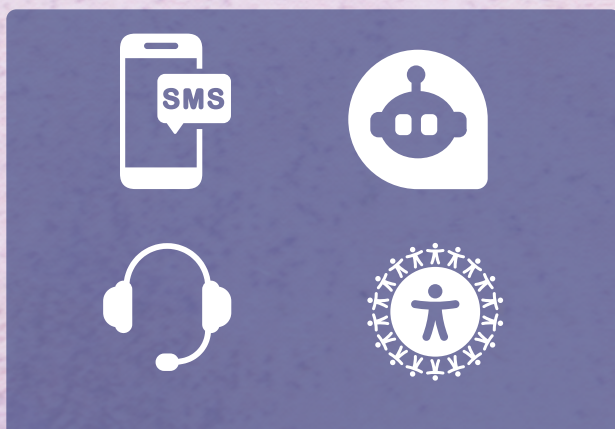
SwarajAbility is now available in 11 Indian languages. This year, we've expanded our reach to every corner of India by making our platform accessible in 11 major Indian languages, in addition to English: Telugu, Malayalam, Tamil, Kannada, Oriya, Marathi, Gujarati, Punjabi, Hindi, Bengali, and Assamese. This feature aims to make job navigation easier for the youth.

Employers can now reach out to their desired audience by posting jobs in any

of the regional languages, while candidates can overcome language barriers to apply for jobs that suit them. Our team across India has added further value by providing localized text for sharing job details via SMS in the regional languages.



## COMMUNICATION CHANNELS LIKE SMS, VIRTUAL MENTOR, CALL CENTER INTEGRATED ON THE PLATFORM



For persons with disabilities, we have thoroughly explored all accessible avenues to keep you informed about the opportunities available to you. Don't hesitate to use any of our communication channels if you are seeking employment or have any suggestions or questions.

**Call Center Number for assistance: +91 07714815974**  
**Or simply email us at: [contact@youth4jobs.org](mailto:contact@youth4jobs.org)**

“

*Best Service Provider of the Year' in Web & Mobile App Development (Jury Recommendation) for swarajability, Job Platform, India's No.1 job Platform for Persons with Disabilities*

The Economics Times – Entrepreneur Awards 2024



## PROGRESS & METRICS OF THE PLATFORM

### Metrics Snapshot

**Number of Youth Registered**



2 Lakh +

**Jobs Posted since inception**



1 Lakh +

**Total Employers Registered**



1,500 +

### SWARAJABILITY PLATFORM AS GAME-CHANGER FOR DISABILITY EMPLOYMENT

On March 13, 2024, a demo of the SwarajAbility Platform, India's first job platform for persons with disabilities, was presented to Smt. Nilanjana Dasgupta, IAS,

enhancing employment opportunities and inclusion by bridging the gap between job seekers and employers and recognizing the talents and skills of persons with disabilities.

State commissioner for Person with Disabilities Govt. Of West Bengal. Senior officials from various allied and line departments, representatives from NGOs, and experts attended the session, all serving as members of the Governing Body of the State Child Protection Society, West Bengal. All departments appreciated the SwarajAbility Platform as an exclusive and accessible platform for persons with disabilities. They noted it will be a game-changer, significantly



*SwarajAbility Job Platform wins the WIT award for social impact for APAC countries in Singapore!*



## YOUTH4JOBS TEAMS UP WITH AMAZON



In a recent initiative, the Corporate Connect team organized a Braille learning session at Amazon Bangalore on March 18th. Led by a member of Youth4Jobs who is blind and supported by Bangalore team, the event aimed to shed light on visual impairment disability, the significance of braille usage, and the latest advancements in assistive devices for individuals with visual impairments.



topics, ultimately benefiting Amazon by fostering a more inclusive and understanding workplace environment.

With 20 enthusiastic participants in attendance, The session's primary objective was to educate and raise awareness about these important



“ We at Amazon were impressed by the exceptional performance of Uday, who is a person with vision impairment and works with Youth4Jobs. Given our commitment to employing Persons with Disabilities (PwDs) and recognizing communication skills as an area for potential growth among this demographic, we propose considering Uday for a tutoring or mentoring role. His excellent communication skills and confidence make him an ideal candidate to enhance communication skills among PwDs in our organization (Amazon).

SUPRIYA GD

PROGRAM MANAGER,  
EMPLOYEE VOLUNTEERING



## SENSITIZATION WORKSHOP FOR HSBC'S LEADERSHIP TEAM



Six workshops and one webinar were conducted for HSBC's Hyderabad and Bangalore centers, targeting hiring managers, line managers, and the leadership team. The program aimed to highlight various disabilities, such as physical and sensory impairments, and the challenges faced by individuals with disabilities at work and in society. Emphasizing empathy,

the workshops promoted inclusive practices at HSBC, including accessible facilities and inclusive hiring processes, with the goal of fostering a more diverse and supportive workplace environment.

“When leadership comes together and spends time to get deeper into a subject, it gives us immense confidence and reiterates that we are on the right path. It was wonderful to bring together GSC Hyderabad Site leadership team for a workshop conducted on Ability – one of our cherished ERGs within Diversity and Inclusion. Thank you Youth4Jobs Foundation for conducting such an engaging session. Next in pipeline is the Bengaluru leadership team.

MAMATHA MADIREDDY

MD, HEAD OF HSBC INDIA  
GLOBAL SERVICE CENTRES



## NEURODIVERSITY WORKSHOP AT ADOR GROUP



The Youth4Jobs Foundation recently conducted a powerful neurodiversity awareness workshop and sensitization sessions for AdorGroup in Pune, engaging a total of 60 participants.

The workshops included innovative activities like the "mystery boxes" exercise, offering insights into the sensory experiences of individuals with Autism. Another station simulated dyslexia challenges, enhancing awareness of their

difficulties. Ador Group's commitment to inclusivity is admirable.

They are set to onboard three young adults with autism in Phase 1 and an additional three in Phase 2, illustrating the positive impact of the Youth4Jobs team's training in fostering a more inclusive workplace for individuals with neurodivergent needs.

“Attending Youth4Jobs' workshop was truly overwhelming. Their dedication to serving the community is remarkable. Experiencing the world through the lens of differently-abled individuals was eye-opening, especially during the blindfolded activities. I wish them great success and look forward to partnering with them in the future. Thank you for the inspiring experience!

VIDYA

COO, ADOR DIGATRON





## IMPACT OF THE GRASSROOT ACADEMY PROGRAM



The Grassroot Academy Program empowers rural youth with disabilities by providing them with job-ready skills and training for marginalized communities and employment opportunities, fostering economic independence and social inclusion.

Under the Program in this quarter 128 persons with disabilities underwent free training, resulting in 35 candidates securing job in private sector companies in Chandrapur, Maharashtra center. The event we celebrated was graced by esteemed guests



Dr. Jitendra Gadewar, Mr. Suresh Pendam, Dr. Mangesh Gulwade, Mr. Satish Bidkar, and Mr. Shriram Panhekar attended the event, which witnessed a significant turnout of around 300 persons with disabilities and their families

Certificates were given to candidates who completed the training, and those who secured employment were honored. MLA Shri Kishor Jorgewar expressed interest in providing further support and assistive devices to the participants.



“ Growing up, my family struggled to put food on the table. None of us had jobs, making life miserable, especially during the rainy season when we couldn't even eat or sleep properly. My disability added to the challenges, leaving me unable to support my family. Then I learned about Youth4Jobs, where free training and essential skills are offered. I enrolled and quickly picked up the training. Today, I am grateful to be placed at Saboo Plastics MIDC Nagpur, supporting my family and feeling hopeful for the future.

AMOL KAWALE

GRASSROOT TRAINING CANDIDATE



# EMPOWERING ENTREPRENEURS WITH DISABILITIES

The Mukhyamantri Vishesh Yogyajan Swarojgar Yojna helps persons with disabilities in Rajasthan whose annual family income is up to 2 lakh rupees. They can get loans up to 5 lakh rupees from various banks to start their own businesses. Additionally, 50 percent of the loan amount, up to a maximum of 50,000 rupees, is given.

Grassroot Project, an Youth4Jobs initiative run and led by persons with disabilities. Our dedicated team travels 50 km every day, going door-to-door to assist people with disabilities who are interested in starting small businesses but lack the necessary funds.

Here's how Youth4Jobs and the Grassroot Project make a difference:

## 1. Outreach and Identification:

- Our team travels 50 km daily, reaching out to Persons with Disabilities in their communities.
- We identify those interested in starting small businesses but who lack the funds to do so.



## 2. Comprehensive Support:

- **Loan Assistance:** Help applicants secure loans of up to Rs 5 lakh by assisting them with all the paperwork from start to finish.
- **Training and Education:** Courses on running small businesses, covering essential topics such as inventory management, business acumen, and market analysis.

## 3. Continuous Support and Mentorship:

- From the initial loan application to the successful launch of their businesses, we offer ongoing support and mentorship.
- We ensure that individuals not only start their businesses but also sustain and grow them effectively.

I couldn't afford an education, which left me uneducated and unemployed. Despite trying various small jobs, no organization or NGO helped me get a stable job. Then, I met Ravi Tyagi from Youth4Jobs Foundation, who told me about their free micro-enterprise training program. I enrolled in the program, which inspired me to start my own business. With Youth4Jobs' help, I secured a loan under the Mukhyamantri Vishesh Yogyajan Swarojgar Yojana and bought an E-rickshaw. This made me independent, and today I earn enough to support myself and my family.

**SANJAY KUSWAH**

DHOLPUR, RAJASTHAN

GRASSROOT TRAINING CANDIDATE





## YOUTH4JOBS MICRO – ENTREPRENEURSHIP LOAN INITIATIVE

The Youth4Jobs Micro Entrepreneurship Initiative is making significant strides in breaking the vicious cycle of unemployment among persons with disabilities in rural India by empowering Persons with Disabilities (PWDs) to become entrepreneurs within their communities.

Through comprehensive training programs encompassing financial literacy, soft skills, digital literacy, and entrepreneurial skills, alongside on-the-job training, the initiative targets PWD youth and women aged 18 to 55. By providing both grants and RBI-approved peer-to-peer loans, coupled with government scheme subsidies, the initiative has facilitated substantial seed capital disbursements, totaling ₹1,700,000

These investments have resulted in the establishment of 56 micro and nano enterprises across Maharashtra, Karnataka,

Rajasthan, and Telangana. Notably, the initiative has fostered gender inclusivity, with 8 female entrepreneurs supported.

The enterprises span diverse sectors, including kirana stores, cloth stores, mobile repair/accessories, and tailoring shops, among others.



I struggled to find jobs due to my disability. At 30, I started Akadashi Tailor Shop by borrowing money, earning Rs. 4,000 per month, which was not enough to support my family. I found Youth4Jobs at a job fair and joined their 30-day Micro Entrepreneur training. There, I learned important skills like communication, business management, and digital literacy, including how to open bank accounts. With Youth4Jobs' help, I got a loan to add more garment stock to my shop. This doubled my monthly income to Rs. 9,000, greatly improving our quality of life and ensuring we had regular meals

**PATIL AKADASHI RAHANGADALE**

DHAPAVADA, MAHARASHTRA

GRASSROOT TRAINING CANDIDATE



## EMPOWERING PWD'S THROUGH TRAINING AND MICRO-ENTERPRISE TOOLKITS

Youth4Jobs Foundation, in collaboration with the Karimnagar Chambers of Commerce and District Disability Social Welfare Department, hosted an event at Vyshya Bhavan, Karimnagar, to distribute certificates and Micro-Enterprise (ME) toolkits to Persons with Disabilities (PwDs). The event gathered 160 participants, including PwDs, their families, and key local officials. Distinguished guests, including Mrs. M. Saraswathi from the Disability Department and Mr. G. Muneendar, President of the Karimnagar Chambers of Commerce, expressed support and encouragement.

Key achievements included the distribution of 78 certificates to Grassroot Academy (GRA) graduates, 42 ME toolkits for self-employed PwDs, and 15 wheelchairs through a partnership with the Social Welfare Department. Since May 2023, the GRA program has trained 78 PwDs, with 42 engaged in self-employment and others pursuing wage-employment.

The event reinforced Youth4Jobs' commitment to empowering PwDs with practical tools, employment connections, and stronger ties with local stakeholders, contributing to a more inclusive workforce and a dignified future for PwDs in India.





## SHIFTING PERSPECTIVES – WEDO INITIATIVE



WEDO – Entrepreneurship Skills for Women with disabilities: This global initiative launched at the international Zero conference in the UN headquarters, Vienna is committed to forging pathways and unlocking opportunities for women entrepreneurs with disabilities.

Youth4Jobs, in collaboration with MAP & GEBERIT, presented "Shifting Perspectives" as a part of WEDO program (Women Entrepreneurs with Disabilities) left a lasting impression on the audience, evoking strong emotions. It was gratifying to initiate work with such a vulnerable group as women with disabilities, focusing on employment, entrepreneurship, and their remarkable talents like art and photography. The highlight was Gayatri Gupta, a photographer with neurodiversity, presenting alongside her mother, Shalini Gupta. The objective was to showcase

the resilience and creativity of women entrepreneurs with disabilities, highlighting their remarkable achievements in entrepreneurship.

With inspiring presentations and insightful discussions, attendees were encouraged to change their perspectives and cultivate a more inclusive entrepreneurship ecosystem. The event commenced with a keynote speech by Uma Mahadevan, IAS, Additional Chief Secretary for Skill Development and Panchayat Raj. Following this, a panel discussion featured two women entrepreneurs with disabilities, Liz Albuquerque and Aarti Laxman, both featured in our WEDO booklet, alongside Mrunmayi Abrol of Amazon. Rajika from IDR provided the media perspective, with moderation by Sanjana Govindan.



*Disability inclusion is the road and pathway for us to demonstrate that every one of us can perform and achieve our full potential.*

*Uma Mahadevan, IAS, Additional Chief Secretary for Skill Development and Panchayat Raj in the Government of Karnataka*



## EMPOWERING JOB FAIRS FOR PERSONS WITH DISABILITIES

WISE –Project Parivarthan (means transformation) offers Empirically- proven 4 short-term programs to fill the knowledge and skill gaps that exist between business and rural PwDs. Trainings are hybrid post Covid . Programs vary depending on youth education levels, aspirations and disabilities. Special educators, sign language instructors are available.. Assistive technology and assistive devices which help the youth to learn better and be productive in the workplace are made available according to the disability and need.

Youth4Jobs, under the WISE program conducted and participated in multiple job fairs across India to facilitate employment opportunities for persons with disabilities (PWD).

- Bangalore (NCSC Offices in Peenya): 17 PWD candidates engaged with potential employers.
- Bangalore (Palace Grounds): Networking opportunities with industry professionals and exploration of job prospects for PWD candidates.
- Ahmedabad (Sabarmati Riverfront): Valuable discussions with HR



professionals and PWD candidates, bridging the gap between employers and PWD individuals.

- Pune (Mahanagar Pallika): Over 70 PWD candidates interacted with eight employers, resulting in several candidates being shortlisted for jobs.
- Visakhapatnam (SITAM College): Around 40 PWD candidates participated, enhancing employment and skill development opportunities.
- Hanmakonda (Warangal Police Commissionerate): Participation of unemployed PWD youth, promoting inclusivity and empowerment.



“Everyone in my family could hear except me, both my parents passed away—my mother died by burning herself, and my father, overwhelmed by stress, committed suicide. After their deaths, my uncle provided me with food and lodging, but my aunt did not accept or support me. I attended school but couldn't understand anything because the teachers didn't know sign language, so I learned on my own whenever I could. Recently, I received a call from Youth4Jobs Foundation about their training program. I decided to join because they had a sign language interpreter, and everything was taught in sign language.

POONAM

WISE TRAINING CANDIDATE





## MOU SIGNED BETWEEN Y4J X MRINALJYOTI REHABILITATION CENTRE

The Youth4Jobs Guwahati team has recently signed a Memorandum of Understanding (MoU) with MrinalJyoti Rehabilitation Centre, a move that marks a significant step forward in our mission to empower persons with disabilities. In addition to this key partnership, we are collaborating with several other esteemed NGOs, including Purbotar, Sakshyam, Physically Handicap Welfare Essah School, NE College of Deaf and Dumb, and RGVN. These collaborations are aimed at recruiting and mobilizing candidates to participate in our various programs, which are designed to enhance their skills and improve their employment prospects.

Our partnership with MrinalJyoti Rehabilitation Centre is particularly focused

on sourcing candidates for offline training and job placements. This involves identifying individuals who are eager to learn and work, providing them with the necessary training, and then facilitating their entry into the job market.

The significant advancement in our efforts to provide meaningful employment opportunities for persons with disabilities. These partnerships enable us to better identify, train, and place candidates, ensuring that they have the skills and opportunities needed to thrive.



“This partnership marks a significant advancement in our efforts to provide meaningful employment opportunities for persons with disabilities. Through these collaborations, we are better equipped to identify, train, and place candidates, ensuring they have the skills and opportunities needed to thrive.

AMIYA PATHAK BORPUJARI

PRINCIPAL & SECRETARY



## YOUTH4JOBS AND SSIPRD COLLABORATE



State Society for the Implementation of Rehabilitation for the Persons with Disabilities (SSIPRD), Shillong, and Youth4Jobs Foundation have formalized a partnership to provide market-linked employment solutions for Persons with Disabilities (PwDs) in Meghalaya. This Memorandum of Understanding (MoU) highlights both organizations' shared dedication to creating accessible job opportunities for some of the most vulnerable individuals, with the ultimate goal of fostering economic independence for PwDs in the region.



At the core of this initiative is Youth4Jobs' innovative SwarajAbility platform, South Asia's first AI-powered job-matching Platform tailored specifically for PwDs. This platform aims to connect trained youth with disabilities to employers seeking diverse and skilled talent. With the backing of SSIPRD, this collaboration will ensure that PwDs in Meghalaya have direct access to training, employment opportunities, and support to navigate the workforce.

Through this partnership, SSIPRD will focus on mobilizing PwDs, raising awareness, and advocating for inclusive employment practices across the state. Together, the two organizations will promote self-employment, offer skill development programs, and organize job fairs, training camps, and advocacy events to equip PwDs with the tools they need to thrive in the workforce. This effort will contribute to a more inclusive and equitable job market in Shillong and beyond, providing PwDs with the opportunity to achieve their career goals and lead independent lives.



## Y4J X NIRMALA COLLEGE – CAREER GUIDANCE PROGRAMME FOR STUDENTS WITH DISABILITIES



Youth4Jobs College Connect team, in collaboration with Nirmala College in Ernakulam, hosted a Career Guidance Program for students with locomotor and speech and hearing disabilities.

Graduating students with locomotor disabilities and speech and hearing impairments face several challenges when trying to enter the job market. Some of the key challenges were raised and addressed during the orientation session:

- Accessibility
- Communication Barriers
- Discrimination and Bias
- Lack of Awareness and Training
- Technological Barriers



- Support Systems
- Policy and Enforcement
- Social and Psychological Barriers

Attendees were introduced to SwarajAbility, a dedicated job Platform designed to facilitate job searches for persons with disabilities. Students register on the platform to explore potential employment opportunities.

Youth4jobs has also signed an agreement with them to train their students and assist with job opportunities.



I would like to thank Youth4Jobs Foundation for organizing the career guidance program for Divyaang students. Your dedication and support for the Divyaang student training program and job opportunities are truly inspirational. Your guidance, patience, and compassion have taught our students valuable skills and instilled confidence and hope in their hearts. Thank you for making a significant difference in their lives.

Dr.Sreeja.G.R

DIVYAANG CO ORDINATOR, NIRMALA COLLEGE,



## BOSCH TEAMS UP WITH YOUTH4JOBS



Bosch, in association with Youth4Jobs, recently conducted a one-on-one interactive session for the ongoing batch of College Connect Hyderabad students, focusing on job readiness.

Candidates received detailed information about the roles they were applying for, including key responsibilities, required skills and qualifications, expectations, and challenges. For technical roles, Bosch discussed technical assessments to evaluate proficiency in areas such as programming languages, software development methodologies, and engineering concepts.



The session involved problem-solving scenarios and discussions about past projects and technical challenges. Candidates had the opportunity to ask questions about the role, company culture, career development opportunities, training programs, and performance expectations.

## ERNST AND YOUNG'S VISIT TO DELHI CENTER

Ernst and Young visited Youth4Jobs Delhi center as a part of their CSR activity. The team explored the center and also gained a comprehensive understanding of how Youth4Jobs operates, exploring our programs that empower disabled youth through skill development and employment opportunities. They were impressed by our systematic approach to training, job placement, and ongoing support. This visit highlighted the potential for meaningful collaboration in the future.





## SENSITIZATION WORKSHOP FOR HR'S

The Disability Sensitization Workshops, organized by the College Connect team, were crucial for promoting inclusivity and awareness among HR professionals, academics, and various stakeholders. Held in Bangalore, Pune, and Hyderabad in March 2024.

The workshops addressed important issues, advocating for understanding and support for individuals with disabilities. attendees learned strategies for inclusive hiring, navigating the current employment landscape for individuals with disabilities in India, and the importance of workplace accommodations and accessibility.

Participants included representatives from well-known companies like Applied Materials, Grassroots Services, and Bosch, along with government officials and startup founders. The workshop excited HR's and recruiters in hiring more individuals with disabilities. Additionally,

the generous offers of volunteering from participants to train students in various fields like finance and IT highlighted the collective dedication towards creating equitable opportunities for all.



“Participating in the sensitization workshop was truly transformative for me. Before attending, I was unaware of biases about persons with disabilities, but this workshop challenged those assumptions. Simulations and personal stories fostered a profound sense of empathy and highlighted the dignity and capability of persons with disabilities. I learned practical strategies for creating inclusive environments and now feel more confident in interacting with this community. A heartfelt thank you to Youth4Jobs for this enlightening experience.

Sweety

PROGRAM MANAGER, DEI BOSCH



## PROJECT MANZIL: EMPOWERING VISUALLY IMPAIRED STUDENTS

Youth4Jobs continues to break barriers with Project Manzil, a groundbreaking initiative dedicated to equipping Visually Impaired (VI) students across India with critical 21st-century employability skills. This project emphasizes virtual training for government exams, corporate roles, self-employment opportunities, and essential academic milestones such as Open School Exams (10th and 12th) and College Entrance Exams (CUET).



Given the continuous cycle of exams spread over 12 to 18 months, training sessions are conducted year-round. With each exam comprising 2 to 3 tiers, candidates receive support even during the waiting period of up to three months for appointment letters, keeping them prepared for further exams. Youth4Jobs' dynamic curriculum also adapts to evolving exam patterns, ensuring students stay well-equipped and confident.

Youth4Jobs stands out as the only organization in India offering free, comprehensive training to VI candidates. Unlike other institutions that charge hefty subscription fees, we remain committed to making our programs accessible to all.



“ I am grateful to Youth4Jobs for their guidance and support in my preparation for competitive exams like SSE Railway and state PSC exams. Thanks to their excellent and free coaching, I've been selected for the TSPSC Group 4 exam. Thank you, Youth4Jobs!”

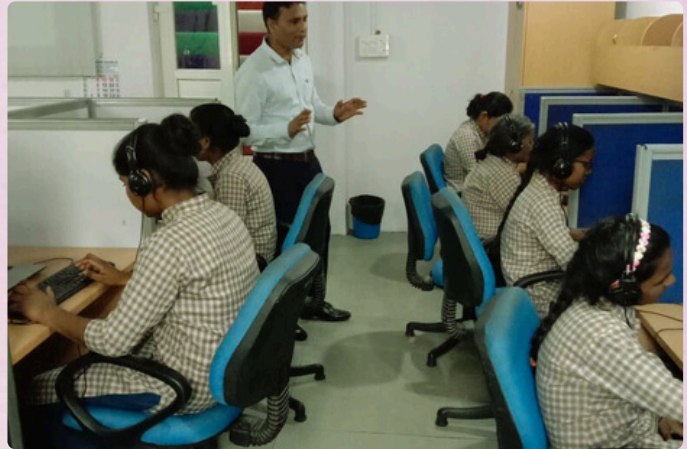
Humera Naz

HYDERABAD



## EMPOWERING VISUALLY IMPAIRED STUDENTS

The Youth4Jobs VI School Team organized an insightful exposure visit to the L.V. Prasad Eye Institute Rehabilitation Center (IVR) for 9th and 10th-grade students, accompanied by two teachers and an attendant. The visit provided a rich learning experience, exposing students to various programs and assistive technologies aimed at empowering individuals with visual impairments.



Students explored the IT Lab, learning about computer training programs that use screen readers like JAWS and NVDA, and visited the Audio Library, which converts printed materials into audio formats for enhanced learning access. They observed vocational training, such as jute bag making and home management skills, emphasizing independence and self-reliance. The center also demonstrated how assistive aids support individuals with various disabilities.

Engaged and inspired, the students expressed eagerness to enroll in future training programs and requested more exposure visits to broaden their perspectives.

## EXPERIENTIAL LEARNING & EXPOSURE VISITS

On February 27, 2024, the Y4J VI School Team took 57 visually impaired students from classes 5 to 10 on an exciting exposure visit to Dream Valley, accompanied by 14 staff members. The trip provided students with hands-on experiences in a natural setting, featuring thrilling water rides and mobility training, culminating in a joyful day filled with learning and fun. Additionally, students from grades 6 to 9 visited Shilparamam, an arts and crafts village in Madhapur, where they explored a vibrant bazaar showcasing Indian craftsmanship, enjoyed outdoor activities, and gained insights into traditional village life. Both trips fostered creativity and provided valuable learning experiences that the students will cherish.







## The Economics Times – Entrepreneur Awards 2024

Youth4Jobs Foundation has won the 'Best Service Provider of the Year' in Web & Mobile App Development (Jury Recommendation). This award has been bestowed for our Job Platform swarajability, India's No.1 job Platform for Persons with Disabilities, by The Economics Times – Entrepreneur – Summit & Awards 2024 in association with HSBC.

This prestigious honor is a testament to our commitment to excellence and innovation in providing top-notch services to our clients. We are incredibly proud of this achievement and grateful for the recognition.

Thank you to everyone who has supported us on this journey.



## BRICS-CCI COMMUNITY EXCELLENCE AWARD 2024

Youth4Jobs was awarded BRICS-CCI COMMUNITY EXCELLENCE AWARD 2024 at the inaugural BRICS-CCI Annual Recognition Awards (BARA). The event was held on Friday at Le Meridien Hotel, hosted by the BRICS Chamber of Commerce & Industry, India Chapter. Former President Ram Nath Kovind, the chief guest, highlighted the importance of excellence and responsible business practices in his address.

This award is a testament to Youth4Jobs' dedication to empowering youth with disabilities and fostering an inclusive society. We are grateful for this recognition and thank our supporters and partners who have been instrumental in our journey.

*“The award being presented today recognise not only excellence but also responsible business practice & Sustainable development”.*

**Ram Nath Kovind**  
14TH PRESIDENT OF INDIA



## LIST OF AWARDS

The Economics Times – Entrepreneur Awards	Best Service Provider of the Year in Web & Mobile App Development	2024
RICS-CCI Community Excellence Award	BRICS-CCI	2024
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
Innovative Practices in Employment from Civil Society	ZERO PROJECT	2021
Pride of Hyderabad	ECHOS ENTERTAINMEMTS	2022
MIT World Peace University's Innovation Hub	MIT	2022
GT Sabera Award 2020	GRANT THORNTON AND SABERA	2020
CSR Times Gold Awards	CSR TIMES – AN INITIATIVE OF FIRST STEP FOUNDATION	2020
TV9 Nava Nakshatra Sanmanam	TV 9	2019
MIT Inclusive Innovation Challenge Asia	MIT IIC, USA	2019
Qimpro Gold Standard 2019 – Education	QIMPRO	2019
Innovation Practice on Employment, Work and Vocational Education and Training	ZERO PROJECT	2017
Best Practices in HR	NHRD SHOWCASE	2017



## LIST OF AWARDS

Spirit of Happiness Award – Livelihoods	AMERICARES	2016
Innovative Practices on Education and ICT	ZERO PROJECT	2016
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
Happiness Award	HAPPINESS HALL OF FAME	2015
Innovation in Skill Development	HAPPINESS HALL OF FAME	2014
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.	2013
Fetzer Foundation USA Award "Business& Community Category" for 2012-13	FETZER FOUNDATION USA	2012
NCPEDP-Shell Helen Keller award 2011 for being a Role model individual	SHELL HELEN KELLER	2011



## THE PAN INDIA YOUTH4JOBS TEAM MEET IN HYDERABAD

The PAN India Youth4Jobs Team Meet in Hyderabad spanned three days, from 28th February to 1st March 2024. The event featured a lineup of distinguished speakers and engaging sessions aimed at empowering and supporting persons with disabilities (PWDs) in accessing employment opportunities.

### Day 1:

Speakers from diverse backgrounds, including government officials, international organizations, and corporate entities, set the tone for the conference. Shri Rajesh Aggarwal, Secretary of the Department of Empowerment of Persons with Disabilities, Mr. Shridhavan from Aflatoun International, Meera Shenoy, Founder of Youth4Jobs, and Sarah from EY International, delivered insightful talks

### Day 2:

The second day continued with a roster of prominent speakers, including Mr. Rohit from Azim Premji Foundation, Mr. Benjamin Franklin from Corpone, and representatives from HDFC Bank and Axis Bank, among others. Action points included scaling project outreach through word of mouth, streamlining mobilization, training, and placement processes to reduce attrition, and ensuring access to Unique Disability ID (UDID) for PWDs to access government programs.

### Day 3:

Day three featured action items including a focus on 100% village coverage and support for PWDs in availing schemes, strategies for interaction with local industries for job placements, and tips on candidate retention and sensitizing companies for placement opportunities.





## Y4J'S CENTRE FOR MINDFULNESS FOR DISABILITY

On March 3, 2024, the Youth4Jobs Center for Mindfulness for Disability hosted a session at the Youth4Jobs head office, drawing persons with disabilities eager to explore the realms of mindfulness. The session was led by Bryan Tucker, a seasoned practitioner of insight (or mindfulness) meditation with over four decades of experience.

Mindfulness meditation holds a special significance for persons with disabilities, offering them a powerful tool for navigating life's complexities. By cultivating awareness of the present moment without judgment, individuals can develop resilience, acceptance, and a deeper connection to themselves and their surroundings. Bryan's journey of mindfulness unfolded through extensive training under revered Western and Eastern teachers, including luminaries like Ram Dass, Joseph Goldstein, and the Ven. Mahasi Sayadaw of Burma, alongside Christopher Titmuss. This rich tapestry of learning endowed Bryan with a profound understanding of meditation practices, which he generously shares with humor and ease.

The session aimed to illuminate the path towards self-understanding and finding positivity even amidst life's most challenging

circumstances. Bryan, with his enthusiasm, wove personal anecdotes seamlessly into interactive meditation exercises, fostering an atmosphere brimming with joy and engagement. Participants found themselves drawn into the experience through fun activities, songs, and even dance, making for a dynamic and enriching journey.



“ This teaching is about learning to be happy, regardless of circumstances. The mind possesses this capacity, which neither I nor anyone else can give. It is up to you to utilize this teaching to discover the truth, as only the truth can liberate you; no other human being can do so.

Bryan Tucker

MEDITATION TEACHER



## IN PRESS AND MEDIA

Y4J alumni Thansen K, trained and placed by Youth4Jobs, has shattered barriers and inspired us all by becoming the FIRST double-hand amputee to obtain a driving license in Tamil Nadu. His determination and resilience are a true testament to the power of perseverance.

Thansen, you're not just driving a car; you're steering dreams into reality!

Join us in applauding this incredible milestone and spreading the message of inclusivity and empowerment.

Also, don't miss out on the inspiring three-minute read about Thansen's incredible journey in the Times of India

Thansen K, a double-hand amputee, obtained a driving licence in Tamil Nadu after impressing doctors with his driving skills using stumps. His story of overcoming challenges inspires others with disabilities to achieve independence.



[Read the full article here](#)



लोकमत

### दिव्यांगांना मिळाले प्रमाणपत्र



प्रमाणपत्र वितरण करताना एसडीओ रणजित यादव, नायब तहसीलदार गादेवार.

लोकमत न्यूज नेटवर्क  
चंद्रपूर : येथील युथ फोर जॉब्स फाउंडेशन तर्फे दिव्यांगांना प्रशिक्षण प्रमाणपत्र वितरण करून त्यांना गौरविण्यात आले. यावेळी प्रमुख पाहुणे म्हणून आमदार किशोर जोरगेवार, उपविभागीय अधिकारी रणजित यादव, नायब तहसीलदार जितेंद्र गडेवार, समाज कल्याण अधिकारी सुरेश पैदाम, रेड क्रॉस सोसायटी सेक्रेटरी डॉ. मंगेश गुलवाडे, प्रहार क्रांती संघटनेचे जिल्हाध्यक्ष सतीश विहकर. यथ फोर जॉब्स फाउंडेशनचे प्रकल्प प्रमुख विष्णू वर्धन, राज्य प्रमुख महेंद्र पाटील, रवींद्र चिल्लरवार आदींची यावेळी उपस्थिती होती.

कार्यक्रमात दिव्यांग विद्यार्थ्यांना प्रशिक्षण प्रमाणपत्र, बॅग व पुस्तके देऊन गौरविण्यात आले. यामध्ये दोन विद्यार्थ्यांना नोकरी प्रमाणपत्र देण्यात आले. ११० पेक्षा अधिक दिव्यांग विद्यार्थ्यांचे युडीआडी कार्डसाठी अर्ज भरून घेण्यात आले. तर अनेक दिव्यांग बांधवांनी स्वराजविलिटी पोर्टलवर नोंद नमवली अर्ज भरला.

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## प्रशिक्षण घेत स्वयंरोजगार उभारावा

आमदार किशोर जोरगेवार : दिव्यांग बांधवांना प्रमाणपत्राचे वाटप

### ■ सकाळ वृत्तसेवा

चंद्रपूर, ता. २४ : बेरोजगारीची समस्या वाढत चालली आहे. रोजगाराच्या संधी कमी असल्यामुळे युवकांमध्ये निराशा आहे. त्यामुळे आता नोकरी मागण्यापेक्षा स्वयंरोजगार उभारून नोकरी देणाऱ्यांच्या भूमिकेत येण्याची तयारी आपण केली पाहिजे. युथ फोर जॉब्स फाउंडेशन अँड ग्रास्रूट अर्कडमीच्या वतीने दिव्यांग बांधवांना दिल्या जात असलेल्या प्रशिक्षण शिबिरातून प्रशिक्षित होत आपण स्वतःचा रोजगार उभारावा, असे प्रतिपादन आमदार किशोर जोरगेवार यांनी केले.

युथ फोर जॉब्स फाउंडेशन अँड



चंद्रपूर : महिलांना मार्गदर्शन करताना आमदार किशोर जोरगेवार.

ग्रास्रूट अर्कडमीच्या वतीने तुकुम येथील दुर्गा माता मंदिर येथे दिव्यांग बांधवांना प्रशिक्षण प्रमाणपत्राचे वाटप करण्यात आले. यावेळी ते बोलत होते. कार्यक्रमाला उपविभागीय अधिकारी रणजित यादव, तहसीलदार विजय पवार, नायब तहसीलदार जितेंद्र गादेवार, समाजकल्याण अधिकारी सुरेंद्र

पेंदाम, दिव्यांग सेवा संघटनेचे अध्यक्ष श्रीराम पान्हेकर यांची उपस्थिती होती. जोरगेवार पुढे म्हणाले, स्वयंरोजगार उपलब्ध व्हावा या दिशेने आमचे प्रयत्न राहिले आहे. यासाठी आपणही या चांदा त्रिगेडच्या वतीने महिलांसाठी विविध प्रशिक्षण शिबिरांचे आयोजन करत आहोत. यात आपण महिलांसाठी

व्युटी पार्लर, मेकअप, शिवणकाम, फॅशन डिजायनिंग हे शिबिर आयोजित करत आहोत. सदर शिबिरांच्या माध्यमातून हजारो महिलांना आपण प्रशिक्षित केले आहे. यातील अनेक महिलांनी स्वताचा रोजगार उभारला आहे.

आपण दिव्यांगांना रोजगार आणि स्वयंरोजगारासाठी प्रशिक्षित करत आहोत. आपण करत असलेले ईश्वरीय कार्य कौतुकास्पद आहे. यातून बेरोजगारीमुळे नैराश्य आलेल्या अनेकांना जगण्याची नवी आस देत आहोत. या सतकार्यात लोकप्रतिनिधी म्हणून शक्य ते सर्व सहकार्य करण्याची आपली तयारी असल्याचे ते यावेळी म्हणाले.



## IN PRESS AND MEDIA

### Axis Bank Foundation and Youth4Jobs celebrate 10 Years of inclusive employment initiatives for youth with disabilities

By: Team TheCSRUniverse | Published: 04-Jan-2024



[Read the full article here](#)



### Indian Photo Festival 2023 in Hyderabad: The Global Ability Photography Challenge celebrates the abilities of the differently-abled

The participation of the physically- and mentally-challenged was the best part of the contest, says Youth4Jobs founder, Meera Shenoy

Published - December 07, 2023 03:56 pm IST



NEERAJA MURTHY



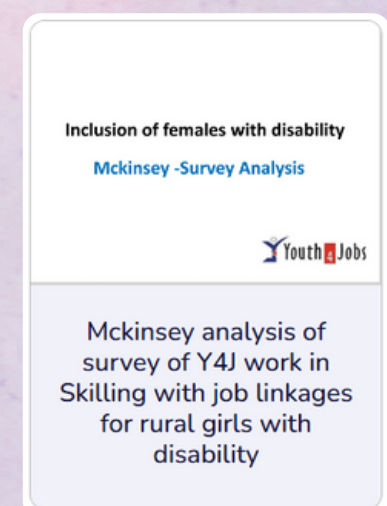
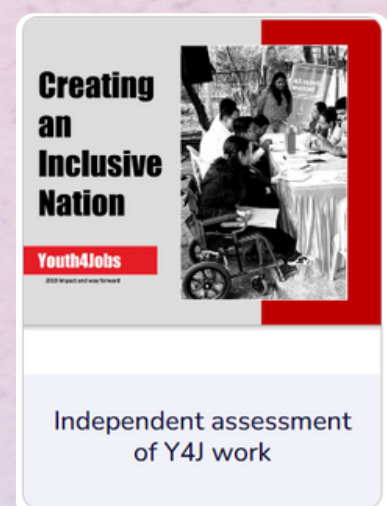
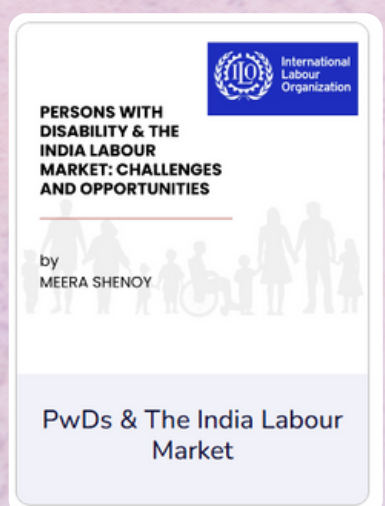
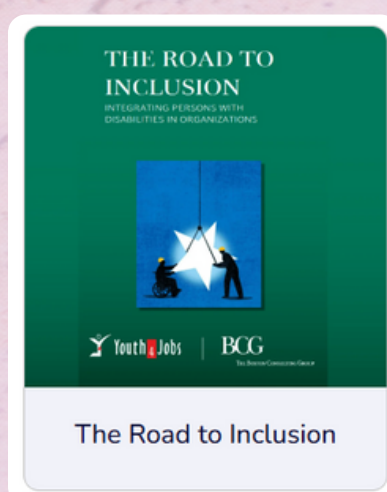
A photograph by Gayatri Gupta | Photo Credit: Special arrangement

[Read the full article here](#)





# PUBLICATIONS





# VOLUNTEERS & SUPPORTERS

Youth4Jobs thanks the funders and individuals who supported us in 2023-24.

Sl. No.	Name of the Donor
1	Alphageo (India) Ltd
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25	United Way of Kolkata



# AUDITED FINANCIAL REPORTS

**M/s.YOUTH 4 JOBS FOUNDATION, HYDERABAD**  
**INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31.03.2024**  
**(Amount In Rupees)**

PARTICULARS		NOTE NO.	FOR YEAR ENDED 31.03.2024	FOR YEAR ENDED 31.03.2023
<b>I</b>	<b>INCOME</b>			
(a)	Project Grants	9	17,20,87,321	11,07,46,924
(b)	General Donations	10	24,96,59,355	45,98,112
<b>II</b>	<b>Other Income</b>	11	95,15,230	15,14,070
<b>III</b>	<b>Total Income (I)+(II)</b>		<b>43,12,61,905</b>	<b>11,68,59,106</b>
<b>IV</b>	<b>EXPENSES</b>			
(a)	Project Expenses	12	13,86,38,427	11,25,87,916
(b)	Finance costs	13	36,136	20,669
(c)	Depreciation & Amortization	14	93,23,472	44,90,236
(d)	Administration and Other Expenses	15	48,66,755	29,33,597
	<b>Total Expenses</b>		<b>15,28,64,791</b>	<b>12,00,32,418</b>
<b>V</b>	<b>Surplus (Deficit) for the year before Exceptional &amp; Extraordinary Items (III)-(IV)</b>		27,83,97,114	(31,73,312)
<b>VI</b>	<b>Prior Period (Expenses)/ Income</b>		(6,09,551)	(27,159)
<b>VII</b>	<b>Surplus/ (Deficit) for the year</b>		<b>27,77,87,564</b>	<b>(32,00,471)</b>

**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: 11.09.2024  
 Place: Hyderabad



For M/s. Sekhar & Suresh  
 Chartered Accountants



*CA. C Suresh*  
**CA. C SURESH**  
**(Partner)**

Membership No.29709  
 Registration No:0061555  
 UDIN: 24029709BKEDIZ2951



# AUDITED FINANCIAL REPORTS

<b>M/s.YOUTH 4 JOBS FOUNDATION, HYDERABAD</b> <b>BALANCE SHEET AS AT 31.03.2024</b> <b>(Amount In Rupees)</b>			
PARTICULARS	NOTE NO.	AS ON 31.03.2024	AS ON 31.03.2023
<b><u>I. GRANTS AND LIABILITIES</u></b>			
<b><u>(1) SHAREHOLDERS FUNDS</u></b>			
(a) Corpus Fund		50,000	50,000
(b) Share Capital	1	1,00,000	1,00,000
(c) Capital Fund	2	32,85,42,373	5,07,54,809
<b><u>(2) CURRENT LIABILITIES</u></b>			
(a) Other Current Liabilities	3	11,16,047	79,26,638
(b) Short Term Provisions	4	1,94,670	14,52,133
<b>TOTAL</b>		<b>33,00,03,090</b>	<b>6,02,83,580</b>
<b><u>II.ASSETS</u></b>			
<b><u>(1) NON CURRENT ASSETS</u></b>			
(a) Fixed Assets			
(i) Tangible Assets	5	89,49,562	1,26,23,409
(ii) Intangible Assets		2,57,58,803	87,61,672
<b><u>(2) CURRENT ASSETS</u></b>			
(a) Cash and Cash Equivalents	6	28,19,56,914	3,45,96,396
(b) Short Term Loans and Advances	7	40,28,493	27,40,868
(c) Other Current Assets	8	93,09,318	15,61,235
<b>TOTAL</b>		<b>33,00,03,090</b>	<b>6,02,83,580</b>

On behalf of Board  
Signature of Directors

*Meera Shenoy*  
1. Ms. Meera Shenoy  
DIN: 02661437

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

Date: 11.09.2024  
Place: Hyderabad



For M/s. Sekhar & Suresh  
Chartered Accountants

*CA.C SURESH*  
CA.C SURESH  
(Partner)  
Membership No.29709  
Registration No:006155S  
UDIN: 24029709BKEDIZ2951

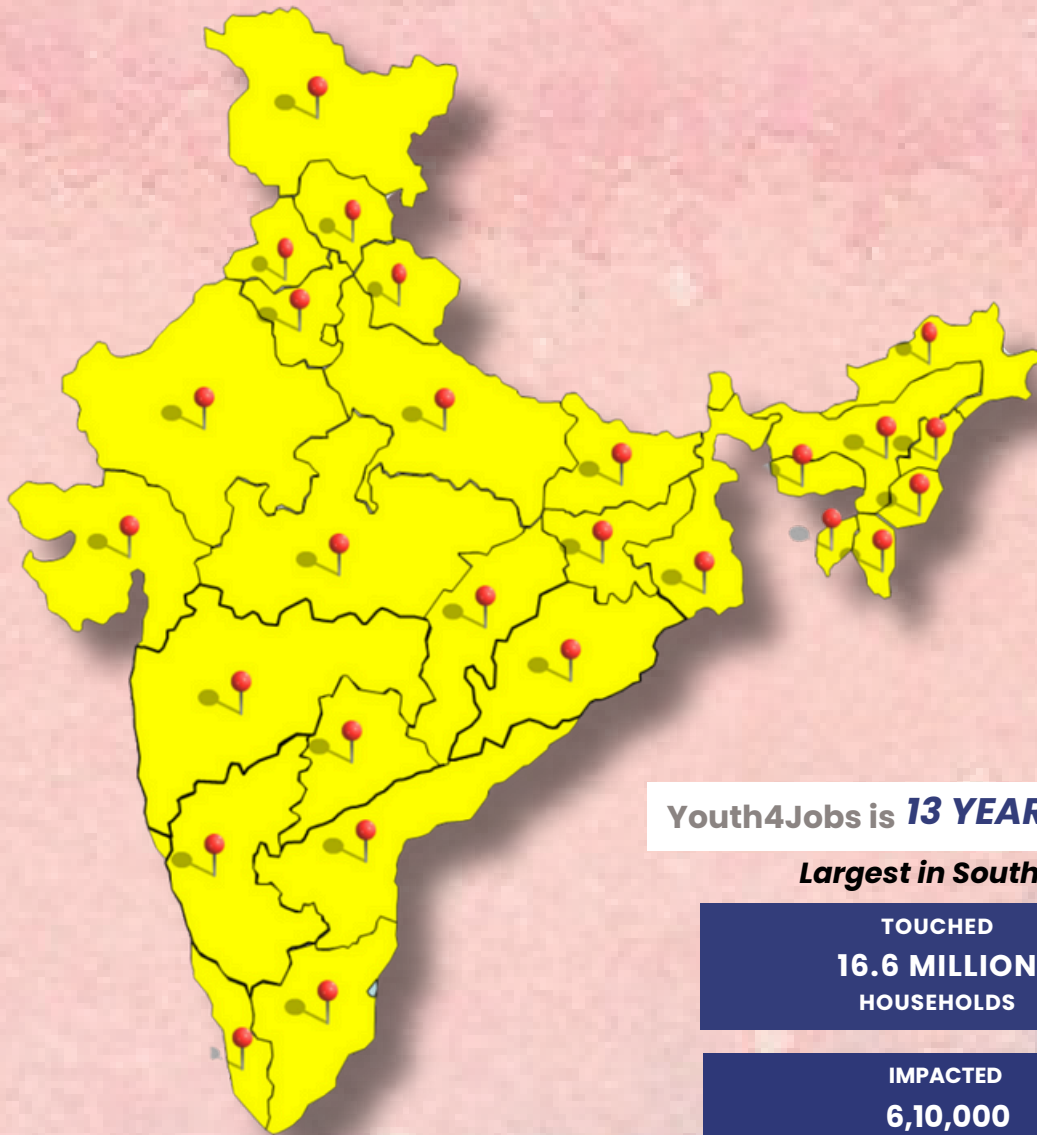


<b>Organisation Name</b>	Youth 4 Jobs Foundation		<b>GuideStar Number (GSN)</b>	8360	
For the Financial Year 2023-2024			IT PAN: AAACY5258R		
DARPAN ID issued by NITI Aayog: TS/2017/0165290			The organisation's accounts are made on cash Basis/ accrual basis/ a mix of cash and accrual basis. ( Please choose one)		
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 2024					
<b>Balance Sheet</b>			<b>Income &amp; Expenditure Statement</b>		
All figures are in Rs.lakhs			All figures are in Rs.lakhs		
<b>Assets as on</b>	<b>31-03-2024</b>	<b>31-03-2023</b>	<b>Income for the year ended on</b>	<b>31-03-2024</b>	<b>31-03-2023</b>
Fixed assets	347.09	213.85			
Investments Loans and advances	2497.86	125	Earned/ Self generated income from programmes	15.42	23.65
Cash and bank balances	40.28	27.41	Donations from Indian sources Grants from Indian sources	1720.87	1097.57
Other current assets	321.71	220.96	Donations from International sources	2481.17	22.33
Excess of expenditure over income (if any)	93.09	15.61	Grants from International sources		9.9
			Other income (including interest)	95.15	15.14
<b>Total Assets</b>	<b>3300.03</b>	<b>602.83</b>	<b>Total Income</b>	<b>4312.61</b>	<b>1168.59</b>
All figures are in Rs.lakhs			All figures are in Rs.lakhs		
<b>Liabilities as on Trust/ Society/ Share-</b>	<b>31-03-2024</b>	<b>31-03-2023</b>	<b>Expenditure for the year ended on</b>	<b>31-03-2024</b>	<b>31-03-2023</b>
holder funds General fund	1	1.00	Programme	1386.38	1125.88
(unrestricted fund) Corpus and			Public education and fundraising		
endowment fund(s) Restricted/	0.5	0.50	Management and administration	49.03	29.54
Earmarked funds	3285.42	507.54	Payments to Beneficiaries Other		
Grant balances			expenses Total Expenditure	93.23	44.9
Loans and borrowings			Surplus/Deficit	1528.64	1200.32
Current liabilities and provisions	13.11	93.79		2783.97	-31.73
Excess of income over expenditure (if any)			Total cost of international travel for organisational work by all people engaged (including employees, consultants and others, volunteers and governing body members) FY 2023-2024		
<b>Total Liabilities</b>	<b>3300.03</b>	<b>602.83</b>	<b>Name</b>	<b>Designation</b>	<b>Destination</b>
<b>Receipts &amp; Payments Account</b>			<b>Gross Expense (Rs)</b>	<b>Sponsored by</b>	<b>Purpose</b>
All figures are in Rs.lakhs					
<b>Receipts for the year ended on</b>	<b>31-03-2024</b>	<b>31-03-2023</b>	Nil		
<b>Opening Cash and Bank Balance</b>	<b>220.96</b>	<b>191.10</b>			
Earned/ Self generated income					
Donations from Indian sources	15.42	23.66	<b>Total</b>		
Grants from Indian sources	1720.87	1097.57			
Donations from International sources	2481.17	22.32	<b>Total cost of national travel by all people engaged (including employees, consultants and others, volunteers and governing body members) FY 2023-2024:</b>		
Grants from International sources		9.90	Cost of National Travel for the financial year: 2023-24 72.60 lakhs		
Sale of investments/ assets Loans					
Other receipts		94.03			
	95.15	15.13			
<b>Total Receipts</b>	<b>4,533.57</b>	<b>1,453.71</b>			
All figures are in Rs.					
<b>Payments for the year ended on Capital</b>	<b>31-03-2024</b>	<b>31-03-2023</b>			
items/ assets purchased for the organisation	226.46	126.64	<b>Board Meetings held on (DD/MM/YYYY) (between 01/04/2023 and 31/03/2024)</b>		
Capital items/ assets purchased for beneficiaries					
Purchase of investments Grants/	2372.86				
donations to other organisations					
Loans and advances	171.04	-49.56	<b>1. Annual Report for the previous financial year was ready by (Month/Year): September 2024</b>		
Other payments	1441.5	1155.67	<b>2. Our Annual Report is available on our website URL: www.youth4jobs.org</b>		
<b>Total Payments</b>	<b>4211.86</b>	<b>1232.75</b>			
<b>Closing cash and bank balance</b>	<b>321.71</b>	<b>220.96</b>			

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Youth4Jobs is **13 YEARS** old now

***Largest in South Asia***


TOUCHED  
**16.6 MILLION**  
HOUSEHOLDS

IMPACTED  
**6,10,000**  
YOUTH WITH DISABILITIES


40% of our  
Workforce are PwDs


25% - Young Women

NGO Connect - 1072+  
Company Connect - 1712+  
Govt Connect - 645 Departments

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