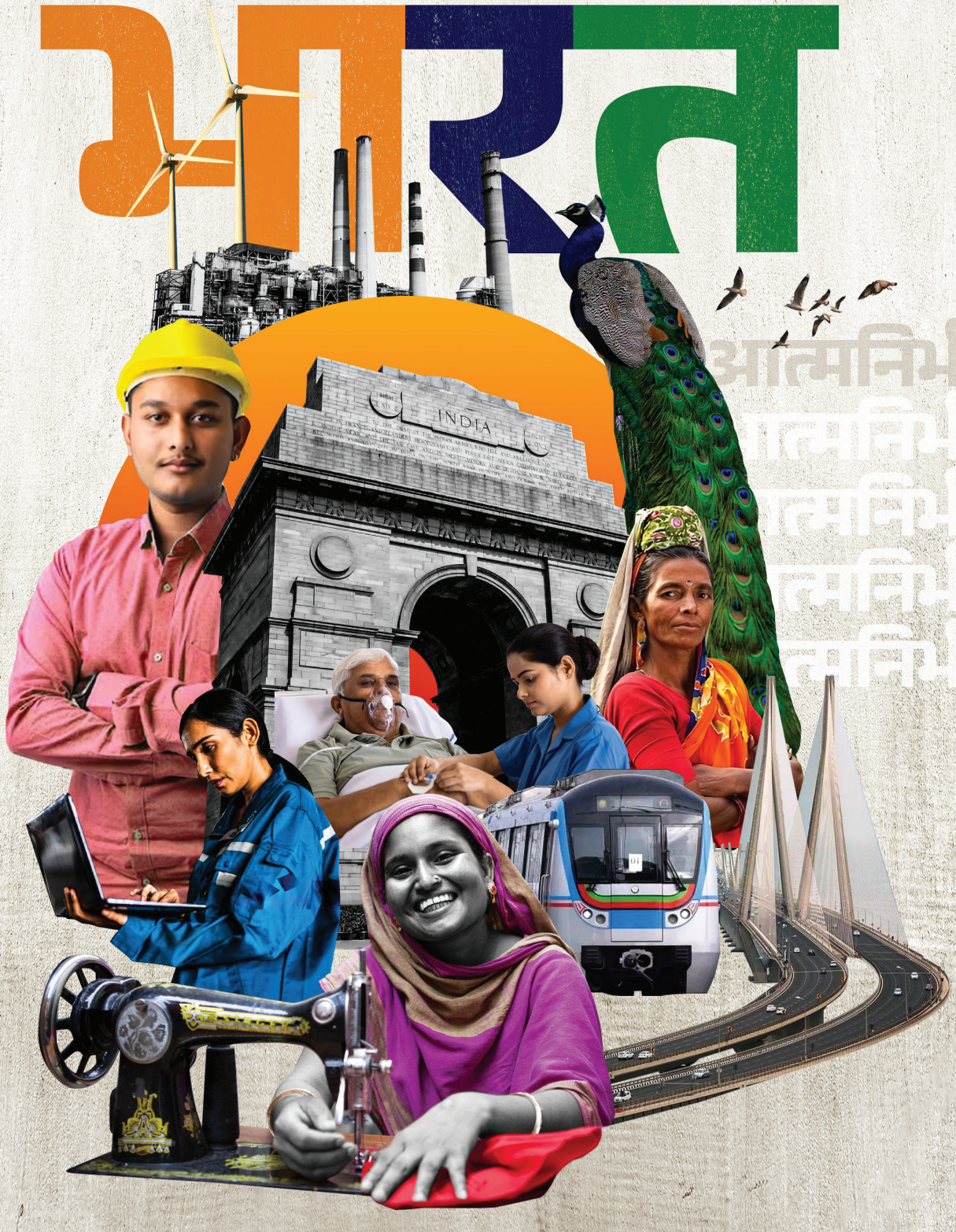
KSWA'S YUVA PARIVARTAN ACADEMY

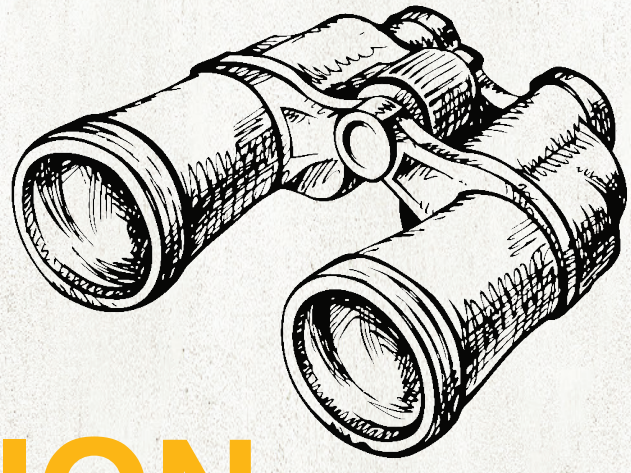
GIVING YOUTH A SECOND CHANCE

69th ANNUAL REPORT 2023-2024

IMPACTING



Building an Insightful & Inclusive Future

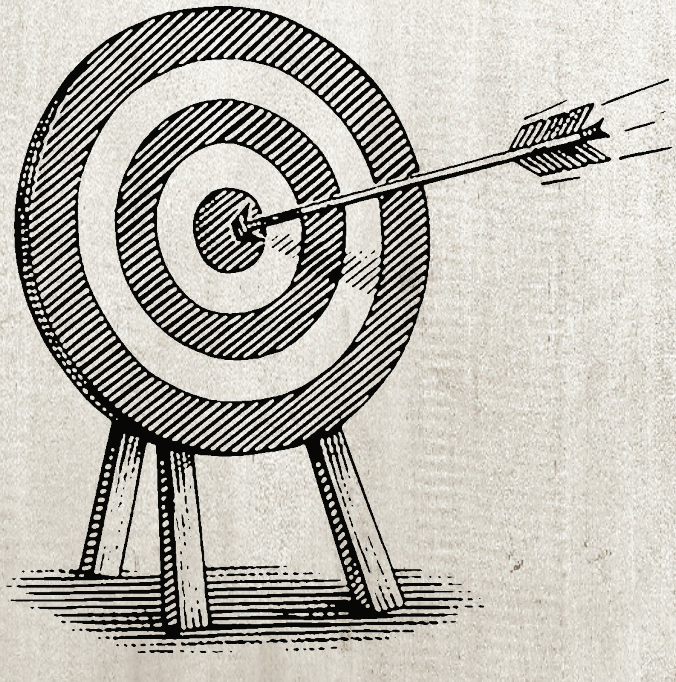


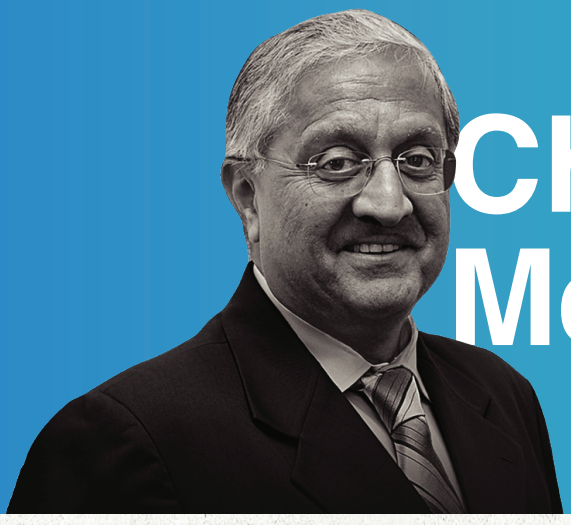
OUR VISION

Create Opportunities for deprived youth, Empowering them to lead economically productive and socially useful lives

OUR MISSION

To give a second chance to deprived youth through sustainable livelihood opportunities based on rural and urban livelihood skill training programs, that leads to attitudinal change and income generation





Chairman's Message

"It is a great privilege and honor for me to write a few lines—privilege because I am writing in my capacity. Honor because I feel deeply for the cause espoused, viz rural livelihoods.

Throughout my career, I have been associated with 'Bharat', aka rural India. In the initial years, as a traveling sales manager, later as the business head of Dairy, Animal Feeds, Marine Products, and even later, through an association with the Integrated Rural Development Programme of my company. In a sense, I have grown up watching the people of Bharat over several decades.

There is no doubt that rural life has improved. Whether in terms of connectivity, communication, electricity, or such parameters. The question that has always bothered me is whether rural life has improved as much as it should. There are three basic parameters in which rural life has not made adequate progress.

The first is education. The quality and availability of education needs a faster pace, but so also, the social attitude to education, especially female literacy. I have watched the dramatic consequences and social good due to female literacy, particularly in Kerala and Tamilnadu.

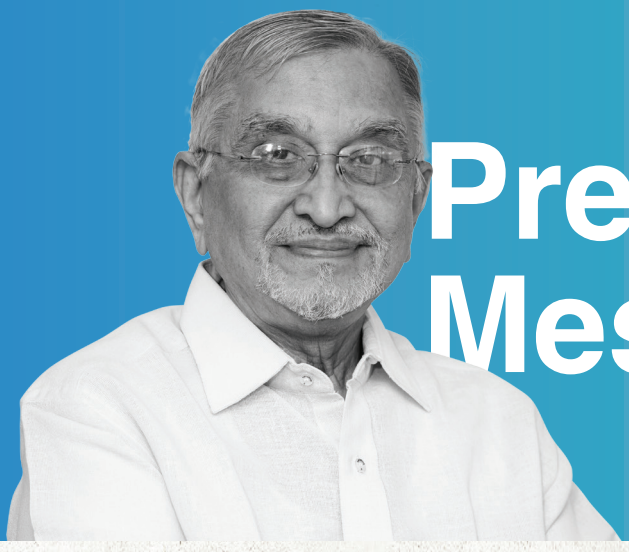
The second lacuna is health. No matter how much money is poured into this social good, it seems insufficient and somewhat inefficient. Here again, Tamilnadu and Kerala have superior results compared to other parts of the country.

The third area is in rural livelihoods. Urbanization is somewhat inevitable, but migration need not be relentless. Developing rural areas into urban habitats is welcome, but the relentless denudation of urban areas due to rural distress and migration is unwelcome.
Our great nation boasts of a hyper-active entrepreneurial ecosystem and revels in the number of unicorns. This is surely a great development, but it is rather urban-centric. What will it take to build rural India into a set of entrepreneurial hubs? In the concerned ministry, the statistic for our country shows that India has 63 million businesses, from one man shops, to multinational corporations. Bharat need not have unicorns or even soonicorns, but why not some plain corns?

It is this central point that is being addressed in a small, but perceptible manner. It is a subject of great national importance, with major income distribution ramifications. It is a frustrating journey, but a hugely rewarding one.

Persistence, experimentation, and flexibility mark the approach of Yuva Parivartan. Success will come, of that I feel sure, but it will take time.

R. Gopalakrishnan
Chairman – Advisory Board
KSWA



President's Message

Yuva Parivartan – the Journey Ahead to 50 years !

As Yuva Parivartan turned 25, we thought it was the right time to evaluate whether the YP livelihood model 1.0 will stay relevant to the new realities of a changing AI-influenced world or should we be looking at YP 2.0. For us this is a year of introspection and re-evaluation. We should have an answer soon.

The year under review was difficult, with several personnel and performance related changes which resulted in the recall of two of our major verticals MLDC and Partnerships to the drawing board , for a recast the context for which is shared below.

During the past year, we have made major changes in our five verticals to reposition Yuva Parivartan for the next 25 years as a leading provider of livelihood for deprived youth, nationally. Each of the five verticals has the potential to operate as an independent NGO in terms of size and can be spun off to achieve their full potential. Livelihood Development Centres LDCs and their mobile version MLDCs will continue to be the major thrust, but we had to make major changes to the Operations strategy under a back to basics program. IRDP - farm based livelihood which has the potential to overtake both of the above in size, has been waiting in the shadows for long. This year with a stronger focus and leadership team, we will power their wings to soar higher for greater social impact. Hospitality is scaling to keep pace with the three aforesaid verticals with their Fast Food Chain (FFC) intervention and the Partnerships model is being revamped to increase geographic penetration with a bigger and better value proposition for partners.

In addition the functional teams handling YP support functions are improving their efficiency and overall delivery with greater digitalization. In addition, zero based budgeting, updating process manuals, strengthening the second line, improved MIS with a more responsive HR team will support the changes.

In YP's first 25 years we achieved a milestone of 1.5 lakh livelihoods per year connecting a total of 15 lakhs or 1.5 million youth to skilling and livelihood.

In the next 25 years the goal is to connect 10 lakhs or one million youth per year a total of 1.5 crore or 15 million to livelihoods with greater impact. We look to your support and good wishes in our endeavour to contribute to national development.

My heartfelt thanks to our Board, Partners, the YP Team Sponsors and Well-wishers for their valuable contribution and continued support. We look forward to the future with excitement and hope in a rising Bharat.

Kishor Kher
President & Trustee



PREAMBLE

As I pen my thoughts for the message, the disturbing news of the heinous crime committed on a young doctor's modesty has shaken up the whole country. A young Indian preparing for service to humanity of sick and poor deprived patients lost her life. Nirbhaye happened years ago now another Abhaya!

How does a country steeped in a history of rich philosophy, religions produce such demons? Whom do you blame? Heredity or Environment? Family or the community? Or does the Nation take a collective responsibility? In my being part of POSH committees, I have realized the collective role family and community/ society plays on your mental and physical well-being. We use terms like values, culture loosely but its huge role in producing what we become is immense.

Yuva Parivartan " (transformation of youth) in youth is a big promise we made when we chose the name of our "Movement" In the past 25 years we have struggled and faced innumerable challenges and these are continuing to grow. Youth today, the ones we take in our fold are a distracted, confused and lost about what where their future lies.

Skilling for livelihood for the less educated, socially challenged girls and boys was our vision and mission. Simple and straight forward and yet in a matter of 2-3 years we realized this was not this enough. Mental Health & Hygiene gradually crept in to the curriculum not realizing what a vital role it had. The youth at risk from dysfunctional backgrounds, surrounded by the curse of lack of education, facing socio and economic challenges severely affects youth. Our single centre counseling gradually expanded to fulfill the needs of youth across the country through our own designed "Soch ka Parivartan" (Attidunal transformation} Today, counselling, focused group discussion, career counselling, career guidance through zoom reaches out to cover 70% of our students. The remaining we reach through our travelling counselor.

We have experienced the anger frustration, hopelessness, lost expression in the faces of the First Time Offender whom we trained and counseled in the most notorious jails of Tihar (Delhi), Yerawada, (Pune) Arthur Road (Mumbai) Kalyan and several others across the north of the country and the harm it causes to their psyche due to the long incarceration. The youth are aspirational they want to get out of the cycle of poverty, have dreams and wishes to fulfill just like you and me, just like our children have. Yuva Parivartan and several other organization have taken a responsibility to change this. Wish us and all the sister organization well for the future.

Mrinalini Kher
Hon. Secretary & Trustee



CEO Message

After an impactful 25 years of interventions, enabling livelihoods for youth, it's time to get ready for creating the impact for the next 25 years. The transition from the present Yuva Parivartan (YP 1.0) to the YP of tomorrow (YP 2.0) has to be a smooth one. Many things have changed- aspirations of youth, the in demand skills, government interventions, NGO ecosystem, CSR sponsors, training delivery.

To successfully navigate and manage the changed environment, YPians also need to change. That somehow we found lacking. Inspite of enabling 167,000 students the highest ever, during the last year, for livelihoods, we decided to take a step back to ensure the right behaviors- process adherence, agility, service mindset, integrity and accountability are imbibed in all YPians.

With the new mindsets, the Mobile Livelihoods Centre (MLDC) and the Partnerships models will be recast, to have much more focus on - 1. livelihoods- "start with the end in mind" and 2. beneficiaries and partners- "they are the centre of our universe". The pilots for the MLDCs and Partnerships, based on the redesigned processes will commence from October and will be ready to scale by April 25. While we are readying for the future, the focus on current year targets and execution continues. Our program sponsors have been very collaborative and supportive in designing and implementing our programs. Our sincere thanks to all our program sponsors for their continued support. I take this opportunity to thank all our partners and students, for participating in our programs and giving us an opportunity to serve them. My special thanks to our trustees and Board of Advisors for their continued guidance, encouragement and support. My special thanks to all YPians, without whose support, the last 25 years journey would not have been possible. My best wishes to all the YPians for our continued journey for the next 25 years.

Milind Chitre
CEO

Silver Jubliee Year

Reflecting on 25 Years: Celebrating Yuva Parivartan's Legacy and Future

The year 2023 was a monumental one for Yuva Parivartan as we celebrated our 25th anniversary on February 15 th 2023 This milestone represented not only a quarter-century of dedicated service but also a testament to the enduring impact of our mission. The launch of Yuva Parivartan's 25th year was a resounding success, marked by the distinguished presence of Chief Guest Nobel Laureate Shri Kailash Satyarthi and the gracious hospitality extended by Dr. R. A. Mashelkar and Chairman R. Gopalakrishnan.

The well-planned event at the World Trade Centre, Mumbai, proceeded flawlessly, with inspiring speeches highlighting the transformative work of Yuva Parivartan, particularly in rescuing and rehabilitating at-risk youth. Dr. Mashelkar's introduction of Mr. R. Gopalakrishnan as the new Chairman of the Advisory Board underscored a promising future, while the felicitation of longstanding supporters celebrated their invaluable contributions. The elegant event demonstrated Yuva Parivartan's significant goal and garnered acclaim for its inspirational programs and long-lasting impact. This grand occasion reinvigorated our commitment to creating an inclusive and insightful Bharat.

Building on the momentum from the anniversary celebration, Yuva Parivartan concluded its Silver Jubilee Year with a Valedictory Event on February 15, 2024. Hosted by Mr. Nagesh Alai(Founder & Company Director At Enterprise Artificial Intelligence Startup), the event brought together guests, students, volunteers, and employees. The theme, 'Bringing prosperity to the country through entrepreneurship and skill education,' underscored the organization's commitment to economically empowering underprivileged youth.

The event featured notable speakers like former DGP of Maharashtra, Mr. D Sivanandan, who highlighted the mental health crisis among India's youth, emphasizing the urgent need for vigilance and support. Renowned figures such as R. Gopalakrishnan and Dr. Janmejaya Sinha (Boston Consulting Group (BCG)) delivered insightful speeches, advocating for the uplifting of marginalized sections through skilling and vocational training, particularly in rural areas. Mr. Gopalakrishnan stressed the invaluable contribution of women to the economy and commended Yuva Parivartan's impact over 25 years, urging for increased awareness of rural dynamics among decision-makers. Reflecting on the organization's journey, Mr. Kishor Kher praised its evolution and emphasized the need for holistic approaches to empower rural communities. A panel discussion moderated by Mr. Suman Srivastava(Founder, Marketing 8 Unplugged & FMR MD Euro RSCG) focused on challenges and opportunities for rural development, highlighting the importance of technology, market opportunities for entrepreneurship, and soft skills training for enhancing employability.

The panel discussion had prominent members of the development field namely Mr. N. Srinath-Advisory Board Member & Former CEO, Tata Trust, Mr. Rathish Balakrishnan from Sattva and Ms. Shilpi Patni from Haqdarshak. These milestone events reinvigorated our commitment to creating an inclusive and insightful Bharat. Attended by our dedicated staff, beneficiaries, and esteemed partners, these celebrations not only honoured our past achievements but also set the stage for even greater impact in the future. Inspired by our past successes, we are more determined than ever to drive deeper, more meaningful engagement in urban and rural India, ensuring that our efforts continue to uplift and empower the communities we serve.

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CONTENTS

The Reach

Operations are divided into 4 regions

Region 1

Maharashtra :- Districts - Akola, Amravati, Nagpur, Wardha, Gondia, Bhandara, Chandrapur
Madhya Pradesh :- Districts - Balaghat, Pandhurna, Rajnandgaon, Katni

Region 2

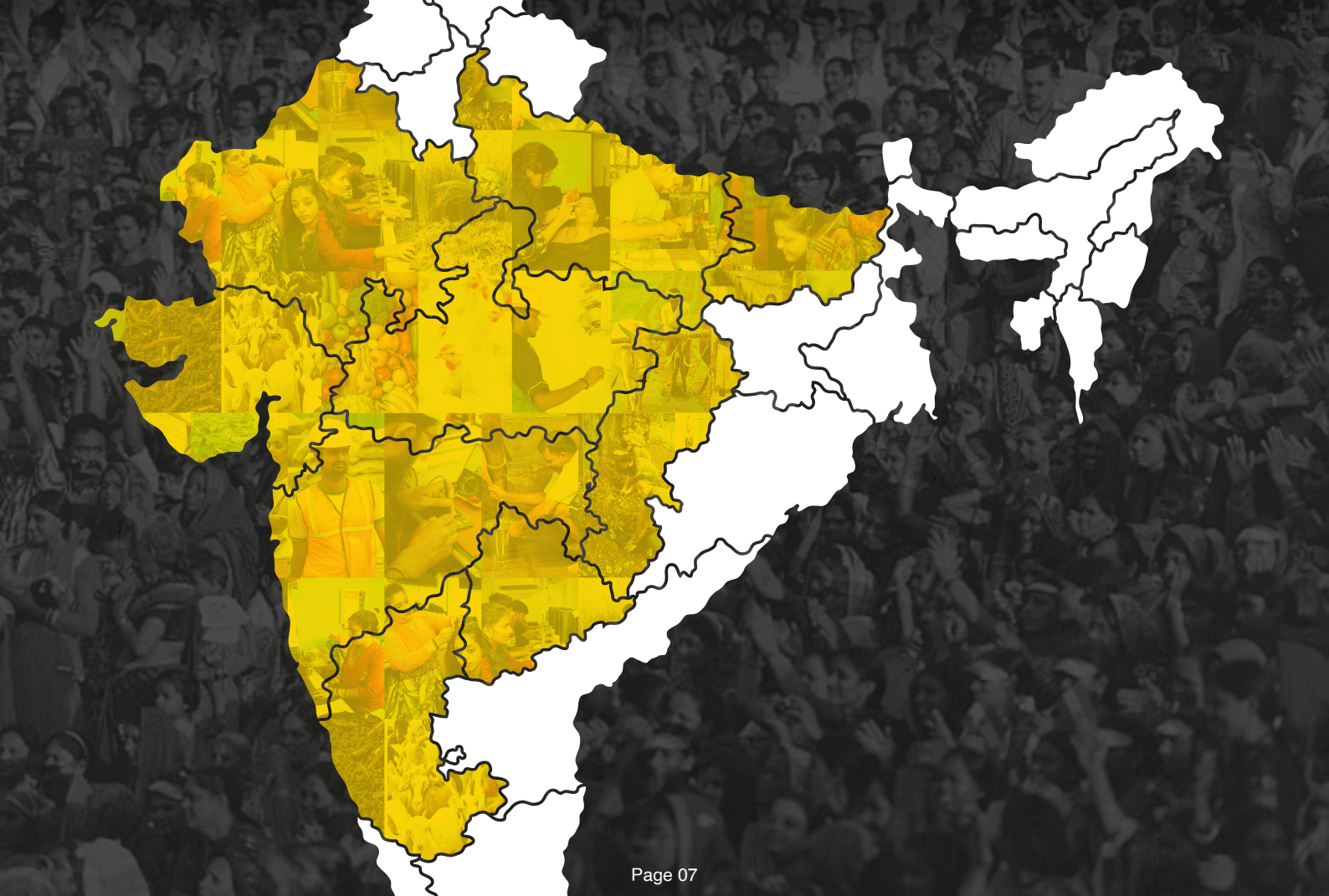
Maharashtra :- Districts - Ahmednagar, Mumbai city, Mumbai suburban, Nandurbar, Nashik, Pune, Raigad, Ratnagiri, Sindhudurga, Thane, Palghar, Satara, Kolhapur, Dhule, Solapur, Sangali, Dharashiv (Osmanabad),
Goa :- District - North goa
Karnataka :- Districts - Dharvad, Belgaum

Region 3

Uttar Pradesh :- Districts - Meerut, Amroha
Bihar :- Districts- Bhojpur
Delhi :- North east Delhi, South west Delhi, Gurgaon
Gujrat :- Districts - Surat, Vadodara, Vapi, Daman, Bharuch, Dahod, Dang, Halol, Jambughoda, Mandi, Palsana, Panchmahal, Tapi, Umarpada, Valsad, Pardi
Rajasthan :- Districts- Ajmer, Alwar, Jaipur
Madhyapradesh :- Disricts - Sagar, Hoshangabad, Khargone, Manawar, Dhar, Barwani, Umarban, Dharampuri, Rajpur

Region 4

Maharashtra :- Districts - Aurangabad, Gadchiroli, Hingoli, Jalna, Latur, Nanded, Beed, Washim, Buldhana, Parbhani, Yavatmal, Osmanabad.
Karnataka :- Districts - Bangalore Rural and city, Bidar, Adilabad, Raichur
Telangana :- Districts - Zahirabad, Asifabad, Nirmal



List of TOP 10 RCP, ATCC Partners

Rank	Partner name	Total Students
1	PRAGATI VIKAS SANTH MOHI, Nagpur	691
2	Shalu Vijay Tandekar, Nagpur	627
3	Sagar Omprakash Madan, Bhandara	565
4	Literacy india, Gurgaon	511
5	SURESH LADE, Gondia	467
6	Ujjwal Samajik Bahuuddeshiy Sanstha, Nagpur	457
7	Rameshwar Keshavrao Nagpure, Nagpur	446
8	SHREE INFOTECH, North Goa	405
9	Chetana Mohandas Khandait, Bhandara	395
10	Juniper of Hope, Bangalore	377
	Total Students certified	**4941**

***ATCC - Authorised Training Certification Center**
***RCP - Rural Certification Partner**

Yuva Parivartan Centres



Total center

49



Total Batches

1484



Total Enrollment

18499

State	Total centers	Location
Maharashtra	41	Akot, Higanghat, Katol, Nagpur, Saoner, Wardha, Alibag, Ambadi, Bandra, Bhandup 1, Bhandup 2, Chandannagar, Ghatkopar, Givandi 1, Govandi 2, Kalyan, Kandivali, Khopoli, Kondhwa, Kudal, Malwani, Nashik, Navi Mumbai, Palghar, Ratnagiri, Thane, Vikhroli, Wada, Amgaon, Aurangabad, Bhandara, Bramhapuri, Chandrapur, Gadchiroli, Gondia, Gondpipari, Hingoli, Lakhani, Nagbhir, Nanded, Udgir
Karnataka	1	Bangalore
Rajasthan	3	Jaipur, Alwar, Ajmer
Gujrat	4	Daman, Vapi, Surat, Vadodara
Total centers	**49**	

Integrated Rural Development Program (IRDP)

Director – Ms. Nicola Monteiro
Associate – Mr. Vilas Kamble



Integrated Rural Development Program (IRDP) is one of the Skilling and Livelihoods formats of Yuva Parivartan that focusses on India's villages. IRDP works in 5 sectors, namely, Water, Agriculture, Livestock Development, Women's Empowerment and Rural Skilling.

Water, the road to sustainable livelihoods

Rural livelihoods are intricately linked to water, and face higher risk from water related challenges.
The goal of sustainable livelihoods focusses not on just making water available but accessible.

Thus Water is one of the key intervention areas, and water related activities transcend most projects, seeking to create systems and opportunities ultimately leading to employability, better yields and income generation.

After the roaring success of the first cluster of 215 farmers utilising 20 Solar Powered Lift Irrigation Systems to irrigate a second and third crop on 107 acres, the non - monsoon months of 2023 - 2024, were utilised to identify and survey 100 new villages and form 100 farmers groups covering 1000 farmers in preparation for the adoption of the next cluster of Solar Powered Lift Irrigation Systems. This intervention focussed on the states of Chatisgarh, Gujarat, and Maharashtra and is line with The National Solar Mission, an initiative of the Government of India and State Governments to promote solar power and mitigate the ill effects of Climate Change.





Agriculture, a sector that needs revival

Approximately 53% of the Indian population is engaged in agriculture and related livelihood activities, contributing 15 % to GDP. Food production systems in India, consumes approximately 82% of the total water.

From small farm holdings (67% of India's farmland), singular dependence on rainfall, lack of irrigation facilities, to low agriculture production sufficient for household consumption only, high input costs and low economic output… ails India's agriculture sector resulting in acute farm distress.

Small land holdings affect agriculture productivity. Land Aggregation and Community Farming can increase production and offer opportunities for collective bargaining for fair prices for agriculture produce.

Availability of sustainable irrigation including increasing water-use efficiency in agriculture, adoption of water and soil management techniques measures help in accessing water in the non-monsoon period, thereby promoting better utilization of human resources (employability), increasing agricultural production, effective environmental management and avoidance of ground water resources exploitation.

The teams in Maharashtra conducted educational programs and skilled villagers in agro - based interventions. Some of the most popular skilling courses conducted were **Pulse Cultivation** as a second crop, and best practices in **Organic Farming** including vermi - composting and the recycling of animal dung to prepare natural pesticide and fertiliser applications covering 600 and 554 farmers. Both these are **strategies to mitigate the ill effects of Climate Change too.**





Livestock Development

The scope for poultry and piggery is popular in tribal belts. Backyard poultry for eggs, and joint liability groups for piggery have worked well, and have brought good income to those farmers implementing these projects.









New farmers implementing livestock projects, post skilling, are 100 farmers for piggery, 367 women farmers for backyard poultry; and 58 men for fishery in Tamil Nadu.

Insert Box – Volkart Summary

Volkart Foundation Piggery project								
1st 20 Groups								
Total Groups	20							
Total farmers	100							
Total Pig in Asset hand	100		Asset Value of original pigs	1500000		Total value of Asset	4485000
Total Piglet in Asset hand	597		Asset Value of piglets	2985000		Total Sale Amount	3192700
Total Sale Piglets	324		Total value of Asset	4485000		Total Asset + Sale	7677700
Total Sale Amount	3192700					Per farmer income cost	76777
1st+2nd = 40 Groups								
Total Groups	40							
Total farmers	200							
Total Pig in Asset hand	200		Asset Value of original pigs	3000000		Total value of Asset	6200000
Total Piglet in Asset hand	640		Asset Value of piglets	3200000		Total Sale Amount	3192700
Total Sale Piglets	833		Total value of Asset	6200000		Total Asset + Sale	9392700
Total Sale Amount	3192700					Per farmer income cost	46963.5

Women's Empowerment initiatives

Women constitute 48% of India's total population. However, even today, they suffer in all spheres of life, be it, social, economical, educational, political, nutritional. But women are at the heart of development. Investing in women has a finite value. Educating women is a social development policy that works. It has immediate benefits for nutrition, health, saving and reinvestments at the family, community and ultimately at the country level. The result is an approach to development which will make the most effective use of the earth's resources for the possibility of better health, education, nutrition and personal development not only for women but for all people.

It is for these reasons that Yuva Parivartan (YP) has been addressing some of the challenges faced by women in India by

• **Construction of Positive Resting Learning and Skilling Homes for menstruating women** by procuring plastic bottles from women rag pickers at equitable rates; converting the plastic bottles into bottle - bricks; thereby enhancing the safety, security, physical and emotional well being of menstruating women, increasing the income of women rag pickers and masons. Five Positive Homes were constructed recycling 27,500 plastic bottles addressing the needs of 220 menstruating women in 5 villages and the need from other villages has come.






• **Installation of smokeless chulhas.** In rural geographies, a woman must squat on her haunches or sit on the floor to cook on traditional stoves. The method of cooking in villages poses a serious health hazard : indoor air pollution, resulting from burning biomass fuels, leading to respiratory diseases and ophthalmic irritation especially amongst women.
40 smokeless chulhas were installed in a village in Gadchiroli district.

• **Construction of house hold toilets. Lack of toilet facilities**, pre-disposes women to health problems like Reproductive Tract Infections, Gastric Disorders, Piles, and Anemia (Iron Deficiency). This is also associated with low work performance and school absenteeism. Social implications due to lack of privacy, leads to public ridicule, low self – esteem; risks women's safety due to higher chances of encounters not only with pigs, snakes, scorpions, and insects, but in certain parts of the country with men who have an intention of outraging the modest of women. 79 household toilets were constructed in village hamlets in Gadchiroli district.





• **Crafting reusable washable cloth sanitary napkins by promoting menstrual hygiene**, creating livelihoods for women, and reducing the impact of waste on the environment. 172 and 804 women were trained in basic tailoring and hand crafting reusable sanitary napkins. Village and school sessions were conducted to educate a 1000 + women on best practices related to menstrual health and a set of 5 reusable washable sanitary napkins crafted by two Self Help Groups were handed over to these women.





• **Upgradation of the skills of rural women**
From Agro- Based courses to Green Jobs involving recycling, women were Multi skilled covering basic masonry, house painting and plumbing.







• **Facilitating the transition of women labourers and home makers into entrepreneurs** managing micro community kitchens cum canteens called Ma Ki Roti 15 new community kitchens cum canteens were launched covering two new states Odisha and Gujarat, bringing the total to 33 canteens across 5 states (Maharashtra, Telangana, UP).

Production of three videos aimed at improving the knowledge of women and promoting best practices related to
- Cooking and Eating
- Personal, Household and Community Cleanliness
- Menstrual Health and Hygiene.

Non - Farm based skilling
Women and especially men were Multi Skilled (708) while 3856 unskilled painters and labourers were skilled and certified under Recognition of Prior Learning (RPL).

YP is ready to share our videos and our models of smokeless challah, bottle house.

Hospitality & Rehabilitation Department

Shomali Johri – Associate Director



HOTEL MANAGEMENT PROGRAM (HM)

Year 2023 has been very remarkable as we started mobilization from the North East. One of our student from the Bangalore HM program who completed his training during the pandemic made viral our information on the new batch of the year 2023 and we were overwhelmed with the responses. We conducted online training for the shortlisted candidates and they were successfully placed in the five star properties like Park Hyatt Hyderabad, Hyatt Regency Gurgaon, Alila Fort Bishangarh, Jaipur, Grand Hyatt Goa, Hyatt Regency Chandigarh, Hyatt Regency Dehradun under RiseHy program were after one year of training they will be absorbed by the respective five star hotels.

Hotel management program has been very gratifying for Yuva Parivartan as it has enabled the young adults from weaker sections of the society to have a career in the hotel industry. This program since its inception in 2012 has provided training to more than 2000 students out of which 70% are employed with the five star properties across India. Our students have also been employed in countries like Dubai, Saudi Arabia, Kuwait and Turkey.

In the year 2023 we have partnered with Hyatt hotels in the cities like Mumbai, Pune, Goa, Bangalore, Hyderabad, Ahmedabad, Vadodara, Lucknow, Chandigarh, Amritsar, Delhi, Gurgaon, Dehradun, Jaipur and have enrolled 399 students in Hyatt hotels in the above cities.

Key Activity	Target	Achieved
Total Enrolments	365	399
Dropouts		57
Graduate	310	322
Placement	264	280

City wise numbers:

City	Enrolled	Graduate	Dropouts	Others	Placements
Goa	52	40	3	9	37
Ahmedabad	18	5	13		4
Hyderabad	15	11	4		11
Jaipur	31	29	2		27
Mumbai	97	88	9		81
Pune	22	17	4	1	13
Amritsar	11	3	8		3
Raipur	3	2	1		0
Lucknow	3	2	1		1
Bangalore	6	6	0		2
Vadodara	6	2	4		0
Chandigarh	8	7	1		7
Ludhian	6	6	0		6
Dehradun	11	9	1	1	9
Delhi	110	95	6	9	79
Total	399	322	57	20	280

FAST FOOD CHAIN PROGRAM (FFC)

In 2023 we launched the pilot of our long awaited Fast Food Chain program designed to train young adults for the QSR industry (Quick Service Restaurant). After the pandemic the market has seen a surge in the hospitality sector and sudden rise in the number of people eating out, also with swiggy and zomato coming into picture the Quick service restaurants have instantly increased the sale of their products.

Seeing the dearth of requirement in the sector and the entry of multinational brands, our curriculum is a power capsule designed for two weeks of training followed by placements on the payroll of all the QSR brands like **Mcdonald's, KFC, Pizza Hut, WOW Momos, Haldiram, Burger King, Chayoos, Naturals etc.**

We started operations in Mumbai, Delhi, Jaipur and Pune and trained 1300 youth out of which 50% are gainfully employed and earning salaries between Rs. 10000 to Rs, 18000 per month.

FFC Program

Key Activity	Target	Achieved
Mumbai	381	145
Delhi	516	406
Pune	277	32
Jaipur	135	96
Total	1309	679

REHABILITATION PROGRAM

1. We successfully completed a batch of 15 Transgender in Tailoring and jewelry making with support from the Rotary Club of Powai. They also supported the young children of the CSWs and the children were trained in basic computers. These students were from the secondary school and were benefited with knowledge imparted on how to use a computer and learnt about MS Office.
2. We successfully enrolled 20 trafficking survivors in hospitality and nursing courses, they are in training and learning well, upon the completion of their training they will be absorbed by the respective hotels and nursing homes.
3. We continued our intervention in the red light area where we have enrolled 30 students for the Mehendi course. This course is very popular among the CSWs as a form of livelihood. They earn up to Rs. 150 - Rs. 200 per hand.

Synopsis of the activities done by the donor throughout the year

1. Our donor United ways conducted an event at YP "HELMET FOR LIFE" on 24 th May 2023, a session to create awareness about the importance of using helmets for bike riders while driving, to reduce the risk of injury while traveling. They distributed helmets to our YP students at the end of the session
2. Accenture conducted a session on Mental health awareness for YP women staff on 16 th August 2023
3. Accenture Delhi team visited Kinnar asmita Garima greh Kalyan to distribute Tailoring material to the TG students on 20th October 2023
4. Accenture conducted PAINT THE WALL event on 20 th January 2024. They volunteered to paint the tailoring classroom and computer lab at YP Bandra LDC
5. Our donor Sustainable hospitality Alliance conducted TOT (Training of Trainers) online workshop on 30th and 31 st Jan 2024
6. Accenture invited Women entrepreneurs from YP, Kinnar asmita Garima greh and International Sanctuary to set up stalls to sell handmade bags and medicine pouches at their Vikhroli office on 21st & 22nd March 2024
7. ST Regis staff conducted grooming session for YP Hospitality girl students on 30 th March 2024 and distributed grooming kits at the end of the session









Finance & Accounts
Ops. Audit & Quality Management.
Archana Nair – Sr. Director



In-Depth MIS Format:
Developed a more comprehensive Management Information System (MIS) format to enhance real-time decision-making.
Cash Forecast Statement:
Prepared a detailed cash forecast statement to optimize the return on available funds.
Fixed Assets Support:
We provided support in creating master data for fixed assets software, ensuring alignment between the books of account and the software.
Donor Utilization Report: Worked on generating donor utilization reports on a real-time basis.

Ops. Audit & Quality Management

Standard Assets List for LDCs: Created a standardized list of assets for all Learning and Development Centers (LDCs) and updated the physical assets details after verification. This data served as the opening details for the Fixed Assets software.
Verification of Expenses: Identified the need to verify all expenses and revised the data input process to ensure that information is readily available at the audit desk, facilitating easier verification.

Human Resources & Administration
Uday Dalvi – Associate Director



YP's Human Resources (HR) department has played a pivotal role in achieving the organization's strategic goals during the financial year 2023-24. This report outlines the key activities, initiatives, and achievements of the HR department, as well as workforce statistics
and future plans.

Workforce Overview
• Total Number of Employees: 538
• Average New Joinees Per month: 59

Recruitment and Onboarding
This year, we focused on hiring manpower primarily for our Operations department to achieve organizational goals:
• Number of New Hires: 710
• Departments with Significant Hiring: Operations
• Onboarding Initiatives: Designed and implemented a comprehensive joining kit for Field Coordinators

Training and Development

Learning and development were key priorities:

- Conducted training program on interviewing techniques
- Leadership teams in Operations and Functional Heads at the Head Office participated in these training sessions
- The objective of these initiatives was to equip department heads with the skills to hire the right candidates HR Operations
- Ensured compliance with statutory requirements, including Provident Fund and Professional Tax.
- Managed salary administration, overseeing the monthly payroll process.
- Renewed Group Medical Insurance and Personal Accident Policies to mitigate employee risk.
- Addressed and resolved workplace conflicts and grievances.
- Completed employee full and final settlements in a timely manner.

Employee Engagement

We conducted various employee engagement initiatives, including:

- Celebrated International Yoga Day
- Organized a health camp at our centers
- Monthly employee birthday celebrations
- Hosted a special healthcare session by Dr. Deepali S. Ajinkya–Medical Hypnotherapist
- Conducted a session with Ms. Chhaya Datar (Writer, Activist, and Feminist)
- Celebrated Independence Day at the Head Office and Bandra LDC
- Held an Accenture workshop on mental health
- Conducted a menstrual hygiene workshop
- Offered a self-defense session at the Head office.
- Arranged a live telecast of the Chandrayaan 3 moon landing
- Launched the "Coffee with the CEO" initiative

Future Outlook

Looking ahead, the HR department will focus on:

- Implementing psychometric testing for new entrants.
- Developing a robust onboarding process for new hires.
- Conducting employee feedback surveys.
- Establishing a comprehensive HR analytics system.

We remain committed to fostering a dynamic and supportive work environment that empowers our employees and drives organizational success.

IT & MIS

Ida Pereria – Associate Director



At Yuva Parivartan, our focus is on accepting change with innovations, exploring newer tools and technologies for effective working.

Key initiatives in 2023-2024

1. Successful implementation of J2L (Journey to Livelihood) app

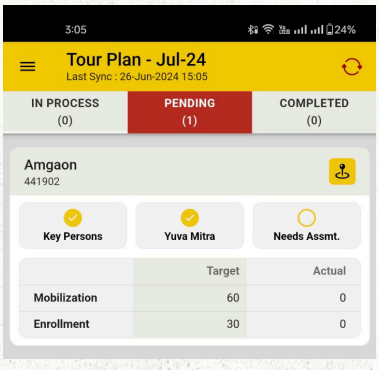
Benefits

- Simple & user-friendly app designed to suit the process
- Tour planning of Field staff for the month
- Easy access to Dashboard
- Location tracking
- Data accuracy – Issue resolution and quick decision making
- Automated reports
- Increase productivity

We thank Koita Foundation for their continuous support in successful implementation of the app.







2. Successful implementation of JotForms

Benefits

- A simple data entry app for reporting various project activities for our staff
- Integrated with Google forms to generate various reports
- The app is managed by team IT without external support
- Enhancement can be made in the app as and when there are policy changes

We thank Mr. Jaffer Jamal of Chennai who has volunteered and suggested the app to suit our process, trained team IT to manage the app and generate various reports.

3. Automation of Asset Management

Benefits

- Hassle free manual tracking
- Organised inventory tracking enables to keep close control of the assets.
- Quick identification of underutilized assets, trace their movement, and maintain thorough documentation.
- Manage proper allocation and optimization of assets
- Enables to gather and analyze data on how assets are used
- Makes it easy to track patterns and predict future needs



Internship

We help students with internship in various roles in Data entry and support required in hardware related activities.

Resource Mobilisation

Aparna Chalke - Director



I begin by thanking all our sponsors and donors for their trust, patience and support towards Yuva Parivartan's (YP's) vision and mission. We implemented projects worth INR 16,00,00,00 in Skilling across urban & rural development.
The year began with a lot of excitement as YP completed 25 years. It's been a roller coaster ride, reminiscing the glory of the years gone by and yet being in the present and deliberating on the new beginnings, paving our roadmap for the next 25 years.

The resource mobilisation team is privy to the internal implementation challenges and the donor expectations. The changing CSR landscape with a focus on short term impact often translates into unrealistic demands from sponsors. New boundaries on CSR spending and higher compliance requirements add up to the challenges. It is often a tight rope walk, carrying the responsibility of effective communication, and at times not so pleasant conversations between the internal and external stakeholders. We are constantly upgrading our Livelihoods programme to match the aspirations of the communities that we serve, keeping the income generation aspect at its very core, yet it is an uphill task. I urge all our supporters to be considerate to the fact that social change cannot happen overnight.

Social Impact

Uma Sundaraman -Associate Director



Social Impact & Research

Since 2016, the Social Impact Department has been dedicated to measuring and enhancing our outreach efforts through our call center. Today, we proudly operate a fully automated call center staffed by 10 dedicated telecallers, led by a Manager. Our call center enables us to connect with approximately 60% of youth passing out of our LDCs and around 20% in rural camps. While we strive to reach even more people, challenges such as poor connectivity, migration, and limited access to phones within families continue to hinder our efforts.

We have conducted comprehensive need assessments to map industry needs and identify the skill gaps versus youth aspirations. These assessments allow us to deliver better courses tailored to these needs, ultimately optimizing livelihoods. Desk research was also taken up on a demand basis from various teams.

Our commitment to making a positive contribution to our target audience remains steadfast.

LDC Impact 2022-23

- This year overall livelihood was 49% comprising 22% wage employed, 7% self-employed while 20% were engaged in On The Job Training (OJT).
- Wage employed: 36% earning income between Rs.5000-10000/-
- Self-employed : 40% of earning income between Rs.2000-5000/-.
- More than 90% of both wage and self-employed are contributing to their family income.
- 73% of self-employed people & 65% of wage employed became chief wage earners in the family.
- 95% students have indicated an increase in their confidence.
- 88% families of these students are satisfied with the course done at YP.

Camp Impact 2022-23

- The overall livelihood percentage is 48% including 18% wage employed, 29% self-employed while 1% are doing OJT.
- 22% each from wage and self employed are earning between Rs.2000-5000 while 34% of wage employed are earning between Rs.5000-10000/-.
- More than 93% of wage and self-employed people are contributing to their family income.
- 56%of wage and 45% self-employed have become chief wage earners.
- 85%of the students expressed that there has been an increase in their confidence
- more than 94% students are satisfied with their respective employment.

Research

Sattva, a third party agency was appointed to strengthen internal research capabilities and support YP in operationalizing a Monitoring, Evaluation and Learning (MEL) framework for the rural livelihood camp model.

Need assessment surveys were carried out in Keesara and Pashamylaram villages in Telanagana. Youth surveys to understand aspirations, Industry surveys to understand skillgaps and opportunities for livelihood were conducted.

Desk research was undertaken on a continuous basis to understand scope for skill development, livelihood opportunities, potential sponsors and availability of Govt
schemes

Internships & Volunteering:

Internship:

We had 5 interns from NMIMS placed in Nagpur, Mumbai and Indore. As part of their Internship they conducted field surveys, Industry surveys and also did qualitative interviews with the target segment.

2 interns from SVT helped developed content and conducted sessions on the topic of Coping skills and Understanding Emotions. Exposure visits for 30 students from SVT college and Nirmala Niketan college was organised at Yuva Parivartan. As a part of this the students got to understand how an NGO works, introduction to various departments, Operational field work etc.

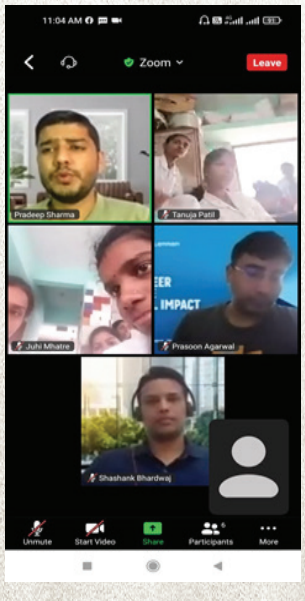
Last year we had employees of Nomura, PWC and Mercer volunteering with us throughout the year. Apart from increasing awareness on various subjects the volunteers also become Role models for our students. Our youth are introduced to different job roles, their demands the way the volunteers manage stress etc. Since most of our audience are young girls seeing women manage their work life balance and also achieving professionally inspires and motivates our staff particularly the girls.

The male volunteers helped in breaking the gender norms by talking about how they help around in their homes thereby adding a positive perspective. These sessions were highly appreciated by the students and staff at YP.
Nomura volunteers conducted session with our students on the topic of Climate change, Going above and beyond the call of duty, Menstrual Hygeine, Data privacy and security etc.

Apart from the above they also conducted regular sessions on Financial Literacy and Work readiness with our students.
PWC Volunteers conducted sessions on Communication skills, Reading skills, Time management, Embracing failure, Inclusion and Diversity and Importance of Culture and Heritage with us.
PWC also conducted virtual sessions for our staff on Excel skills. **Mercer** volunteers took sessions on Time management, Goal Setting, Social media, Digital Payments, Resume writing etc.
We would also like to thank PWC volunteers Mr Jatin Gajjar Associate Partner Price Waterhouse & Co and Ms Bhavika Tahiliani Manager Technology consulting, Data & Analytics for being our panel members for evaluating proposals presented by our Yuva Engage Participants, and Ms Bhavika Tahiliani, Manager PWC also helped our HR team in automating our salary process.



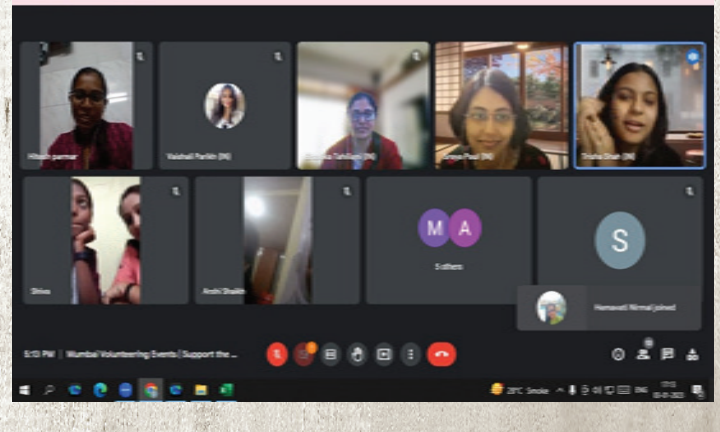
Mercer volunteers conducting a session on communication skills at Bandra LDC



Mercer volunteers conducting virtual sessions with Wardha, Alibag, Khopoli & Wada students.



PWC Volunteers conducting session on Building Self Confidence



PWC volunteers conducting Virtual sessions With our students



Nomura volunteers conducting a session on Nutrition with our Vikhroli LDC students

Counselling

Smita Khanzode – Sr. Counsellor



Story behind Counselling:-
Counselling Report:
This year the YP counselling team focused three major topics.
These sessions were conducted on
1. Self-Awareness and building self confidence
2. Setting and achieving goals
3. Understanding work ethics.

Total students Reached: 3800 .

Youth from Bharat are eager to explore new horizons. With better access to resources and reliable internet connectivity, they are well-informed about global events. However, while their aspirations have soared, the opportunities around them remain limited. To access these opportunities, many have to migrate to nearby towns and cities, facing a lack of emotional and financial support until they can establish themselves.

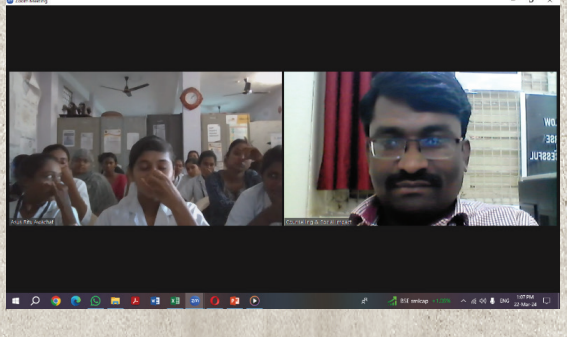
This unmet aspiration is leading to frustration, anxiety, and emotional distress among the youth. Despite these challenges, there is a significant potential for entrepreneurship. Women, in particular, are excited about the possibility of earning more income without leaving their homes. Rural women are mastering skills such as cake making, masala preparation, and stitching fancy blouses, generating good income by selling their products in nearby markets.

Our Counselling team has been working to build confidence and awareness among our youth. This year, we also focused on meditation and relaxation techniques, along with organizing career guidance sessions to support the youth in navigating their aspirations and opportunities.

Events Arranged by Counselling

International Yoga Day:
The counselling team also organized a session for staff and students as part of International Yoga day.
Yoga teacher Ms Vaishali Chitre and Sandhya Bhalande visited Parishramalaya and conducted a invigorating session for our students and staff.







Menstrual Hygiene Workshop:
We conducted a workshop for our girls students on Menstrual Hygiene by the Rotary Club of Mumbai, Parleshwar and the Guest speaker was Ms Monika Tandan.---(Qualified instructor)

Mental Health Week:
As every year we celebrated Mental Health week at YP. This year on the date 4 th oct.2023 we had organized a session in association with IPH. Our guest speaker was Vaidehi Bhide, Deepti Phadke, Seema Joshi. Below topics were covered with different role plays. As part of the celebrations an Poster Exhibition was organized. Our Nursing, Tailoring, Computer, and Beautician students participated in a competition focused on the topic of "Mental Health" and created beautiful posters. These posters were displayed in our Parishmalaya hall, where our guests selected the three best posters to receive certificates.





Career Guidance Guest lecture:
19 th Jan 2024 we organized a career guidance session for our students. Guest speaker was Mr. Suhas Patil Ex. Asst Commissioner, Central Excise Department. He interacted with students and guided them about different career opportunities.





Associated with SAPIO for Student Placement:
This year we associated with SAPIO for job placement portal / company Sapio is the nodal agency of Government of India for Saksham project. A career counselling and work readiness session was conducted by them.

Prize Distribution:
Our Counselling department conducted guest lecture and prize distribution programme for Nursing student. We invited Ms. Anjali Katdare Ex. Principal of Nursing SNDT college. She guided our Nursing students and distributed student's certificate.





Marketing & Communications (MarCom)

Ms. Sandhya Ghadi: Sr. Digital Marketing Manager



MarCom's Synergy: Driving Visibility and Collaboration

The MarCom department has been the heartbeat of Yuva Parivartan's outreach efforts, playing a crucial role in amplifying our visibility and fostering strong engagement through both Above-The- Line (ATL) and Below-The-Line (BTL) channels. Our strategic initiatives in influencer marketing, public relations, and storytelling have been pivotal in showcasing the essence and impact of our work. This year, our foray into the dynamic world of influencer marketing saw us partnering with 10 influencers, whose compelling videos and Reels resonated deeply with a diverse audience.

Public relations efforts have fortified the Yuva Parivartan brand, with over 15 events covered through various media channels, ensuring our stories reached a wide readership across India. These strategic media placements have been instrumental in spreading awareness about our initiatives and successes, enhancing our public image. Additionally, the MarCom department's has coordinated seamlessly with the Operations, IRDP, Fund Raising, and Hospitality departments and this collaboration has ensured a cohesive and impactful communication strategy.

Empowering Through Internships: Cultivating Future Leaders

25 Year on year, we conduct internship programs that bring fresh perspectives and innovative ideas to our initiatives. This year, we had the privilege of working with interns from two prestigious colleges. Mohammed Muzammil from NMIMS undertook a project focused on developing a Social Media Brand Playbook, Content Strategy & Calendar Ideation, and Influencer Outreach. Muzammil also played a key role in posting live updates on social media for YP's 25th valedictory event, significantly enhancing our real-time engagement.

Additionally, Adeel Abbas Siddiqui, Anushka Tripathi, Sri Sreya Manchukonda, Archit Anil Katare, and Prateek Gupta from BITS School of Management were tasked with developing a marketing strategy to leverage social media for our programs and mobilization. Their contributions have been instrumental in refining our digital outreach strategies, ensuring that we remain connected with our audience and effectively communicate our mission.

Harnessing the Power of Social Media: Expanding Our Digital Footprint

In today's digital age, social media has become an indispensable tool for outreach and engagement. Our strategic use of social media platforms has allowed us to connect with a broader audience, share real-time updates, and highlight our success stories and events. This year, we achieved significant growth across all our social media platforms. By leveraging these digital channels, we have been able to foster a sense of community, engage supporters, and drive awareness about our mission and initiatives. The increased engagement and support we have received through social media underscore the power of digital communication in mobilizing support and driving social change. Our social media presence has not only amplified our message but also connected us with supporters and beneficiaries, making our mission more relatable and accessible to a wider audience. We are present in LinkdIn, Facebook, Blogs and Whatsapp.

Digital Indicators (Social Media Platforms Key Stats)

Total Organic Content Reach
5.4M

Total Followers
47868

Total Organic Video Views
2.3M

Pathways to the Future: Our Strategic Vision for Impact

As we look to the future, Yuva Parivartan's roadmap is guided by a commitment to innovation, engagement, and sustainability. Our strategic vision includes several key focus areas that will drive our efforts and amplify our impact:

Digital Transformation:

We plan to leverage advanced digital tools and platforms to enhance our communication, reach a broader audience, and streamline our operations. By adopting innovative digital strategies, we aim to amplify our message and create more impactful and efficient outreach efforts.

Community Engagement:

Deepening our engagement with rural communities through targeted interventions and localized programs, we are committed to understanding the unique needs of each community we serve and tailoring our programs to address those needs effectively.

Capacity Building:

Investing in the professional development of our team is crucial for enhancing our capabilities and effectiveness. We aim to provide our team with the training they need to excel in their roles and drive our mission forward.

Sustainable Growth:

Fostering partnerships and collaborations that support sustainable growth and long-term impact is essential. We aim to build strong, mutually beneficial relationships with partners who share our vision and can help us scale our efforts and maximize our impact.

Empowering the Next Generation: Our Commitment to Lasting Change

As we continue to nurture the social sector, the MarCom department remains dedicated to reaching greater heights and empowering countless young minds on their journey of growth and success. Our unwavering commitment to innovative communication strategies and impactful outreach will ensure that we not only amplify our message but also drive meaningful change in the communities we serve. Our focus on nurturing the social sector and empowering young minds will be the cornerstone of our efforts as we strive to create a brighter, more inclusive future for all.

List Of Corporate Partners

1. Alkem Foundation
2. All India Council For Skill Development
3. Alta Laboratories Ltd
4. Angel One Limited
5. Avendus Capital Private Limited
6. Bajaj Finance Limited
7. Bakebest Foods Pvt Ltd
8. Credit Access Foundation
9. Cybage Khushboo Charitable Trust
10. Evry India Pvt Ltd
11. HDB Financial Services Limited
12. Hexaware Technologies Limited
13. Hi tech Radiators Pvt. Ltd.
14. Hongkong & Shanghai Banking Corp Ltd
15. Howitt Nominees Pvt Ltd
16. Inner Wheel Club of Bombay Trust
17. Jubiliant Bhartia Foundation
18. Karmatex Apparels Pvt Ltd
19. Koita Foundation
20. LBW (Australia)
21. LNW India Solutions Private Limited
22. Ma Foundation
23. Mercer Consulting (I) Pvt Ltd
24. Mukul Madhav Foundation
25. Nihchal Israni Foundation
26. Nirwan Monetary Services Private Limited
27. Nomura Services (I) Pvt. Ltd.
28. Nomura Structured Finance Services
29. Online Giving Foundation
30. Optimus Drugs Pvt Ltd (Sekhmet)
31. Pricewaterhousecoopers
32. R G Manudhane Foundation
33. Rotary Club of Bombay Seaface Charitable Trust
34. Rotary Club of Powai Charitable Trust
35. Sambhav Foundation
36. Sanaksh Advisors LLP
37. Sauradip Chemical Industries Pvt Ltd
38. SBI Foundation
39. SBI Life Insurance Co Ltd
40. Soujanya Colours Ltd
41. Sustainable Hospitality Alliance
42. Swadi Charitable Trust
43. The Tobaccowala Foundation
44. Tieto India Pvt Ltd
45. Time & Talents
46. TVS Credit
47. UK Online Giving Foundation
48. United Way of Mumbai
49. Volkart Foundation
50. Wadhwani Foundation
51. Weilburger Coatings India Pvt Ltd

List Of Retail Donors

1. Avinash V Mahajan
2. Charmaine Sequeira
3. Damodar Bajaj
4. Jeroo Mango
5. Kishor Chaukar
6. Meenal Eknath Kshirsagar
7. Prashant Rallabandi
8. Veena Gidwani

KSWA ACTIVITIES

Balwadi
Our Nursery school, or Balwadi, continues to nurture the young minds of local children, providing a range of essential services. These include health checkups, nutritious hot meals, festival celebrations, morning exercises in the sun, and a picnic. We currently have 65 children between the ages of 2.5 and 4.5 years.

The Gymnasium, established in 1996 to attract youth, particularly boys, has benefitted over 800 young individuals. As lifestyle demands have changed, so we upgraded the Gym with high-end, costly equipment, added air conditioning, and adjusted the fees accordingly.

Dental Clinic which began as part of a full-fledged community multispecialty clinic in 1993, has adapted over the years. While other specialties closed due to falling demand, the Dental Clinic continues to serve the local population, offering top-quality treatment at charitable rates.

Academics & Examination & Certification (E&C)
Over the past several years, this department has played a vital role in designing courses to suit the needs of our stakeholders. Our students, many of whom are dropouts or have not completed their education, seek to acquire skills for income generation. We were fortunate to collaborate with corporate partners who provided content that matched the capacities of youth across India.

Our courses were designed with a focus on short durations, simple language, less theory, and a strong emphasis on practical learning. However, as trends shift, we are moving towards more online and audiovisual-based content. Currently, many of our traditional courses are being phased out, with the focus now on developing new courses designed specifically for rural Bharat. These courses, ranging from 10 to 50 hours, have already benefited a large population of rural youth.

We also offer specialized content on topics such as animal husbandry, organic agriculture, and beekeeping, available on our YouTube channel. Looking ahead, we anticipate further adaptation to meet the evolving needs of both rural Bharat and urban India in the coming years.

Examination & Certification (E&C)
When YP decided to expand the model beyond Mumbai and Maharashtra, conducting fair and objective examinations across multiple locations presented a significant challenge. Initially, we relied on junior auditors from private companies who travelled to our then 85 centres, visiting each centre three times a year. This experiment lasted for two years.

As we explored long-distance learning models used by universities and school boards, we eventually established our own Examination & Certification vertical. Today, we have a robust system with a question bank of 4000 questions, which are sent to the centers one hour before the exams, and certifications are distributed via email. This approach has saved us thousands of rupees in courier costs and also benefits our partner students.

Total Enrollment	**166776**
Exam Completed & Certificate Dispatched	150899
Pending Students Exam	1069
Absent Students	5302
IRDP & Hospitality No exam & no Certificates	9506

People Behind KSWA & YP

KSWA is managed by the Trustees and members of the Executive Council. The Executive Council members were elected for a 3-year term 2021-24

The Advisory Board is informal in nature and prominent citizens from varied fields are invited to guideYuva Parivartan in its strategic and financial planning.

Meetings: The Executive Council meets four times a year, once in each quarter and the AGM was held on 27th September, 2023.

The day-to-day management of KSWA Trust is handled by the President and Hon. Secretary. Yuva Parivartan is professionally managed by the CEO Mr. Milind Chitre and is assisted by a team of senior management a staff across several states, consultants, and volunteers. The President Mr. Kishor Kher & Hon. Secretary Mrs. Mrinalini Kher continue to guide and supervise the YP Movement.

Trustees Names	Position on Board	Area of Competence	Meetings
Mr. Kishor Kher	President & Trustee	Strategic & Operative	4/4
Mr. S.K. Palekar	Trustee	Management & Academics	0/4
Mr. Girish Pikale	Trustee	Advocate	1/4
Ms. Mrinalini Kher	Trustee & Hon. Secretary	NGO Management & Social Work	4/4

EXECUTIVE COUNCIL MEMBERS 2021-2024

EXECUTIVE COUNCIL	SPECIAL INVITEES
Jaiprakash Bagoria	Omprakash Chawla
Dinesh Asiwal	Bhagirath Chetiwal
Bhupinder Diama	Rameshwar Bagoria
Ramswaroop L Chetiwal	
Radheshyam Chauhan	
Babulal Chetiwal	
Dhiraj Sharma	

ADVISORY BOARD MEMBERS as of 1st April 2023

R. Gopalakrishnan	-	Chairman – Advisory Board Former Director – Tata Sons
Nagesh Alai	-	Fmr Group Chairman FCB Ulka Group, Founder of an Artificial Intelligence startup
Anand Desai	-	Managing Partner DSK Legal
Dilip Chenoy	-	Founder of DC Skills Former MD, NSDC
Ashwin Kalasapur	-	CFO & Executive Director AstorMueller Shoes Pvt Ltd
Alok Kshirsagar	-	Senior Partner, McKinsey & Company
Dr. Varun Nagaraj	-	Dean, S. P. Jain Institute of Management and Research
Srinath Narasimhan	-	Fmr CEO Tata Trust
Venkatadri Ranganathan	-	CCO, Tata Chemicals
Suman Srivastav	-	Founder, Marketing Unplugged & Former MD Euro RSCG
Paresh Sukthankar	-	Banker Ex. Dy. MD – HDFC Bank Ltd
Sanjay Ubale	-	IAS (Rtd) & Corporate Advisor

It is with great regret and sadness that we announce the passing of Mr. E. A. Kshirsagar on 11th November 2023.
Mr. Kshirsagar, known fondly as “Eki” was a cherished friend and active supporter of Yuva Parivartan for over a decade. His association with KSWA and YP was marked by a deep commitment to the financial health and growth of our organization.

A well-known and respected figure in the financial industry, Eki was the Senior Managing Partner at the esteemed firm AF Ferguson & Co. and served on the Board of several companies. His critical analysis and candid opinions made him a dependable advisor and a trusted friend to many.
During the Advisory Board meeting on 23rd May 2023, Eki expressed his wish to retire from the Board upon reaching 80 years of age and requested that we invite his son, Alok Kshirsagar, to join the Board in his place.

Our heartfelt and sincere condolences go out to Mrs. Meenal Kshirsagar and the entire Kshirsagar family for their loss.

The YP Trustees and senior management would also like to express our sincere gratitude to the members of the Advisory Board for their complete participation, valuable insights, and unwavering support in all matters concerning YP. Their guidance has been instrumental in the success of our mission, and we deeply appreciate their commitment to our cause.

ACCREDITATIONS

We are certified by Credibility Alliance and Quality Council of India (QCI) and have an ISO 9001:2015.
We also have the FCRA, 80G. We are partner of National Skill Development Corporation (NSDC) Guide Star & Charities Aid Foundation, India and registered with Sector Skills Council.

IDENTITY

Kherwadi Social Welfare Association was started in 1928 in Bandra East to work for the community living in the marshes of Bandra East.

- It was registered in 1954-55
- Society’s Registration Act XXI of 1860 Certificate. No.3144 dated 9th January 1955.
- Bombay Public Trust 1950 Certificate No. F-419 (Bom) dated 27th April 1955
- FCRA Registration dated 30th June 2000 Certificate No.083780733
- PAN NO.AAATM 5552F
- TAN NO. MUMK11725 A

NAME & ADDRESS OF BANKERS

State Bank of India, Govt Colony Br, Bandra East, Mumbai-400 051
ICICI Bank Ltd. L. J. Road, Mahim West, Mumbai-400 016
Kotak Mahindra Bank – Sant Dnyaneshwar Marg, Opp Gurunanak Hospital, Mumbai-400 051
HDFC BANK, Hallmark Business Plaza, Bandra East, Mumbai-400051

Relationship: Mrs. Mrinalini Kher, Trustee & Hon. Secretary is wife of Mr. Kishor Kher, Trustee & President

Staff Details As on 31st March 2024

Slabs for monthly Salary/Contractual Fees	Male	Female	Total
Less than 5000	0	0	0
5001 - 10000	89	213	302
10001 - 25000	84	101	185
25001 - 50000	32	12	44
50001 - 100000	8	5	13
100001 & Above	4	3	7
Total	217	334	551

Part Time Facilitators : Male / Female	
Highest paid full time regular staff (March 2024)	Rs.31,68,000/- Per Annum
Lowest paid full time regular staff (March 2024)	Rs.96,000/- Per Annum
Cost of International Travel :	NIL
Remuneration to Trustee, Board Members :	NIL

Acknowledgements

Acknowledgements gives KSWA & YP an opportunity to thank people, friends and well-wishers for their unstinted support.

The Advisory Board, led ably by our Chairman R. Gopalakrishnan is a vibrant, active and involved group that provides the YP management with invaluable advice, guidance, and counsel on major decisions and strategies aligned with our Vision. They literally walk the talk in the Mission of YP all the way. Each member R. Gopalakrishnan, Paresh Sukthankar, Nagesh Alai, N. Srinath, R. Venkatadri, Dr. Varun Nagraj, Suman Srivastava and Sajay Ubale to mention a few generously dedicates their personal time to our cause.

We are grateful to Anand Desai and DSK Legal for providing us their best services probono.

We concluded our Silver year with an excellent function. The brilliant speeches, panel discussion and felicitations were appreciated by all. Our Sincere thanks to Dr. Janmejaya Sinha-Chairman, Boston Consulting Group, and Mr. D. Sivanandhan Fmr. DGP Maharashtra Police for their presence and keynote addresses. We are also grateful for the participation of renowned organization like Sattva, Haqdarshak who engaged the audience with their depth of knowledge and impactful work in the field of social development. A special thanks to Nagesh Alai for his superlative job as master of ceremonies, Suman Srivastava for moderating the panel discussion with excellence, and N. Srinath for sharing his in-depth experiences as Ex. CEO of Tata Trust on the panel.

We express our gratitude to our constant donors like Nomura, Angel One, HSBC, Accenture, PWC, Mukul Madhav Foundation for their contribution and their volunteering initiatives. We also extend our heartfelt thanks to the many individual donors who continue to support our mission by sponsoring students' training needs.

Thank you to Mrs. Meenal Kshirsagar, Paresh Sukthankar, Kishore Chaukar, Amol Kaikini and Kishore Mariwala for their unwavering support. We also acknowledge the dedicated support of SHA (Sustainable Hospitality Alliance), Hyatt Foundation and international justice for Peace, in New Delhi and well as all the rescue homes and shelters for the disadvantaged.

We need to mention the Koita Foundation whose invaluable contribution to the I.T department is significant.

Our passion to skill youth is shared by our donors, partners and individuals like Mr. Jamal Sheikh from Chennai, who approached us through our website and has developed an app probono JotForms for support of field level staff.

Looking forward to your continued involvement and engagement with YP.

Hasan Khan
Hotel- Grand Hyatt Mumbai



Hasan is a 20-year-old boy staying in Jogeshwari. He is 10 th std passed. He is originally from Kanpur, Uttar Pradesh. His father is a shopkeeper at a local general store and mother is a housewife. Hasan's uncle who is working at a hotel in Mumbai was aware about our Hospitality program and told him about the scope of the hotel industry. Hasan gained interest and decided that he wanted to work in the hotel industry like his uncle. He came to Yuva Parivartan and enrolled into the hospitality program in March 2023. He attended the soft skill classes regularly at our Bandra centre. During the 1-month class-room training, he learned about the major operational departments in the hotel, work ethics interview skills, etc. He joined Grand Hyatt Mumbai in April 2023 for industrial training in Kitchen and he is presently undergoing apprenticeship from the same hotel. He underwent training in Cold kitchen, Buffet restaurant, Ala carte, Commissary and Butchery. Presently he is completing his apprenticeship in Fifty- five east restaurant at Grand Hyatt Mumbai and getting a stipend of Rs 8000.

Success Story of Mark Andrew Nongbsap

Name: Mark Andrew Nongbsap
Community: Khasi
Village: Umsning Proper B
District: Ri Bhoi, Meghalaya
Background: Below Poverty Line (BPL)

Personal Background
I grew up in Umsning Proper B village, in the Ri Bhoi District of Meghalaya. Coming from a BPL background, my family faced numerous financial challenges. My mother is a private school teacher earning a very low salary, and my father is a laborer without a permanent income. Despite these hardships, I completed my secondary school education at Nehru Memorial Higher Secondary School, Umsning. Unfortunately, I couldn't pass the class 12 board exam, which brought an abrupt end to my formal education.

Struggles Before Training
I was jobless and spent a lot of time wandering in search of employment. Eventually, I found a job as a delivery boy in my locality. Although it provided some financial relief, it was not enough to support my family or myself in the long term. Turning Point My life took a turn for the better when Mr. Pyrkhatlang Kynru, a neighbor, informed me about a training opportunity in the hospitality sector. I decided to join the training program at Park Hyatt Hyderabad, organized by Yuva Parivartan. This decision was pivotal in transforming my life.

Experience at Park Hyatt Hyderabad:
The training at Park Hyatt Hyderabad has been transformative. It introduced me to a new way of living and working. I gained valuable skills and experiences, which have allowed me to grow both personally and professionally. The training has been a cornerstone in my journey towards becoming a successful individual. I am thrilled to have received a job offer to work in the same hotel, Park Hyatt Hyderabad, which is renowned throughout the country. This opportunity has significantly improved my outlook on life and my career.

Future Aspirations:
If I had a chance and I am eager to continue and extended my training at Park Hyatt Hyderabad, for one more year, particularly in the kitchen department. I believe that gaining expertise in this area will further enhance my skills and career prospects.

Gratitude:
I extend my heartfelt gratitude to Yuva Parivartan staff, especially Ms. Shomali Johri, and all the staff of the housekeeping department at Park Hyatt Hyderabad. Their support and guidance have been instrumental in my success. to continuing my journey of learning and growth at Park Hyatt Hyderabad.

Mark Andrew Nongbsap
Trainer in Housekeeping
Department Park Hyatt -
Hyderabad

Success Story of Muslim Khan

Name: Muslim Khan
Community: Muslim
District: Jaipur
Background: Below Poverty Line (BPL)

Personal Background
We are 6 members in my family I am eldest son in my family. I have 3 siblings they all are younger than me, they all are studying in government school, my father is a labourer on daily wages of INR 600 per day daily, but it is not a regular income. I always said to my father that I also wanted to come with you so that the daily earning can be increased but my father denies taking me with him & tells me that focus on your studies & find some respectful work on which you can get fixed income. Whereas my mother is a home maker she uses to work at home & in the free time she uses to do some hand stitching work by which she earn INR 50 daily. The income of my mother & father is not sufficient to fulfil the daily needs of my family. Struggles Before Training After completing my 12th I was wandering in the search of job but due to non-availability of graduation degree & lack of experience I was not getting the job anywhere.
Turning Point: One day I met one of my school friends doing the job in Hyatt Regency I asked him that how he got the job then he refers me to Yuva Parivartan. I immediately took the contact number of Haris Sir (Coordinator of Yuva Parivartan) & I met him. He describes very beautifully about the program & I understood that it is that job which I was looking for.
Experience at Hyatt Regency Jaipur: The training at Hyatt Regency Jaipur has been transformative. The training has proved a milestone in my journey towards becoming a successful individual. After completing my training, I was surprised when I got the job offer to work in the same hotel.
Future Aspirations: I wanted to make my career in this industry and in future I would like to go abroad in the same industry.
Conclusion: In conclusion, I am thankful for the opportunity to transform my life through the training program. I look forward to continuing my journey of learning and growth at Hyatt Regency Jaipur.

Success Story of F&B Student, Tejaswini Barshinge (Chembur Batch)

Tejaswini Barshinge.
Student ID- JFARM-003840
Batch-2023-24 (Chembur)
Program—F&B Training.
Location and brand name—Belapur, Wow China.

While doing mobilization in Chembur area, our FFC team explained the program to Tejaswini Barshinge who is 20 years old girl. She is from the slum of Gaikwad Nagar living in a small house with parents and a younger sister. After the training of 15 days, she could gain confidence and her body language changed. She is HSC passed and due to the financial problem, she enrolled herself for first year of degree course from distant education. Her father is a loader in a packaging company. It was very hard to meet the house hold expenses where only one person is the sole earner.
Tejaswini was very shy girl and could not talk to us confidently in the beginning, but as we finished the soft skill class, we could observe the changes in her. We prepared her for the interview in Wow Momos, Sakinaka and she got selected.

Recently she has joined Momos China in Belapur where she is travelling alone. She learnt how to make pizzas and momos. Wow Momos has offered 13500/-Rs per month. She is more than happy that she can support her family.
Present Status—Working in Wow China, Belapur outlet.
Salary- 13500/- per month.

Stories of Courage and Ambition

Name: Aarti Poojary
Students ID: INGOA8
Batch: 2023-24
Program: S.H.A
Hotel: Alila Diwa, Goa
Location: Goa

Aarti Poojari a single parent child, lives with her mother & brother in Vasco da gama, Goa. Her mother works as housemaid & is the only person who earns in the house & the earning is not more than 6 thousand a month. Aarti some how managed to complete her 12th and also started working as a house hold helper within her locality and as she could not continue her education due to weak financial conditions. Fortunately, Aarti came to know about S.H.A training programme during our visit for mobilization to a NGO, which works in her area, Aarti convinced her mother for joining the training & started her training as a trainee in Front Office department in Alila Diwa, Majorda, Goa. She overcame her problem like English speaking travelling 30 kms daily to the work place etc and today a confident Aarti lives in a shared PG accommodation with other trainees.

Present Status - Front Office Associate ,
Alila Diwa, Majorda, Goa CTC-1,80,000/-

Kavita



A young enthusiastic, hardworking and passionate girl from the backward area of Sangam Vihar, Delhi. Her father works in a private company and bears expenses for a family of 5 members. She used to feel very helpless for not being able to help her family financially. One day she came to know about Yuva Parivartan's Hospitality course and got enrolled herself in the program. She started attending the classes and working on her personality. Her industrial journey started with training in Grand Hyatt-Gurgaon with the Housekeeping department. With very brief knowledge of the industry and very confused about her future, she stood firm with her decision and did her best.
Since her Father was the only one to earn for the family, she started helping her family from the stipend she used to get from the training by only spending the travelling expenses. Her hard got paid off and finally became an associate with the Grand Hyatt- Gurgaon. Now she is working with Grand Hyatt-Gurgaon as a Housekeeping Associate with a salary of Rs 21000 and able to bear her and her family's expenses.

Manisha



Manisha came from a slum of Delhi. She faced a lot of problem with her career, as her father used to drink alcohol and beat her. Not getting any support from family, Manisha started to deal with her expenses on her own. She started working with a hotel as a receptionist and saved money for her future. Unfortunately, her father fell sick and she have to leave her job and take care of her father and her family and spent all her savings. But the nature of her father didn't change, he keeps on abusing her and beats her. So, planned to leave her home and got enrolled in the Hospitality program by Yuva Parivartan. She started her journey with Hyatt Regency- Delhi in the kitchen department. Got her skills nurtured in the kitchen department and currently working with Sassy Cocktail-Rajouri Garden as Commi-3, with a salary of Rs 18000.

Mohammad Nabeel Shaikh
Students ID – INGOA35
Batch - 2022-23
Programme - S.H.A
Hotel - Grand Hyatt
Location – Bambolim,Goa
Mohammad Nabeel Shaikh is a student from Karwar,Karnataka. Lives with his parents & younger brother.His father is a auto driver & is the only earning person in his family. Nabeel has only completed his SSLC & wanted to complete his education in hospitality management, but due to no financial support he could not join any HM training institute. so he went to work as a helper in metal fabrication shop in his native place & started to save money to pursue his dream. Meanwhile, he came to know about YP hm training through previous year YP students who completed training & were working in hotels, He decided to return to Hm education for many important reasons. so enrolled his name & joined training in Grand Hyatt, goa. Nabeel says he has struggled tremendously in the past but never thought that he would actually accomplish his dreams and be successful in possessing a job in 5 Star hotel, but he did it. He loves knowing that he is doing great and he really tries to do his best in completing his job on time. Hotels department manager & head chef has appreciated him with certificates for all his efforts,good work. Having struggled tremendously in the past & wanted to change that life style for good. He says he was very tired of trying to make ends meet and not being able to provide the change to his family like he wanted to. His decision on returning to education to complete his goals is one of the best choices he has made in life and will benefit him and his family in the long run. He knows it will take a lot of hard work to become successful in his career and will experience many different things and changes in life style as well, Having to adjust to a new environment and hotel culture, But he decided to just go for this training and he is so glad that he did this because know now that he has overcome that fear and feel,now thinks like as if he can accomplish anything and everything & say that he has matured in many ways.

Talking about YP & HM training programmes contribution in his life he says he could not chase his dreams without the help & support of YP. He says YP has truly given him the second chance to learn & earn, for that he will be always be grateful to YP for changing his Life.
Even his friends & neighbours feel & speak about the difference he has made in his life style & living through this training programme. He too personally sees the improvement in his & family members life. He recommends YP HM training programme to everyone who is interested & looking for a chance to join Hospitality industry.
Finally, after facing all challenges he has successfully completed training in the hotel & is now working as a Bakery & Pastry Associate in Grand Hyatt, Goa

Present Status-Bakery & pastry Associate in Grand Hyatt, Bambolim, Goa. Salary - 22,000/- per month





Prajwal Takekar
Students ID – INGOA37
Batch - 2022-23
Programme - S.H.A
Hotel - Grand Hyatt
Location - Bambolim,Goa

Belongs to fisherman community living with his mother and 2 elder brothers in Karwar, Karnataka. His father passed away when Prajwal was very small child,he hardly could complete his minimum education upto 10th standard. There is no proper source of income for the family,as they are totally dependent on fishing. Most of the times luck by chance thing, he also goes for fishing, most of his time is gone in fishing with his brothers after completing scholl & while his mother selling the fish in market.

He was looking to do something else than fishing, he came to know about YP training programme through pamphlets pasted in his area & called on the number mentioned on pamphlets & joined the training. During life skills classes he came to know about all the departments of hotels & decided to join housekeeping. His main goal was to get trained & work in a department which always require man power & offers promotions in very short period of time, so he chose housekeeping as his area of interest & learning, get a job & start earning as soon as possible just to support his family. Very soon he learned all the required skills & job responsibilities of housekeeping department with focus & determination. Due to his responsible behaviour & good work he was appointed as supervisor & trainer to all new interns who join for training in housekeeping area.

After successfully completing training, he is now appointed as a housekeeping associate in Grand Hyatt Goa. Now, He feels he has taken right decision to join the training programme & feels happy by thinking that YP has given him the second chance through this training, which can change his & his family's living & financial condition. Also would like to suggest anyone looking for an opportunity in Hospitality industry to join this training programme & make a career in hospitality sector.

Present Status – Housekeeping Associate,Bambolim,Goa. Salary – 22,000/- per month





SCHEDULE-VIII

[Vide Rule 17(1)]

Name of the Public Trust : THE KHERWADI SOCIAL WELFARE ASSOCIATION **Reg. No.** F - 419 (Bom)

Balance Sheet of the Public Trust as at 31st March,2024

FUNDS AND LIABILITIES	Schedule	Amount Rs.	PROPERTY AND ASSETS	Schedule	Amount Rs.
Trust Funds or Corpus :-	I		**Fixed Assets :- (At WDV) -**	V	
Balance as per last Balance Sheet		55,45,544	Balance as per last Balance Sheet		2,94,60,655
Adjustment during the year			Additions during the year		55,91,944
			Less : Sales during the year		3,900
Other Earmarked Funds:-	II		Depreciation for the year		45,77,693
(Created under the provisions of the trust					3,04,71,006
Depreciation Fund					
Sinking Fund			**Investments :- (At Cost)**	VI	8,33,58,991
Reserve Fund					
Any Other Fund		8,25,63,447	**Current Assets**	VII	
Liabilities :-	III	2,78,35,617	Deposit (Assets)		2,38,686
			Advances		38,79,814
Income and Expenditure Account -	IV	2,81,80,988	Cash and Bank Balance		2,61,77,098
Total		**14,41,25,596**	**Total**		**14,41,25,596**

Schedules referred to herein form an integral part of the Balance Sheet.

As per our report of even date

For Shahade & Associates
Chartered Accountants
(Firm Reg. No.109840W)

SHAHADE & ASSOCIATES ★ M.No. 35227 MUMBAI ★ CHARTERED ACCOUNTANTS

Atul Shahade
Partner
Membership No.035227
UDIN : 24035227BKCJRU4743

Place :Mumbai
Date : 23rd July 2024

The above Balance Sheet to the best of our belief contains a true account of the Funds and Liabilities and of the Property and Assets of the Trust

FOR KHERWADI SOCIAL WELFARE ASSOCIATION

Trustee	Trustee	Trustee
Mr. Kishor Kher	Mrs. Mrinalini Kher	Mr. Girish Pikale

KHERWADI SOCIAL WELFARE ASSOCIATION ★ MUMBAI ★

Kherwadi Social Welfare Association

Receipts and Payments account for the year ended 31st March,2024(Foreign Contribution)

Particulars	Amount Rs.	Amount Rs.
Opening Cash & Bank Balances		**76,72,681**
Receipts:		
Income from Operation :		
Grants & Donations Received	2,16,58,427	
Interest on Fixed deposit and Saving account	7,60,291	2,24,18,718
Total Amount Rs.		**3,00,91,399**
Payments:		
Current Liabilities :		
Paid to Employees	1,36,37,840	
Paid to Sundry Creditors	24,55,203	1,60,93,043
Expenses :		
Bank Charges	15,060	
Stipends to Students	12,52,165	12,67,225
Closing Bank Balance		1,27,31,131
Total Amount Rs.		**3,00,91,399**

As per our report of even date

For Shahade & Associates
Chartered Accountants
(Firm Reg. No.109840W)

Atul Shahade
Partner
Membership No.035227
UDIN : 24035227BKCJRV1698

Place :Mumbai
Date : 23rd July 2024

SHAHADE & ASSOCIATES ★ M.No. 35227 MUMBAI ★ CHARTERED ACCOUNTANTS

FOR KHERWADI SOCIAL WELFARE ASSOCIATION

Trustee
Mr. Kishor Kher

Trustee
Mrs. Mrinalini Kher

Trustee
Mr. Girish Pikale

KHERWADI SOCIAL WELFARE ASSOCIATION MUMBAI

SCHEDULE-IX

[Vide Rule 17 (1)]

Name of the Public Trust : THE KHERWADI SOCIAL WELFARE ASSOCIATION **Reg. No.** F - 419 (Bom)

Income and Expenditure Account of the Public Trust for the period ended 31st March,2024

EXPENDITURE	Schedule	Amount Rs.	INCOME	Schedule	Amount Rs.
To **Expenditure in respect of properties**			By **Rent**		
Rates, taxes, cess (Property Tax)		9,613			
Repairs and Maintenance		7,56,846	By **Interest/ Dividend Income-**	IX	59,03,986
Property Expenses Consultancy Fees			On Securities		
Insurance		3,727	On Loans		
Depreciation (by way of provision of adjustment)			On Bank Account		
Less: Adjustment against deferred income					
Other Expenses			By **Donations in Cash or Kind**	X	15,81,34,587
To **Legal & Professional Expenses**					
Legal Charges			By **Income from other sources** (in details as far as possible)	XI	13,10,39,315
To **Contribution and Fees**					
(paid to Public Administration Fund)					
To **Depreciation**		45,77,693			
Less: Adjustment against deferred income					
To **Contribution to Charity Commissioner**					
To **Expenditure on Objects of the Trust-**					
(A) Religious					
(B) Educational					
(C) Medical Relief					
(D) Relief of Poverty					
(E) Other Charitable Objects	VIII	26,28,30,057			
To **Transfer to Vocational Training Development Fund**		2,65,00,000			
To **Surplus C/O. to Balance Sheet**		3,99,951	By **Deficit C/O. to Balance Sheet**		
Total		**29,50,77,887**	**Total**		**29,50,77,887**

The Schedules referred to above form an integral part of the Income and Expenditure Account.

As per our report of even date

For Shahade & Associates
Chartered Accountants
(Firm Reg. No.109840W)

SHAHADE & ASSOCIATES ★ M.No. 35227 MUMBAI ★ CHARTERED ACCOUNTANTS

Atul Shahade
Partner
Membership No.035227
UDIN : 24035227BKCJRU4743

Place :Mumbai
Date : 23rd July 2024

FOR KHERWADI SOCIAL WELFARE ASSOCIATION

Trustee	Trustee	Trustee
Mr. Kishor Kher	Mrs. Mrinalini Kher	Mr. Girish Pikale

KHERWADI SOCIAL WELFARE ASSOCIATION ★ MUMBAI







मां की रोटी











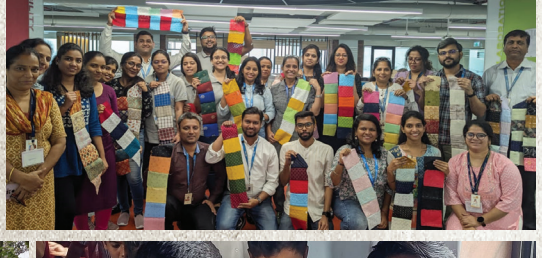












KEEP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Kherwadi Social Welfare Association



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