



YUVA PARIVARTAN

The Vision

Create opportunities for school dropouts and deprived youth to help lead productive and socially useful lives.

And

The Mission

To give a second chance to less educated deprived youth through wage or self employment based on urban and rural livelihood training, provided in partnership with stakeholders.

**FIFTY-SIXTH
ANNUAL REPORT
FOR
THE YEAR ENDED MARCH 31, 2011**

PREAMBLE

The **Kherwadi Social Welfare Association (KSWA)** is proud to present its **56th Annual Report** to its Members, Community of Well Wishers & Supporters & Partners in Service. The Association founded in 1928 and registered in 1954-55 is proud that it published its Report uninterrupted through the years even in its lean periods.

Since KSWA's Founder was an active Gandhian, the early years were focussed on Community Welfare through education, health care and income generation along with the development of Bandra East from a marsh in Mahim Creek. Establishment of roads, electricity, water supply and other amenities such as a school handed to BMC in the '30s and the first Leather Institute which is today's Govt. Polytechnic of Bandra East. Late Shri. B. G. Kher and his colleagues also initiated the distribution of individual plots for the residents to amileorate their miserable living conditions now known as the "Kherwadi Scheme". It was his desire to give the residents a clean community atmosphere with the "Parishramalaya" as its own Community Centre where women and youth would come to learn a trade and earn a living. KSWA was also fortunate to receive a grant of land in Bandra East to conduct its Livelihoods Programme under the aegis of the Khadi and Village Industries Commission.

Today the Trustees, Members and the Management of KSWA continue the dream of its Founding Fathers through the "**Yuva Parivartan**" (YP) **Project** which was started at the Parishramalaya centre in 1998 and has now spread to the whole of Maharashtra with over 70 Centres and in 4 States.

Skill Development particularly among deprived youth is an area of prime importance. We have set for ourselves an objective to reach out to underprivileged out-of-school youth a segment which is a massive 80% of all youth. Approximately 350 million in number who have to become productive through Vocational Training.

HISTORY

KSWA was **founded in 1928 by Late Shri. B.G. Kher**, a freedom fighter, statesman and the first Premier of Bombay State. He was moved by the plight and miserable living conditions of the 100 odd tanner families who had settled in the marshes of Bandra (E) called Chamdewalla-ki-Wadi. While he was involved in the freedom struggle, leading two ministries in 1937 and 1946, interspersed with prison terms, his friends and associates continued to work in the area, later known as "**Kherwadi**".

The Trust was registered in 1954 and the Trustees and Executive Council have continued to follow the principles of service and commitment to help the poor and underprivileged and adhere to the high principles of simplicity, integrity and commitment set by the founder.

KSWA started the ‘**Youva Parivartan**’ (**YP**) **Movement** in 1998 to cater to the unmotivated school dropouts and make them economically independent through vocational training. The movement was formally launched in February 2003 by the then **President Dr. A.P.J. Abdul Kalam**.

It has grown from one centre in Kherwadi, Mumbai to 74 centres in 10 districts across Maharashtra, Karnataka, Chattisgarh, Bihar & Delhi. Today **KSWA** through the **Youva Parivartan** project has empowered more than 17,000 less educated deprived youth in 2010-2011, about 70% of whom are women with vocational and entrepreneurship skills, leading to their economic independence.

WHAT IS “YUVA PARIVARTAN”? (YP) AND ITS 4 PILLARS

Youva Parivartan means transformation of youth. The **YP** Movement brings the unmotivated school dropouts from the underprivileged background and gives them a direction to lead economically independent lives through vocational training. The movement was set up to help these school-dropouts enrol in short term vocational training courses. The youth are motivated to learn a skill of their interest leading to income generation and economic independence by placement in small or medium enterprises. The movement works through Vocational Training, Community Engagement and Placement and Partnership with Government, NGOs and Community Based Organisations (CBOs)

- The first component – Vocational Training aims at providing training to acquire skills leading to employment.
Courses offered include Electrical Wireman, Multi skill Technician, Air Conditioning & Refrigeration, Motor Mechanic, Motor Driving, Tailoring & Fashion Designing, Beautician, Mehendi, Nursing, English Speaking & Life skills, Basic Computers, Retailing, Entrepreneurship, Cell phones repairs & domestic appliances repair. We offer relevant skills in rural areas under “Integrated Rural Development Programme” (IRDP)
- The second component – Community Engagement aims to develop leadership among underprivileged youth & solving community problems with the help of the community members of the **YP** Club.
KSWA facilitates the formation of the Club. The following issues are taken up: Leadership development, Community work, Sports, Culture, Recreation & Life skills. All staff members are required to actively participate in this movement.
- The third component – Placement - Post completion of the course, the students are assisted in seeking employment in the organised sector and SMEs or guided to become self employed by the staff of each centre. Work preparedness, personality development workshops also helps the students. Placement Cell at the H.O. now guides and assists the Centre Staff.
- The fourth component – Partnership with major Shareholders, Industry, NGOs, CBOs and Government to share the **YP** Model. These are the four pillars of **YP**.

YP RURAL OUTREACH

In 2008, the **YP Movement** formalized its Rural Programme by purchasing a building at Wada in the tribal belt of Thane District with sponsorship from the Tobaccowala family. The one storey structure of 4500 sq. ft. area has been named “Anvarali Tobaccowala Vocational Training

Centre”. It is divided into two parts of 1500 sq. ft. each and a residential facility of the same size.

The Blue Star Vocational Training Centre sponsored by Blue Star Ltd. runs 14 courses for mainly tribal girls & boys, Larsen & Toubro Charitable Foundation has sponsored the masonry course.

The IRDP Programme sponsored by the Syngenta Foundation and Bombay Gowrakshak Society has 4 main objectives which we have started implementing in 25 villages of Wada Taluka through a team of agricultural graduates. We have also appointed a team of 40 Krishi Pashu Sathis (KPS) one in each village who are our representatives and facilitators.

The main objective of IRDP is to increase rural incomes through:

- a) Improved agriculture practices
- b) Water Resource Management
- c) Livestock Management
- d) Women Empowerment through Self Help Group (SHG)

WHY SCHOOL DROPOUTS?

Over 80% of all youth in the country do not complete school. There are 400 million unskilled, unemployable youth who are a burden on the country’s resources. A majority of this large young population lives in slums or villages under socio-economic constraints that limit their thinking and creates a feeling of disempowerment to address their own future. Cast-out from the social fabric they live in penury and often fall prey to undesirable elements that lure them to a life of drugs & crime with promises of a better future.

KSWA’s focus on the less educated and dropouts came from the knowledge of the available statistical data on ‘education and dropout youth of the school system’ that only 1 out of 10 children completes school. India is one of the youngest countries in the world with 50% of its population below the age of 25 years. Out of this group only 50% enter school and only 25% complete schooling i.e. until 10th class; while 75% drop out due to various socio-economic reasons. Thus a staggering 87% of the youth do not complete school education. This is a very large group that needs to be addressed and therefore, **YP** focuses and offers a second chance to better lives of these less educated girls and boys from the villages, small towns & city slums of India through skills training and employment.

WHY SKILLS TRAINING AND YP’s ROLE

India has the second largest population in the world at 1.20 billion, and with the 2nd fastest growing economy which will scale to 9-9.5%. But for this growth to be participated and sustainable, we need to focus on Skills Development and reforms in Education so that 80% of our population which is struggling to stay above the poverty line – are able to share in the economic growth. In India only 2% receive formal Vocational Training while 8% get informal on the jobs training. Compare this to Korea where 93%, Germany has 72% population trained in Vocational Skills.

The National Skills Development Corporation (NSDC) has projected an incremental shortage of 244 million labourers by 2022 and about 13 million on annual basis! **YP** saw this scenario 14 years back and decided to work for the underprivileged dropouts and less educated, forgotten by every successive Govt. from all the several Schemes it announces. Hence Skill Development is critical and relevant and mass customised training the need of the hour.

UNIQUE FEATURES OF YUVA PARIVARTAN VOCATIONAL TRAINING

- Admission to anyone who can read and write. Minimum age 15 years.
- Free enrolment in our English Speaking and Computer Courses is provided to students of Vocational Courses.
- Industry Partner / Professional Expert who assists in updating the curriculum and helps provide practical training after completing the course.
- Our courses are “Industry Recognized” as Industry helps with the curriculum, training and placement.
- Assistance in Placement or self employment 70% students are gainfully employed by our own Placement Cell.
- Strong emphasis on empowerment of the girl child with females accounting for 65% of enrolments.
- Minimal affordable fees.
- Life-skills, capacity building, personality development, grooming & job preparedness is now part of the curriculum.
- Counselling – try to reach out to every student from Induction till Graduation through group and individual counselling, vocational & career guidance to improve his psychological health to help him successfully cope with life’s challenges.

PROFILE OF STUDENTS

Most of the out of school youth come from deprived backgrounds where parents are working as artisans or labourers on daily wages etc. and the family income is meagre. This affects their outlook on life and they ‘live for the day’ without a plan for the future. This attitude is carried to the workplace where initial adjustments are difficult and career planning is completely missing. Getting daughters married, inflation and rising prices are overriding concerns for parents and the main reason for conflicts at home.

Some of them also come from communities/ backgrounds where parents are illiterate, steeped in traditional mind set. Hence, the need arises for an income generating activity and life skills that will lead to employment. 60-70% of our students come from the backward classes and SC/ST background that are in need of avenues for income generation. This is also the prime target audience for affirmative action by industry at the instance of the Government.

REPORT OF ACTIVITIES

Parishramalaya, Kherwadi

KSWA strives to provide slum dwellers in the BMC ‘H’ East Ward of Bandra, Khar and Santacruz East, services in Education and Healthcare to enable intellectual and physical development while the income generation activities with vocational training is aimed at underprivileged youth. **KSWA** works in the following fields:

- Education: Balwadi (Nursery School) is now 80 years old and combines education, playschool with midday meal, health check-up and adult education.
- Physical Fitness: Gymnasium Taekwondo for community youth.
- Healthcare: Dental Clinic offers quality services at reasonable rates.

Cultural Events

- All important national holidays were celebrated with cultural events giving students a chance to showcase their talent and boost their confidence.
- **YP Day:** The launch of the **YP Movement** is celebrated on the 15th February every year. The highlights of the day are cultural programmes, sport activities and certificate distribution. As the **YP Project** is spread over a large geographical area, **YP Day** is celebrated at all the centres.

Advanced Courses

Advanced Courses Concept was started in the year 2008 to achieve sustainability not only for the **YP Movement** but also to each **YP Centre** to cover 75% of its own expenditure through sponsorship, events and advanced vocational courses such as DTP, Tally, Web-designing, Special Fashion Designing, Advance Hair Styling, Hair Colouring, Advanced English Speaking, Retailing, Hardware etc.

YP Career Fairs & Job Melas

The Annual Career & Job Fairs is held once a year by Clusters of Centres. The 1st Fair was held at Bhiwandi, and later at Nashik. The staff at each Centre is now directly interacting with local industry for placements and career counselling.

YP Fund Raising

All of our Partners continued to be our Sponsors where they fund the running costs of our Centres. The Resource Mobilisation Team contacts Corporate offices, makes presentations creating awareness about the importance of our Skills Development Project in nation building, thus building relationship with new Partners in Service like Glenmark, Mahindra & Mahindra Taj Hospitality in Bangalore, HDFC Ltd., Toofles Foundation, Edelgive Foundation, Malkani Trust and Tata Motors, Pune.

YP Credibility

YP received an upgradation of the ISO-9001:2000 to ISO-9001:2008 for the 4th Year. Recognised by Give India, United Way, NASSCOM Foundation and Credibility Alliance, a credit rating agency for the development sector.

- **KSWA** is an authorized Vocational Training Provider under the Ministry of Labour and Employment's Modular Employability Scheme for conducting skills development trainings.
- Awarded 35AC IT exemptions by Finance Ministry, Govt. of India to collect funds for starting Vocational Training Centres. The 35 AC Certificate is given to Projects of National Importance.
- Authorised to run Maharashtra State Govt. approved Vocational Training Courses from Directorate of Vocational Education & Training. **KSWA** is running Computer Courses under this accreditation.
- An authorized Training Agency of Directorate of Industries, Ministry of Industries, Govt. of Maharashtra for imparting Vocational Trainings under Special Component Plan (SCP) for urban poor youth.
- An authorized Training Agency of Dept. of Employment & Self Employment, Govt. of Maharashtra for imparting trainings on Retail Sales for Scheduled Caste Candidates.
- An authorized Training Agency of District Rural Development Agency (DRDA) under Ministry of Rural Development, Govt. of Maharashtra for imparting trainings on Business Skills Development for rural poor women working in Self Help Group.

OPERATIONS

Yuva Parivartan emphasises that we reach out to the unemployable youth, and make them employable through Skill Training. We continue to open more Centres in remote areas and new towns. We also are in search for newer courses which will interest and attract this exclusive group of dropouts. This year is a path breaking year for YP as a project. The need to skill the youth of India is not only our concern but also that of our partners and sponsors who realise the importance of this area of work. Yuva Parivartan has tied up with Axis Bank Ltd. to take Skill Development & Training to Vidharba & Marathawada Regions of Maharashtra which covers 19 districts and is known for the maximum suicides by farmers due to continual droughts and failure of crops. We started a main Centre in the city of Nagpur and Aurangabad, which we opened in the month of December 2010. These Model Centres will serve as Training Centres for partners in these areas where we open 66 Centres and train 68,000 students over the next five years. Besides these, new innovative models are being piloted from each Centre to cover youth in 25 kms. radius of each Centre.

Year ending March 31, 2011, we had 28 Centres spread over seven districts of Maharashtra, mainly Mumbai, Pune, Raigad, Thane & Nashik and Centres in Nagpur, Aurangabad, Chandrapur and Wardha District.

Our Centres in New Delhi and Patna sponsored by Nalanda Capital are successful and will help growth of more Centres in those regions.

The two Centres in Bangalore continue to struggle but with new management and the Taj Hospitality Course would improve its performance along with sponsorship of HDFC Ltd.

Each Centre has been encouraged to reach out in the community to start courses within their communities to encourage their participation and skill and income generation and the year saw the staff work hard to start a total of 31 Centres within the Community.

We were happy to receive Sponsorship from HDFC Ltd. for the Bangalore Centre at D. G. Halli Main Road and Malkani Trust will help start the Colaba Centre in a new location. Edelgive Foundation will Sponsor our Yerawada and Tadiwala Centres, and L&T Charitable Trust is sponsoring women's courses at 3 Centres of Bandra, Thane & Kalyan

The following table lists the **Yuva Parivartan Centres**

Outreach Programme and Partners		
<u>Centres</u>	<u>District</u>	<u>Sponsors /Partners</u>
Kherwadi HO	Mumbai	HSBC Bank Ltd./HDFC Bank Ltd.
Colaba	Mumbai	Malkani Foundation/Project Maitri
Wadala	Mumbai	HDFC Bank Ltd.
Mankhurd	Mumbai	HSBC Bank Ltd.
Kandivali (E), Thane Dist.	Mumbai	Mahindra & Mahindra (Tractor Divn.)
Vasai	Thane	Axis Bank Foundation
Kalyan	Thane	Axis Bank, Bhartiya Vidya Probodhini
Thane City	Thane	GSK Ltd. & Narotam Sekhsaria Foundation

Wada	Thane	Blue Star Ltd. – Vocational Training Bombay Gowrakshak Trust India – Animal Husbandry Tobaccowala Foundation & Syngenta Foundation Agricultural Activities
Bhiwandi	Thane	Sir Dorabji Tata Trust & GG Dandekar Pratishthan
Khopoli	Raigad	Shroff Family Charitable Trust
Alibaug	Raigad	Vikas Trust
Zhirad	Raigad	Vikas Trust
Yerawada	Pune	Toofles Foundation
Tadiwala	Pune	Toofles Foundation
Parvati-Dandekar Bridge	Pune	Global Fund for Children (GFC)
Chakan, Nashik Dist.	Pune	Axis Bank Foundation
Panchvati Nashik City	Nashik	Glenmark Pharmaceuticals
Peth	Nashik	Glaxo Smith Kline Ltd.
Karanjali	Nashik	Glaxo Smith Kline Ltd.
Utsale	Nashik	Glaxo Smith Kline Ltd.
Roopen Agrahara	Bangalore	Round Table India
D. G. Halli Main Road	Bangalore	HDFC Bank Ltd.
Indora Gardens opp. ITI	Nagpur	Axis Bank Ltd.
Indira Nagar	Chandrapur	Axis Bank Ltd.
CIDCO No.7	Aurangabad	Axis Bank Ltd.
Bajaj Colony	Wardha	Axis Bank Ltd.
Jahangirpuri	New Delhi	Nalanda Capital
Danapur	Patna	Nalanda Capital
Prisons: Arthur Road – Mumbai Kalyan Yerawada - Pune Nashik Central Jail & Borstal School - Nashik		KSWA
Mini Out Reach Centres (MORC)	28 Centres located in Districts of Nanded, Parbhani, Beed and Latur in the Marathawada Region of Maharashtra State	Volkart Foundation

PLACEMENT

The aim of Yuva Parivartan is not only teaching skills, but also find jobs for the students. This is done at each Centre by the Centre-in-charge and staff. But the power of influence of each Centre is with the local industry in a 10 kms. radius only. Hence the starting of Placement Cell at the Head Office was necessary to widen our network. The department has in the last one year been able to tie up with many small and large companies Retail Outlets of Aditya Birla Group's More, Big Bazaar, Cafe_Coffee Day, Westside, Reliance Retail, Tata Star Bazaar, Spas and Beauty Parlours, Computer Hardware Companies, Mobile Phone Galleries, Wiremen in large Electrical Companies and Motor Mechanics in Mahindra & Mahindra.

YPISD ACTIVITIES IN 2010-2011

Reach: YPISD has increased its activities from 5 districts to 11 districts viz. Mumbai, Thane, Nanded, Parbhani, Latur, Jalna, Aurangabad, Amravati, Pune, Nashik and Beed.

No. Of Candidates: The number of trained candidates has increased from 2000 to 5800. Most of the candidates belong to the SC/ST or BPL candidates.

Placements: Most of the courses were placement linked Vocational Training Programmes. The Placement ratio is more than 75% in most of the cases.

Sponsors: YPISD has continued to work with the Government through Directorate of Industries, DRDA, MES Scheme and with Corporates like Tata Communications, Tata Capital etc. YPISD has also started working with ILFS – ETS for their Programmes for BPL which are sanctioned by the Ministry of Rural Development. In this Financial Year, YPISD has trained 732 candidates out of which 692 (90%) are being placed in different Malls.

Details of the YPISD Activities in 2010-2011

Sr. #	Particulars	Physical	Financial
1.	Fee Based Courses	39	148,000
2.	Corporate Sponsored	1,166	5,782,000
3.	Government Sponsored	1,809	5,624,000
4.	MORC	984	246,620
5.	Academy Programs	682	1,022,000
6.	MES	1,196	3,200,000
	Total	5,876	16,022,620

PROFILE OF SOME OF OUR PARTNERS/SPONSORS

HDFC Bank Ltd.

HDFC Bank Ltd. has been associated with KSWA and YP initially through the 2nd Chance Career Fair in 2005-06. In 2008-09 they renewed their relationship with us by Sponsoring the Wadala Centre in Mumbai. The staff of the Bank has supported us in the Marathon 2010 for two teams and participated in tree planting/sampling distribution to families of two villages in the Wada District where over 50 staff spend a day with the IRDP Staff in visiting families in the villages and encouraging them to develop their kitchen gardens.

The Staff of HDFC Bank has also donated Rs.37 lakh through Pay Roll Giving, which will go towards establishing 3 new Partnership Centres in towns of Gujarat, skilling over 1,600 students.

Glenmark

Their association with us began with the Career Fair in 2004, and since then, they continued to believe in the work of YP. The relationship grew with their Sponsoring of our teams for the Marathon, sponsoring our “1st Skill Development Summit 2010” and then the support to a grand Centre in Nashik City in very spacious premises, with modern facilities. We acknowledge the personal interest taken by the Sr. Management and CSR Dept. in the running of the Centre.

Bombay Gowrakshak Trust

Bombay Gowrakshak Trust is one of the renowned well established Trust of Mumbai, whose main objective is to promote health and wellbeing of Cows for improved yields, better health care treatment, optimum use of bi-products to impact the overall income and bring socio-economic changes in the lives of marginalised farmers. They joined hands with us in our Wada IRDP Project in 2009 encouraging us to look at Animal Husbandry and Livestock Management besides agriculture. We appreciate the Partnership with all our Sponsors in this noble work.

HIGHLIGHTS OF THE YEAR

Partnerships

This project with Sponsorship of Volkart Foundation has signed MOU with 21 NGOs all over Maharashtra. They are 3 in Pune and 1 each in Jamkhed, Pargaon Khandala & Satara, Barshi, Akalkot, Buldhana, Amravati, Nanded, Beed, Pusad, Malad in Mumbai, Baregaon, Jawhar and Talesari in Thane and 2 each in Kolhapur and Chandrapur in Nagpur Division. These are in different stages of growth, but with a good senior team of 4 managers, these Partnerships will soon stabilise and start growing.

Retail Fund Raising

KSWA embarked upon a new initiative this Financial Year called Retail Fundraising, which involves raising funds from individual donors.

While Corporate Fundraising, which has been the predominant source of raising funds for KSWA so far, involves developing relationships with a few Corporates who offer relatively large sums, Retail Fundraising involves contacting and raising funds from a large number of individuals, each of whom donates a smaller amount. The average donation collected per donor is relatively lower, ranging from Rs. 500 to a couple of thousand Rupees.

This was our first attempt at raising funds from individual customers, and we did reasonably well in the first year of operation, raising Rs. 5.99 lacs from 229 donors during the period August '10 to March '11.

Apart from creating a new source of raising funds, Retail Fundraising also helps KSWA reach out to a much wider audience, and helps create awareness about the cause that we stand for.

Given the encouraging start this new initiative has seen, we are confident of Retail Fundraising contributing much larger quantum of donations in the years to come.

Opening of New Centres

We opened Centres in Aurangabad, Nagpur, Chandrapur and Wardha in Maharashtra under the Axis Bank initiative. Our Centres in the NCR Region are in Jehangirpur in New Delhi and Danapur in Patna, are showing good progress. The Colaba Centre was restarted in a new location under the Sponsorship of Malkani Foundation (Project Maitri)

Event - Our 1ST International Summit on Skills Development

KSWA & YP organised its First such Event on September 8, 2010 at The Trident, Mumbai with the **Theme: “Demographic Dividend or Disaster – Skills Development Challenges for 300+ million forgotten youth”**.

The International Summit on Skills Development organized by KSWA on Sept 8, 2010 at The Trident, Mumbai brought together various stakeholders to create a platform that helps stakeholders engage with each other. Discussions and deliberations happened on some key issues and challenges facing the Skills Development Mission to pave way for translating the vision and the policies on skills and employability training into reality by evolving sustainable and scalable models for Skills Development which can be replicated across the country with regional modifications, developing a strategy for sustainably increasing the supply of quality skilled certified workforce while ensuring quality and to ensure that the disadvantaged sections of the society participate in the opportunity that is India.

The Summit attracted a number of very eminent speakers like Dr. Narendra Jadhav – Member Planning Commission, Dr. Subir Gokarn, Dy. Governor, RBI and Mr. Dilip Chenoy, CEO & MD, NSDC, just to name a few. The Summit also featured a panel discussion on how a Public Private Partnership, with the commitment of the stakeholders and their participation in a concerted manner can address the challenges India faces in the area of Skills Development. The Panel Discussion included presentations by Mr. Biswajit Sen, Senior Rural Development Specialist, World Bank, Ms. Ramya Venkataraman, Leader of Education Practice McKinsey & Co., Mr. Gurbir Singh, Sr. Associate Editor, Business World, Mr. Bhutange, Director Technical Education, GoM and Mr. Dilip Chenoy.

A souvenir titled “Summit Perspectives” was released on the occasion by Mr. B. G. Deshmukh, Chairman, Advisory Board, KSWA, Dr. Narendra Jadhav, Dr. Subir Gokarn and Mr. Kishor Kher. Summit Perspectives is a collection of Research Papers, Articles and relevant reports on Skills Development and related areas.

The evening ended with Mrs. Mrinalini Kher proposing a Vote of Thanks at the end of a very intellectually stimulating evening. She requested and informed all stakeholders, Government, Industry, Media and Civil Society to give this large silent majority of 300+ million youth its due share of attention and expenditure to avail of the Demographic Dividend and prevent it from turning it into a disaster.

The 1st Summit was attended by more than 150 delegates comprising senior bureaucrats and policy-makers from the Government, representatives from the corporate India, experts and representatives from International Agencies such as World Bank and ILO, representatives from various CBOs and NGOs and other supporters of KSWA.

It was appreciated by all and was a great success. This would not have been possible without the support of all our sponsors and supporters – SBI, Godrej, DSP Blackrock, Vikas Trust, Axis Bank Foundation, Blue Star, Syngenta Foundation, HSBC and Raheja Group and Glaxo Smith Kline.

Workshops

Several Workshops were held during the year for Senior Management Group, Operations Team, Centre Incharge and Social Workers to train and build capacity in all spheres of Management.

- **Marico Innovation Workshop** for Management Team in August 2010. Eight NGOs attended the Workshop and YP was selected for further training and inputs by Marico Foundation.
- **Orbit Shifting Innovation Workshop** was conducted by Ms. Devika Devaiah of Erehwon Consulting for 15 members of YP. This was sponsored by Mr. Kishore Mariwala. The

Workshop gave the team an outlet to think innovatively and big to reach the Vision and Mission of YP.

- Mr. Ravi Khote conducted exercises and a **Workshop on Compassion Training** for Teachers and Social Workers, the true core of YP. The Workshop helped the staff to understand themselves first and examine the core values and emotional needs of the YP Students.
- **An Organisation Development Workshop** was held by Mr. S. K. Palekar in September 2010.
- HR Dept conducted monthly **Induction Programmes** for new staff once a month and also conducted several programmes on Professional needs and behaviour and team building.
- Counselling Dept held regular **Workshops in Awareness of Counselling** and its role for the staff of YP.
- The Senior Management Team had a **Goals Retreat** on 29th & 30th January 2011 at Bhayander to outline plans up to 2014.
- **Workshop on Right To Information Act 2005** held at Bandra for 250 staff and students by PCGT Trust.

Other Happenings

- 35 students of Stanford University visited KSWA at Bandra and were introduced to the YP Project.
- 50 staff of HDFC Bank Ltd. visited Wada and Varai Villages in Thane District one of our adopted village. They distributed saplings and plants to 15 families and visited previous year's donees of saplings.
- **Volunteers** – We at KSWA & YP are happy to receive the contributions of volunteers at HO and other Centres. We had interns from SNDT, Juhu, S.P. Jain Management Institutions, Andheri, NMIMS, Juhu, Mumbai, Flame International School, Pune and from Tata Administrative Services (TAS).
- YP was one of the five selected NGO's of Mumbai selected by Impact International Consulting Firm from the U.K. to participate in the CSR Initiative of Thomson Reuters International. Six young future leaders were selected from the U.K., U.S.A., Thailand, Phillipines and India to carry out and complete a project for us – Upgrade the Website and use IT Technology for Marketing & PR of the work of YP to raise funds and build partnerships.

The Integrated Rural Development Programme (IRDP)

The Integrated Rural Development Programme (IRDP) is an initiative of KSWA which has a Pilot Project among 25 villages of Wada Taluka of Thane Dist. And seeks to increase farm incomes among subsistence level Marginal Farmers and Tribals to enable them to live a life of dignity and reduce the migration of youth to urban areas. The project is 2 years old and on successful completion after 3 more years, will be spread to other priority areas. Currently, the Project team comprises of 4+1 Agriculture Assistants + Incharge, 2+1 Livestock Assistants + 1 Veterinary Doctor, 25 Krishi Pashu Sathis (KPS) one in each of 25 project villages and a Project Consultant- Dr. Khanwilkar, a retired Director of Agriculture Extension Services Kokan Krishi Vidyapeth. The Project has currently been functioning through our "Anwarali Tobaccowala Vocation Training Centre" in Wada Town.

The IRDP has 4 main pillars, 2 of which are functional and 2 others will start in the near future. The common objective is to increase farm incomes among Marginal Farmers and improve their standard of living.

In Progress:

1. Improved Agricultural Techniques; 2nd Crop on residual moisture; Cash crops, Horticulture; Fodder Grasses; Social Forestry.
2. Livestock Management; Improved feed & fodder; Improve milk yields; Artificial insemination to improve breeds; Disease prevention & control; Related activities like Goat & Fish Farming.

To start soon:

1. Water Resource Management; Rain Water Harvesting; Farm Ponds; Bunds and small check dams on streams & rivulets.
2. Self-help Groups and Cooperatives to start small farm related businesses; Cold Storages for milk/Agri Produce & Marketing.
3. Alternate Sources of Energy Solar Lighting; Gobar Gas, etc.

After 2 years of operation, a need has been felt to start a Model Farm-cum-Training and Demonstration Centre, activity which had hitherto been dispersed over several farms in 25 Project Villages. This would enable a larger number of farmers to converge in one farm rather than replicate such training in many places with a limited budget. Accordingly, we have recently purchased a 2 1/2 acre (1 hectare) farm in Village Sonale near Wada Town and plan to develop a Model Farm and build a Training-cum-Demonstration Centre for activities described above.

Project of Syngenta Foundation & YP

Project aimed at improvement in farm income and creating Livelihoods security of small farmers to be implemented in 30 villages of Wada Block in Thane District.

Main Objective:

- a) Minimising risks and vulnerability in Rice & vegetables.
- b) Use of technology to increase production in existing cropping system.
- c) Promote crop diversity by introducing new high yielding, pest resistant varieties of improved seeds and crop protection products.
- d) Provide knowledge and appropriate technology of Rice, Black Gram, Toor and Vegetable cultivation to farmers.
- e) Arrange Technical Training for farmers at Block, village or Cluster level.
- f) Demonstrate use of seed treatment and chemical weed control.
- g) Conduct Paddy Seed Replacement Program.
- h) Crop protection measures.
- i) Crop protection measures.
- j) Paddy Seed Multiplication Program.

Projects Completed:

- a) Training for Male farmers – Beneficiaries 110.
Training for Women Farmers – Beneficiaries 81.
Subjects covered vegetable and fruit cultivation.
- b) Supply of water lifting facility to group of farmers Beneficiaries – 6 in Ambat Pada. This group will cultivate vegetables in a 2 acre plot.
- c) Opening of an Agro Information Centre at Moj Village will benefit 70 villages.
- d) Construction of a Polyhouse at Shillotar Village on a farmer's plot. Mr. Ramesh Patil will

- grow vegetable seedlings for the benefit of his village.
- e) Construction of a Vermi Compost Plant at Shillotar Village to help villagers use organic instead of chemical fertilisers.
 - f) Five Farmer's Rally were held benefitting 500 farmers plus exposure visits organised to Vangaon in Dahanu for Chillies, Vegetables and Jasmine, Mogra cultivation. Visit of farmers to the Agri Exhibition in Pune was also organised.

Bombay Gowrakshak Trust & YP

Bombay Gowrakshak Trust (BGT) has been supporting KSWA & YP since last 2 years on Animal Care. In Wada more than 90% of the population belong to the Tribal community, of these 92% have at least one animal – the Cow. But it was found, 60% of these produce only 0.5 to 1 litre of milk per day. This low milk yield needed urgent intervention.

Most have local variety of Cow and no special fodder, or water arrangements. In our survey over 76% farmers showed willingness to start Dairy Operations.

Main Objective

- a) To improve milk yields in the 25 villages of Wada from an average of 4 litres to 6 litres per day.
- b) Increase % of cows verses buffaloes. We are conducting a pilot in 5 villages near Vaitarna and then cover the remaining 20 villages.

Activities Conducted

- a) Motivated farmers to grow feed fodder.
- b) Improvement in health of animals through regular Health & Vaccination Camps for cattle.
- c) Optimum use of bi-products of animals.
- d) Set up Women Self Help Groups to support activities and meet objectives.

Thus the following activities were conducted:

<u>Activities</u>	<u>No.</u>	<u>Benefit to</u>
OPD Camps for Cows	28	554
Check up for animals	11	969
De-worming Camps	17	939
Ecto Parasite Camps	8	575
Farmers Training	1	132 farmers
Women's Training in Fodder Cultivation	9	173 Women Farmers
Fodder Demos.	43	In Maize, Jawar & Beet over 32 acres
KPS Training	6	For 34 Krishi Pashu Sathi (KPS)

Staff training at Bombay Veterinary College in one visit.

Exposure visits to Gowshalas, Milk Chilling Plants, Agro Tourism Project. The response from the farmers was excellent.

We are thankful to BGT for supporting us in this cause, which will improve the economic and social conditions of the families and communities in the 25 villages of Wada, Taluka Thane.

GENERAL ORGANISATION DATA MANAGEMENT

Kherwadi Social Welfare Association is managed by the Trustees and an Executive Council, whose names are mentioned below. The day to day affairs are managed by the President, Hon. Secretary and Senior Management with help and support of staff and volunteers.

Trustees

Sr. No	Name	Age	Sex	Position On Board	Area of Competence	Meeting
1.	Mr. Kishor Kher	66	M	President & Trustee	Strategic Management	4/4
2.	Mr. Vithal S. Palekar (till Sept. 2010)	76	M	Vice President & Trustee	Management & Finance	1/4
3.	Mr. D. K. Kamwal	65	M	Trustee & Hon. Treasurer	Finance	2/4
4.	Mrs. Mrinalini Kher	58	F	Trustee & Hon. Secretary	NGO Management & Social Work	4/4
5.	Mr. S. K. Palekar	62	M	Trustee	Management & Academics	2/4
6.	Mr. Girish Pikale (from Sept. 2010)	50	M	Trustee	Advocate	1/4

Executive Council

Mr. P. N Chauhan Hon. Jt. Secretary
Mr. Pratap Bagdi Hon. Jt. Treasurer
Mr. Totaram Bhilwara
Mr. Udmi Prakash Budguzer
Mr. Lakhmichand Buswala
Mr. Ramswaroop Chetiwal
Mr. Jaiprakash Bagoria

- The Executive Council of KSWA met four times during the year 2010-2011.
- The 5 Trustees who are nominated are permanent, while the Members of the Council are elected for a 3 year term.
- Mr. Vithal S. Palekar, our Senior Trustee & Advisor, expressed his desire to retire due to personal reasons. His resignation was accepted. His contribution for 10 years was appreciated. He will continue to be our Well-wisher as Member of the Advisory Board. Advocate Girish Pikale, age 50, was nominated as Trustee. Mr. Girish Pikale has contributed significantly through the Round Table as a Member, as Auditor and Income Tax Expert, has guided KSWA over the past several years. He is also the grandson of Mr. G. K. Rao, our Past President & Office Bearer for several years.
- The Council meets to discuss developments, activity reports, approve programmes and budget, appointments and quarterly statement of receipts and payments.

Advisory Board

Mr. B. G. Deshmukh	Chairman – Former Cabinet Secretary
Mr. Ashok Advani	Chairman, Blue Star Ltd.
Mr. Ashank Desai	Founder & Chairman, MASTEK
Mr. Shitin Desai	Vice Chairman, DSP Merrill Lynch
Dr. Ashok Ganguly	Chairman ABP Pvt. Ltd. & Member of Parliament
Mr. N. P. Gidwani	Company Director
Dr. Vijay N. Gupchup	Educationist, Retd. Chairman of AICTE
Mr. Partha Ghosh	Partner, Price Waterhouse Coopers
Mr. S. N. Inamdar	Sr. Advocate & Company Director
Mrs. Rani Jadhav	IAS Rtd., Former Chairperson – Mumbai Port Trust
Dr. Hasit Joshipura	Managing Director, GSK Ltd.
Mr. E.A. Kshirsagar	Former Partner, AF Fergusson & Company Director.
Mr. Sharad Kulkarni	Company Director
Mr. Anil Laud	Former Mg. Director, Siemens Information System Ltd.
Mr. Kishore Mariwala	Former Director, Marico Group
Mr. Ajit Nimbalkar	I.A.S. Rtd. Former Chief Secretary Govt. of Maharashtra
Mr. Vithal S. Palekar	Former Chairman & Managing Director, Johnson & Johnson India
Mr. T. S. Sahney	Managing Director & Chairman, NRB Bearing Ltd.
Mr. S.N. Talwar	Sr. Partner, Talwar Thakore & Associates

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 8th 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 552P
- TAN No. MUMK11725 A
- 35AC

NAME & ADDRESS OF BANKERS

1. State Bank of India, Gandhi Nagar Br, Bandra East, Mumbai 400 051
2. ICICI Bank Ltd. Sayani Road, Prabhadevi, Mumbai-400025
3. ICICI Bank Ltd. L. J. Road, Mahim, Mumbai-400016
4. Bank of India, Main Branch, M.G. Road Fort, Mumbai-400001

AUDITORS

M/s. Sharat Shanbag & CO. 603, Arun Chambers, Tardeo Road, Mumbai -400 034

CERTIFICATIONS

We are certified by Give India, Credibility Alliance and have an ISO 9001:2008. We also have the FCRA, 80 G. and 35AC Certifications of the Govt. of India.

MEETINGS

The Executive Council met four times, once every quarter in June, September, November & March.

The AGM was held on September 29, 2010 at the Parishramalaya Hall, Bandra (East), Mumbai 400051.

REMUNERATION

Highest amount paid to a staff member – Director Operations & Director YPISD Rs.65,000/- per month

Lowest amount paid to a staff member – Office Girl – Rs.3,500/- per month.

Staff details as on 31st March, 2011

Slab of Contractual/Consultancy Fees paid (in Rs.)	Male	Female	Total
Less than 5000	75	89	164
5,000 – 10,000	26	33	59
10,000 – 25,000	26	9	35
25,000 – 50,000	6	0	6
50,000 – 1,00,000	0	1	2
Grand Total:	133	132	266

Cost of International Travel – NIL

Remuneration to Trustees as Board Members – NIL

OBITUARY

We condole the passing away of Mr. A. H. Tobaccowala, a generous donor, well-wisher and a dear friend of the Organisation. His association with us began in 2000 as Chairman of Volkart Foundation. He has supported our activities; namely the Partnership Project through Volkart Foundation and the Anvarali Tobaccowala Vocational Training & Welfare Centre Bldg. at Wada in memory of his late brother.

He was a keen supporter of our Rural Project and the Model Farm and Training Centre to help the Adivasi Farmers and Tribals of Thane Dist., whose welfare was of deep concern and dear to his heart. Our deepest gratitude to him and his family members.

We at KSWA salute him for his philanthropy and will truly miss him.

May his Soul Rest In Peace.

SUCCESS STORIES

Suchita Lad – 19 years.
Course – English Speaking
Centre - Kherwadi – Bandra



Staying in a small locality in Kherwadi, Suchita Lad was a 19 year old student with a soft nature and willingness to do something in life. She came to know about the various courses in Yuva Parivartan from our social worker, she thought of getting enrolled as she always wanted to speak English and wanted to work somewhere.

Being keenly interested to learn new words every day, she paid more attention to pronunciation and accents and always participated in all the activities of the class, she would be the first one to raise questions and answer when asked. She tried interacting with the volunteer from America; she was one of the many students who always understood American English. She tried to speak with the volunteer in English, this built her confidence and she started working hard helped her fellow students to make sentences in English, read English newspaper and was a favourite amongst the class.

Suchita says “Today after all the hard work and dedication, I am able to support my family as I have been offered a job by YP in a garment industry. **She picked up a job with a Garment Company at our Career Fair and is drawing Rs.5000/- p.m.**

I will be pushing off from here someday to start my own garment shop. **I would really like to thank YP for all the opportunities they provided to me”.**

Sundeep Bhikal Bhawr – 20 years.
Qualification – HSC
Course - Carpentry
Centre - Wada



I was shy and nervous in the beginning; my teachers motivated me to talk. This boosted my confidence and slowly but steadily i started learning new words, pronunciation and accents, i tried making sentences of the most frequently used words in English.

We all would try at least 10 new words everyday and try to read one small passage from the newspaper every day for the last 15 min of the class. Now I am an extrovert, can converse with a big crowd, can do a small discussion in English.

“After I finished my 12th std. I took up the job of a servant to support my family financially. My friend advised me to join Yuva Parivartan as it was helping him too; they offered a building construction course. I always wanted to be a carpenter because I believed they did sufficient work and earned a very good income. Today after passing out of Yuva Parivartan I am a demonstrator for the course and am being paid a salary of Rs.3000.”

I am very thankful to Yuva Parivartan as today I am a proud citizen giving all my work and life back to society. **I am proud to be with Yuva Parivartan and also to be a successful individual.**

Mary Cardoz

Qualification 9th Std.

Course - Adv. Beautician

Centre - Vasai

How was life before & after the Course?

Before joining Yuva Parivartan as a student, she was working in Eureka Forbes as a field worker. She was not happy with the work and long working hours. One day she came home early because of health problems and coincidentally our Vasai ORC Team had gone in that area for Mobilization. Our staff member met her and invited her to Vasai ORC to see the work process.

After a counselling session & discussion about all courses she took admission for “Adv. Beautician Course”. In three months period we saw positive changes for herself. After completion of the course and on job training she got a job in a beauty parlour at Santacruz. She was earning Rs.5000/- p.m. as a salary. On 1st Jan. 2011 she shifted to Vikroli and on 1st April, 2011 she started her own parlour at Vikroli. When she came to invite us for the program her words were **“Aaj Yuva Parivartana mule maze sukhi divas chalu zale”**. Today she is self-employed. Has her own Beauty Parlour “Ankur Beauty Parlour” and currently earns minimum Rs.12,000/- per month.

Vasanti Manohar Parab – 26 years.

Qualification - 8th Std.

Course - Nursing

Centre - Vasai

How was life before & after the Course?

Vasanti lost her parents when she was a child. Her uncle (at Sangli District) took care of her, up to her marriage age. After marriage she came to Vasai. Unfortunately, her husband left her after 2 months of marriage and received no support from her uncle.

Then she started working as domestic worker, earning Rs.800/- p.m. and as she didn't have a place to live so she stayed in a cow's shed. One day she met her friend while coming from work. Her friend is our ex-student named Sandhya. Vasanti told her the problems which she was facing. Sandhya told her about Yuva Parivartan and how they improved her social life. Vasanti got ready to do a “Nursing Course” as per her interest. but she didn't have place to live.

After thinking and discussion with the Nursing Facilitator, the Facilitator gave place and domestic work in her own Bungalow. Vasanti joined the Nursing Course. She completed 4 months theory in classroom and after that she went for hospital training for 6 months. She got Rs.2,500/- as stipend during the hospital training. After completing her Hospital training, she got placement in Aditya Nursing Home at Vasai. Presently she is getting Rs.4000/- p.m.

In April 2011, she took a place on rent and is living happily. Her aims & aspirations/future plans: **To be a good Nurse and help needy people like her.**

Bhavana Omprakash Thapa - 24 years.
Qualification - 10th Std. – Single
Course – Tailoring & Beautician
Centre - Yerawada Pune



Bhavana is physically handicap (Mute & Deaf).
She completed her 10th std. education from a special school.

Since she was unable to continue her education she helped her mother with the household work. But she wants to continue her education and gain knowledge to become economically independent.

She heard about Yuva Parivartan & enquired about the courses and after her parents permission she got herself admission in to the tailoring course and after that in to the beautician course. The YP instructor takes special care of Bhavna & she successfully completed both courses.

Now she is working in beauty parlour at Pune taking 3500/- salary. **She is now economically independent.**

Ashadevi Javaharlal Jadhav - 29 years.
Qualification - 5th Std.
Course - Fashion Designing
Centre - Chakan Pune

She is married and lives with her husband and 5 yr. Old daughter. Her husband is working as a labour in steel company. He earns Rs.4000 per month. In this salary Ashadevi was handling all home expenses like monthly rent, light bills & others only. She was confused about how can manage all these expenses with only her husbands salary. In this situation her neighbours informed her about Yuva Parivartan's activities. She decided to join Yuva Parivartan & start her own business. She joined Fashion Designing Course. In the duration of this course she was the best student in the whole ORC. She has successfully completed her course & started her own business at her home.

She has started her business in her home taking orders in the neighbourhood & other local areas. She earns a monthly income of Rs.3500. She gets orders for stitching skirts for Ramdev Ladies Tailor, Chakan. **Her aim, aspirations and future plans is to start her own shop at Chakan.**

Ashish Arun Raut – 20 years.
Qualification - HSC
Course - Wireman
Centre - Zirad

I come from a middle class family of four members. On hearing about Yuva Parivartan I came to Yuva Parivartan and they gave me a chance to change my life. I was trained as a Wireman and am today employed as an Electrician with Arun Electricals Workshop at Chondi, earning a salary of Rs.5000 p.m. **Yuva Parivartan has changed my life.**

Sachin Madhukar Joshi – 23 years.
Qualification - HSC
Course - Wireman
Centre – Zirad

I have four members in my family. I joined the Wireman Course at Yuva Parivartan which changed my life and gave me a career.

Today I am working as an Electrician with Dashrath Patel Foundation Farm House at Chondhi earning Rs.4000 p.m. **Yuva Parivartan and they gave me a chance.**

Khaveri Tiwari – 19 years
Qualification – 10th Std.
Course – Basic Beautician
Centre – Kandivali

I am from Karnataka. There are four members in my family. When I came to Mumbai and lived with my sister I could not speak Hindi but after I joined the Beautician's Course at Yuva Parivartan things changed. I could converse in Hindi and this gave me confidence. I got a job and a helper with Radiance Beauty Parlour at Lokhandwala. I worked for 4 months and then went back to Karnataka and started my own Beauty Parlour.

How my life changed: Today I have my own Parlour and am independent. My dream is to pursue and complete an Advanced Beautician Course.

Mahesh Prakash Dongare – 20 Years
Qualification – 10th Std.
Course: Motor Mechanic
Centre – Kandivali

We are a family of five, my father is a casual labour and my mother works at a housemaid. Our monthly income is Rs.6000/-.

Though I was talented, but received no respect from family or neighbours and they all felt I was good-for-nothing since all I did was waste my time playing cricket and fooling along with my friends and was of no help to my family whatsoever.

Then I heard about Yuva Parivartan. I approached them to learn more about YP and the courses they conducted and found one to my liking. I admitted myself and completed a Motor Mechanic's Course this was a turning point in my life **How my life changed** – After completing the course I was fortunate to secure a job with Mahindra Tractors at Kandivali (E), today earning a Salary of Rs.8000/- p.m. and am an asset to my family and today I am living a respectful life and have learned that to get respect, you have to be economically stable and this is what I got from Yuva Parivartan.

Now my aim is to work towards building a career in the Mechanical Field, complete my education be successful in fulfilling my biggest dream of owning a garage in Damu Nagar.



Sai Prasad - 20 Years
Qualification – 12th Std
Course: Air-conditioning / Refrigeration



Completed his 12th from a village in Ratnagiri, Dist. Of Kokan area and moved to Mumbai for further studies. His mother a housemaid in the city had financed his education in the village while living with his grandmother.

In Mumbai, he decided he did not want to study but learn a trade and start earning to be on his own feet. He was introduced to Yuva Parivartan and chose the AC/Refrigeration Course which he completed in 2009.

Today he works for Shakti Associates in Goregaon, earning Rs.8,000/- p.m. and now ready to work in the Middle East for better prospects.

Nandu Pawar - 21 Years
Course: Data Entry
Centre: Colaba



Works with the youth Fitness Club, Churchgate as a Data Entry Operator for the last one year at a salary of Rs.7,500/- p.m.

Shashikant Kamble
Course: Nursing
Centre: Vasai



Our first Male Nurse - Brother, is slightly physically challenged, works in Ravi Hospital, Vasai (E), at a salary of Rs.3,500/- p.m. His wife Sarla also a student of YP, is a Nurse in the same hospital earning Rs.4,000/- p.m.

ACKNOWLEDGEMENTS

- KSWA wishes to place on record the selfless and valuable contribution of all persons, individuals, sponsoring and participating Corporates, Members of the Advisory Board and several well-wishers, who have helped and encouraged Yuva Parivartan to grow with their advice, and personal contribution of time and money.
- Mr. B. G. Deshmukh, Chairman of the Advisory Board, Mr. Nelum Gidwani, Mr. V. S. Palekar, Mr. S. N. Inamdar, Mr. Kishore Mariwala, Mrs. Rani Jadhav and Mr. Shitin Desai need special mention.
- Our sincere thanks to our Legal Advisors – Mr. Mukesh Vashi, Mr. S. N. Inamdar and Mr. Girish Pikale.
- Mr. Ajit Nimbalkar and Mr. A. K. D. Jadhav, whose guidance is invaluable.
- Mr. Anil Laud and Mr. S. K. Palekar for their Management support, the whole year.
- Late Mr. A. H. Tobaccowala, who put in so much trust in the work of KSWA.
- Individual Volunteers for years – Mr. Satinder Kanwar, Mrs. Dolon Ghosh.
- Our Donors in cash and kind who supported us in times of crisis like the fire in Behrampada.
- Mr. R. S. (Babubhai) Shah of Prabhadevi and all his friends.
- Rajini & Shirish Patel, Mrs. Mala Kukreja, Mrs. Sunita Bajaj who has provided medical finance for our staff, Mr. S. K. Khatri of Kherwadi.
- Lalani Family & Vishwamitra Foundation for Sponsoring Mid-Day Meal, Nutrition and

Health of the Balwadi Children.

- The Dadar Bhagini Samaj, Lions Club of Dadar, Inner Wheel Club of Bombay, ONGC Ladies Club, All India Women's Conference Khar Chapter for Sponsoring Nursing Students and all our activities.
- Mr. Neeraj Agarwal Consultant who contributed to the 1st International Skills Development Summit and the Retail Fund Raising Initiative.
- Mrs. Vandana Sinh, Architect and her Associates for their voluntary contribution in land and building matters. Mr. Arup Sarbadhikary, Structural Engineer & Expert for his advice and guidance.
- Thomson Reuters International & Impact International PLC.
- Staff of First Source for their yearly contribution and personal efforts.
- All the Sponsors of our Centres and Events with special mention of Godrej Industries, Axis Bank and HSBC Ltd.
- Staff of HDFC Bank Ltd. who through the payroll giving contributed Rs.37 lakh to YP to start 3 Centres in Gujarat.
- Toofles Foundation and Smiles Foundation for Sponsorship of Pune Centres.
- Individual donors in Retail Fund Raising, who have contributed generously and believe in us.
- Special mention of Individuals who support us. Mr. Nihchal Israni of Blue Cross Pharma, Mrs. Jeero Mango, Mr. Narayan Seshadri, Mr. Hiru Jhangiani, Mr. Pulak Prasad & family, Mr. Hemendra Kothari and his Foundation, Mr. Ashwin Shroff and his Trust.
- All Volunteers and staff of KSWA for helping KSWA & YP to reach out.