Yuva Parivartan Academy
Proposed Building

Paraplegic Friendly
Rainwater Harvesting
Indigenous Tree

Solar Panel for Clean Energy
Senior Citizen Rest & Recreation
Waste Water Recycling

61st Annual Report 2015-2016
KHERWADI SOCIAL WELFARE ASSOCIATION
**FOREWORD**

Margaret Mead, the American cultural anthropologist famously said “Never doubt that a small group of thoughtful committed citizens can change the world; indeed, it’s the only thing that ever has.”

Skill Development has been and will be one of the key drivers of the evolution of India as the Skills Capital of the world. Enough has been said and written about India’s possible Demographic Dividend. But a relatively ignored and hugely challenging aspect of skilling is mainstreaming the ‘out-of-school youth’. This segment includes 300+ million youth – those who have never attended school or who have dropped out before completing school. Team Yuva Parivartan is the “small group of committed people”, pushing the boundaries to bring about this change.

While this commitment and passion has made Yuva Parivartan into one of the largest social sector enterprises training more than 1,50,000 youth every year, passion alone cannot create a successful, large-scale and impactful model that will take Yuva Parivartan to its vision of taking 1 million youth through the virtuous circle of Skills, Inclusion, Literacy and Livelihood. The challenge of building scale needs to be addressed using the building blocks of “People”, “Processes” and “Technology”.

The year that went by, and the year ahead will see a focused effort in REINVENTING the organisation by building the People, Processes and Technology capabilities within Yuva Parivartan, which will form the bedrock of an organisation ready to take the next leap.

I am very happy to share with you that we have undertaken a very innovative initiative to train every team member of Yuva Parivartan. Unlike most training programs which are undertaken in a classroom setup, our “On-the-Job Training” involves partnering with the best of organisations in the respective functional areas. Yuva Parivartan associates “shadow”, or follow their counterparts in these partner organisations on the field, over a period of time - soaking in the best practices, resolving to use them in their day to day lives, and developing strategies on institutionalising these “best practices”. Early feedback from our Operations Team that shadowed the Sales Teams of Marico has been extremely encouraging. Each department at Yuva Parivartan is taking up the initiative, with support from HR, to have their staff undergo a similar experience over the coming year.

A focused initiative has been taken to streamline, strengthen and digitize the processes that associates and functional teams use to engage with other stakeholders in and outside the organisation to pursue their business goals. Multiple initiatives, such as a mobile based app to monitor the efforts of the operations team, partnership, etc. are underway. Processes across functional departments are being mapped to arrive at optimum process solutions of system design that can then be digitized. This will lead to greater speed, efficiency & professionalism.
Technology will be at the forefront of Yuva Parivartan’s scaling up. Several pilots using e-learning have been conducted across our LDCs and Camps over the last year. Early results are encouraging, though a lot more needs to be done to come up with a model that can be replicated across geographies. “YP Next” is being envisaged as an initiative that will drive technology enabled skill development at Yuva Parivartan. Several other initiatives such as the Yuva Parivartan Livelihood Exchange and Blended Learning Modules are at various stages of development.

The journey of “reinventing” ourselves will have its share of challenges. Similar to the often quoted story of the rebirth of the eagle, to be “reborn” at forty, the eagle must retreat to its nest on a mountain top, first knock off and then regrow its beak, then pluck out and regrow its talons and, finally, pluck out and regrow its feathers, a process that takes 150 days. Thus renewed, the eagle can take its “flight of rebirth” and go on to live another thirty years.

Sharpening these three important aspects - People, Processes and Technology, and building renewed capabilities will make Yuva Parivartan effective in achieving scale. As Yuva Parivartan reaches its “Flight of rebirth”, to drive change through this critical period of our evolution, we count on the continued support of every associate partner, donor and well-wisher.

Yours in service
Kishor Kher
President & Trustee

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INTRODUCTION

Kherwadi Social Welfare Association (KSWA) presents its 61st Annual Report to all its stakeholders in Bandra East, city of Mumbai and across the state of Maharashtra and 16 States throughout the country.

Kherwadi Social Welfare Association was founded in 1928 by the late Sirdi B.G. Kher, then Premier of Bombay Province and later Chief Minister of Bombay State. We the members of the Association are proud of our founder who laid the foundation of a culture based on selfless service, integrity and focused development of the underprivileged.

After 88 years of continued service in the field of Education, Health, Community Welfare and Income Generation, KSWA has taken the dream of its founders from Kherwadi, a suburb of Mumbai in Bandra East to the rest of the country.

Yuva Parivartan, its Flagship project has made KSWA one of the largest NGO in the country in the field of Skill Development. Our vision and mission to give a second chance to socially and economically challenged youth, has enabled us to help over 5,00,000 youth over the last 18 years.

Yuva Parivartan in 2015-16

• Provided skill training to 1,07,103 young women and men
• Provided placements, jobs, created self-employment opportunities and transformed their lives
• Provided training through six models of delivery

Yuva Parivartan Livelihood Report 2015-16

49 Livelihood Development Centres | 27 Community Centres Around LDC
Youth Trained 25066

2874 Mobile Livelihood Development Programmes Conducted
Youth Trained 75038

135 Partnerships
Youth Trained 2283

National Urban Livelihood Mission (NULM)
Youth Trained 624

Multi Dimensional Training & Employment (MDTE)
Youth Trained 1867

Integrated Rural Development Program (IRDP)
Youth Trained 2404
ABOUT YUVA PARIVARTAN

INDIA YOUTH DEMOGRAPHICS

49 Million
Number of youth with secondary level education

130 Million do not enter schools (24%)
80 Million drop out of primary school (18%)
69 Million drop out during middle school (16%)
127 Million drop out in the secondary stage (29%)


The Youth in India:
A ‘Demographic Disaster’ or a ‘Demographic Dividend’
There are 430 million youth in India aged between 16 – 24 years.
Only 49 million of 430 million youth in India aged between 16 – 24 years achieve secondary level education. We aim at creating an ecosystem that would support the livelihood of the remaining 381 million youth.

FOUR PILLARS OF THE YUVA PARIVARTAN MODEL

To mobilize youth and prepare them to unleash their potential
To create for wage & self-employment and empower for mainstreaming
To enable job readiness and livelihood values for placement
To create industry relevant curriculum, industry exposure and on-job training and sponsorship

YUVA PARIVARTAN ORGANIZATION STRUCTURE

President
Kishor Khar

Hon. Secretary
Minakshi Khar

Chief Executive Officer
Shivani Mohite

Operation Director
Nicola Montoro

Legal / Trust

Counseling

Marcomm

Volunteering Management

Hospitality Project

Social Impact

Entrepreneurship

Accounts & Finance
Archana Nair

Admin & Purchase
Manoj Wankhede

Ops. Audit & Training & Development
Vashishth Meena

Human Resource
Kanturi Roth

IT & MIS
Ida Perera

Placement
Madhuri Parthasarthy

Resource Mobilisation
Surekha Lulla / Sajit Nair

E&C & Academics
Hemangi Apte

Partnership
Raajeev Nair

IRDP
Region 1
Anup Choudhary

Region 2
Ankush Bhaward

Region 3
Ankush Bhaward

Region 4
Anup Choudhary

MDE
Sandeep Shevde

YUVA PARIVARTAN DELIVERY MODEL

MLDC (Mobile Livelihood Development Center)
MDE (Multi Dimensional Training & Employment)
IRDP (Integrated Rural Development Program)
ATCC (Authorised Training & Certification Center)
LDC (Livelihood Development Center)

The operation team has 446 members working across 17 states working in the six modes of delivery. They work from urban, rural and tribal regions continuously working for the betterment of the deprived youth and dropouts of the region.
REGION 1
Oriasa, Chattisgarh, Madhya Pradesh, Jharkhand, Eastern Maharashtra (Vidarbh)
35 Districts Covered
Staff under LDC: 125
Area Managers: 10
MLDC Coordinators: 46
MLDC Leaders: 175
Courses Conducted: 23

REGION 2
Maharashtra, Gujarat & Karnataka
16 Districts Covered
Staff under LDC: 186
Area Managers: 4
MLDC Coordinators: 18
MLDC Leaders: 30
Courses Conducted: 23

REGION 3
Uttar Pradesh, Haryana, Bihar, Jammu & Kashmir, Punjab & Rajasthan
75 Districts Covered
Staff under LDC: 60
Area Managers: 10
MLDC Coordinators: 150
MLDC Leaders: 900
Courses Conducted: 20

REGION 4
Andhra Pradesh & Maharashtra
10 Districts Covered
Staff under LDC: 112
Area Managers: 03
MLDC Coordinators: 15
MLDC Leaders: 64
Courses Conducted: 20
**OPERATIONS**

- Training of Area Managers and Facilitators
- Grassroots-level community mobilisation
- Presence in 136 Districts across 17 States
- Provided livelihood training to 75,035 youth through the camp model
- Provided livelihood training to 25,066 youth through the LDC model

**FUTURE PLANS**

- Identifying potential new areas using logical framework analysis
- Enhancing implementation of projects with the help of industry best practices
- Redefining Standard Operating Procedures to adapt to the dynamic livelihood scenario
- Enhancing operational effectiveness through OJTs and training modules with our partners
ACADEMICS

- Developed courses, handbooks, manuals, translations in two languages, trained facilitators & developed student notes
- Aligned courses to NSDC curriculum
- Upgraded the courses according to Sector Skill Council standards
- Research & Development for new and aspirational courses for boys & girls
- Developed question banks for all courses

FUTURE PLANS

- To implement Academic Audit
- To get 25 courses approved by NSDC
- To upgrade 25 courses and translate them into regional languages
- To train teachers by NSDC Standards
PLACEMENTS & LIVELIHOODS

- Registered & Maintained a database of employers & vacancies
- Assisted in placing jobseekers
- 2 Telecallers coordinated & facilitated placements
- 2 Social workers provided assistance
- Networked with NGO & CBO’s

FUTURE PLANS

- Capacity Building & Training
- Job Counselling
HOSPITALITY

- Hospitality Training Initiative in support with YCI
- Six months’ apprenticeship in 22 ‘Five Star hotels’
- Presence in Mumbai, New Delhi & Gurgaon
- Two YCI Coordinators
- Placed 222 youth

FUTURE PLANS

- To take YCI to Pune & Goa
- To add more hotels in Mumbai & Delhi
- To add more staff & tie-ups with NGOs & CBOs

OPERATIONS AUDIT

- Conducted Financial & Operational audit PAN India
- Ensured standard process & quality implementation PAN India
- Implemented feedback mechanism in operations on areas of improvement

FUTURE PLANS

- To introduce Audit Application
- To use technology for Reporting & Analysis
ACCOUNTS & FINANCE

- Collected, processed & communicated financial information
- Team of 11, one each at Nagpur & Delhi
- Restructured software
- Generated MIS related data
- Undertook efficient financial & statutory audit
- Provided internal training of team.

FUTURE PLANS

- To monitor donor budget at regular intervals
- To provide intensive training to staff for informative reporting and capacity building
- To provide professional course certification to accounting team
- To implement automation of accounting processes
HUMAN RESOURCES

- Completed conversion of over 18,000 documents into e-files
- Agile 7 advanced HRMS system installed for efficient service delivery
- Improved employee exit process
- Enhanced degree of data security & its repository
- Introduced Health Security & PPF for team members

FUTURE PLANS

- Upgradation of systems on job training, short term skill enhancement and robust automation
- Use new HRMS platform and co-ordinate with Operations & Finance team for better support
IT & MIS

IRIS (Integrated Reporting Information System) It is a Centralised Repository System in KSWA for maintaining student information online PAN India.

- Trained & coordinated with centers
- Effectively monitored and controlled of data
- Generated reports & analysis
- Effectively maintained of in-house servers and tracked of IT Assets

FUTURE PLANS

- Ensuring a single robust system across the organization for tracking student information online
- To move from manual to a complete automated process for smooth functioning
SOCIAL IMPACT & MONITORING

- Impact study and survey conducted with more than 5000 youth
- Findings 30% of youth in livelihood activities, 8% in wage employment and 22% in self-employment
- Findings 87% contributing to the family and 13% are chief wage earners in the family

FUTURE PLANS

- To enlarge study to 8000 youth and identify the areas of improvement
- Conduct impact survey every 3 month & 6 months
- Understand the aspirations & challenges of dropouts
**ADMIN & PURCHASE**

- Processed 98% requisitions of all the regions and Head Office in a week
- Tagged all assets of LDC & community centers with codes

**FUTURE PLANS**

- Decentralizing of distribution of Camp Kits, Admission forms etc. at regional offices
- Converting all Admin & Purchase processes into IT oriented system
INTEGRATED RURAL DEVELOPMENT PROGRAM

- Serviced 40 gram panchayats in 80 Villages
- Catered to 20,000 rural households in tribal districts namely Palghar & Gadhchiroli in Maharashtra
- Conducted training programs on Agro-based themes ranging from vegetable cultivation to floriculture, animal care & street food
- Roof top rain water harvesting in Water Management done

FUTURE PLANS

- To develop 12 agro-based courses for approval from NSDC
- TO focus on water harvesting
MULTI DIMENSIONAL TRAINING & EMPLOYMENT

Projects Completed:
- Swarnajayanti Gram Swarajgar Yojana Project II (SGSY-SP-II)
- Project coordinated and monitored by National Institute of Rural Development & Panchayat Raj (NIRD PR)
- National Urban Livelihood Mission (NULM)
- Tata Chemical

FUTURE PLANS:
- To have a presence across the nation
- To implement Govt. skilling in major states
- To increase the share corporate training to serve the needs of BPL youth and to meet CSR objectives
• Expanded Partnership to Pune, Raipur & Lucknow
• Certifications to 2283 youth through 135 Partners PAN India
• Build a strong team of Area Managers and Co-ordinators

CERTIFICATION THROUGH PARTNERSHIP - 2015-16

OUR TOP 3 PARTNERS:
SALAM BOMBAY FOUNDATION | ARYA EDUCATION | AWESOME MOBILE REPAIRING
RESOURCE MOBILISATION

- Donor Management and reporting of successful implementation of CSR objectives
- Interacted with 33 large & small donor partners
- Facilitated employee engagement with staff & students

FUTURE PLANS
- To reach out and bring in more Corporates CSR programme into livelihood
- To improve reporting processes

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<td>Bandra Center, Mumbai, Maharashtra</td>
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<td>Mahindra Farm Equipment</td>
<td>Kandivali Center, Maharashtra</td>
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<td>HSBC</td>
<td>Delhi Center, Prison project in Delhi, Camps Uttar Pradesh, Bihar, Rajasthan, Uttarkhand, Jammu &amp; Kashmir</td>
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<td>Bank of America</td>
<td><strong>Centers in</strong> - Khopoli, Kalyan, Palghar, Bhiwandi, Chakan, Tadiwala, Sambhalpur, Jaipur, Bareilly, Anantnag &amp; <strong>Camps in</strong> - Pune, Nashik, Raigad district, Chhattisgarh, Madhya Pradesh, Jammu &amp; Kashmir, Uttar Pradesh, Rajasthan</td>
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<td>Vikas Trust</td>
<td>Alibaug &amp; Zirad Center Maharashtra</td>
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<td>LBW Trust</td>
<td>Chakan, Jaipur &amp; Indore center (Up, Rajasthan &amp; MP)</td>
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<td>Kalyan, Chakan, Jaipur, Lucknow &amp; Indore</td>
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<td>Jaipur, Chakan &amp; Wada Center &amp; Camps in Rajasthan, West Bengal &amp; Jammu &amp; Kashmir</td>
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<td>Nalanda Capital</td>
<td>2 Centers Khagaul &amp; Nasirganj</td>
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<td>Cap Gemini</td>
<td>Ghatkopar, Bhosari Pune, Mankhurd</td>
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<td>Tobaccowala Foundation</td>
<td>Model farm - Wada Maharashtra</td>
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<td>JM Financials</td>
<td>Bandra Center, Maharashtra</td>
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<td>S D Corporation</td>
<td>Tardeo Center, Maharashtra</td>
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<td>NM Wadia Trust</td>
<td>Camps Maharashtra</td>
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<td>Bombay Gowrukshak Trust</td>
<td>Wada, Maharashtra</td>
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<td>Underwater Services Company Limited</td>
<td>Camps Maharashtra</td>
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<td>Sharda Agro</td>
<td>Camps Rajasthan</td>
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<td>India Infoline</td>
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<td>Godrej Pirojsha Foundation</td>
<td>IRDP Wada, Maharashtra</td>
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<td>British Gas</td>
<td>Pune 2 Centers (Tadiwala &amp; Wadga Sheri), Mumbai center &amp; Camps in Maharashtra</td>
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<td>HT Parekh Foundation</td>
<td>3 Raipur Centers</td>
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<td>Ador Consultant</td>
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<td>Eicher Group Foundation</td>
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VOLUNTEERS

KSWA & YP IS SUPPORTED BY:
Trusts: N.M. Wadia Charities, CSD Adenwalla Trust, LBW Trust Sydney, Sir Dorabjee Tata Trust, Madgavkar Trust, Vikas Trust, Charities Aid Foundation India, Bank of America Charitable Foundation, Godrej Foundation, Ammanda Trust, Bombay Goraksha Trust, Trbacewala Foundation & Times & Talent Club.

VOLUNTEERS & EMPLOYEE ENGAGEMENTS AT KSWA
- Ms. Dolon Ghosh for the little children of the Balwadi
- Mr. Anil D'sa and Mr. Pradyuman Das of Maa Tech
- Mr. Pankaj Mehrotra & Mr. Sanjeev Nayar of GSK as Pulse Volunteer for 4 months
- Ms. Noreen Lal for English
- Staff from HUL & Ms. Bhuma Iyer
- Prof Lajwanti Naidu and Ms. Anna Alaman of Open Eyes for support to the YES Bank Tourism course
- GSK Orange Day
- Individual volunteers - Nipun Jain, Tanvi Kadkar, Bakul Gadiya & Kirti Shahane
- Volunteers from Accenture, JP Morgan Chase, Crisil, British Gas & Nomura enriched YP by giving quality time and their expertise in capacity building of staff and students
- The volunteers have assisted & supported in film making, placements, counselling, workshops for YP students in Accounts & Finance etc
- Fellows from India Fellows & YES Foundation, Mr. Naveen Undamla, Pallavi Kulkarni & Dharmendra Gupta
- Support of I Volunteen and connect for volunteers Ms. Akansha Kedia and Dev Dharia
- Ms Annie Patyk, Arya Singh, Elisabeth Levi & Isata Malembe, undergraduate students of North Eastern University for feasibility report on e-learning platform
- Mr. Felix Bevins of Empyrean Research & Prof. Sara of North Eastern University Boston USA
- Mr. Shashank Shah, Mumbai for his involvement in food for education to Kashmir migrants in Bandra East
- A Big thank you to all the wonderful volunteers, not mentioned, but continue to give their time for KSWA & YP.
SUCCESS STORIES

Anjana Halde, 38 Years, Tailoring
I was diagnosed with polio when I was 3 years. My father took care of me. He got sick and then died while I was begging for money for his treatment. Leaving my younger sister in my care. It was during this time that I came across Yuva Parivartan’s Tailoring program. The teacher & the social worker went out of their way to train me despite me being handicapped. The best thing that Yuva Parivartan gave me was dignity, because my customers now don’t give me clothes because I am a handicapped, but because they see that I am a good tailor.

Faisan Khan, 21 Years, Mobile Repairing
There is no earning member in my family. I wanted to study but was often involved with odd menial jobs because of which I failed in 10th standard. On many days I slept on a hungry stomach spending long nights unable to sleep. A social worker from Yuva Parivartan informed me about the Mobile Repairing course. It was a God sent opportunity for me to get my life back on track. Today I am a trainer myself for this course and earn a decent salary. I can go to sleep without hunger pangs and so does my family.

Harsh Matel, 22 Years, Nursing Assistant
My father is a street sweeper. I was working as a compounder and had a fascination for the Healthcare sector. People made fun of me when I joined the male nursing course. They said it was a girl’s course and no one will give me ‘lazat’. But my teachers said that would ‘lazat’ come only when I would realize my dreams. Thanks to them & Yuva Parivartan, I have got a job as a nurse in Cooper Hospital. My father couldn’t be prouder of me and those who ridiculed me are the ones who are inquiring more about this course!

Sunita Paswan, 37 Years, Beautician
I wanted to support my husband & family and provide a better education to my children. The turning point came when I went to the Ration shop to get provisions for Rs. 1500/- . The ration shop owner who was a family friend said ‘, Behenji, paise agle mahin dena. Aap woh Yuva Parivartan ka Beautician course karon aur aapko ghar se hi kaam chalao. Today, I am a proud mother of 3 children and more importantly I am a contributing member of society. It is difficult to describe what the support of Yuva Parivartan means to me.

“Sometimes it’s the smallest decisions that can change your life forever”.

Vanita Dubey, 31 Years, Beautician
Everyday my husband used to come home drunk and hit me. When this continued for a while, my parents insisted me that leave him and come back home along with my children. Then YP representatives visited me and told me about the Beautician course. It has been an year since I have completed the course and I now work as a teacher and earn around Rs. 6000 per month. I feel more confident about myself and am able to provide for my children’s education and family.

Javed Ansari, 26 Years, Mobile Repairing
I got to know about Yuva Parivartan and visited their center to enquire about the Mobile Repairing Course. Now I have gained knowledge about mobile repairing to the extent that I can repair any mobile. My mother feels very proud that I am successfully leading my life on my own.

Surekha Vanve, 24 Years, Nursing
My father was a daily wage worker and we were facing a lot of financial instability. In one of the counseling sessions organized by Yuva Parivartan, I got their pamphlet and decided to visit one of their centers. I joined their course for Nursing Assistant for 9 months. I now earn Rs. 5000 per month. My parents are happy and proud because I am able to contribute to the family income.

Shabbaj Khan, 22 Years, Wireman & AC
Working as a wage labour my father earns Rs 7,000 per month and runs a family of 6 members. During mobilisation programmes by Yuva Parivartan I came to know about the courses they run at LDCs. I decided to join the Wireman+AC course and I completed the course successfully. I got an opportunity to join Yuva Parivartan as a Social Worker. Now I provide a helping hand to my father and earn around Rs 8,000 per month.
PEOPLE BEHIND YUVA PARIVARTAN

Kherwadi Social Welfare Association is managed by Trustees and Members of the Executive Council. The Executive Council was elected for a three year term 2015-2018.

MEETINGS

The Executive Council met 4 times last year, once in each quarter & the AGM was held on 30th September, 2015.

The day-to-day Management of KSWA and Yuva Parivartan is managed by the President and Hon. Secretary, and supported by a core team of experienced senior management staff, consultants and volunteers led by the CEO, Ms. Shivani Mehta.

Trustees Name | Position on Board | Area of Competence | Meetings Attended
--- | --- | --- | ---
Mr. Kishor Kher | President & Trustee | Strategic & Operative Mgmt. | 4/4
Mr. D. K. Kamwal | Trustee & Hon. Treasurer | Finance | 0/4
Mr. S. K. Paikar | Trustee | Management & Academics | 2/4
Mr. Gitesh Pileke | Trustee | Advocate | 2/4
Ms. Minakshi Kher | Trustee & Hon. Secretary | NGO Mgmt. & Social Work | 4/4

EXECUTIVE COUNCIL

- Mr. Totaram Bhilwara
- Mr. Radheshyam Chauhan
- Mr. Pratap Bagdi
- Mr. Mamchand Daima
- Mr. Babulal Chetwali
- Mr. Ramsingh Chetwali
- Mr. Om Prakash Chawla
- Mr. Bhagirath Chetwali

COOPTED

- Mr. Rajendra Buswala
- Mr. Kalash Bhilwara
- Mr. Bhumipal Diama

SPECIAL INVITEE

Mr. Devraj Khare

ADVISORY BOARD MEMBERS

- Dr. R.A. Mashelkar: Former Dir General, CSIR, Chairman National Innovation Council
- Mr. Ashok M. Advani: Chairman, Blue Star Ltd.
- Mr. Nagesh Alai: Group Chairman PCB Ulka
- Mr. Sanjeev Bhikchandani: Founder- Naukri.com
- Mr. Ashank Desai: Founder & Chairman, MASTEK
- Mr. Shilpa Desai: Co-Director & Former Vice Chairman, DSP Merrill Lynch
- Mr. Anand Desai: Managing Partner, DSK Legal
- Dr. Ashok Ganguly: Chairman ABP Ltd.
- Mr. Nenum P. Gidwani: Company Director
- Dr. Subir Gokarn: Executive Director, IMF
- Ms. Ranjita Jadhav (Ex Off): Former Chairperson-Mumbai Port Trust
- Dr. Hasit Joshi: Head Corporate Center & Member, Executive Management Committee, I&T
- Prof. J. B. Joshi: Former Director, ICT and Educational Consultant
- Mr. Eknath A. Kesirangan: Company Director
- Mr. Sharad M. Kulkarni: Company Director
- Mr. Kishore Marwala: Member, Governing Council - Marico Innovation Foundation
- Ms. Ireena Vitali: Company Director

AUDITORS

M/s. Sharat Shambag & Co, Bake House Lane, 2nd Floor, Fort, Mumbai-400 001

ACCREDITATIONS

We are certified by Credibility Alliance and Quality Council of India (QCI) and have an ISO 9001:2008. We also have the FCRA, 80G and 35 AC Certifications of the Govt of India. We are partner of National Skill Development Corporation (NSDC) Guide Star & Charities Aid Foundation, India.

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 5552F
- TAN NO. MUMK1172S A
- 35 AC up till 2018

NAME & ADDRESS OF BANKERS

- Axis Bank ltd. Bandra Kurla Complex, Mumbai-400 051
- State Bank of India, Govt Colony BR. Bandra East, Mumbai-400 051
- ICICI Bank Ltd. Bandra Kurla Complex , Mumbai-400 051
- ICICI Bank Ltd. 91, Lady Jinnahedji Road, Mahim, Mumbai-400 016
- ICICI Bank, Hallmark Plaza, Bandra & Mumbai-400 051
- ICICI Bank Ltd. Sayani Road, Prabhadevi, Mumbai-400 025
- Yes Bank, Part Ground Floor, Bengal Chemicals Bldg, Swatantra Veer Savarkar Marg, Prabhadevi, Mumbai-400 025
- Bank of India, Main Branch, M.G. Road, Fort, Mumbai-400 001
- Ratnakar Bank Ltd. No.006, Ground Floor, Galaxy Arcade, Mumbai-400 057
- Canara Bank, MG Colony, Bandra East, Mumbai-400 051

STAFF DETAILS AS ON 31 MARCH 2016

<table>
<thead>
<tr>
<th>Stabst for Monthly Salary/ Contractual fees</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 5000</td>
<td>1</td>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td>5001 - 10000</td>
<td>125</td>
<td>65</td>
<td>190</td>
</tr>
<tr>
<td>10001 - 25000</td>
<td>90</td>
<td>43</td>
<td>133</td>
</tr>
<tr>
<td>25001 - 50000</td>
<td>24</td>
<td>4</td>
<td>28</td>
</tr>
<tr>
<td>50001 - 100000</td>
<td>5</td>
<td>4</td>
<td>9</td>
</tr>
<tr>
<td>100001 &amp; Above</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>245</td>
<td>124</td>
<td>369</td>
</tr>
</tbody>
</table>

Part Time Facilitators: 83 Males / 232 Females

Highest paid full time regular staff : Rs.1,80,000/- p.a

Lowest paid full time regular staff : Rs.60,000/- p.a
ACKNOWLEDGEMENTS

The President, Trustees and Members of the Executive Council wish to thank all friends and well wishers of Kherwadi Social Welfare Association & Yuva Parivartan for helping to make Yuva Parivartan one of the largest skill development NGOs in the sphere of providing skill training in the country.

To Mention a few:-
- Dr. R.A. Mashelkar – Chairman of the Advisory Board and the members, who have provided encouragement and guidance.
- Legal luminaries like Mr. Mukesh Vashi, Mr. S. N. Inamdar, Mr. Girish Pizale and Ms. Shilpa Mure for timely legal advice.
- Our several individual mentors and supporters Mr. Kishore Mariwala, Lata & Vithal Palekar, Mr. Rajnikant Reshamwala, Mr. N. P. & Avan Gidwani, Rajini & Vittal Kini, Nandini & Vikram Kamdar, Mr. Kahan C. Narang, Dr. Mrs. Vijaya Punekar of Pune, Mr. Ramesh Mehta, Ms. Navaz Parchar.
- Ms. Ira Jain for her gifts of handbags to all our staff across the country.
- Mr. Atul Shahdade, service tax expert.
- Mr. Alan Rego & Mr. Robby Mathews of Interface Advertising.
- Ms. Veena Gidwani, Ms. Harini Calamur, Mr. Neeraj Aggarwal for their advise & mentorship to Marcom & Resource Management.
- Young Adrian & Durias George of NYC, USA for donating food, gifts to the Balwadi children.
- Ador Consultants, Glenmark & Maxtek for Marathon participants.
- Sandeep Shrikhande of Medakkar & Co for internal audit.
- Kelkar of Satguru Consultants for ISO certification.
- Auditors M/s. Sharat Shangbag & Co. for their contribution to audit.
- Mr. Rathish Balakrishnan of Sattva, Bangalore for the social impact studies.
- Marico Ltd. for the intense staff training provided to over 25 operations staff.
- Mr. Kishore Mariwala for sponsoring the fees for the MBA course in Social Development of S.P. Jain Institute of Management, Mumbai for capacity building of 8 of our senior operation team.

We pay our respects and sincere condolences to the family of Late. Mr. Shashikant Waskar who passed away earlier this year. He served KSWA as a faculty of motor mechanic course for the past 18 years. His dedication to the students and mentorship has nurtured hundreds of students over the years.

We would like to thank the FCB Ulka’s team, Mr. Neeraj Aggarwal, Ms. Veena Gidwani, Mr. Sajit Nair and Mr. Dharmendra Gupta who have helped Yuva Parivartan with the Annual Report design.
## Schedule IX

### Income and Expenditure Account of the Public Trust for the year ended 31st March 2016

<table>
<thead>
<tr>
<th>EXPENDITURE</th>
<th>Schedule</th>
<th>Rupees</th>
<th>Rupees</th>
<th>INCOME</th>
<th>Schedule</th>
<th>Rupees</th>
<th>Rupees</th>
</tr>
</thead>
<tbody>
<tr>
<td>To Expenditure In respect of properties</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rates, taxes, cess (Property Tax)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Recies and Maintenance</td>
<td>5,55,673</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property Expenses Consultancy Fees</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Insurance</td>
<td>6,736</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation (by way of provision of adjustment)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Loss: Adjustment against deferred income</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Expenses</td>
<td></td>
<td>5,62,409</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>To Legal &amp; Professional Expenses</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Legal Charges</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>By Income from other sources</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(in details as far as possbile)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>To Contribution and Fees</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(paid to Public Administration Fund)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>To Depreciation</td>
<td>26,04,750</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Less: Adjustment against deferred income</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>To Transfer to Vocational Training Edu.Fund</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>To Contribution to Charity Commissioner</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>To Expenditure on Objects of the Trust-</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(A) Religious</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(B) Educational</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(C) Medical Relief</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(D) Relief of Poverty</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(E) Other Charitable Objects</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>To Surplus C/O. to Balance Sheet</td>
<td></td>
<td>35,69,417</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>26,13,06,621</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>26,13,06,621</td>
</tr>
</tbody>
</table>

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

### Schedule V

#### Immoveable Properties & Fixed Assets

<table>
<thead>
<tr>
<th>PARTICULARS</th>
<th>NET BLOCK</th>
<th>DEPRECIATION</th>
<th>W.D.V.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>As at 1st April 2015</td>
<td>Before</td>
<td>After</td>
</tr>
<tr>
<td></td>
<td>Rupees</td>
<td>30.9.2015</td>
<td>30.9.2015</td>
</tr>
<tr>
<td>Immoveable Properties</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Land</td>
<td>9,13,961</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Total (a)</td>
<td>9,13,961</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Buildings</td>
<td>3,33,077</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Total (b)</td>
<td>3,33,077</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Total (a+b)</td>
<td>12,47,038</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Fixed Assets</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Furniture and Fixtures (NFC)</td>
<td>32,62,886</td>
<td>35,655</td>
<td>2,28,130</td>
</tr>
<tr>
<td>Furniture and Fixtures (FG)</td>
<td>3,10,899</td>
<td>1,76,465</td>
<td>2,23,191</td>
</tr>
<tr>
<td>Total (c)</td>
<td>35,73,776</td>
<td>4,01,921</td>
<td>4,51,321</td>
</tr>
<tr>
<td>Equipment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gymnasium Equipment</td>
<td>7,22,244</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Projector</td>
<td>6,22,180</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Tailoring Machine</td>
<td>14,67,422</td>
<td>63,070</td>
<td>2,31,262</td>
</tr>
<tr>
<td>Air - Conditioner</td>
<td>70,912</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Total (d)</td>
<td>50,26,076</td>
<td>4,84,951</td>
<td>4,48,642</td>
</tr>
<tr>
<td>Electrical Fittings</td>
<td>65,470</td>
<td>-</td>
<td>35,928</td>
</tr>
<tr>
<td>Total (e)</td>
<td>65,470</td>
<td>-</td>
<td>35,928</td>
</tr>
<tr>
<td>Computers</td>
<td>13,20,544</td>
<td>2,23,190</td>
<td>7,62,509</td>
</tr>
<tr>
<td>Computers Software Purchases</td>
<td>4,14,003</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Total (g)</td>
<td>17,34,547</td>
<td>2,23,190</td>
<td>7,62,509</td>
</tr>
<tr>
<td>Motor Bike Passion</td>
<td>81,534</td>
<td>(40,767)</td>
<td>-</td>
</tr>
<tr>
<td>Total (h)</td>
<td>4,77,897</td>
<td>(40,767)</td>
<td>-</td>
</tr>
<tr>
<td>Total (d) to (h)</td>
<td>1,08,63,496</td>
<td>8,59,199</td>
<td>16,98,391</td>
</tr>
<tr>
<td>Grand Total</td>
<td>1,27,30,994</td>
<td>8,59,199</td>
<td>16,98,391</td>
</tr>
</tbody>
</table>

#### Grand Total

| GRAND TOTAL | 25,98,357.00 |

#REF!

## Kherwadi Social Welfare Association

### Schedule annexed to the Balance Sheet as at March 31, 2016

---

For KHERWADI SOCIAL WELFARE ASSOCIATION

SHARAT S. SHANSAG

MEMBERSHIP NO. 35096

PLACE – MUMBAI

DATED: 2 JUN 2016

---

For KHERWADI SOCIAL WELFARE ASSOCIATION

SHARAT S. SHANSAG

MEMBERSHIP NO. 35096

PLACE – MUMBAI

DATED: 2 JUN 2016

---

For KHERWADI SOCIAL WELFARE ASSOCIATION

SHARAT S. SHANSAG

MEMBERSHIP NO. 35096

PLACE – MUMBAI

DATED: 2 JUN 2016
## Kherwadi Social Welfare Association

### Receipts and Payments account for the year ended 31st March, 2016

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Amount Rs.</th>
<th>Amount Rs.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opening Bank Balances</td>
<td></td>
<td>5,49,236</td>
</tr>
</tbody>
</table>

### Receipts:

- Grants & Donations Received/Utilised: 8,30,66,327
- Bank Interest: 29,79,909
- **TOTAL AMOUNT RS.**: 8,80,46,236

### Payments:

#### Investments:
- Invested funds in Bank Fixed Deposits: 82,00,000
- **TOTAL AMOUNT RS.**: 82,00,000

#### Current Liabilities:
- Full & Final Settlement paid: 2,26,678
- Paid to Sundry Creditors: 51,95,454
- **TOTAL AMOUNT RS.**: 54,22,132

#### Deposits:
- Deposit paid to premises owners: 2,79,600
- **TOTAL AMOUNT RS.**: 2,79,600

#### Loans & Advances:
- Advances issued to Staff: 31,79,383
- Loan given to Staff: 25,000
- Advances issued to Others: 13,000
- **TOTAL AMOUNT RS.**: 1,431

#### Expenses:
- Salaries & Consultancy Fees paid: 3,05,66,462
- Profess Fees: 4,22,346
- Rent, Rate & Taxes: 22,18,031
- Printing, Stationery & Xerox Expenses: 8,67,507
- Telephone, Internet & Communication Expenses: 5,27,918
- Travelling, Boarding & Lodging Expenses: 1,97,815
- Conveyance Expenses: 3,95,766
- Course Materials Expenses: 5,49,290
- Other Administration Expenses: 45,00,354
- **TOTAL AMOUNT RS.**: 66,57,637

---

## Kherwadi Social Welfare Association

### Schedules annexed to the Income and Expenditure Account for the year ended March 31, 2016

#### Object Expenses

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Amount Rs.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equipment &amp; Set up cost</td>
<td>8,67,786</td>
</tr>
<tr>
<td>Balwadi Expenses</td>
<td>1,26,747</td>
</tr>
<tr>
<td>Dental Expenses</td>
<td>2,98,927</td>
</tr>
<tr>
<td>Postage &amp; Courier Expenses</td>
<td>10,48,246</td>
</tr>
<tr>
<td>Advertisement Expenses</td>
<td>5,27,439</td>
</tr>
<tr>
<td>Computer Peripherals</td>
<td>2,56,212</td>
</tr>
<tr>
<td>Electricity Expenses</td>
<td>19,12,261</td>
</tr>
<tr>
<td>Gymnasium Expenses</td>
<td>2,55,632</td>
</tr>
<tr>
<td>Consultancy Fees</td>
<td>1,83,84,037</td>
</tr>
<tr>
<td>Salaries &amp; Wages</td>
<td>6,59,61,751</td>
</tr>
<tr>
<td>Rent, Rate &amp; Taxes</td>
<td>2,26,81,105</td>
</tr>
<tr>
<td>Travel, Boarding &amp; Lodging Expenses</td>
<td>92,66,927</td>
</tr>
<tr>
<td>Miscellaneous Expenses</td>
<td>12,88,038</td>
</tr>
<tr>
<td>Honorarium Expenses</td>
<td>2,20,15,344</td>
</tr>
<tr>
<td>Conveyance Expenses</td>
<td>59,96,952</td>
</tr>
<tr>
<td>Printing, Stationery &amp; Xerox Expenses</td>
<td>48,42,521</td>
</tr>
<tr>
<td>Course Material Expenses</td>
<td>74,05,746</td>
</tr>
<tr>
<td>Staff Welfare Expenses</td>
<td>27,78,887</td>
</tr>
<tr>
<td>Office &amp; Sundry Expenses</td>
<td>99,08,062</td>
</tr>
<tr>
<td>Expenses of ABF project adjusted against previous year’s fees</td>
<td>1,21,23,852</td>
</tr>
<tr>
<td>Building Fund used during the year</td>
<td>14,80,863</td>
</tr>
<tr>
<td>Profession Fees</td>
<td>1,60,73,616</td>
</tr>
<tr>
<td>Bank Charges</td>
<td>1,15,290</td>
</tr>
<tr>
<td>IRDP Expenses</td>
<td>9,26,646</td>
</tr>
<tr>
<td>Telephone &amp; Communication Expenses</td>
<td>26,70,076</td>
</tr>
<tr>
<td>Training Expenses</td>
<td>92,44,655</td>
</tr>
<tr>
<td>Other Expenses</td>
<td>24,01,069</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>22,08,58,866.99</td>
</tr>
</tbody>
</table>

**AS PER OUR REPORT OF EVEN DATE FOR M/S SHARAT SHANBAG & CO. CHARTERED ACCOUNTANTS**

**KHERWADI SOCIAL WELFARE ASSOCIATION**

**SHARAT S. SHANBAG**

**TRUSTEE**

**MEMBERSHIP NO. 35096**

**PLACE : MUMBAI**

**DATE : 29-06-2016**
COURSES WE OFFERED

- Tailoring
- Basic Computers
- Gents Tailoring
- Computer Hardware
- Nursing Asst.
- 2 Wheeler Repairing
- Male Ward Boy
- Motor Mechanic
- Motor Rewinding
- OT Technician
- Advance Tailoring
- Tally
- Fashion Designing
- DTP
- Hospitality
- Beautician
- Call Centre
- Fitter
- Wireman
- Welding
- Adv. Beautician
- Data Entry
- Retail Sales
- Mobile Repairing
- Mehendi
- Multi Skill
- Masonary
- Spoken English
- Carpentry
- Many more...

NEW INITIATIVES UNDERTAKEN

- Social Impact Tracking
- New Software in ISMS
- Health Insurance for Staff
- Training & Recording of Life Skills
- Video Documentation of Success Stories
- Upgradation towards full automation
- Volunteer Management
- Blended learning/E-learning model
- Tourism Courses

- OJT/ Shadow training for HO & Operation Staff
- New Department for Training & Development
- New Courses for spreading Water Harvesting Model
- MOU with Skill Train, Chennai for Training Videos
- Tablet & Mobile apps for Ops. Audit Dept.