



Kherwadi Social Welfare Association

68th ANNUAL REPORT 2022-2023

Pledging to impact Bharat – Rural India
Transforming Life Building Futures



VISION

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

MISSION

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

Chairman's Message



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

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

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

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

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

The third area is in rural livelihoods. Urbanization is somewhat inevitable, but migration need not be relentless. Developing rural areas into urban habitats is welcome, but the relentless denudation of urban areas due to rural distress and migration is unwelcome.

Our great nation boasts of a hyper-active entrepreneurial ecosystem and revels in the number of unicorns. This is surely a great development, but it is rather urban-centric. What will it take to build rural India into a set of entrepreneurial hubs? In the concerned ministry, the statistic for our country shows that India has 63 million businesses, from one man shops, to multinational corporations. Bharat need not have unicorns or even soonicorns, but why not some plain corns?

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

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

R. Gopalakrishnan
Chairman – Advisory Board
KSWA

President's Message



Theme: Building Sustainable Livelihood across Bharat – Rural India.

The buzz around India @75 is indeed welcome yet it makes me ponder about Bharat @100 and whether the difference between the two would have narrowed and what Yuva Parivartan can do to contribute to bridging the difference in the vital sector of livelihoods. This then is YP's mission for five years to the parent KSWA's centenary and twenty years beyond.

As I reflect on the 25 years of YP's progress in scaling rural livelihoods, there is a sense of achievement at having made a difference and yet a consciousness that YP has only skimmed the surface and that the real job of connecting millions of deprived youth from Bharat to livelihoods remains to be done. In an age of continuing innovation, given the sheer enormity of the tasks of bridging the gap between India and Bharat on development indicators particularly livelihoods for the betterment of rural society, I am left with the distinct feeling that current strategies have limitations which can perhaps be overcome only by innovation and new uses of technology - rather than incremental improvements with conventional methods. The only way forward seems to be to have a better understanding of emerging technologies from India Stack including 5G, Artificial Intelligence, their potential uses, and their application in our chosen field. These technologies have only touched Bharat recently with application on payments, healthcare, insurance, land records, government schemes, etc but the big idea of providing rural livelihoods is not yet an area of focus. What we need is perhaps a disruptive Yuva Parivartan model which will take us from a quarter million livelihoods per annum today to tens of millions of livelihoods per annum. This will require a strong focus from all stakeholders - Government, Industry, Academia, Media, Civil society, and particularly the Social sector. Therefore, as I reflect on the next 25 years for Yuva Parivartan, I feel that the direction lies in terms of innovatively combining cutting-edge technologies with our hands-on, grassroots expertise and experience, to make meaningful progress towards achieving our goal namely livelihoods for deprived youth in Bharat. Yuva Parivartan has its task cut out.

Let us then understand the current YP model. It is primarily multiple delivery verticals of skills on scale both in terms of geography and numerically, provided to deprived youth near their dwelling place, and making them aware of opportunities to connect to livelihoods. These are Livelihood Development Centres (LDCs) in urban areas which were adapted to the rural milieu as the Mobile Livelihood Development Centres (MLDC) in rural areas which today are 90% of our efforts. To reach the remotest parts of the country, we developed Partnerships as a vertical so that we could tie up with several small teaching institutes and NGOs, and provide them with Content, Pedagogy, Examination and Certification, Techniques of Mobilization and Fundraising etc. The Farm-based livelihoods vertical IRDP was an addition to serve farmers the core of rural livelihoods. There was provision for special projects like Online Learning App - Yuva Kaushal, and the Job Portal Kamaii.org which are at the redevelopment stage.

Looking ahead, the task cut out for Yuva Parivartan is to use new technologies, from India Stack to further facilitate the use of Online learning and Online and Offline Practicals, provide very attractive content and market it to our target audience more effectively. We need to have a higher strike rate for livelihoods through the improved field operations model.

A Separate project growing into a separate Start-Up would invite all stakeholders onto a major new livelihoods platform populated by all stakeholders connected with livelihoods.

In conclusion, I feel the next 25 years will see YP and the overall Social Sector taking major strides through technology-led innovations for skilling and livelihoods with new emerging technologies to spearhead this process. I look forward to the next 25 years with anticipation and excitement.

Kishor Kher
President & Trustee

PREAMBLE



This time, as others write about the future of Yuva Parivartan (YP), I decided to look back to the last 25 years. The idea of YP was born and took shape and grew organically gradually growing and spreading, for the cause of youth.

Kishor, our Trustee Bal Palekar, and I were brimming with super ideas to change the dismal livelihood scenario, some actioned, some discarded and adapted for youth. YP was ahead of its time in 1998 as “Vocational training” did not spark any interest in donors and funders. The cause of less-educated youth was not acceptable to the urban Indians but as the environment changed to “Skill Development”, our donors grew. We owe a debt to “Toby” Mr. A. H. Tobaccowala who helped us to start a center in Wada and Bhiwandi, and the family foundation which continues to sponsor our Wada Model Training Farm. Thanks to Tata Trusts, Blue Star Ltd, Late Mr. Taru Lalwani, and Mr. Patankar of Shramik Vidyapeeth who supported us in the founding years. I had joined Kherwadi Social Welfare Association in 1988 to help Prof. V. B. Kamath the then President of KSWA for the celebrations of B.G. Kher’s birth centenary. This was what was destined for me.

The year-long celebrations starting from August 24th, 1988 to March 8th, 1989 was my informal induction into organized social and community work. The year-long association has continued for the last 35 years! My learnings have been varied and rich and have stood me in good stead during the last 25 years for Yuva Parivartan. Bonding with the community, understanding their needs, their strengths, and being sensitive to their religious and cultural beliefs was my first learning. Those 10 years before YP was also instrumental in leading us to the cause of school dropouts.

Disadvantaged youth have been a challenge for YP and all stakeholders who deal with youth. The YP model is never perfect, and continuously evolving, giving YP the advantage of improving it, and adding value over the years. We have been bold, taking risks, and have added substantial value to livelihood model on the scale to make it work for the youth. Flexibility, adapting partnering and collaboration have been the “mantra”. We partnered with our first industry partner Blue Star Ltd. to design the AC / Refrigeration course. So also L&T for the construction courses, ANZ for financial literacy. Sustainability Alliance for hospitality, Youth Reach -Delhi for personality development “I create” for entrepreneurship and so many more. We cannot afford to be stagnant as you are dealing with young minds who have walked hand in hand with a rapidly changing Bharat, and the YP model has kept pace with the change.

This is what YP stands for – vibrant, passionate, and committed. It will be so always.

Mrinalini Kher
Hon. Secretary & Trustee

CEO Message



As Yuva Parivartan has entered its 25th year, there is a huge sense of pride in the team, over the impact we have created over the years. We are also motivated and inspired to scale up our operations and multiply our impact, as we gear ourselves to skilling the millions of underprivileged youth and women and enable them to earn sustainable livelihoods in rural areas.

Last year was a year of achievement- we enabled 151,22 students- the highest ever, for earning a livelihood. 90% of these students were from rural areas. For us this is just the first small step.

Yuva Parivartan exists for creating an impact at scale in rural areas. We are committed to increase the scale and impact of our programs through focus on our people, processes, use of digital technology, community engagement and working with the rural ecosystem – comprising of local government, banks and microfinance institutions, local NGOs, MSMEs to create rural entrepreneurs and providing livelihoods in rural areas.

Unlike most other NGOs, Yuva Parivartan, does not limit its operations and thus the impact, based only on the corporate sponsorships or government funding received. Yuva Parivartan counsels students, motivates them to join our skilling courses, which enables them to earn livelihoods in rural areas by charging a small fee. It ensures that the students are committed to completing the course and benefit from it. The entire proceeds are then reinvested in the skilling programs, thus creating a cascading impact.

Successfully implementing this model requires a very trained, committed and motivated field force, which is fully supported by the backend processes and systems. Building these capabilities in people and processes is a key focus area at Yuva Parivartan.

I request and look forward to support from all our program sponsors and other stakeholders in building the capacity and capability of the Yuva Parivartan team.

I want to thank all our partners and students for showing trust and confidence in our work for the last 25 years. We look forward to serving you for the next 25 years and beyond. I want to sincerely thank our Board of Advisors and the program sponsors for the support and guidance they have provided over the years in our journey.

And above all my special thanks to all YPIans who help translate Yuva Parivartan's vision and mission into reality.

Milind Chitre
CEO

Silver Jubilee Year 1998-2023

The team YP was excited as we all prepared for the launch of our 25th year 2023-24. We were fortunate that Dr. R. A. Mashelkar invited Mr. Kailash Satyarthi, a noble laureate as the Chief Guest. Thanks to the help of Dr. Mashelkar and our current Chairman R. Gopalakrishnan the Chief Guest and his team were welcomed, honored, and given the best hospitality by the Taj Mahal Palace. The precise minute-to-minute planning at the hotel and venue was fruitful as the event was perfectly conducted and on time. Thanks to the team of senior management and staff for their coordinated efforts. We wish to express our gratitude to the management of World Trade Centre – Mr. Vijay Kalantri and Ms. Rupa Naik for their support.

Taj Hospitality – to Mr. R. Gopalakrishnan for organizing the sponsorship.

The highlight of the inaugural event were many, but to name a few were the inspiring speeches by our honorable Chief Guest Nobel Laureate -Shri Kailash Satyarthi who spoke about his pioneering work to rescue children used as labor in several labor-intensive hazardous works. He noted how Yuva Parivartan takes over the rescued youth, who need to be rehabilitated, youth at risk are brought into the mainstream. He felt that the compassion, the missionary zeal of NGOs needs to be globalized to be shared with all communities.

Dr. Mashelkar spoke about his introduction to YP, after the demise of its honored Chairman Late Shri. B. G. Deshmukh. His joining YP was inspired by the tagline “Giving youth a second chance” as his rise in the scientific field of research to Head of the Global Alliance of Scientists, was due to his getting a second chance through the Tata Scholarship.

He has seen the passion and focus of YP and seen its phenomenal growth. He then introduced the audience to Mr. R. Gopalakrishnan an illustrious corporate leader, a prolific writer, and innovating thinker as the new incoming Chairman of the Advisory Board for KSWA & YP. He wished Gopalakrishnan, and the YP team successful strides and growth in their mission of working for Bharat.

Another event that was a highlight was our YP supporters and friends were felicitated with a shawl, and memento for their valuable advice, guidance, and financial support through the 25 years. Mr. Satyarthi, Dr. Mashelkar, R. Gopalakrishnan, Kishor Kher, and Mrinalini Kher had the privilege to felicitate - Ashok Advani, Mr. Nelum Gidwani, Mr. E. A. Kshirsagar, Mr. Ajit Jadhav (IAS), Ms. Rani Jadhav (IAS), Mr. Ranjit Singh and Ms. Vandana Singh, Mr. R. Gopalakrishnan, Mr. Nagesh Alai, Mr. Paresh Sukhthankar, Mr. Sanjay Ubale, Mr. Suman Srivastava, Auditors, Sandeep Shrikhande and Mr. Atul Shahade, Trustee Mr. Girish Pikale, Ms. Veena Gidwani. our Ex Directors – Ms. Shivani Mehta, Mr. Rajeev Saigal and Mr. Mahesh Ranade,

They were felicitated to acknowledge their very valuable contribution of supporting Yuva Parivartan in all its ambitious growth plans and strategy and advice. Dr. R. A Mashelkar & Mr. Satyarthi were honored with a shawl & mementos by Kishor & Mrinalini Kher, R. Gopalakrishnan. It was a very dignified function, well received by the audience for the inspiring speeches and for showcasing the work of Yuva Parivartan and its impact.



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Yuva Parivartan

Report of Activities 2021-22

The Reach

Operations are divided into 4 regions

Region 1

Maharashtra :- Districts - Akola, Amravati, Buldhana, Nagpur, Wardha, Yavatmal, Gondia

Madhya Pradesh :- Districts - Balaghat, Pandhurna, Katni, Seoni

Region 2

Maharashtra :- Districts - Ahmednagar, Mumbai city, Mumbai suburban, Nandurbar, Nashik, Pune, Raigad, Ratnagiri, Sindhudurga, Thane, Palghar, Satara, Kolhapur, Dhule, Solapur

Goa :- District - North goa

Gujrat :- Surat, Vadodara, Vapi, Daman

Region 3

Uttar Pradesh :- Districts - Kanpur, Muzaffarnagar, Bareilly, Ghaziabad, Badaun, Moradabad, Shahajapur, Lakhampur, Philibhit Delhi

Madhya Pradesh :- Districts - Indore, Manawar, Khargone, Mandsaur, Khandwa

Odisha :- Sambalpur, Odisha

Region 4

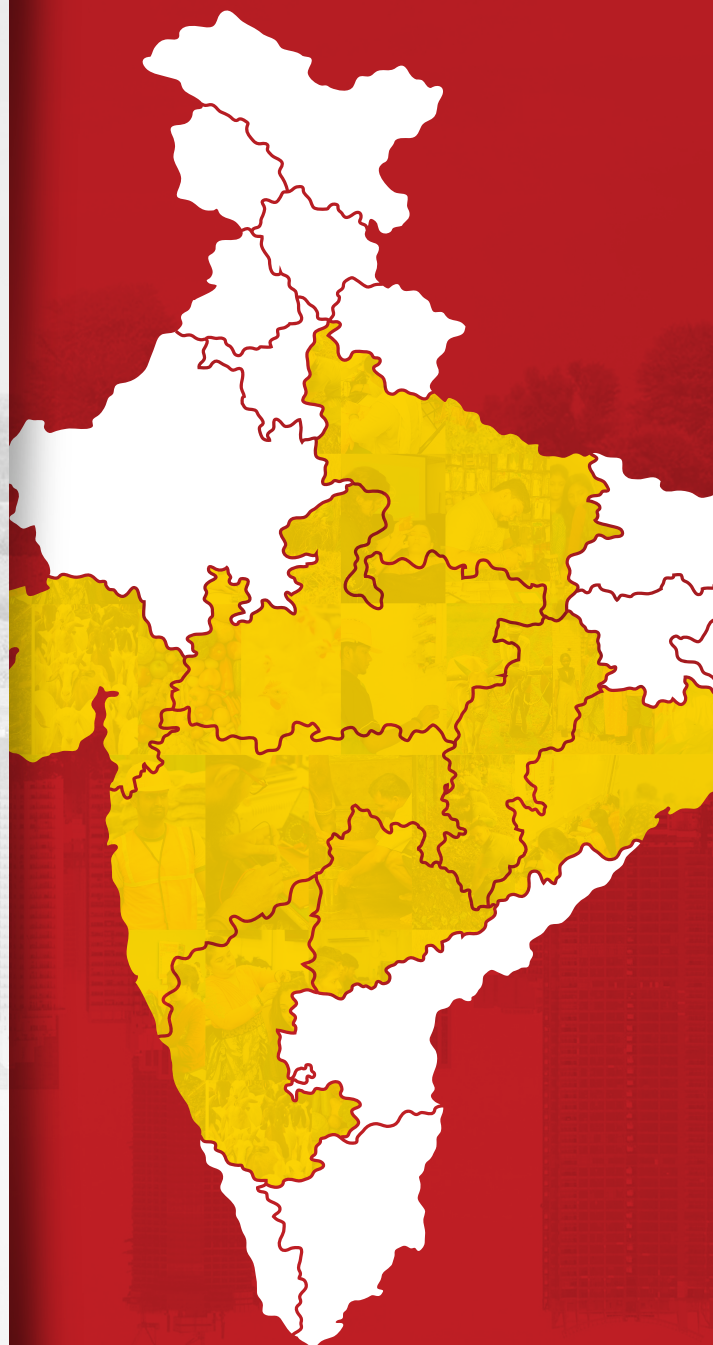
Maharashtra :- Districts - Aurangabad, Bhandara, Chandrapur, Gondia, Gadchiroli, Hingoli, Jalna, Latur, Nanded, Beed, Washim

Karnataka :- Districts - Bangalore, Bidar

Telangana :- Districts - Adilabad, Nirmal, Ranga Reddy, Nizamabad, Mancherial

Andhra Pradesh :- Nellore

Chhatishgarh :- Raipur, Durg



Operations Department

Ajit Parab -Sr. Director

Skill Training for Livelihood:

This department is the core of Yuva Parivartan's work. Its primary focus is on training youth to acquire skills that will enable them to generate income and improve their livelihoods. The department comprises three major verticals:

a) LDC – (Livelihood Development Centre): LDC is another significant vertical within the Operations Department. These centers are managed by a team of LDC Managers, social workers, and 3-4 facilitators based on the courses conducted. The primary goal of LDC is to offer skill training and livelihood programs to youth in both urban and rural areas. The centers operate in Maharashtra, Karnataka, Chhattisgarh, and Gujarat, we have 57 LDC.

Each LDC staff is actively involved in mobilizing students from a radius of 5 to 10 kilometers, covering neighboring towns and villages. This outreach approach ensures that youth from surrounding areas can access the training opportunities provided by the LDCs.



Overall, the Operations Department's three verticals - MLDC, LDC, and the H&R (Hospitality & Rehabilitation) mentioned earlier - play a crucial role in Yuva Parivartan's efforts to empower the youth, enhance employability, and uplift communities across various regions in India. The organization's dedication to providing skill training and livelihood opportunities contributes to creating a more inclusive and economically prosperous society.

b) Rural Camps or MLDC (Mobile Livelihood Development Centres): MLDC is a crucial vertical that focuses on skill development and livelihood training in rural areas. It is conducted by 227 field coordinators who organize these camps in various locations. The duration of each camp varies based on the course being offered. For courses like dairy, goat, and poultry rearing, the camp duration is 5 days. For apparel making (bags, clothes, sanitary pads, and jewellery pouches) and beauty and wellness courses, the camp duration is 30 days. These camps provide practical and hands-on training to the participants, equipping them with valuable skills to generate income and improve their lives. Rural camps operated in 172 villages across 11 states.

The impact of MLDC is significant, with 6827 batches held across multiple states, including Maharashtra, TN, AP (Tamil Nadu and Andhra Pradesh), Telangana, U.P. (Uttar Pradesh), Odisha, M.P. (Madhya Pradesh), Karnataka, Gujarat, Goa, Delhi, and Chhattisgarh. These batches had a minimum of 10 students each, resulting in the training of 95,265 students. The success stories of the participants showcase their entrepreneurial spirit, and these achievements bring a sense of satisfaction to Yuva Parivartan, knowing they are making a positive difference in the lives of rural individuals. By providing a second chance through skill development, MLDC is uplifting people in rural Bharat (India's rural areas).

c) Partnership: The partnership vertical involves collaboration with other not-for-profit NGOs, private institutions, and public organizations. Yuva Parivartan shares its successful model of youth development and skill training with these partners. Together, they work towards a shared Vision & Mission, enabling the spread of the Yuva Parivartan approach to more regions. There are 79 partner organizations in 14 states, and who are supported and guided by 41 Area Managers.

Yuva Parivartan Centres



Total center

57



Total Batches

1178



Total Enrollment

13766

List of TOP 10 RCP Partners

Rank	Partner name	Total Students
1	ONENESS IAS ACADEMY, Kolhapur	1403
2	Jyoti Classes, Sindhudurg	1094
3	Gurukrupa Shivan Class, Kolhapur	710
4	Sakhi Ladies Beauty Parlour, Kolhapur	636
5	SIDDHI BEAUTY CLINIC , Raigarh(mh)	539
6	Sanjivani Beauty Parlour And Designing Tailor Institute, Thane	511
7	Juniper Center Of Hope, Bangalore	490
8	Popillon Beauty Parlour, Sindhudurg	437
9	Sakshi Ladies Beauty Parlour, Raigarh(mh)	430
10	Sneha Beauty Parlour and Machine Classes, Ahmednagar	402
	Total Students certified	6652

*ATCC - Authorised Training Certification Center

*RCP - Rural Certification Partner

State	Total centers	Location
Maharashtra	51	Akot, Alibag, Ambadi, Amgaon, Aurangabad, Bandra, Bhandara, Bhandup, Bhokardan, Brahmapuri, Chandrapur, Chembur, Gadchiroli, Gondia, Gondpipari, Goregaon, Hinganghat, Hingoli, Kalyan, Kamptee, Karjat, Kandivali, Katol, Khopoli, Kondhawa, Kudal, Lakhani, Malvani, Marol, Mohadi, Murtizapur, Nagbhir, Nagpur, Nashik, Navi Mumbai, Palghar, Pali, Panvel, Paratwada, Pauni, Ratnagiri, Saoner, Thane, Tirora, Udgir, Vavoshi, Vikhroli, Wada, Wadala, Wardha, Yawatmal
Karnataka	1	Bangalore
Chhattisgarh	1	Raipur
Gujrat	4	Daman, Vapi, Surat, Vadodara

Integrated Rural Development Program (IRDP)

Director -Ms. Nicola Monteiro

Associate - Mr. Vilas Kamble



Integrated Rural Development Project (IRDP) - Ms. Nicola Monteiro

This department, led by Ms. Nicola Monteiro, focuses on integrated development initiatives in rural areas. The projects implemented here aim to address various aspects of rural life, such as skill training, agriculture, and sustainable livelihoods. The IRDP strives to uplift rural communities and create opportunities for their holistic development.

Interventions in Palghar and Gadchiroli districts

IRDP continues to adopt a community-driven, down-top, need-based approach to design and implement programs with its multi-disciplinary team consisting of civil engineers, livestock specialists, agriculturists, professional social workers, and community workers.

The Akhtarali H. Tobaccowala Demonstration Farm and Training Centre, Wada block, Palghar district, and The Demonstration Farm, Chamroshi block, Gadchiroli district, Maharashtra state continue to be knowledge and demonstration centres for showcasing innovative ideas and practices on the 3.5 acres and 4 acres land related to the five pillars.

The following numbers have been skilled

No	Course	Gadchiroli and surroundings	Palghar / Ahmednagar / Valsad
1	Basic Tailoring	192	75
2	SRI	3000	0
3	Kitchen Gardens	525	0
4	Multiskilling with focus on painting	333	319
5	Multiskilling with focus on masonry	137	0
6	Green Jobs	582	0
7	Piggery	100	0
8	Food Processing	42	0
9	Second crop Pulse cultivation	550	0
10	Poultry	105	0
11	Vermi Composting	100	100
12	Organic Grower	0	260
13	Dairy Farming	0	25
14	Bee Keeping	0	47
15	RPL	1800	0
	Total	7466	826

In Tamil Nadu, 117 women learned tailoring, and 60 men got trained in house painting.

India lives in her villages.

For this very reason, IRDP's focus is rural, promoting interventions in the fields of

- Agriculture
- Livestock Development
- Water Management and Sanitation
- Women's Empowerment, and
- Farm and Non-Farm Based Skilling.

2022 - 2023 has been exciting for IRDP because of the interventions implemented

- To mitigate Climate Change
- In New Geographies
- With Multiple Collaborators

Interventions to Mitigate Climate Change

Climate Change refers to long-term shifts in temperatures and weather patterns, and human activities have been the main driver of climate change. The most noticeable effects are hotter temperatures, increased drought, and erratic rainfall which adversely affects rural lives and livelihoods.

To reduce carbon footprints, mitigate the adverse effects of Climate Change, and increased rural livelihoods, KSWA has implemented the following programs

Lakhpati Kisan Program (LKP)

The situation in Gadchiroli, a tribal, undeveloped, naxal-affected, aspirational district is like the rest of the country where 48% of the "net sown area irrigated" is dependent on electric, diesel pumps lifting water from various sources. Load shedding, lack of access to fuel, poor purchasing power cause disruptions in water supply adversely affecting agricultural productivity and therefore farmers' livelihoods and incomes.

One of the components of successful farming is irrigation, and the current trend is the adoption of renewable, green solar energy.

Lakhpati Kisan Program conceptualized by Tata Trusts aims at lifting tribal populations out of poverty, improving their quality of life. Irrigation via Solar Powered Water Systems installation, is a core investment followed by high-value crop cultivation, and promotion of allied agri activities to ensure earnings between Rs 10,000 to Rs 12,000 per month per household.

KSWA is the Implementation Support Agency of **The Lakhpati Kisan Program** collaborating with five organisations, namely, Collective for Integrated Livelihoods (CInI), an associate of Tata Trusts, SEARCH led by Dr. A Bang, Samuhik Vanhakka Vevasthapan Samiti (Gram Sabha of 40 tribal villages), Gram Oorja, and R G Manudhane Foundation.

The outcomes are as follows

- A total of 20 solar-powered water systems have been installed in 17 villages covering 20 water farmer user groups, consisting of 215 farmers,
- Skilling 215 farmers in best organic agricultural practices
- Zero investment in fossil fuel and maintenance,
- A total of 208 acres have gone under cultivation with a second crop (Rabbi) of chilli, vegetables, and pulses (chana),
- Reviving the local economy by providing local youth with year-round employment as community workers, and upskilling and employment provision to local masons, and plumbers as service providers for the project.

Solar Powered Water Systems installation addresses The UNs SDGs (Sustainable Developments Goals), namely,

Goal 7 : Affordable and Clean Energy,

Goal 13 : Take urgent action to combat climate change and its impacts.

Vermi Composting and Organic Farming

Livestock waste, is a major source of noxious gases, harmful pathogens, and odor. Methane and nitrous oxide are emitted from livestock dung during storage and application as fertilizer.

Vermicomposting is a biological process using earthworms to transform organic waste like livestock waste into natural nutrient-rich compost. It is an ecologically safe, low-cost method that leads to environmentally safe products, namely, a solid substance called vermicompost (worm castings) and a liquid called vermi wash. Vermicompost is an excellent soil amendment coordinator.

Livestock waste namely dung and urine when blended with specific forest plants craft inexpensive, eco-friendly organic fertilizers and pesticides which are effective pest-preventive and nourishing applications.

200 farmers adopted vermicomposting.

Vermi Composting and Organic Farming addresses The UNs SDGs, namely,

Goal 13 : Take urgent action to combat climate change and its impacts.

Installation of Smokeless Chulhas

More than 68 % of rural households in India use biomass (wood, animal dung patties, farm waste) to cook food on traditional chulhas which pose a serious health hazard : India alone accounts for 25 % of deaths from indoor air pollution. The traditional chulha also contributes to

- deforestation and global warming,
- productive time of women being spent in fuel collection, water collection to wash blackened vessels, and extended time spent in cooking due to low combustion.

The advantages of the Smokeless Chulha are

- Full complete combustion of fuel due to an appropriate amount of air laden with oxygen
- 40 % less fuel needed as compared to its traditional counterpart
- Focus the heat on the vessels, thus cooking is faster and optimal burning of fuel prevents the blackening of vessels
- Saves time and energy for women and children in the collection of biomass and water

KSWA skilled masons in the technique of installing Smokeless Chulhas, and provided them livelihoods to install 500 Smokeless Chulhas in Gadchiroli district.

The Smokeless Chulha intervention addresses The UNs SDGs, namely,

Goal 3 : Ensure healthy lives and promotes well – being for all at all ages,

Goal 13 : Take urgent action to combat climate change and its impacts.

Construction of Positive Homes for Resting, Learning and Skilling

KSWA continues to address the challenge of already used and disposed plastic bottles sitting in dumps, and oceans causing wildlife death, entrapment and poisoning through its conceived concept of Converting unsafe Period Huts (Kurma Ghars) into Safe Resting Homes for menstruating women using bottle-bricks. Bottle – bricks or Eco – bricks are used plastic bottles filled with compacted material like sand to create a dense strong brick for construction. They are four times stronger than an average earthen brick. Based on research, plastic bottles are made from a product known as polyethylene terephthalate (PET) which is non-biodegradable, and remains intact for around 1,650 years. Therefore, any construction done using bottle – bricks, can last a couple of decades.

The bottle – brick, solution to recycle used plastic bottles, addresses, The UNs SDGs, namely,

Goal 13 : Take urgent action to combat climate change and its impacts,

Goal 14 : Life below water

KSWA has skilled 582 women from the Gond tribe under the skill council Green Jobs as well as upskilled 137 masons to construct 10 Positive Homes by recycling 95,000 eco - bricks, also ensuring just income to rag pickers. The menstrual health and hygiene of the Gond women users has improved and this concept has been an entry point for village development.

Crafting and Promoting Reusable Washable Sanitary Napkins

According to the National Family and Health Survey, 42 percent of women in India in the age group of 15-24 years do not use a hygienic method to deal with menstruation. Very traditional tribal women may use strips made of Mahua leaves covered with paddy chaff as sanitary napkins while others use old pieces of cloth.

Disposable sanitary napkins are inaccessible due to the pricing, and lack of disposable methods. The plastics, components, and wrappers of disposable products are largely non-biodegradable, presenting huge waste management challenges. A single pad is estimated to take 500-800 years to decompose in the landfill. Conventional disposable products can contain plastics, artificial fragrances, adhesives, and chemical gels which are harmful to the body.

KSWA is addressing this challenge by promoting Cloth Washable Reusable Sanitary Napkins that are safe, hygienic, environmentally friendly, made of cotton flannel with a thin layer of leak-proofing fabric. When cloth sanitary napkins are washed well, dried in direct sunlight, and stored properly, they are perfectly hygienic.

The promotion and adoption of Cloth Sanitary Napkins is

- reducing the monthly cost that a woman spends on menstrual products,
- impacting the environment positively, and
- providing women in 3 villages with flexible timing livelihoods to generate employment and income.

1000 village women and 1000 school and college-going girls were educated on menstrual health and hygiene. 10,000 Cloth Washable Reusable Sanitary Napkins were distributed creating livelihood for over 150 women in stitching the pads.

Recycling in fashion or textile recycling

Millions of clothes and fabrics are sent to landfills every year! Once they start to decompose, they either produce methane and other greenhouse gases.

Recovering existing fabrics, materials, fibres (Recycling clothes and fabric)

to create new products

- Reduces waste and
- reduces water pollution
- provides women with flexible timing livelihoods to generate employment and income.

Crafting and Promoting Reusable Washable Sanitary Napkins, and Recycling in fashion address, The UNs SDGs, namely,

Goal 8 : Decent Work and Economic Growth,

Goal12 : Responsible Consumption and Production,

Goal 13 : Take urgent action to combat climate change and its impacts.

Construction of Household Toilets

Climate change is impacting water resources) including changes in precipitation patterns, melting of glaciers, and water quality impacts are water shortages, conflicts over water resources, and food insecurity.

With only 4% of the world's water resources being fresh water, it is imperative to protect the quality of water. The construction of toilets is one such intervention that prevents the contamination of water. It provides safety and privacy to users, and livelihoods to local masons up skilled by KSWA. KSWA has constructed 190 household toilets in Dhanora block, Gadchiroli district.

The Construction of Household Toilets addresses The UNs SDGs, namely,

Goal 3 : Ensure healthy lives and promotes well - being for all at all ages,

Goal 6 : Ensure Clean water and Sanitation... are being achieved,

Goal 13 : Take urgent action to combat climate change and its impacts.

Plantation of Saplings

During the process of photosynthesis, that is, food preparation, plants take in carbon dioxide, a greenhouse gas, and produce the oxygen. The reduction of atmospheric carbon dioxide has an indirect cooling effect. Plants also cool the atmosphere because they release water vapor when they get hot, a process similar to sweating. Plants provide food, fiber, shelter, medicine, fuel for human beings and other organisms.

KSWA facilitated the plantation of 6,900 saplings.

Plantation of Saplings addresses The UNs SDGs, namely,
Goal 13 : Take urgent action to combat climate change and its impacts.

KSWA was awarded The Ishwar and Penny Bajaj Award for Committed Environmentalism in September 2022

Interventions in New Geographies

With the support of donor collaborators, IRDP moved into three states, namely, Gujarat, Tamil Nadu and Uttar Pradesh

Gujarat

IRDP skilled and certified 75 tribal women in Basic Tailoring, linked them to accidental insurance valued at Rs 16,000,000/-. Post this, a Production Centre has been set up under

Recycling in fashion to craft various products that provides livelihoods and income to the interested women.

Tamil Nadu

The **Irular Tribe** are around 215,000 in numbers spread across three states. In Tamil Nadu, the Irulars are mainly concentrated in the northern region, Tiruvallur district being one such geography. Irular means "dark people" in Tamil which is derived either from the jungles' darkness which the Irulars inhabited or their dark skin complexion. [6 Traditionally, their main occupation has been snake, rat catching and honey collection. They also work as labourers. Fishing and cattle farming are also an occupation. The Irular families live in small groups in makeshift houses, mostly besides waterbodies. Most families lead a hand-to-mouth existence and many do not even have Aadhar cards. Irular people face severe discrimination, harassment from other castes, and have been continuously harassed and abused by police.

The interventions address the most basic needs of the **Irular Scheduled Tribe**, namely, **Housing, Water** and **Sanitation** with a focus on Asset Creation. To summarise the first phase interventions in the 3 villages, Sunami Nagar, Irular Colony, Ornambedu as per The United Nation's Sustainable Development Goals

Interventions

All the intervention for The Irular Scheduled Tribes address

Construction and Rehabilitation of 130 and 22 toilets cum bathrooms

Rehabilitation of 37 water stand posts, Recharging of a bore well

Rehabilitation of 22 houses with improved cooking stoves

Skilling of 87 and 30 women in basic tailoring and basic house painting; and 56 and 4 men and women in Multi Skills (masonry, painting, plumbing).

SDGs

Goal 10. Reduced Inequalities

Goal 6. Clean Water and Sanitation,
Goal 3. Good Health and Well - being

Goal 6. Clean Water and Sanitation

Goal 13. Climate Action

Goal 8. Decent Work and Economic Growth



Impact

Creation of an eco system

- For green energy, organic farming, sustainable interventions to mitigate climate change and global warming.
- For collaboration between organisations with the end view – upliftment of the tribals.
- Of hope and trust by the tribals, and their openness to adopt new interventions to improve their quality of life.

Uttar Pradesh

KSWA is one of the implementing partners of The Ma Ki Roti initiative. KSWA's role is to identify, skill, and monitor the food delivery service by the selected SHG including facilitating vendor selection, local authority permissions, and FDA licenses.

The initiative empowers the most destitute mothers from the remotest parts of India by leveraging their cooking skills and inspiring them to become entrepreneurs.

Through the journey of cooking and selling meals the women learn how to manage a small enterprise, and it is hoped that at the end of 3 years, some of the women will opt to go sole in the food business as entrepreneurs.

In the year 2022 to 2023, KSWA was implementing an additional 12 Ma Ki Roti initiatives, out of which one and six are in the states of Telangana and Uttar Pradesh respectively.

The Ma Ki Roti initiative is not only a boom to SHG women who run it, but to the many poor labourers who get a fresh, hot meal daily at an inexpensive rate of Rs 10/-.

Case Study

Jhinka Devi is a 40 year old woman who lives with her husband Vijay Singh and 10 other family members. Her husband Vijay, a rickshaw puller was the only earning member in the large family. It was difficult to manage a family of 12 members on the meager income of a rickshaw puller. So often Jhinka was compelled to look for manual labour work. Also this work was not regular. Disaster struck when Vijay's rickshaw broken down, and Vijay was forced to turn to doing manual labourer. At times, Vijay and Jhinka found no work and so the family would sleep on an empty stomach.

It was in February 2023 Durga SHG was offered an opportunity to manage the Ma Ki Roti community kitchen in Maharaiganj district, UP. Jhinka and the rest of the SHG were happy about this opportunity. Today Jhinka cooks and serves at the MKR stall where she earns Rs 1400/- per month for working 9 days in a month. Jhinka is grateful o Ma Ki Roti for bringing a smile to her family members faces.



- SEARCH led by Dr Anand Bang brought together CInI (Tata Trusts), Samuhik Vanhakka Vevasthapan Samiti, R G Manudhane Foundation, Gram Oorja and YP to implement The Lakhpati Kisan Program.
- YP, the Implementation Support Agency implemented the program in 17 villages by facilitating the installation of 20 solar powered irrigation systems, and skilling of 215 farmers in best agricultural practices @ Rs 1,33,15,158/-.
- First Rabbi crop coverage of 208 acres yielded 99,276 kgs of agriculture produce valued at Rs 72,39,900/-



Outcomes

- A savings of Rs 302,400/- from non purchase of diesel.
- Zero investment in fossil fuel and maintenance.
- Non- polluting.
- Reviving the local economy by providing
 - Four local youth with year round employment as community workers.
 - Post upskilling local masons, plumbers; employment provision valued at Rs 737,940/-.

Hospitality and Rehabilitation

Ms. Shomali Johri -Associate Director

Yuva Parivartan has been conducting the Hospitality program from 2012. Since then, we have reached out to more than 2000 underprivileged youth and given them opportunity to build their career in the hospitality industry with the international brands like Hyatt, Marriott, IHCL, IHG and Radisson and 75% of the students are gainfully employed.



This program was started with a very interesting story. An Argentinian volunteer came to Kherwadi after taking the reference from our website in the year 2011, he gave us the concept of hospitality program as a vocational training course.

Hotel management program has been a very expensive course from the start and the youth from the weaker section of the society has always been aspiring to be a part of the hotel industry. This program helped us to reach out to such youngsters who have done wonders after completing the course. Our students who have finished the program are not only working as an associate in a five-star property in Mumbai, Delhi, Gurgaon, Goa, Pune, Chandigarh and Jaipur but also have travelled abroad like Dubai, Kuwait, Turkey etc. Our students are working on cruise liners like Costa Toscana Cruise, and Costa Deliziosa

Sustainable Hospitality Alliance (SHA) program.

- We partnered with the Sustainable Hospitality Alliance for the Hyatt RiseHY program to enroll students in Hyatt hotels across cities like Mumbai, Delhi & NCR, Lucknow, Jaipur, Chandigarh, Pune, Raipur, and Goa. Under their community grant we mobilize students who are 10th and 12th pass between the age group of 18-24 years and put them in 100 hours of curriculum which has three modules --- Life skills, Introduction to Hospitality and English for Hospitality. Once they finish the training these students are placed in all the brands of Hyatt like Hyatt, Park Hyatt, Grand Hyatt, Hyatt Regency, Hyatt Centric, Hyatt Place, Andaz, Alila Hotels.
- We have also partnered with Marriott Hotels like JW Marriott, Westin, Four Points by Sheraton, St. Regis, Hilton in Mumbai, Goa, Delhi and Jaipur and have placed our students successfully there.
- IHCL group in Mumbai like Taj Mahal Palace, Taj President, Taj Santacruz and Taj Lands' End Bandra.
- IHG group of hotels we are working in Mumbai and Delhi with the brands like Crowne Plaza and Holiday Inn.
- We are working in Mumbai and Delhi with the Radisson Group of Hotels & Ginger Hotels.

REHABILITATION WORK FOR SURVIVORS OF TRAFFICKING

Human trafficking is a serious crime that abuses fundamental rights & dignity of the victim. It involves the criminal exploitation of women, girl and boys of all ages.

It's a modern form of slavery for economic gain whether for drug trafficking, pickpocketing and begging. Several countries have introduced structures and identified ways to restrain and punish offenders especially those who mainly traffic for sexual exploitation and forced labour.

It is estimated that 1000,000 people are trafficked every year. YP was fortunate that the Global Fund to Eradicate Modern Day Slavery (GFEMS) a semi government US organization was introduced to us by Sustainable Hospitality Alliance, our hospitality program partner, thus introducing YP to the several institutions that works relentlessly for the rescue and rehabilitation of trafficked children and women. For the last five years, YP has partnered with over 20 institutes mainly in Mumbai, Pune and Delhi to introduced skill-based training to the beneficiaries above 18 years of age to prepare them for the world outside the shelter home.

- We partnered with Perna NGO, Jeevan Aadhar, Bombay Teens Challenge to conduct Basic Computer, Basic Beautician at YP for the HT survivors and children staying in red light area. Time and Talent were our donor for this program
- We partnered with shelters like Rescue foundation and Ulhasnagar Shelter home to conduct soft skills training, Basic and Advance Beautician courses for trafficking survivors and at-risk candidates under Project Kalki.
- We trained 20 survivors and at-risk candidates in the courses like Beautician, Basic Computers, Digital Marketing and Hospitality. The batch was sponsored by Time & Talent.
- For our hospitality program we have very closely worked with Rescue Foundation, IJM, Purnata, Asha Sadan, Shanti Niwas, Project Kalki, Chaiim, Kshмата, Oasis India, Majlis, Prayas, Aagan Trust, Snehalaya, Sneh Sadan, Catalyst for Social Change, Mangalashray Samajik Sanstha, After Care Boys hostel, and SOS village.

REHABILITATION WORK FOR LGBTQ community

Yuva Parivartan tied up with Kinnar Asmita Garima Greh which is a shelter home based in Kalyan and works to support the transgender women. The biggest challenge for a transgender woman is not getting acceptance in the society, this leads to more trouble as simple as getting a government id card which furthermore makes their life difficult. They are not given job opportunities or any employment source, due to which they resort to begging or sex work. The main idea of Kinnar Asmita is to be a pillar for the transgender community and through our Yuva Parivartan skill training program, 15 transgender women are undergoing training in Tailoring and Jewellery making course. They are learning to sew saree blouses and simple jablas. At the same time, they are passionately learning the art and techniques of making bangles, rings and chains. Our donor Accenture Global and Rotary Club of Powai has supported us in these programs.

WOMEN REHABILITATION PROGRAM

As a part of the women rehab program, we are working in the red-light area of Kamathipura, Turbhe and Grant Road along with the NGO partners like Perna and AAWC.

Patient Care and Mehndi certificate courses were conducted for the women in the red-light area.

FAST FOOD CHAIN PROGRAM – A new foray.

In 2023, as a pilot we began the Fast-Food Chains (FFC) program in Mumbai to tap the employment opportunities in this segment for our youth between the age group of 18-24 years. This course offers 40 hours of the training via a NSDC approved curriculum. Students were taught Soch Ka Parivartan modules along with the skill set required to become employable in the fast-food industry outlets. Our students have been provided employment with the top brands like KFC, Tacobell, Keventers, Smoor Chocolates, Third Wave Coffee, Wow Momos, Naturals Ice cream, Pizza Express. We partnered with NGOs like Lighthouse and Masoom to provide skilling to their beneficiaries.

Seeing the growing trend of the fast food industry YP plans to expand its FFC operations in the other cities like Delhi NCR, Pune, Bangalore, Ahmedabad, Lucknow, Jaipur.

OTHER ACTIVITIES

- Holiday Inn Sakinaka invited 20 Hospitality students from Yuva Parivartan on 15th August 2022 for their flag hoisting ceremony.
- Accenture conducted Women's Day for YP staff on 18th March 2023 as a part of their Pride month activity to spread the message of inclusivity and gender equality for LGBTQ community.
- Accenture also conducted life skills sessions for Bandra, Vikhroli and Thane LDCs
- Guest lectures were conducted by Grand Hyatt Mumbai. One staff from each of the four operational departments of Front office, Housekeeping, F&B Service and Kitchen came to our centre to share their knowledge and valuable experience with our students. Exposure visits and property tour was conducted at Hyatt Centric Juhu for hospitality students and their parents.



Finance & Accounts Ops. Audit & Quality Management.

Ms. Archana Nair – Director

Enhanced MIS for Quick Decision-Making:

We successfully developed a more detailed Management Information System (MIS) to facilitate quick decision-making during our leap jump in delivery models. The improved MIS provided comprehensive insights and analysis, enabling timely and informed decisions.

Streamlined Reporting with J2L:

We designed a customized reporting system using the new J2L software. This initiative aimed to eliminate manual intervention and automate the process of generating reports. By directly uploading data into our Tally software, we efficiently managed a substantial amount of data without requiring additional resources during our expansion phase.

Improved Information Sharing and Data Updation:

We focused on enhancing information sharing within our organization by implementing updated operation formats. These formats enabled quick and accurate data updation, ensuring that all relevant stakeholders had access to the most recent information.

Enhanced Donor Utilization Reports:

With the collaboration of our operations teams, we successfully generated more detailed and accurate reports on donor utilization. This improvement enabled us to effectively track and monitor the utilization of donor funds, ensuring transparency and accountability.

Detailed Budgeting Process:

We implemented a comprehensive budgeting process, which included identifying and categorizing various cost components. This detailed budgeting approach allowed us to analyze and allocate resources more efficiently. We specifically focused on identifying direct operating costs, program management costs, leadership costs, and administrative costs to enhance financial planning and control.

These initiatives showcased our commitment to data-driven decision-making, automation, transparency, and financial efficiency.

Ops. Audit & Quality Management.

1. Resumed Pre-COVID Audit Technique: We successfully resumed our pre-COVID audit technique, ensuring that all necessary audits were conducted during the reporting period. This initiative allowed us to maintain the integrity of our financial processes and compliance with regulatory requirements.

2. Completion of Physical Audits for all LDCs: We completed comprehensive physical audits for all our Learning and Development Centers (LDCs). These audits aimed to verify the accuracy of physical assets, inventory, and resources at each center, ensuring proper management and accountability.

3. Strengthened Monitoring of Organization Assets: We implemented a more robust monitoring system for our organization's assets. This initiative involved adopting advanced tracking methods and technologies to effectively monitor the utilization and maintenance of assets, minimizing losses and maximizing efficiency.

4. Detailed Monthly Reports for Quick Decision-Making: We focused on enhancing the quality and detail of our monthly reports to facilitate quick and informed decision-making. By providing comprehensive insights and analysis, these reports enabled management to identify trends, assess performance, and make timely strategic decisions.

5. Automation of Expenses Payment: We dedicated efforts to automate the expense payment process. By leveraging technology and implementing efficient systems, we streamlined the payment workflow, reducing manual intervention and improving accuracy and timeliness.

6. Participatory Style for Self-Declaration of Assets and Center Look and Feel: We worked on introducing a participatory style for self-declaration of assets, allowing individuals and centers to take ownership and responsibility for their declared assets. Additionally, we focused on enhancing the look and feel of our centers, creating a welcoming and conducive learning environment.



Human Resources & Administration

Uday A. Dalvi – Associate Director
Department Staff Strength - 5



HR Documentation:

The turnaround Time of the issue of the Appointment / Contract Letter has improved significantly. Employees joining date freeze on 1st and 15th of every month which helped us to complete documentation work in time bound manner. Employee ID cards too are getting delivered swiftly. Volunteer ID cards were designed for Yuva Mitra to recognize their association with YP.

Employees Attendance

All Associates' monthly payments getting released on the basis of attendance marked in HRMS. Head office Biometric linked with HRMS and removed manual intervention. Operations Associates too record attendance on a daily basis through HRMS Geo Tagging for getting paid.

Payroll Management

Employees' monthly salary is processed by adhering to Payroll SOP. Field Coordinator's new compensation structure integrated with HRMS to facilitate seamless processing of monthly payments. PWC volunteers helped us to develop micros (Excel Format) to process FC's payments.

Full & Final Settlement

Employees' Full and final settlement released in time bound manner. All settlement process through the intervention of HRMS. FNF process being followed to release Ex employee's dues.

Statutory Compliances

Provident fund contributions (Employees & Employer) & Professional Tax getting paid by the due date. PF compliances with respect to filling returns being managed in-house HR team. Ex-employees PF dues are getting settled without any hassles.

Recruitment

We are using the job portal Naukri.com to hire resources at YP. Alongside the job portal, we are extensively using Social Media platforms e.g. LinkedIn, Telegram, Facebook, Website career page etc. We have tied up with New Placement consultants to hire talent at YP.

Staff Welfare

We have been conducting various festivals e.g. Monthly Birthday, Republic Day, Independence Day, Navratri, Dashera, Diwali, Christmas, New Year etc were celebrated at the Head office, Mumbai. Small events like Mental Health Session, and World Yoga Day were conducted at the Head office and we also gave medical loans and donations to staff for medical and educational purposes.

We celebrated 25th Year of YP on the 15th of February, 2023 at the World Trade Center, Mumbai. YP Silver Jubilee was graced by Nobel laureate Mr. Kailash Satyarthi who was Chief Guest at this event.

Performance Review Process:

PMS process was undertaken across YP after the gap of two years and was given Salary revision and Promotions to deserving Associates. Each associate's performance was evaluated new KRA's were designed to deal with the challenges of 2022-23.

Future Plans – 2023-24



Retention of Performing Resources



Reward & Recognition



Exit Interviews & Feedback



Employee Engagement Activities
for Field Coordinators



Training & Development



Celebrations of 25th year YP

Administration:

Introduction: The Administration Department plays a crucial role in supporting the overall Operations of the organization. This report provides a comprehensive overview of the department's activities, accomplishments, and key initiatives during the past year.

Department Structure and Responsibilities: The administration department consists of 5 members including 3 Housekeeping Staff. Admin. department's core responsibilities, such as facilities management, procurement, vendor management, office administration, etc.

Key Accomplishments: We have streamlined Admin. Processes have implemented cost-saving measures, enhanced workplace efficiency, and improved service quality as well. We upgraded the gymnasium with new equipment and renovations. The Dental clinic too is being upgraded.

Facilities Management and maintenance of office infrastructure: Team members have taken efforts to effectively manage the organization's facilities. All office infrastructure is maintained regularly, Upgradation of CCTV apparatus.

Procurement and Vendor Management: Single point of contact for procurement of course material. Admin. Department involve in purchasing goods and services, negotiating contracts, and maintaining relationships with vendors. We are giving more emphasis on any cost-saving initiatives, strategic sourcing strategies, or improvements in procurement processes.

Office Administration: Management of office supplies (Office stationary & Branding Material), coordinating meetings and events, maintaining office premises, and supporting employees with administrative needs.

Policy Implementation and Compliance: Implementation and ensuring of compliance with organizational policies and procedures.

MORD & Charity Commissioner office-related activities:

Admin. Department instrumental in coordinating with DSK Legal and KSWA Management for the speedy redressal of a long pending Civil suit wherein Hon. High Court ruled in KSWA's favor. The Charity Commissioner's office has issued an updated Schedule I with the effect of all 8 Change of Reports. New sets of change of reports submitted for its updation in Schedule I.

Performance Review Process:

PMS process was undertaken across YP after the gap of two years and was given Salary revision and Promotions to deserving Associates. Each associate's performance was evaluated new KRA's were designed to deal with the challenges of 2022-23.

Future Plans – 2023-24

- Soft Skill and Service-oriented training for Admin. team members,
- Exploring multiple vendors.
- Introduction of New Cost-saving measures.
- Providing Course Material (Beautician, Tailoring, Nursing , Wiremen etc) to Livelihood Development Centers across India.
- Procurement of Office equipment for the newly set up Livelihood Development Center.
- Taking care of providing Branding Material to front line Operations field staff. Branding material includes Pamphlets, Standees, Banners, Umbrella's etc.
- Providing Induction Kits to Field coordinators placed across 4 Regions.
- Upkeep of Office infrastructure at Head office, Mumbai.
- Maintenance of Lease Agreements of All India Livelihood Development Centers
- Vendor Management.
- Event Management
- Execution Annual Maintenance Contract of office Utilities.

IT – MIS

Ms. Ida Pereira – Sr. Manager

Over the years, information technology has evolved dramatically, driven by rapid advancements in computing power, data storage, and software capabilities. Data plays a central role in information technology, as it forms the basis for all decision-making and strategy development.

At Yuva Parivartan, we have adopted systems, tools, and techniques for daily reporting, reaching the last mile. Various reports are generated through the system and shared with the Management team to gauge performance and take quick actions.



Key Highlights of IT Function in 2022-2023

1. Successful implementation of Mobilisation App

Digitized the process of daily reporting, and designed a simple user-friendly app for the field coordinators across villages. IT team at Head Office took complete ownership to drive this initiative and implement it successfully. The following activities were involved during the implementation;

1. Rigorous testing of the app
2. Provide user feedback and suggestions to the technical team at SynergyConnect on the app
3. Prepared training plans for training users
4. Created a simple training video in Hindi
5. Ensured Field coordinators have compatible mobile phones for reporting
6. Trained 270 users on the app through Zoom
7. Continuous hand-hold and support to the users and resolving technical issues
8. Generated various MIS reports to track usage and measure the performance of the Field Coordinators.

Today we have 275 Field Coordinators, across 3240 villages successfully reporting their daily activities on mobile phones and instant reports generated to take quick actions.

We thank SynergyConnect our Technology Partner for designing a user-friendly app that suits our requirements.

2. Digitisation of Manual Processes

We thank Koita Foundation for supporting Yuva Parivartan and collaborating to provide better technology solutions for our processes across the organization. Rekha Koita along with her team initiated the following process to ensure YP gets a robust yet user-friendly system;

1. Re-visiting all the processes
 2. System integrations to avoid manual intervention
 3. Reports and dashboard that will give instant data to analyze, gauge performance and take quick actions
 4. A complete requirement gathering document prepared for the design, development, and implementation of the system.
- A robust Hardware Infrastructure is maintained at all our Peri-urban and rural locations. Counseling sessions for students in Pan India are successfully conducted via Zoom. Students learning at YP are happy to use newer technology tools and gain confidence.
 - The Information Technology team has taken ownership and worked towards the implementation of systems in the organization, explored technology tools for smooth working, and align with the company's goals and objectives.

Head - Resource Mobilisations

Aparna Chalke

Built to Last

(Intent & title credit to Jim Collins and Jerry Porras)

As the nation recuperated from the effects of the pandemic, we at Yuva Parivartan (YP) continued to focus on our core objectives of providing sustainable livelihoods to the under-served youth and women of India. Though the first half of the year started on a slow note, the second half of the year picked up as sponsors revived their focus on long-term social projects to bring about a sustainable social, economic, and humanitarian impact.

We are pleased to onboard five new sponsors. We take this opportunity to thank all our existing and new sponsors for supporting us on our journey.

It is indeed an exciting time for us, as YP entered its 25th year on the 15th of February 2023. As we take pride in completing 25 years, we have our vision clearly set on creating a glorious Bharat@100. With our strong values, integrity, trust, proactivity & passion we march towards creating sustainable livelihoods for Rural- Bharat at scale.

"I have promises to keep and miles to go before I sleep...." quoting Robert Frost from the poem Stopping by Woods on a Snowy Evening aptly articulates our passion & fervour towards our goals.



Counselling & Social Impact

Ms. Uma Sundaraman -Sr Mgr- Counselling & Social Impact

Yuva Parivartan has been measuring social impact through their call center since the year 2016. Today we have a fully automated call center with 10 telecallers led by a Assistant Manager. We are able to reach around 60% of our audience in LDCs and around 20% in rural camps. The reason for this is poor connectivity, people migrating to other locations, phone being available with one member of the family etc.

LDC Impact 2022-23

The percentage of livelihood is the foremost indicator of the courses run in the LDC Model. This year overall livelihood was 49% comprising 22% wage employed, 7% self-employed while 20% were engaged in On The Job Training (OJT). 36% of the wage employed are earning income between Rs.5000-10000/- while 40% of self-employed are earning income between Rs.2000-5000/-. More than 90% of both wage and self-employed are contributing to their family income. 73% of self-employed people, while 65% of wage employed became chief wage earners in the family. In terms of intangible changes 95% students have expressed that there has been an increase in their confidence. 88% families of these students are satisfied with the course done at YP.

Camp Impact 2022-23

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

Research

Last year our department facilitated Operations by providing useful inputs based on sound market research which enabled them effectively customise their offerings and identify geographies for rolling out appropriate initiatives.

The focus was to improve our understanding of target audience, Industry surveys to understand skill gap, village surveys to understand youth preferences and available opportunities.

Youth Aspiration Surveys and Need assessment surveys were carried out in Pune, Mumbai, Raigad, Nagpur, Wardha and Bhandara etc. These surveys were also carried out in Uttan, Gorai, Arnala, Mad Bhatti and Pune Kharadi areas.

Desk research was done in the areas of understanding demography of various blocks, document all the Govt schemes that were available for our target audience, Research on New courses etc. Need based desk research was carried out on specific request from other teams like FR, IRDP, Academics etc.



Internships & Volunteering:

Internship:

We had interns from NMIMS as part of their civic engagement. This year we had 5 interns placed in Nagpur, Mumbai and Indore. The topic given to them this year was to come up with a Mobilisation strategy. As part of this the interns conducted field surveys, Industry surveys and also did qualitative interviews with the target segment.

2 interns from SVT had helped develop content for Counselling on the topic Coping skills and House of Emotions. The interns also conducted sessions with our students on the same topic. We had organised exposure visits for students from SVT college and Nirmala Niketan . 30 Students participated in this activity.

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

The male volunteers helped in breaking the gender norms by talking about how they help around in their homes thereby adding a positive perspective. These sessions were highly appreciated by the students and staff at YP.

Nomura volunteers conducted session with our students on the topic of Climate change, Going above and beyond the call of duty, Menstrual Hygiene, Data privacy and security etc.

Apart from the above they also conducted regular sessions on Financial Literacy and Work readiness with our students.

PWC conducted sessions on Communication skills, Reading skills, Time management, Embracing failure, Inclusion and Diversity and Importance of Culture and Heritage with us.

PWC also conducted virtual sessions for our staff on Excel skills.

Mercer volunteers took sessions on Time management, Goal Setting, Social media, Digital Payments, Resume writing etc.

We would also like to thank PWC volunteers Mr Jatin Gajjar Associate Partner Price Waterhouse& Co and Ms Bhavika Tahiliani Manager Technology consulting, Data & Analytics for being our panel members for evaluating proposals presented by our Yuva Engage Participants.

Ms Bhavika also volunteered with our HR team and helped them automate our salary process.



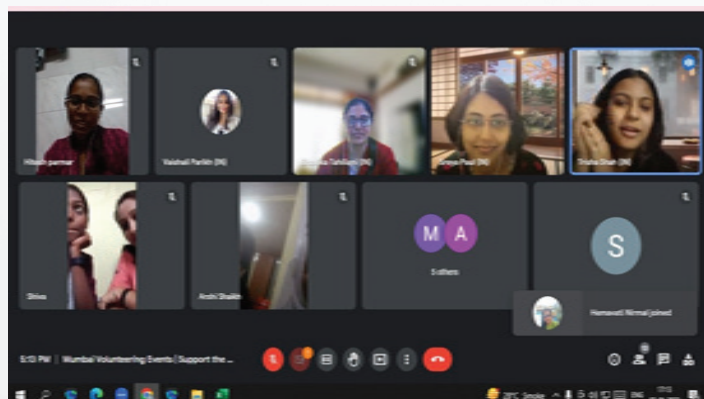
Mercer volunteers conducting a session on communication skills at Bandra LDC



PWC Volunteers conducting session on Building Self Confidence



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



PWC volunteers conducting Virtual sessions With our students



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

Counselling

Ms. Smita Khanzode – Sr. Counsellor

Many a time we only need someone to hear what we are feeling, understand, and empathize with us. This helps us in voicing our fears, anxieties and also get a perspective to what we are feeling. Sharing with someone aloud allows us to think through, deal with the emotion, and come up with answers that are suitable and workable for us.



Our youth spend a large part of their time on social media leading to disruption of sleep and physical activities which are essential for a healthy life. This has led to them suffering from Self-worth & body image issues, anxiety, depression, and overall reduced satisfaction with their life.

Unlike earlier years we are now seeing a surge in youth/students complaining of sleeplessness, lack of concentration, feeling sad for no apparent reason, anxiety if separated from their smartphones, etc.

The Counselling team has been working on creating awareness about spending their time wisely on social media. A number of sessions were conducted with the help of volunteers on the subject.

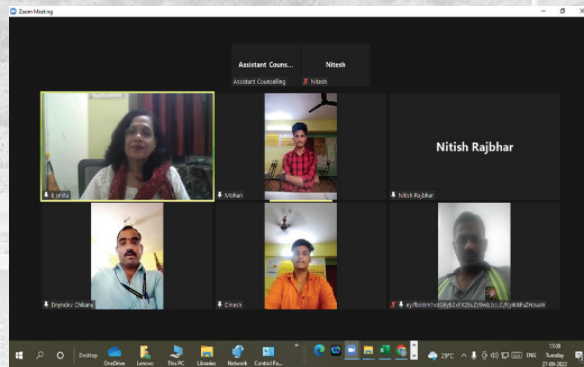
This year the YP counseling team focused on three major topics

1. Self Awareness and building self-confidence

2. Setting goals and achieving them

3. Understanding work ethics.

We reached out to all our LDC students through virtual sessions. We were able to cover 100% of our LDC students.



Other Activities

YP partnered with Sangath an organization working on Mental health for prevention of suicide among young adults. These sessions were conducted in several centres around Mumbai

Counseling services were also provided to the girls of a shelter home as part of Project Kalki.

Regular counselling sessions were organized for the girls a one to one counseling was provided.



Mental Health Week:

We celebrated Mental Health Week at YP and organized a session in association with KEM Hospital, Mumbai. Our guest speaker was Dr. Sadhana Bhatkhande who has immense experience in working with community and adolescents.

Dr. Advait Padhye was invited to address our HO and Field staff on the topic "Stop-Stopping Yourself" Dr. Padhye is a renowned Psychiatrist and the author of 3 books.



International Yoga Day

The counseling team also organized a session for staff and students as part of International Yoga Day. Yoga teacher Ms. Aruna Apte visited Parishramalaya and conducted an invigorating session for our students and staff. A virtual session for all the outstation staff was also conducted on this occasion.

Marketing & Communications (MarCom)

Ms. Sandhya Ghadi: Sr. Digital Marketing Manager

With the dawn of 2022, a year brimming with possibilities, we at Yuva Parivartan embraced it with immense fervor and enthusiasm. It marked the beginning of a momentous journey as we set our sights on the grand celebration of completing 25 years of empowering youth and creating a positive impact on society.



Digital Metamorphosis

In preparation for the 25th-year celebration, the department successfully commissioned the development of a brand-new website. The website with intuitive design and seamless navigation is set to be launched in 2023-24 and will serve as an essential platform for highlighting Yuva Parivartan's journey, impact, success stories, and upcoming initiatives.

Strengthening the Social Sector

The department played a pivotal role in supporting the **Yuva Engage** Program, A KSWA Initiative, where we share our expertise and insights with partner NGOs to help them build robust and sustainable social impact organizations. Through mentorship and guidance, we nurtured their vision and empowered them to create lasting change.

The Yuva Engage program harnessed the power of social media to exponentially expand its reach and drive meaningful impact.

Social Media Impact - Empowering Youth

In 2022, we wholeheartedly embraced the potential of social media to create a significant impact. With a shared passion for creativity and innovation, we embarked on crafting captivating campaigns that deeply resonated with the aspirations of the youth, empowering them to dream big and embrace growth. Through our strategic approach, we achieved remarkable results, generating a multitude of student leads for Yuva Parivartan's Operation and Hospitality Departments, drawing in ambitious young minds to discover the world of skill training.

As a team, we poured our collective efforts into connecting with our target audience, weaving compelling narratives that sparked emotions and inspired dreams. Every visual element we chose carried the essence of empowerment and progress, complementing our powerful messages.

Timing was crucial in our efforts, and we meticulously scheduled the campaigns to coincide with peak periods of audience activity. This ensured that our messages reached the right people at the right time, maximizing our reach and influence.

Each lead represented a young individual taking a step towards self-improvement and a brighter future.

Social Media Supercharges HR Recruitment

We revolutionized our HR recruitment approach in the process. In 2022, this strategic approach proved highly successful, enabling us to tap into a diverse pool of talented candidates and welcome the finest minds to join our organization's mission.

2023: Growing Reach, Amplifying Impact

With an upcoming new website, strategic social media engagement, and a focus on nurturing the social sector, we look forward to reaching greater heights and empowering countless young minds on their journey of growth and success.

Digital Indicators (Social Media Platforms Key Stats)



Total
Content Reach
15.5 M



Total
Followers
37912



Total
Video Views
4 M

Facebook, LinkedIn, Twitter, WhatsApp and YouTube

Yuva Engage

Jairaj Jatar - CEO



Yuva Engage – A new Vertical from 2022.

KSWA believes the solution lies in building up the intellectual capacity of NGOs and in guiding them with need-based mentoring to build sustainable, impactful organizations for social change. The Yuva Engage program offers a dedicated support system to help these NGOs with the help of Donors, Mentors, Speakers like yourselves.

Yuva Engage offers for Beneficiaries:

Yuva Engage program is a blended ecosystem with a mobile application at its centre. The ecosystem has four broad components for Beneficiaries:

- Online video lessons on every topic from experts in the social sector.
- Focussed mentoring system where NGOs will get access to one-on-one sessions with experienced practitioners. The mentoring sessions will help the NGOs run a pilot project and showcase impact.
- Pitch opportunities to raise funds from funding agencies and organizations. The panel of funding agencies will evaluate proposals received from NGOs seeking to bolster their social impact and scale up operations.
- Networking platform that allows interactions between beneficiaries on the App. Every member can learn, support and collaborate with each other.

The content will be made available in multiple Indian languages and English so that the widest possible reach can be achieved in India and the subcontinent as well.

Yuva Engage Online Academy completed its second year and made a remarkable impact benefiting nearly 100 individuals. As the world emerged from the pandemic's shadow, the social sector came alive with renewed vigor. The academy's success prompted an overwhelming response, with over 260 applications pouring in from across Maharashtra, MP, UP, and Bihar for its second batch.

The program had two tiers of participants, catering to both early-stage social ventures and more mature organizations with years of experience. The tailor-made approach aimed to equip participants with the relevant tools they needed to succeed in their ventures.

Given below are a few of the organizations from different parts of the country that participated in the batch of 2022-23.

Organization Name	Location
Chhatrapati Rajarshi Shahu Maharaj Bahu-uddeshiy Krida Shikanskan Santha	Buldhana, Maharashtra
Pahal Social Reform Trust	Badaun, Uttar Pradesh
Samriddhi Samaj Sevi Sansthan	Bilaspur, Chhattisgarh
Human Unique Moment Development Organization	Bhopal, Madhya Pradesh
Sevadharm Education and Multipurpose Society	Akola, Maharashtra

The training was conducted through an online platform, and hosted by specialists in the field of development sector. The main objective of the speakers was to educate participants while guiding them through a process of self-evaluation. CA Ms. Archana Nair held lectures on Accounting practices, Mr. Amit Khandewale on Monitoring and Evaluation of projects, and Ms. Rosaline on Donor mapping and Fundraising.

Testimonials-

1. The curriculum and topics which were covered in the session were very useful for NGOs who are just beginning their journey in making social change as it helped to grow strategically. Mentoring session was useful to identify objectives and goals for the organization, it was a necessary learning curve.

- Vaibhav Patil, Prangan Foundation, Dombivali.

2. Mentoring sessions were very effective as it helps the people to think about sustaining their NGOs and also look at more (long term) goals and activities for their organization.

- Prem Kumar, Prem Youth Foundation, Bihar

Going ahead there are exciting days for Yuva Engage based on the experience with the first two batches. The redesigned Yuva Engage program in 2023 is an entire Ecosystem with a mobile application at its centre. It has four broad components.

1. Online video lessons on every topic by experts in the social sector
2. Focused mentoring system for one-on-one sessions with experienced practitioners
3. Access to a panel of funding agencies
4. Networking opportunity for beneficiaries to support and collaborate with each other

Membership to Yuva Engage provides access to an online on-demand learning library and access to mentors, donors and other organizations with whom they could collaborate. It is our goal to make the content available in multiple Indian languages.

Academics and E&C

Ms. Ashwini Deshmukh - Assistant Manager
Mr. Ajay Tribhuvan - Deputy Manager

Ms. Ashwini Deshmukh looks after the updating of courses , curriculum, manuals and printing of the same .She also co ordinates with NSDC for uploading our successful students and gets approval for new courses. This department was introduced to design content for courses, mainly to suit the stakeholders- our students who come from the most rural, remote areas to students of cities like Mumbai, Delhi, and other cities of India.



The department has to keep abreast of all the developing technology, new trends in sectors like Healthcare and Hospitality.

IT and rural livelihood. The developing infrastructure growth in roadways, railways, airport networks, and the spread of the internet extensively into more towns and villages is gradually changing the aspirations of youth.

Our attention and focus are on rural communities for short-term courses like goatery, poultry, piggery, vermicompost, etc. Popular hospitality and Rural camps are using phygital methods of training, and our staff carrying their own laptops to show videos of “Soch ka Parivartan on Entrepreneurship”, and subject matter. Similarly, the Hospitality department has successfully been able to mobilize, induct and train students with online methods. 18 Students from Guhawati have been trained and are now placed in cities like Delhi, Gurgaon, Pune, and Bangalore in a 5-star program.

- Our 165 courses with detailed syllabus, and manuals were shared with all field staff.
- Upgraded our question bank and created new question papers in English, Hindi & Marathi
- Worked with NSDC for renewal of partnership certificate up to 2025
- Our 165 courses were approved by NSDC
- 200 Students attended the learning outcomes activity and trainers were given feedback
- Trainers have been given online training in using our syllabus manuals and in conducting examinations.

Total Enrollment

142340

Exam Completed & Certificate Dispatched to Students

99681

Pending Students Exam

36287

Students absent from the examination

6372

Report of our Financial Donors -2022-2023

List of Sponsors

Accenture Payroll Giving
 Alkem Foundation
 Angel One
 Avenue Supermarts Ltd
 Bakebest Foods Private Ltd
 Bridge Data Centres
 Crompton CSR Foundation
 Cummins India Foundation
 Cybagekhushboo Charitable Trust
 DBS Bank Payroll Giving
 Deloitte Payroll Giving
 Educate And Elevate (Rita Das)
 Evry India Private Ltd.
 HDB Financial Services Limited
 Hexaware Technologies Limited
 Hongkong & Shanghai Banking Corp Ltd
 Indus International
 Interactive Brokers India Pvt Ltd
 Iopex Technologies Pvt. Ltd.
 Koita Foundation
 Landmark Premises Private Ltd.
 LBW (Australia)
 MA Foundation
 Mercer Consulting (I) Pvt Ltd
 Mukul Madhav Foundation
 Nihchal Israni Foundation (Blue Cross)
 Nomura Services (I) Pvt. Ltd.
 PWC Foundation
 Sauradip Chemical Industries Pvt Ltd
 Soujanya Colours Ltd
 Sturlite Electric Pvt Ltd CSR
 Sustainable Hospitality Alliance

 The Counter Trafficking Group (Kalki)
 Tieto India India Private Ltd.
 Time & Talents
 Tobaccowala Foundation
 TVS Credit
 Volkart Foundation

Area of Sponsorship

Red Light Area Project
 Livelihoods - Daman
 Livelihoods - Maharashtra, Gujarat
 Livelihoods - Panvel, Goregoan, Maharashtra
 Women Empowerment: Health, Nutrition & Livelihoods - Khopoli - Maharashtra
 Livelihoods - Maharashtra
 Livelihoods - Mumbai, Thane - Maharashtra
 Women Empowerment - Gadchiroli - Maharashtra
 Livelihoods - Pune - Maharashtra
 Livelihoods - Maharashtra
 Livelihoods - Maharashtra
 Livelihoods - Gadchiroli - Maharashtra
 Livelihoods - Pune, Bengaluru - Maharashtra & Karnataka
 Livelihoods - Vidharbha, Thane, Navi Mumbai, Bengaluru - Maharashtra & Karnataka
 Livelihoods - Nagpur - Maharashtra
 Rural Livelihoods - Gadchiroli - Maharashtra
 Rural Development, Rural Livelihoods, Livelihoods for Human Trafficked Survivors - Maharashtra
 Livelihoods - Covid Impacted Population - Maharashtra
 Livelihoods - Bengaluru - Karnataka
 Capacity Building - Tech Initiatives
 Livelihoods - Maharashtra
 Livelihoods - Aurangabad, Raipur, Bengaluru - Maharashtra, Chattishgarh, Karnataka
 Women Empowerment - Maharashtra & Uttar Pradesh
 Livelihoods - Mumbai, Pune - Maharashtra & Delhi
 Rural Development, Women Empowerment & Livelihoods - Maharashtra & Tamil Nadu
 Livelihoods - Pune, Alibag, Akot, Khopoli, Aurangabad, Udgir, Bhandara - Maharashtra
 Livelihoods - Vikroli, Mumbai - Maharashtra
 Livelihoods - Mumbai, Thane & Nikori - Maharashtra & Assam
 Livelihoods - Maharashtra
 Livelihoods - Maharashtra
 Livelihoods - Pune & Bengaluru - Maharashtra & Karnataka
 Livelihoods - Hospitality - Mumbai, Jaipur, Lucknow, Gurgaon, Delhi, Raipur, Chandigarh - Maharashtra, Rajasthan, Uttar Pradesh, Chattishgarh
 Livelihoods - Human Trafficked Survivors, Maharashtra
 Livelihoods - Pune, Bengaluru - Maharashtra & Karnataka
 Rural Development, Rural Livelihoods, Livelihoods for Human Trafficked Survivors - Maharashtra
 Support for the Demonstration Farm, Wada, Palghar - Maharashtra
 Livelihoods - Pune & Bengaluru - Maharashtra & Karnataka
 Livelihoods - Animal Husbandry (Piggery), Gadchiroli - Maharashtra

List of Individual Donors

Amol Ramesh Kaikini, Charmaine Sequeira, Eknath Kshirsagar, Kishore Mariwala, Paresh Sukthankar, Pramila Kumar Kapadia
 Sunita & Damodar Bajaj, Sudha & Suresh Khatod, Prashant Rallabandi, Rajeev Kumar Kapadia, Vikram Kamdar

Thank you to the numerous good souls who donated through the RMS Call Centre & the Dana Mojo platform, and the enterprising students of the Dhirubhai Ambani International School for running the Fundraising Campaign.

KSWA ACTIVITIES

Balwadi – Our 90 years old children's Nursery.

An eye check-up camp was organized by the counseling department for the tiny tots of Balwadi. Early detection of eye ailments and refractive errors is crucial for the overall eye health of children. The fact that the camp provided free consultation to underprivileged communities shows a commendable effort to ensure access to eye care for all.

Following the eye check-up camp, a general health checkup for the children was conducted by Dr. Anjali Bhatavdekar, a pediatrician. This is essential for monitoring the overall health and well-being of young children. The parents were given an awareness talk on vaccinations and nutrition, which indicates a holistic approach to child care.

The detection of various vitamin deficiencies in children highlights the importance of a well-balanced diet and nutrition. Steps were taken to address these deficiencies by introducing fresh fruits like bananas, watermelon, chikcoos, oranges, etc. Additionally, the deworming course provided further support for the children's health.

The effort and organization of the medical camps by Smita Khanzode, deserve appreciation. It's heartening to know that the Balwadi has 80 children who actively participate in various activities, and celebrations, and receive freshly cooked nutritious meals daily. The commitment and dedication of senior teachers Snehal and Kanta, who have been with the Balwadi for over 15 years, are commendable.

Overall, it seems like Balwadi is taking comprehensive steps to ensure the well-being and development of the children in their care.



Health check up for Balwadi Students



KSWA ACTIVITIES

Dental Clinic

We are proud to acknowledge the significant contributions and milestones achieved by our Dental Clinic since its inauguration in February 1995. The clinic's establishment was made possible through the generous support of the Inner Wheel Club of Bombay and Rotary Club of Bombay. Over the course of 28 years, the clinic has remained dedicated to serving the community and beyond.

At the heart of our clinic's success are two experienced dentists and a specialist, who have tirelessly managed the clinic's operations. We express our deep appreciation to Drs. Veena Madavi, Neha Gupta, and team for their commitment. They have played a pivotal role in providing high-quality dental care to our patients.

The clinic's continued growth and success are also attributed to the diligent efforts of our Administrative Department. Their efficient management and support have enabled the smooth functioning of the clinic and ensured a positive experience for our patients.

To maintain our commitment to excellence, we consistently upgrade our clinic with the latest equipment and services. This commitment to modernization allows us to provide advanced dental treatments and ensure the highest standard of care for our patients.

Gymnasium

The gymnasium has been upgraded with expensive cardio equipment. It's important to have modern and effective equipment to provide a good workout experience for gym members. The gym has been managed by the Shindes, father and son, for over 30 years. Their long-standing presence suggests that they have built a strong reputation and have been able to maintain a steady flow of students.

The gym primarily attracts young men from the Kherwadi area. This indicates that the gym has likely established itself as a popular fitness destination within the local community. Regular exercise and physical fitness are essential for maintaining a healthy lifestyle, and it's encouraging to see that the gym is serving this purpose for the young men in the area.

People Behind KSWA & YP

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

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

Meetings: The Executive Council meets four times a year, once in each quarter and the AGM was held on 28th September, 2022.

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

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

COUNCIL MEMBERS FOR 2018-21

EXECUTIVE COUNCIL

Jaiprakash Bagoria
Dinesh Asawal
Bhupinder Diama
Ramswaroop L Chetiwal
Radheshyam Chauhan
Babulal Chetiwal
Dhiraj Sharma

SPECIAL INVITEES

Omprakash Chawla
Bhagirath Chetiwal
Rameshwar Bagoria

ADVISORY BOARD MEMBERS as of 31st March 2023

Dr.R.A. Mashelkar	Former Dir General, CSIR, Chairman National Innovation Council
Ashok M. Advani	Chairman, Blue Star Ltd.
Nagesh Alai	Company Director
Sanjeev Bhikchandani	Founder- Naukri.com
Ashank Desai	Founder & Chairman, MASTEK
Anand Desai	Managing Partner DSK Legal
Dr.Ashok Ganguly	Chairman ABP Pvt Ltd.
R. Gopalkrishnan	Company Director
Prof. J. B. Joshi	Former Director, ICT and Educational Consultant
Ninad Karpe	Start-up investor, Consultant and Former MD of Aptech
Eknath A. Kshirsagar	Company Director
Ashwin Kalasapur	CFO & Executive Director AstorMueller Shoes Pvt Ltd
Hemant Luthra	Corporate Leader
Kishore Mariwala	Marico Innovation Foundation
Paresh Sukthankar	Banker Ex. Dy. MD – HDFC Bank Ltd
Sanjay Ubale	IAS (Rtd) Government Service & Corporate
Shivani Mehta	Director, CORO, Ex YP CEO

ADVISORY BOARD MEMBERS as of 1st April 2023

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

With great regret we inform that we at YP have lost a dear friend, supporter, guide, and mentor of last 15 years Mr. Vithal Palekar our Trustee who passed away on 16th May 2022. We will sincerely miss him. Our heartfelt condolences to his wife Lata Palekar and the family.

It's also important to acknowledge the contributions of the Advisory Board members who retired from their positions in February 2023. Their counsel and guidance over the years have undoubtedly played a significant role in the success and growth of YP. Expressing gratitude to those who have dedicated their time and expertise is a kind and thoughtful gesture.

ACCREDITATIONS

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

IDENTITY

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

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

NAME & ADDRESS OF BANKERS

State Bank of India, Govt Colony Br, Bandra East, Mumbai-400 051

ICICI Bank Ltd. L. J. Road, Mahim West, Mumbai-400 016

Kotak Mahindra Bank – Gayatri Apt, L. J. Road Mahim West Mumbai-400 016

Relationship

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

Staff Details As on 31st March 2023

Slabs for monthly Salary/Contractual Fees	Male	Female	Total
Less than 5000	0	0	0
5001 - 10000	110	170	280
10001 - 25000	75	54	129
25001 - 50000	17	12	29
50001 - 100000	10	4	14
100001 & Above	4	2	6
Total	216	242	458

Part Time Facilitators : 38 Male / 179 Female

Highest paid full time regular staff (March 2023) Rs.26,40,000/- Per Annum

Lowest paid full time regular staff (March 2023) Rs.96,000/- Per Annum

Cost of International Travel : NIL

Remuneration to Trustee, Board Members : NIL

Acknowledgements

We would like to express our heartfelt gratitude and appreciation to all our friends, supporters, partners, and individuals who have contributed to the success of YP. Each year, their unwavering support and collaboration have played a crucial role in our achievements.

At the forefront, we extend our deepest thanks to the esteemed members of our Advisory Board. Their timely advice, counsel, and guidance have been invaluable to us. We would like to give special recognition to our Chairman, Dr. Raghunath Mashelkar, who has provided exceptional leadership to KSWA and YP for the past 11 years. Dr. Mashelkar's vast experience and national and international recognition have significantly enhanced YP's prestige and credibility. On 15th February 2023, Dr. Mashelkar handed over the baton to our next distinguished member, Mr. Gopalakrishnan. Mr. Gopalakrishnan is a renowned name in the corporate and academic spheres, and his innovative thinking and expertise in design thinking will undoubtedly prove to be an invaluable asset to YP. We sincerely thank Dr. Mashelkar for his exemplary leadership during the challenging times of the COVID-19 pandemic and warmly welcome Mr. Gopalakrishnan as our new Chairman. We would also like to acknowledge the participation and contributions of other esteemed members of the Board, namely Nagesh Alai, Veena Gidwani, Paresh Sukthankar, Suman Srivastav, Sangram Surve, Sanjay Ubale and all other Board members. Their guidance and support have been instrumental in shaping YP's path to success.

Additionally, we extend special recognition to Anand Desai of DSK Legal for his invaluable assistance in resolving a long-standing issue with the government of Maharashtra. Mr. Desai's efforts helped us secure our dues, which were pending for over six years. We are deeply grateful for his support.

Furthermore, we would like to express our heartfelt appreciation to Mr. E.A. Kshirsagar, who has provided us with invaluable financial advice throughout his tenure on the Board. As Mr. Kshirsagar retires from the Board, we extend our sincerest thanks for his support.

We take pleasure in welcoming Mr. Alok Kshirsagar, a Senior Partner at McKinsey, and look forward to his active participation.

We cannot forget to mention our association with friends and supporters in YP. Damodar and Sunita Bajaj have been supporting our staff welfare needs for the past 30 years. Prashant Rallabandi, has been a donor supporting YP for the past 15 years.. Amol Kaikini, Kishore Chaukar, Vikram & Nandini Kamdar, Suresh & Sudha Khatod, Kishore Mariwala, Kshirsagars, Paresh Sukthankar: these individuals have provided strength and support to our organization. JPMC, HSBC, Accenture, Nomura, PWC: The staff of these companies have been involved in volunteering and are appreciated for their participation.

Special mention of Time & Talents: they support the skilling of disadvantaged children of sex workers and LGBTQ

We acknowledge the personal involvement of the Trustees of Mukul Madhav Foundation- SEARCH & Cybage for their personal interest in collaboration with YP.

Once again, we extend our sincere thanks to all the individuals and organizations who have been instrumental in our journey. Your support and commitment have been vital to our success, and we look forward to continuing our fruitful collaborations in the future.

Name: Brijmohan Tandan

Location: At Post- Bilaspur Dist-Chattisgad

Course Name: Unarmed Security Guard

Brijmohan is 40-year-old who completed 12th education. He is living with his parents, spouse, and children. Before completing this course, his family's income source is farming. From farming his income is 2lakh per annum. He has joined a security job at another city but he didn't have the certificate which is needed for the job and future so he joined an unarmed security course at Yuva Parivartan and completed it successfully. Now he is earning 16000rs per month.

From saving money he opened a boutique for his wife also using it for the premium paying of Sukanya Yojna Insurance for his daughter.



Name: Bhagwat Basone

Location: At Post- Amgaon Dist- Nagpur

Course Name: Wireman

Bhagwat is a 34-year-old who completed his 10th education and is living with his parents, spouse, son, and daughter. His family income source is farming and he is working in the company and gets only Rs.6000/- monthly salary. After completing the course at Yuva Parivartan. Bhagwat is doing wiring and electrician work and earning Rs.20000/- per month. He is very much confident about his skill and taking orders for electric work from his village and nearby areas. He also helps in farm work for his family. He is also saving money to start a new business of electric, spare part material shop.

Name: Parmeshwar Gaikwad

Location: At Post-Haibatpur Tal Udgir Dist-Latur

Course Name: Helper Mason

Parmeshwar is a 39-year-old who completed primary education. He is living with his parents, spouse, Son, and daughter. His family's income source is farming and allied services. He joined the masonry course and completed it successfully. Before this course, he is earning only 400-500 daily but now his daily income is Rs.800/- daily. Currently, he is working as a construction/centering worker and earning RS.24,000/- per month. He has also purchased and rented 500 plates which are useful in construction/ centering work. He plans to increase the business and purchase more plates and give it on rent to others and to keep workers under him and guide them to increase the business of construction.

Name: Madhav Kodale

Location: At Post- Nagalgaon Tal: Udgir Dist- Latur

Course Name: Helper Mason

Madhav is a 35-year-old who completed primary education. He is living with his parents, spouse, and children. Before completing this course, he is working as a labor at the construction site and earned Rs.10000/- per month.

He is very happy after completing this course as he learned advanced knowledge of masonry work. Currently, he is earning Rs.15000/- to Rs.20000/- thousand per month as he is taking orders for construction work in his village and nearby areas. He is saving some money for his family's future, and children's education, and planned to invest in construction work material purchases. He also plans to develop the business at a higher level. He is also guiding others in doing the various courses available at Yuva Parivartan.

Success Stories - Struggles of Survivors

• **Rishi** is a 22-year-old boy who is of Nepali descent. He was very young when his mother was trafficked and brought to Mumbai, therefore he was in the custody of a shelter home. He had completed his 10th std. In 2020, the shelter home wanted to enroll him in 12th std. It was not possible to get him enrolled because of the pandemic. He was very passionate about cooking and wanted to make a career in the hospitality industry. He conveyed this to the shelter home and they got in touch with YP. He was enrolled in our YP Hospitality program. He attended 1-month of classroom training and completed 6 months of Industrial training from a five-star property in Mumbai suburban area. He worked in the Continental and Indian kitchen and after his training, he worked in a restaurant in Goa. Presently he is in Maharashtra and does events as head chef, and will be soon joining as a Chef in a cloud kitchen.

• Stories of Natasha & Ankita

She is a 21-year-old girl and is 8th Std passed. Natasha's elder sister is a trafficking survivor. Both Natasha and her elder sister are not staying with their mother as the mother is very abusive. Natasha's elder sister contacted us through the partner NGO, as she wanted our help to support Natasha. Natasha had faced a lot of hardships, but she wanted to be independent. Therefore, she enrolled in the hospitality program and attended the 1-month soft skill sessions at Yuva Parivartan. She has learned to do dusting, mopping, vacuuming, and making beds. She is happy and earning a stipend of Rs 8K in the facility department.

• Ankita

Ankita is an 18-year-old girl who grew up in the slums of Mumbai. Her mother was a sex worker in the red-light area of Kamathipura. Our partner NGO was supporting both of them. Ankita completed her 10th std and had given her 12th std exams. She wanted to support her mother financially. She attended our Hospitality Orientation session at partner NGO where she gained interest and wanted to learn more about the hotel industry. The training helped to boost her confidence. She is presently working in the same property as a Food Service Associate and aspires to be a manager one day and hopes to meet her favorite actor Shahrukh Khan

Stories of Courage & Determination

Kavita

A young enthusiastic, hardworking, and passionate girl from the backward area of Sangam Vihar, Delhi.

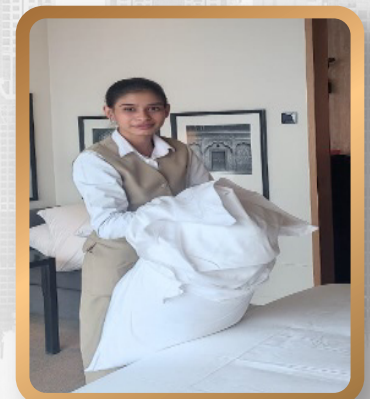
Her father works in a private company and bears expenses for a family of 5 members.

One day she came to know about Yuva Parivartan's Hospitality course and got enrolled herself in the program. She started attending classes and working on her personality. Her industrial journey started with training in Grand Hyatt-Gurgaon with the Housekeeping department. With a very brief knowledge of the industry and very confused about her future, she stood firm with her decision and did her best.

Since her Father was the only one to earn for the family, she started helping her family with the stipend she used to get from the training by only spending the travelling expenses.

Her hard work paid off and finally became an associate with the Grand Hyatt-Gurgaon.

Now she is working with Grand Hyatt-Gurgaon as a Housekeeping Associate with a salary of Rs 21000 and is able to bear her and her family's expenses.



Manisha

Manisha comes from a slum in Delhi. She faced a lot of problems with her career, as her father used to drink alcohol a lot and beat her. Not getting any support from their family, Manisha started to deal with her expenses on her own. She started working with a hotel as a receptionist and saved money for her future. Unfortunately, her father fell sick and she had to leave her job and take care of her father and her family and spent all her savings.

But her father didn't change, he keeps on abusing her. So, she left her home and got enrolled in the Hospitality program by Yuva Parivartan.

She started her journey with Hyatt Regency- Delhi in the kitchen department.

Got her skills nurtured in the kitchen department and currently working with Sassy Cocktail-Rajouri Garden as Commi-3, with a salary of Rs 18000.



Hospitality – Stories of determination and ambition

Kunal Bhuvad - Hospitality

Kunal faced financial challenges during the COVID Pandemic as his father was asked to stay at home due to the lockdown. During the pandemic, Kunal's grandmother contributed to the expenses (Rs. 5000) through her pension money which she used to get from the village.

Kunal wanted to do something so that he would be able to earn some money. He had a friend who was on the cruise line and working in F&B Service. Looking at his friend, Kunal gained interest to pursue a career in the hotel industry but he could not afford the fees to join a hotel management institute. Kunal got to know about our hospitality program through one of our community visits and enrolled for the same.

Kunal Bhuvad is a 20-year-old boy from Nalasopara. He has completed 12th Std. He stays with his parents and younger brother. His father works in a mill as a machine operator and his mother is a housewife. Kunal is presently doing an apprenticeship at Grand Hyatt. He wants to complete his apprenticeship in F&B service from Grand Hyatt and wishes to apply for Royal Caribbean Cruise.



“When my father had a stroke, I had to leave my training to be at the hospital to work after my father”. Once things were stable and Dad was discharged home, I requested the hotel to give me extended training, and they agreed and I rejoined Grand Hyatt”.

Siddhesh Salvi

Siddhesh is an 18-year-old boy from a suburb of Mumbai. He completed his 10th std and He stays with his mother and brother. His mother is working as a housemaid and his brother is pursuing his education. Siddhesh's mom faced many hardships as she had to support the family all by herself. Because of the financial struggle, Siddhesh did not consider pursuing further education, but he wanted to do something which would help him to pursue a career. His cousin who was already doing a hospitality program through Yuva Parivartan and told him about the program.

After my 1-month classroom training, Bhavani sir and Susanna ma'am prepared us for the interviews and scheduled my interview with JW Marriott Juhu and got selected and joined the property as an F&B service intern”

Siddhesh has completed his 2 months of Training in F&B service at JW Marriott, Juhu, and doing his apprenticeship there from the same property



Aspiration Success

Mohammad Nabeel Shaikh

Students ID – INGOA35

Batch-2022-23

Programme - S.H.A

Hotel- Grand Hyatt

Location – Bambolim, Goa

Mohammad Nabeel Shaikh is another student from Karwar, Karnataka. Lives with his parents & younger brother. His father is an auto driver & is the only earning person in his family.

Nabeel has only completed his SSLC but due to no financial support, he went to work as a helper in a metal fabrication shop in his native place.

Meanwhile, he came to know about YP training through previous year YP students who completed training & were working in hotels. He took time to adjust to a new environment and hotel culture, was also always scared to further his education, but he is so glad that he did this because now that he has overcome that fear and feels, now thinks as if he can accomplish anything and everything & say that he has matured in many ways.

Finally, after facing all challenges he has successfully completed training in the hotel & is now working as a Bakery & Pastry Associate at Grand Hyatt, Goa earning a good salary of Rs.22,000/- p.m.

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



Prajwal Takekar

Students ID – INGOA37

Batch-2022-23

Programme - S.H.A

Hotel- Grand Hyatt

Location – Bambolim, Goa

Prajwal belongs to a fisherman community living with his mother and 2 elder brothers in Karwar, Karnataka. His father passed away when Prajwal was a very small child, he hardly could complete his minimum education up to 10th standard. Also, his siblings are less educated so cannot get a job and family earning is from fishing only. There is no proper source of income for the family, as they are totally dependent on fishing.

He was looking to do something else other than fishing, he came to know about YP training program through pamphlets pasted in his area & called on the number mentioned on the pamphlets & joined the training. He chose housekeeping as his area of interest & learning, as his first preference was to quickly learn, get a job & start earning as soon as possible just to support his family.

Due to his responsible behavior & good work, he was appointed as supervisor & trainer to all new interns who join for training in the housekeeping area. After successfully completing training, Prajwal is now appointed as a housekeeping associate at Grand Hyatt Goa.

Present Status – Housekeeping Associate, Bambolim, Goa

Salary – 22,000/- per month



Successful Entrepreneur

1) Students Name: Dharmpal Shende

Location: At Post- Badegaon, Saoner Dist-Nagpur

Course Name: Dairy Farming

Dharmpal's story exemplifies how he transformed his family's farming and allied services income into a thriving dairy farming business. With only primary education, he lives with his parents, spouse, and children, and previously earned around Rs. 6,000-7,000 per month by selling milk from their domestic cows.

After completing a 7-day course, Dharmpal decided to invest in a 'Jersey Cow'. This decision marked a turning point in his business. He expanded his dairy farming activities, and currently, his cowshed houses 6 Jersey Cows, each capable of producing 5-7 liters of milk per session, 6 Domestic Cows (yielding 2-4 liters of milk), and 2 buffaloes (generating 3-5 liters of milk).

Dharmpal sells milk in his village and nearby areas, which has increased his customer base and income. His family members are supportive and happy about his progress in the business, contributing to its success.

Today, after deducting all expenses, Dharmpal's net profit ranges from Rs. 25,000 to Rs. 30,000 per month. He wisely saves this money for his children's education and pays LIC (Life Insurance Corporation) premiums, ensuring financial security for his family's future.

Dharmpal's achievements in dairy farming have also made him a guiding figure in his community. He assists others, such as Krishna Ghanghar, who now has two Jersey cows and one Jafrabadi cow and earns over Rs. 20,000 per month.

Overall, Dharmpal's journey serves as an inspiration to others, showcasing how determination, education, and the right investment can lead to success and empower individuals to uplift their families and communities

2) Students Name: Rajshri Gahane.

Location: At Post- Ghumghav Dist Nagpur

Course Name: Tailoring

Rajshri's story showcases her determination to enhance her skills and contribute to her family's income. At 34 years old and with a 10th-grade education, she resides with her joint family consisting of 11 members. Her husband is engaged in farming, and they also own a cloth shop.

Recognizing the importance of acquiring new skills, Rajshri decided to join a tailoring course offered by Yuva Parivratan (YP). Prior to completing the course, her family's income primarily came from farming and running the cloth shop.

After completing the tailoring course at YP, Rajshri gained proficiency in sewing and garment-making. She began taking orders for blouses, dresses, and other clothing items from her village and nearby areas. With her skills, she now earns a monthly income of Rs. 4,000 to Rs. 5,000. This additional income brings happiness to Rajshri, as she sees the value her newly acquired skills bring to her work in the cloth shop.

Looking ahead, Rajshri has plans to expand her business further. By taking more orders from customers, she aims to increase her income and provide better financial stability for her children and family.

Successful Entrepreneur

3) Students Name: Mahendra Choudhary-37 years

Location: At Post- Gondia. Dist Gondia

Course Name: Mason Work

Mahendra's story reflects his dedication to furthering his skills in masonry work. Prior to joining the Mason work course at Yuva Parivartan, he already possessed basic knowledge in this field, having learned from his father. His previous income ranged from Rs. 12,000 to Rs. 15,000 per month.

Motivated by his desire to expand his knowledge and expertise, Mahendra decided to enroll in the Mason work course. During the training, he acquired additional skills in tiling and design work, further enhancing his capabilities as a mason.

Empowered by his newfound knowledge, Mahendra not only applies his skills to his own work but also shares his expertise with other working youth in his community. He guides and trains them in masonry work, fostering a sense of collaboration and mentorship.

As a result of his continuous growth and dedication, Mahendra's business has flourished. He now has a team of six boys working under his guidance. This expansion has contributed to his increased monthly income, which now stands at around Rs. 30,000. From this income, he is able to save Rs. 12,000 per month.

Mahendra's future aspirations involve further expanding his business and striving for success in life. His ambition and dedication serve as driving forces for his continued growth in the masonry field.

4) Students Name: Shivanand Yesankar – 42 years old

Location: At Post- Dhotra Tal- Kalamb Dist-Yavatmal

Course Name: Goat Farming

Shivanand has successfully started his milk-selling business despite the setback with his goats. It's admirable that he has remained confident and positive-minded throughout the challenges he faced.

With his knowledge of goat farming, Shivanand can apply relevant techniques and practices to his dairy farming business, ensuring the well-being of his Jersey cows and buffaloes. By focusing on producing quality milk, he can attract more customers and expand his business further. Today, he has 2 jersey cows and 2 buffaloes and now makes a profit of Rs.1 Lakhs per year.

Shivanand's family is supportive of his endeavors. Their encouragement and assistance will undoubtedly contribute to the success of his business. It's also commendable that he prioritizes his family's well-being by utilizing his earnings for household expenses and his children's education.

By combining his knowledge, positive mindset, and determination, Shivanand has a promising future ahead in the dairy farming and potentially goat farming industry.

5) Students Name: Popat Kedar

Location: At Post- Alane Tal- Junnar Dist-Pune

Course Name: Poultry Farming

Popat lives with his mother, wife, and children. His family income source is farming and daily wage work done by his wife and mother. From farm and labor works his family gets 10000-12000rs monthly. He had completed a poultry farming course at YuvaParivartan. He learned how to take care of the poultry shed. What precautions are needed to run the poultry, daily care of food, and water for chicks and their immunization etc.

Now he and his two friends have taken poultry earned on rent for 2 years. There are 3000 chicks in the poultry farm. Rs.6000/- per month each in the beginning. Now they earned 13000-15000rs each for every month. Popat is saving the earned money in a bank account. He has planned to use the saved money to educate his children and also plans to start and develop his own poultry farm in the future.



Success Stories

Students Name: Dnyaneshwar Anil Gosavi – 31 years old

Location: At Post- Kalsuli, Tal-Kankvali Dist-Sindhudurg

Course Name: Wireman

Despite facing challenges in his family situation, he showed great determination and perseverance. Assisting his paralyzed mother, stepmother, and younger brother must have been quite challenging, but he managed to support them by helping his father, who was a licensed electrician.

After his father's passing, Dnyaneshwar continued to pursue his interest in electrical work and started assisting a field worker associated with the local electricity board. His hard work paid off, and he earned a monthly salary of Rs. 7,000. Recognizing his potential, a friend encouraged him to take a certified course with YP.

Completing the certified course proved to be a turning point for Dnyaneshwar's career. He was able to secure a job with the same company he had been assisting, but this time on a contract basis for one year. This opportunity allowed him to gain valuable experience and further develop his skills.

Today, Dnyaneshwar's dedication and commitment have paid off. He has a permanent job and has even received a confirmed promotion. His remarkable success has been acknowledged and appreciated by both his office and the villagers, who have felicitated him for his achievements.

As a result of his growth and progress, Dnyaneshwar's monthly income has increased significantly, and he now earns Rs. 16,000 per month. This financial stability not only benefits him personally but also enables him to continue supporting his family and providing for their well-being.

Dnyaneshwar's story is a testament to the power of determination, hard work, and the pursuit of education and training.

YP Entrepreneur

Name: Pooja Naik

Location: At Mhapsa Goa

Course Name: Cake Making

Pooja's story showcases her determination to start her own business and pursue her passion for cake making. She is a 10th-pass individual living with her husband and their 3-year-old son. Their family condition is very good, as her husband is a successful businessman in Goa. They own multiple shops in Goa that sell various materials appealing to both the local market and tourists.

During the Covid-19 pandemic, they decided to rent out two of their shops. This presented an opportunity for Pooja to explore her own business venture. With an interest in cake-making, she learned about YP courses through her sister-in-law and joined a Cake making course offered by YP in her mother's village, Kamoli.

Pooja was delighted with her experience at YP. She learned the art of cake making with precise measurements and received excellent guidance from her trainer. Equipped with her newly acquired skills, Pooja initially started giving cakes as gifts at birthday celebrations within her friend circle.

As her confidence grew, Pooja began taking orders from nearby areas. Her sister, who works at a Honda showroom, started placing cake orders for various functions held at the showroom, which further expanded Pooja's customer base. Additionally, she sells cakes in nearby areas, attracting more customers.

Pooja's cake-making business now generates a monthly income ranging from Rs. 8,000 to Rs. 10,000. She wisely saves the money earned in her son's name, ensuring a secure future for him.

Looking ahead, Pooja has planned to obtain a license for a cake shop. Her goal is to open her own cake shop in their rented space, but she plans to execute this plan when her son turns 5 years old, which is around 2 years from the present time.

Pooja's story demonstrates her entrepreneurial spirit and determination to pursue her passion despite limited formal education. Her decision to learn cake-making through YP courses, combined with her husband's support and her network of friends and family, has paved the way for her success. With careful planning and a vision for the future, Pooja aims to establish her own cake shop and further grow her business.

Success Stories

YP Entrepreneur

Vaishali Ghadigaonkar

Location: At Po Nandose Tal Malwan Dist: Sindhudurg.

Course Name: Masala (spice) Making

Vaishali's journey is truly inspiring. As a B.A. graduate, she lives with her husband, son, and mother-in-law, and their family condition is quite good. While her husband works as a primary school teacher and her son is studying in 12th grade science, Vaishali decided to pursue her passion for masala making.

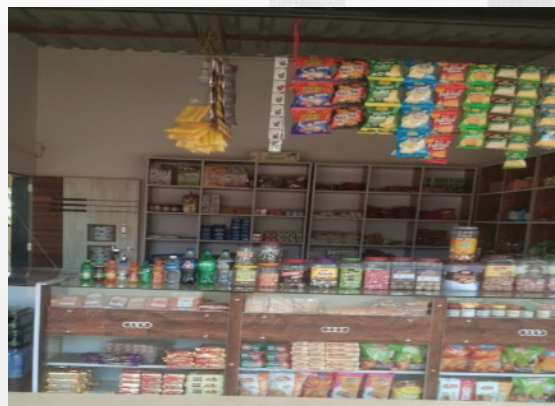
Since 2018, Vaishali has been making two types of masalas at home: Malwani and Fish Masala. However, in 2022, she took a spices-making course at YP where she learned a wide range of spice-making techniques. With the guidance of a trainer, she mastered the art of making 27 different types of spices.

Motivated to expand her business, Vaishali joined a Self-Help Group (SHG) to avail of loans for purchasing the necessary machines required for spice making. With the acquired machinery and equipment, she opened a small shop where she now sells six types of spices. To meet the growing demand and to increase production, Vaishali has employed five other women to help her in the spice-making process. Additionally, she has hired a girl to work in the shop and assist with customer service.

Vaishali has successfully built a brand for her spices, selling them under the name "Shivam Masale" at the local level. Her products have gained popularity not only among the locals but also among tourists.

While managing her business and ensuring its growth, Vaishali is also responsible for meeting various expenses. She pays wages to the working women, covers material expenses, takes care of her family's day-to-day expenses, and supports her son's education.

Vaishali's story exemplifies the spirit of entrepreneurship, determination, and continuous learning.



Success Stories

YP Entrepreneur

Sangita Palav – 12th pass

Location: Goa

Course Name: Cake Making

Sangita's journey reflects her determination to increase her income and explore new opportunities despite the challenges posed by the Covid-19 pandemic. She resides in a middle-class family with her husband, daughter, and son. Her husband is employed at Goa Police, while Sangita has been working in the tailoring field for the past 10 years, specializing in hand embroidery.

Prior to the pandemic, Sangita owned her own tailoring shop. However, due to the difficult circumstances caused by Covid-19, she had to close her shop. Undeterred, she decided to continue her tailoring work from home by taking orders for customized garments.

Seeking further avenues to generate income while working from home, Sangita explored various options. After discussing her ideas with her husband and receiving his support, she joined a cake-making class at YP. Completing the course successfully, she began practicing cake-making at home and advertised her newly acquired skills.

Initially, Sangita took 3-4 cake orders at reasonable rates, and the positive reactions from her customers boosted her confidence. From these orders, she earned around Rs. 3,500 to Rs. 4,000. This achievement brought joy and satisfaction to both Sangita and her husband, as they saw the potential for additional income.

As her cake-making business grows, Sangita has started saving Rs. 7,000 to Rs. 8,000 per month from her earnings. This financial stability contributes to the happiness and well-being of her family.

Sangita's story exemplifies her resilience and willingness to adapt in the face of adversity. Despite the challenges posed by the pandemic, she identified an opportunity to expand her skills and generate income from home. By combining her tailoring expertise with the newly acquired cake-making skills, she not only diversifies her income but also taps into a new market. Her commitment to saving a portion of her earnings demonstrates her foresight and determination to secure a better future for her family. Sangita's journey serves as an inspiration, highlighting the importance of being proactive and resourceful in finding opportunities for personal and financial growth.

YP Entrepreneur

Shraddha Dhuri

Location: At Po Shiroda Tal Vengurla, Dist: Sindhudurg

Course Name: Cake Making

Shraddha's journey showcases resilience and adaptability in the face of the Covid-19 pandemic. As a 30-year-old postgraduate in Commerce (M.Com), she resides in a middle-class family with her father, mother, and brother. Her father runs a business selling machines, while her mother is a housewife. Her brother, on the other hand, is employed at Kotak Mahindra Bank.

Due to the pandemic, Shraddha had to leave her job in Pune. Fortunately, her family members were supportive during this challenging time. About 15-20 days after leaving her job, she came across a pamphlet for YP courses on the WhatsApp status of a friend. Intrigued, she decided to enroll in a cake-making class at YP.

Completing the cake-making course boosted Shraddha's confidence significantly. Initially, she practiced making cakes at home and then took the initiative to advertise her cake-making services. With her newly acquired skills, she started receiving orders for cakes from various functions and nearby areas. Additionally, she began offering private cake-making classes at her home and in nearby locations.

Currently, Shraddha's monthly income ranges from Rs. 15,000 to Rs. 18,000. She utilizes this money to support her family's needs and cover her own expenses. Moreover, she wisely saves a portion of her earnings for future endeavors.

Income & Expenditure 22-23

SCHEDULE-VIII
[Vide Rule 17(1)]

Name of the Public Trust : **THE KHERWADI SOCIAL WELFARE ASSOCIATION**
Balance Sheet of the Public Trust as at 31st March, 2023

Reg. No. F - 419 (Bom)

FUNDS AND LIABILITIES	Sche dule	Amount Rs.	PROPERTY AND ASSETS	Sche dule	Amount Rs.
Trust Funds or Corpus :- Balance as per last Balance Sheet Adjustment during the year	I	55,45,544	Fixed Assets :- (At WDV) - Balance as per last Balance Sheet Additions during the year Less : Transfer from Capital Reserve Less : Sales during the year Depreciation for the year	V	2,92,24,759 43,82,522 (26,250) (41,20,376) 2,94,60,655
Other Earmarked Funds:- (Created under the provisions of the trust)	II		Investments :- (At Cost)	VI	5,31,58,991
Depreciation Fund Sinking Fund Reserve Fund Any Other Fund		5,60,63,447	Current Assets	VII	
Loans (Secured or unsecured) From trustee From others			Deposit (Assets) Sundry Debtors Advances Cash and Bank Balance		3,33,183 59,64,977 23,16,956 2,26,54,894
Liabilities :-	III	2,44,99,628			
Income and Expenditure Account -	IV	2,77,81,038			
Total		11,38,89,657	Total		11,38,89,657

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

As per our report of even date

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

Atul Shahade
Partner

Membership No. 035227
UDIN : 23035227BGWCGD9742

Place : Mumbai

Date : 29th June 2023



FOR KHERWADI SOCIAL WELFARE ASSOCIATION

Trustee
Mr. Kishor Kher

Trustee
Mrs. Mrinalini Kher

Trustee
Mr. Girish Pikale



Receipt & Payment 22-23

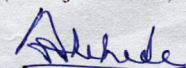
Kherwadi Social Welfare Association

Receipts and Payments account for the year ended 31st March, 2023 (Foreign Contribution)

Particulars	Amount Rs.	Amount Rs.
Opening Cash & Bank Balances		42,02,482
Receipts:		
Income from Operation :		
Grants & Donations Received	2,00,51,546	
Interest on Fixed deposit and Saving account	4,48,890	2,05,00,436
Investments :		
Fixed Deposit (Net)		1,25,00,000
Total Amount Rs.		3,72,02,918
Payments:		
Current Liabilities :		
Paid to Employees	2,15,95,573	
Paid to Sundry Creditors	79,24,360	2,95,19,933
Expenses :		
Bank Charges		10,304
Closing Bank Balance		76,72,681
Total Amount Rs.		3,72,02,918

As per our report of even date

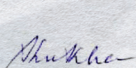
For Shahade & Associates
Chartered Accountants
(Firm Reg. No. 109840W)



Atul Shahade
Partner
Membership No. 035227

UDIN : 23035227BGWCGE4354
Date : 1st July 2023

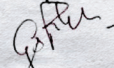
FOR KHERWADI SOCIAL WELFARE ASSOCIATION



Trustee
Mr. Kishor Kher



Trustee
Mrs. Mrinalini Kher



Trustee
Mr. Girish Pikale



Balance Sheet 22-23

SCHEDULE-IX
[Vide Rule 17 (1)]

Name of the Public Trust : **THE KHERWADI SOCIAL WELFARE ASSOCIATION**
Income and Expenditure Account of the Public Trust for the period ended 31st March, 2023

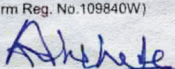
Reg. No. F - 419 (Bom)

EXPENDITURE	Sche dule	Amount Rs.	INCOME	Sche dule	Amount Rs.
To Expenditure in respect of properties			By Rent		
Rates, taxes, cess (Property Tax)		9,613			
Repairs and Maintenance		2,46,604	By Interest/ Dividend Income-	IX	33,30,550
Property Expenses Consultancy Fees			On Securities		
Insurance		16,301	On Loans		
Depreciation (by way of provision of adjustment)			On Bank Account		
Less: Adjustment against deferred income			By Donations in Cash or Kind	X	11,68,78,334
Other Expenses					
To Legal & Professional Expenses			By Income from other sources	XI	11,60,52,136
Legal Charges			(in details as far as possible)		
To Contribution and Fees			By Vocational Training Development Fund Utilised during the year		50,00,000
(paid to Public Administration Fund)					
To Depreciation		41,20,376			
Less: Adjustment against deferred income					
To Contribution to Charity Commissioner					
To Expenditure on Objects of the Trust-					
(A) Religious					
(B) Educational					
(C) Medical Relief					
(D) Relief of Poverty					
(E) Other Charitable Objects	VIII	23,66,30,398			
To Surplus C/O. to Balance Sheet		2,37,728	By Deficit C/O. to Balance Sheet		
Total		24,12,61,020	Total		24,12,61,020

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

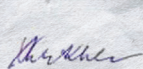

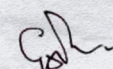
As per our report of even date

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



Atul Shahade
Partner
Membership No. 035227
UDIN : 23035227BGWCGD9742

Place : Mumbai
Date : 29th June 2023

FOR KHERWADI SOCIAL WELFARE ASSOCIATION

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







Kherwadi Social Welfare Association



Parishramalaya, Teen Bangla Road, Kherwadi, Bandra (E), Mumbai 400 051

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www.yuvaparivartan.org

