

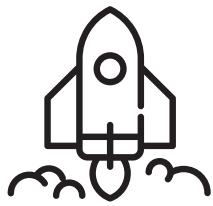


Kherwadi Social Welfare Association

**70<sup>th</sup> ANNUAL REPORT 2024-2025**

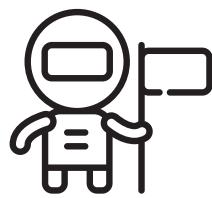
## LIVELIHOODS AT THE BASE OF THE PYRAMID FOR A VIKSIT BHARAT





## Vision

To create opportunities for school dropouts and underprivileged youth that would help them lead productive and socially useful lives.



## Mission

To give a second chance to the education-deprived youth through wage or self-employment.

## The Change Makers



“

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.

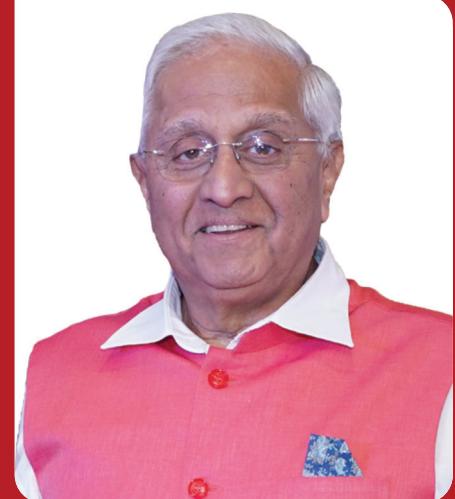
There is no doubt that rural life has improved. Whether in terms of connectivity, communication, electricity, or such parameters. The question that has always bothered me is whether rural life has improved as much as it should. There are three basic parameters in which rural life has not made adequate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

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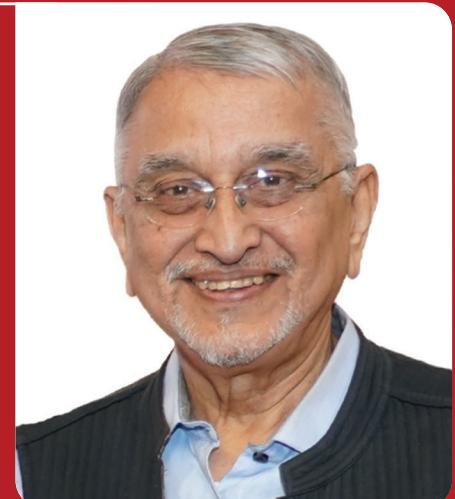
Dear Stakeholder,

YP was started twenty-seven years ago in 1998 to provide livelihoods for less educated deprived youth and dropouts in rural areas to give them a second chance to participate in the mainstream of the economy. The economy had started growing after liberalization in the early 90's.

Nearly 50% of the India population still lives in villages and has fewer opportunities for livelihoods than their urban counterparts hence deserve more assistance and a second chance to earn a decent living. It was with this aim that we decided to devote 80% of our effort to scale rural livelihoods and out of the annual skilling achievement of 1-1.5 lakh youth, we achieved a ratio 80:20 ratio in favour of rural livelihoods with 70% being gainfully self/wage employed. Very few NGOs in the social Sector have been able to achieve this scale in rural areas through an innovative model. Since decision makers among all Stakeholders, Governments, Industry, Media, Social Sector etc are urban based, a natural bias had crept in which required continuing internal course correction.

The year under review 2024-25 was one of reaffirmation of basic livelihoods model and Partnerships by revisiting and updating our internal disciplines and positioning ourselves for the KSWA centenary year of 2028-29. We were able to relaunch the urban part of the operations vertical with nearly 30K youth being skilled but the 1.2 lakhs rural youth component was not served due to a delay in course correction undertaken to restore the balance between rural and urban areas. The future will demonstrate the wisdom of this strategy.

There is satisfactory activity in the Farm based Integrated Rural Development Program (IRDP) and in the Hospitality and Rehabilitations communities verticals where the Heads are engaged in looking to scale up under the able guidance of our CEO Sunil Kumar Sharma. With sincere thanks to our Donors, Staff and Volunteers.



**KISHOR KHER**

President & Trustee

“

Shri Balasaheb, our revered founder, was a visionary who laid a solid foundation for community development in 1928, focusing on Education, Health, and Income Generation. His grandson, Kishor Kher, carried forward the mission of income generation with great passion. Starting from Kherwadi in Bandra East, a suburb of Mumbai, our ambitions soared, expanding across the city, the State of Maharashtra, and eventually reaching across the country – from Kashmir to Karnataka, and Rajasthan to the North Eastern states.

#### Why Did We Expand?

From 1998 to pre-COVID 2020, our work focused on reaching out to school dropouts – semi-literate, unskilled, and unemployable youth. Even today, in 2025, after empowering over 1.5 million youth, our Mission remains incomplete. The latest report, dated 31st August 2025, reveals a high dropout rate of 12% in Std IX and X. In actual numbers, this is shocking. The All India dropout rate remains between 30% – 40%.

Moreover: Youth form 50% of India's population. Many are youth at risk. There is a serious lack of awareness among citizens about the challenges youth face during their critical growing years. Currently, the huge segment of youth in India amounts to around 600 crore population, of which 80% – 85% do not complete school education.

#### The Reality They Face –

These dropouts face a bleak future. What is needed is proper guidance and knowledge of career options. There are opportunities in the Police, Armed Forces, and Service Industry, which require education up to the 10th or 12th standard.

Another path is self-employment, achievable through skill training and basic business knowledge. At the same time, these adolescents are vulnerable to serious risks:

Addictions such as mobile and substance abuse.

A life of crime, including human trafficking and quick-rich scams.

#### Our Solution

Counseling | Mentorship | Hand-holding support

These are key to guiding youth towards the right path. At KSWA & YP, we strongly believe that every individual deserves a second chance. We envision a future where every boy and girl in Bharat takes a positive step towards livelihood and dignity.

We invite you to join us in this important Mission.

Best Regards,

Mrinalini Kher

Hon. Secretary & Trustee



**MRINALINI KHER**

Hon. Secretary & Trustee

“

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

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

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



**SUNIL K. SHARMA**

ceo



## ORIGIN

In 1928, B.G. Kher, a young solicitor, encountered a marshy settlement near his Khar home where impoverished families endured sub-human conditions without water, sanitation, or healthcare. Moved by their plight, he initiated transformative work:

- Filled marshlands (now Bandra East and Bandra-Kurla Complex).
- Introduced infrastructure: Water supply, electricity, and roads.
- Founded institutions:
  - Leather Tanning Institute: **Bandra Government Polytechnic**
  - School: **Bandra East Municipal School**
  - Clinic: **Bandra East Government Hospital**
  - Cottage industries with Khadi & Village Industries Commission (KVIC) (soap, blankets, safety matches). The community named the area **Kherwadi**, formally registered as **Kherwadi Social Welfare Association (KSWA) in 1956**. His legacy was continued by grandson **Kishor Kher** and daughter-in-law **Mrinalini Kher**, who founded **Yuva Parivartan**.

## ORGANIZATIONAL EVOLUTION

### Phase 1: 1928–1951 – Direct Leadership under B.G. Kher

During his tenure as Premier of Bombay Presidency (1937–39) and First Chief Minister of Bombay State (1946–51), Kher:

- Personally taught children and arranged medical aid.
- Launched livelihood initiatives that became institutions.
- The safety match factory later birthed Yuva Parivartan's Livelihood Program.

### Phase 2: 1951–1987 – Continuity Amidst Transition

After Kher's death (1957), Secretary G.K. Rao and Professor V.B. Kamath sustained KSWA with support from freedom fighters. Key milestones:

- 1956: PM Jawaharlal Nehru inaugurated the Safety Match Unit, granting national recognition.
- KSWA formally registered under Societies Registration and Bombay Public Trust Acts.
- Santram Singh (former Kher associate) anchored community initiatives.
- The access road for Nehru's visit evolved into the Western Express Highway.

### Phase 3: 1988–Present – Renewed Commitment

B.G. Kher Centenary (1988), chaired by Vice President B.D. Jatti, reignited momentum:

- Rajiv Gandhi released a commemorative postal stamp.
- Community leaders installed Kher's statue at Nandadeep Garden.
- Kishor & Mrinalini Kher left corporate careers to dedicate themselves to KSWA, leading to Yuva Parivartan's launch (1998).
- 2003: President Dr. A.P.J. Abdul Kalam inaugurated Yuva Parivartan, attracting national attention.

### VISION AND MISSION

- **Vision:** To create opportunities for school dropouts and underprivileged youth that would help them lead productive and socially useful lives.
- **Mission:** To give a second chance to the education-deprived youth through wage or self-employment

### KEY MILESTONES

- **1928:** KSWA begins in Bandra East under B.G. Kher.
- **1955–56:** Formal registration; Prime Minister Nehru inaugurates Safety Match Unit.
- **1988:** Birth centenary celebrations renew focus on livelihoods.
- **1998:** Launch of Yuva Parivartan by Kishor and Mrinalini Kher.
- **2003:** President A.P.J. Abdul Kalam inaugurates YP nationally.
- **2010–2015:** Expansion across 18 states, reaching 1.5 lakh youth annually.
- **2020–2025:** Post-Covid consolidation to 8 states with focus on sustainability and course correction.
- **2026:** Onwards rollout nationally to be the biggest livelihoods training provider to deprived youth

### CORE PROGRAMS

#### Operations (Urban & Rural)

- Livelihood Development Centres (LDCs) in slums and towns 30k p.a.
- Mobile LDCs (MLDCs) conducting village-based skilling camps on scale 1.2 lakhs p.a.
- Over 10,000 skilling camps annually at peak, with strong livelihood support.
- To achieve 1,30,000 livelihoods during the current year.

#### Integrated Rural Development Program (IRDP)

- Focus on Skilling Agriculture, Water Management, Animal Husbandry, and Women Empowerment.
- Demo centres in S.C dominated areas of Wada, Gadchiroli, and Beed; projects include goatery, poultry, piggery, horticulture, water bunds, and women SHGs.
- Goal: 30,000 sustainable livelihoods in rural and tribal communities during the current year.

#### Partnerships:

With NGOs and small institutes to help them implement our Vision and Mission nationally. Currently covering a few thousand students it will become our flagship project in the next few years.

#### Hospitality & Rehabilitation Projects

- Launched 2010, placing slum youth in 4- and 5-star hotels.
- Expanded to fast food chains, cruise ships, and retail store placements.
- Impact: 3,000–5,000 livelihoods annually with 100% placement rates; beneficiaries include women, disabled youth, and LGBTQ+ communities.

## IMPACT SNAPSHOT

- 1.5 lakh youth trained annually at peak; currently 50% programs are self-sustaining. **A total of nearly 20 lakh or 2 million students since 2000.**
- 18 states covered; 10,000+ camps annually before Covid, now focused in 6 states.
- Rural farmbased projects improving incomes by ₹5,000 + per month, training 30,000 p.a.
- Hospitality vertical transformed the lives of over 40,000 youth.

## FUTURE DIRECTIONS

- Deepen rural engagement with IRDP targeting 30,000 livelihoods.
- Relaunch digital skilling platforms (Yuva Kaushal, Kamaii.org).
- Strengthen and scale Partnerships with NGOs and institutions.
- Continue focusing on self-sustaining, community-led growth.

## IN CONCLUSION

For nearly a century, the Kherwadi legacy has stood for service, dignity, and transformation. Through Yuva Parivartan, we continue to give youth a **second chance** - empowering them with skills, confidence, and sustainable livelihoods for a brighter future.

## KEY STATISTICS & LEGACY

Metric	Achievement
Annual Reach (Pre-COVID)	1,50,000 youth
Skilling Camps	10,000+ annually
States Served	18 (now 6 post-consolidation)
Self-sustainability	50% of operations
Hospitality Placements	3,000–4,000/year with 100% placement
Rural Impact	30,000 p.a. 80+ villages under IRDP in tribal division of Gadchiroli & Palghar

## ENDURING FOUNDATIONS:

*"They were the chief cooks and bottle washers!"*

— Ashok Advani (Blue Star) on Kishor & Mrinalini Kher's hands-on leadership.



# SKILL COURSES IN VILLAGES AND SLUMS

## OPERATIONS

Livelihoods through our Rural skilling camps and Urban centers



		PERFORMANCE			
LDC	13286			8919	LDC
MLDC	120882			13914	MLDC
PARTNERSHIP	22365			6108	PARTNERSHIP
<b>TOTAL</b>	<b>156533</b>	<b>2023-24</b>	<b>2024-25</b>	<b>28941</b>	<b>TOTAL</b>



## IMPACT SO FAR

Course correction- 9000 urban livelihood and 20,000 rural livelihoods achieved. Need to revert its restored emphasis on rural livelihoods on scale with strong operational disciplines.

Yuva Parivartan is deeply committed to transforming lives and fostering a self-reliant "Bharat" by providing vital skill development and livelihood opportunities, particularly for rural communities. This dedication extends to scaling impact through collaborations with partner organizations, creating sustainable pathways for self-employment, wage employment, and on-the-job training.



## CURRENT LANDSCAPE

The financial year 2024–25 was a period marked by **significant challenges, strategic shifts and reinforcing basic discipline** for Yuva Parivartan's operations. During this year, the organization concluded with a total of **28,941 enrolments** mainly in semi- urban for LDCs across various models of skill development, with 70% of these enrolments being connected to livelihoods. These operations spanned multiple states and were supported by a dedicated workforce of **312 employees**. The major job of 100,000 + rural camps was deferred to re-establishing rural focus in a more effective manner, and has since been redesigned into a robust, process-driven Rural and Urban Livelihood Centre structure. This transition aims to enhance operational focus and efficiency and is being implemented in phased rollouts to ensure a smooth transition and maximum impact.

### Enrolment Overview for FY 2024–25:

The total enrolment of 28,941 was distributed across different models and states:

### Strengthening Operational Strategies and Systems:

To ensure quality outcomes and enhance operational effectiveness, Yuva Parivartan implemented and strengthened several key strategies:

- **Performance Review Development System (PRDS):** This structured performance monitoring system was implemented for all field teams, focusing on process adherence tracking, regular reviews, and staff ranking for performance appraisal and growth.
- **Capacity Building:** Regular classroom and field training programs are continuously conducted to improve the capacity of the team.
- **Partnership Vertical:** Operations will establish a distinct Vertical for Partnership to further scale their impact.

## Skill Development & Urban Youth Empowerment

- **Locations:** Skill Development Project: 26 Centres across Maharashtra, Gujarat, Rajasthan, Delhi, Karnataka  
Skill for Urban Youth: 15 Centres across Maharashtra, Gujarat, Karnataka
- **Popular Courses:** Sales Associate, Tally/Account Executive, multiskill-combination of carpentry, Electrician welding, painting and masonry, Nursing Assistant, Data Entry Operator, Hospitality and FFC, BPO Backend Executive  
Basic & Advanced Computers, Tally/Account Executive, Retail/Sales Associates, Data Entry Operator, Food & Beverage Services, Digital Literacy, Financial Literacy
- **Age Group:** 18 to 30 years (Male & Female, Skill Development Project)  
18 to 35 years (Male & Female, Urban Youth Program; primarily marginalized youth, school dropouts, unemployed youth, and those from underdeveloped urban areas)
- **Objective:** Equip economically and socially disadvantaged youth with practical, market-relevant skills  
Enhance employability and livelihood opportunities with a special focus on empowering women  
Provide urban youth with industry-relevant training along with life skills, communication development, and financial literacy
- **Activities:** Counseling and career guidance sessions  
Exposure visits and guest lectures from industry professionals  
Practical, hands-on training in vocational courses  
Post-placement support to ensure job retention and stability
- **Impact:** Significantly enhanced employability and livelihood opportunities for disadvantaged youth  
Improved life skills, communication abilities, and confidence among participants  
Empowered women and youth to gain financial independence and dignity through sustainable employment



### Future Readiness

Looking ahead, Yuva Parivartan has set ambitious goals for FY 2025–26 as part of their YP 2.0 vision, showcasing a continued deep commitment to youth empowerment and inclusive development:

- Reach out to 1.5 lakh youth with skill development and livelihood opportunities restoring the traditional focus and rural youth.
- Serve 1.24 lakh beneficiaries in total.
- Significantly expand across both Rural and Urban regions for inclusive development. This includes the relaunch of Rural Livelihood Development Centres with a renewed rural focus, following successful pilot projects in Q4 FY 2024–25, and a target to launch 140 Rural Centres by September 2025. This expansion also involves strengthening community and stakeholder networks through active engagement.
- Enhance presence in states such as Rajasthan, Gujarat, Madhya Pradesh, Telangana, Delhi, and Karnataka, and also Tamil Nadu to establish a slot of 261 Rural and Urban centres

These strategic goals build upon a strong foundation and leverage a dedicated workforce to further Yuva Parivartan's mission of youth empowerment.

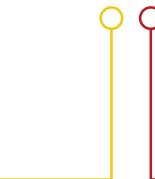
## INTEGRATED RURAL DEVELOPMENT PROGRAM

Farm based livelihoods through skilling, agriculture, water, animal husbandry, women empowerment



Rural Skilling	
Agriculture	1140
Animal Husbandry	802
Water	6041
Women Empowerment	804
<b>TOTAL</b>	<b>8787</b>

### PERFORMANCE



Rural Skilling	1498
Agriculture	252
Animal Husbandry	377
Water	3469
Women Empowerment	

**TOTAL**

## IMPACT SO FAR

Focus on farm based incomes through 5 pillars



Rural Skilling



Agriculture



Animal Husbandry



Water



Women Empowerment

The Integrated Rural Development Program (IRDP) by Yuva Parivartan aims for holistic rural transformation by focusing on the program enhances opportunities for improved income and self-reliance through training in areas like agriculture, livestock management, tailoring, masonry, and green jobs. Key initiatives include promoting eco-friendly farming, installing solar-powered water systems, creating "Positive Homes" for women, and encouraging reusable sanitary napkins, all contributing to multiple Sustainable Development Goals.



## CURRENT LANDSCAPE

In FY 2024-25, the IRDP demonstrated a quantifiable impact, directly supporting over 15,000 rural individuals with sustainable income opportunities:

- 80 villages covered.
- Over 15,000 farmers/youth trained.
- Over 150 women-led Self-Help Groups (SHGs) supported.
- 400+ animal units (Goat/Pig) distributed.
- 37 solar lift systems installed.
- Beneficiaries experienced an average monthly income enhancement by INR 3,500–INR 6,000.

Our Five Strategic Focus Areas in 2024–25 fostered economic independence, environmental sustainability, and social dignity in tribal and underserved regions:

- **Piggery Model –Gondia and Gadchiroli:** From Herd to Harvest of Hope "Start with 430 pigs – End with 4,823 possibilities." The Piggery Livelihood Model, active **since 2019** in the **tribal belts of Gondia and Gadchiroli, Maharashtra**, is a transformative initiative operating under the motto "**Start with 430 pigs – End with 4,823 possibilities**". This model equipped **86 farmer groups** (430 tribal farmers) with five high-yield White Yorkshire pigs each (four females + one male), **totaling 430 pigs**. Over just six years, this resulted in 4,823 piglets across the region, bringing the total pig population to 5,253 among landless and marginal farmers. These piglets form a self-replicating economic chain, passed on to new groups. Supported by hands-on training, veterinary care, and collective ownership through Joint Liability Groups (JLGs), the model is a dynamic income-generating avenue for tribal farmers, particularly women, due to short reproductive cycles, low input costs, and high market value. These pigs serve as agents of stability, improving nutrition, reducing debt, and fostering independence, resilience, and intergenerational change. The initiative is summarized as "**A revolving cycle: 86 farmer groups, 4,823 piglets, countless transformations**".
- **Revolving Goatery Model – Osmanabad:** Twenty women-led collectives received five high-yield Osmanabadi goats. Over 18 months and two breeding cycles, this yielded **320 new goat kids**, reaching **320+ families** through a "pass-on" model. Goat mortality was significantly reduced from 28% to 8% through Standard Operating Procedures (SOPs) and para-veterinary support. The initiative also empowered women with skills in animal care, breed management, fodder cultivation, and micro-entrepreneurship.
- **Multi-Skilling & Agri Practices:** Over **15,000 farmers, youth, and women** were trained in diverse skills, including organic farming, solar repair, tailoring, and vermicomposting. These trainings served as launchpads for self-employment, with women launching tailoring ventures and "Ma Ki Roti" tiffin kitchens in 49 districts across 7 states, providing an average monthly income of INR 3,500–INR 6,000 per SHG member. This focus built economic independence and social dignity beyond traditional farming.
- **Solar Lift Irrigation – Gadchiroli:** This initiative installed **37 solar-powered lift irrigation systems** across 27 tribal villages, irrigating **250 acres** and directly benefiting **370 farmers**. This enabled farmers to cultivate second and third crops, significantly improving food security and household incomes. It also led to collective annual fuel savings of over INR 2.19 lakhs and created new green jobs as local youth were trained as solar technicians.
- **Positive Homes + Waste Recycling:** Five Positive Homes were constructed using 39,500 recycled plastic bottles, serving as sanctuaries for 235 tribal women during menstruation. These structures, built by women ragpickers, transform waste into dignity and hygiene. Additionally, women from SHGs crafted 3,350 reusable sanitary napkin kits, integrating waste reduction, menstrual hygiene, and income generation. The success of these initiatives is supported by community-driven execution, SOP-based deployment using an IRDP Manual, and robust monitoring tools like mobile app reporting and MIS dashboards. Operations are concentrated in core states such as Maharashtra, Chhattisgarh, Gujarat, Odisha, and Uttar Pradesh, with intensive block operations in specific districts like Palghar, Gadchiroli, Osmanabad, and Gondia.



## Future Readiness

Yuva Parivartan aims for significant expansion and innovation:

- **Scale-Up Targets:** Dramatically expand IRDP village coverage from **80 to 500 villages** and train **40,000+ individuals**. Piggery and goatery verticals will be scaled to 100+ SHGs with climate-resilient breeds.
- **Digital & Innovation Push:** Pilot **AI crop planning, app-based farming modules**, digital SHG accounting tools, and explore **drone mapping** and soil testing.
- **New Livelihood Themes:** Introduce Multilayer Farming, Exotic Fruit & Vegetable Cultivation, and Herbal Based Health Enterprises, focusing on **climate-proof models** including solar, organic, permaculture, and precision farming techniques.



SUPPORT

INFORMATION

ADVICE

PROBLEM SOLVING

HELP

SERVICE

SOLUTION



One of the biggest growth drivers in the skills and livelihood sector is Partnerships (a more inclusive and suitable term than "Franchising"). However, since past pilots have not archived the desired result, It is being redesigned for launch in current year.

## Background

YP launched its Partnership model in 2012, and since then, it has undergone three major Pillars, each designed to address gaps and challenges identified during implementation.

## Target Partners

Small NGOs

Local technical/computer institutes

Educational institutions in semi-urban and rural areas

These entities are often resource-constrained, lacking the financial, manpower, and structural capacity to offer organized livelihood skilling programs. This is where YP's intervention through partnerships became crucial.

Currently under redevelopment for relaunch.

The highest-ever youth skilled under Partnership was 4000 in 2016-17



## PERFORMANCE

	2023-24	2024-25	
Hospitality	322	675	Hospitality
FFC	979	1572	FFC
Rehab	119	66	Rehab
<b>TOTAL</b>	<b>1420</b>	<b>2313</b>	<b>TOTAL</b>



## IMPACT SO FAR

### 4000 Livelihoods

**Yuva Parivartan's Hospitality Program** opens doors for **underprivileged youth** to build successful careers in the hospitality industry with **leading international hotel brands**. Graduates gain **stable employment in India** and often achieve **international exposure, including opportunities on luxury cruises**. The program has expanded its reach to new geographies, including north eastern like Manipur & Meghalaya, ensuring access to skill development in both urban and remote areas. Currently, it has a strong presence across **Maharashtra** (Mumbai, Thane, Pune), **Delhi NCR** (Delhi, Gurgaon), **Meghalaya, Manipur, Rajasthan** (Jaipur), **Goa, Karnataka** (Bengaluru Urban), and **Tamil Nadu** (Chennai). This expanded footprint demonstrates a commitment to inclusive skill development.



## CURRENT LANDSCAPE

### Fast-Food Chain (FFC) Program:

**Opportunities in QSR** Addressing the demand for skilled manpower in the Quick Service Restaurant (QSR) industry, Yuva Parivartan introduced the **Fast-Food Chain (FFC)** Program as a pilot in Mumbai. This program equips young adults, primarily **aged 18–24 years**, with industry-specific skills through **40 hours of focused training**, which includes **three days of practical sessions and 10 specialized QSR learning modules delivered via the Yuva Kaushal App**. Alongside technical skills, students undergo **Soch Ka Parivartan** modules to build essential soft skills for workplace readiness.

Students trained through this initiative have been placed with recognized industry names such as **McDonald's, KFC, Pizza Hut, Taco Bell, Burger King, Haldiram, and Wow Momos**. Many have also secured positions at premium locations like **Mumbai International T2 and Domestic T1 airports** with brands like Nando's, Subway, and KFC. The FFC Program creates immediate job opportunities and offers a stepping stone for growth within the fast-expanding QSR industry. It is currently operational in **Mumbai, Delhi, and Jaipur**, helping youth achieve sustainable livelihoods and financial independence.

### Rehabilitation Programs:

**Dignity & Reintegration** Yuva Parivartan's Rehabilitation Department works with some of the **most vulnerable sections of society**, offering skill-based training, counselling, and livelihood opportunities to help individuals regain dignity and reintegrate. These programs, run through partnerships with NGOs, shelters, and community organizations, focus on **survivors of trafficking, members of the LGBTQ community, and women from high-risk and marginalized backgrounds**.

## • Rehabilitation Work for Survivors of Trafficking:

In partnership with the **Global Fund to Eradicate Modern-Day Slavery (GFEMS)** and NGOs such as **Prerna, Jeevan Aadhar, and Bombay Teen Challenge**, Yuva Parivartan provides skill-based training to survivors. Collaborations with shelters like **Rescue Foundation and Ulhasnagar Shelter** under Project Kalki provide soft skills and vocational training. Survivors are trained in **beautician skills, digital marketing, computers, and hospitality**. We closely work with **over 25 organizations across Mumbai, Pune, and Delhi** to support their reintegration through vocational and life skills education.

## • Rehabilitation Work for the LGBTQ Community:

Focusing on supporting **transgender individuals** who face deep-rooted social stigma and employment barriers. The first project, initiated with **Kinnar Asmita Garima Greh** in Kalyan, trained **15 transgender women in tailoring and jewelry making**, including saree blouses, jabis, bangles, rings, and chains. This training creates alternative livelihood opportunities, reducing dependence on begging or sex work. Future plans include engaging **100 LGBTQ community members**, with the goal of linking at least half to sustainable livelihoods.

## • Women Rehabilitation Program

This program empowers women in high-risk areas like **Kamathipura, Turbhe, and Grant Road**, in partnership with NGOs like Prerna and AAWC. It conducts **Mehndi certification courses** for women in red-light districts, helping them build employable skills. Additionally, the program supports second-generation adolescents (children and relatives of commercial sex workers) by offering vocational training in **tailoring, basic computer courses, beautician services, and nursing**, helping to break cycles of exploitation and create new pathways for dignity and self-reliance.



## Future Readiness

**Our Target for 2025–26 – Scaling Impact, Empowering Lives Yuva Parivartan** aims to expand its reach and impact by creating sustainable livelihood opportunities for diverse and marginalized communities. For the coming year, the focus will be on scaling programs to empower underprivileged youth, vulnerable groups, and women in rehabilitation. The target is to benefit **over 4,000 individuals** directly from these initiatives:

### • SHA-funded Hotel placement:

Provide skill training and employment opportunities to over 550 youth.

### • Fast Food Chain Livelihoods:

Upskill and place more than 3,120 young adults with leading Quick Service Restaurant brands.

### • Transgender Community Assistance:

Support 100 members by linking them to dignified livelihood options.

### • Trafficking victims:

Rehabilitate and reintegrate 25 survivors through skill-based training and sustainable career pathways.

### • Women Rehabilitation Program:

Empower 40 women from high-risk and marginalized communities with vocational training for financial independence.

## PROGRAMS TARGET

FFC program

1000

SHA Funded

Trafficking victims  
in Livelihood program

100

Women Rehab  
Program

3000

Transgenders in  
Livelihood program

500

**TOTAL: 4000**



## IMPACT SO FAR

The Resource Mobilisation function plays a vital role in empowering YP's mission to serve underprivileged youth and create lasting impact. Based out of our Mumbai head office, our five-member team mobilizes resources across India for YP's key interventions: Livelihoods (Rural & Urban), Livelihoods - Hospitality and Rehabilitation, and Integrated Rural Development Programs (IRDP), apart from Retail fundraising. By securing critical funding, YP is able to expand its reach, increase program efficacy, and provide more comprehensive support to the marginalized youth and communities we serve. Since its inception, this function has been a strategic and structured process, driven by clear goals and financial targets.

### Our Foundation:

In the early years, our founder's corporate experience and connections enabled efficient access to funding, which supported the NGO's early success and laid a solid foundation. Prior to the Corporate Social Responsibility (CSR) policy in India, our early funding was philanthropy-driven by individual companies' values, allowing flexibility in choosing social initiatives. We are eternally grateful to donors like Kishore Mariwala, the Tobaccowala Foundation, Blue Star Ltd, among others, who supported us in laying this strong foundation.



## CURRENT LANDSCAPE

### Adapting to a Dynamic Landscape:

The landscape of CSR policy in India has undergone significant transformations since its inception in 2013. Post-Covid developments have seen an increased CSR spending, with a **53% increase from 2014 to 2022, totaling INR 1.53 lakh crore** spent on CSR initiatives. Companies are now more focused on addressing systemic issues like education, employment, and healthcare infrastructure, along with the growing importance of ESG (Environmental, Social, and Governance).

The Resource Mobilization function has continuously adapted to these shifting trends, emphasizing tangible social impact, transparent reporting, and strategic collaborations. Since FY 2023, we have successfully mobilized more than INR 45,00,00,000 of funds for implementing our core projects on Livelihoods. A major challenge has been funding of Rural livelihoods projects and we have assigned manpower specifically to raise funds for rural livelihoods through 10,000 camps rather than their being subsidized by other activities.

**This will now be our focus area for the next few years.**

Specifically, in FY 2024-25, we implemented projects worth **INR 16,25,00,000**. To streamline operations and enhance impact, YP migrated to "DonorSphere," a **Donor Management System**. This system helps manage all donor information on a single platform, increasing team efficiency by freeing up resources for high-value activities, ensuring data accuracy and consistency, and helping us achieve scale through data-driven decision-making.



### Future Readiness

### Leveraging Technology and AI

As we look to the future, Rural Livelihoods continue to be our core focus, driven by "The Bharat Story" which highlights strengthening demand in small towns and rural areas. We maintain our research-driven approach to monitor emerging trends, best practices, and shifts in the funding landscape to identify new opportunities for partnerships.

With AI continuing to transform industries, our department responsibly integrates this technological wave, while being fully aware of its strain on natural resources and intellectual property rights.

We utilize AI for adaptation (continuously feeding it data to generate relevant and customized insights), needs assessment (verifying on-ground assessments with global data), and data visualization (enhancing the pictorial representation or animation of our impact data and bringing nuance to our analysis).

We urge CSR companies to support us on capacity-building initiatives like infrastructure development and technology upgrades, as these will enhance our ability to deliver high-quality services. We look forward to bridging the resource gap, unlocking new opportunities, and transforming the lives of thousands of underprivileged youth, helping them break the cycle of poverty and unlock their full potential.

We take this opportunity to thank all our corporate and retail funders who have continued to support us through our journey.



HeyGen

loom

Copilot

guidde.

ChatGPT

VEED.IO

Gemini

perplexity

## IMPACT SO FAR

### Our Journey:

Recognizing the Need for Change Yuva Parivartan's growing outreach highlighted that manual processes were limiting our ability to scale and deliver impact efficiently. Fragmented data, delayed reporting, and operational silos hindered decision-making and slowed progress. We recognized that technology was the key enabler needed to evolve and truly empower change.

## CURRENT LANDSCAPE

Embracing Technology for Scalable Impact Today, Yuva Parivartan stands transformed through strategic partnerships, notably with the Koita Foundation and various tech collaborators. We have embedded purpose-fit digital solutions into our operations. Our flagship Journey to Livelihood (J2L) platform is now the backbone of our programs, streamlining the student lifecycle from registration to certification and beyond. With over 298 users actively contributing data, the system provides real-time dashboards and insights for informed decisions at every level.

Complementing J2L, we implemented:

- A Donor Management System, developed with SynergyConnect, for efficient project tracking and donor engagement.
- An Asset Management System, in partnership with Astral, bringing transparency and order to organizational assets.
- The Yuva Kaushal (YK) e-learning app, built with Rococo Consultant, which has empowered 455+ students to learn at their own pace, anytime, anywhere.

Internally, we have equipped our teams with future-ready skills. Through hands-on training in AI tools like ChatGPT, Google LM, Suno.AI, and HeyGen.AI, staff are becoming more agile, confident, and productive. These advancements are actively supported by our proactive IT Team, who provide regular training, daily support, real-time troubleshooting, and MIS insights.

## Future Readiness

As we look ahead, our focus remains on deepening impact and scaling sustainably. Planned initiatives include:

- WhatsApp API Integration for smarter, real-time engagement with students and leads.
- AI-Driven Functional Workflows, embedding intelligence into daily operations to automate tasks and enable predictive insights.
- A Centralized Help Desk, offering responsive, consistent tech support across the organization.
- A Project Management System to ensure transparency, accountability, and goal-based execution.

We envision a future where youth become self-learners, equipped with e-learning platforms and AI-powered tools to thrive in an ever-changing digital world. At Yuva Parivartan, we are building a culture of innovation, ownership, and collaboration by adopting digital platforms.



## IMPACT SO FAR

### Our Journey:

**From Manual Beginnings to Structured Systems** The Social Impact Department began by monitoring and improving programs through basic surveys, Excel, and PowerPoint, fostering a reflective culture but with limited depth. Gradually, systems became structured: telecallers collected feedback, structured pre/post-course and follow-up surveys were introduced, and Google Forms improved organization. Launching the call center was a milestone, creating a scalable impact monitoring framework despite early landline issues.

## CURRENT LANDSCAPE

**A Tech-Enabled, Insight-Driven Unit** Today, the department uses advanced tools for actionable insights. Cloud telephony, CRM systems, and GSM-based calling provide scalable outreach, while Zoho dashboards offer instant analytics on student experience and program metrics.

### • Seamless Digital Operations:

Cloud telephony, CRM systems, and GSM-based calling made outreach reliable and scalable.

### • Real-Time Data & Advanced Analytics:

Zoho dashboards now give field teams and management instant access to student experience, livelihood, and program data.

### • Holistic Survey Framework:

- Feedback surveys cover course quality, trainers, infrastructure, and motivation.
- Impact surveys evaluate livelihoods, income, savings, and confidence.
- Surveys are updated regularly to align with changing program goals.

### • Research and Market Alignment:

Research identifies placement trends and regional needs, while independent agencies validate insights for strategy and targeted expansion.

### • Impact on Program Strategy:

Insights shape curriculum, placements, and outreach, making programs industry-relevant and community-focused, enabling timely, effective action.

## Future Readiness

### The next phase aims to amplify growth by:

- Leveraging AI analytics and deeper research partnerships.
- Localizing surveys for regional insights.
- Enhancing real-time dashboards and mobile tools.
- Strengthening the feedback-to-action loop for continuous improvement.

By integrating data, research, and analytics, Yuva Parivartan ensures transparency, accountability, and evidence-driven results—driving lasting social and economic change.

## **IMPACT SO FAR**

At Yuva Parivartan, our communication efforts have always aimed to uplift, empower, and create meaningful change, telling stories of resilience, transformation, and hope. From the outset, we laid a foundation by closely listening to our students, teams, and partners, shaping narratives that reflected their challenges and triumphs, thereby building trust and strengthening our identity. These early efforts, capturing vocational journeys and the dedication of our field teams, became the crucial bridge between intention and impact.

## **CURRENT LANDSCAPE**

### **Living the Mission Every Day:**

**Our Present Impact** This year, we significantly amplified our vision, shining a brighter light on the dedication of our teams, the resilience of our students, and the unwavering support of our partners and communities. Our storytelling remained grounded in honesty, relatability, and tangible impact. We produced over 190 videos, from vocational tutorials to powerful student journeys and alumni achievements, which served as meaningful bridges between our programs and those who believe in them. These videos helped young people envision new futures, families understand the value of skilling, and inspired donors and employers to stay engaged.

Our digital community flourished, **reaching nearly two million people organically** and garnering **hundreds of thousands of video views**, fostering growing curiosity, recognition, and genuine connection. Beyond digital, our stories found wider audiences through **25 impactful media campaigns** and collaborations with five influencers. A new podcast initiative added depth to our outreach, bringing grassroots experiences to tens of thousands of listeners. The responses we received—young people seeking training, volunteers offering time, and partners stepping forward—reaffirmed that thoughtful storytelling inspires action, builds trust, and strengthens our mission's bond.

Behind the scenes, we seamlessly supported every department's goals, from donor reports and mobilization campaigns to staff celebrations and program updates, making every effort visible and meaningful. We created explainer videos and mobilization materials for rural communities for the IRDP and EDP programs, and celebrated staff milestones with HR, embedding a sense of shared purpose. While rapid digital changes, increasing content demands, and limited resources presented challenges, each became an opportunity to learn, evolve, and remain intentional in our communication.

## **Future Readiness**

### **Embracing What's Next:**

**Future Innovations** Looking ahead, we are at an exciting moment of transformation, with communication evolving rapidly through new tools and technologies. Our focus is on meaningfully integrating these innovations to strengthen our core work. In the coming year, we will intentionally leverage technology by integrating AI-supported writing tools for faster, more inclusive content creation, utilizing translation systems for multi-language accessibility, and adopting advanced video-editing solutions for greater efficiency. These tools will enable us to work smarter, adapt in real-time, and present our outcomes more clearly to all stakeholders.

Importantly, even as we embrace smarter systems, our core values of empathy, trust, and lived experience will remain unchanged. Technology will help us extend our reach, but it will never replace the human stories that are the heart of Yuva Parivartan. We carry forward our unwavering commitment: to give voice to every effort, ensure every story finds its listener, and inspire collective action for change.



**Total Organic Content Reach**

**5.4M**



**Total Followers**

**47868**



**Total Organic Video Views**

**2.3M**



## IMPACT SO FAR

### HR & Administration: Driving People, Process, and Purpose in FY 2024–25

Kherwadi Social Welfare Association's HR & Administration made significant strides in FY 2024–25, ensuring alignment between people, processes, and our mission. This year's efforts focused on strengthening talent, modernizing operations, and fostering an inclusive, resilient workplace to drive program impact.



## CURRENT LANDSCAPE

This year has been transformative, with several strategic advancements redefining the examination ecosystem:

### • Talent Strengthening:

168 new hires and 11 leadership roles were filled, with a focus on local leadership for effective program delivery.

### • Culture & Engagement:

Employee well-being and inclusion were promoted through organization-wide events, monthly recognitions, and policy updates such as translating workplace harassment policy and introducing a referral program.

### • Policy & Governance:

Key HR policies were revised, and awareness sessions helped institutionalize their adoption across teams.

### • Digital Transformation:

The new **HRMS** platform and digitized Performance Management System led to **100% appraisal completion**, reinforcing a feedback-oriented culture.

## Administrative Systems Supporting Scale & Sustainability

### • Facility Upgrades:

Renovations at Wada Training Center and Sonale Demo Farm House enhanced leadership and rural development capabilities.

### • Process Automation:

Launch of an automated asset management system enabled real-time tracking and improved compliance and legal closure rates.

### • Operational Support:

Logistics, event facilitation, and vendor management were strengthened for efficient field operations.

## Planned initiatives and challenges — combined

- Employee & internal satisfaction surveys — data-driven improvements to engagement, recognition, wellness, and policy updates.
- Structured recruitment, screening, induction and mentorship for new managers — reduce early attrition and speed up readiness.
- Rural talent pipelines and leadership development via Individual Development Plans (IDPs).
- Continued HR digitization, scalable performance tracking and strengthened performance frameworks — improve fairness, accountability, and reporting.
- Capability building — expanded learning programs aligned to evolving operational needs.
- Policy compliance — ongoing reviews and updates to ensure statutory and cultural alignment.



## IMPACT SO FAR

Yuva Parivartan's Counselling Department was founded to address **psychosocial challenges** among underprivileged youth, notably low self-esteem, anger issues, lack of guidance, and limited career awareness. Initial efforts centered on building confidence, emotional awareness, and preparing youth for dignified work. Early work included career fairs and prison projects, providing rehabilitation through counselling and training. Identifying gaps between training and placement, we created "**Soch Ka Parivartan**," a curriculum focused on **attitudinal change and life skills**, shifting counselling from individual to impactful group formats.



## CURRENT LANDSCAPE

Our ongoing mission is to **motivate, build confidence, and prepare students for sustainable livelihoods** by:

- **Enhancing communication** and expression in professional settings.
- **Fostering self-awareness** and **workplace readiness**.
- Connecting youth to information, driving change and employability.
- Providing **access to mental health programs** for all students.
- **Guest lectures** on addiction, anxiety, anger management, and depression.
- **Mental Health Week** activities to promote well-being and reduce stigma.

Current efforts focus on course-specific counselling, aligning guidance with each vocational program for better decisions and engagement.



## Future Readiness

As we look to the future, the Counselling Department aims to further personalize and scale its impact. Plans include:

- **Expand tailored counselling modules** across more courses for greater employability.
- **Scale digital counselling** to reach remote youth.
- **Make mental health a core pillar** in all YP programs.
- **Partner with experts, volunteers, and organizations** for innovative approaches.



### IMPACT SO FAR

**Our Journey** The Department of Examination and Certification has consistently worked to strengthen its processes, ensuring that **underprivileged and dropout students across India gain access to credible assessments**. In previous phases, tens of thousands of students successfully completed assessments, marking a significant milestone in our outreach. The introduction of the **Multiple-Choice Question (MCQ) format** brought a crucial shift towards enhancing the **objectivity and quality of evaluations**, ensuring fairer and more transparent assessments.

Furthermore, **high-security certificates with tamper-proof features** were introduced, reinforcing authenticity and trustworthiness for all stakeholders and laying a strong foundation for scalable, reliable, and secure certification pathways.



### CURRENT LANDSCAPE

This year has been transformative, with several strategic advancements redefining the examination ecosystem:

- **Online Examination Platform:**

A complete transition to a **fully digital platform** has significantly enhanced accessibility, especially for students in remote and rural areas, while optimizing operational costs and improving efficiency.

- **Secure Certification:**

The continued issuance of **QR-code embedded high-security certificates** has ensured greater document integrity and minimized risks of forgery.

- **System Integration:**

The examination portal is now **seamlessly integrated with internal systems**, enabling real-time scheduling, delivery, and tracking of exams, which has improved operational transparency and made the process faster for both students and administrators.

- **Online Verification:**

A **dedicated web portal for instant certificate verification** has been launched, making it easier for employers and institutions to validate the authenticity of student credentials instantly.

- **Strategic Affiliations:**

Partnerships with Navriti Technologies Pvt. Ltd. and Security Software & Solutions LLP have further **strengthened the department's technological backbone**, ensuring robust security and reliability at every stage of the process.



### Future Readiness

Looking ahead, the department is preparing to adopt next-generation technologies that will take examination security, accessibility, and analytics to a new level.

- **Biometric & Retina Authentication:**

Introducing retina scans and biometric logins to **eliminate impersonation and fraud**, ensuring the highest level of exam integrity.

- **Mobile Examination App:**

Launching a **mobile-based exam application** that allows students to take exams anytime, anywhere, increasing flexibility and convenience for learners from all backgrounds.

- **AI-Powered Analytics:**

Exploring the integration of **AI-driven analytics to enhance question paper design**, detect performance patterns, and automate result processing for faster turnaround and more insightful reporting.

With these innovations, the department aims to create a **secure, inclusive, and future-ready examination ecosystem**, empowering students while building greater trust with employers, educational institutions, and society at large.

## PERFORMANCE

Audit report date	23rd July, 2024	31st May, 2025	Audit report date
Interest income	59,03,986	83,90,899	Interest income
Donor Management	Manual	Implemented Software	Donor Management
Assets Management	Manual	Implemented Software	Assets Management

2023-24

2024-25



## IMPACT SO FAR

Our Journey From its inception, Yuva Parivartan's Accounts Department has been the backbone of financial discipline and operational efficiency. What began with traditional, manual practices has evolved into a robust, technology-enabled system, consistently enhancing financial reporting standards and ensuring strict statutory compliance. This proactive approach has been a key factor in maintaining credibility and attracting long-term support, building a reliable foundation that has inspired trust among donors, partners, and stakeholders for Yuva Parivartan's transformative work.



## CURRENT LANDSCAPE

Over the past year, the Accounts Department has achieved significant milestones that directly strengthen the organization's mission:

- **Accelerated Statutory Audit Completion:**

The audit closure has been advanced to the end of May for two consecutive years, ensuring more timely and accurate reporting for stakeholders.

- **Automated Asset Management:**

A shift from manual Excel records to a fully automated software system has enhanced transparency, enabling clear identification and categorization of all assets.

- **Enhanced Donor Agreement Management:**

Donor agreements, 80G certificates, and other critical documents are now digitized and stored on a donor management platform, streamlining audits, improving compliance, and enhancing responsiveness to donor inquiries. These initiatives have strengthened the financial backbone supporting key programs like the Integrated Rural Development Program (IRDP), the flagship hospitality initiative, and various skilling programs that connect participants to sustainable livelihoods. Through efficient fund allocation and robust financial systems, the department ensures programs serving diverse beneficiaries—from youth seeking hospitality careers to survivors of trafficking, women in rehabilitation, and members of the LGBTQ community—can scale, sustain, and report impact credibly.



## Future Readiness

Looking ahead, the Accounts Department is focused on deepening financial innovation while staying rooted in ethical stewardship. The next phase of our journey includes:

- **Maintaining and Strengthening Audit Timelines:**

Continuing the proactive practice of closing audits within May, ensuring consistent and timely financial reporting.

- **Deepening Donor Platform Utilization:**

Leveraging the donor management platform for advanced data insights, improved cash flow forecasting, and enhanced donor relationship management.

- **Enhancing Asset Traceability:**

Further refining the automated asset management system by tagging each asset to its specific source—whether foreign contributions, donor funds, or in-kind donations—ensuring even greater transparency.

While technology will help us adapt in real-time to financial requirements, our guiding principles remain unchanged—discipline, transparency, ethical practices, and accountability. By strengthening these systems, we will continue to provide the strong financial foundation that enables Yuva Parivartan to empower deprived youth with meaningful opportunities, connecting them to economically productive and socially valuable lives.



## ENTREPRENEURSHIP DEVELOPMENT INITIATIVE

In April 2024, under Direction and Guidance of Mrs. Mrinalini Kher, a Project to Promote Entrepreneurship was undertaken. As a first step to promote Entrepreneurship, a helpline was started to get feedback from LDCMs, Trainers, Operations and other Department Heads & various Students was taken to access the needs & scope.

Visiting various centers and interacting with students and other stakeholders, we were able to find out 10 groups of women Tailoring students @ 3 centers – Govandi, Koperkhariane and Bandra who were willing to start their own modest Tailoring business. From product costing and determine a better selling price; Profit & Loss analysis ; Digital/ Financial Literacy; Customer service, Product Presentation and Packaging, Negotiations and Networking, Data analysis to save on Expenses, Produce smartly and have a better cash flow.

Various industry experts were also roped into delivering lecture on specific areas as per need of the students and general management. Various field trips were conducted on how to approach people for networking, maintain and showcase product portfolios, secure orders etc. And then we decided to put out learnings to test mainly in two ways – Exhibitions for Jute and Cloth bags and individual tailoring assignment for Dresses, Saree and other Apparel. A great number of exhibitions were lined up at local bazaars, Ganesh Pandals, Corporates and other festive melas. As of now most of them are running their individual business where they earn Rs. 4000-5000 per month.

After this, Various EDP Batches (Typically of 12-15 session and one-on-one mentoring) were conducted for Beauty, Tailoring and LGBTQ+ community at Kandivali, Bandra, Bhandup and Masjid Bunder Center which too had decent response.

We truly believe that entrepreneurship can be developed into a full-fledged vertical in the organization!

### Key Achievements:

- Conducted 100+ Classes with customized content at various centers for diverse student groups.
- Nearly 20+ Exhibitions were conducted which fetched sales of nearly Rs 100,000
- By using various networks, multiple work orders were received and executed which also amounts between Rs 75000 – Rs 100000
- At least 50+ women have started their Personal Business and earning somewhere between Rs 3000 – Rs 5000/ month on an average with very few clocking into Rs 25000/ month.
- One-on-one Mentorship – Personally mentored 50+ students with nearly 300+ hours of mentorship – Imparting encouragement on Business related obstacles and Mental/Emotional/Social roadblocks
- Provided ONDC Training to 50 Women to start their online selling business.
- Vocational Skill i.e. Jewelry Making and Entrepreneurial Skills Development program were combined for LGBTQ+ community and a customized program was conceptualized and executed – 2 Batches of 25 students each were conducted – as a result few of them have started doing their own business of Jewellery, Tailoring and Mehendi



## KSWA COMMUNITY ACTIVITIES



### IMPACT SO FAR

The community activities are part of the services we provide to the locals of Kherwadi, Bandra East. Late Shri Balasaheb Kher came to the area then called Chamdewala-ki wadi, he started working to provide basic civic facilities to the population of over 100 families living here in unimaginable misery. He started with a nursery school – Balwadi, a dispensary and an income generating facility for the women. We continue with the Balwadi for the young toddlers of 2 ½ years to age 5 years with fresh meals, education and cultural program. Our Balwadi is 90 years.



The gymnasium was inaugurated in 1996 to attract the youth of Kherwadi. Today around 80 youth use the modernized centre.



The dental clinic started in 1995 faces its challenges with the growth of high-rises and infrastructure in Bandra East. With two lady dental consultants, we continue as long as the community needs our services. These activities is a bridge between KSWA and the community we serve.

## 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 2024-27. 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 10th September, 2024. The day-to-day management of KSWA Trust is handled by the President and Hon. Secretary. Yuva Parivartan is professionally managed by the CEO Mr. Milind Chitre and is assisted by a team of senior management a staff across several states, consultants, and volunteers. The President Mr. Kishor Kher & Hon. Secretary Mrs. Mrinalini Kher continue to guide and supervise the YP Movement.

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

## EXECUTIVE COUNCIL MEMBERS 2025-2027

The Executive Council meets four times a year, once in each quarter and the AGM was held on 10th September, 2024. 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. Sunil Sharma and is assisted by a team of senior management a staff across several states, consultants, and volunteers. The President Mr. Kishor Kher & Hon. Secretary Mrs. Mrinalini Kher continue to guide and supervise the YP Movement.

### EXECUTIVE COUNCIL

<b>Radheshyam Chauhan</b>	<b>Dinesh Asiwal</b>	<b>Dhiraj Sharma</b>	<b>Rameshwar Bagoria</b>
<b>Omprakash Chawla</b>	<b>Babulal Chetiwal</b>	<b>Ramswaroop Chetiwal</b>	

### SPECIAL INVITEES

<b>Badri Prasad</b>	<b>Pratap Bagdi</b>	<b>Kailash T. Bhilwara</b>
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Our CEO Mr. Milind Chitre, resigned on 30th November 2024 for personal reasons. We thank and acknowledge his contributions to Yuva Parivartan for 5 years. We extend our good wishes for his health and future endeavors.

We welcome Mr. Sunil Kumar Sharma as our CEO who has joined us on 1st December 2024. He joins us with considerable experience in corporate India in Marketing and sales with corporates like HUL, Coco Cola, M&M among others.

## ADVISORY BOARD MEMBERS

<b>R. Gopalkrishnan</b>	Chairman – Advisory Board, Former Director – Tata Sons
<b>Nagesh Alai</b>	Co-Founder & Director at Avananta Innovations, an Enterprise AI startup
<b>Anand Desai</b>	Managing Partner DSK Legal
<b>Dilip Chenoy</b>	Founder of DC Skills, Former MD, NSDC
<b>Alok Kshirsagar</b>	Senior Partner, McKinsey & Company
<b>Dr. Varun Nagaraj (SPJIMR)</b>	Dean, S. P. Jain Institute of Management and Research
<b>Srinath Narasimhan</b>	Fmr CEO Tata Trust
<b>Venkatadri Ranganathan</b>	COO, Tata Chemicals
<b>Suman Srivastav</b>	Founder, Marketing Unplugged & Former MD Euro RSCG
<b>Paresh Sukthankar</b>	Banker Ex. Dy. MD – HDFC Bank Ltd
<b>Sanjay Ubale</b>	IAS (Rtd) & Corporate Financial Advisor
<b>Dipti Pardeshi</b>	Country Director, Defeat-NCD India Foundation

## 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.

- 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. Kala Academy, Ravindra Natya Mandir, Prabhadevi-400 025

Kotak Mahindra Bank – Sant Dnyaneshwar Marg, Opp Gurunanak Hospital, Mumbai-400 051

HDFC BANK, Hallmark Business Plaza, Bandra East, Mumbai-400051

We welcome Ms. Dipti Pardeshi to the Advisory Board. Her rich and vast experience, national and international, will benefit YP in our mission. She has worked with WHO in Geneva as a Director, Chief of Mission with the UN Migration Agency, London. She has been the lead in IT projects at TCS Mumbai, Mahindra British Telecom, to mention a few. A multi-talented personality, we welcome Dipti to Yuva Parivartan.

The year 2024-25, we lost a very dear friend, guide and mentor, Mr. Kishore Mariwala passed away on 30th September 2024, of age-related illness, an early and continuing supporter of YP and was passionate about our Vision and Mission and started two centres in Jirhad /Alibaug.

We owe our sincere gratitude to Kishoreji for his support over the past two decades. We extend condolences to his family.

Also regret to announce the resignation of Mr. Ashwin Kalasapur from the Board due to work related priorities and thank him for his contributions.

## STAFF DETAILS AS ON 31ST MARCH 2025

Slabs for monthly Salary/Contractual Fees	Male	Female	Total
Less than 5000	0	0	0
5001 - 10000	17	46	63
10001 - 25000	51	76	127
25001 - 50000	31	13	44
50001 - 100000	10	9	19
100001 & Above	5	3	8
Total	114	147	261

Part Time Facilitators : **40 Male / 141 Female**

Cost of International Travel : NIL

Highest paid full time regular staff (March 2025) **Rs.42,00,000/-** Per Annum

Remuneration to Trustee, Board Members : NIL

Lowest paid full time regular staff (March 2025) **Rs.96,000/-** Per Annum

## RELATIONSHIP

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

## LIST OF DONORS FY 24-25

### List Of Corporate Partners

Alkem Foundation	Nirwan Monetary Services Pvt Ltd	Kalpataru Foundation
Alta Laboratories Ltd	Nomura Services (I) Pvt. Ltd.	Koita Foundation
Angel One Limited	Nomura Structured Finance Services Pvt. Ltd.	LBW (Australia)
Avendus Capital Private Limited	Online Giving Foundation	Ma Foundation
Bajaj Finserv Charitable Trust	Optimus Drugs Pvt Ltd	Mercer Consulting India Pvt Ltd
Bakebest Foods Pvt Ltd	Pricewaterhousecoopers (PWC) India Foundation	Mukul Madhav Foundation
Collective Good Foundation	Richard Oldfield	Nihchal Israni Foundation
CybageKhushboo Charitable Trust	Rotary Club of Powai Charitable Trust	The Tobaccowala Foundation
Evry India Pvt Ltd	Sambhav Foundation	Time & Talents
Excel Industries Ltd	Sanaksh Advisors LLP	TSL Foundation
Exponova Exhibitions & Conferences India Pvt Ltd	SBI Foundation	TVS Credit Services limited
Harris Brushes India Pvt Ltd	Soujanya Colours Pvt Ltd	UK Online Giving Foundation
HDB Financial Services Limited	Stock Holding Corporation of India Ltd	United Way of Chennai
HDFC Bank Limited	Sustainable Hospitality Alliance	United Way of Mumbai
Hexaware Technologies Limited	Swadi Charitable Trust	
Hi Tech Radiators Pvt. Ltd.	TeitoEvry India Pvt Ltd	
Indian Energy Exchange Limited	The Hongkong and Shanghai Banking Corp Ltd	
Inner Wheel Club of Bombay Charity Trust	The Nagarbail Salt Owners Coop Soc	

### List Of Retail Donors

Carol Piccaro	Charmaine Sequeira	Kishor Chaukar
Amol Kaikini	Navaz Boman Patuck	Rajyashree Jaiprakash Kagal
Umka Khanna	Veena Gidwani	

## SUCCESS STORIES

### Sandeep Chaudhary – From Security Guard to Successful Goat Farmer

My name is Sandeep Chaudhary. I come from Koshimbade village in Shahapur block, Thane district. Even after completing my graduation, I couldn't find a stable job. With my family depending on me, I started working as a security guard in Padgha. Every day, I travelled 30 km up and down and worked 12-hour shifts. I was doing my best, but there was no growth. I felt stuck and restless.

One day, the Yuva Parivartan team came to my village. Luckily, I was home after my night shift and attended their session. That's when I heard about their Goat Farming course. Something clicked.

I immediately enrolled, completed the training, and learned everything hands-on – from selecting good breeds to feeding, disease management, and how to earn better profits. With 10 female goats and 1 male, I started my own small goat farm. Within just a year, my herd grew to 50 goats, and today, I earn over ₹3 lakh annually.

I feel proud. I'm now self-reliant and have made my family proud too. All this happened because of Yuva Parivartan. I will always be grateful. You showed me a new path, and I walked it.

### Yogesh's Journey from Helper to Independent Plumber

My name is Yogesh Shinde, and I live in Murbad, Thane district. My family includes my parents and three sisters. My father worked as a farm labourer to support us, but money was always tight. I studied till Class 12, but due to financial pressure, I had to stop my education. To support my family, I started working as a helper in a company in Murbad MIDC. I earned just ₹8,000 a month—barely enough, and I felt stuck. I had the weight of my family's needs and my sister's wedding on my shoulders.

One day, the Yuva Parivartan team came to our village and held a youth meeting. They spoke about skill development courses. That's when I decided to enrol in their Plumbing and EDP (Entrepreneurship Development Programme) courses. I gave it my all—attended every class, practiced sincerely, and completed my plumbing training successfully. Soon after, I started working under a contractor, and within six months, I had learned all aspects of the trade.

Once I gained confidence, I began taking up plumbing work on my own. Today, I not only have steady work but also employ three other young boys. I now earn ₹35,000 to ₹40,000 a month. I'm proud to say I'm financially independent—and my family is finally secure and happy. Honestly, if Yuva Parivartan hadn't come into my life, I would probably still be working as a helper. Everything I've achieved today has been possible only because of them.

## Krushna's Journey from 5 Pigs to 2 Tractors

Back in 2022, Krushna Sheru Sarapa and four fellow farmers from Mehatakheda, Gondia, started a humble piggery unit with just 5 pigs. With technical guidance from Yuva Parivartan and a revolving grant from Volkart Foundation, they turned local waste into wealth—collecting leftover food from a hostel, reusing water from a nearby pond, and building low-cost shelters.

Their resourcefulness paid off. Within three years, the group scaled up to over 50 pigs and earned enough to buy two tractors worth ₹15 lakh. Today, Krushna isn't just a successful livestock farmer—he's become a mentor in his village, helping others enter the piggery trade and build better futures.

## From Uncertainty to Confidence: Shilottar's Fodder Success

In 2019, Yuva Parivartan introduced maize fodder cultivation to Shilottar village in Wada, Palghar—a practice unfamiliar to the farmers. What started with hesitation soon turned into hope when the first harvest delivered strong yields and steady income through sales to Govardhan Goshala. Encouraged by the results, farmers adopted the practice wholeheartedly. Today, fodder cultivation has grown into a thriving commercial activity, with traders now coming directly to the village. The farmers of Shilottar have moved from doubt to determination, building a reliable livelihood and proving how one small step can transform an entire community.

## From Mumbai Shores to European Seas: Nikhil Mane

After joining Yuva Parivartan's Hotel Management program in 2018, Nikhil worked his way up through Trident Nariman Point, Four Seasons, and St. Regis Mumbai. His dedication paid off—today he sails across Europe with Costa Tostana cruise liner, earning \$1125 per month.

From classroom training to global horizons, Nikhil's story reflects how skills create life-changing journeys.

## From Sindhudurg to the Shores of Mexico: Gauresh Gawas

Hailing from a small family in Sindhudurg, Gauresh joined Yuva Parivartan's Hotel Management course in 2021. After training at Ginger Hotel and apprenticing at Le Meridien Goa, he now works with Carnival Radiance cruise ship in Los Angeles, sailing to Mexico and earning \$850 per month.

Gauresh's journey shows that with the right skills, even a modest beginning can lead to a global career.

We are happy to announce another development. The Marriott Foundation has organized a three years training for eligible girls under Project Pranita. They selected students will work and study in a Five-star Marriott property. Fifty Students are currently in Marriott properties of Mumbai, Pune, Goa, Delhi, Jaipur, Nashik, Mahabaleshwar.

## ACKNOWLEDGEMENT

Today, as we celebrate the 27th year of Yuva Parivartan and the 97th year of Kherwadi Social Welfare Association, we acknowledge the support and trust in our efforts by all those closely associated with KSWA and YP over the years.

We have been truly fortunate as Chairman and Members of the Advisory Board have been our strongest support. Chairman R. Gopalakrishnan and the entire board have been pillars of strength, generously offering their time and expertise to our CEO and department heads. We are deeply thankful for their invaluable involvement.

A special mention goes to Advisor Anand Desai & DSK Legal for their legal services and guidance in matters like Trademark registration.

We gratefully acknowledge the contribution of our corporate donors, Foundations and Volunteers like HSBC, Nomura, Angel One, Cybage Kushboo, Bajaj Finserv, HDFC Ltd, Tobaccowala Foundation, HDBFS, Mukul Madhav Foundation, Time and Talent Club, Koita Foundation, The Inner Wheel Club of Bombay, Rotary Club of Bombay Powai to name a few who have played a significant role in sustaining our efforts. The Volunteering efforts put in by corporate CSR teams like Accenture, Nomura, Angel One are very valuable to an NGO like us.

We at YP sincerely appreciate and are grateful for the valuable inputs shared during the workshop for Senior Management conducted by Prof. Hrishikesh Bhattacharyya and his wife, Avanti Bhattacharyya, from the Ross School of Business, University of Michigan, USA.

We are sincerely grateful to individual donors whose contributions are valuable. Thank you, Mr. Paresh Sukhthankar, Mrs. Meenal Kshirsagar, Kishore Chauhan, Amol Kaikini, Navaz Patuck and Uma Khanna.

We wish to thank all our Partner NGO who work with us to support our mission namely SHA (Sustainability Hospitality Alliance) Hyatt Foundation, all the shelter destitute homes government and non-government, the Educational Institutes like SP Jain College of Management, N.M. Institute of Management Studies, colleges like SNDT, Nirmala Niketan, Chetna Institute and College, N.L. Dalmia Institute and several others who sent their MBA graduate students for work experience.

We must mention M/s. Atul Shahade & Co our auditors and Mr. Sandeep Shrikhande for helping KSWA fulfil its compliances.

We acknowledge the contribution of teachers and staff working diligently at our centres, spread across Bharat. We thank friends of Yuva Parivartan and Kherwadi Social Welfare Association for their valuable support.

## ACCOUNTS

### SCHEDULE-VIII

[Vide Rule 17(1)]

Name of the Public Trust : THE KHERWADI SOCIAL WELFARE ASSOCIATION

Reg. No. F - 419 (Bom)

Balance Sheet of the Public Trust as at 31<sup>st</sup> March,2025

FUNDS AND LIABILITIES	Schedule	Amount Rs.	PROPERTY AND ASSETS	Schedule	Amount Rs.	Amount Rs.
<b>Trust Funds or Corpus :-</b> Balance as per last Balance Sheet Adjustment during the year	I	3,55,45,544	<b>Fixed Assets :- (At WDV) -</b> Balance as per last Balance Sheet Additions during the year Less : Sales during the year Depreciation for the year	V	3,04,71,006 1,17,70,293 12,65,161 49,30,833	
<b>Other Earmarked Funds:-</b> (Created under the provisions of the trust deed or scheme or out of the Income)  Depreciation Fund Sinking Fund Reserve Fund Any Other Fund	II	8,85,63,447	<b>Investments :- (At Cost)</b>	VI		3,60,45,305  11,07,08,991
<b>Liabilities :-</b>	III	1,32,81,111	<b>Current Assets :-</b>	VII	2,47,183 89,40,847 1,03,65,923	
<b>Income and Expenditure Account :-</b>	IV	2,89,18,147	Deposit (Assets) Advances Cash and Bank Balance			1,95,53,953
<b>Total</b>		<b>16,63,08,249</b>	<b>Total</b>			<b>16,63,08,249</b>

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

*As per our report of even date*

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

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



Atul Shahade  
Partner  
Membership No.035227  
UDIN : 25035227BMNSCQ9556

Place :Mumbai  
Date : 31<sup>st</sup> May 2025



FOR KHERWADI SOCIAL WELFARE ASSOCIATION

Trustee  
Mr. Kishor Kher

  
Trustee  
Mrs. Mrinalini Kher

  
Trustee  
Mr. Girish Pikale

[Vide Rule 17 (1)]

Name of the Public Trust : THE KHERWADI SOCIAL WELFARE ASSOCIATION

Reg. No. F - 419 (Bom)

Income and Expenditure Account of the Public Trust for the period ended 31<sup>st</sup> March,2025

EXPENDITURE	Schedule	Amount Rs.	INCOME	Schedule	Amount Rs.
To <b>Expenditure in respect of properties</b> Rates, taxes, cess (Property Tax) Repairs and Maintenance Property Expenses Consultancy Fees Insurance Depreciation (by way of provision of adjustment) Less: Adjustment against deferred income Other Expenses		48,377 6,85,043 - 16,506	By Rent By Interest/ Dividend Income- On Securities On Loans On Bank Account By Donations in Cash or Kind	IX	83,90,899 17,22,19,011
To <b>Legal &amp; Professional Expenses</b> Legal Charges		-	By Income from other sources (in details as far as possible)	XI	3,33,52,098
To <b>Contribution and Fees</b> (paid to Public Administration Fund)		-			
To <b>Depreciation</b> Less: Adjustment against deferred income		49,30,833			
To <b>Contribution to Charity Commissioner</b>		-			
To <b>Expenditure on Objects of the Trust-</b> (A) Religious (B) Educational (C) Medical Relief (D) Relief of Poverty (E) Other Charitable Objects	VIII	17,15,44,090			
To <b>Transfer to Vocational Training Development Fund</b>		50,00,000			
To <b>Transfer to Corpus Fund</b>		3,00,00,000			
To <b>Transfer to Building Fund</b>		10,00,000			
To <b>Surplus C/O. to Balance Sheet</b>		7,37,159	By Deficit C/O. to Balance Sheet		
<b>Total</b>		<b>21,39,62,008</b>	<b>Total</b>		<b>21,39,62,008</b>

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 : 25035227BMNSCQ9556

Place :Mumbai  
Date : 31<sup>st</sup> May 2025



**FOR KHERWADI SOCIAL WELFARE ASSOCIATION**



Trustee  
Mr. Kishor Kher

Trustee  
Mrs. Mrinalini Kher

Trustee  
Mr. Girish Pikale





## Kherwadi Social Welfare Association

Receipts and Payments account for the year ended 31st March, 2025 (Foreign Contribution)

Particulars	Amount Rs.	Amount Rs.
<b>Opening Cash &amp; Bank Balances</b>		<b>1,27,31,131</b>
<b>Receipts:</b>		
<b>Income from Operation :</b>		
Grants & Donations Received	1,53,06,116	
Interest on Fixed deposit and Saving account	7,60,992	1,60,67,108
<b>Total Amount Rs.</b>		<b>2,87,98,240</b>
<b>Payments:</b>		
<b>Investments :</b>		
Fixed Deposit (Net)		50,00,000
<b>Current Liabilities :</b>		
Paid to Employees	1,32,85,491	
Paid to Sundry Creditors	51,32,016	1,84,17,507
<b>Expenses :</b>		
Bank Charges	10,119	
Staff Welfare Expenses	11,000	
Office & Sundry Expenses	61,441	
Stipends to Students	11,10,174	11,92,734
<b>Closing Bank Balance</b>		<b>41,87,998</b>
<b>Total Amount Rs.</b>		<b>2,87,98,240</b>

As per our report of even date

For Shahade & Associates

Chartered Accountants

(Firm Reg. No. 109840W)



Atul Shahade

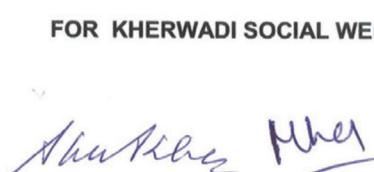
Partner

Membership No. 035227

UDIN : 25035227BMNSCU2244



FOR KHERWADI SOCIAL WELFARE ASSOCIATION

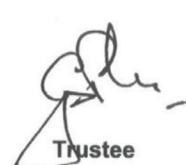


Trustee

Mr. Kishor Kher

Trustee

Mrs. Mrinalini Kher



Trustee

Mr. Girish Pikale



Place : Mumbai

Date : 10th June 2025



K S W A ' S

# YUVA<sup>®</sup> PARIVARTAN

A C A D E M Y

GIVING YOUTH A SECOND CHANCE

**Kherwadi Social Welfare Association**

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

+91 88281 70103 +91 88280 59189

[www.yuvaparivartan.org](http://www.yuvaparivartan.org)