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Thanks To 18
When you see someone putting on his Big Boots, you can be pretty sure that an Adventure is going to happen.”
– Winnie-the-Pooh, A.A. Milne

We all wore our Big Boots and what a ride it has been over the past 12 months. All of us – the team, our supporters and well wishers, and most importantly all our youth who make our hearts burst with pride; we all wore those boots and marched ahead.

What was but an idea in our heads, with little pieces put to test the previous year, suddenly became a coherent model that made us look at the problem of youth employability anew. We looked at the 2 out of every 10 youth who were unemployed in our city a little bit differently. We helped them first look at themselves, dialogue with their parents and care givers, facilitated career thinking and moved the talk away from jobs. They participated whole heartedly – every 3 month module was an enjoyable and eye opening ride for the youth and the trainer alike. They were linked to career options of their choice, and were also linked to responsible and caring mentors who helped them negotiate their first year at work. We now have film makers and bankers, beauticians and baristas, community workers and customer service associates – all very proud to be earning and standing on their own two feet.

Our supporters took their boots seriously too. Our partners trusted the teams’ ability to deliver – Masoom Education, Aangan Trust, CCDF, Forbes Marshall, Tata Power, SNEHA, all believed in the strength of the model and the team to deliver. Our donors ran the extra mile to support us – quite literally. So many marathoners and children went out of their way to put their faith in a model that could be a solution to open employability avenues for disadvantaged youth.

We grew. 1700+ youth across 3 cities and 11 communities. 89% linked to opportunities of their choice. Yet, we know it is but the tip of the iceberg. We now have the systems and processes in place and being tightened to gear for another year of growth.

And we want to say Thank You. For the support, the patience and the faith.

We look forward to another impactful year where our youth explore even more exciting career options and become self reliant enough to make responsible choices. Choices that would shape the rest of their lives for the better.

Warm Regards,
Priya

Priya Agarwal

**FOUNDER’S NOTE**

“When you see someone putting on his Big Boots, you can be pretty sure that an Adventure is going to happen.”
– Winnie-the-Pooh, A.A. Milne

We all wore our Big Boots and what a ride it has been over the past 12 months. All of us – the team, our supporters and well wishers, and most importantly all our youth who make our hearts burst with pride; we all wore those boots and marched ahead.

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Warm Regards,
Priya
THE PROBLEM OF UNEMPLOYMENT

19% Of India’s population is between 15 and 24 years of age. That is a staggering 23.75 crore young people. Close to half of them do not complete high school. 49.6 million of them are unemployed and waiting to enter the world of work.

This inability to source decent employment opportunities forces youth to take up self-employment and low paid contractual jobs with deplorable working conditions. More than 93% of this young workforce is employed in the informal sector.

What happens to unemployed youth?

1 in every 10 indulges in delinquent behavior
30% work in exploitative casual labour
20% are employed as petty hawkers
47% of girls are married before 18 years of age
20% of girls are pregnant before the age of 21
55,000 youth per day get into substance addiction

ABOUT ANTAGRANG

Through two focused programs, Antarang Foundation works to bridge the employability gap for disadvantaged youth in the 15 – 24 year age group by teaching basic work skills and linking them to career opportunities.

Antarang counsels students on careers best suited to them, trains them in core work skills and connects them to career opportunities. All of this is done through community based training centres. After completing the courses, students are placed in hospitality, retail, fashion, beauty and wellness, media, and other sectors, based on the choice of the students.

Our programs –

CareeReady – a career readiness and employability skills training program for youth in the age group of 17 to 25 years, conducted in low income communities in Mumbai and Varanasi
JobReady – a career guidance program for students in the 14 to 21 year age group, in Night schools and Colleges in Mumbai

Youth still in school and between the ages of 14 and 17 years are eligible for the JobReady program. The CareeReady program is for 17-24 year olds with or without formal education.
We envision a world where every young person is **passionately**, **productively** and **positively** engaged in a **vocation** of their **choice**.
The Job Ready Career Planning Program is aimed at youth between the ages of 14 and 21 years who are currently enrolled in night schools and colleges.

It spans 15 hours delivered as 5 sessions aimed at developing the student’s self-awareness, exposing them to career options and helping them arrive at career plans. The students are then counseled one on one with a detailed counseling report that is developed for each one of them.

JobReady fills an existing need in government and low income schools of career guidance. According to a FICCI 2014 report, 80.24% of students in class 9 and 10 in government schools have never attended any career counseling program.
The CareeReady Program is a 15 month employability skills training program conducted for youth at risk in vulnerable communities. Youth are identified through partner organizations that work on the ground, trained, placed in careers of their choice and mentored for a minimum period of 1 year.

The course equips students with self awareness, career awareness, work ethics and work skills, basic spoken English and computer literacy, and basic financial literacy.

After completing the course, students are provided career linkages through job placements, vocational training and education, and mentor support.

**CAREEREADY MODEL**

- **IDENTIFY YOUTH AT RISK**
  - In vulnerable communities

- **CAREEREADY JOB READINESS PROGRAM**
  - Basic spoken English, computer literacy, basic financial literacy, career planning

- **LINKAGES WITH JOB OPPORTUNITIES**
  - Job placements, vocational training and education, mentor support
ANTARANG’S FOOTPRINT

MUMBAI, MAHARASHTRA

Dahisar
Ghatkopar
Dharavi
Govandi
Wadala
Mahalaxmi
Reay road
Cuffe Parade

VARANASI
3 centres

MUMBAI
15 centres

PUNE
2 groups

3 cities

Indicates an Antarang centre

*Map not to scale
Antarang’s Growth

Growth is never by chance - it is a result of many forces working together. Antarang has grown significantly in the year - we reached out to more young people, we added centres, we welcomed many more into our team, we gained more supporters, we oriented many more mentors and we helped a lot more students to find the careers of their choice. The depth of the programs grew as well - we now have more structured tools and training programs for our trainers.

- 2012: 2 pilot batches
- 2013: 1000+ students, 3 batches CareeReady
- 2014: 1500+ students, 17 batches CareeReady
- 2015: 1650 students, 39 batches CareeReady
**MILESTONES 2014-2015**

**JOBREADY PROGRAM**
24 schools, colleges and institutions
1152 students counseled on their career paths

**CAREEREADY PROGRAM**

- **435** students reached
- **76%** graduates linked to careers of choice
- **17** centers in India
- **70** exposure visits
- **50** expert speakers
- **1720** total hours of instruction

Girls:
- **95** graduated from program
- **199** reached
- **50%** graduated from program

Boys:
- **85** graduated from program
- **219** reached
- **39%** graduated from program
STUDENTS SPEAK

Antarang has taught me that I can dream.

Going on stage to collect my certificate at the graduation ceremony was one of the proudest moments of my life!

Antarang helped me build up my confidence, taught me anger management and how to handle situations. I also learnt about initiative and now take initiative in school and my AutoCAD course.
SNAPSHOTS OF ANTARANG
ANTARANG SESSIONS

BECOMING GRADUATES
## BALANCE SHEET AS OF 31st MARCH, 2015

### SCHEDULE-VIII

**Balance Sheet as on 31st March, 2015**

<table>
<thead>
<tr>
<th>Funds &amp; Liabilities</th>
<th>31-Mar-14</th>
<th>31-Mar-15</th>
<th>31-Mar-14</th>
<th>31-Mar-15</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Trust Funds or Corpus</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance as per Last Balance Sheet</td>
<td>1,000</td>
<td></td>
<td>Balance as per Last Balance Sheet</td>
<td></td>
</tr>
<tr>
<td>Add.: Received During the Year</td>
<td>8,00,000</td>
<td></td>
<td>Addition/Deletion during the year</td>
<td>1,21,146</td>
</tr>
<tr>
<td><strong>Other Earmarked funds</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation Fund</td>
<td></td>
<td></td>
<td>Investments</td>
<td></td>
</tr>
<tr>
<td>Sinking Fund</td>
<td></td>
<td></td>
<td>in Mutual Funds</td>
<td></td>
</tr>
<tr>
<td>Reserve Fund</td>
<td></td>
<td></td>
<td>as FDR</td>
<td>41,71,679</td>
</tr>
<tr>
<td><strong>Fixed Assets</strong></td>
<td></td>
<td></td>
<td></td>
<td>41,71,679</td>
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<tr>
<td>Any Other Fund</td>
<td>55,331</td>
<td></td>
<td>Balance as per Last Balance Sheet</td>
<td></td>
</tr>
<tr>
<td><strong>Loans (Secured or unsecured)</strong></td>
<td></td>
<td></td>
<td>Additions/Deletions during the year</td>
<td></td>
</tr>
<tr>
<td>From trustee</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>From Others</td>
<td></td>
<td></td>
<td>Loans scholarships</td>
<td></td>
</tr>
<tr>
<td><strong>Liabilities &amp; Provisions</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>For Expense</td>
<td>3,58,796</td>
<td></td>
<td>Advances</td>
<td></td>
</tr>
<tr>
<td>For Advances</td>
<td></td>
<td></td>
<td>* To Trustee</td>
<td></td>
</tr>
<tr>
<td>For Rent and other deposits</td>
<td></td>
<td></td>
<td>* To Employees</td>
<td></td>
</tr>
<tr>
<td>For Sundry Credit Balances</td>
<td></td>
<td></td>
<td>* To Contractors</td>
<td></td>
</tr>
<tr>
<td>Add.: TDS Payable</td>
<td>38,321</td>
<td></td>
<td>* TDS to Lawyers</td>
<td></td>
</tr>
<tr>
<td></td>
<td>3,97,117</td>
<td></td>
<td>* TDS to Others</td>
<td>1,000</td>
</tr>
<tr>
<td><strong>Income &amp; Expenditure Account</strong></td>
<td></td>
<td></td>
<td>Centre Occupation at Wadala</td>
<td></td>
</tr>
<tr>
<td>Balance as per Last Balance Sheet</td>
<td>61,206</td>
<td></td>
<td>Graduation Expenses</td>
<td>19,046</td>
</tr>
<tr>
<td>Less: Appropriation</td>
<td></td>
<td></td>
<td>Prepaid Expenses</td>
<td>9,426</td>
</tr>
<tr>
<td>Add.: TDS Payable</td>
<td>14,250</td>
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<td>Advance Tax</td>
<td>89,979</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1,18,946</td>
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<tr>
<td>Surplus as per Income &amp; Expenditure Account</td>
<td>40,77,850</td>
<td>14,250</td>
<td></td>
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<tr>
<td>Total</td>
<td>61,206</td>
<td>41,39,056</td>
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</tr>
</tbody>
</table>

**Cash & Bank Balance**
- In Savings Bank Account: 46,852 (Yes Bank Limited)
- [Account in name of the Trust]: 7,87,049
  - With the Trustee: 7,95,201
  - With the manager: 8,152

**Sundry Debtors**
- Grants Receivable: 1,85,533

**Total**
- 53,92,504
- 53,92,504
<table>
<thead>
<tr>
<th>Expenditure</th>
<th>FY 2013-2014 (Rs)</th>
<th>FY 2014-2015 (Rs)</th>
<th>Income</th>
<th>FY 2014-2015 (Rs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expenditure Irrespective of Properties</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rate, taxes, cesses</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Repairs &amp; Maintenance</td>
<td>60,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation</td>
<td>60,000</td>
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<td></td>
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<tr>
<td>Establishment Expenses</td>
<td>6,049</td>
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<td></td>
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<tr>
<td>Remuneration to Trustees</td>
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<tr>
<td>Legal Expenses</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Audit Fees</td>
<td>20,000</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Contribution and fees</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amount Written off</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bad Debts</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Loan Scholarships</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Irrecoverable Rents</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Others</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Miscellaneous Expenses</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>SGB Bank Charges</td>
<td>616</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Accounting Charges</td>
<td>58,601</td>
<td></td>
<td></td>
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<tr>
<td>Depreciation</td>
<td>6,180</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Amount Transferred to Reserves</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Expenditure on objects of the trust</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Charitable Objects (Project Expenses)</td>
<td>28,42,541</td>
<td>28,42,541</td>
<td></td>
<td></td>
</tr>
<tr>
<td>General Expenses (Running Expenses)</td>
<td>83,932</td>
<td>83,932</td>
<td></td>
<td></td>
</tr>
<tr>
<td>By Surplus carried over to Balance Sheet</td>
<td>40,77,850</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>71,49,719</td>
<td>4,69,350</td>
<td>Total</td>
<td>71,49,719</td>
</tr>
</tbody>
</table>
MANDATORY DISCLOSURES

Highest compensation paid: **INR 40,000 per month**

Lowest compensation paid: **INR 15,000 per month**

Number of full time staff: **8**

Number of part time staff: **19**

Number of volunteers: **40**
TEAM ANTARANG

**Priya Agrawal**  Founder-Director  
BSc, MBA. Priya has 22 years of experience, 10 years in advertising and 12 years in the social sector as the former COO of The Akanksha Foundation and SNEHA. She founded Antarang in 2013. Priya has been a Dasra Social Impact Fellow 2010 and Dasra Social Impact 20 Fellow 2014. She is a member of the Board of trustees of Chehak Trust.

**Jessy Phillips**  Director  

**Rita Pani**  Senior Advisor  
MBA from SPJIMR & Stern School of Business, NYU. Rita has worked with global investment banks including ABN AMRO, Credit Lyonnais MacQuarie and UBS. Her last position was Executive Director at UBS.

**Lopa Gandhi**  Advisor  
MSc Nutrition. Lopa has 15 years of experience in education. She was a Harvard Business Education 2013 Consultant. She has worked with Hemendra Kothari Foundation Catalyst for Social Change and at Aarohi, Muktangan and Indian School Leadership Institute.
ADVISORY BOARD

Ajay Kelkar Co-Founder, Hansa Cequity Partners

Alka Nalavadi Partner AZB and Partners

Archana Chandra Board Member and Administrative Director of The Research Society

Uma Mahadevan Secretary, Department of Planning, Govt. of Karnataka

Vikram Limaye MD and CEO, IDFC Limited
THANK YOU

A big thank you to all our friends, well wishers, partners, supporters, donors, advisors, students and communities for the million ways in which they have helped. We could not have come this far without you all.

Aangan Trust
Abizer Shabbir Diwanji
Achal Mehra
ACME Housing India Pvt.Ltd
Ajay Chauhan
Ajit Martis
Akanksha Dhitre
Akhil Atmaram Satpal
Akshant Goyal
Alka Navladi
Alok Agrawal
Amit Chandra
Amit Pachisia
Amit/Nandita Bedi
Amitabh Chaturvedi
Anant Shirmaonkar
Ananta Singh Raghuvanshi
Anil Chandra Kasturi
Anil Kumar Ladha
Anil/ Meenakshi Kaul
Anindya Chatterjee
Annette Martis
Anshuman Krishnapal Singh
Anu Singhvi
Anuj Gandhi
Anuj Gulati
Aptech Limited
Apul Nayyar
Apurva Jayant
Arun Agrawal
Ashok Gopal
Asmita Ray
Atul Das
Avendus Capital Pvt Ltd
Bafna Public Charitable Foundation
Basant Shroff
Bharat Arun
Bhargav Dasgupta
Catalysts for Social Change
Chandresh Kumar Nigam
Committed Communities
Development Trust
CPC Diagnostics Pvt Ltd/
Kailashnath
Deepak Iyer
Deepak Rajveer Bhandari
Dhanpat Nahata
Dharmendra Jadhavji Chotaliya
Dhirendra Kumar Agrawal
Dikshita Kadam
Direct Access India Pvt Ltd.,
Mabel Rajgopal
Dr. Dhaaval Anilbhai Nathwani
Dr. Ronica Baruah
Dugar Housing Limited
Forbes Marshall
Ganesh Krishnamooorthy
Gargee Dnyanesh Laud
Gautam Chhaochharia
Gautam Mehra
George Mathew
Himanshu Navnit Parekh
Ileap Foundation / Manish Kanchan
Impact Foundation
Jay Parekh
JBCN School students
Joy Jbidisha Chakraborty
Kartik Ulhas Shinde
Kiran Chandan Khanna
Kirti Zubair Kazi
Kumar Singheer
Madhivanan B/Ranu
Madhivanan
Mahendra Pratap Singh
Mahesh Makhiya
Malcolm Victor Carvalho
Manash Baruah
Mangai Ramesh
Manish Gupta
Manoj Prabhakar Monika
Mary Zachariah
Masoom
Mathangi Krishnan
Mayur Kamdar
Meera Gopakumar
Mihir Kumar Dash
Mohit Bhandari
Mona Menon
Monil Ramgopal Bhala
Mriganka Lulla
Mubina Musa Ansari
Mustang Enterprises
Namita Kumar
Nancy Mendonsa
Nandan Srinath / Payal Srinath
Nanu Behram Daruvala
Nareshkumar Mahakjani
Neelesh Garg
Neeraj Garg
Neville Behram Dubash
Charitable Trust
Neville Marzban Dumasia
Nilesh Shah
Ninad Vaidya
Nithin Krishna Kaimal
Nithya Sundaresan
Nitin Jain
Odisha Television Ltd.
Odyssey India Advisors Pvt Ltd
Panpalia Foundation
Parag Gupta
Parvati Somayaji
Pinnacle Infotech Solutions
Piyush R. Garg / Ritu
Prabhak Agrawal
Prasad Kulkarni
Prashant Purkar
Prerma Saha
THANK YOU

Punam Arora
Puneet Nigam
Punit Shah
Puran Kumar
Raheja Universal Pvt Ltd
Rahul Ambadasrao Kawankar
Rajeev Arora
Rajesh Dalmia
Rajesh Rama Varma
Rajiv Memani
Rajiv/Gitanjali Anand
Rajiv/Monica Kochhar
Rakesh Kumar Singh
Ranjit Singh
Rasika Jadav
Rekha Talpade
Renny Thomas
Ritesh Kumar
Ritesh Vohra
Rohan Sachdev
Roopesh Mahendra Jhaveri
Russell Ivan Parera
Saloni Shah
Sandip Bhagat
Sanjay Gala D. (HUF)
Sanjay Shah
Sanjay Waghani
Sanjay/Ruchi Gupta
Sanjeev/Alyona Kapoor
Santha Subbarayan
Sara Nair
Saurabh Agrawal
Sayali Bhosale
Sen Ranjan
Shamma Paresh Shetye
Shantanu/Gayatri Srivastava
Sheetal Nagle
Sherugulathur M Sundaresan
Shilpa Pathak
Shivakumar Gomathinayagam
Shonar Kanuga
Shyam Shenthar
Sigma Byte Computers Pvt. Ltd.
Sivan & Company / V.G.
Siddhartha
SNEHA
Sonal Gupta
Sonal Thakker
Srikanta Prasad R
Srikanth Kulukuru
Srividya Vaidison
Subhasis Majumder
Subir/Monica Bisht
Subramaniam Ramanath
Subrata Mukherji
Sudip Bandyopadhyay
Sudip Rungta
Sujain Suresh Talwar
Sunil Kishinchand Pahuja
Sunila Awasthi
Sushil Garg
The Tata Power Company
Tushar Sachade
V Venkataramanan
V. Manivannan
V.A. Shah
Vetri/Sukhi Subramaniam
Vidyut S Ranadive
Vijay Simha
Vikram Akhaury
Vikram Bohra
Vinay Prakash Jumani
Vinod Easwaran
Virender Mohan Sahni
Vishal Goyal
Vivek Jain
Vivek Vig
Yogen/Punita Jerajani

Designed By
TANVI KHEMANI
tkhemani93@yahoo.co.in
09967023451