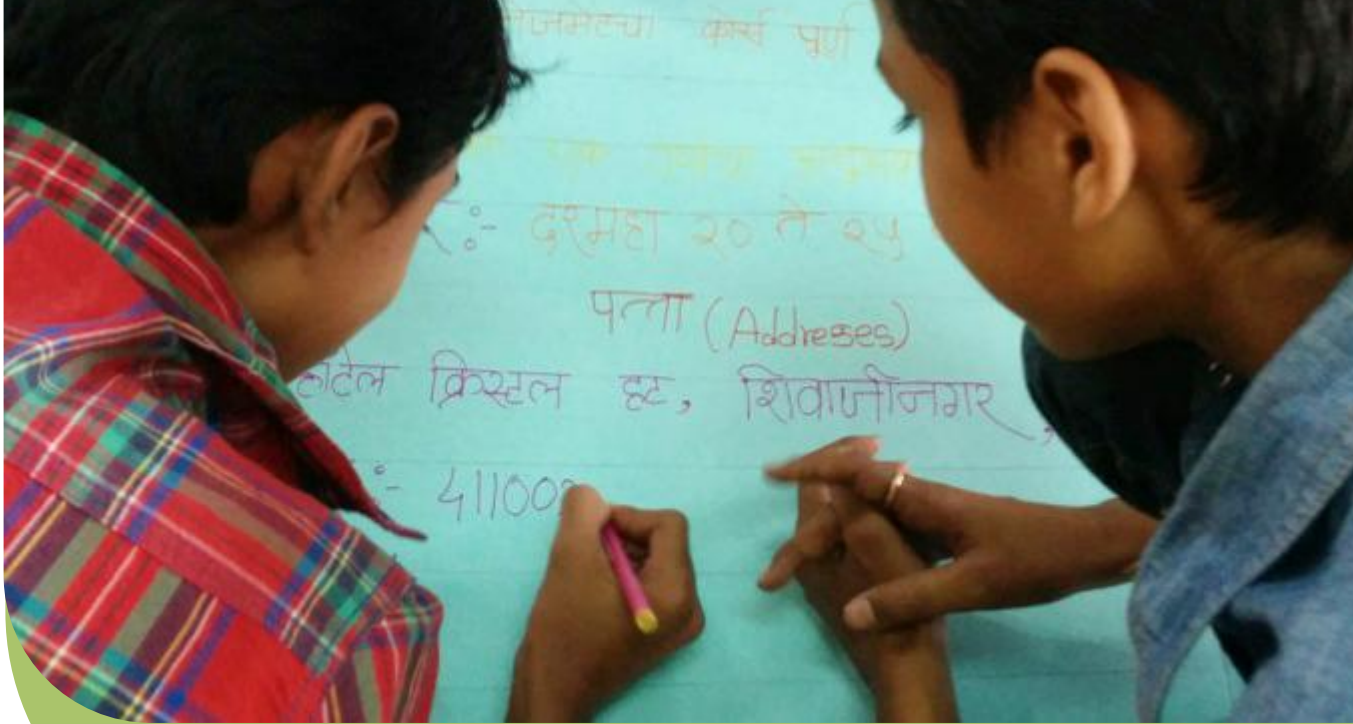


## **ANNUAL REPORT** 2014-2015



# antarang

Building Self Reliance in Youth



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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.

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 unemployability 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, CCDT, 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

## ABOUT ANTARANG

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.

## 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





## **ANTARANG'S** VISION

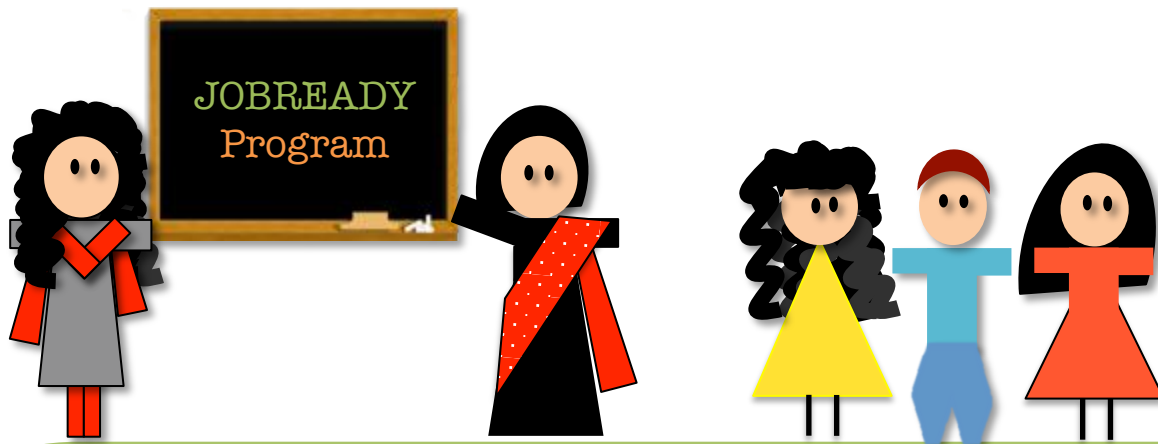
We envision a world where every young person is **passionately**, **productively** and **positively** engaged in a **vocation** of their **choice**.

# JOBREADY PROGRAM

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.



## JOBREADY MODEL

### IDENTIFY YOUTH AT RISK

Youth in  
schools

### JOBREADY CAREER PLANNING PROGRAM

Self awareness,  
Career awareness,  
career guidance,  
career planning

### DETAILED CAREER PLANS

Individual career plans,  
One on one counseling,  
Individual career  
counseling reports

# CAREEREADY 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




**3**  
cities

**VARANASI**  
**3**  
centres

**MUMBAI**  
**15**  
centres

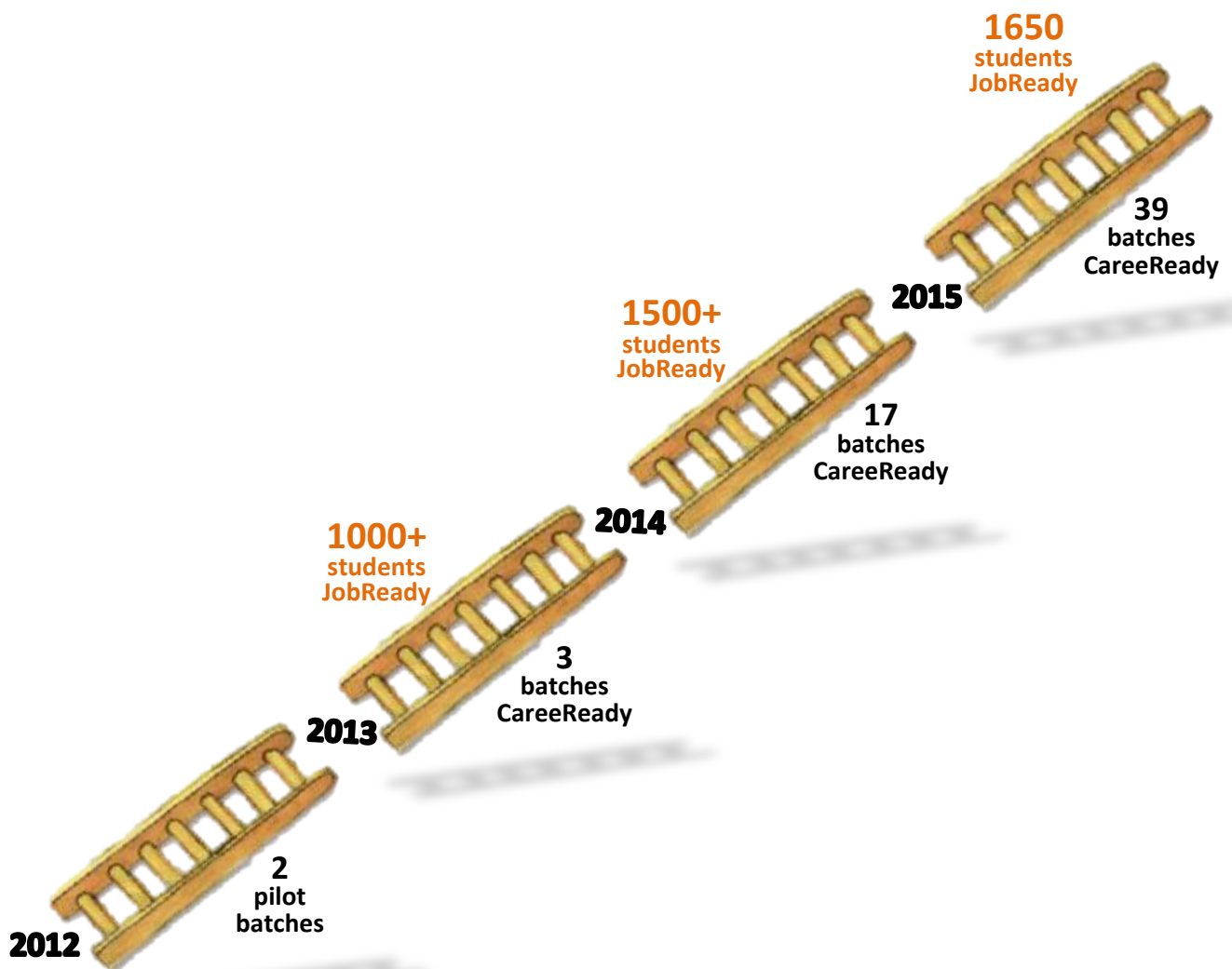
**PUNE**  
**2**  
groups

 Indicates an  
Antarang centre



## 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.



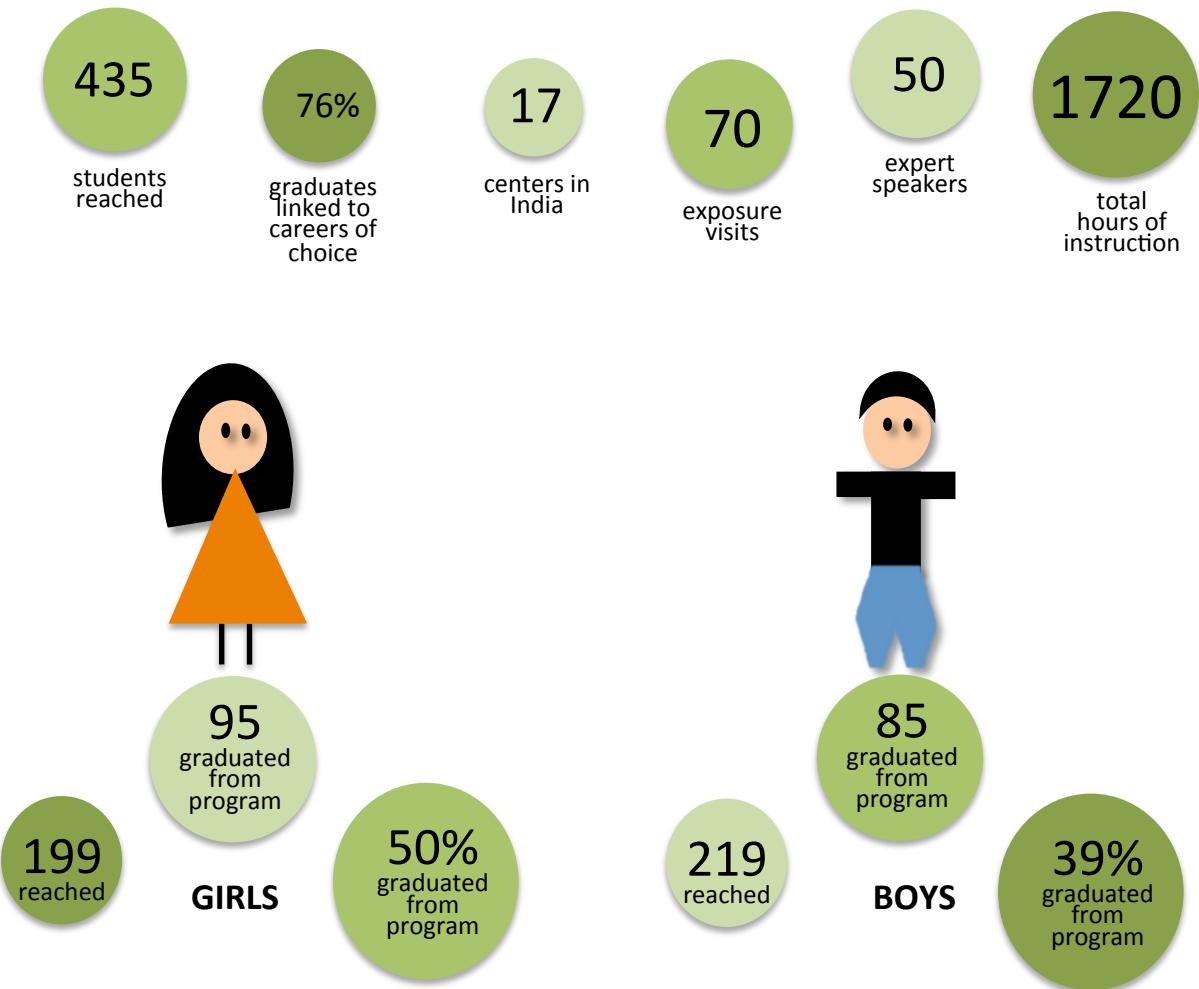
# MILESTONES 2014-2015

## JOBREADY PROGRAM

24 schools, colleges and institutions

1152 students counseled on their career paths

## CAREEREADY 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







## ANTARANG'S PARTNERS



# FINANCIAL REPORT

## BALANCE SHEET AS OF 31st MARCH, 2015

SCHEDULE- VIII

Registration No. F-29807

Balance Sheet as on 31st March, 2015

31-Mar-14 (Rs)	Funds & Liabilities	31-Mar-15 (Rs)	31-Mar-14 (Rs)	Property & Assets	31-Mar-15 (Rs)
	<b>Trust Funds or Corpus</b>			<b>Immovable Properties</b>	
	Balance as per Last Balance Sheet	1,000		Balance as per Last Balance Sheet	
1,000	Add:- Received During the Year	8,00,000		Addition/ Deletion during the year	1,21,146
1,000		8,01,000			1,21,146
	<b>Other Earmarked funds</b>			<b>Investments</b>	
	Depreciation Fund			In Mutual Funds	
	Sinking Fund			In FDR	41,71,679
	Reserve Fund				41,71,679
	Fixed Assets	55,331		<b>Furniture and fixtures</b>	
	Any Other Fund			Balance as per Last Balance Sheet	
		55,331		Addition/ Deletion during the year	
	<b>Loans (Secured or unsecured)</b>			<b>Loans (Secured or unsecured)</b>	
	From trustee			Loans scholarships	
	From Others			Other loans	
	<b>Liabilities &amp; Provisions</b>			<b>Advances</b>	
	For Expense	3,58,796		* To Trustee	
	For Advances			* To Employees	
	For Rent and other deposits			* To Contractors	
	For Sundry Credit Balances			* To Lawyers	
	* TDS Payable	38,321		* To Others	
		3,97,117		Centre Occupation at Wadala	1,000
	<b>Income &amp; Expenditure Account</b>			Graduation Expenses	19,045
	Balance as per Last Balance Sheet	61,206		Prepaid Expenses	9,426
	Less:- Appropriation			Advance Tax	89,475
61,206	Surplus as per Income & Expenditure Account	40,77,850	14,250		
61,206		41,39,056	14,250		1,18,946
				<b>Sundry Debtors</b>	
				Grants Receivable	1,85,533
				<b>Cash &amp; Bank Balance</b>	
				<b>In Savings Bank Account</b>	
			46,892	Yes Bank Limited	7,87,049
				[Account in name of the Trust]	
				<b>With the trustee</b>	
				<b>With the manager</b>	
			1,064	Cash on Hand	8,152
			47,956		7,95,201
62,206	Total	53,92,504	62,206	Total	53,92,504

# FINANCIAL REPORT

## INCOME & EXPENDITURE

SCHEDULE- IX

Registration No. F-29807

Income & Expenditure Account for the Year Ended on 31st March, 2015

FY 2013-2014 (Rs)	Expenditure	FY 2014-2015 (Rs)	FY 2013-2014 (Rs)	Income	FY 2014-2015 (Rs)
	<u>Expenditure in respect of Properties</u>			<u>Rent</u>	
	-Rate, taxes, cesses			-Accrued	
	-Repairs & Maintenance	60,000		-Realised	
	-Salaries				
	-Depreciation				
		60,000			
	<u>Establishment Expenses</u>			<u>Interest</u>	
				-Accrued	1,62,977
			6,049	-Realised	43,805
	<u>Remuneration to Trustees</u>			On Securities - Nil	2,06,782
				On Loans - Nil	
	<u>Legal Expenses</u>			On SB Bank Account - 43,805	
				On Bank FDR Account - 162,977	
	<u>Audit Fees</u>	20,000		<u>Dividend</u>	
		20,000			
	<u>Contribution and fees</u>			<u>Donations Received</u>	
			45,801	Donations Received in Cash	51,82,392
	<u>Amount Written off</u>				
	-Bad Debts				51,82,392
	-Loan Scholarships				
	-Irrecoverable Rents			<u>Grants Received</u>	
	-Others		4,17,500	For Projects	17,60,545
					17,60,545
	<u>Miscellaneous Expenses</u>			<u>Income from other Sources</u>	
560	Bank Charges	616			
2,500	Accounting Charges	58,601		<u>Transfer from Reserve</u>	
		59,217		<u>By Deficit carried over to Balance Sheet</u>	
	<u>Depreciation</u>	6,180			
		6,180			
	<u>Amount Transferred to Reserves</u>				
4,05,084	<u>Expenditure on objects of the trust</u>				
	Other Charitable Objects (Project Expenses)	28,42,541			
		28,42,541			
	<u>General Expenses (Running Expenses)</u>	83,932			
		83,932			
	<u>By Surplus carried over to Balance Sheet</u>				
61,206		40,77,850			
4,69,350	Total	71,49,719	4,69,350	Total	71,49,719

## **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

MA Clinical Psychology. Post Graduate Diploma in Counseling and Psychotherapy. Jessy is an ex-lecture at Elphinstone College, Sophia College and Nirmala Niketan College of Home Science.



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

# THANK YOU

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