

ANTARANG FOUNDATION

ANNUAL REPORT 2017-2018

A YEAR OF ACCOMPLISHMENTS



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THE YEAR IN SUMMARY

The year 2017 - 2018 was a glorious year! 2 of our students left to study in the United States, we had our alumni working in careers as varied as sports and fitness to wealth management; made several deep partnerships and moved to new geographies.

We worked with a total of 17,105 adolescents and young adults in this year alone - we grew 6 times in one year!!! That was made possible by strong partnerships with the Governments of Maharashtra and Rajasthan.

To reach this number, we need a strong and trained team - we hired and trained over 100 career facilitators and employability skills trainers, creating for the ecosystem a much needed cadre who not just work with Antarang but are encouraged to take their skills to other organisations working with adolescents and young adults.

We also provided the ecosystem with a common vocabulary to measure employability by jointly launching a Career Readiness Diagnostic in collaboration with Adhyayan Foundation.

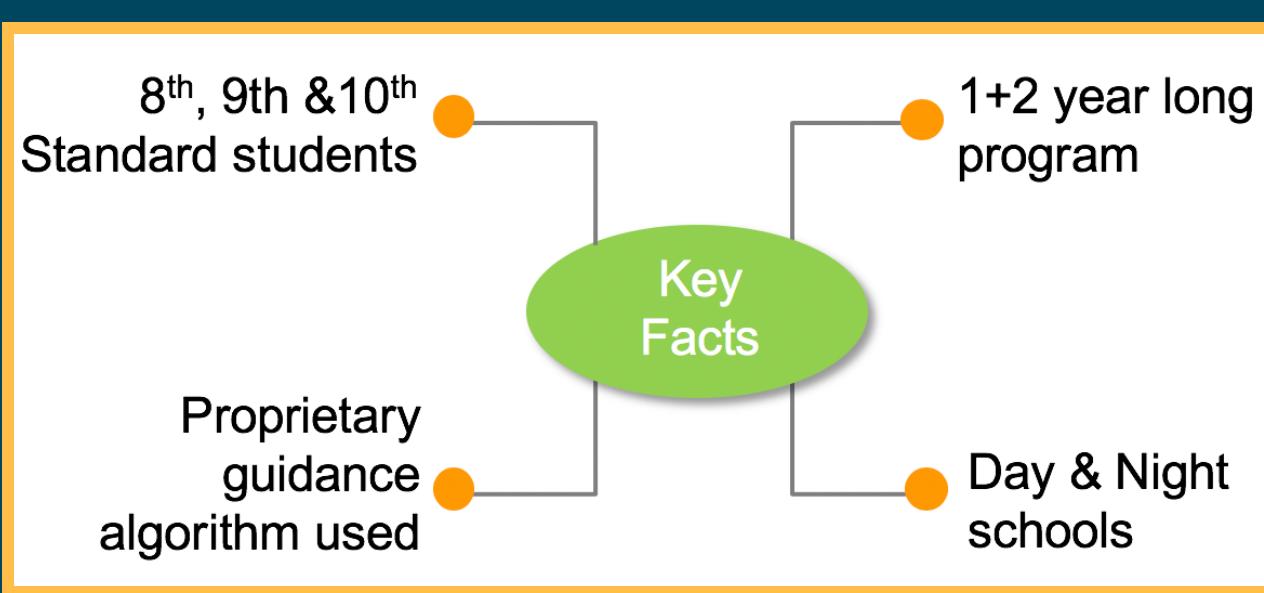
Collaborations and partnerships are integral to our work - it is only by working together that we can amplify the impact for young adults. We are very proud of all the partnerships we have forged with partner NGOs, CBOs, donor agencies and corporate India.

All in all the year saw many firsts, many milestones and has set the tone and pace for 2018-2019!

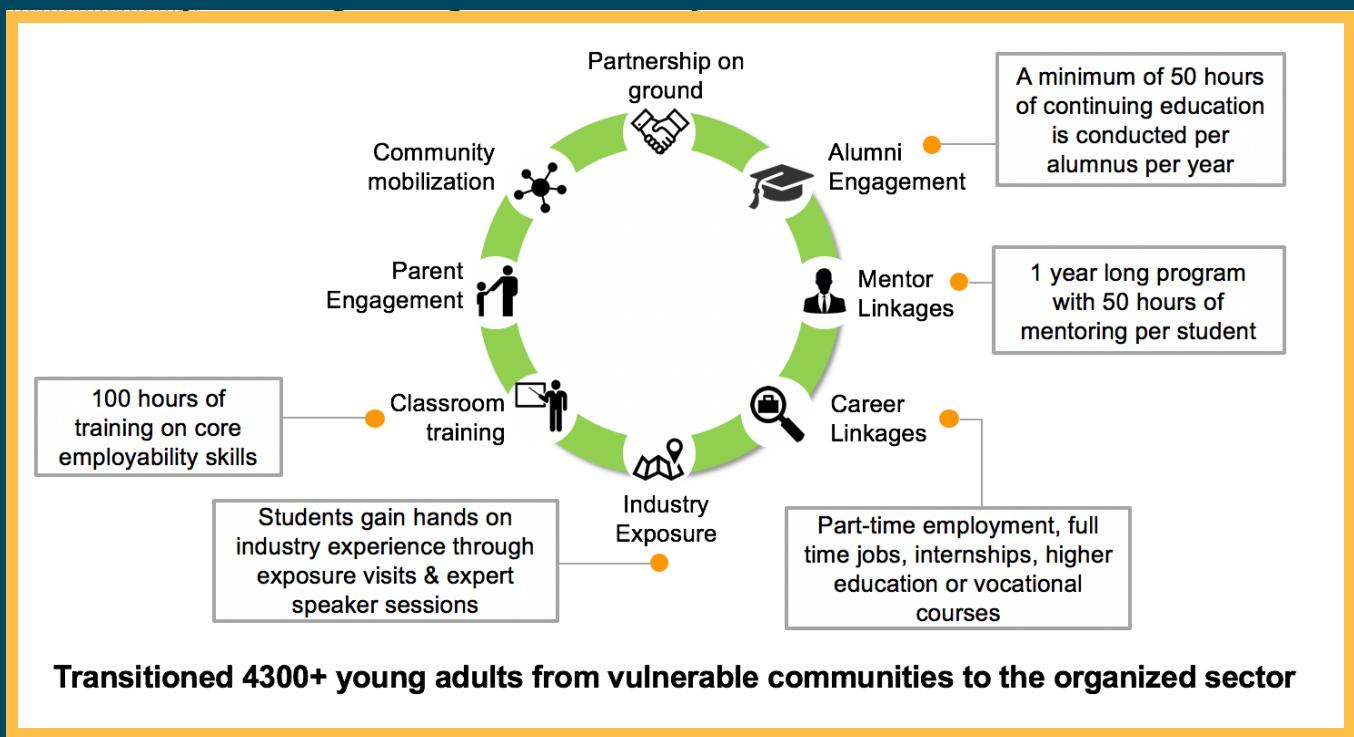


Our Programs

CareerAware: Stemming Drop Outs from Education



CareeReady: Getting Young Adults Ready for the Workforce



CareerAware

Less than 1 in 2 of India's children complete high school. The process of choosing a career and educational stream is exciting, as well as confusing, for a student! Antarang's flagship program,

CareerAware, aims to aid this transition of a student from school to higher educational or vocational education choices, in line with their career aspirations, by offering career guidance solutions to students studying in standards 8-10.

The three-year program begins by engaging 8th graders to explore and deep dive into 7 career streams. The year long career-immersion program known as World of Exposure (WoE) runs for 108 hours in the 8th grade and aims to seed the thought of careers in young minds. The WoE program provides students with tools that enable them to think about various careers through a combination of industry exposure and understanding of career concepts. In 2017-18 alone, 339 students across Mumbai participated.

The primary objective of CareerAware intervention in IXth standard is to facilitate an adolescent's awareness of the self, followed by an awareness of the many career options open to them. The "hook" of career aspiration in the non-exploitative sector ensures that these students remain in education till at least the age of 18.

CareerAware uses an easy-to-navigate tool that helps the adolescents understand themselves through customized psychometric tests, understanding the many career options open to them, and then planning their own careers by marrying the two. The tool is administered by trained facilitators through a series of activities and experiences, and the counsellors come back after 2 weeks to provide one-on-one guidance.

In 2017-18, CareerAware underwent a radical change when the entire database was transferred to an online platform (Salesforce), along with the introduction of OMR (Optical Mark Reader) sheets to collect on-ground program implementation data. The scanned OMR sheets are uploaded directly into the custom database, analyzed using a proprietary algorithm and reported back through individual counselling reports to students. Automation of these processes has resulted in significantly scaling up the size of operations.

The key to successful implementation of the program lay in the ability to engage the 250+ school heads of the 295 secondary schools in Mumbai, Pune and Udaipur. This year also witnessed greater ease of interaction with Headmasters, owing to programs and workshops that were organized keeping this particular objective in mind.

In 2017-18, CareerAware ran successfully in 295 government run secondary schools, 32 hostels for tribal children spread across Mumbai, 11 blocks in Udaipur district in Rajasthan and 8 English medium secondary schools in Pune. It is a matter of pride to note that CareerAware managed to reach out to 15,436 students in 2017-18 alone, and 89% of the students reached were sure that they would stay in education at least until the age of 18.

CareerAware

Students who displayed clarity of career plan



78%

Students who displayed intent to stay in education till 18 years



89%

CareeReady

CareeReady engages youth in the 18-28 age group, with the objective of helping them identify their potential and linking them to suitable careers of their choice. Students undergo training on core employability skills which helps them understand themselves and the world around them better, preparing them for the work force. The classroom sessions include modules on live business project planning and execution, core employability skills such as English skills, an understanding of work ethics, exposure to various career streams and financial literacy, in addition to providing them with linkages for computer literacy programs.

Further, career/education linkages in the form of internships, job placements and educational/vocational opportunities are provided for every student. The students are also mentored by working professionals who guide them in their transition to professional careers. The Mentors of Mumbai program has 163 mentors and 323 mentees. On completion of the 100 hour CareeReady, students become alumni and are provided with continuing professional development opportunities through the structured alumni engagement program.

In 2017-18, Antarang successfully conducted 46 batches in communities and 18 batches in colleges, across Mumbai, covering a total of 1317 students. Girls continued to account for 71% of the enrolled students. Further, students in age bracket 17-22 years constituted 83% of the enrolled students as compared to 81% in the previous year, indicating a better penetration in the youth population. The graduation percentage increased to 69% in 2017-18 compared to 67% in 2016-17. Around 27% of our graduates since inception are linked to work opportunities including internships. Analysis of the profile of students enrolling in the program indicates that we have been able to attract students with higher educational background in 2017-18. This is also being helped by our improved penetration in colleges.

This year also saw 2 permanent CareeReady centers set up, one in Ghatkopar and one in the Cuffe Parade community. Given the fluctuating enrolment numbers, Antarang operates in communities largely out of premises rented for, the course of each batch. The establishment of these permanent centers has worked to the advantage of the program by signaling the presence of a safe space for student aspiration within the community.

This year was a year of firsts, as we conducted the first CareeReady batch for 6 members of the transgender community. It was encouraging to see how members of a community that are still often ostracized, seamlessly integrated into the organisation and our alumni community. However, industry acceptance of the 3rd gender is still disappointing. We are yet to place two of the transgender alumni interested in working in the beauty and wellness industry.

CareeReady Diagnostic

According to an OECD report published in the year 2017, India possessed one of the lowest ranks in youth employment with a staggering 30.83% of this section of the population remaining unemployed. Further, industry still believes that over 80% of today's graduates are unemployable. As per the Employability Assessment Research conducted by Edusharp in association with Rajiv Gandhi Centre of Contemporary Studies (RGCSS), for the final year students of graduate and engineering colleges affiliated to University of Mumbai, only 16.22% of the students were found employable across different courses. This is, despite the enormous spend by Government on the various skilling programs over the years.

One of the crying demands of this rather bleak employability scenario is therefore the existence of a common measure/yardstick of "what constitutes an employable youth", to guide the implementation and outcomes of the multitude of employability training programs in a more fruitful manner.

Antarang with its intensive on ground experience in the field of employability skill building developed an Employability Diagnostic measure that can be used by students to measure their employability quotient. The tool was developed in 2017-18 in partnership with Adhyayan Foundation, a not-for-profit working extensively in Education sector.

The diagnostic tool, enables a wholesome assessment of career readiness as it begins with the understanding that a student needs to understand himself/herself (psychometric profiling), understand various career options and zero in on the career which maps best to his/her interests, aptitudes, realities and personality, and finally equip himself/herself with those 21st century skills that are required to build a successful career. The tool empowers the student in making an informed choice and is not just recommendatory in nature. The tool is student centric, industry agnostic and can be used as a common denominator to map employability in any space.

The student Employability Diagnostic tool was launched in Antarang's CareeReady batch in the Kurla community in August 2017. Since then, the tool has been used by over 1000 students of Antarang's CareeReady program to gauge their employability index. The diagnostic has replaced the M&E system that was followed earlier for the CareeReady program and made it all come down to a single language with a commonly understood vocabulary. The tool also equips the CareeReady program to be delivered in the form of structured modules with standardized outcomes, making the program amenable to scale and improving employability outcomes at large.

In addition to the Student Employability Diagnostic Tool, we at Antarang have also created an Institutional Career Readiness Assessment Tool. Through this institutional version of the diagnostic, colleges use a self review method to determine how employability focused their processes are, identify gaps that would make them more efficient and prioritize ways to fix the gaps to ensure better industry facing outcomes for all their graduates. The institutional tool has the potential to act as a multiplier to influence employability outcomes in a very significant manner, as it induces colleges to objectively examine the effectiveness of their teaching-learning practices, as well as infrastructure for equipping the students to become more career ready.

Placements

The Placement team at Antarang plays a crucial role in ensuring that students who graduate from the flagship CareeReady are placed in a vocation of their choice, be it an internship or a full-time job.

In 2017-18, the Placement team successfully placed students in full time jobs, part time jobs and internships registering a 115% increase from 2016-17. Many of our students aspire to careers that need additional technical training. In 2017-18, we placed students in relevant vocational courses, recording a 13% increase over the last year.

A very critical role played by the placement team is to assist students in re-enrolling in education through NIOS, as the first step to employment. In 2017-18, we re-enrolled our students into education, registering a 340% increase over the last year. This year, the Placement team at Antarang set up a NIOS help desk to encourage enrolments and to help the students navigate the NIOS system. Over 80% of Antarang graduates are in education/employment/training as against national average of 70%.

Corporate partners have always been crucial to the functioning of the placements vertical, enabling us to successfully place a larger cohort of students in a job of their choice. In 2017-18, we added new corporate partners, registering an increase of 59% over the last year. Some of the new corporate partners include Taj Hotels, Burger King, St.Regis, Indus Action, HDB Financial Services and Select Her. We have over 158 corporate partnerships as of date.

In the month of October 2017, the “report card” for performance of the numerous batches conducted in Cuffe Parade was presented in the community. Students and parents were in attendance, with Antarang not only presenting the report, but also answering queries from both students and parents, as well as problem-solve for the same.

We are so proud to inform that in 2017-18, two alumni were selected for the Community College Program (CCP), a US Consulate enabled program for students from developing countries like India to study in a community college in the US for a full academic year and earn a diploma in a subject of their choice. Rishi and Kausar are proud alumni of the CCP.

Mentoring

Mentoring a young adult is a satisfying journey and a great employee engagement tool. Mentors value the relationship greatly as it aids in their leadership journey by understanding and navigating diversity and coaching young adults to achieve their goals. Antarang realizes the crucial role that mentors play in guiding our students, who are all entering their first experience of work in the formal sector.



In 2017-18, the Mentoring team at Antarang linked 323 students to mentors. Of the total 638 students who graduated in 2017-18, 229 students stand linked to mentors. In 2017-18, Antarang added several mentoring cohorts, including ones at Croma, Godrej, Voltas, Tata Proengage, Piramal Foundation and Amarchand Mangaldas.

In June 2017, the team celebrated the Annual Mentors Day to re-energize and reconnect with all the mentors. The event saw a renewed commitment by the mentors with their engagement with Antarang deepening as they volunteered to host exposure visits and come as expert speakers to our centres.

Alumni Engagement

The Alumni Engagement team ensures that students avail of services and courses that would greatly enhance their professional development.

The alumni engagement team conducts events around the themes of being young and accessing opportunity. The series of events in 6 communities that marked youth day centred around exploring one's potential. In February 2018, our alumni had an interactive and inspiring series of conversations with Mr.Rodrigo Canelas, the CEO of Danone India. Learning visits to The Reserve Bank of India and the Wankhede Stadium encouraged aspiration and understanding in specific fields like banking and sports.

We showcase our pride in our alumni through the "Safarnama" speaking series at our graduation events. Young achievers from our alumni network address the current cohort of alumni, sharing their journey, their learnings and providing insight on the path to success.

This year also saw the introduction of the Community Youth Advocate program. Student advocates tasked with the objective of identifying and advocating for issues that impact young adults in the community are appointed and trained. Mayuri Shelar, one of our bright young alumni from the Ghatkopar community, who dreams of entering politics is the first of the CYAs. We will be branding and relaunching the program in 2018 at scale and believe that it will sustain the impact of all our work and answer the needs of the youth in the community.

As of 31st March 2018, the Alumni Engagement team had successfully connected with 60% of our alumni, spread across the city.

Partnerships

Antarang's programs are conceived to work best through partnerships, leveraging the huge body of work already done by organizations with young adults. With burgeoning partnerships, we were successfully able to see a 7X jump in the number of students reached, with over 15000 students being reached in 2017-18 alone.

Our MoU with the Rashtriya Madhyamik Shiksha Abhiyan (RMSA) entered into the 2nd year of a 3-year contract for implementation of the CareerAware program in night schools in Mumbai. In 2017-18 RMSA signing an MoU to execute CareerAware in day schools in Mumbai suburban region. We were also retained by the MCGM for executing the CareerAware in BMC schools in Mumbai.



The year 2017-18 also saw Antarang expanding the footprint of the CareerAware program to Pune and Udaipur, through partnerships. CareerAware was rolled out in Pune in partnership with NGOs iTeach, Avsara and Gyanprakash Foundation, reaching an additional 312 students in 2017-18. We also reached 241 students in 32 tribal hostels, across the district of Udaipur. The effective implementation was facilitated by a partnership with the Tribal Affairs Department (TAD), Udaipur.

Recognition of our work is now visible with government bodies renewing partnerships in 2018-19 as well as new partnerships being signed with various government bodies. This steady scale takes us closer to our vision of ensuring that every young adult in the country, irrespective of socio-economic status is in education, employment or training. Specifically, the MCGM has renewed its agreement with us for another year, to run CareerAware in Mumbai in 2018-19 as well.

The operation of the CareerAware in Pune is in partnership with the Pimpri Chinchwad Municipal Corporation (PCMC) in 2018-19. We expect to reach out to approximately 2000+ students in Pune alone, in 2018-19.



CareeReady also greatly benefits from partnerships. In 2017-18, CareeReady partnered with 8 new organizations: Asha Sadan, Prerana, Tweet Foundation, Share, Reality Gives, Raj Computer Academy, Inharmony and Udaan India Foundation. This takes the total number of partner organizations to 13, amplifying the impact for 198 young adults.

In 2017-18, we partnered with 4 new colleges: IY College, MD Shah Mahila College (2 separate connects) and SIES College. This takes the total number of partner colleges to 8, including the 4 new partnerships forged, ensuring that 300 college graduates are now employable.



The first CareeReady batch for 6 members of the LGBTQ community was conducted in partnership with Tweet Foundation and In Harmony. This was the first step taken in the right direction; reaching out to a community that often lives on the margins of society.

Training of Trainers

In April 2017, prior to rolling out the CareerAware program, the curriculum, pedagogy as well as the platform of the program was reviewed and changed to better suit the needs of the students.

1

In April 2017, prior to rolling out the CareerAware program, the curriculum, pedagogy as well as the platform of the program was reviewed and changed to better suit the needs of the students. Firstly, the analysis and reporting was digitized and automated, with all the data now being stored on an online platform. This helped not only in scaling up the program, in terms of number of students and schools reached, but also ensured greater accuracy of analyses made.

2

Secondly, the curriculum was modified to and better mapped to the concept of IARP (Interest-Aptitude-Reality-Personality), thus ensuring precision in matching the student's data to the career recommendations made.

3

Thirdly, the list of professions was carefully reviewed and curated by factoring in the professions most students aspired to, in addition to taking cognizance of the trends in the market. This helped the students juxtapose their knowledge of their psychometric profile against knowledge of the careers and thereby view every career stream with a focus on self.

To better prepare for rapid scale-up of operations of the CareerAware program in 2017-18, Antarang recruited 80+ new CareerAware trainers, trained them through an intensive ToT and now has created a cadre of career facilitators who not only implement CareerAware but also service the need in schools and other organizations for career facilitators.

The CareeReady program, in 2017-18, had 15 trainers on its rolls. This 25% increase, in the number of trainers on the roster (from 12 trainers in 2016-17), greatly eased operations of the program, across communities and colleges in Mumbai.

Team

To realize Antarang's vision of a world where every young person is passionately, productively and positively engaged in a vocation of their choice, the team at Antarang is dynamic and well-rounded, all working towards the common goal of bridging the employability gap.

We added 4 new full time members, taking the staff strength to 25 and 114 part time trainers in 2017-18.

From 2016-17 to 2017-18, the strength of our team rose by 90%, from having a total of 73 staff members as of March 31, 2017 to having a total of 139 staff members as of March 31, 2018.

This year was also witness to a host of employee development initiatives. The Harvard Mentor Management, an online LMS platform was available for the whole team. Specific modules that built leadership and decision making was selected for the team to work on.

Coaching for all managers and associates was offered by the International Coach Federation Coaches. 8 employees at Antarang had 4 very experienced coaches, building their leadership skills.

We conducted a host of Staff and Team Building workshops, with the objective of focusing on employee development and knowledge enhancement. We had a series of workshops for facilitators and employees, in the process ensuring that everyone is keeping with the current trends.

Antarang rolled off an improved Performance Management System this year. The system was launched with the objective of promoting and improving employee effectiveness.



Thank You

Aptech LTD
D Mart India Partnership
Great Eastern CSR Foundation
HDFC Limited
PARLE BISCUITS PRIVATE LTD
Parthenon India Private LTD
Pradeep Metals Ltd
Tata Consulting Enginners LTD
Voltas LTD
A.T.E Philanthropic Foundation
Charities Aid Foundation
Daulat Ram Durga Devijain Charitable Trust
Educo
Give India Foundation
Gyan Prakassh Foundation
HT Parekh Foundation
I Teach
Mastek Foundation
Paragon Charitable Trust
Purbasha Charitable Trust
RotaryClub of Mumbai Queen's Necklace Charity Trust
SIR JJ P B INSTITUTION A/C 1
Sneha Society for Nutrition Education & Health Action
SVP Philanthropy Foundation
Udaan India Foundation
United Way of Mumbai
Aashit Shah
Alka Nalavadi & Associates
Amit Pachisia
Anish Tawakley
Armina Fready Irani
Arun Agrawal
Dhruvi Acharya
General Donation
Ila Nalin Parikh
JD Diwan
M.R. Ramesh
Mangai Ramesh
Manish Gupta
Meera Murti
Mr.Mahendra Himmatlal Shah
Multiples Alternate Asset Management Pvt Ltd

Namrata Rajgopal
NAVROZ H SEERVAI
Nithya Sundaresan
Pooja Elizabeth (TFI)
Rizwan R Koita
Rotomag Motors & Controls P Ltd
Sairabee Nainar Rawther
Samardeep Sunil Subandh
Sani Tharayil
Sonal Gupta
SUBRAMANIAN
Vandana Rajadhyaksha
VIJAY JAIN



ANTARANG FOUNDATION

SCHEDULE-VII

Registration No. E-25987

Balance Sheet as on 31st March, 2018

31-Mar-17 (Rs)	Funds & Liabilities	Sch No.	31-Mar-18 (Rs)	31-Mar-17 (Rs)	Property & Assets	Sch No.	31-Mar-18 (Rs)
			31-Mar-18 (Rs)	31-Mar-17 (Rs)			31-Mar-18 (Rs)
35,00,000	Trust Funds or Corpus				Investable Properties		
35,00,000	Balance as per Last Balance Sheet		37,64,000		- Balance as per Last Balance Sheet		-
2,64,000	Add:- Received During the Year		14,55,000		- Addition/ Deletion during the year		-
37,64,000			52,19,000		- Depreciation during the year		-
	Other L earmarked funds				Investments		
- Depreciation Fund			-		- In Mutual Funds		
- Sinking Fund			-		- In FII		
- Reserve Fund			-		172,45,567	365,99,987	383,99,987
26,530	Fixed Assets	A	28,25,809	28,35,609	172,45,567		
26,530							
	Loans (Secured or unsecured)				Fixed Assets		
- From Trustee			-		8,57,522	8,80,635	
- From Others			-		7,14,229	9,52,729	
					(1,91,138)	14,26,871	
					8,00,633		13,58,401
	Liabilities & Provisions				Loans (Secured or unsecured)		
11,43,792	For Expenses	B	15,75,138		- Loans scholarships		
- For Advances			-		- Other loans		
60,70,308	For Grants Received		220,50,986				
- For Sundry Credit Balances					Advances		
1,18,898	* Statutory Dues		2,19,642	238,46,565	- To Trustee		
72,24,939					- To Employees		
	Income & Expenditure Account				- To Contractors		
113,99,394	Balance as per Last Balance Sheet		101,19,554		- To Lawyers		
(12,79,840)	(Loss)- Appropriation		-		- To Client		
101,29,554	(Surplus)/Deficit) as per I&E Account		36,84,938	138,04,491			
212,35,012	Total		456,95,865	212,35,012		Total	456,95,865

As per our report of even date

For M/s Jigar M. Shah & Associates
Chartered Accountants



Jigar Shah
Proprietor
Membership No. 140186

Place- Mumbai
Date- 25th September, 2018

Prina Agrawal
Prina Agrawal
(Trustee)

Amit Gandhi
Amit Gandhi
(Trustee)

Ajay Kothari
Ajay Kothari
(Trustee)

Vivek Talwar
Vivek Talwar
(Trustee)

For and on Behalf of the Board

Place- Mumbai
Date- 25th September, 2018

ANTARANG FOUNDATION

SCHEDULE-I

Registration No. S-20007

Income & Expenditure Account for the Year Ended on 31st March, 2018

FY 2016-2017 (Rs)	Expenditure	Sch No.	FY 2017-2018		Income	Sch No.	FY 2017-2018	
			(Rs)	(Rs)			(Rs)	(Rs)
-	Expenditure in respect of Properties				- Interest			
- Rate, Taxes, Cesses					- Accrued			
- Repairs & Maintenance					- Realised			
- Salaries								
- Insurance								
- Depreciation					10,47,034		8,74,436	
					2,30,548		7,65,702	
								16,40,218
	Establishment Expenses							
39,125	Remuneration to Trustees							
-	Legal Expenses				5,250			
35,000	Audit Fees		1,00,000	37,81,120	Other Income			
	Amount Written off							
-	Bad Debts							
-	Loan Scholarships							
-	Unrecoverable Rents							
-	Others							
	Miscellaneous Expenses							
344	Bank Charges		588	588				
1,41,273	Depreciation		3,80,575	3,80,575				
	Expenditure on objects of the trust							
-	(a) Religious							
-	(b) Education							
-	(c) Medical Relief							
-	(d) Relief of Poverty							
133,20,527	(e) Other Charitable Objects	D	384,50,647	384,50,647				
17,06,700	Establishment Expenses	E		15,46,232				
	Re Surplus carried over to Balance Sheet			56,84,338				
152,42,969	Total			261,71,980	332,47,969	Total		241,71,560

As per our report of even date

For and on Behalf of the Board

For M/s Agar M. Shah & Associates
Chartered Accountants

Jmshah
Agar Shah
Proprietor
Membership No. 140186



Priti Agrawal *Apurva Gandhi* *Ajay Patel* *Shrikant Talwar*
(Trustee) (Trustee) (Trustee) (Trustee)

Place- Mumbai
Date- 15th September, 2018

Place- Mumbai
Date- 15th September, 2018