



antarang

Building Self Reliance in Youth



ANNUAL IMPACT REPORT

2018-2019

Achievements
and Learnings
from the year
gone by

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ABOUT US



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

OUR VISION

WHAT WE DO – The Problem

India has 1 million youngsters turning 18 every month

- Out of these, not even half of them complete high school due to a variety of financial, social reasons, the inability to pursue or higher studies, etc.
- This results in millions of young adults who can neither access higher education nor secure a decent source of employment

What happens to these young minds?

- Some indulge in delinquent behaviour
- Others are forced to work in exploitative conditions
- Underage girls are often married off and end up becoming mothers at a very young age
- Can get trapped in a vicious cycle of under-achievement, regressive thinking and low income

On the other hand, India really needs them

- Acute **shortage of skills** has been reported across all sectors, with less than 4% of the workforce being skilled*
- As India's share of the working-age population plateaus, skilling has become a key imperative

Therefore, there is a huge employability gap that exists amongst disadvantaged youth

Rahul

- Rahul is 14 and is in class 8 at the local government school.
- His father is a roadside mechanic
- Rahul helps his father in the evenings and is being encouraged to work with him full time

Maya

- Maya is 19 and is the first girl in her family to go to college.
- Her parents are keen to get her married as soon as possible
- She is keen to become financially independent and not get bound to the house like her older sisters

Sunny

- Sunny has just turned 18
- He has dropped out of high school
- He spends his days roaming around with his friends and playing games on his cell phone
- His family of 7 faces economic hardships - he earns a few hundred rupees a month doing petty chores in his uncles shop

WHAT WE DO - The Approach

- **A vast employability gap exists between the disadvantaged youth and the organized 21st century workplace.**
 - **Ensuring that the youth are trained in employable skills, receive guidance and have access to resources is key to helping them build a meaningful career of choice.**
- The Antarang foundation works to bridge this employability gap through two distinct youth oriented programmes which focus on the transition from education to employment through the mindset and skill development.
 - These programs are focused on key inflexion points in an adolescent's life.
 - The Antarang Foundation works directly with its students (adolescents) in their communities, schools and colleges.
 - These programs deliver career guidance, develop core employability skills, and finally link students with career opportunities.

- Rahul, Sunny, Maya need and deserve to have aspirations for themselves
- They need to know the path that will take them to their dreams
- They need to have the capability to undertake this journey



CAREERAWARE



CAREEREADY

WHO OUR STUDENTS ARE



In 2018-19, we worked with a total of 25225 students across our 2 flagship programmes



53% of our students were girls

We reached our students in **8 communities** across Mumbai (CareeReady) and 353 **schools** in 3 geographical regions (CareerAware)



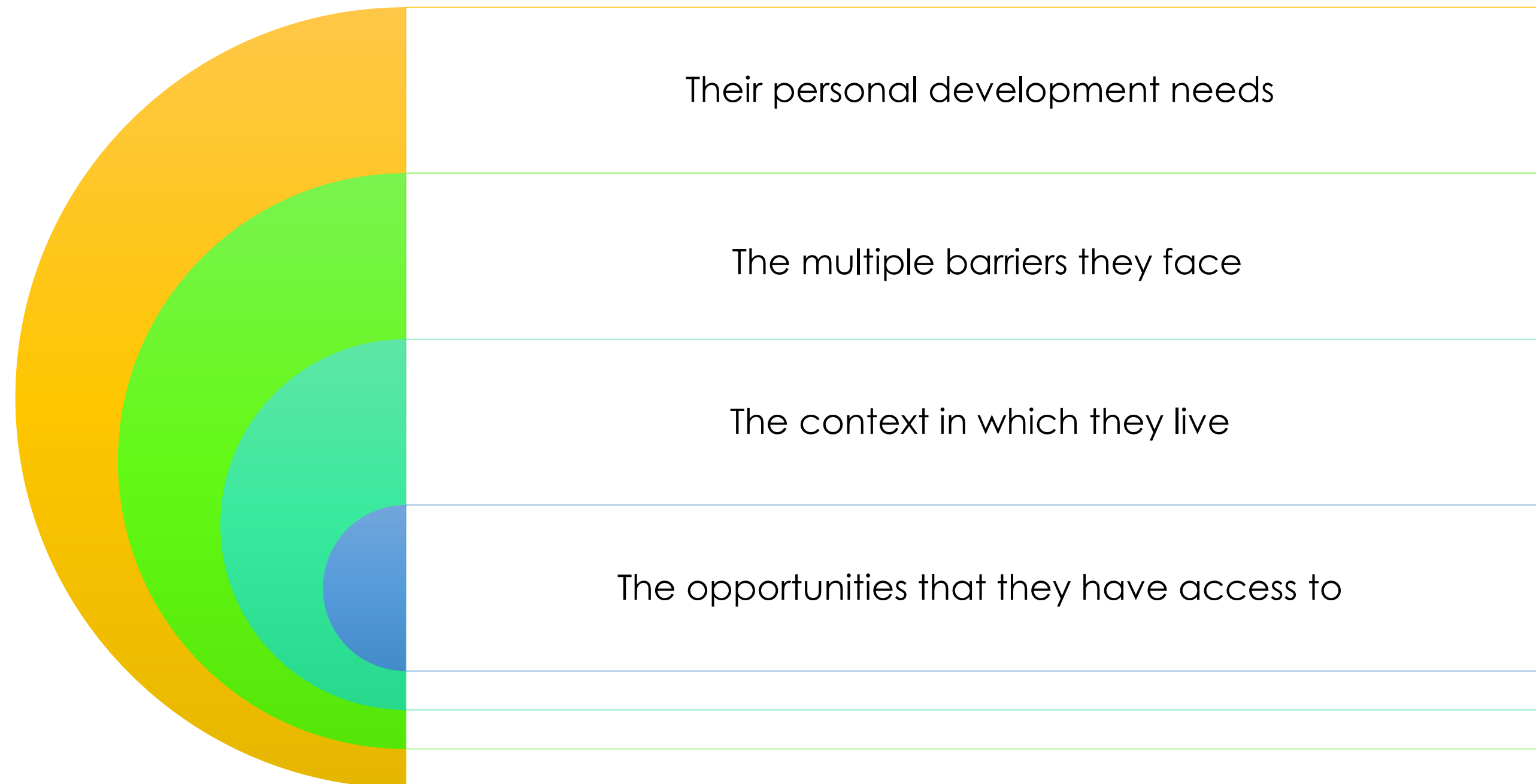
XXXX belong to low-income households.
XXX are studying in government schools and colleges. 7



WHAT DOES IMPACT MEAN TO US?

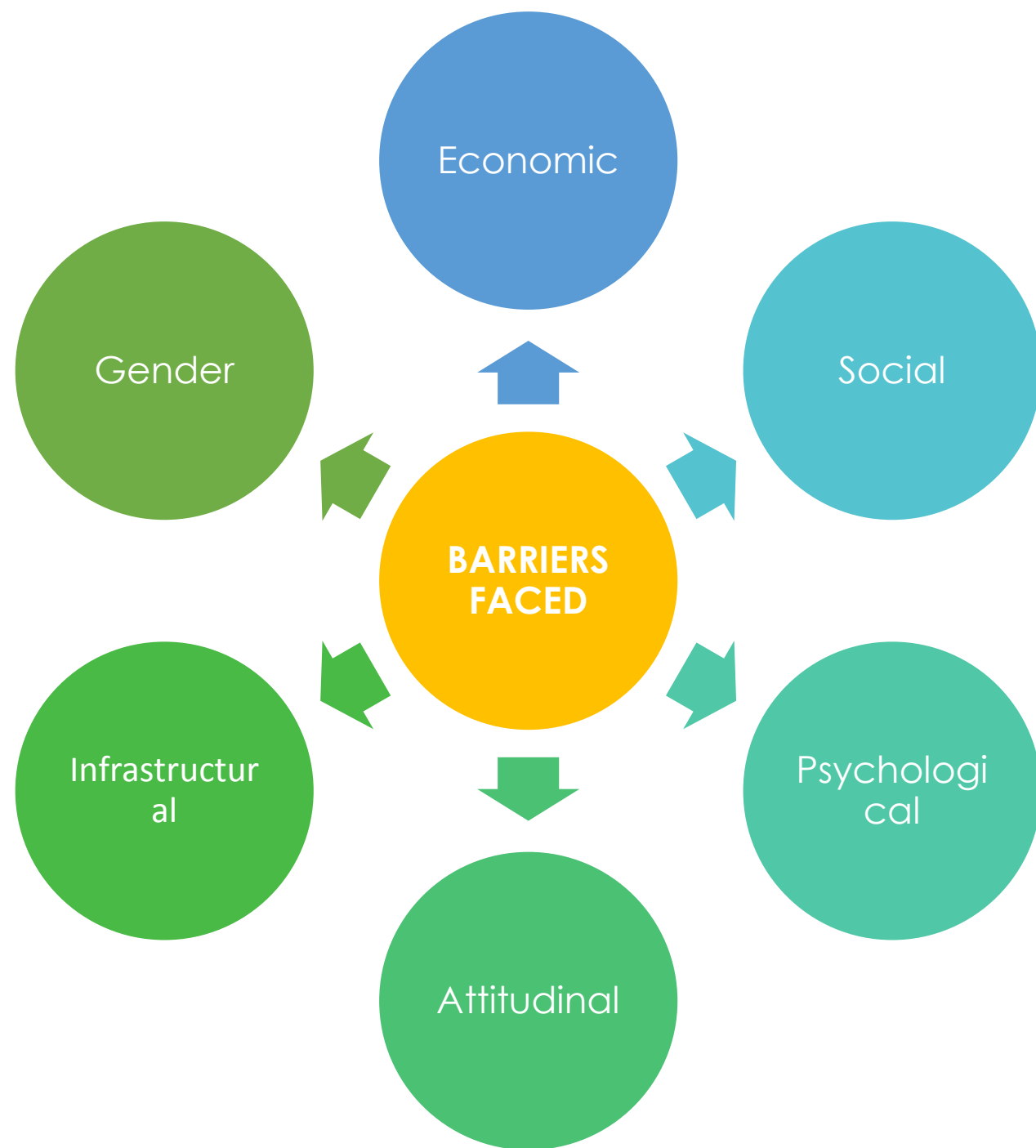
The moment you inject information, education and an entrepreneurial spark in a community, it gets empowered enough to inspire, build and uplift itself – Sharad Vivek Sagar

To define and assess impact, we first need to delve deeper into our students lives



- Each of our students faces a unique combination of the above
- Any approach has to factor in all of the above in order to be effective
- Solutions need to be relevant at an individual level as well as be applicable on a larger scale

Our Students Face Multiple Barriers



Economic: They lack the economic resources to pursue higher education or to gain necessary skills and knowledge. There is usually also the pressure to start contributing to the family income at the earliest.

Social: They often face discrimination based on class or even proficiency in English from peers and potential employers.

Psychological: They sometimes exhibit doubts and uncertainty towards themselves regarding their ability, potential and self-worth due to having grown up in harsh environments. The lack of self belief can lead to pessimism and frustration about their own future.

Attitudinal: They often have to battle entrenched attitudes and prejudices about their professions, gender stereotypes, the aspirations that they can set for themselves, career and life pathways that can be followed.

Infrastructural: They usually reside in low income communities, which lack basic infrastructure and space. This includes lack of ventilated, well lit and quiet places to study and rest, communication facilities like wi-fi, etc. Lack of easy access to safe and cheap public transport also poses a challenge for many.

Gender: Girls face additional hurdles, with many being told that marriage is the only outcome. They also face restrictions on dress, the hours and distance that they can be away from home, the nature of activities that they can pursue due to the overarching social need to "maintain their reputation" and are burdened with responsibilities within the household. For married young women challenges like lack of child-care facilities and assistance in household chores also hampers their ability to work in full-time jobs.

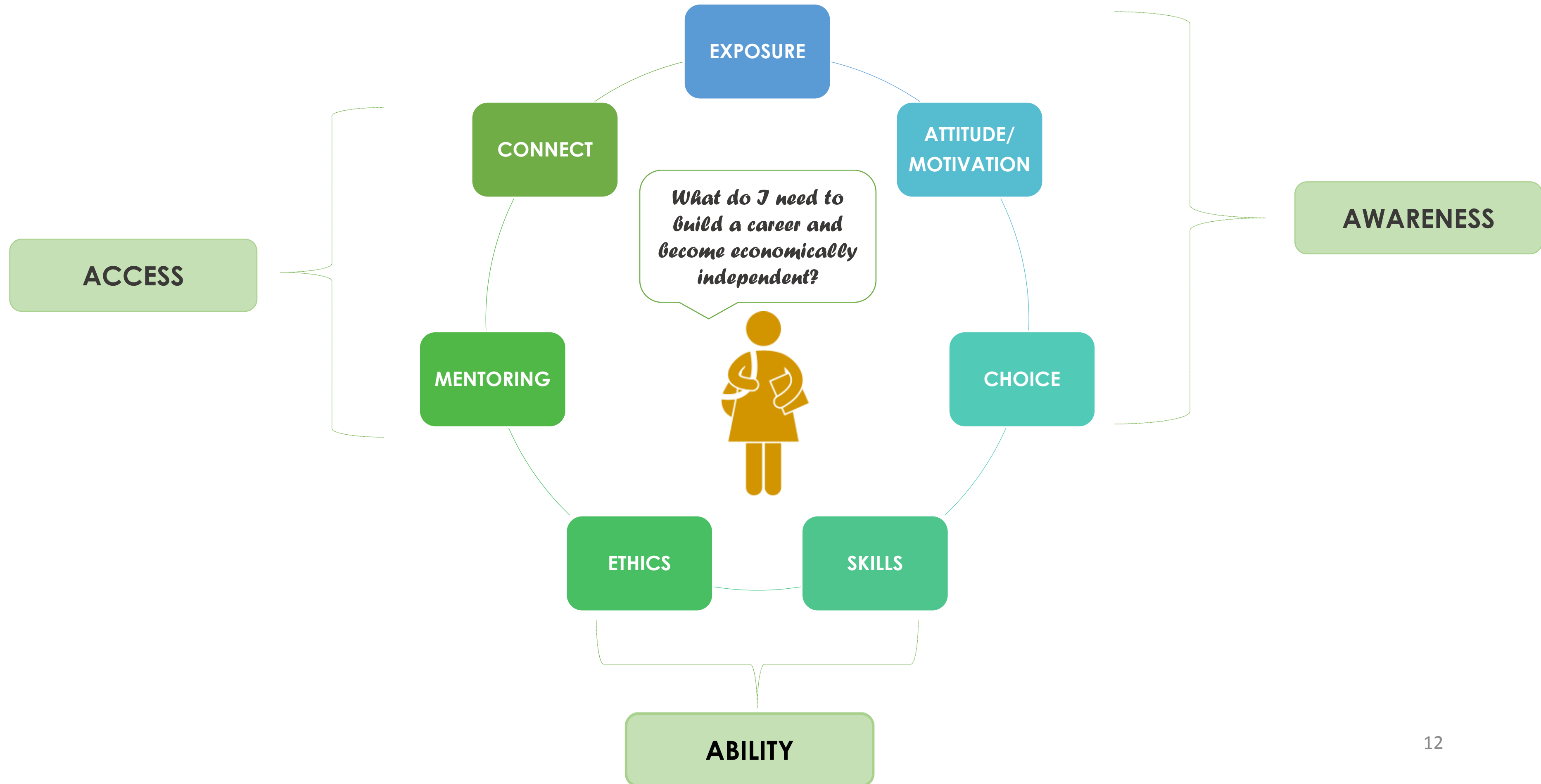
The Context

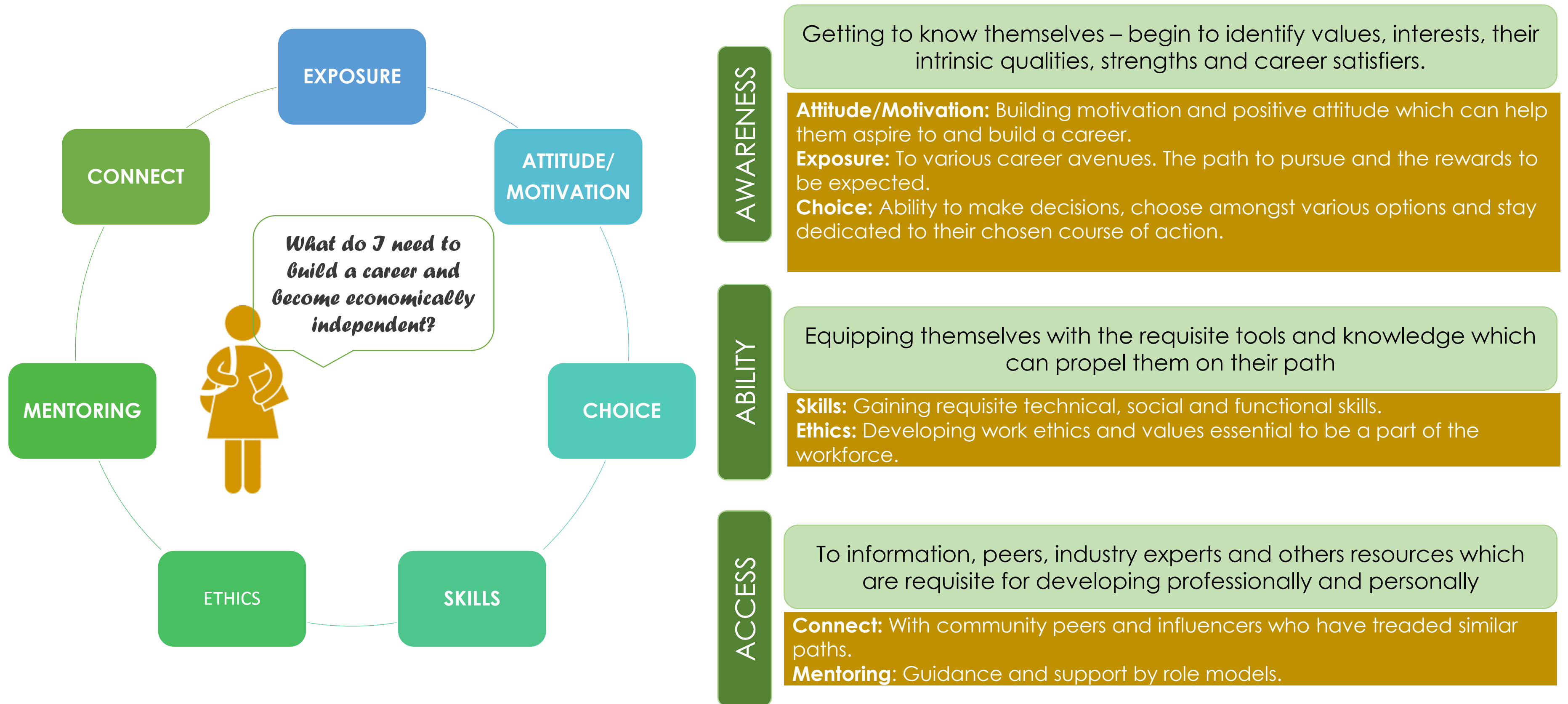
- They often live in low income households, and money plays a significant role in their actions and decision making. This constrains the opportunities that they can seek and also places a short term orientation in their future planning.
- They often live in large families so have diminished personal attention or space.
- They are usually brought up by mothers who have none/ very little formal education.
- Have been educated in an indifferent system that focuses mainly on rote learning and very little on 'real-life' aspects.
- They may not have met enough successful professionals and so lack role models to emulate.
- They lack a balanced perspective on the requirements of the organised sector and believe that their High School/ Graduation certificate is the golden ticket to success.

Looking at the Positives

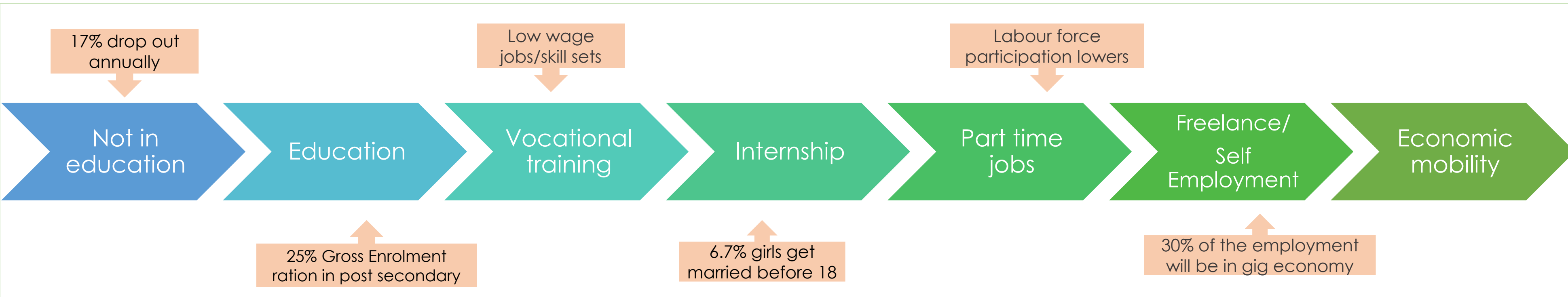
- They are adaptable and have a high degrees of resilience.
- They usually have a strong desire to improve their own lives and of those around them. They believe in the power of education and employment to do so.
- They are tech savvy and have the ability to learn technology very quickly.
- They often have a strong personal support network of friends and peers.
- *They are similar to young people across the country with the same energy, drives and motivations.*

What does a young person need to develop and fulfil his/ her career aspirations ?





The continuum towards economic mobility has many steps and multiple challenges



Economic mobility continuum, highlighting the obstacles at various milestones

- The path to economic independence for these students is often **not a linear one**.
- The pace and smoothness of the journey along this continuum varies depending on the context, needs and barriers faced by each student.
- The challenges vary at different milestones in the continuum and need to be tackled individually.
- A one-time intervention is unlikely to be effective.

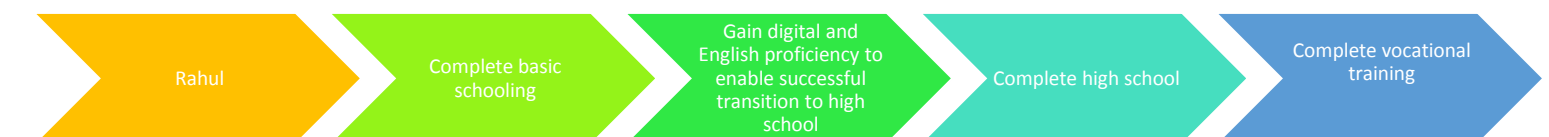
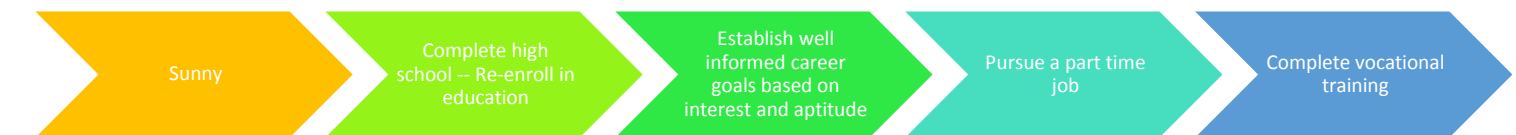
Antarang uses relevant and multiple interventions at key milestones to empower students to progress to the next phase

IMPACT FOR US IS

Antarang measures transition to careers in terms of movement on the economic mobility continuum and tracks students being in Education/ Employment/ Training.

In this report, we have used a mix of tangible outcome indicators (which are more direct and measurable) and intangible outcome indicators (which are indirect and difficult to measure) to depict the impact on the lives of the students.

- Impact is indicated in the students taking steps forward to gradually achieve every milestone in the journey to becoming economically independent.
- A step forward to successful linkage leads to a future course of action which suits their context, needs and aspirations – which could be further education, a part time job while they pursue further education, a vocational job to support themselves or a full-time job.



What does productive employment imply? Employment is not just a wage, but a path to progress

Antarang views employment as not just a source of livelihood, but as an enabler for improving their own life and that of those around them.

- Being established on a defined career path can propel a family not just out of poverty but towards upward social mobility
- *Social mobility is defined as the transition of a family from one social class to another*
- A 'career-orientation' gives a young person
 - The courage to dream
 - The freedom to craft their own future
 - The ability to avoid exploitation
 - The power to become role models for others in the community, thereby creating a ripple effect
 - Reinforce social values and responsibility in their own and subsequent generations

For girls, we aim that they not just be employed in a vocation of choice, but that the job should enable social progress of self and family, which enables them to have the agency and freedom to choose.

Ability and agency to travel on their own

Agency to decide their own work timings

Agency to decide how much and what to study

Decision-making about the nature of jobs they want to work in

Agency to decide when to marry and to have children

Suvartha's story – From discovering her interests to working as a Communications Associate



Hails from Ghatkopar. Stays with her family of 4 – Father is an electrician, mother a housewife and her younger sister is studying.



Currently pursuing B.Com. from SIES college



She wanted to become a banker but was unsure about how to attain her goals.



Joined CareeReady after hearing about it from friends in the community.



Her world opened up and her path became clear.



Stated that Antarang helped her improve her communication skills, honed her aptitude, personality and interests.



Eventually after graduation, was placed in Tapasya Pratishthan, as a Communications Associate, and works there since July 2018.



Aims to complete education and secure her dream job in the banking sector!





PROGRAMMATIC HIGHLIGHTS

*“We cannot always build the future for our youth, but we can build our youth for the future.”
– Franklin D. Roosevelt*

CAREERAWARE

CAREEREADY

CareeReady Program

The **CareeReady (CR)** program engages youth in the 18-28 age group, with the objective of helping youth identify their potential and linking them to a suitable career of their choice.



Training on core employability skills, preparing them to be a part of the work force.



Career/ education linkages in the form of internships, job placements



Educational/ vocational opportunities

Enrolment

Training

Placements

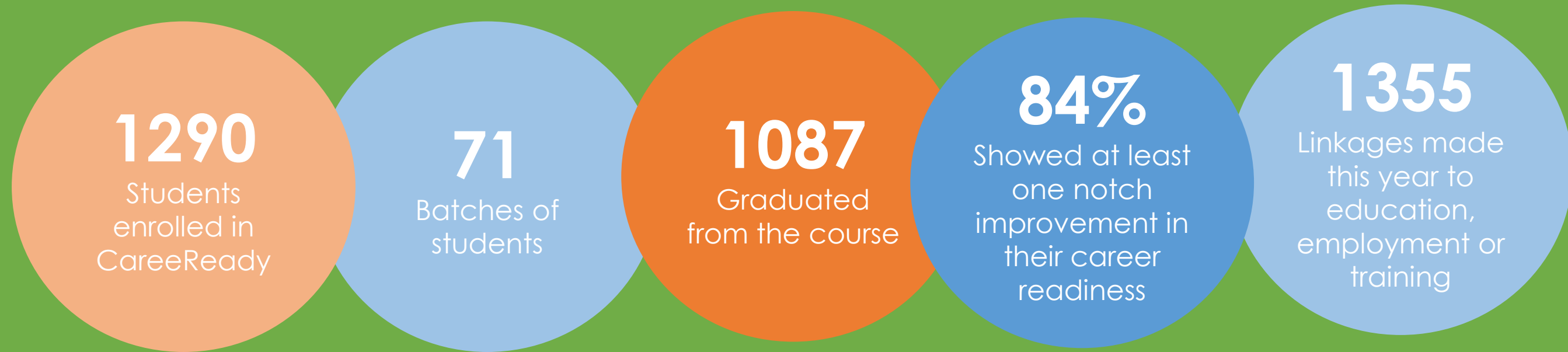
Mentoring

Alumni
Engagement

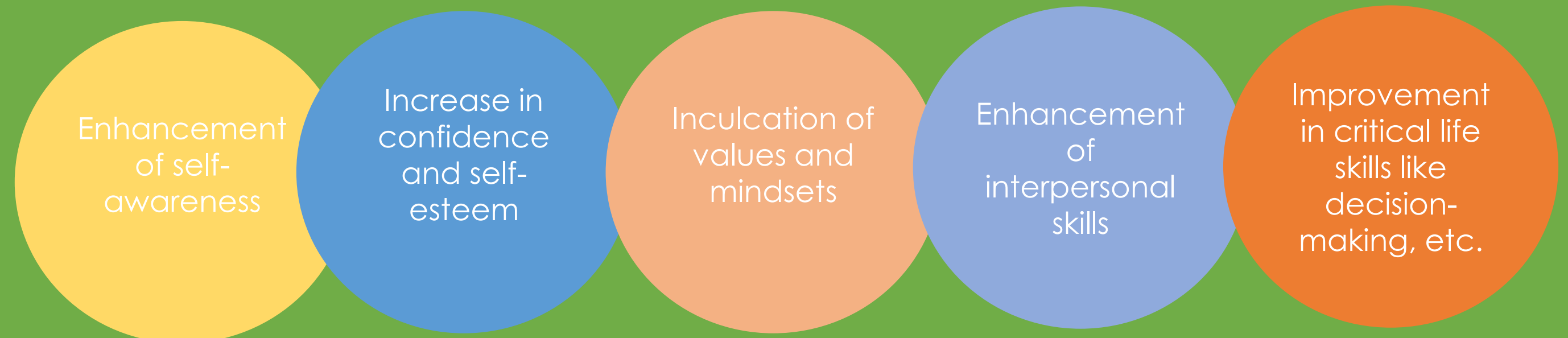
2018 -19

Impact in a nutshell – CAREERREADY

**Tangible,
directly
measurable
outcome and
impact
indicators**



**Intangible
outcome and
impact
indicators,
represented in the
report though case
studies**



Student enrollments – Voluntary enrolment boosted by Partnerships and Alumni referrals

Enrolment by our Community Engagement team

The Community Engagement team, along with on-ground partners, introduces the concept of employability to youth, parents and community influencers through a series of engagement activities. Parents are important stakeholders and an intensive parent engagement module encourages support for the students' career journey.

35%

Of batches started through door-to-door visits by our team

Leveraging partnerships with other NGOs and colleges

The CareeReady model leverages work already done by NGOs/CBOs in communities. Existing partnerships with NGO/CBO partners were strengthened by adding to the basket of services already being offered by them.

63%

Of batches started through partnerships

Alumni referrals

The buy-in of the program amongst students is validated by the fact that a significant proportion of our enrolments in 2018-19 happened through alumni referrals

44%

Of the enrolments in communities happened through alumni referrals

1290

Enrolled in CareeReady

71

Batches of students

8

Across Communities

15

Partnerships with NGOs

9

Partnerships with colleges

Training – 100 hours of guidance to improve ‘CareeReadiness’

- The **45-day (100 hour)** training schedule follows a specially designed curriculum using multiple pedagogical approaches. The program is facilitated by a team of motivated and trained facilitators.
- Students begin with **psychometric profiling** to understand themselves better. This includes strengths, aptitude and interests.
- Students then attend **industry awareness sessions** on various career avenues. The objective is for them to understand the nature of work and the metrics for success in their sector of choice. These include expert speaker sessions, exposure visits and experiential projects.
- The instilling and reinforcement of essential transferrable **work skills is done throughout** via interactive activities. These include values, ethics, effective communication, interpersonal and critical thinking skills through interactive, activities-based teaching techniques.
- The students are encouraged to hone their **Digital and Financial literacy levels**.
- Students are graded on their work ethic and attendance throughout the program and need to achieve a XXXX score in order to graduate from the program.
- Parent Engagement sessions are integrated into the program to ensure familial support.



72%

Average graduation rate
across CR batches

XXX%

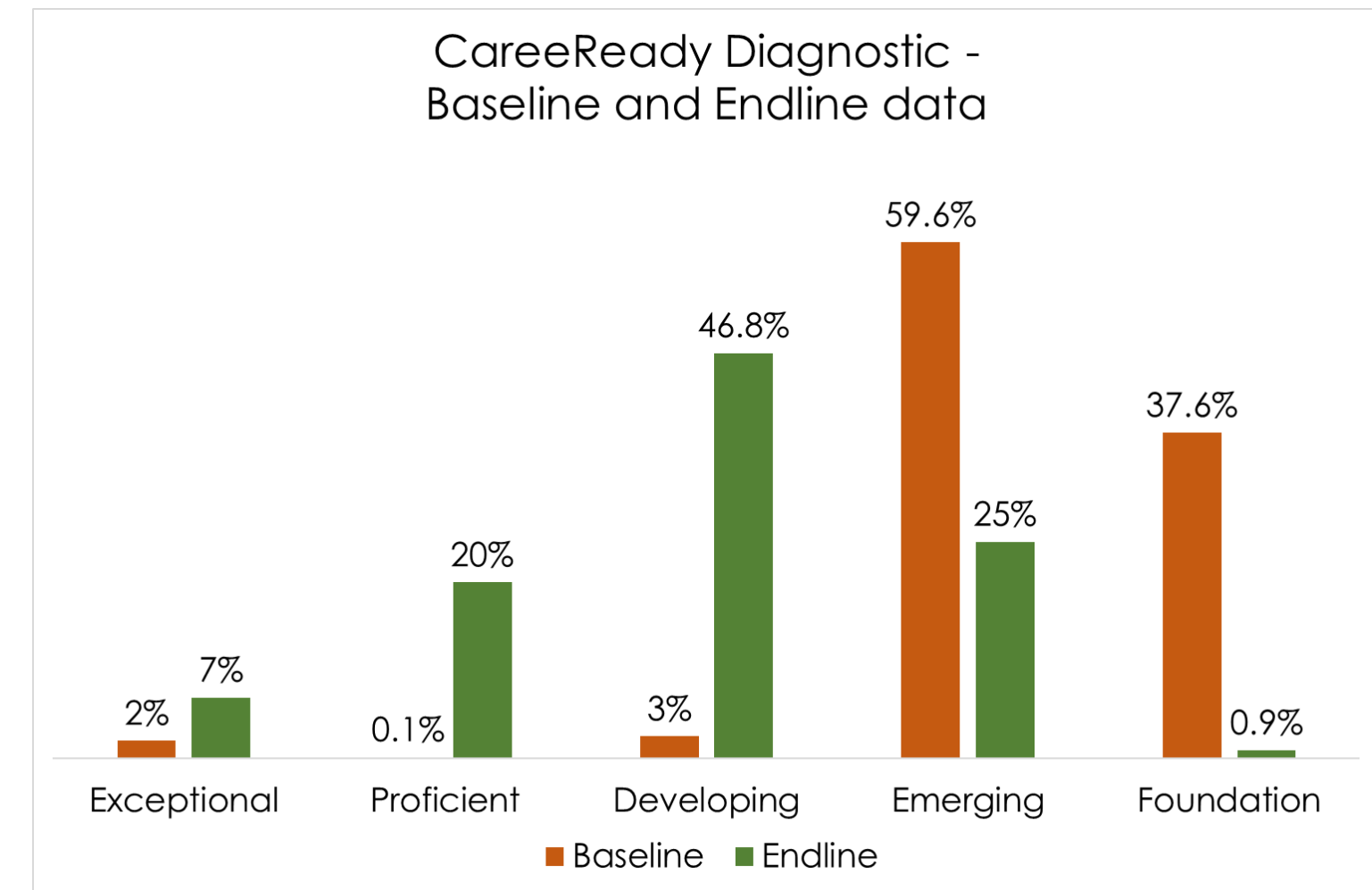
Average work ethic score
across CR batches

XXX

Average exposure visits per
CR batches

Training – Assessing ‘CareeReadiness’

- The Antarang Foundation, in partnership with the Adhyayan Foundation has developed the **CareeReadiness Diagnostic**, a proprietary tool to measure progress on employability parameters.
- The tool is used by individual students to **assess their level of career readiness**. The students get rated on a five-point scale, starting from “Foundation” at Level 1, “Emerging” at Level 2, “Developing” at Level 3, “Proficient” at Level 4 and finally “Exceptional” at Level 5. Each level indicates the relative level of career preparedness of the candidate.
- The students are assessed at the beginning and the end of the training to get a baseline and an endline score.
- The movement on the career readiness score indicates the effectiveness of the training.



84%

Showed at least one notch improvement in their career readiness at the endline

Diagnostic movement for Suvarna ?

Placements – Successful linkages to training, education or employment

Post the classroom training, students go through an interview preparation module and are then provided linkages in line with their career plans.

EDUCATION

Students are assisted in registering for the National Open School Network to resume their basic education.

TECHNICAL TRAINING

Students are connected to training institutes, where they can gain the vocational skills and certifications required for their chosen sectors. We also attempt to address any financial or social barriers that the student may face while doing this.

887

CareeReady graduates linked to education

244

CareeReady graduates linked to vocational training and internships

224

CareeReady graduates linked to full time, part jobs or self-employment opportunities (31%)

Rs. 10802

Average monthly starting salary offered to students beginning full time jobs

INTERNSHIPS

PART TIME JOBS

FULL TIME JOBS

- CareeReady has over 150 corporate partners across all sectors and organisation types.
- In 2018-19, the top sectors of placement included **Banking industry, Beauty industry, Hotel and hospitality and Social sector (NGOs)**.
- Our top 3 employment partners were Lóreal, Starbucks and Indus Action.

Antarang continues to support its students to move along the employment continuum and provides multiple linkages to a student on occasion

Taukir's story – Landing a dream job with the highest package



Hails from Jogeshwari. Stays with his family of 4 – Father is a contractor, mother a housewife and younger sister is studying.



Learnt more about himself - built his communication, interpersonal and presentation skills.



PUT IN HIS DIAGNOSTIC OR WORK ETHIC SCORE



He currently earns the highest package of the year, across all CR batches and students.

Completed his Bachelors in Engineering from Rizvi College, Mumbai

Joined CareeReady after hearing about it from friends in the community.

Began his employment journey at Antarang in the Administration department, for approximately 3 months.

Continued searching for a job in the stream of his choice. Connected to a job with Mahindra Lifespaces

Mentoring – Guidance and support by role models

The Antarang mentorship program enables students to find role models from their profession of interest. These mentors act as champions and help the students prepare and cope with their first year of employment.

- All graduates from the CareeReady Program can opt for 12 months of structured mentoring by professionals from Corporate India to accelerate their career development.
- The Antarang volunteer mentor base straddles industries, job levels, location, mentor age and interests and gender.
- Students are carefully matched with mentors so as to improve the parameters identified from their CareeReadiness endline report.

The number of mentors has swelled to XXXX with cohorts of individuals joining from XXXX organisations.

However, the pace of linkage especially for our girl students continues to be driven by the paucity of female mentors. While 59% of male students stand linked, only 30% of female students have found mentors.

2018-19 saw the Mentoring team piloting the **Super Mentors for Super Mentees (SMSM) program**.

The SMSM program is a 5-month mentoring program designed especially for students with high potential, to help them transition smoothly into the working world.

This is a first of its kind group mentoring initiative, where a group of 6 mentors will jointly mentor a group of 14 mentees. This ensures diversity, perspective building and a pooling together of strengths for optimum outcomes.

Total number of students who have been linked ?

Of those who opted for mentoring **46%** were linked, and **41%** since inception.

Total number of organisation cohorts since inception

Farheen's story – Equipped with essential work and life skills through her mentoring program



Resides at Zakaria Bandar. Stays with family of 5 – with mother who is a housewife and 3 siblings



Completed her B.Com. from SNTD college.



Nurtured dreams of becoming an accountant.



Heard about CareeReady programme because of strong presence in community and enrolled.



After graduating, was selected as an intern with the Accounts department at Antarang.



Job shadowed her mentor. She was absorbed as an Assistant in the Accounts department, went on to complete her M.Com.



First among her family members to have acquired a Master's degree, to work at an organized sector and is the breadwinner of her family



Stated that mentoring helped her gain self-confidence, understand how to manage time and multi-task.



Alumni engagement – Maintaining long term relationships with students of previous batches

Antarang recognises the need to build a long term presence in the lives of its students to ensure employability outcomes for them and their communities. The robust Alumni Engagement Program aims to provide a network for peer learning and support to all past CareeReady students by connecting on multiple dimensions.

- Physical presence within the community via mini events like youth meets and community walks.
- Virtual presence via social media that includes Whatsapp, Facebook and Instagram.
- Building a youth fraternity through both mass participation events like sports day and youth day as well as interest based sessions on varied subjects which included art, drama and acting, gender sensitivity, waste management, hospitality.
- Foster career development by providing access to learning opportunities like seminars/workshops/courses that improve their standing in the job market. This also instils the credo of continual learning.

Our alumni are free to access these opportunities till 30 years of age.



Continued
Learning
Workshops



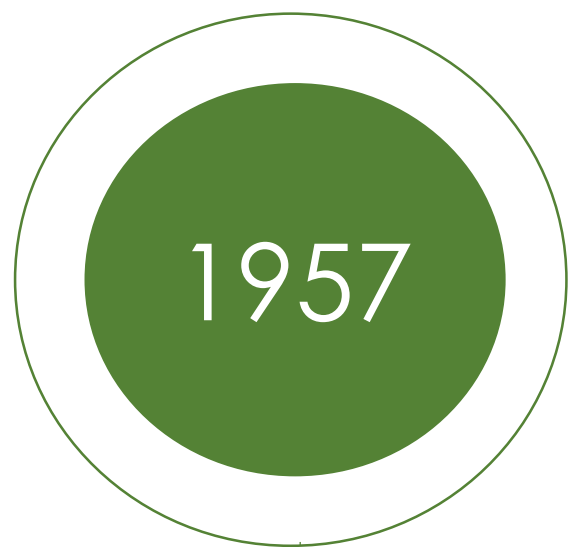
Mini events
organized like
community meets,
walks



Mega events –
Sports Day,
Youth Day



Students
connected this
year



Number of alumni
connections,
since inception

Suresh Mhatre's Story – Becoming a strong advocate for Antarang



Resides at Dharavi in a joint family of 9. Parents are both working and elder sister is doing graduation



Pursuing Bachelors in Management Studies from D.G Ruparel College, Mumbai.



Graduated from CareeReady program in 2017.



Heard about CareeReady program from friends in the community.



Took first step towards his Plan A by doing an internship in HR at Scbhang



Actively participated in volunteering events and workshops conducted for Alumni engagement.



Played a pivotal role in making the Career Campus launch a success at Dharavi. Currently interning with Antarang Foundation in HR.



Shared his CareeReady journey with friends in Dharavi to promote the newly established Antarang Career Campus.



CareerAware Program

“There is no power for change greater than a community discovering what it cares about.”

– Margaret J. Wheatley

The primary objective of the **CareerAware (CA)** intervention is to facilitate an adolescent's awareness of one's self, followed by an awareness of the many career options open to them in the non-exploitative sector.



Awareness of self and career options



Decision making on suitable career choice



Defining their career plan and course of action

CareerAware – Helping them take first steps towards realizing their dreams

- The CareerAware program guides the students in making career choices, through the following process:
 - An easy-to-navigate tool assists them in understanding themselves, their interests and abilities through **customized psychometric tests**.
 - Information on the many career options available and the qualifications and aptitude required for each.
 - They are subsequently guided on defining their own career plans by integrating the above. The results are presented as a template which can be used at any point to decode their aptitudes and suitable career options.
- The tool is administered by **trained facilitators** through a series of activities and experiences.
- Once the tool is administered, the facilitators come back after 2 weeks with individual career counselling reports to **advise students one on one**, on next steps.

To boost impact, we undertook two initiatives in addition to the program's implementation :

- Headmaster buy-in plays a significant role in maximising student response. An **orientation session** was conducted with all the Headmasters from Municipal Corporation of Greater Mumbai schools to reinforce the criticality of career guidance and counselling in keeping students invested in education
- **Ward level events** were conducted at the MCGM schools, wherein, expert speakers from areas like banking and media addressed the students on career options in that field. These events also served to inform local government officials about program intent and progress.

CareerAware
conducted
across **353**
schools in
Mumbai, Pune
and Udaipur

CareerAware
orientations
attended by
100
headmasters

71% students
could identify
career options in
line with their
psychometric
profiles

60% students
displayed clarity
of career plans at
the end of the
program

2018 -19

Impact in a nutshell – CAREERAWARE

**Tangible,
directly
measurable
outcome and
impact
indicators**

23,935

Students were a
part of
CareerAware

52%

Were girls

3

Regions where
the
programme
was executed –
Mumbai/ Pune/
Rajasthan

13348

Hours of
content
delivered

71%

students could
identify career
options in line
with their
psychometric
profiles

60%

students
displayed
clarity of career
plans at the
end of the
program

**Intangible
outcome and
impact
indicators,
*represented in the
report though case
studies***

Enhancement
of self-
awareness

Exposure to
career options

Ability to
make
decisions
regarding
suitable
career options

Soni's Story – Became aware of various aspects of career



Grade 10 student of Malwani Municipal School, Mumbai. First Generation learner.



She had never given much thought to her Career.



CareerAware stirred her to list down her career aspirations for the first time.



Through 5 days of counselling sessions, she was able to articulate her interests, aptitude, reality and personality.



Luckily for Soni, her results were in line with what she had listed as her career aspirations, i.e., Artist and Gym/Sports Trainer.



She now felt more confident to pursue her aspirations as she attained the awareness regarding what course or diploma would help her in the process.



She also gained knowledge about the kind of work and compensation the profession would entail.



Soni was grateful for the fun learning process that opened her world to diverse ideas and concepts.



What fuelled our progress?

1

PARTNERSHIPS

2

INNOVATION

3

YOUTH AGENCY

Partnerships

We have long realised that we can be more efficient and effective if we work in tandem with other like-minded organisations and institutions. To this end, we have actively worked in synergy with partners across the board to achieve mutually beneficial results.

NGOs

We partner with other NGOs in local communities so as to leverage the work already done by them. We strengthened their and our presence by adding the CareeReady program to the basket of youth oriented services already being offered by them. Transformative NGOs like Udaan, SHARE, Sneha, Apnalaya and Vidya are amongst our partners.

14

Partnerships with NGOs

Colleges/ Institutions

A key priority for Antarang is to seed and embed core employability skills training within the higher education system. Consequently, we have been executing the CareeReady program in partnership with select colleges, which mainly cater to youth from low income communities. These are spread across Mumbai and include MD college, Valia college, SNTD Matunga and SIES.

9

Partnerships with colleges

Government bodies

Government schools are required to provide career guidance to their students as part of the Rashtriya Madhyamik Shiksha Abhiyan. Antarang partners several local government bodies in providing this through the CareerAware program. These are the Municipal Corporations of Greater Mumbai (MCGM), Navi Mumbai(NMMC), Thane(TMC), Pimpri-Chinchwad(PCMC), Pune(PMC); the Udaipur DEO(District Education Office) and Maharashtra – RSA.

7

Partnerships with government bodies



“It’s like a magical pill for our students. After going through the program, their communication skills and confidence increases, in addition to gaining greater clarity on the goals they want to achieve.

In many of the cases, post the program, support received from the parents also greatly increases.

The program empowers students to take charge of their lives and work towards their goals in a systematic manner.”

**Ms.Sushree
Udaan Foundation(NGO partner)**



INNOVATION

Launch of Employability Hub

*If you always do what you always did, You will always get what you always got.
- Albert Einstein*

Innovation

This year, our quest for amplifying the discourse and action on youth employability took us on **3** new paths :

1. Enhancing outcomes.
Developing a platform where young people can nurture and fulfil their career aspiration

2. Opinion leadership.
Highlighting the employability gap and advocating for youth in the national consciousness

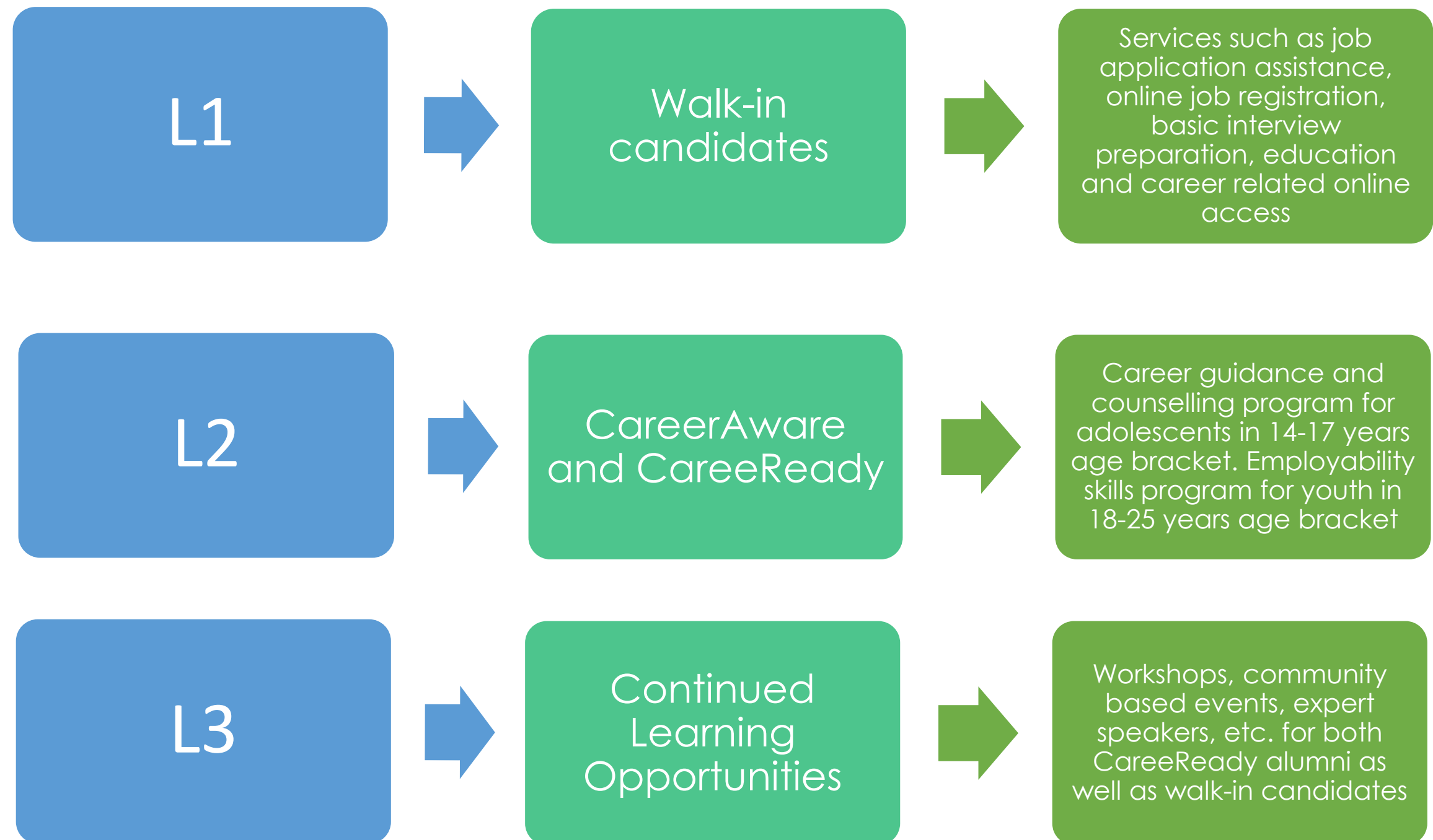
3. Calibrating the problem.
Developing a common language and metric for measuring employability

Employability does not operate in a vacuum. It requires a systemic understanding and response.

INNOVATION

- The National Career Services speaks of a **strategic intervention** through Career Resource Centres to improve quality of the workforce.
- The Employability Hub is an innovative intervention for youth that offers **end-to-end services** like career counselling, access to skill and job linkages and continued learning opportunities within the **familiar space of their community**.
- The hub is a **self-sustained community initiative** which can be replicated in many communities and in time, adopted systemically.
- The model lets parents and other key stakeholders be a part of the process.
- It provides a physical and mental space for young people to focus on their career aspirations.

The Employability Hub offers myriad services for youth of varying interests, requirements and age-groups.



INNOVATION

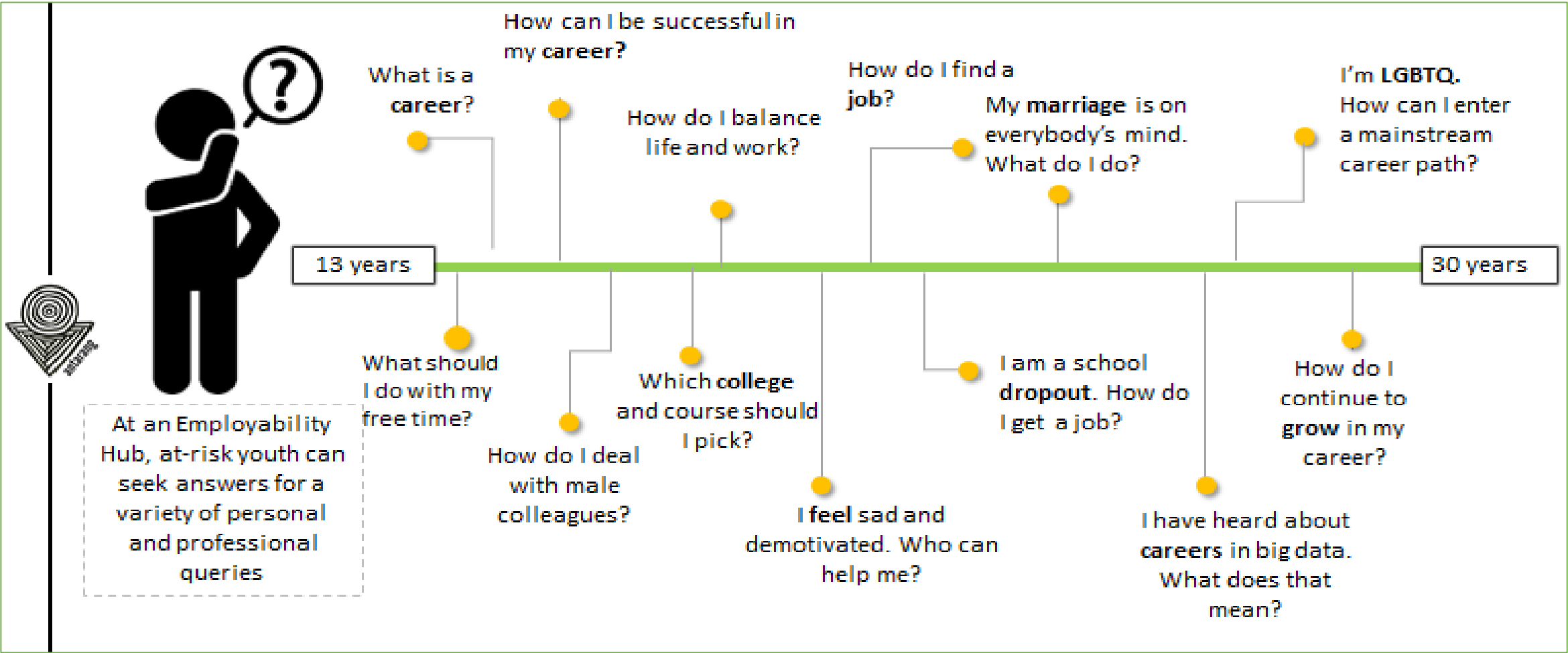
Employability Hub: A safe space for youth to nurture their ambitions and aspirations!

In November 2018, the Antarang Foundation launched the first Employability Hub, in partnership with the Udaan India Foundation.

The initiative, '**Career Campus**' was received enthusiastically by the Sangarsh Nagar community, with over 50 youngsters attending the launch event.

The hub provides a basket of services on career planning and opportunities that can be accessed by any young person.

The Hub will address a variety of issues faced by Youth



Antarang has successfully piloted and implemented the first employability hub In Powai, Mumbai.

INNOVATION

1238 footfalls
accessed hub
since inception

English speaking
coaching and
assistance in job
applications have
emerged as top
demands at the Hub.

31 students have
been counselled
through
CareerAware

58 students have
been enrolled since
inception in
CareeReady

3 expert speaker
sessions, **4** parent
meetings and **6**
workshops have
been conducted



Hand-decorated lamps made out of recycled bottles made by students as a part of the entrepreneurial project of the CR batches at the hub

INNOVATION

CareeReadiness Diagnostic: An innovative tool to measure employability, now replicated by other organizations

The Antarang Foundation developed and piloted the CareeReadiness Diagnostic tool last year. The rigorous pilot within Antarang has confirmed it to be a reliable indicator of youth employability and outcomes

This year, the next step was to test the tool **beyond the Antarang ecosystem.**

In January 2019, **Deshpande Foundation (DF) invited us** to implement the Diagnostic for its students being trained under “Elevate - Employability Skills program” at the Government First Grade college Hubli. This involved a **detailed training of the DF trainers** in the nuances of diagnostic implementation on Day 1 followed by actual student implementation on Day 2.

A total of **15 trainers from DF underwent training for the diagnostic implementation.** They in turn administered the diagnostic to 29 students under the guidance of Antarang and Adhyayan officials.

Thus Antarang now has the experience of rolling out the tool to other organizations in the same space. This is a crucial step in establishing a common metric and language.



INNOVATION

Antarang establishes itself as a thought-leader at national level platforms by showcasing innovative employability solutions



In September 2018, UNICEF, in association with Head Held High Foundation and Pravah, organized **a state level consultation in Mumbai** with the primary focus of hearing the voices of young people with reference to their needs, dreams, aspirations and challenges related to education, career guidance and employability. Of the 15 NGOs that participated, five NGOs were chosen to represent the state of Maharashtra at the National level consultation held in New Delhi. It is a matter of pride that **Antarang was among the five solution providers selected** to share their work and insights at the National Level



Subsequently the **national level consultation** was held in New Delhi in October. The event included officials from NITI Aayog and the Ministry of Skill Development in addition to youth representatives and NGOs from 6 states. Antarang presented the work done by it in the field of youth employability and also stressed on the importance of creating community based employability hubs as a solution to improving youth outcomes

Thus, Antarang has now established its presence as an opinion leader in the employability landscape.

Antarang Leadership Initiative (ALI)

The **Antarang Leadership Initiative** program was launched this year to support the development of high-potential youth. It aims to strengthen their 21st century life skills and leadership skills through execution of a civic engagement project.

The program is delivered in three modules revolving around **“empowerment”, “engagement” and “advocacy”**.

It culminates in participants taking up an advocacy cause, designing and implementing a campaign for achieving the desired change in their communities.

Of the **75+ students** who expressed interest and applied for the program, **13 students** were finally chosen based on a pre-defined selection process.

SOME DETAILS OF THOSE SELECTED ????????

Champion Alumni Program

The **Champion Alumni program** seeks to train a cadre of CareeReady alumni who will boost enrolment from communities, assist in alumni engagement activities and drive participation in the many learning opportunities provided by Antarang.

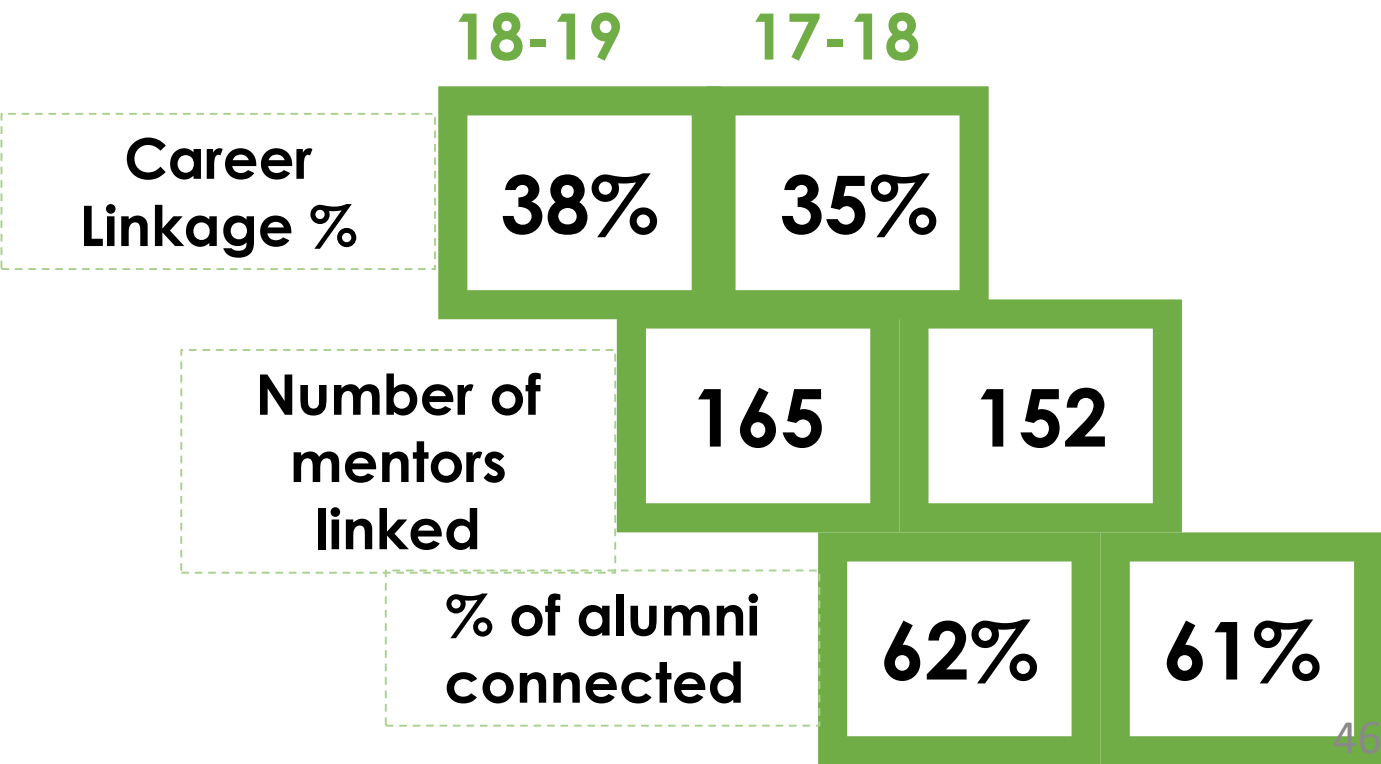
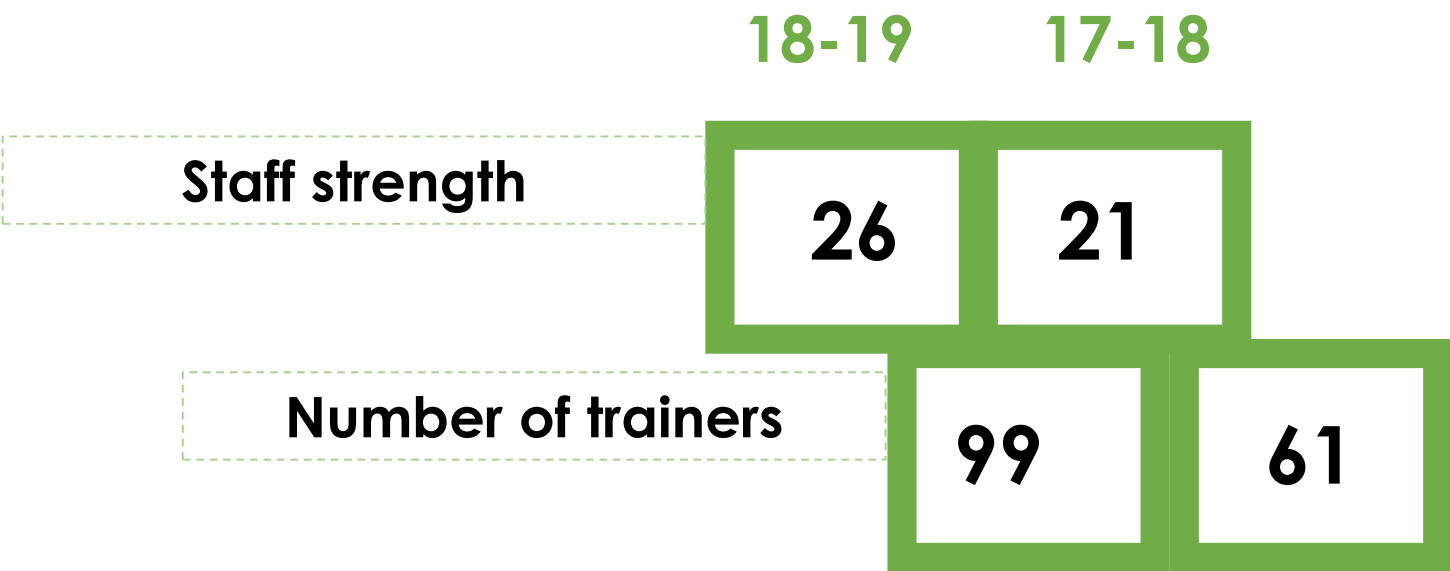
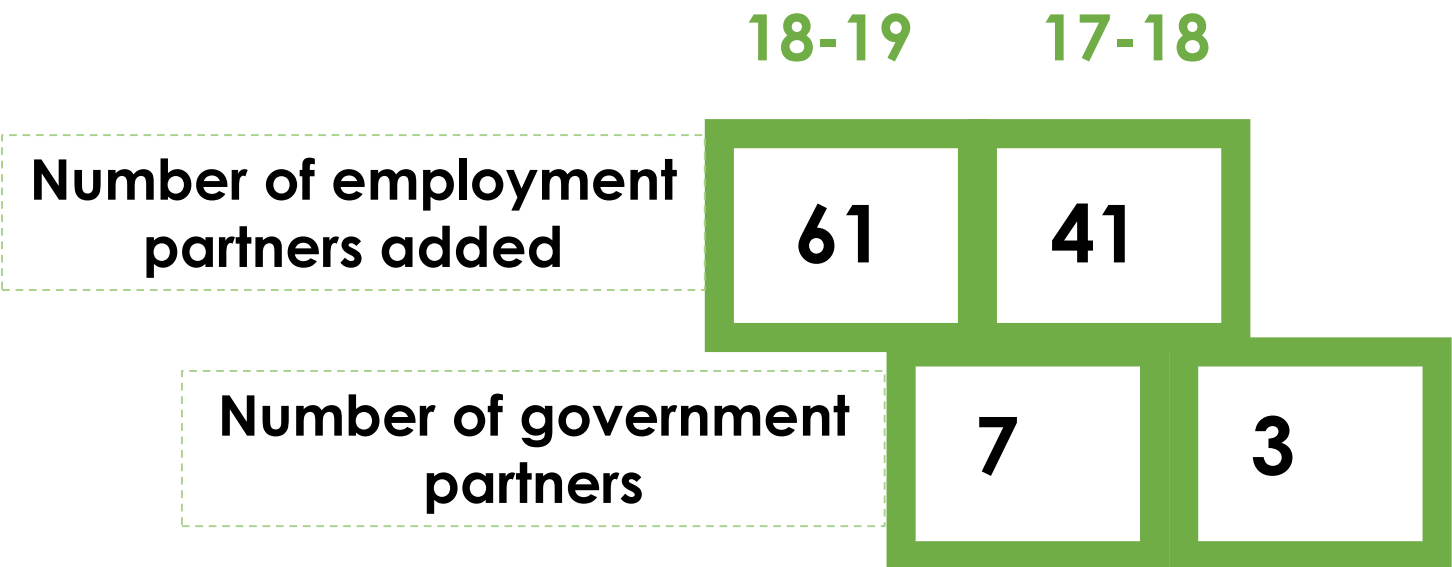
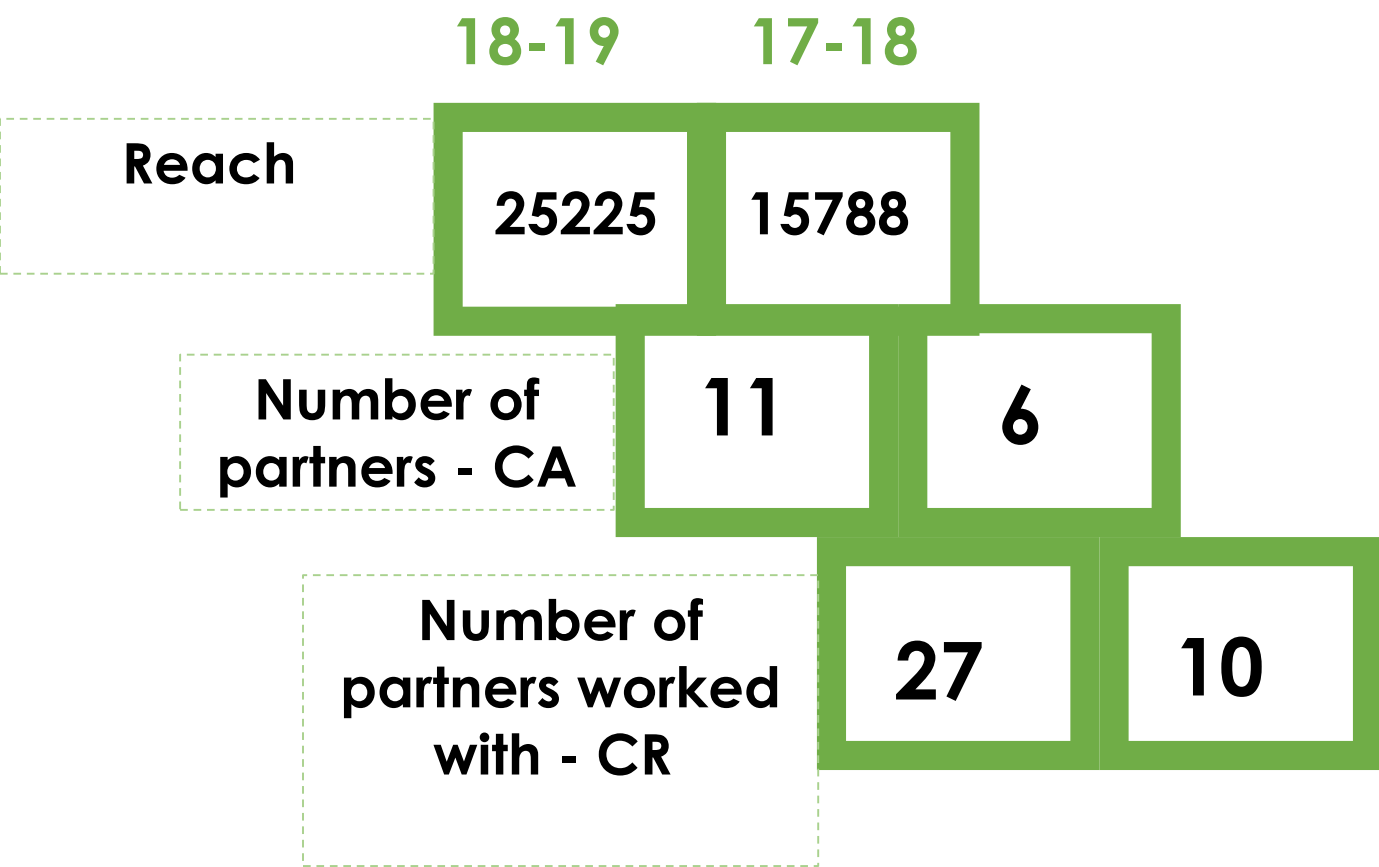
Involvement in the program will enable the Champion Alumni to hone their communication, networking, leadership and planning skills leading to an overall increase in confidence and capability.

This year 21 students were inducted into the Champion Alumni program. They have helped organise and execute events like community alumni meet-ups, Daan Utsav, and youth day; increased parental engagement in community meets and have acted as the best possible ambassadors for Antarang - almost half of community enrolments were due to alumni referrals.

THE YEAR GONE BY



Our progress! Key Indicators over the last two years



2019 At A Glance



A Happy Picture Post An Insightful Training Session for the Facilitators



Students In Action On Sports Day 2019

2019 At A Glance



CareeReady at IY College, Jogeshwari



Headmaster Orientation for CareerAware

2019 At A Glance



Antarang Graduation Oct 2019



One-Step Mentoring Session by UBS employees in SIES College

2019 At A Glance



CareerAware Counselling Session with parents in Sodawala School, Borivali



Suraj Singh interning at Taj Land's End, Bandra under Taj Bud Program

2019 At A Glance



Antarang Leadership Initiative Graduation Ceremony



Sitting(Centre) – Mayuri Shelar studying Business Management at Kirkwood Community College, USA,
under Community College Initiative(CCI) Program

Balance Sheet as on 31st March, 2019

31-Mar-18 (Rs)	Funds & Liabilities	Sch No.	31-Mar-19 (Rs)	31-Mar-18 (Rs)	Property & Assets	Sch No.	31-Mar-19 (Rs)
3,764,000	Trust Funds or Corpus		5,219,000	-	Immovable Properties		-
1,455,000	Balance as per Last Balance Sheet		300,000	-	Balance as per Last Balance Sheet		-
5,219,000	Add:- Received During the Year		5,519,000	-	Addition/ Deletion during the year		-
-	Other Earmarked funds			-	Depreciation during the year		-
-	Depreciation Fund			-	Investments		-
-	Sinking Fund			-	In Mutual Funds		-
-	Reserve Fund			38,399,987	In FDR		52,573,637
2,826,809	Fixed Assets	A	4,724,026	38,399,987			52,573,637
2,826,809			4,724,026		Fixed Assets	C	
-	Loans (Secured or unsecured)			880,633	Balance as per Last Balance Sheet		1,398,491
-	From Trustee			952,729	Addition/ Deletion during the year		5,593,587
-	From Others			(434,871)	Depreciation during the year		(1,738,643)
-				1,398,491			5,253,434
1,575,138	Liabilities & Provisions			-	Loans (Secured or unsecured)		
-	For Expenses		2,265,700	-	Loans scholarships		-
22,050,986	For Advances	B	32,681,251	-	Other loans		-
-	For Grants Received			-	Advances		
219,442	For Sundry Credit Balances			-	* To Trustee		-
23,845,565	* Statutory Dues		192,150	-	* To Employees		-
	Refundable Deposit		16,000	-	* To Contractors		-
			35,155,101	-	* To Lawyers		-
10,119,554				-	* To Others		-
-	Income & Expenditure Account			-	Security Deposits		240,000
3,684,938	Balance as per Last Balance Sheet		13,804,491	200,000	Prepaid Expenses		103,741
13,804,491	Less:- Appropriation		-	90,200	Advance Tax		1,046,246
	Surplus/(Deficit) as per I&E Account		4,784,450	732,430			1,389,987
			18,588,941	1,022,630	Income Receivable		
				961,526	Amounts Receivable for Cost Recovery		-
				-	Interest accrued on Fixed Deposits		2,339
					Cash & Bank Balance		
				3,037,029	In Savings Bank Account		
				840,000	Yes Bank Limited		4,751,811
				36,203	With the manager		-
				3,913,232	Cheques on Hand		15,860
					Cash on Hand		4,767,670
45,695,865	Total		63,987,068	45,695,865	Total		63,987,068

As per our report of even date

For M/s Jigar M. Shah & Associates
Chartered Accountants
(Firm Registration No. 133094W)

Jmshah

Jigar Shah
Proprietor
Membership No. 140186



Place:- Mumbai
Date:- 29th August, 2019

For and on Behalf of the Board

Priya Agrawal

Priya Agrawal
(Trustee)

Anuj Gandhi

Anuj Gandhi
(Trustee)

Ajay Kelkar

Ajay Kelkar
(Trustee)

Vivek Talwar

Vivek Talwar
(Trustee)

Place:- Mumbai
Date:- 29th August, 2019

Income & Expenditure Account for the Year Ended 31st March, 2019

FY 2017-2018 (Rs)	Expenditure	Sch No.	FY 2018-2019 (Rs)	FY 2017-2018 (Rs)	Income	Sch No.	FY 2018-2019 (Rs)
	Expenditure in respect of Properties				Rent		
-	Rate, Taxes, Cesses		-	-	Accrued		-
-	Repairs & Maintenance		-	-	Realised		-
-	Salaries		-		Interest		
-	Insurance		-	874,436	Accrued		1,435,436
-	Depreciation		-	765,782	Realised		1,338,556
-	Establishment Expenses		-		On Securities - Nil		2,773,992
-	Remuneration to Trustees		-		On Loans - Nil		
-	Legal Expenses		-		On SB Bank Account - 5,98,366		
	Audit Fees		150,000	1,671,928	On Bank FDR Account - 21,75,626		34,231
100,000	Amount Written off				Other Income		1,872,105
-	Bad Debts		-	17,974,565	Donations Received		28,812,667
-	Loan Scholarships		-		Grants Utilized		
-	Irrecoverable Rents		-		Utilized Grants		
-	Others		-	2,885,270	Income from other Sources		
	Miscellaneous Expenses				Cost recovered for Training centers		404,638
588	Bank Charges		551	-	Transfer from Reserve		-
			551		By Deficit carried over to Balance Sheet		-
389,575	Depreciation		575,057	-			
	Expenditure on objects of the trust						
-	(a) Religious		-				
-	(b) Education		-				
-	(c) Medical Relief		-				
-	(d) Relief of Poverty		-				
18,450,647	(e) Other Charitable Objects	D	26,664,406				
			26,664,406				
1,546,232	Establishment Expenses	E	1,723,170				
3,684,938	By Surplus carried over to Balance Sheet		4,784,450				
24,171,980	Total		33,897,634	24,171,980	Total		33,897,634

As per our report of even date

28,538,127

For and on Behalf of the Board

For M/s Jigar M. Shah & Associates
Chartered Accountants
(Firm Registration No. 133094W)

Jmshah

Jigar Shah
Proprietor
Membership No. 140186



Place:- Mumbai
Date:- 29th August, 2019

Priya Agrawal
Priya Agrawal
(Trustee)

Anuj Gandhi
Anuj Gandhi
(Trustee)

Ajay Kelkar
Ajay Kelkar
(Trustee)

Vivek Talwar
Vivek Talwar
(Trustee)

Place:- Mumbai
Date:- 29th August, 2019

Financials 2018-2019

In Retrospect

- The year gone by saw many firsts, chief among them being the emergence of strong youth agency.
 - Our alumni are slowly emerging as one of our critical partners in changing community mindset, with nearly half of the enrolments in CareeReady program happening through alumni referrals
 - The ALI program is a step ahead in the same direction, with the ALI students advocating for various social causes to transform their communities
- The year has also witnessed partnerships gaining significant traction and becoming propellers of growth. The CareerAware program has grown in scale and across geographies enabled by Government level partnerships. Our NGO partners continue to support both our CareeReady as well as CareerAware program offerings
- Program level innovations continued to form part of our DNA;
 - The Employability Hub is poised to emerge as a ready model for replication and scale, on the lines of model career centre under NCS, which can nurture youth aspirations and drive employability outcomes for youth. The Employability Diagnostic has found acceptance outside Antarang ecosystem as a common yardstick for measuring career readiness

Looking ahead

Antarang will continue its two pronged approach towards improving youth employability outcomes

- Actively engage with all the stakeholders in the employability ecosystem namely parents, employers, communities
- Maintain focus on building youth agency

- Engaging with government systems to embed career guidance and employability skills solutions within the Indian education framework.
- Advocating for self reliance in youth on all platforms



antarang

Building Self Reliance in Youth

The only way of discovering the limits of the possible is to venture a little way past them into the impossible. – Arthur C Clarke