



**YOUTH4JOBS  
FOUNDATION**

**ANNUAL REPORT 2018-19**



**Inclusive Workforce | Motivate | Train | Place**





From disAbled and unAble to *Cap*Able and *Reli*Able



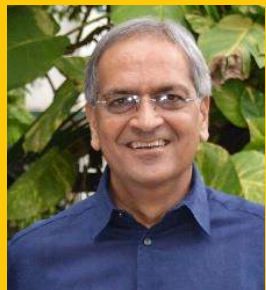


## Table of Contents

Board of Directors.....	3
Board of Advisors.....	4
Board of Advisors.....	5
Founder’s Note .....	6
2018 – 19 HIGHLIGHTS.....	7
YOUTH4JOBS FOUNDATION (Y4J).....	9
LAUNCH OF Y4J BFSI REPORT.....	12
PROJECT PARIVARTAN: OUR NATIONAL PRESENCE.....	16
NEW CENTERS.....	18
OUR ALUMNI MAKE US PROUD .....	19
CORPORATE CONNECT.....	20
SCHOOL FOR SPEECH AND HEARING IMPAIRED BOYS .....	22
SCHOOL FOR GIRLS WITH VISUAL IMPAIRMENT .....	25
OUR ALUMNI INSPIRE .....	29
TRAINING PROGRAM FOR YOUTH WITH VISUAL IMPAIRMENT .....	31
PARTNERSHIP WITH NETRA VIDYALAYA.....	32
PARTNERSHIPS.....	33
AUDITED FINANCIAL REPORTS.....	34
LIST OF DONORS 2018-19 .....	36
AWARDS.....	37
Y4J IN THE NEWS.....	39



## Board of Directors

	<p><b>Gopinath C. S.</b>, a retired banker, worked with Andhra Bank for 24 years in various capacities including secretary to the Board of the Bank, Also worked with HDFC Bank for 17 years and retired in 2012 as Regional Head of the bank managing the branches in Andhra and Chennai. He also set up the ADFC operations in Nellore and Tirupati.</p>
	<p><b>Ravi Kolathur</b> is a chartered accountant with 30 years' work experience. He has worked with MNCs in India, US and the Indian School of Business in senior positions. He has also been an entrepreneur and independent consultant.</p>
	<p><b>Ajay Gandhi</b> is a Chartered Accountant with 40 years experience. He was Chairman of the Hyderabad branch of the Institute of Chartered Accountants of India (ICAI) in 2000. He is a former Vice President of the Andhra Pradesh Tax Bar Association. Ajay Gandhi is the Founder Trustee of Manthan Foundation, which runs Manthan, one of India's premier forums for public discourse (<a href="http://www.manthanindia.com">www.manthanindia.com</a>). He is also the Festival Director &amp; Trustee of the Hyderabad Literary Trust which holds the Hyderabad Literary Festival (<a href="http://www.hydlitfest.org">www.hydlitfest.org</a>) He authored a weekly column, Tax &amp; You, in the Deccan Chronicle, the mainline newspaper of Hyderabad for several years, which was very popular with the readers</p>

# Board of Advisors

	<p><b>Mr. Jayesh Ranjan</b> (IAS 1992) Telangana, Principal Secretary of the Industries &amp; Commerce (I&amp;C) and Information Technology (IT)</p> <p>He holds a Masters Degree in Psychology from Delhi University, a degree in Business Management from the Indian Institute of Management, Calcutta, and a Masters in Public Management from Lee Kuan Yew School of Public Policy, National University of Singapore. He has also done short courses in the University of Birmingham (on Environmental Policy Analysis), JICA training Institute, Tokyo (on lake remediation), London School of Economics (on Globalization and Leadership), Kennedy School of Government, Harvard University (in Public Policy), and Swedish Institute, Stockholm (on Sustainability and CSR).</p> <p>Presently Jayesh Ranjan is the Principal Secretary of the Industries &amp; Commerce (I&amp;C) and Information Technology (IT) Departments of the Telangana government. His assignment involves developing policy frameworks, attracting new investments, identifying opportunities of utilizing IT in various government processes, and promoting digital empowerment of the citizens. His last few assignments have been in the Industrial Promotion sector as Commissioner and MD of the Industries Department, Secretary in the Tourism Promotion Department, and Vice-Chairman of the Hyderabad Urban Development Authority (HUDA), all for 2-3 years each, and various rural assignments in different parts of the state for over 12 years, working in diverse sectors like Tribal Development, Natural Resources Management, Poverty Alleviation and other related Social Development Sectors.</p> <p>Jayesh Ranjan supports many social, cultural and charitable causes, and is on the Boards/Advisory committees of several companies. He brings a rich experience of handling various functions including Operations, Sales and Marketing, Institutional sales, Channel Sales, Corporate Sales, Franchise Management, Business expansion and development, Concept Sales, HR, Finance, Skill Development and Customer Support.</p>
	<p><b>Rajsekhar Budithi</b> (IAS, 1992), Andhra Pradesh, IAS Special Chief Secretary to Government (FAC) (Marketing), Chief, The State Command and Control Centre Commissioner &amp; Ex-Officio Secretary to Government, Department of Civil Supplies</p> <p>Spl. Chief Secretary (FAC) to Government, Department of Agriculture, Marketing and Co-operation. A Mechanical Engineer from Andhra University (Visakhapatnam), he has a Master's Degree in Public Administration from Harvard Kennedy School of Government (USA) and a PG Diploma in Management (Systems Management) from the Indian Institute of Management (IIM), Ahmedabad.</p> <p>He has worked as CEO of SERP for Government of Andhra Pradesh, India. He has held various positions with the government of Andhra Pradesh, as Commissioner (Civil Supplies), Director of Irrigation, Director of Backward Classes, District Collector of Nellore and Anantapur districts, Project Director of Poverty Alleviation Project, Project Officer of Integrated Tribal Development Agency and State Project Director of Primary Education Programme. He was the team leader with UNICEF in Andhra Pradesh. He was Executive Assistant to Minister of State for Commerce and Power, Government of India. He has two and half decades of experience of working at policy design, programme management and operations of rural development and poverty alleviation programmes in India.</p>

## Board of Advisors

	<p><b>Amala Akkineni</b> is Honorary Director, Annapurna International School of Film and Media (AISFM). She is Chairperson of Blue Cross, Hyderabad, an organisation which works for the welfare of animals and animal rights. She set up Blue Cross from scratch and nurtured it for the last 26 years. Married to the well-known actor, Akkineni Nagarjuna, Amala champions various social causes.</p>
	<p><b>Suchitra Shenoy</b> has over a decade experience in social sector. She was the founding member of the Monitor Inclusive Markets team at the Monitor Group, where they examined market-based business models solutions to issues of poverty. She has co-authored a book "Infinite Vision" on the Arvind Eye Care System.</p>
	<p><b>Luis Miranda</b> is a member of the Institute of Chartered Accountants of India (ICAI). Luis has been involved in setting up IDFC Private Equity in 2002 which has won many awards. He has also worked at HSBC, Citibank, KPMG and Price Waterhouse. Luis is a Director of the Emerging Markets Private Equity Association (EMPEA) and was Co-Chairman of the Indian Private Equity and Venture Capital Association (IVCA). He is also involved with a few not-for-profit education initiatives and advises a few start-ups and early stage</p>
	<p><b>Deenadayalan S.</b> is the founder of CEO ("Centre for Excellence in Organization") based out of Bangalore and has offices in India, Malaysia, Indonesia and Singapore. He is also involved with varied NGO and Social entrepreneurship organizations.</p>

## Founder's Note

2018-19 has been an exciting year for us at Youth4Jobs. We opened more residential grassroot centres to skill less educated youth with disabilities even as far flung conflict regions like the North east. This strengthens our vision that we go where India needs us – to the most difficult areas where a job means everything to the young person and his family. Mothers,NGOs, young men and women with disability told me again and again what Youth4Jobs work means to them and their lives.

Our second year of work with educated youth with disabilities in colleges and universities has made our strategy clear. Colleges tell us ,”Help us to enroll these youth. We do not know how to reach them or their language.” We piloted the first Smart Inclusion Centre which will be set up in educational institutions, supporting them in various initiatives from sensitizing faculty to making youth employable.The RPwD Act 2016 stresses the right of the person with disability to education and employment, and our work is aligned to this.

Meanwhile new services have been added to our basket of options to companies to help them ensure the youth they hire are productive and help their business. The range of companies we work with has expanded from retail to banking, hospitality to manufacturing.

We were invited to speak at various Chambers of Commerce, the French Youth4Change network and at offices of Novartis, Franklin Templeton to name a few. I was invited to deliver the prestigious Bhogilal Leherchand Memorial lecture series. The previous speakers ranged from Sadhguru to Nandan Nilenkani. Several organisations applauded our work with awards and magazines like Span wrote about our challenging but transformational work. We move forward to yet another year, drawing strength from the blessings of the parents of our alumni and various other stakeholders.



- MEERA SHENOY





## 2018 – 19 HIGHLIGHTS



Launch of our first Smart Inclusion Centre at Kalasalingam University Inaugurated by Dr. Sandhya Chintala, Executive Director and VP NASSCOM

Not Just Art Founder, Meera Shenoy, participated in the Artists with disability dialogue organised by UNESCO in Singapore to understand policy implications for the Asia Pacific countries



Y4J conducted Disability Sensitisation and Awareness trainings for several Big Bazaar Outlets across India. The trainings were designed to create an accessible shopping experience by making the stores accessible to customers with disability





**TOP LEFT:** How can the power of business be harnessed to create a sustainable world? Youth4Jobs was invited to speak at the prestigious institute ISB for its first **ISB Impact Forum**, to explore the concept of 'Business For Impact'.

**TOP RIGHT:** Y4J Founder-CEO Ms. Meera Shenoy was invited to speak at the prestigious **Indraprastha College for Women in New Delhi**. The seminar was organized by the Equal Opportunities Cell (EOC) and Enabling Unit (EU) which strives to cater to the needs of the Students with Disabilities enrolled in various courses at both UG and PG programmes of the College. As a beacon of example 65 girls with disabilities, mostly with visual impairment, are enrolled in the college and provided with all the necessary assistive technologies.

**BOTTOM:** Y4J Founder-CEO Ms. Meera Shenoy was invited to speak at the prestigious **30th Bhogilal Leherchand Memorial** lecture at the Forum of Free Enterprise, Mumbai. The seminar titled "Giving is Receiving" was chaired by Mr. Nirmal Bhogilal, Chairman of Batliboi Ltd.,





## YOUTH4JOBS FOUNDATION (Y4J)

Founded: 2012 | Head office: Hyderabad | Coverage:  
Pan-India | Website: [www.youth4jobs.org](http://www.youth4jobs.org)

Follow Youth4Jobs On:



## Core Values

- Belief in Potential of the Poor
- Transparency
- Job to 1 member of a poor family takes the entire family out of poverty in a sustained manner.

## OVERVIEW

Y4J is a not-for-profit organization which sets up placement - linked skilling centers for youth with disability. The work has scaled from 1 state to 17 states; in 32 location in 7 years. Youth with physical, speech & hearing disability and with low vision are enrolled in the programs and linked to job opportunities. Two coaching centres for the visually impaired are in Hyderabad and Delhi. Y4J also helps companies build a more inclusive workforce. It acts as a one-stop shop offering companies a comprehensive end-to-end solution in inclusive hiring.

## THE PROBLEM

1 out of every 7 persons in the world are disabled. 80% or about 550 million of the world's disabled are concentrated in the developing countries making the correlation between poverty and disability very direct. As a result, poor people are disproportionately disabled and people with disabilities are disproportionately poor. According to the World Health Organization, India has 60-70 million people with disabilities. Only 1% of them have jobs in the organized sector. Government job quotas remain unfilled. The situation of rural youth with disability, especially girls, is far worse. They are disconnected from education and markets and have low self-esteem because their families and communities believe they are a burden.



## THE OPPORTUNITY:

- i. There was a market opportunity. In the west, for example, companies hired PwDs as it benefitted their businesses. Youth4Jobs felt PwDs could be trained as an alternative labour pool for companies in India.
- ii. 70% of the PwDs lived in the rural areas. There were no organizations who worked in scale to train and link rural PwDs to jobs.

## THE TEAM

The core team of Y4J had worked for six years in skilling rural and tribal youth to the needs of the market, when the Founder set up and lead EGMM (Employment Generation & Marketing Mission) for the government of Andhra Pradesh. EGMM was the first state skilling mission of the country. Over 7 years, the scale and innovations of the Mission influenced all other states and finally the Government of India's rural developments skilling policy (For example, specifying that skillings meant not just trainings but trainings with a % of placement). She consulted for the World Bank and UNDP for their poverty alleviation projects across South Asia. She chose to spend most of her time in Bihar, supporting the world bank funded Jeevika project in the Youth component. She built the team capacity, strategy and helped set up their first migration resource centre in Gurgaon.

## THE INNOVATIVE SOLUTION

Y4J has created a solution to systematize the process of linking youth with disabilities to labor markets to ensure impact with both scale and quality. Y4J encourages society to look at the ability of youth with disability, rather than their disability. Y4J works with

- companies to train and hire youth with disability
- communities to motivate and mobilize youth with disability

## WHAT DOES Y4J DO?

Youth4Jobs is a Not for Profit Organization which sets up placement- linked skilling centres for youth with disability. Youth enrolled are with movement, speech & hearing impaired and youth with low vision disability. Most of the youth are from rural areas. Y4J also helps companies build an inclusive workforce. Y4J currently runs 32 training centres in 17 states and has trained 18,100 youth with disability.

Y4J's has developed a model of linking persons with disabilities to labor markets to ensure impact with scale and quality. This was evolved through a one-year period on building the model; validating the model and then scaling it across the country

- **Two-pronged approach:**
  - I. Y4J works with companies to make them 'inclusive'. This includes looking at workplace solutions, adaptation and starting dedicated batches to include youth with disability in the workforce
  - II. Setting up short term market linked training centers exclusively for the youth with disability.
- **Basket of options for youth with disability:** Open new avenues of employment by Role Mapping, Market Scan and Employment. These include front line jobs like cashiers.
- **Builds inclusive Company networks:** Y4J works closely with the companies to make them 'inclusive'. This includes looking at workplace solutions, adaptation and starting dedicated batches to include youth with disability in the workforce



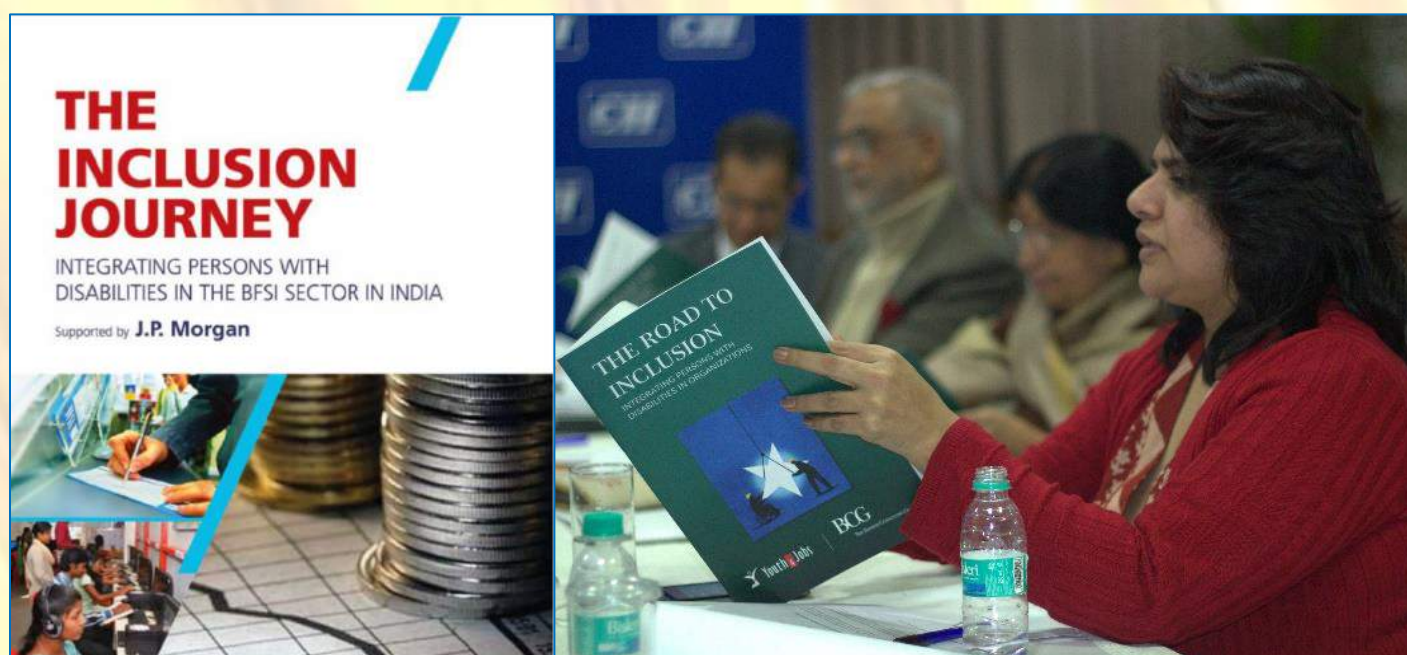
- **Company sensitization:** Apart from employment linkages, Y4J also conducts sensitization workshops and Sign Language training for companies which ensures seamless inclusion of youth with disability in the workforce with other staff. It is the key to the success of the program.
- The model is **replicable** in developing countries with some customization

## KEY ACHIEVEMENTS

- Y4J has trained 18,100 young men and women with disability
- 30% of the trainees are girls with disability
- Y4J has touched over 33,35,000 households, the largest number in the country – for advocacy
- Y4J has completed sector wise job role mapping of 4 sectors (Retail, Beauty & Wellness, IT/ITeS, Manufacturing, Textiles and Hospitality) to identify suitable jobs for people with disabilities
- Works closely with about 600 companies of which 300 are first time hirers of disabled

## STUDIES AND PUBLICATIONS

- *“The Inclusion Journey: Integrating PwDs in the BFSI sector”, White Paper by Youth4Jobs with BSE Institute & BFSI SSC (Sector Skills Council)*
- **ILO Report:** Persons with Disability & The Indian Labour Market: Challenges and Opportunities
- *“Road to Inclusion – Integrating PwDs in Organizations” White Paper by Y4J and Boston Consulting Group (BCG)*, commissioned by SCPwD (Sector Skills Council of Persons with Disability), Government of India.
- Featured in a **Harvard Business Review** Blog called “Workers with Disabilities solved this company's Talent Crisis”
- Featured in **Stanford Social Innovation Review** – “Disabled Youth get Quality Jobs”
- New Book **“You Can”** written by **Meera Shenoy** and **Prasad Kaipa** featuring real stories of Ability in Disability, released in Jaipur Literature Festival 2016



## LAUNCH OF Y4J BFSI REPORT



The spectacular launch of our study report - **The Inclusion Journey: Integrating PwDs in the Banking Financial Services and Insurance Sector** took place in the historic Bombay Stock Exchange.

The report was launched as the inaugural event in **Dalal Street Litfest Exchange** by Anshula Kant (MD of SBI) Deena Mehta, the first woman stock broker of the country, Ambarish Datta, CEO BSE Institute and Meera Shenoy. Our partners in the study were the BSE Institute, BFSI Sector Skill Council and JP Morgan.

This report highlights best practices of some banks, public and private – their recruitment and hiring practice, work place adaptations and how their eco-sphere is made sensitive so that employees and employers understand disability.

The report also highlights star performers, individuals who have risen to good positions in the financial institutions & inspire, despite their disability. Organisations who read this report will realize that it can be done – youth with disabilities can be skilled appropriately as companies are hiring, not out of sympathy or empathy. But because this untapped talent pool helps their business.



## AWARDS

- **National Award for Empowerment of Persons with Disabilities (Divyangjan)-2017** conferred by the President of India on World Disability Day (3rd December 2017)
- **NHRD SHOWCASE 2017** Award for **Best Practices in HR – CREATING PEOPLE CHAMPIONS THROUGH INCLUSION @ WORKPLACE** – NHRD Bangalore
- **Asia finalist for MIT Inclusion Innovation Award 2019**
- Recognized for Best Practices by UNDP & World Bank Publications
- **Fetzer Institute USA Award** in the "Business & Community Category" for 2012-13
- Winner of the 2014 **Bihar Innovation Forum II Award** under Skills Development category
- **Winner of Access Livelihoods Asia 2015 Award**. Y4J also included into the Access Livelihoods Asia Case Study Compendium
- Y4J selected as 1 of 99 global innovators & **invited to present their case study at the UN Office in Vienna**, Austria at the prestigious Zero Project Conference.
- Winner Americas Spirit of Humanity 2016 Award in Two Categories: **LIVELIHOODS** and **DISABILITY**

## Founder, Meera Shenoy

- **NCPEDP-Shell Helen Keller Award 2011**
- Invited to speak about Y4J at the prestigious **TEDxBerkeley 2015**
- Inducted into the **Happiness Hall of Fame 2015** in a function held at Stanford, the only Indian to be inducted at the ceremony.
- **Vocational Excellence Award 2015** by Rotary Club
- **Woman Super Achiever Award** by World HRD Congress in February 2016
- **Vodafone Woman Achiever Award 2016**
- **FICCI-Flo Woman Achiever** award for bringing change in society and impacting lives -2018
- **Qimpro GOLD Award for Education 2019**





## COMPANY SPEAKS



Google India Pvt. Ltd. Hyderabad campus is among the largest campuses of Google outside USA and the largest in India with close to 10,000 people working. Inclusion of persons with disability in the workforce at Google

Hyderabad started last year when Youth4Jobs was invited to conduct a sensitization workshop. It was a 2-hour workshop for Googlers on disability with simulations, activities and tasks to be performed while experiencing disability



Since the levels of education are low, Y4J began with the vendors in the services and facility management. The vendors were skeptical and doubtful but with numerous demonstrations they finally agreed. Post which Sensitization and Sign Language workshop for all the Vendor Managers, Supervisors, Team Leaders, were conducted by Youth4Jobs. The entire batch of prospective candidates were taken for the exposure visit to explain the job and also to understand their aptitude, interest and suitability. Simple workplace solutions were introduced like a badge stating “I USE SIGN LANGUAGE” for the deaf candidates. Candidates with orthopaedic disability were accommodated in suitable job roles like customer help desk, checkouts and data management. ITI (Industrial Training Institute Certified) candidates with speech and hearing impairment were placed as technicians in building maintenance department. All the candidates regularly participate in Google Events and in one of the competition three deaf girls won prizes. After three months’ review, it was found that performance of the PwD candidates was better than other non-disabled candidates. All the PwD candidates are happy as they are treated equally. The plan is to place 100 youth in Google facilities this year.

## Impact on Youth: Mekala Trinadh

### **Electronic Arts India Pvt. Ltd.**



Son of a marginal farmer, his father borrowed Rs. 2, 00,000 at a high interest rate to educate his son. He remained unemployed because of his disability.

He was trained by Youth4Jobs and placed at EA Games India Pvt. Ltd., the largest gaming company in the world.

His mother cried when she heard his salary, which was 10 times higher than their annual wages.

Says Trinadh: “My sister’s education was stopped so that I could get educated. Now I will send her back to college to complete her education.” His generosity includes identifying poor children in his village and buying them slate and books.





# PROJECT PARIVARTAN: OUR NATIONAL PRESENCE

Y4J Academy: WISE		14 States / 25 Cities	
<u>STATE</u>	<u>CITY</u>	<u>STATE</u>	<u>CITY</u>
Telangana	Hyderabad, Warangal	Maharashtra	Mumbai, Nagpur, Ahmednagar, Pune
Andhra Pradesh	Tirupati, Rajahmundry Visakhapatnam, Vijayawada	Jharkhand	Ranchi
Tamil Nadu	Chennai, Coimbatore, Trichy, Madurai	West Bengal	Kolkata
Rajasthan	Jaipur	Orissa	Bhubaneswar
Gujarat	Ahmedabad	Pondicherry	Auroville
Karnataka	Bengaluru, Mangalore	New Delhi	New Delhi
Assam	Guwahati	Bihar	Patna
College Connect		08 States / 14 Cities	
<u>STATE</u>	<u>CITY</u>	<u>STATE</u>	<u>CITY</u>
Telangana	Hyderabad	Maharashtra	Mumbai, Pune
Andhra Pradesh	Tirupati, Visakhapatnam, Vijayawada, Ananthapur	Kerala	Trivandrum
Tamil Nadu	Chennai, Madurai, Trichy	Karnataka	Bengaluru
West Bengal	Kolkata	New Delhi	New Delhi
Visually Impaired Training Center		02 States / 02 Cities	
<u>STATE</u>	<u>CITY</u>	<u>STATE</u>	<u>CITY</u>
Telangana	Hyderabad	New Delhi	New Delhi
School Program		01 States / 01 Cities	
Telangana	Hyderabad (Malakpet)	1 School for Visually Impaired Girls 1 School for Speech and Hearing Impaired Boys	



Start Up: Not Just Art : Digital Platform for Artists with Disabilities

Pan India

Corporate Connect: Services

Pan India

Consultancy Services: Global

Job Linked Training Center: Mauritius

Corporate Sensitization Workshops: East Africa, Mauritius, Australia

## YOUTH4JOBS AT A GLIMPSE

Advocacy

Grass root Training Academies (WISE & VI)

Corporate connect

College connect



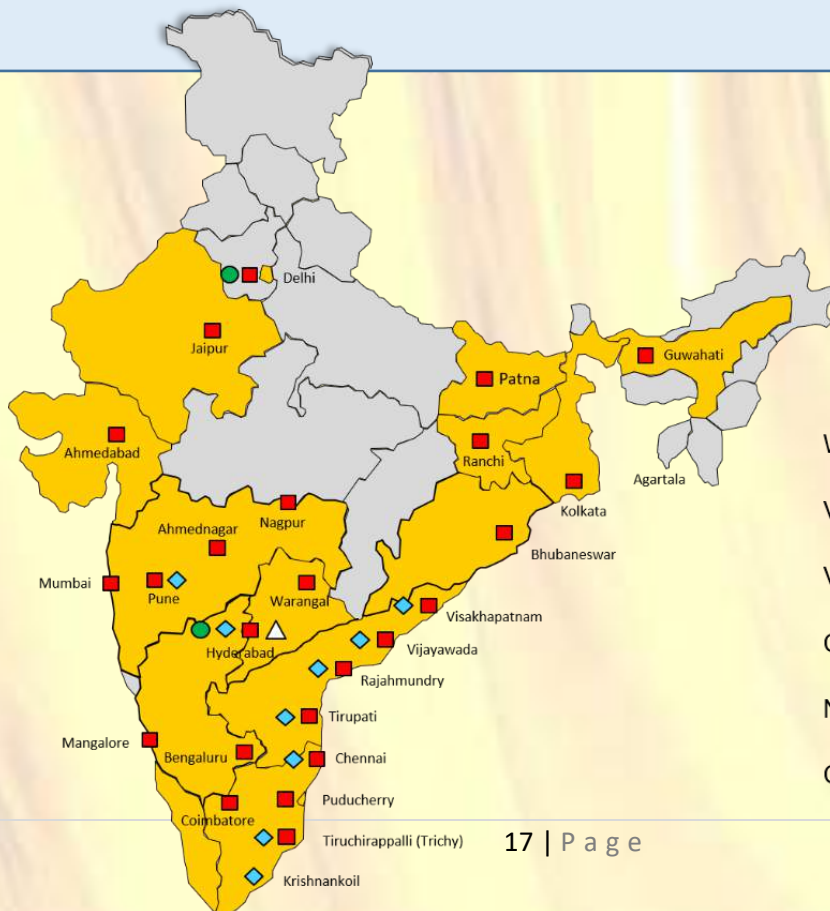
Knowledge Centre /  
Research

Book

School

Nurture Startups

Not Just Art



WISE

VI School

VI Center

College Connect

Not Just Art (Pan India)

Corporate Connect (Pan India)



## NEW CENTERS

Youth4Jobs saw the expansion of our WISE: Training Center to all 4 corners of the country.

**Mangalore, Karnataka:** Y4J's second center in Karnataka, Mangalore Center saw its first batch of passouts celebrate with style at their Valedictory Function. The Chief Guests included:

- Secretary of Skilling, Govt of India
- Director of skilling, Bangalore,
- NSDC
- District Collector



Among the guests were companies who shared their experiences hiring youth with disability. Recruiters like Berrys Organic Food Processing and Max Retail said that our alumni help his business run smoothly. Attrition is less and productivity is higher. Some of the parents also shared their experiences. One mother spoke of the family's struggles and now the joy of seeing their child gain a new independent life.



**New Delhi:** Y4J's second training center in Delhi. While the first training center in Delhi was aimed at specifically skilling persons with visual impairment, this newest training center will cater to skilling persons with other disabilities, such as Speech & Hearing Impairment, Locomotor Impairment, Autism and so on.

Also in alignment with Y4J's campaign to increase hiring of youth with disability within the BFSI Sector, the very first batch trained at Delhi was for HSBC with the training curriculum aligned specifically meet the criteria for the BFSI Giant.

**Guwahati, Assam:** Started in May 2018, the centre is the first Training center of Y4J in the North East, with another upcoming training center in Dimapur, Nagaland.

In a span of less than one year, the Guwahati Center has already impacted 118 youth with disabilities in one year!



**Patna, Bihar:** Our most recent Training Center Our newly opened center in Patna, Bihar has already seen success! Five Candidates from Patna Centre first batch started their On-Job-Training (OJT) at retail giant Big Bazaar located at P&M Mall.



The OJT is part of their placement and orientation process following which they will begin working for Big Bazaar as full-fledged employees across the various Big Bazaar outlets in Patna.

## OUR ALUMNI MAKE US PROUD

**Name:** Rashika Jain

**Placed:** Cushman and Wakefield

24 year old IIM Indore alum Rashika Jain coming with a solid educational background struggled to get a good job. She learned about Y4J's College Connect partnership with IIM Indore and got in touch with the College Connect team who got connected her to a job opportunity with Cushman and Wakefield. After three rounds of interviews over three months she was hired as a Research Analyst with a princely annual CTC of INR 5.5 lakh.

"I want to be an investment banker. This is my first job and I am very happy I have a chance to pursue my dreams. I don't want to look back."



**Name:** Apurva Nimbalkar

**Placed:** Axis Bank



Apurva Nimbalkar came to us when we began customised trainings for the banking industry in Mumbai at. He is visually impaired and had a Masters degree. But was searching for an appropriate job in the last few months.

Axis Bank managers took guest lectures in our trainings and participated in interviews with other banks like HDFC, HDBFS etc. Apurva was selected as Deputy Manager (HR) Axis Bank with a princely salary of almost Rs. 9,00,000 annually. Our team rejoiced with Apurva and his parents, knowing now that his future is secure.

**Name:** Sreenu

**Placed:** Vishal Mega Mart

Sreenu is from a poor family in a village in Warangal district. And unemployed because of his disability. He joined our WISE short term market linked training course in Warangal. He learnt to communicate in simple english, learnt the basics of computers, how to interview, be well groomed etc. We placed him with Vishal mega mart.

Our team received a phone call that he was visiting. And lo and behold, he came proudly with his new acquisition, an orange scooter. He bought this out of his own earnings, having been promoted twice in his job for performing his tasks with efficiency.





## CORPORATE CONNECT



**LEFT:** Being the national leader in Diversity and Inclusion, Y4J was invited to share the best practices of Inclusion and Diversity from across the Corporate Sector at the launch of **Textile Giant Raymond's of Project Shakti**.

Over 220 representatives from **Raymond Group's** various enterprises attended the event including Sanjay Behl (CEO-Raymond), K. Narayan (President, HR), Nawaz Singhania, wife of Gautam Singhania (Chairman & MD of the Raymond Group) as well as other senior leaders from Raymond Group.

**BOTTOM:** 50 employers from over 38 companies participated in a Corporate Meets held in Mumbai and Ahmedabad. These meets were organized in partnership with CII, DFID, SCPwD and Blind People's Association in Ahmedabad). The Corporates came from different sectors like IT, banking and retail, to name a few.

21 of the new companies had never hired persons with disability before. The meet included skits about the DO's & DON'Ts of Disability. In Ahmedabad, The Chairman of CII Gujarat State Taskforce – HR/IR, Mr. Krishnamohan Rao participated actively and mentioned he had a clear agenda now on Inclusion in the state.

The panel was graced by representatives from Tata Motors, Future Group and Designmate to name a few. Our alumni also made us proud as they recounted their experiences of winning productivity awards and working in Samsung, Big Bazaar, Ford Motors, in the animation industry and so on.

Participants asked questions, experienced being visually impaired and learnt some signs. And realised on reflection that there is Ability in Disability. The Meet also featured an Indian Sign Language kiosk, where attendees could take a crash course in learning basic sign language in 1 minute!







Our team is constantly stretching itself to deliver new services for higher impact. Y4J organised one of the largest Job Fair for persons with disability at the Alkesh Dinesh Mody Institute for Financial & Management Studies, University of Mumbai.

The massively successful event saw over 750 candidates and 55 corporates participate in the Job Fair. The Job Fair was conducted in collaboration with National Society for Equal Opportunities for Handicapped (NASEOH), the Confederation of Indian Industries (CII), Ali Yavar Jung National Institute of Speech & Hearing Disabilities (Divyangjan) and Model career Center

The greatest sign of success was when we saw our very past Y4J passouts participate in the Job Fair as Recruiters for their companies, such as our very own Apurva Nimbalkar, who was trained at our Mumbai Center and joined Axis Bank.



## SCHOOL FOR SPEECH AND HEARING IMPAIRED BOYS

The project aims to develop English language, computer literacy and skill development alongside nurturing perspective, knowledge and opportunities tailored individually for each student. The other areas of intervention are life skill training, Exposure visits, soft skills, mentorship and orienting to the job market. The core idea of this whole project is to make an early intervention in equipping the children with disabilities to become self-aware and confident in pursuing their career.

The project started in the month of June 2018 with 90 beneficiaries having speech and hearing impairment hailing from underprivileged background at a Residential Government School for Speech & Hearing Impaired [Boys], New Malakpet (Hyderabad). Since then apart from classroom teaching of English and computers following are few activities conducted for their enhancement.

**Vision:** To Empower the students with Speech and Hearing Impairment (SHI) to be independent and socially connected youth

### **Objectives:**

At the end of the academic year 2018-19, Students will be able to

- Develop basic proficiency in Reading Comprehension and writing Skills in English
- Operate computer independently and be equipped with basic typing skills
- Develop basic independent living skills
- Get exposure and opportunity to interact with the people outside the school
- Have awareness about the importance of education, higher education and career choices

### **Result/ Output:**

Through this intervention, Y4J achieves the following –

- Ensures that we mitigate the school dropout rate for children in secondary school.
- Encouraging more SSC pass outs to go for junior college and pursue for higher education.
- Create sustainable school products that can be used by schools for children with disabilities.

Recent Act of Right to PWD 2017 Act mandates that 5% of the enrolment into higher secondary must be children with disabilities. For instance, currently it is 0.05% only in the state of Telangana.

### **Impact:**

Our vision is to enable these children join college after school to pursue higher education and become contributors to the society and economy at large. The exposure and various learning opportunities from the project will actualize their personality getting them essential 21<sup>st</sup> century skills, thus making laying the foundation for SHI students to develop inherent potential and help them build a career based on their aspirations and the market requirements.



A unique program called as Art Therapy was designed for SHI students. This program was coordinated/initiated by Ms. Avani Rao, an Artist and Director of ICONART Gallery, Banjara Hills. These sessions were conducted on 4 consecutive Sundays. For this workshop we chose 15 active students who possess good art skills for more effective learning.

The sessions involved relaxation techniques like games, breathing exercises followed by lessons on Mandalas, Zendalas, colour fields and Doodling. The essence of this activity is to bring about emotional balance and raise their self-esteem.

The children were taught different forms of art and how to express their feelings through different colours. We could see real talent, enthusiasm and innovation flourishing out of these little minds. Some of their art works and inputs were beyond our expectation. Post this session an exhibition was hosted by ICONART Gallery to display their work.





What do you get when you challenge children to invent solutions using everyday items?

This was the theme behind the ideation workshop held at the Govt. School for Speech & Hearing Impaired Boys, Hyderabad.

The **Ideation** workshop started with brainstorming followed by a **Maker Workshop** where students from class 8 and 9 worked with salvaged materials, toy motors and plastic bottles to create a functioning prototype of a Vacuum Cleaner.

Throughout the workshop, the students were encouraged to think outside the box, test multiple designs, fail and try again. The activity was first of its kind that the students had ever done.

45 volunteers from Deloitte visited the Government School for Deaf in Hyderabad where Y4J's SHI School Project is nested.

The day-long volunteering event began with a sensitization session for the volunteers.

Later, the volunteers engaged 109 students in various activities including Yoga, Coloring by numbers, DIY Crafts and playing Jenga.

The joyful learning experience concluded with cake cutting and distribution of gifts, leaving behind happy memories of wonderful day.

# **SCHOOL FOR GIRLS WITH VISUAL IMPAIRMENT**

In 2017, the Youth4Jobs Foundation began a project at the Government High School for Blind Girls, Malakpet Hyderabad to work with adolescent girls, with visual impairment of the age group 12-16 years, with an aim to empower them with skills that would increase their employability.

Currently, the project has completed its second year. The observations and learnings that were gathered in the first year (2017-18), have brought about specific changes and improvement to the general approach of the project, in the hope for realizing better learning outcomes and impact.

The project is supported by Microsoft

## **Background**

In India, among the disabled population the visually-impaired community happens to be the most educated. However, the irony is that even though many of the visually-impaired people are graduates and even post-graduates, the education is not helping them find jobs. Their inability to use computers has been identified as a main gap that comes in the way of getting jobs.

It would be unfair to expect visually impaired children to understand and learn computer operations in a span of just 3 months. A more practical approach would be to catch the children young, when they are more receptive and have a better chance at bringing about the change.

In this particular school, girls come from a rural background, and for most part of their lives have been in the protective environment of the hostel. Because of their disability, gender and family's economic status, they are perceived as a burden by their own families. Once they graduate from Class X, the world outside could prove very overwhelming and they could end up feeling isolated and lost. Education perhaps, is their best hope, and if they can club it with knowledge of computers and life skills, they would be better equipped with the skills required to navigate life with dignity and sense of self-worth.

The visually impaired girls in this school belong to one end of the spectrum – and if the project is able to create a tangible impact with these girls, then it is possible to successfully implement similar projects where the odds may be slightly less e.g. with urban children where the parents may be more invested or with boys with visual impairment.

## **Objectives**

- To create a scalable, flexible and evolving model which would help the girls to:
- Develop proficiency in English Communication
- Operate computers independently using screen reader and basic typing skills
- Develop independent living skills and life skills
- Get exposure and opportunity to interact with the people outside the school and college
- Build awareness about the importance of education, higher education and career choices
- Build the social and emotional integrity among the students with visually impairment
- Have opportunities to develop goals, dreams and aspirations



## Target Group

39 students In the academic year (2018-19) from Government Higher Secondary Girls High School for the Blind, Malakpet, Hyderabad studying from Class VI to Class X

## Challenges

- Unlike youth with other disabilities, where a 3-4 month training would suffice to see some result, training children with visual-impairment requires a lot of time, patience and an entirely different approach.
- With most visually-impaired students, computer training is introduced in higher grades like class X which is fairly advanced, with a course duration of 3 months. There was no course material readily available for a school level training and hence a considerable amount of time and effort was spent in understanding what was needed and creating the curriculum accordingly.
- Language is one of the major challenges as the girls are educated in Telugu medium, but the default language used for computers is English.
- It is difficult for the school girls to grasp certain concepts that sighted people take for granted. E.g. while learning MS Word the girls needed to understand the concept of a table with rows and column. This was finally made possible with the help of tactile aids.
- Being visually impaired results in a limited awareness of one's own body (as well as that of the opposite sex).
- Great care needs to be taken to not bombard the girls with too much information at one go.
- It was essential to be understand that these girls are all alone and did not have the emotional support of their parents



## Exposure

At Youth4Jobs, there is a constant endeavor to provide children with activities that not only enhance a sense of possibility but also boost their confidence and self-esteem. Since the girls stay in a hostel, there is hardly any opportunity for them to interact with the world and people outside and take part in activities that could broaden their perceptions. Recreation is thus an equally important part of education. These fun events, in addition to providing a welcome change, can also become memorable experiences that can inspire the girls push their own boundaries.

## Art Workshops

In the two years of this project, different kinds of workshops were organized for the girls. All of the workshops have been modified for persons with visual impairment and have never been done for blind schools in India. The Art Workshop was probably the most unique where even the girls themselves were surprised at their own ability to wield a brush and experience the joy of painting.

Below are some of the workshops organized so far:

- Art Workshop (Jan 2018)
- Fabric based Art (April 2018)
- Bangle-making Workshop (April 2018)
- Clay Workshop (June 2018)
- Textile Block Printing Workshop (Feb 2019)

In the Clay workshop, different clumps of clay were treated with spices that had a distinct aroma and that would help the girls create interesting models of their choice. The textile block printing experience in collaboration with Creative Bee was also unique - ball pins that were placed at the corners of each impression of the dry block served as tactile aids when they began to dip the block in dye and print.

Youth4Jobs also takes the girls on field trips to help them understand, at least to some extent about the world outside. The Birla Planetarium helped them gain an understanding of the Universe, while the Nature walk at Sanjeevaiah Park opened them up to various wonders of Nature like flowers, trees and bird calls.

At Leonia Resorts, earlier this year, they were able to explore activities in water and it was wonderful to see how some of them were helping the others enjoy the activities that were present.

- Birla Planetarium (Nov 2018)
- Sanjeevaiah Park (Feb 2019)
- Leonia Resorts (Feb 2019)





## **COLLEGE CONNECT**

Launched in November 2017, the College Connect Program tackles unemployment/ underemployment among educated PwD youth.

Funded by JP Morgan, this first of a kind program that partners with colleges, recognises that 'even educated PwDs are unemployed'. The program trains PwD students enrolled in colleges, and universities, and provides them with jobs in local vicinity companies, across the district. The program has now evolved to incorporate an 'aggregate batch' model, which is completely 'market-led'. Local company needs are first mapped and trainings are done outside colleges with graduates/alumni, to place them in these companies.

Over the last one year, the College Connect program has been dynamic in nature; exploring implementation strategies, understanding needs of educated PwDs, along with advocating and partnering for inclusive hiring with corporates. This 'program journey' offers tremendous insight and learning for organisations and individuals working for the empowerment and inclusion of PwDs in India.

The program was first launched in Vijaywada, Chennai and Madurai and have since scaled up nationally. The first college batches were implemented in Madonna College of Vijaywada and Kalasalingam University; while the first aggregate batch for Axis Bank, was conducted in Chennai.

The program focused on honing existing knowledge and life skills, and training participants on Spoken English and Basic Computer know-how. This resulted in a module comprising of 100 training hours which was designed to allow flexibility among trainers, to experiment with different teaching methods and pedagogy, while adding relevant lesson plans to the module.

Initially the course was designed with the assumption that students studying in their final years of schooling and college, as well as those who have graduated would have a fairly decent skill-set. Subsequently, the poor and dismal status of education levels and proficiencies among these youth, came to light. between April to June 2018, Y4J subsequently redesigned the Modules to a more comprehensive curriculum of 300 training hours.

Y4J also conceptualised and set up 'Smart Inclusion Centres' (SIC) within colleges and universities. The SIC is intended to be a room dedicated to sharing information and advocacy messages on inclusion, disability and special needs of PwDs. It doubles up as a computer lab, and training room to conduct the program.

One of the main benefits of the Y4J program is that when students go directly to companies they are not entertained, but when they go with Y4J they are able to get jobs. Due to placements, students and alumni are happy since they secure a job, gain independence, and can contribute to their household income.

According to stakeholders, Y4J College Connect classes enable students to increase their confidence level as they are usually afraid to communicate and only have academic skills. It also improves their awareness regarding the different job opportunities which are available to them.

The program focuses on planning futures of students along with them. As stated by one of the trainers, "we build student aspirations and create interests in availing a job". Through the aggregate and special batches, they are able to meet with other PwDs. Thus, apart from training, these sessions helps them interact with other people as there are limited communication barriers (for SHI persons - as they all know sign language), share thoughts and invokes active discussions among them.

## OUR ALUMNI INSPIRE



At 32 years of age, Praveena is working as a teller with Axis Bank since the past three months. Praveena was part of the two-month pilot College Connect aggregate batch with Axis Bank in Chennai and is one of the 12 candidates who got placed in the bank. Her batchmate, twenty-five year old Peter is also employed as a teller. Their other batchmate Elango is an Assistant Manager at one of Axis Bank's branches. This employment comes as a great relief to the three of them as it has been a long journey for Praveena who found it difficult to gain good employment due to her leg impairment, for Peter who has faced many personal challenges due to his speech impairment and for Elango who struggled to find a lucrative job opportunity because

he is disabled.

Although Praveena has a degree in Commerce, she was part of a training program in mobile repair, which is when she heard of Y4J's aggregate batch through a friend who strongly suggested her to enroll. The news piqued her interest since this training opportunity matched with her educational qualifications along with a strong possibility of securing placement within the bank itself. Praveena knew the training would hone her soft skills and provide her with company specific technical skills.



Similarly, even though Peter and Elango have degrees in engineering, they too had faced issues with employment, which is why when referred to the training program through friends and family members, they enthusiastically enrolled.

However, post-training, while many of her peers were at greater liberty to accept placements across the state, Praveena knew she could accept the job if it was within the city. This is because Praveena is married and has a seven-year-old daughter. Through

hard work and determination, she successfully cleared the training and recruitment process, and received a placement offer in the city. Along with Praveena and few of their other batchmates, Peter and Elango also found employment in one of the many branches across the city.

**Presently, the three of them are relatively satisfied with their job and earn an income ranging from INR 2,00,000 to 2,80,000 annually.** However, they know that this is not where they want to limit themselves. Along with work and other responsibilities, Praveena is pursuing her Master's degree in Commerce through distant education so that she can gradually be considered for a promotion in the bank. For Peter, while this is not the job that he wishes to eventually pursue, he is nevertheless happy to have employment. In fact, he has referred Y4J to many friends since he feels that "Forget jobs, Y4J gives lives to people like us. No discrimination is done at this organization that is very important to us. They give us support, training, love and acceptance. They help us to achieve our ambitions. People should be made more aware about Y4J and the services it offers." He is working on improving his other skill sets while continuing to work.



Through all of this, they mention that Y4J's team has been a source of constant support as they regularly follow-up with them about their job, work-place adjustment and for feedback. They are also appreciative of Axis Bank's interest and efforts in building an inclusive workforce which they believe is a stepping stone in reducing discrimination faced by People with Disabilities as well as suggestive of a progressive and approachable mindset.

Axis Bank had in fact, undergone a sensitization workshop where 69 roles were identified based on a practical understanding and learning from an industry perspective to ensure that Candidates with Disabilities candidates were offered roles specific to their needs and that their employment was productive. Axis Bank is proud to be part of the movement trying to make employment more inclusive and sensitive and the candidates are comfortable to be working in a diverse work environment.

This story signifies the relevance of the College Connect Program, the difference it makes in the lives of talented People with Disabilities and promoting inclusive hiring in Corporate cultures.



# TRAINING PROGRAM FOR YOUTH WITH VISUAL IMPAIRMENT

The need for this Centre has evolved out of a series of discussions with youth with visual impairment(VI) and other stakeholders like government, eye specialists and hospitals, companies and civil society. In the course of Y4Js work in training youth with disability for jobs, Y4J has interacted with youth with locomotor disability, speech and hearing impairment, low vision, totally blind and slow learners. A needs assessment done of youth with VI showed their aspirations were different from other disabilities. Many of them wanted to enroll in professional courses or do their doctorate studies. Also the trainings for VI are technology driven. Hence this Learning Centre for Visual Impairment on global standards is envisaged.

## **Objectives of the project:**

- Help youth with VI fulfil their aspirations for enrolling in higher education or professional courses by helping them access technology
- Helping youth with VI become employable/employed
- Become a model for replication across the country

## **Activities of the Centre**

- **Learn technologies like JAWS (Job Access With Speech) and NVDA (Non Visual Desktop Access).** JAWS is a commercial screen reader while NVDA is an open source screen reader. Both are software programs that allow blind or visually impaired users to read the text that is displayed on the computer screen with a speech synthesizer or braille display.
- **Learn English Communication, Soft Skills and including Developing a Resume and Interview Skills** that help individuals, who are seeking higher education or employment opportunities. Y4J assists with Job Placements and Post-Placement support.
- **Mobility and independence** by training the youth to use specialist techniques and equipment to help them develop the ability to move safely and independently at home, school and in the community.
- **Counselling services** to make sure that the youth understand the impact of sight loss. Individuals who become visually impaired must develop a tremendous amount of acceptance and adjust to the new way in which they now deal with their world. Thus, counseling is important in helping not only the individual, but also families to adjust and to be optimistic about the future.
- **Mentoring for professional courses like BFSI:** *This year 39 employees from HSBC have signed up for the mentorship program. Through this program trainees gain exposure and get an opportunity to practice English Communication with Corporates. The model revolves awareness building, and enabling the trainees to communicate better and the Mentors get an understanding of the Challenges in Handling Diversity.*
- **Supporting in assistive aids:** Any adaptive device or service that increases participation, achievement or independence for a student with a disability. Examples include Braille Note takers, Screen Magnifiers, Screen Readers, Smartphones, Tablets etc.
- **Setting up a Placement cell:** To communicate capabilities of Visually Impaired students to potential employers and help differently able student in seeking their job.
- **Piloting cutting edge technology with companies :** thus providing a conducive environment to test emerging new Assistive Technologies for various degrees of Visual Impairment.



## PARTNERSHIP WITH NETRA VIDYALAYA

Our VI program was strengthened with the new partnership between Youth4Jobs and Netra Vidyalaya. The ceremony was blessed by Chinna Jeeyar Swami, the spiritual head of Netra Vidyalaya. All 185 students are provided with a laptop and residential facilities free of cost. Youth4Jobs will give students employability trainings and links the girls with visual impairment from their adopted government blind school to Netra Vidyalaya for higher education in English.





## PARTNERSHIPS



Youth4Jobs and SVP (Social Venture Partners) India kicked off a unique Nationwide mentorship drive. The program held at Hyderabad was aimed at getting on board corporate mentors who are SVP partners. Y4J experience with mentors in Delhi has been successful. HSBC, who designed a mentorship program for Y4J in Delhi for the visually impaired students, participated and shared their model.

This workshop was fun with sharing of ideas, listening to the plans of SVP Partners from five cities who would help mentor Y4J challenging but inspirational work.



Y4J Hyderabad welcomed Mark T. McKeown (Mark McKeown - Chief Risk Officer, Asia Pacific - HSBC) and Piter Olive Chief Risk Officer, India- HSBC) along with their entire team. They were greeted by our candidates in traditional Indian style with garlands and tilak! The team was taught basic Indian Sign Language which they used to help them communicate with the speech and training impaired candidates. The team also interacted with visually impaired candidates where they saw the zeal and energy of the youth to success in their lives.



## AUDITED FINANCIAL REPORTS

M/S.YOUTH 4 JOBS FOUNDATION, HYDERABAD			
BALANCE SHEET FOR THE PERIOD ENDED 31.03.2019			
		(Amount In Rs )	
PARTICULARS	Note	As on 31.03.2019	As on 31.03.2018
<b><u>I.INCOME</u></b>			
<b>(1) Shareholders Funds</b>			
(a) Share Capital	1	1,00,000	1,00,000
(b) Corpus Fund		50,000	50,000
(c) Capital Fund	2	2,99,54,233	1,92,69,179
(2) Current Liabilities	3	2,90,28,277	4,32,04,867
<b>Total Income</b>		<b>5,91,32,510</b>	<b>6,26,24,046</b>
<b><u>(1) Non-Current Assets</u></b>			
<b>(a) Fixed Assets</b>			
(i) Tangible Assets		43,57,694	39,83,583
(ii) Intangible Assets	4	14,35,068	3,78,334
(iii) Intangible Assets under Development			2,36,000
(b) Deposits	5	11,74,000	9,53,000
(c) Loans, Advances and Receivables	6	21,33,733	17,49,554
<b><u>(2) Current Assets</u></b>			
(a) Cash and Cash Equivalents	7	5,00,32,015	5,52,93,837
(b) Short Term Loans and Advances			29,738
<b>Total Expenses</b>		<b>5,91,32,510</b>	<b>6,26,24,046</b>
<b><u>On behalf of Board</u></b>		For M/s. Sekhar & Suresh	
<b><u>Signature of Directors</u></b>		Chartered Accountants	
sd/-			
1. Mr. C. S. Gopinath			
sd/-			
2. Mr. Ravi S. Kolathur			
sd/-			
		sd/-	
		CA. C SURESH	
		(Partner)	
		Membership No.29709	
		Registration No:006155S	
Place: Secunderabad			
Date: 01.08.2019			

M/S.YOUTH 4 JOBS FOUNDATION, HYDERABAD			
INCOME AND EXPENDITURE ACCOUNT FOR THE PERIOD ENDED 31.03.2019			
		(Amount In Rs )	
PARTICULARS	Note	As at 31.03.2019	As at 31.03.2018
<b><u>I.INCOME</u></b>			
Project Grants	8	8,64,37,068	5,45,07,347
Specific Donations		Nil	Nil
General Donations	9	8,23,661	6,57,924
Other Income	10	21,99,505	13,14,892
Total Income		8,94,60,234	5,64,80,163
<b><u>ii.Expenditure</u></b>			
Employee Benefit Expense	11	40872596	27260671
Programme Costs	12	31197678	23312362
Administration and Other Expenses	13	3708715	2702188
Depreciation and Amortisation Expense	4	2996191	2200502
Total Expenditure		78775180	55475723
III. Surplus/ (Deficit) before exceptional and extraordinary items (I-II)		1,06,85,054	10,04,440
IV. Exceptional Items		Nil	Nil
V. Surplus / (Deficit) before extraordinary items (III - IV)		1,06,85,054	10,04,440
VI. Prior Period Items		Nil	Nil
IX. Surplus/(Deficit) from the year transferred to Capital Fund		1,06,85,054	10,04,440
<b><u>On behalf of Board</u></b>		For M/s. Sekhar & Suresh	
<b><u>Signature of Directors</u></b>		Chartered Accountants	
sd/-			
1. Mr. C. S. Gopinath			
		sd/-	
		CA. C SURESH	
sd/-		(Partner)	
2. Mr. Ravi S. Kolathur		Membership No.29709	
		Registration No:006155S	
Place: Secunderabad			
Date: 12.09.2017			



## **LIST OF DONORS 2018-19**

### **Individual Donors:**

Ajit Pandurang Rangnekar	Mohit Motwani
Anuraag	Nalini Baliga
Bala Deshpande	Nidumolu Siva Nagar Venkata Ratna
Bathula Satyanarayana	Piyush Tandon
Dr Anandi Shenoi	Prabha Jain
Geetha Sidharthan	R. Mohanty
Himanshu Pannalal Shah	Sharad Mathur
Jayanthi Kannan	Smt. Bhagwanidevi Basudev Jhunjhunwalatrast
Jaymin Desai	Suresh N Sanghvi
Karuna	Y Kishore

### **Organisational Donors**

Alphageo (India) Limited	Larsen & Toubro Limited
Axis Bank Limited	NASSCOM FOUNDATION
BAJAJ FINANCE LIMITED	NATIONAL PHILANTHROPIC TRUST
Capgemini Technology Services India Limited	PAUL HAMLYN FOUNDTION
Computer Age management Services Pvt. Ltd.	ROTARY CLUB OF MUMBAI SION CHARITY TRUST
H T Parekh Foundation	Society for Elimination of Rural Poverty, A.P
HDB Financial Services Limited	Swades Foundation
HSBC ELECTRONIC DATA PROCESSING INDIA PRIVATE LIMITED	Tech Mahindra Foundation
Kotak Mahindra Bank Ltd	Telangana Academy of Skills and Knowledge
	The American India Foundation Trust
	United Way of Hyderabad

## AWARDS



No.	Title of Award	Awarding Organization	Year
1	NCPEDP-Shell Helen Keller award 2011 for being a Role model individual	Shell Helen Keller	2011
2	Fetzer Foundation USA Award "Business& Community Category" for 2012-13	Fetzer Foundation USA	2012
3	Work featured in Knowledge@Wharton Wall Street Journal, Harvard Business review blog and Stanford social innovation review	Wharton, Wall Street Journal, Harvard Business Review and Stanford.	2012-13
4	Innovation in Skill Development	Bihar Innovation Forum	2014
5	Happiness Award	Happiness Hall Of Fame	2015
6	Sitaram Rao Livelihood Pan-Asian Case Study Competition 2015	Sitaram Rao Livelihoods Asia	2015
7	Vocational Excellence Award 2015-16 from Rotary International District hosted by RCS Aace	Rotary Club	2015
8	Meera Shenoy was also conferred the WOMEN SUPER ACHIEVER AWARD	WORLD HRD CONGRESS	2015





No.	Title of Award	Awarding Organization	Year
9	Meera Shenoy was also awarded and featured by Vodafone for “Women of Pure Wonder”	Vodafone	2015
10	Spirit of Happiness Award - Disability	Americares	2016
11	Spirit of Happiness Award - Livelihoods	Americares	2016
12	Innovative Practices on Education and ICT	Zero Project	2016
13	Innovation Practice on Employment, Work and Vocational Education and Training	Zero Project	2017
14	National Award for Empowerment of Person with Disabilities Divyangjan	President of India	2017
15	NHRD SHOWCASE - Award for Best Practices in HR	NHRD	2017
16	Award for Excellence	Capgemini	2018
17	Award for Diversity and Inclusion	GoDiverse	2018

# Y4J IN THE NEWS

**Preventing million mutinies, in their own unique way**

ML. Mally Hairey

HYDERABAD, AUGUST 24, 2018 23:30 IST  
UPDATED: AUGUST 24, 2018 23:30 IST

SVP India working on creating sustainable livelihoods for social transformation

**Vijayawada: M Lakshmi, 22, a resident of Hyderabad is both deaf and dumb. Similarly, U Gopi, 26, of Vijayawada is partially blind. Apart from the physical disabilities, they have another thing in common. They have jobs in reputed companies and as they shared their experience - the agony they went through as differently abled, their struggle to stand on their own feet and their final success - with other differently abled people, they have another thing in common.**

A sign language interpreter during Youth 4Jobs in Vijayawada on Friday | R V K Rao

By Express News Service

**Not Just Art, A Mission Beyond Vision**

Share the Article :

**Skill key to increasing disability presence in the workplace, say experts**

October 6, 2018

What are some of the barriers that disabled people face when it comes to getting hired?

How do you create an inclusive atmosphere at the workplace and ensure greater sensitisation among staff members?

Why is it important to use sensitive appropriate terminologies when it comes to talking about people with disabilities?

These were some of the questions that were up for discussion at a Corporate Meet held in Mumbai this week.

There were 20 employees from our 30 companies present at the meet, which included companies like Future Group, Star Bazaar, and Axis Bank, to name a few.

The Department for International Development (DFID), Government of United Kingdom, Sector Skill Council for Persons with Disabilities (SCPwD), Ministry of Skill Development & Entrepreneurship, Government of India, Confederation of Indian Industries (CII) and Youth4Jobs (Y4J) which is a one stop shop for any organizations looking to hire youth with disabilities across India, got together to hold the workshop.

"Skills development of people with disabilities is one of our primary initiatives over the next two to three years," said Anu Gupta, from DFID-UK. "Both India and the UK have joined hands to work together in job-based skill development programs based on prevailing industry needs."

There are over 2.6 crore people with disabilities in India, and less than 1% find employment. The aim of such workshops

**Businesses in India see benefits of hiring staff with speech and hearing impairments**

Merita Shetty, who heads Youth4Jobs, an organisation that trains youth with disabilities for employment, says the food and beverage, and hospitality industries are the largest employers of speech- and hearing-impaired people. "It's seen this trend pick up in the past year," Shetty says.

Her organisation has trained 5,500 young deaf and mute people in six years, of which almost 70 per cent are working in the formal sector - where terms are fixed - in industries including fast food, hospitality, manufacturing, and beauty and wellness. Only a small fraction of employees in India work in the formal sector, which comprises publicly traded companies, incorporated or formally registered entities, corporations, factories, shopping malls, hotels, and large businesses.

An Indian study estimates there are more than 60 million people in India with significant hearing loss. Until a few years ago, very few of those affected could find work in the formal sector.

India's Rights of Persons with Disabilities (RPWD) Act reserves four per cent job of public sector jobs for people with disabilities, and requires every private company with 20 or more employees to have a written policy on disability. The law makes discrimination against disabled people illegal. However, it only became law in April 2017, and implementation has been slow.

Shetty, who conducts workshops with organisations to create awareness about the skills of disabled people, has found a lack of awareness of the law. Multinational companies stand out for their inclusive policies, she says.

Most independent Indian restaurants and cafes hire speech- and hearing-

**'Ample opportunities in store for women entrepreneurs'**

SPECIAL CORRESPONDENT

HYDERABAD, APRIL 25, 2018 02:31 IST  
UPDATED: APRIL 25, 2018 02:31 IST

**IT Secretary discusses avenues apart from WE-Hub to help aspirants**

An overwhelming response to WE-Hub initiative is making the State government explore other options under which more women entrepreneurs can be accommodated.

Stating this at a programme organised by FICCI Ladies Organisation (FLO) here on Tuesday, IT and Industries Secretary Jayesh Ranjan said at the maximum 125 entrepreneurs could be accommodated under the government initiative limited by space constraints. However, those left out need not be disappointed, he said.

"We have been talking to various organisations to facilitate them...," he said, pointing out that the applicants could be categorised under early stage start-ups, matured ones and those looking to scale up operations.

**What companies and government are doing to empower persons with disabilities**

India's largest e-commerce company Flipkart recruiting over 300 differently-abled employees by the end of this year speaks of a growing culture of workplace inclusivity among corporates.

By Deepa Shrestha, ET Bureau | Updated: Aug 03, 2018, 04:20 PM IST

Amarendra D is collecting and scanning inventory at the Flipkart warehouse in Hoskote. After a series of job refusals, he has finally gained a career foothold at India's largest e-commerce company. Finding a job was challenging not due to lack of qualification but because this history graduate is hearing- and speech-impaired.

What made employment even more crucial was that the 27-year-old's father, a farmer from a water-scarce village in Chittoor, Andhra Pradesh, has debts to clear.

Amarendra's career path has one important objective — to learn as much as he can and not be limited to a specific task at the warehouse. His goal, he says in sign language, is to become a team leader in the next two years and buy a flat in the city so that his parents can finally retire from farming.

Amarendra is among the 153 full-time differently-abled persons currently employed across five metros with Flipkart. The city-headquartered e-commerce platform first employed 25 persons with disabilities (PwD) as delivery executives in 2016. Now, the recruitment has expanded to include various roles along the supply chain — from the warehouse to smaller fulfilment centres (delivery hubs). Employees are primarily speech and hearing impaired while some suffering from physical disability.

**Youth 4 Jobs, a ray of hope to differently-abled**

The Hans India

Y4J | 24 Feb 2018 6:11 AM IST

**HIGHLIGHTS**

Youth 4 Jobs (Y4J) founder Gopal Garg said the organisation was established in 2012 and spread to 12 states with 22 training centres to train the differently-abled persons to enable them to get employment in the country.

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**Telangana to support women entrepreneurs: Jayesh Ranjan**

Apart from We-Hub, the government is looking at launching three different programmes to promote women-led companies.

By TelanganaToday | Business Bureau | Published: 24th Apr 2018 8:30 pm

FICCI Ladies Organisation gets new leadership team. Photo: Surya Indrar.

**Hyderabad: India's first women-only hub had taken shape in Telangana and the government is not leaving any stone unturned to make this a success. After receiving about 250 applications for the hub, the government is making all efforts to push women entrepreneurs in the State.**

Speaking at the change of guard of FICCI Ladies Organisation (FLO) and Young FICCI Ladies Organisation (YFLO), Jayesh Ranjan, principal secretary, IT and Industries department said, "The team at We-Hub is sorting out the applications and we have realised that the space allotted may not be sufficient to accommodate the growing

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The dismal employment figures of the disabled in India highlights the fact that it is imperative to create awareness and sensitive employers for giving them suitable jobs. The corporate meet called "DISCOVER THE UNTAPPED TALENT POOL OF YOUNG PEOPLE WITH DISABILITIES" was organised by Youth4Jobs (Y4J) and hosted by Confederation of Indian Industries (CII) in Mumbai with the support of the Department for International Development (DFID), Government of United Kingdom and Sector Skill Council for Persons with Disabilities (SCPwD), Ministry of Skill Development & Entrepreneurship, Government of India. 50 employers from over 38 companies like Future Group, Star Bazaar and Axis Bank (to name a few) came together for a discussion on disability inclusion at a Corporate Meet held in Mumbai this week.

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Over the past nine months, I have supported my host organization Youth4Jobs' work of increasing employment and livelihoods opportunities for youth with disabilities, in the mainstream workforce and through my project now in the arts. With a national network of training centers and thousands of successful alumni, Youth4Jobs empowers youth with disabilities through productive employment and education.

As my understanding of our programs and resources developed, my questions did as well. They split in two directions: the first, logistical, the second, big picture. To understand how our dedication to accessible and equitable livelihoods can extend from individuals to entire industries, I interviewed two people working in the modern inclusion movement in India. Through this and my next blog post, I hope to shed some light on the work being done to build the foundations and establish good practices for stable livelihood opportunities for youth with disabilities.



**BOARD OF DIRECTORS**

NAME	DESIGNATION	REMUNERATION (Rs.)
C.S Gopinath	Director	NIL
Mr Ravi S. Kolathur	Director	NIL
Ajay Gandhi	Director	NIL

**STAFF REMUNERATION [GROSS YEARLY + BENEFITS]****2018-19**

Head of the Organisation:	Rs. 39.00 lakhs
Highest Paid Full Time Regular Staff	Rs. 24.00 lakhs
Lowest Paid Full Time Regular Staff	Rs. 1.41 lakhs

**REIMBURSEMENT MADE TO ANY BOARD MEMBER:**

NIL

**Total Cost Of International Travel By Board Numbers / Staff / Volunteers On Behalf Of Organisation For 2018 – 2019:**

NIL

**SALARY DISTRIBUTION**

Slab of Gross Salary (in Rs.) plus benefits paid to staff (per month)	Male Staff	Female Staff	Total Staff
Less than 5000	0	0	0
5000 – 10000	0	1	1
10000 – 25000	50	40	90
25000 – 50000	32	24	56
50000 – 100000	4	2	6
Greater than 100000	3	1	4



**YOUTH4JOBS FOUNDATION**

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**Website:** [www.youth4jobs.org](http://www.youth4jobs.org)

