

EMPOWERING YOUTH, TRANSFORMING INDIA



Annual Report

FY 2020-2021



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About SGBS Unnati Foundation (SUF)

The Company was founded in 2011 and registered as a not-for-profit organization u/s 8 of the Companies Act. SUF cherishes its simple yet fulfilling vision "With Society, towards Serenity" and aims to touch different facets of human life to make the society a better place to live.

The Company is efficiently run by Directors and a Core Group of Volunteers who are Professionals engaged in business or employed with reputed companies with complementing skills and experience, and is ably supported by a management team committed to the cause and sharing a vision of making a difference to the society.

SUF's Vision: SUF's vision embodies three concepts:

- Reaching out to all sections of society through art, service or training



- Enabling people to be happy and to lead a life of fulfilment
- Motivating people who are leading a life of fulfilment to give something back to the society

SUF's Mission: Our mission serves as a blue-print to achieve our vision which encompasses all the vital aspects of a progressive and motivated society that can bring in the required changes for a peaceful and harmonious living. Through our key programs we have incorporated the most important elements for a successful society viz., educated children, empowered youth, right moral and traditional values, patronizing art, music and culture etc. into its mission.

The following objectives are set to meet the vision:

- Serving all sections of society and bringing about harmony through focused programs
- Providing vocational training for unemployed youth through Unnati

About "Unnati" program - Vocational training for the unemployed, underprivileged youth Unnati's philosophy - **"Learn, earn, stand tall"**

The Youth are provided vocational skills, life-skills and guaranteed job, through an extremely well organized, structured full time training program spanning over 35 days.

Learn: Empower the underprivileged youth with necessary skills – They Learn

Earn: Provide youth with a sustainable job at the end of training – They Earn

Standtall: Provide youth the dignity, self-confidence, value systems and soft skills.



This enables them to become better citizens, better prepared to face the day to day challenges of life.

It is done through a curriculum that comprises of life skills, presentation skills, language skills, and general awareness of the use of technology. It changes the profile of the youth, enabling them to join the mainstream, with a stable and sustainable income – they stand tall. To know more about us please visit www.unnatibl.org.

HIGHLIGHTS OF THE YEAR

Year 2020-21 has been challenging to us in many ways owing to pandemic. However, Unnati team always has the positive mentality and sees an opportunity in every problem. Team Unnati has made use of the time gained during pandemic to digitize the Course Contents, Creating plethora of online evaluation modules. In the content area, IOIS (Intent, Outcome, Impact, Summary) was introduced for every topic in Spoken English, Life skills, Values, Computers, Tally & Sales & marketing strategies. The IOIS is the foundation of every topic which connects the values systems to the topic content delivered in the session. The introduction of IOIS reiterates our commitment to the Learn, Earn, Stand Tall - value systems and their impact created through the Unnati program. The IOIS reiterates our commitment to getting youth not only “JOB READY” but “LIFE READY”. The course content was also streamlined to eliminate the overlap of topics across various subjects. Some topics were removed and new topics relevant to the current market introduced. A mobile based learning platform was launched to help the youth prepare for the upcoming topics and also rehearse the daily learning. As an outcome the Program duration was brought down to 35 days from 50 days without any compromise on quality of learning and the impact.

To give a clear perspective to our program and to align with the permanent change the trainers bring to the life of the youth Unnati team has created vibrant title called “Change Makers” to the trainers. Apart from this 25-day online Refresher Training program was conducted with participation from the senior management for the Changemakers to orient to the IOIS.

With all the above initiatives Unnati team is extra energised to bring in permanent change in the life of more youth of India.

Due to lock down restrictions the centres had to be closed for some time based on Government guidelines and function with reduced capacity for some time Since colleges were also closing for long period of time UNXT program which runs along with colleges couldn't run in a continuous fashion. All these factors put together resulted in we not able to achieve the required number in terms of beneficiaries.

All our staff have been well trained on COVID appropriate behaviour and we spent additional amount to procure COVID related accessories to ensure the safety of student and staff. We have actively co-ordinated with the local authorities to ensure the staff and students are vaccinated.

During the year, a total of **4036** youth were trained between the two programs – UNNATI & UNXT.

Out of the above **1345** were trained and placed through 50 days Unnati program across centres. Out of the total number of youth, **40% were Male and 60% were Female**. Their educational background ranged from below 7th standard to graduation.

Through our UNXT program, we **trained 2691 youth across 57 Government Colleges**. UNXT is getting conducted **around 32 locations in the country spanning across different states like Karnataka, TN, Mumbai, Delhi , Uttarakhand, Kerala, UP, Gujarath, MP, Haryana**



The current vocations include Business Associate and Retail Sales Associate. Apart from the core vocational skills, the youth are trained on Life Skills & Values, Spoken English, and Basic Computer Skills.

The youth are selected through a screening process involving the following criteria: (1) Aged 18 or above (2) Socially or economically backward.

Placements:

The impact of a vocational training program is measured by its placement success. We are proud to uphold the stellar record of 100% placement in all centres across the country. The success of the placement process lies in the fact that it starts right from the first week. Students are motivated to work hard with the prospect of a job constantly being reiterated over the 35 days.

Around 8-10% of the youth trained do not take up the jobs we provide as they choose to go their own way with their newly acquired skills. These may be in the form of family businesses or even self-employment. Around 12-14% of our students choose to go on for their higher studies, many of them being graduates themselves. In the case of UNXT, we assure a job to all the youth who come to Unnati requesting for the same after their graduation course is completed.

Entry level jobs that are provided here have a starting salary that ranges from 5,000 to 15,000 INR per month. These jobs vary from sector to sector. The following table depicts the list of companies who repeatedly recruit from us.

BANKING AND FINANCIAL SECTORS	BPO	RETAIL	ECOMMERCE	ADMIN/ACCOUNTING
Randstad	Altruist Customer Management Services	Café Coffee Day	Amazon	Tandem Accounting
HDB Financial Services	Upmint	Tata Cha	Flipkart	Tally Solutions
Bankzone	Allset Business Solutions	Third Wave Coffee Roaster	Meesho	Diacritic Solutions
KreditBee	Eureka outsourcing Solutions	Fabindia LTD	Quickride	Trance Ltd
SS Square Associates	Krazybee	WestSide	Blinkit	ID Smart Solutions
	Impact Solutions	Starbucks		
	Om Innovation	Shell Petrol Bunk		
	HGS	Tata Croma		
	Pacesetters	Divya Apparels		
	Economy Sales	Reliance Trend		
	ICCS	Lifestyle		
	Quess Corp	Glow Road		

ALLIANCES/MOUs

SUF continues to be a non-funded partner of National Skill Development Corporation New Delhi. The details of all the youth trained by us are uploaded in the SDMS portal of NSDC every month.

Alliances were entered into/continued for previous years with the following organizations during the year for setting up of Centres and/or supporting the cost of training the youth.

- ADOBE
- ALLSTATE SOLUTIONS PVT LTD
- ASCENDAS GIVES FOUNDATION
- ANDHRA PRADESH STATE SKILL DEVELOPMENT
CORP
- CUMMINS INDIA FOUNDATION
- CLARIVATE ANALYTICS
- ESSEL SOCIAL WELFARE FOUNDATION
- FINASTRA SOFTWARE SOLUTIONS
- FOUNDATION FOR CSR @ REDINGTON
- GE BE PRIVATE LIMITED
- GE INDIA INDUSTRIAL PVT LTD
- HDB FINANCIAL SERVICES
- HSBC SWADES FOUNDATION
- INFORMATION TECHNOLOGY PARK LTD
- MUFG BANK
- Shri. SANDEEP BAID
- SMT BHAGWANI DEVI BASUDEV JHUNJHUNWALA
TRUST
- STATESTREET GLOBAL ADVISORS
- SAN ENGINEERING
- TATA POWER DELHI DISTRIBUTION LTD
- TATA CONSUMER PRODUCT
- TERADATA INDIA PVT LTD
- TESCO BENGALURU PVT LTD
- THE BOEING COMPANY
- TRUVEN HEALTH ANALYTICS INDIA PVT LTD
- UNISYS INDIA PRIVATE LIMITED

We acknowledge with great appreciation, the invaluable support from the above organizations, which has helped scale up the operations leading to larger impact.

AWARDS & RECOGNITIONS:

See Annexure -1

Unnati and UNXT programs are always in the forefront of any organization/institution that is focusing on Skill Development and Youth Empowerment. The good work done by our organization and the individuals behind the program get recognized in multiple forums.

The activities of Unnati were well covered in the media during 2020-21. Unnati also has supported the local community in its own way during COVID times.

Annexure 2 – Events/Press/Media Coverage 2020-21

Links to a few success stories:

Unnati:

<https://youtu.be/duueQN7UvrU>

<https://youtu.be/pnS8siKfWPg>

https://youtu.be/_h0NXrpY4AI

<https://youtu.be/TAVEo386MD0>

UNXT:

<https://youtu.be/YUbBGsBiOEM>

<https://youtu.be/X7rBPp7YDuE>

<https://youtu.be/XqW2spc7Em8>

<https://youtu.be/yJ3ds6FwaZg>

<https://youtu.be/EliuNOopOwU>

ACCOUNTS

SUF maintains accounts on an accrual basis, and in compliance with the Generally Accepted Accounting Practices of India (India GAAP). The operations are audited regularly. SUF has been promptly fulfilling the obligations under different statutes, especially the stringent requirements stipulated by the Govt. of India while awarding exemption u/s 80G of the Income Tax Act.

EXPENDITURE FOR THE CAUSE

In order to ensure that maximum benefits are accrued to the cause, SUF actively contains its administrative expenses to the barest minimum, often around 6% - resulting in 94% of the donated money going directly to service the cause.

Program expenses are met out of the donations received from individuals and Corporate / CSR Grant proceeds.

We rely on the benevolence of our many donors and believe that it is not the amount that they donate but the sentiment of goodwill itself and the connect to the cause that we depend on.

Donations to all activities of SUF are exempt u/s 80G of the Act.

STAFF

The details of the Number of staff as on March 2020 is as below. The average salary per head (total salary paid divided by total number of staff) was Rs.15,000 per month. The highest salary paid to any single individual was Rs.6, 00,000 per annum and the lowest paid to any single individual is Rs.60,000 per annum.

Slab of Gross Salary per month (in Rs)	Male Staff	Female Staff	Total Staff
Less than 5,000	0	0	0
5,000-10,000	3	6	9
10,001-50,000	73	65	138
Greater than 50,000	0	1	1

Department	HC as on 31.03.20	Hires in Fy 20-21
Training	90	76
Outreach	21	27
Admin, Finance, HR	11	5
Total	122	108

STAFF TRAINING AND WORKSHOPS

During the FY 2020-21 through an intensive Train the Trainer program/BAC of 25 days, we trained 106 new employees over 07 batches.

CONSTITUTION OF SUF

SUF is a registered company under Section 8 of the Companies Act, 1956 of Corporate Identity Number: U80102KA2011NPL061201

1. Under Section 12A of Income Tax Act – DIT(E) BLR/12A/S-2320/ AAQCS5858M/ ITO(E)-3/2011-12 and the Renewals AAQCS5858ME20214 dated 28-05-2021
2. 80G: DIT(E)BLR /80G/398/ AAQCS5858M /ITO(E)-3/2011-12 and the Renewals AAQCS5858ME20214 dated 28-05-2021
3. PAN No: AAQCS5858M
4. Under Foreign Contribution Regulation Act – 094421605 dated 17-09-2021 valid for 5 years

GOVERNANCE:

SUF operations are audited regularly. SUF has been promptly fulfilling the obligations under different statutes:

- FCRA
- Income Tax Returns
- GST Filings
- Labour Laws
- Reports to Donors
- Annual Reports
- Having all policy documents in place like HR Policy, Financial Policy, Purchase Policy etc.

The Directors strongly believe in philanthropy true to the spirit of “not for profit”. They do not benefit themselves through any form of remuneration or perquisites. Their contribution is in the form of time and expertise, all at their own personal expense.

The Directors operate without prejudice. In the realm of Unnati, they are driven by collective wisdom, compassion, and desire to serve.

The Directors meet on a regular basis and all policy decisions are planned and finalized in a unanimous manner.

I A Padmanabhan alias Ramesh Swamy is the CEO of the Swamy Group of Companies. He joined his father’s business immediately on completion of his bachelor’s degree in BE (Mech) from MACT, Regional Engineering College, Bhopal. He today handles the logistics for many MNCs and Indian companies for the state of Karnataka.

Ramesh Swamy is involved in the day to day operations of Unnati. With an inspiring attitude and unbounded energy, he is among the select few, who have touched many lives in and around Bangalore.

Narayanan A S also known as Ramdas is the son of Sri S Anantaraman.

A rank holder in Printing Technology, he is managing a Flexor Packaging Plant by name MILAN PACKAGING, for over two decades. Mr. Narayanan is involved in training the youth in life skills and value education. He is also closely involved in the administration of the Centre.

Dr.Randhir Mishra is a Management Faculty at various B Schools in India. He has been advisor to the Board of SUF.

Dr.SusheelaVenkatraman is an erstwhile Trustee of SUFT. She was till recently Principal Director, Information Technology at Asian Development Bank, Manila. She has completed her assignment and relocated to Bangalore.

REMUNERATION TO DIRECTORS

None of the Directors are paid any remuneration, fee or monetary reward of any nature.

REIMBURSEMENTS TO DIRECTORS

Directors don't claim any reimbursement for expenses incurred by them in the course of SUF activities.

SUF MANAGEMENT

Meeting of the Sr. Management team are held generally once a month, in which all the key decisions are taken. The meeting is attended to by the Directors as well.

DESSIMINATION OF SUF ACTIVITIES / FINANCIALS

The SUF activities, key milestones, reports and press coverage are announced during the programs and are featured on the Unnati website. The audited financials are also uploaded to the website for public viewing.

FUTURE PLANS

Assuming the pandemic related restrictions don't come in, going forward into the year 2021-22, we plan to train 25,000 youth between Unnati and UNXT Program across the country.

NOTE OF GRATITUDE

The Directors record their deep appreciation and sincere thanks to all the donors and patrons for their unstinted support, monetary and otherwise. The Directors also record their appreciation to all the volunteers who have assisted in furthering the cause of SUF.

Annexures

Annexure 1 – Awards



Unnati Skill Centre is celebrating success in New Delhi.
March 7, 2021 · 🌐

Sunday Special: #UNNATIAchievements:
Awards & Recognitions - 2021 Tata Power Delhi Distribution Award.

It is with great pleasure that we announce both our #KirtiNagar and #Jahangirpuri centers were felicitated by The Tata Power Delhi Distribution Ltd. #TPDDL during the recent NGO meet in #Delhi. The centers were awarded the excellence award on the occasion of the CSR partner program - 2021... See more

Unnati Skill Centre
June 20, 2020 · 🌐

#SUGAM (Spark Unnati Grassroot Accelerator Mission) the third initiative from **#SGBS_Unnati_Foundation** based out of Bangalore is an incredibly unique creation of establishing Entrepreneurship & Innovation HUB for Grassroot graduates who dream to be an entrepreneur. This is a complete eco-system of entrepreneurship journey for aspiring graduates who want to be an entrepreneur. This establishment is supported by Deakin University, Australia, and Analog Devices India.

Unnati / S... See more

Annexure 2 – Events/Press/Media Coverage 2020-21

April 29th 2020:

While all the activities came to a standstill due to Covid-19, UNNATI, in collaboration with BBMP officials, was involved in charitable donations such as rations, necessary household items, safety kit, hand sanitizers, and other necessary items.



On April 30, 2020:

UNNATI was featured on Chandana TV's 'Hello Geleyare'-Special Phone-In Program at 11.20 am. Our Lead Trustee Mr Ramesh Swamy addressed the audience with highlighting information about what UNNATI does and how YOUTH can benefit from it.



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LEARN | EARN | STAND TALL

Dear Friends,

We are happy to announce that Unnati will be featured on Chandana TV's "HELLO GELEYARE" Show on the 30th April, at 11:20am.

The programme will comprehensively cover all the aspects of Unnati and will be beneficial

Please share this information with your maids, drivers etc. Who might have youth looking up for JOB / CAREER.



ACTIVITIES – ACROSS CENTERS
During October to December, 2020

UNNATI's Ballari Center:



UNNATI's Ganagavathi Center:



UNNATI's Nagpur Center



UNNATI's Mysore Center:



UNNATI's Hospet Center:



**UNNATI's Gangavathi Center:
Parents meet**



UNNATI's Thiruvanamalai Center:



UNNATI's Tumukuru Center:



UNNATI's Madurai Center:



UNNATI's Chidambaram Center: UNNATI's Dindigul Center



UNNATI's Delhi Center:



Annexure 3 – Donor List for year 2020-21

You can find the full list of donors whose contributions have greatly helped us:

AAJEEVIKA	JAYANTHI VENKATESWARAN	PASUPATHY JAGADISAN
ABHINAYA GANESAN	JAYARAMAN V S	PATEL CHARITABLE TRUST
ADYA KHANDIGE	JENNIFER THOMAS	PRABHALA PADMANABHAN
ALKA TAPARIA	JEYARAJ S	PRAKASH PRABHU
AMARESH BHASKAR NALLAVANDU		PRANEETA VARADARAJAN
AMBUJAM SUBRAMANIAM	KABRA S M (HUF)	PRAVIN KUMAR TANDLAY
ANALOG DEVICES INDIA PVT LTD	KADUGODI INDUSTRIAL ASSOCIATION	PREETHA S
ANANDASHRAM TRUST	KALPANA NARESH SHAH FOUNDATION	RAGHAV SWAMY
ANNEMARIE PADIYATH	KARAN AHLUWALIA	RAGHU NARAYANAN R V
ARPAN FOUNDATION INC	KATRAK D H	RAGHURAMAN V
ARUMUGAM SATYANARAYAN	KISHORE GOVINDE	RAJALAKSHMI
ASHA JASWANT SINGH THAKUR	KRISHNAN S	RAJESH K N
ASHA THAKUR	KRISHNASWAMY S	RAJI MOORTHY
ASHOK	KUMAR SUBRAMANIAM	RAJNI MALHOTRA
BANUMATHI KRISHNAN	KUNNAVAKKAM VIJUMUR KUMAR	RAMAKRISHNAN S
BHAGIRATHI RAGHUNATHAN	MALATHI NAGARAJ	RANGANATHAN T V
BHASKAR VASUDEVAN	MARGADARSHI ASSOCIATION	RASHMI K
BHAVANI BHARADWAJ	MEENAKSHI S	RAVI SHANKAR D K
CAVERY BOPAIAH	MEENAKSHY IYER	ROHIT GUPTA
DESIKACHAR RANGARAJAN	MEERA SREEDHARAN	ROTARY BANGALORE ULSOOR TRUST
DHEERAJ T T	MILAN SINGH S	SAIPRASAD GHOGALE
DHISHAT BATUK MEHTA	MINAKSHI PRABHU	SAMIR KUMAR
DINAKAR KUNTADI KINI	MOTHER LAND HOSPITALITY PRIVATE LIMITED	SDN ENGINEERING & LOCOMOTIVE CO LTD
DINDIGUL VISWANATHAN KRISHNAN	MURALIDHARAN S	SAROJA JAYARAM
GAUTHAM T R	NARAYANAN SRINIVASAN	SAROJA SRINIVASAN
GIVE FOUNDATION INC.	NIBHANAPUDI DIVAKARA RAO	SEETHALAKSHMI GOPALAKRISHNAN
GIVE INDIA	NIBHANAPUDI SYAMA SUNDARI	SHANTHA SIVARAMAN
GOPALAKRISHNAN SHIVADASS	NIRMAL KUMAR TAPARIA	SHANTHALA KUMAR
HELP YOUR NGO FOUNDATION	PADIYATH N KRISHNAN	SHIVARAMAN N VETTAKKORUMAKANKAN
HTM HYDRAULICS PRIVATE LIMITED	PADMA M V	SHRUTI ANAND
HYDROLINE PRODUCTS PRIVATE LIMITED	PADMANABHAN I A	SITARAMAIAH D
HYDROLINE PRODUCTS PVT LTD	PADMINI SAMPATH	SIVA PRIYA
IYER H V	PARTHASARATHY R	SIVAKUMAR B
JAMUNA RAVI	PARVATHI NARAYANAN	SOUNDARAM NATARAJ

SREEDHARAN ATHMANANTHAN
SRILATHA SUBRAMANIAM
SRINIVAS N A
SRINIVASAN J
SRINIVASAN P
SRINIVASAN R
SRIVALLI PADMANABHAN
SUBRAMANIAN M R
SUBRAMANIAN GURUNATHAN
SUBRAMANIAN RAGHURAM
SUBRAMANYAM K
SUDARSANAM KRISHNA IYER
SUDHANSHU NIGAM

SUJATHA RAMDORAI
SUJIT SIRCAR
SUMATHI BOPAIYA M
SUMITRA MENON
SUNDARAMURTHY T K
SURESH GOPALAKRISHNAN
SURESH S
SYAMALA PARAMESWARAN
SYNTHETIC PACKERS PVT LTD
TAEGUTEC INDIA PRIVATE LIMITED
THANKAMANI VARMA
UDAYAMOORTHY MURALIDHARAN

VAGISWARI A
VAKIL HOUSING DEVELOPMENT CORP P LTD
VEEPEE GRPAHIC SOLUTION PVT LTD
VENKATESHWARAN P N
VENUGOPAL KRISHNAN
VHISHAL SWAMY
VIJAY KUMAR GOKHALE
VIJAYA VARMA
VIJAYALAKSHMI KUMAR
VISWANATH N
VISWANATHAN S

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