



Bright
Future

Connecting Education
to Employment

ANNUAL REPORT 2016-2017



VISION

"Equal employment opportunities to all"



MISSION

"To provide nurturing environment for children and youth from marginalized communities to transform their passion into gainful employment through career guidance, life skill development, mentorship and placement opportunities"



GOAL

"Connecting Education to Employment"



VALUES

"Communication, Commitment, Collaboration, Creativity"



CEO's Message

Only 76% of at-risk young adults who have had a role model aspire to enrol in and graduate from college

Only 57% of learners pursue their career stream according to their choice and ability

Only 40% of youth entering the workforce every year are considered to be employable or job-ready

Only 27% of female participate in workforce as compared to 79% of male participation

These statistics reveal today's reality and the challenges faced by the youth. I started Bright Future with a vision of providing equal employment opportunities to all and 'Connecting Education to Employment'. This can be achieved by providing a conducive environment for adolescents and youth from marginalized communities to transform their passion into gainful employment through career guidance, life skill development, mentorship, and placement opportunities.

In 2016-17, our focus was on scaling up of our programs, strengthening the curriculum, streamlining the processes and structuring the organization. This resulted in 5 new Centers, association with 4 new schools and launch of Drama for Development (D4D) in the community.

We also conducted various training programs for the staff in order to strengthen the team, build capacity and to improve the quality of output.

2016-17 has been a year marked with qualitative and quantitative growth in all aspects- scaling up of the programs, multi-fold increase in the number of direct beneficiaries, strengthened pool of dedicated staff and many successful partnerships with our stakeholders and supporters.

Annual Report 2016-17 will take you through the whole journey and the achievements that Bright Future has been able to accomplish on ground and some of the most inspiring stories of change that have made this journey worthwhile. Hope you all will find it an interesting read.

In the year ahead, we will continue to focus on reaching out to more youth and we hope to get continued encouragement and support from all our well-wishers and stakeholders.

I would like to specially thank my team and partners who truly believe in the vision that Bright Future is working towards and constantly put efforts to help us perform better.

KishorPalve
Founder and CEO

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About Bright Future

Bright Future is an initiative of New Resolution India (NRI) which was set up in the year 2009. It grew as an outcome of hard- hitting personal experiences and verifiable observations.

Bright Future believes that lack of conducive environment and positive role models has led to the problem of aimless education. As a response to the problem, Bright Future works with youth between the age of 13-25 years through the programs run in low-income private schools and communities of Mumbai and Thane.

Bright Future works towards empowering youth to make informed decisions about their career and thus enabling them to transform their passion into gainful employment through life skills & career development, mentoring support, internships and placement opportunities.

Bright Future also builds capacities of key stakeholders like parents, teachers, mentors and employers who play an instrumental role in creating a conducive environment. By conducive environment we mean, a safe and accessible space for young people where they can express their needs, thoughts and feelings; where peers and adults facilitate them to identify their potential and make informed decisions about their career and life.

Bright Future reaches out to the adolescents and youth through its 2 programs - Step to Livelihood and Livelihood Program.

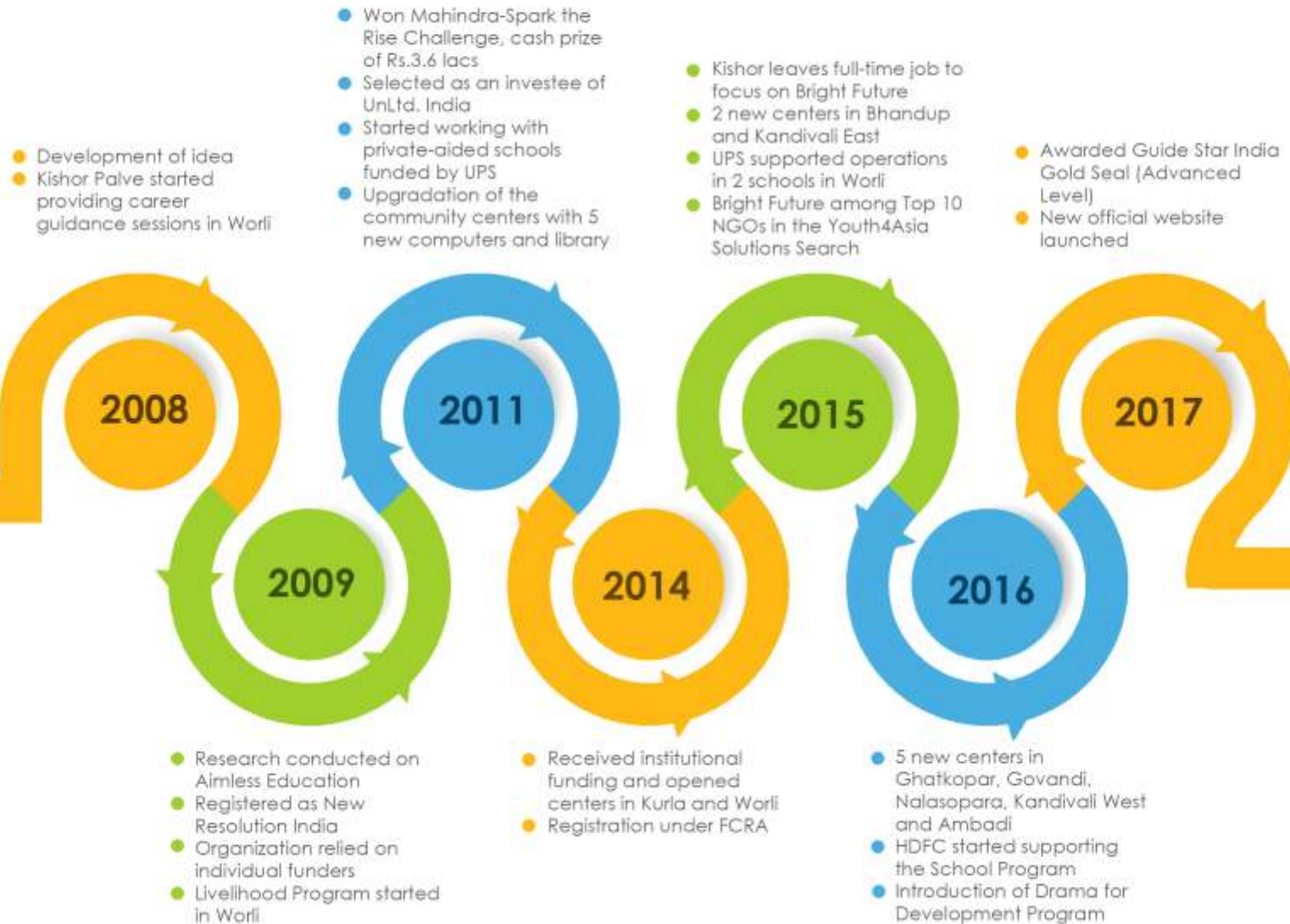


Approach

Bright Future follows the process of Awareness, Action, and Policy across all its interventions to bring sustainability in the impact that it intends to make:



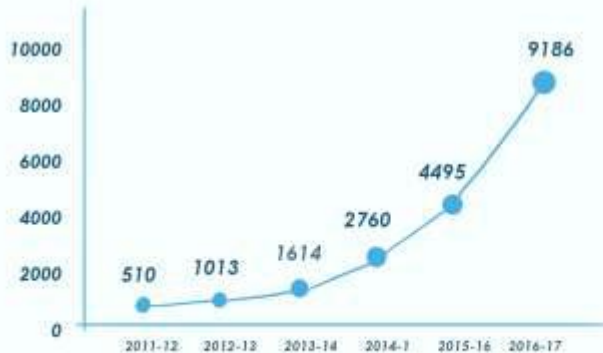
Milestones



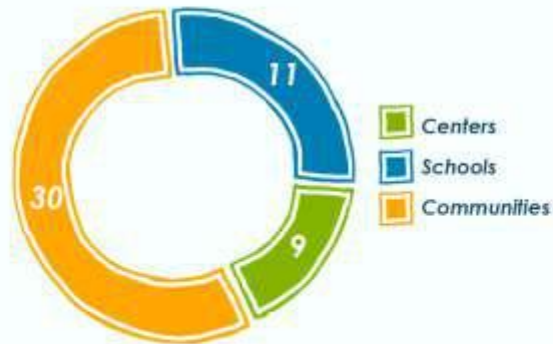
OUR Reach



Organization Highlights



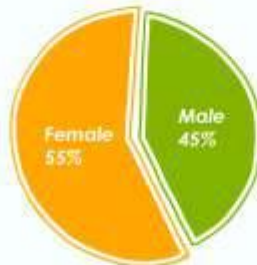
Total no. of beneficiaries engaged till date



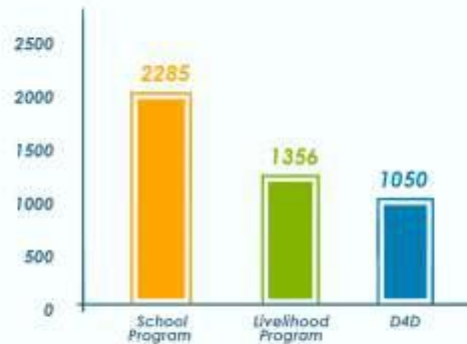
Intervention spaces

170%

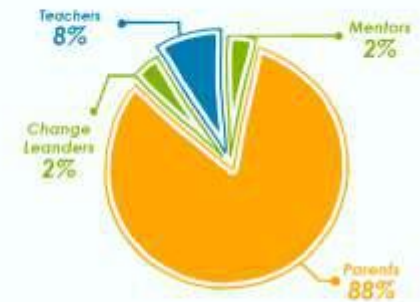
Growth in the outreach as compared to the previous year



Gender Ratio of Beneficiaries



Intervention-wise outreach in 2016-17



Stakeholders Engaged

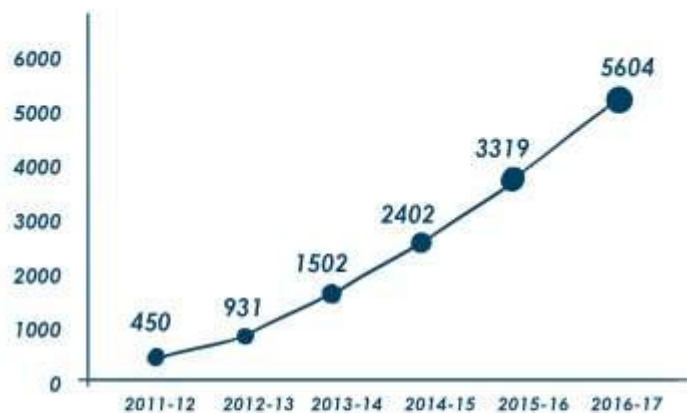
Step To Livelihood

School Program

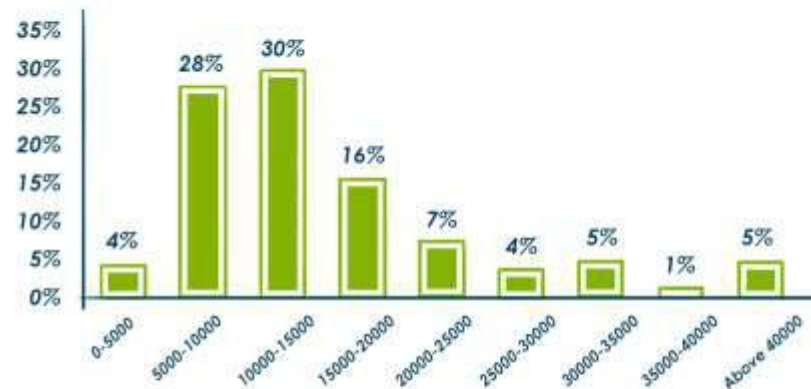
The program focuses on creating a conducive environment in school by building capacities of students in grades VIII-X and key stakeholders for enabling students to make informed decisions pertaining to further education, career and life.

The inputs to the students are through life skills development, career awareness and mentoring. This helps to emphasise on the need of identifying their interests and developing their skills to transform their passion into gainful employment.

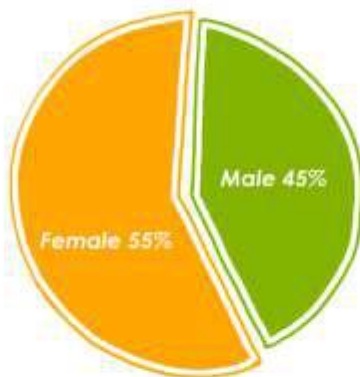
We conduct awareness and capacity building workshops with the parents, teachers and principals who are the major contributors in creating of a conducive environment for these students.



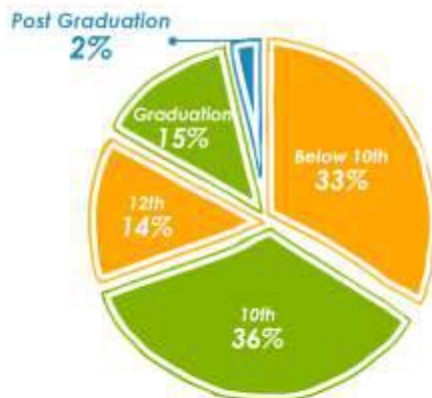
Total no. of students engaged through school program



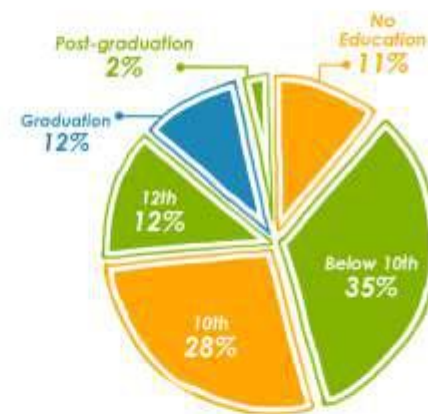
Monthly family income of students



Gender Ratio of School Students



Father's Education Level

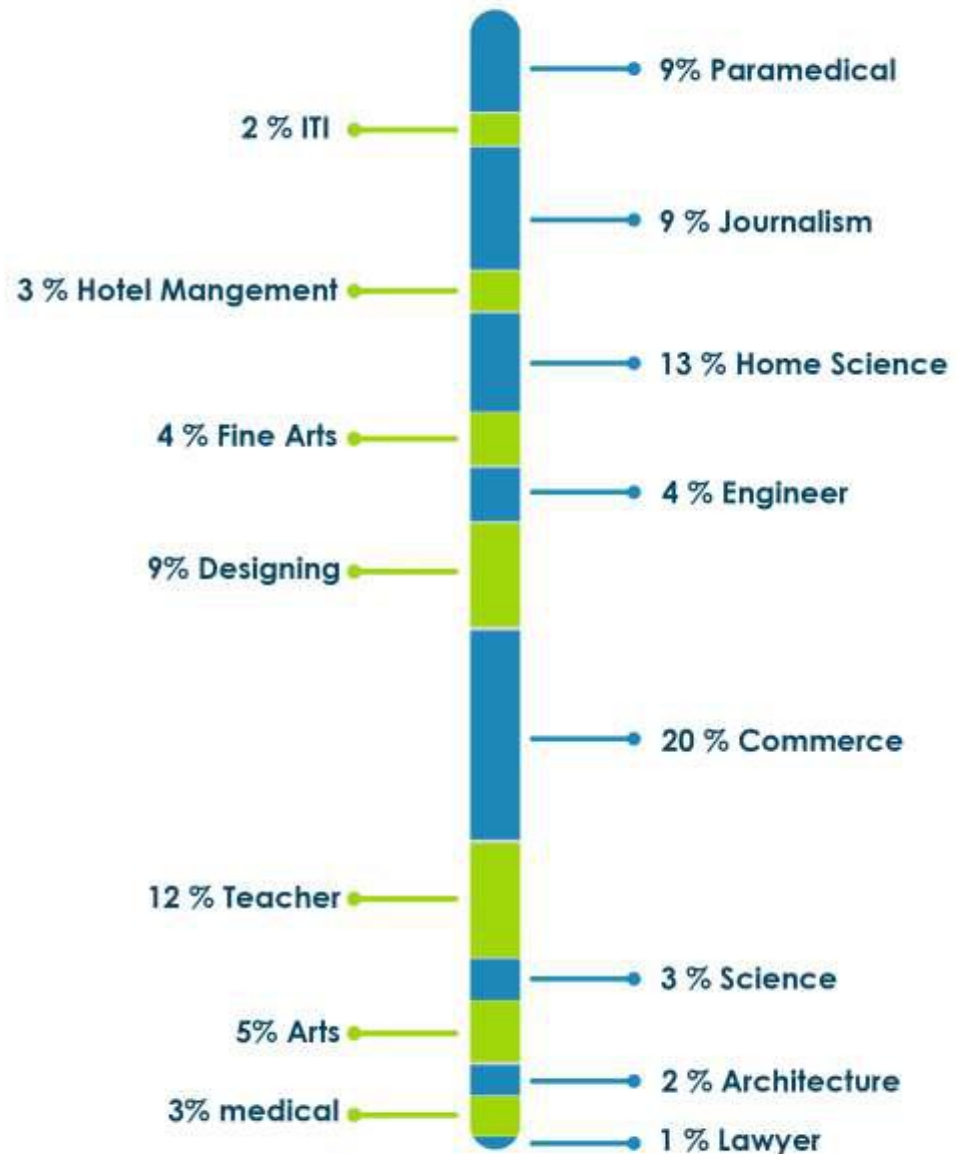


Mother's Education Level

Aptitude Test

An Aptitude Test for the students of 9th standard was conducted at the schools in Worli that Bright Future works with. The test helped them to evaluate different options on the basis of their interest keeping in mind their skills, time, financial condition etc.

According to the results of the Aptitude Test, it was found that there was an 80% match in their career path that they had designed earlier during the classroom sessions and their evaluation basis the Aptitude Test.



350

Parents Engaged

Parents play an instrumental role in creating a conducive environment for the students. Bright Future engages with them in order to make them realize the importance of understanding the career aspirations and skills that their children have.

We conduct various workshops on topics like Knowing Child's Aptitude, ITI career Knowledge, Parenting Skills etc. to build their capacity to handle different situations effectively.

83

Teachers Engaged

After parents, children usually look up to their teachers for any kind of guidance which makes it extremely important for teachers to be able to guide them appropriately and to be able to build that rapport with the children. It is teachers' responsibility to keep them motivated to continue their education and pursue their dreams and hence, create a conducive environment for them.



Step To Livelihood

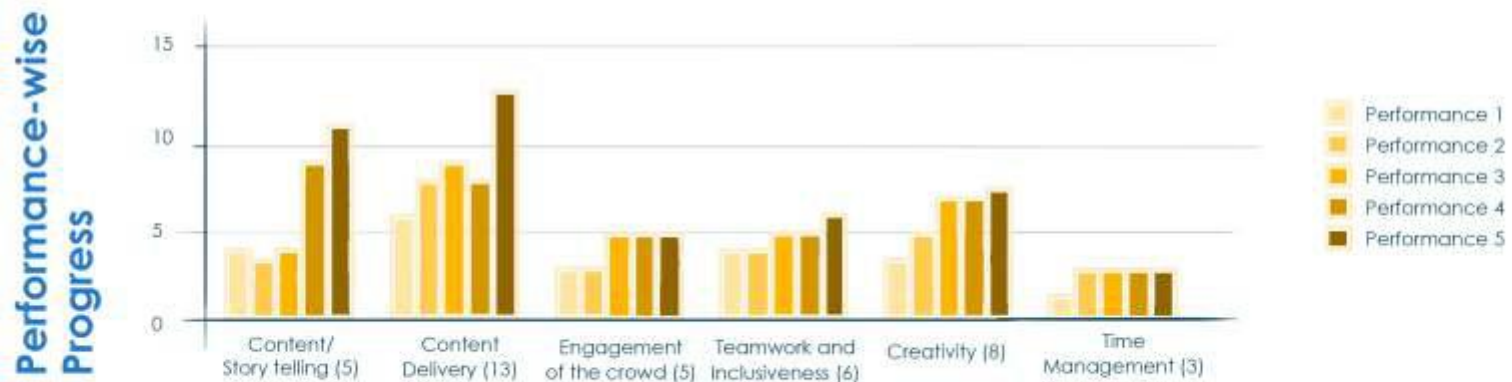
Drama for Development

It is a one year programme run in a community which uses drama as a platform to develop skills that are essential for career and life in adolescents who are in the age group of 13-18 years. As a part of the program, the children develop awareness about self and issues in the society, plan actions to bring awareness and address these issues. Using the platform of drama, children take initiative and become involved in their community issues, conduct rallies and street plays to spread awareness about these issues.

It is an alternative way of learning with a focus on learning through experience which challenges their critical thinking, makes them inquisitive, teaches them the way of and advantages of working collectively and inclusively.



Drama on various topics like gender discrimination, health and hygiene, environment issues, child or human rights etc are performed. The progress in the performances of the adolescents on the basis of a few parameters can be seen below:



Voices from the field:



Ashwini Nayak

After completion of 3 month course, I started working as a Change Leader with Bright Future. After working in the community and with the adolescents, my level of confidence increased tremendously. I was able to speak in public without any fear. I was able to guide and help the adolescents with their problems and train them in preparing for drama. After a few months, I got promoted as a Training Facilitator which helped me to improve my knowledge about English and computers. I am pursuing my B.Com currently and I wish to become an IT Facilitator.



Usha Palnayak

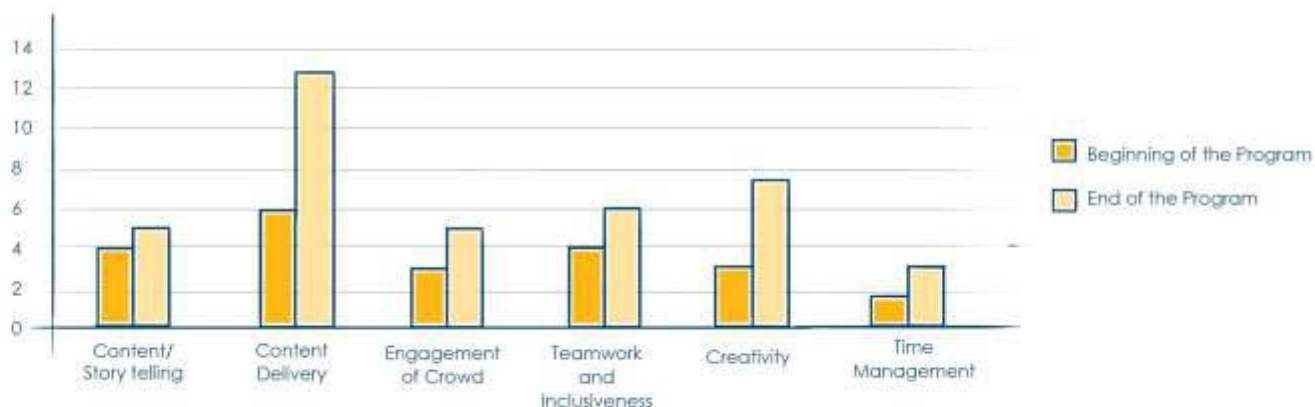
I joined Bright Future to learn life skills and support myself and family but I never thought that one day I will be teaching these life skills to other children. While working in the community, I experienced a lot of changes like talking to people properly, helping people in need fearlessly and guiding the children to solve their problems. I am now able to handle any situation that comes my way.



Pooja Shinde

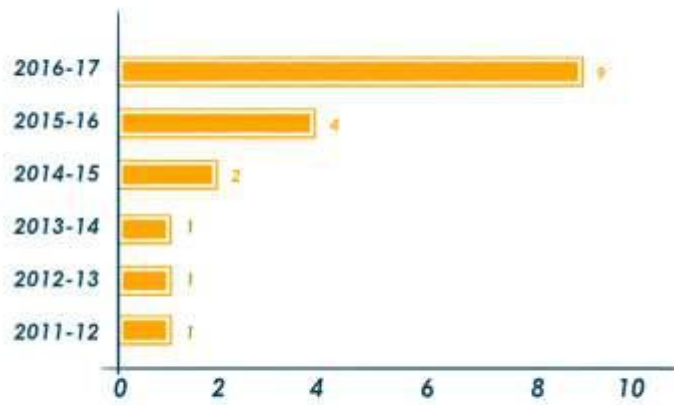
Before joining Bright Future, I could never even step out of the house alone. I used to feel scared of going alone, of talking to other people and I always felt conscious of my actions as to what will other people think? But after completing the course and gaining some work experience, I have become completely opposite of what I used to be and I feel extremely happy of overcoming these barriers that were stopping me from revealing this side of Pooja!

Skills at the Start and End of D4D Program

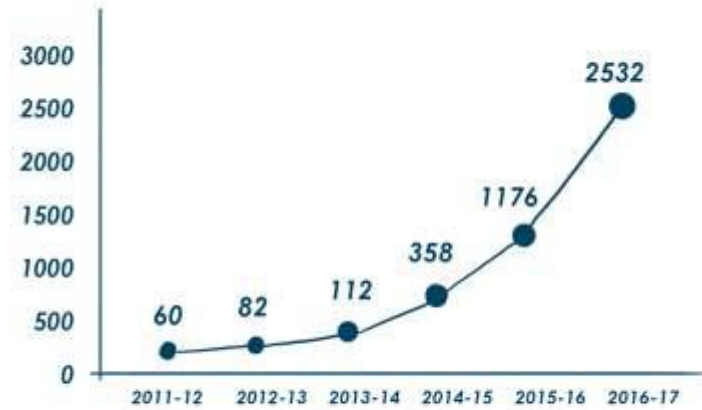


Livelihood Program

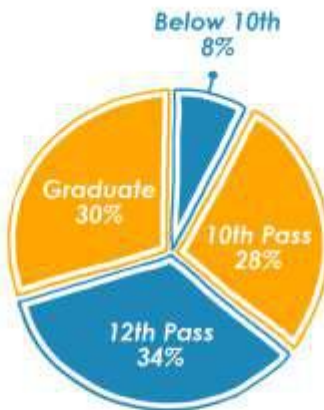
Livelihood Program is a 3 month program where we engage with the youth, known as the aspirants, in the age group of 18-25 years. We provide them life skill training, English speaking, basic computers, career development, mentoring support and placement opportunities. We also provide domain specific training to these aspirants in Customer Relationship and Retail Sales and Hospitality keeping in mind the opportunities available and the skill set possessed by the aspirants. Post the training program, youth are supported through interview process, placement and monitored for 6 months into their jobs.



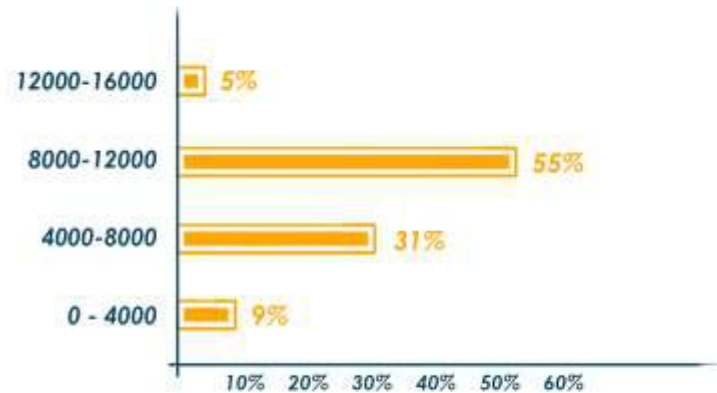
Increase in the no. of Centers over the years



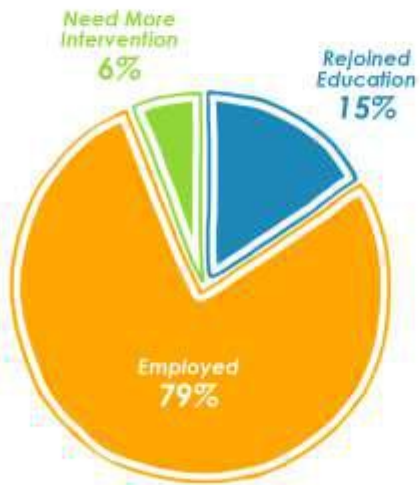
Total no. of youth trained through Livelihood Program



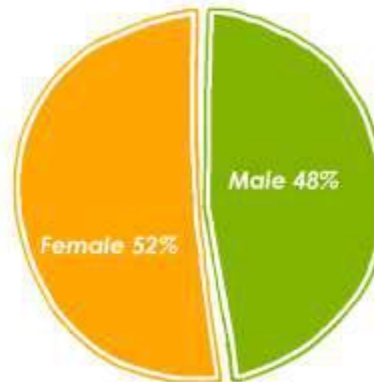
Educational Background of Aspirants joining Livelihood Program



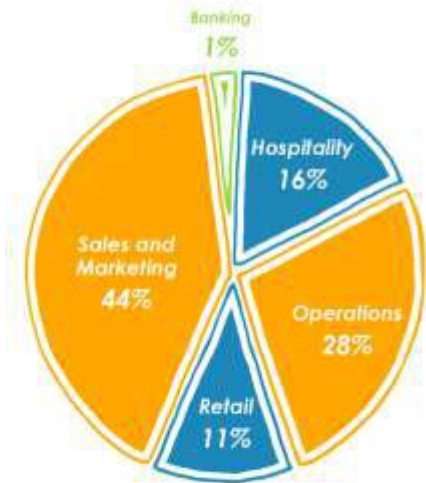
Monthly Family income of the Aspirants



Status of the Aspirants Post Livelihood Program



Gender Ratio of the Aspirants Placed



Industry-wise Placement Status of Aspirants



69%

Growth in the outreach
of the program

79%

Employment
Rate

1356

Beneficiaries of
Mentoring sessions

230

Exposure Visits

(To Police Station,
Ward Office, Hospital,
Bank and NGO)

Exposure Visits

Bright Future has incorporated 5 exposure visits for the aspirants to Police Station, Hospital, Bank, Ward Office and an NGO. The purpose of these visits is to give aspirants an opportunity to visit institutions that are of greater importance for any individual and also to learn how to access services offered by these institutions.

Apart from these 5 visits, we also take them to different types of organizations which helps them to understand different industries, their structures, need and role of all the functions in an organization, how they can contribute if they work in a similar setup and career prospects.

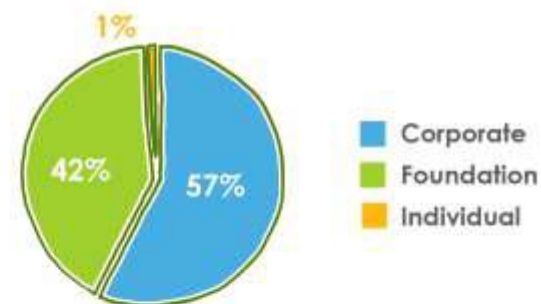
Financials

Sources of Support	Amount (Rs.)
Corporate	14,827,281
Foundation	10,773,921
Individual	193,431
Total	25,794,633

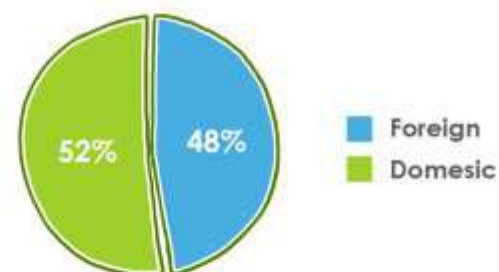
Type of Income	Amount (Rs.)
Foreign	12,387,065
Domestic	13,407,568
Total	25,794,633

Expenses	Amount (Rs.)
Operational Expenditure	20,110,096
Administrative Expenditure	349,756
Total Expenses	20,459,852

Sources of Support



Type of Sources



Stories of Change

Ashma Shah, Govandi

Ashma used to live with her husband, two kids and parents-in-law. Her husband, the breadwinner of their family, was an alcohol addict and was suffering from various health problems which adversely affected their financial condition. There were times when they didn't even have any food to eat. Ashma wanted to work to stabilize the situation but her family did not allow her to do so. Her husband left his job which made the situation even worse. She started to work part-time and joined the Bright Future program. To stop her from going to work, her husband used to beat her and threaten her to leave the house. But Ashma, despite the resistance, continued to go for work and classes. Soon afterwards, her husband passed away leaving the responsibility of raising 2 kids to her. Even though she felt helpless, she gathered herself and focused on attending the interviews through Bright Future.

She got placed with Factum Events in Sales and Marketing Department where she has been highly appreciated for her work. She is now able to provide for her family and send her two kids to school. Also, she is simultaneously giving exams to complete her education which will help her take a step closer to her dream of becoming an independent woman. Ashma says "If I wouldn't have joined Bright Future, I would have never achieved what I have now and might have ended up working as a domestic servant."



Muskaan Shaikh, Worli

After completing her 10th, Muskaan was helping her mother in their shoe workshop and used to take care of the household chores. She didn't have any plan to work or pursue further studies but always had a fascination to learn English and Computers. So, when she got to know about Bright Future, she enrolled herself for the program. It was unusual for her to go out of the house so often. Muskaan, otherwise a very shy and a quiet girl, was forced to push her boundaries and open up during the activities/sessions conducted in the classroom.

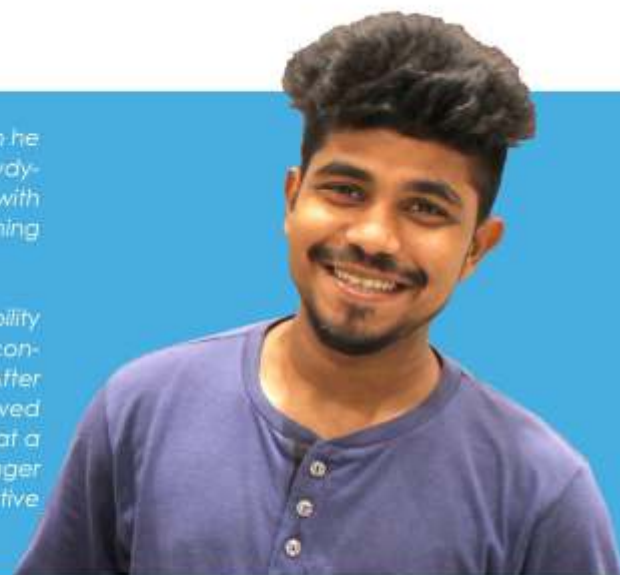
She experienced plenty of changes in her personality during the course. After completion of the course, she appeared for an interview at Bright Future for Change Leader and got selected. As a part of the job, she goes out in the community, talk to people, train the adolescents in drama, help them to tackle their problems etc. She now expresses her thoughts without any inhibitions, has got exposure which has helped her to build a perspective about life and career aspirations. Her mother says that-"Muskaan has become very talkative now. She now knows much more than I do and whenever I go out, I take her along to guide me."

With a wide smile on her face all the time and a dream to become a lawyer, she is performing very well at her job. Her parents feel proud of their daughter and hopes that she succeeds in whatever she does.

Aashish Warerkar, Bhandup

Aashish had always been a naughty and mischievous student. He was good at studies but lost his focus when he became friends with a few boys who had a negative influence on him. His behaviour with people turned rowdy as he slowly developed the reputation of a local bully. His friends got into regular brawls and arguments with others and whenever they couldn't handle the situation, Aashish was the person to whom they all came running for help.

There were a lot of instances of people complaining to Aashish's mother and abusing her because of her inability to keep her son in check. Having suffered from the constant embarrassment and humiliation, she shared her concerns with the local aanganwadi worker who suggested her to get Aashish enrolled in Bright Future's course. After joining the course, Aashish realised that this was the first time he had people who could guide him and showed faith in him. He learned how to respect others and communicate with them and this helped him land a job at a Globus store in Navi Mumbai. Seeing his ability to learn quickly and implement his learnings, Aashish's Manager at Globus is thinking of promoting him to their new store in Colaba. Now that Aashish is involved with productive work, he gives Rs. 5000 to his mother every month, who saves it for his future.



Mohd. Ali, Kurla

Ali, after completing his 12th, wanted to do Engineering but could not go ahead with it as he could not afford to pay its fees. But he had an urge to study and learn new things. Hence, he was constantly looking for alternatives and different mediums to somehow complete his education. When he got to know about Bright Future, he found a way to fund for his course fees. He got 3 months training from Bright Future and appeared for an interview at Big Bazaar. Out of the 30 candidates who applied for the position, only 3 were selected out of which, one was Ali. After working for about an year and saving enough money, he joined college to study Engineering. He is also simultaneously doing job to pay his fee. To be able to fulfil his dream and desires was his biggest achievement. His employer is extremely happy with his work and dedication. He says, "Ali is the backbone of our department." Ali also contributes for house expenditure and feels elated as his parents feel proud of him to be able to stand on his feet and succeeding in his life.

TESTIMONIALS

Mr. Hemant Gamre, Principal, Maratha High School

“

From past 2-3 years, the students who passed out from the school shared their experience with the Bright Future program. They say they really have benefited from these sessions. All the different ways in which BF used to engage with the students is helping them a lot in their daily lives, in alumni meets and get-together, they share their views and it shows how they have been trained for their future.

”

Mrs. Alka Puri, Partner, Social Venture Partners (Donor)

“

In my experience with Kishor and his team, I have always found a sense of 'Big Dreams' and a very different approach to livelihood. It's not just about somehow helping people find jobs, it's more about preparing young people well for life. The Drama for Development initiative is a great example of Bright Future's quest to do something different that will help the kids grow in skills, and learn for life. I hope they are always able to retain this difference.

”

Mrs. Kamble, Teacher, Maratha High School

“

Bright Future arranges for various educational visits and competitions in which students develop their skills. Bright Future even conducts sessions for their parents on better parenting and career guidance. In teacher's workshops, they discuss how to handle different students. Every student is different and to deal with them, they train us in different ways.

”

Mr. Alam Khan, Volunteer for Step to Livelihood- Drama for Development

“

I have been associated with Bright Future for about a year and a half now. I have continued to work with Bright Future because of the work that they are doing which is helping the children in a positive way. Always after work, whenever I have free time, I come to Bright Future to help them with training in drama, conducting guest lectures. Spending my time with these children has become a hobby for me. The questions raised by children also helps me to put on my thinking cap and find solutions for it which helps me also to learn more.

”

Governance

Advisory and Board, Identity

Our Board



Advisory Board



Identity



Auditors

Rajnikant Mistry & Co., 301, Reva Chamber, 31 New Marine Lines, Churchgate, Mumbai – 400020

Bank Details

State Bank of India,
Nehru Nagar, Kurla
Branch

Central Bank of India,
Worli Branch

Axis Bank, Chembur
Branch

ICICI Bank, Nehru
Nagar, Kurla Branch

Abhyudaya
Co-operative Bank Ltd.,
Worli Branch

Credibility



Guide Star India Gold
Seal (Advanced Level)
Certification for
Transparency and
Accountability of the
organization

Selected in Top 10
NGOs in the Youth4Asia
Solutions Search in 2015

Successfully completed
3 year Accelerator
Program by ATMA in
2015

Bright Future was
featured in Dasra's
Research Report – 'Best
Foot Forward'

Semi-Finalists in
Mahindra Spark
The Rise in 2012

An investee of
UnLtd. India in
the year 2011

Our Partners

Funding Partners

- ACG Cares Foundation
- Aker Solutions
- Bunge India Pvt. Ltd.
- Edelgive Foundation
- Empower
- HDFC Standard Life Insurance Pvt. Ltd.
- Macquarie Group Foundation
- Social Venture Project
- Tech Mahindra Foundation

Employment Partners

- Burger King Restaurants Pvt. Ltd.
- Dominos
- Eureka Forbes
- Factum Events & Promotions Pvt. Ltd.
- Future Retail Ltd.
- Globus
- Landmark Group
- SS Business Enablers Pvt. Ltd.
- Vodafone Group

Knowledge Partners

- Aditya Birla Group
- Crisil Foundation
- Edelgive Foundation
- Kalpatru
- Social Venture Partners
- Tech Mahindra Foundation

Partner Schools

- Maratha High School
- Maratha Mandir's Babasaheb Gawde Maratha Medium School
- Vivekanand Education Society (VES)
- Vivekanand Hindi Medium School

Merchandise Partners

- Australian Consulate
- Ramlila Trust

Implementation Partners

- Learning Space Foundation

Ways to engage with BF

Volunteer, Join, Donate, Mentor



Donate

If you wish to donate funds for our programs or provide on-line support, please visit our website www.brightfutureindia.org or contact us at info@brightfutureindia.org



Volunteering and Mentoring

We offer various opportunities for you to contribute to bring about a change in someone's life. If interested, please contact at mymentor@brightfutureindia.org



Join the Team

Bring your skills to help our organization build operational efficiencies. If interested, please contact hr@brightfutureindia.org



 www.brightfutureindia.org



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