Empowering Youth, Transforming India.

Annual Report

2015-2016

unnati
LEARN | EARN | STAND TALL
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ABOUT SGBS UNNATI FOUNDATION (SUF)

The Company was founded in 2011 and registered as a not for profit organisation u/s 8 of the Companies Act. SGBS 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.

SGBS's Vision: SGBS'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 fulfillment
- Motivating people who are leading a life of fulfillment to give something back to the society

SGBS's Mission: Our mission serves as a blueprint 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 50 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

Stand Tall: 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.

HIGHLIGHTS OF THE YEAR

With the support of many supporting organizations, 17 new Skill Centre’s were set up across Karnataka & other parts of India during this year. The below are the locations:

- BELAGAVI
- BIDAR
- CHITRADURGA
- DICKENSON ROAD
- HARIHAR
- HOSPET
- HUBBALLI
- JAYANAGAR
- KADIRI
- KALABURAGI
- KANCHIPUIRAM
- KANHANGAD
- KOPPAL
- NASIK
- PEENYA
- SIRA
- TUMKUR
During the year a total of 2,477 youth were trained and given employment in good companies. Out of the total no of youth, 1437 were Male and 1040 were female. Their educational background ranged from below 7th standard to graduation.

The current vocations include Retail Sales, Guest Care (hotel and offices), BPO/Call Centre (data entry & low end voice). Apart from the core vocational skills, the youth are trained on basic hygiene, life skills & values, spoken English, and basic computer skills.

The youth are selected through a screening process involving the following criteria: (1) Socially or economically backward (majority of them with family annual income < Rs 18,000) & (2) Aged 18 or above

Please visit www.unnatiblr.org for details

PLACEMENTS:

The success of a vocational training program is measured by its placement opportunities after. We are proud to uphold the stellar record of 100% placement in all centers 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 50 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 ensure that jobs are given to all the youth who come to Unnati requesting for the same. Nearly 50% of the youth in UNXT programs, choose to pursue higher studies, with the rest opting to take over their family businesses, farming or otherwise take to some means of self-employment.

Entry level jobs that are provided here have a starting salary that ranges from 8,000 to 11,000 INR per month. These jobs vary from sector to sector. The following table shows the list of companies who repeatedly recruit from us.
Alliances were entered into with the following organizations during the year for setting up of Centres and/or supporting the cost of training the youth.

- Axis Bank Foundation
- Axa Technologies
- Anandashram Trust
- Airbus Group
- Asha for Education
- Essel Social Welfare Foundation
- GE BE Ltd
- GE Technologies
- HDB Financial Services
- Jayanagar Shaikshana Samithi
- MINACS
- MYSIS
- Nasik Educational Society
- NELE Foundation
- Rotary Club of Hubballi North
- Shoppers Stop
- Thermax Foundation
- Titan Ltd
- Whirlpool
- Zensar Technologies

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

**AWARDS AND RECOGNITIONS**

**NSDC Accreditation**

- Unnati wins Government of India recognition as an NSDC Training Partner on 30th September 2015:

![Nagapattinam Training Centre - NSDC Accreditation](image)

Mr. Dilip Chenoy, Chief Executive Officer & Managing Director of the National Skill Development Corporation and Mr. Randhir Mishra, Director of the SUF mark the momentous occasion with a photograph and exchange a copy of the signed MOU.

**Partnership with Indian Institute of Corporate Affairs**

- Unnati program’s importance has been recognized and well appreciated various organizations. Various organizations have come forward to award the individuals as well as programs. Many of the corporate leaders and social leaders visited Unnati.

**IICA Recognition on 1st August, 2015**

- The Indian Institute of Corporate Affairs (IICA), a registered society under the Ministry of Corporate Affairs, recently recognized Unnati as a “Partner in Excellence.” This recognition of “Exemplary Partnership” was awarded to Unnati for its effectiveness in implementing the IICA
Certified Program in Corporate Social Responsibility on 1st of August. The award came after the successful completion of the first batch of the ICP in CSR program.

- Unnati is also proud to announce that one of our students, Ms Zaheda Mulla secured the 3rd rank in an All India Merit Ranking (out of a total of 190 students!). Congratulations!!!
- A big thank you to the staff and dedicated volunteers who made this wonderful achievement possible!

CSR Leadership Conference Nasscom Foundation on 2nd February 2016

Mr. Ramesh Swamy presenting Unnati CSR Leadership during the conference held at the Park Plaza in Bangalore.
Taiwan Team visit on 28th January, 2016

A team from Taiwan consisting of educationist students and members of foundation visited Unnati center, Bangalore. They were excited to see what we were doing for the upliftment of the under privileged youth by equipping them with job skill training.

Alliance University Foreign Students visit on 18th Feb 2016

About 7 foreign students (from Georgia, USA) visited Unnati and interacted with the students on 18th Feb 2016. This is ‘Student Exchange Program’ of Alliance University.

Visit by Shri Basavaraj Patil Sedam, Rajya Sabha Member on 7th July 2015:

Mr. Basavaraj Patil Sedam visited Unnati Center on 7th July 2015. He is known today for his incredible initiatives to ensure development of North Karnataka. At Unnati Centre, Shri Basavaraj interacted with students of the 50th Batch, sharing with them his belief that “Giving jobs is holier than doing a job. A self-reliant life provides immeasurable satisfaction.” His talk was very encouraging and inspirational.
Visit by Tata Global Services in the month of June 2015

Mr Pratap Ramdas, a long-time supporter of Unnati and Chief Manager of IR & Community Initiatives at Tata Global Beverages Limited, visited Unnati. He interacted with the students, encouraged them to practice what they have learnt at Unnati and to always have the courage to face any obstacles that come their way.

Rotary Team visited Unnati Center Bangalore as on 29th January 2016

We are happy to announce that Unnati has partnered & has signed MOU with RCMCA (Rotary Club of Madras Central Aadithya, to support our expansion of Unnati Skill Centers across Tamil Nadu.
Visit of Corporate During 2015 – 2016

Reputed organization visited Unnati Centre as part of Employee Engagement with our students. Corporate such as Tata Consultancy Services (TCS), Tata Global Beverages (TGB), State Street Global Advisors (SSGA), GE Technology, are among the CSR Corporate visited during the year.

One day CSR EVENT AT Unnati center on 20th Feb 2015

IICA and Unnati conducted a one day CSR program. The speech of Dr. Bhaskar Chatterjee, DG & CEO of IICA was extremely enlightening. While his knowledge on the subject is unparalleled, it was his forthcoming nature and patience when dealing with queries that bowled us over.

The team interacted with Ms. Swagata Sen Pillai and Ms. Geetanjali Gaur, who explained the CSR rules and regulations in considerable detail.

We thank IICA for their time and effort, and look forward to more such collaborations in the future.

Unnati is a training partner with IICA and we are presenting imparting training to the students who are undergoing 9 months “ICP in CSR” course with Unnati trainers.

DONORS MEET on 22nd November, 2015

The main purpose of the meeting was to appraise the donors in details about the program in various dimensions and also the future roadmap for the program.

Various members of the management team acknowledged the fact how the continuous support from the donors helps us in our journey. They reassured to the donors that the faith and confidence they have exhibited with the organization is something remarkable and we as a team will towards reassuring those values.
INVITATION BY GERMAN GOVERNMENT

Visitors Program by the German Dual Education System on 9th December 2015:

The Federal Government of Germany invited Mr. Ramesh Swamy, Director, as a guest to participate in their visitors program, showcasing the German Dual Education System. It was an honor to not only be the only Indian in the whole group of representatives from around the world (comprising of 15 countries), but also get to have a deep insight into a wonderful program, which is relevant across the world and quite unique in the way it is conceived and visualized. The participants exchanged diverse views on the subject and there were valuable insights and understanding as a result. The subject of vocational training was dealt with at length.

We at Unnati deem it our proud privilege to have been invited to be part of this delegation from around the world.
Visit by Ms. Supriya Sule, MP of Baramati on 9th July 2015

It was a pleasure to have Ms. Supriya Sule, MP of Baramati at Unnati. Considered to be the new face of the NCP, Ms. Sule is very actively involved with numerous social initiatives.

These include education programs, campaigning against female feticide, advocating women’s’ safety, and running a state-wide program for youth policy formation and implementation. At Unnati, Ms. Sule interacted with the students and staff, and spent a great deal of time understanding the Unnati Program.

Visit by Mr. Ei Korch and Md. Baayoud of L’ Heure Joyeuse, Morocco on 25th August 2015

Visit of L’ Heure Joyeuse representatives from Morocco, Mr.Ei Korch and Md.Baayoud, Director and Treasurer on a fact finding mission to Unnati to learn about our programmes was a great success. They interacted with our faculties Mr. Ranga, Ms. Kanthi, Ms Charumathi and Ms. Vijaishri as well as the students.
**Workshop by GE (Kadugodi) on 27th November 2015**

Mr. Ramesh Swamy & Mr. Praveen from Unnati gave an inspiring speech for the Kadugodi School students on career counselling and Unnati programs. This is on the occasion of IT community service day conducted by GE on 27th November at Kadugodi.

The students were thrilled to answer lot of questions in terms of career aspirations, Mr. Ramesh Swamy & Mr. Praveen conducted close to 3 hour session to students belonging to class 10th & 12th standard.

**STAFF**

SUF was on an expansion mode during the year 2015-16 and were involved in a lot of hiring activities and Train the Trainer programs were conducted during the year for the new employees.

In the current year 54 new employees were recruited for imparting training at the new opened Centres.

The details of the Number of staff as on March 2016 is as below. The average salary per head (total salary paid divided by total number of staff) was Rs.13, 600 per month. The highest salary paid to any single individual was Rs. 8, 10,000 per annum and the lowest paid to any single individual is Rs. 60,000 per annum.

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<th>Slab of Gross Salary per month (in Rs)</th>
<th>Male Staff</th>
<th>Female Staff</th>
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<tr>
<td>Greater than 50,000</td>
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CONSTITUTION OF SGBS

SGBS is a registered body under Indian Companies Act, 2013 under Section 8 as a not for profit organization with CIN UA80102KA2011NPL061201 dated 16 Nov 2011.

Various other registrations are:


2. PAN No: AAQCS5858M


GOVERNANCE:

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

- FCRA
- Income Tax Returns
- GST Filings
- 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.
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. Susheela Venkatraman is an erstwhile Trustee of SGBST. 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 Directors are held generally once a month, in which all the key decisions are taken. The decisions are taken mostly in a unanimous manner.

**DESSIMINATION OF ACTIVITIES**

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

**FUTURE PLANS**

More Unnati centers will be opened up in different places. Formal way of studying the impact analysis by covering around 30% of the students got trained during the last 3 years.
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 the Organization.

DONOR LIST FOR YEAR 2015-16 (see below)
ADITI KRISHNAN
AESTHETIQUE DENTAL AND OROFACIAL CENTER
AGATHIYAN S A
AKANKSHA RAJU
AKIILA G
ALIMENT SOFTWARE TECHNOLOGIES PVT LTD
ALKA TAPARIA
ALLWYN KINGSLEY M
ALWAR
AMARA RAJA BATTERIES LTD.
AMARESH BHASKAR NALLAVANDU
AMRUTHA
ANADI MADUKAR
ANALOG DEVICES INDIA PVT LTD
ANAND S K
ANANDA FOODS
ANANDASHRAM TRUST
ANANDHA KUMAR
ANANTHA KRISHNAN T D
ANANTHANARAYANAN M K
ANANTHARAMAN K
ANANTHASUBRAMANIAN PG
ANGELINA MARIA
ANIRUDH MODAN MOHATA
ANAPURNI G V
ANNEMARIE PADIYATH
ANOOP JAIN
ANUPAM SAURABH
APPARAO
APURV GUPTA
ARASIS&NESTER.SENTHIL
ARAVIND GANESAN
ARIJUN ARUNKUMAR
ARPAN FOUNDATION INC.
ARUN B
ARUNA PRABHAKAR
ARUNAVA SAHA DALAL
AXA TECHNOLOGY SHARED SERVICES PVT LTD
AXIS BANK FOUNDATION
B.S.M KUMAR
BADRINARAYANAN S
BALAJI
BALAJI RAMANATHAN
BALAKRISHNAN R
BALASUBRAMANI
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BALBRAHMAS FOUNDATION
BANUMATHI KRISHNAN
BEENA K
BHAGIRATHI RAGHUNATHAN
BHAUMANI KRISHNAN
BHARATHI G S C
BHARATHRAM S
BHASKAR RAO U
BHASKAR T
BHASKARVASUDEVAN
BHUPENDER
BHUVANESHWARI K
BINDU
BINDU PRIYA S
BOEING
BRIDAGE ENTERPRISES LIMITED
BRINGI N V
CANARA BANK
CEREBRAL CONSULTANCY SERVICES PVT LTD
CHATANYA ARORA
CHAMRAJ PLANTATION WELFARE
CHANDRA SEKAR A
CHANDRIKA M K
CHARIOT WORLD TOURS LIMITED
CHARULATHA SANKARA IYER
CHIDAMBARAM
CHITRA DORAISWAMI
CITY UNION BANK LTD
COMVIVA TECHNOLOGIES LIMITED
CONVERGYS INDIA SERVICES PVT LTD
COVAI SENIOR CARE CONSTRUCTIONS PRIVATE LIMITED
CRY-CHILD RIGHTS AND YOU
DAKSHINA MURTHY
DAPHNE GOODIER
DDB MUDRA MAX PVT LTD
DEEPA SOLAR SYSTEMS PVT LTD
DENABANK
KAARTHIK S R
KABRA S M (HUF)
KALLURI SURYANARAYAN
KALYAN MUTHUKUMAR
KALYANARAMAN K
KAMALA KRISHNA MOORTHY
KANNADA SANGA HONG KONG
KAPIL MEHTA
KARAN AHLUWALIA
KARTHIC BALASUBRAMANI
KARTHIK
KARTHIK S
KATHERINES GALLERY
KERALA ROADWAYS P LTD
KIDZEE
KIRTHI PARVATANENI
KISHORE GOVINDE
KOTHANDARAMAN B
KRISHNA MURTHY E V
KRISHNA RS
KRISHNA T M
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KRISHNAKUMAR R
KRISHNAMURTHY B
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KRISHNAN PADHYATH N
KRISHNAN R V
KRISHNAN V S
KAUMI KUMAR ORGANIC PRODUCTS LTD
LAKSHMI MURTHY
LAKSHMI NARYANAN
LAKSHMI VILAS BANK
LAKSHMIKUMARAN & SRIDHARAN
LAKSHMINARAYANAN R
LALITHA K
LALITHA S
MAARS ENTERPRISES
MAHESHWARI VIJAYAN
MAHALAKSHMI
MAHALINGAM
MAHENDRA PERFUMERY WORKS
MAHESHWARI RAMAKRISHNAN
MALA S
MALATHY S
MALIPEDDI RAVEENDRA REDDY
MALLIKARJUN B C
MALLIKARJUNA N
MANI
MANISH AGARKHED
MANJUNATH RAO E
MANOJ NAIR
MANNORAMA HUKKU
MASTERPIECE
MEDI LINK
MEEAKHSI S
MEEAKHSI SUNDARAM T C
MICRO JEWELS AND DIAMONDS PVT LTD
MIDP HOSPITALITY PRIVATE LIMITED
MINACS
MITRAMANDAL BENGALURU
MOHANAS PAI T V
MOHIN IS AVAKIL
MOHTA (BANGALORE) CHARITABLE TRUST
MULTIFLEX
MURALIDHARAN A
MURALIDHARAN
MURALIDHARAN S
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VENKATESWARAN N
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