

ANNUAL REPORT

FOR

2018-19

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The Guru Speaks

Thoughts of Sujaya Foundation's Managing Trustee, Ms Neelambari Rao

Enabling someone is one of the most difficult task & also one of the most fulfilling. At Sujaya Foundation we have addressed a key need in our society.

The dedicated team of Sujaya Foundation striving to enable these young people sometimes faces a sense of 'mission impossible'. I would like to make a special mention here of our team that has made this a 'mission possible'. They greet our learners every morning, they teach them, they try to tune into their moods, their feelings , they maintain discipline, they cajole, they motivate, they step up to deal with unimaginable difficult circumstances & often step back to make the learners move forward.

The Experiential Learning Program is unique as the program not only trains but is able to provide a paid internship. The internship is real time corporate work. At the end of a successful internship, this differently abled young man or woman is placed appropriately & becomes a part of the country's workforce.

In a country with so many challenges, this journey has been a powerful agent of change in the face of odds, an accomplishment that all the partners can be proud of.



History

The seed of Sujaya Foundation was sowed by Ms. Neelambari Store Rao, Managing Trustee in 2002 where she started collaborating with municipal schools by teaching English.

17 years down the line, we now have expanded to a variety of activities and programs, all in an attempt to make a difference to youth who do not get the opportunity that they deserve to excel.

We also work with youth with disabilities in an attempt to help them become financially independent.

Sujaya Foundation tutors underprivileged school-going children in Mathematics and English, as well as teaches Spoken English and Basic Computers to underprivileged youth, giving them a much needed equal opportunity to boost their confidence.

The youth who complete the program are placed in reputed corporate houses.

Empower Youth Program:

The underprivileged youth do not get an opportunity to arm themselves with the basic skills required to be gainfully employed in today's competitive world. Sujaya Foundation is trying to bridge this gap by training them in **Communicative English, Life Skills** and **Computers** as these are the core skills required for an entry level job.

Projects under the Empower Youth Program:

Projects for Youth with special-abilities:

The Experiential Learning Program (The ELP)

The ELP is a unique Training and Skill Development model designed to equip the Youth with special-abilities with skill sets leading to 'aspirational' employment. The ELP trains youth in computer skills followed by a paid internship before placing them in corporate organizations. Both the hiring partners and the new joinees undergo initial hand holding and periodic follow-ups to ensure quality and enhanced performance at the workplace. After successfully implementing the program in Mumbai since 2008, the ELP was replicated at NMMC's etc (Education, Training and Service Centre for PWDs) in 2016-17. Every year we train around 150 specially abled students and mainstream them.

The project is implemented in the following locations:

Locations:

Bandra East, Mumbai

Vashi, Navi Mumbai

SMART + Project in association with Tech Mahindra Foundation

This office is situated in a green belt that nature lovers will be proud of. Sujaya Foundation along with Tech Mahindra Foundation runs a SMART+ Centre for the last 3 years. The foundation skills include training in Basic IT, Spoken English and Workplace readiness.

The aim is to provide specially-abled youth data entry and data management skills along with the job placement in the IT/ITeS sector. It aims at integrating the specially-abled workforce in

an inclusive environment. On successful completion of the course, students are placed at Data Management & Healthcare technology firms like Viaante Business Solutions, Webtel India, Citius Tech etc.

The project is implemented at Kurla East, Mumbai.

Smile Twin e-learning (STeP) program

Smile Twin e-learning (STeP) program aims to bridge the digital divide and empower underprivileged youth with basic and advanced computer skills. The project targets youth from surrounding grassroots communities where they are trained in Basic IT, Spoken English, Personality Development and Retail Marketing. At the end of four months of training they are placed at corporate organizations.

The project is implemented at Chembur, Mumbai.

English Immersion

Designed to immerse the beneficiary in an English-speaking atmosphere, this one-month intensive program helps build conversational English skills and further enhances the confidence cum employability skills among college students and youth. This program is implemented through the use of Sujaya Foundation's digital content. This enables students to grasp finer concepts of conversational English. Students get immersed in the language and are able to express themselves in communicative English. The program also has a striking feature where the students are taken to a corporate at its initiation and completion. This gives an aspirational opportunity to the students and they get to interact with people from a professional background. Also, the volunteers at the corporate can gauge the difference in the diction, confidence and conversational skills of the students.

The project is implemented at Bandra, Mumbai.

Employability Skills Enhancement

Sujaya Foundation is running a skill development centre partnership with Bandra East Community Centre. The centre caters to the youth from slum communities of Bandra East who are first generation English learners from low budget schools and also from vernacular medium. The youth are trained in English Communication, Basic Computers, Tally and Life skills.

The project is implemented at Bandra, Mumbai

Higher Education Project

Sujaya Foundation is conducting a Higher Education Program that provides coaching for specially abled students in subjects of the Commerce stream. It has been observed that there are no state run colleges to meet the needs of such students. They join mainstream colleges and are unable to handle the pace and pressure of the curriculum. Sujaya Foundation is training such students in Book Keeping and Accountancy, Economics, Secretarial Practice as well as Information Technology. They are trained to give the HSC examination conducted by the Maharashtra Board.

Program	Centres	No of beneficiaries
Experiential Learning Program	Bandra	100
Experiential Learning Program	Vashi	100
Smart + Program	Kurla	100
Smile Twin E Learning Program	Chembur	166
English Immersion	Bandra	58
Employment Skills Enhancement	Bandra	247
Higher Education Project	Higher Education Project	21
Total beneficiaries		792

The Success Stories

Stories of a few students who have passed with flying colors & are an inspiration to others to follow.

CASE STUDY

1. Ankita Dalvi

Ankita Dalvi is a 21 year old trainee. She lives in Vashi with her brother, sister & her parents.

Ankita was diagnosed as a slow learner & got enrolled in the project I Learn – I Earn by LTI at Vashi Centre in January 2017. She has completed her SSC & her hobbies are singing bollywood songs and dancing to bollywood tunes.



During the initial stage of the training, Ankita was very quiet but had a habit of laughing on trivial things. She was into herself, had very few friends and was not interested in the activities of the center. Slowly she started making friends and when she became accustomed to the surroundings and became comfortable, she stopped laughing for no reason and also started taking interest in the activities. The most important challenge she faced was her disinterest in the happenings at the center. Once she started making friends and involving herself in various soft skill sessions and LTI volunteering activities of the I Learn – I Earn project, she became friendlier and enhanced her self control and also learned to make new friends. Her typing speed is 20 wpm with 95% accuracy, which she has managed to maintain till date.

She has worked as a trainee in 'I Learn – I Earn project' and is now placed at DTSS and is working with Godrej for a salary of Rs. 12,000/- She considers herself lucky to be able to secure a job & help her family financially and become independent.

Ankita's Testimony

"I am happy to have joined and interned with 'I Learn – I Earn' project and be a part of Sujaya Foundation. Here I got to meet new people and make new friends. I improved my communication skills and also my confidence."

2. Pragati Singh

Pragati Singh, a 26 year old, speech and hearing impaired student joined the SMART + Project training for employment prospects to support her mother who is a single parent. Her brother is also hearing & speech impaired. To support a family of three, her mother works at a garment shop. Pragati completed her HSC, and wanted a job for career alignment. While she was searching for jobs, she was referred to by one of her friends for the SMART + Project. She worked on her computer skills, strengthening her workplace readiness skills. After the completion of her course, she was placed at Masina Hospital as a HMS Executive earning a salary of Rs. 9000/- per month. She worked with dedication and made it a point to interact with her abled peers. We received positive feedback from the employer. They said that she takes initiative in her job and does the tasks assigned to her on time. We are happy to share after the completion of 11 months, her salary has increased to Rs. 10,633/- per month. Her mother is proud that Pragati is a contributing member to her family and to the nation's economy. She is also pursuing correspondence education along with her job.



Annual Events

Alumni Meet - To motivate our beneficiaries, SMART + organized an informal alumni sharing session at our center. Two of our students who are working in the positions of data management interacted with our current batch students. They shared their learning experience in the SMART



+ class. They highlighted Sujaya Foundation's involvement in helping them settle in their new jobs, given the difficulties they faced in a challenging work industry. They also spoke on the importance of a positive attitude and the will to learn new things to succeed at your first job. It was a lively and engaging session with a bunch of inquisitive beneficiaries.

Disaster Management - A two day Disaster Management workshop was organized at City of Disaster Management for the TMF SMART + beneficiaries.

It aimed at addressing issues such as fire, accident, floods, earthquakes and how one can protect and preserve maximum number of lives without fear and panic. Handling difficult situations with the help of a rope, safety pin, duppatta, belt etc. was demonstrated. The session proved to be extremely valuable and informative for all present.



Employee Exchange Program - Tanushree Gorai a certified soft skills trainer of 'Imagene' and working in the HR Department at 'Karvy' conducted the session for the students. She explained the need to accept jobs which come their way and not to say 'no' to any jobs for flimsy reasons. She also explained that the jobs available in the market are less and people applying for the jobs are more in number. She highlighted the importance of getting a job and performing well so that they can climb the steps of success.



Exposure Visit - An Exposure Visit for SMART + beneficiaries was organized to one of the leading IT companies. The beneficiaries gained knowledge about the functioning of an IT Company. The session started with the employer giving a small exercise of typing on the computers to all the beneficiaries. They were then divided in groups and taken to the workstation to see the actual work process. The beneficiaries got to understand real time data entry work and the forms on which the employees had to work. The beneficiaries were delighted to see the workstation and the fun environment at workplace.



Importance of Teambuilding:

LinkedIn Corporation organised a session to bring out the importance of team building for the Employment Skilling Program students of Bandra. The students were teamed up in groups and mentored by LinkedIn employees. The students had to speak about their aspirations and depict the same on a canvas by sticking pictures from magazines, cut outs, etc. They had to work in a team and help each other in articulating their ideas. The students learnt that team building is extremely pivotal while working in any setting. They were made to understand that *'We is more powerful than me'*.



Independence Day Celebration -

Independence Day was celebrated with the venue being decorated with various craft articles that the students themselves made. The event began with the National Anthem in sign language, followed by a skit on 'Eve Teasing'. Students gave a lively dance performance. All in all, the event was effectively planned and executed by our students.

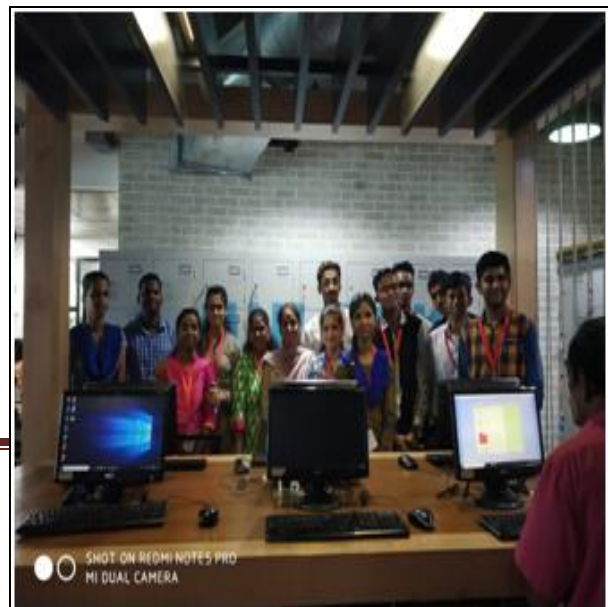


International Volunteering Engagement:

Sujaya Foundation has liaised with Academic Internship Council (AIC), a non-profit organization that partners with various global universities to bring their students to Mumbai for internships, mainly in the social development sector. The students of the Sujaya Foundation's Employment Skilling Program at Bandra were taught English by Christopher Pitts, a student from University of California, Berkeley and Harmeet Kalsi, a student from University of California, Merced. Both the interns trained the students in spoken English and prepared engaging and interactive content for the spoken English program. They also conducted interesting sessions not just limiting to English but also informed them about their currency, culture, festivals like Halloween, Christmas, etc. This was a great opportunity for our students to interact and learn about other cultures.



Interview Preparation - Giving an interview in today's competitive world isn't easy. Hence a session on 'Interview prep' was conducted for the TMF SMART+ project beneficiaries. The session focused on the pre, during and post of preparing for an interview. It explained the benefits of researching about the company that one is applying to, skills required for the role



and mapping the same with one's own skill set. The important aspects to be covered in a resume' like objective, strengths, AODs and accomplishments were also highlighted.

The session also covered attention to non verbal communication during the interview, along with tackling questions on salary expectation, traveling, work time extension. The dress code for both the genders was also discussed.

Jumble Sale - Sujaya Foundation's Jumble Sale has been a hit over the years. The STeP students undergoing skill training had a practical experience with communicating with customers. The students were asked to manage stalls like Indian wear for men and women, western wear, toys, computers and book stalls. The students were asked to manage the inventory, collect the cash from the customers and keep an account of the sales. This provided them a great opportunity to leverage their marketing and soft skills. Sujaya Foundation conducted a Jumble sale entirely led and managed by the STeP students. They got practical experience of communicating and convincing customers.

The students also managed the inventory, collected the cash from the customers and kept an account of the sales. This provided them a great opportunity to leverage their Retail Marketing and soft skills.



LinkedIn Coaches- Sujaya Foundation was invited for LinkedIn coaching, a program where the LinkedIn employees are uniquely positioned to support people along their professional journeys. We took 4 of our hearing and speech impaired SMART + Project beneficiaries for this program. The LinkedIn coaches mentored and spent time with our beneficiaries on one-on-one basis. They understood their likes and dislikes, their strengths, skills and helped them create their LinkedIn Profiles. They offered advice on building a professional brand for themselves.



Motivational Talks -Tech Mahindra Foundation organized a session on motivation by Inspector Kadam (Retired). The difference between short term success and long term success were explained in detail.

Through various motivational videos of Arunima Sinha (the first female amputee to climb the Mount Everest) and Nick Vujicic (a motivational speaker born with Tetra-Amelia syndrome, a rare disorder characterized by the absence of arms and legs) he mentioned that there is no shortcut to success. One should be ambitious, develop a positive outlook and concentrate on the present rather than living in the past. He stressed on the



importance of accepting criticism and learning new things by grabbing all the opportunities that one gets.

NGO Meet & Greet - To strengthen our ties and ensure smooth connection and support, we organized an NGO meet-and-greet event.

This brought all our partners together, who got to know more about the TMF SMART+ Project, discuss best practices and challenges faced. We acknowledged their continued support and shared success stories of the beneficiaries from their schools.



Positive Parenting - Positive involvement of parents in their wards' upbringing is very significant in bringing about a positive change in their personalities and self confidence. Keeping this in mind, Tech Mahindra Foundation's SMART + invited Ms. Rebello, a social worker from Pragati Vidyalaya for Deaf, for a session on the topic. The session focused on how parental motivation and appreciation can help the youth both personally and professionally. Progress reports of the students were also shared on a one-on-one basis with parents.



Our Centres :

<u>Sujaya Foundation</u>	
<u>Centre</u>	<u>Address</u>
<u>Marine Lines</u>	<u>401 A Lotus House, Near Liberty Cinema, New Marine Lines , Mumbai - 400020</u>
<u>Chembur</u>	<u>Hariharaputra Bhajan Samaj, Shankaralaya, P. L. Lokhande Marg, Chembur, Mumbai - 400089</u>
<u>Bandra</u>	<u>Bandra East Community Center (BECC), 341 – A, Siddharth Colony, Near Cardinal Gracias School, Bandra (E), Mumbai - 400051</u>
<u>Vashi</u>	<u>Etc Center for PWDs, Plot No. 3D, Sector 30A, Opp. Imperial Banquet of Raghuleela Mall, Near Vashi Railway Station, Vashi, Navi Mumbai - 400703</u>
<u>Kurla</u>	<u>Sujaya Foundation - Bungalow- 44/C, First Floor, The Kurla Kamgar Co-op Hsg Society Ltd, S.G.Barve Marg, Kamgar Nagar, Kurla (E), Mumbai 400024</u>
<u>Seawoods</u>	<u>Mathrumilan Vikas Kendra, Sector 42, Seawoods, Navi Mumbai, Thane - 400706</u>

THANK YOU - SIGN language photo

