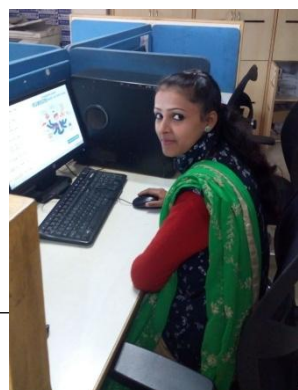
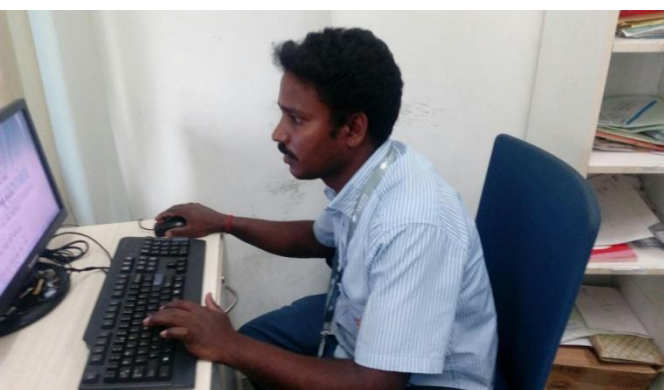


Annual Report - 2017-18



CONTENTS

S. No.	Content	Page No.
1	About CAP Foundation	3
2	Work with children through the CCCD	3
3	Work with adolescent through the Nai Manzil	6
4	Work with the young people through CSR & Govt. support	8
	• BEST – Himachal Pradesh	8
	• Saksham – Building Capacity	12
	• Life Skills	17
	• LEAP - MAST – BEST	20
	• Seekho aur Kamao	23
	• DDU GKY & Roshni	27
	• Himayat	31
5	Financials	33

About CAP Foundation

The CAP Foundation is a registered Trust, initiated as an innovative public private partnership to demonstrate a model to address poverty alleviation through linking learning and livelihood needs of working children and disadvantaged youth at risk to equitable qualitative learning and promising labour market oriented vocational training opportunities. The Foundation specializes in working with the most deprived, vulnerable and difficult to reach sections of young and women in poor urban and peri-urban communities at risk and has a very strong gender perspective.

The Foundation offers a continuum of Academic, Vocational and Occupational programs through in school, out of school and post school interventions.

Vision:

Our vision is to be an end-to-end community based solutions provider in linking quality learning and sustainable livelihoods for vulnerable communities of children and young people.

Mission:

Our mission is to build safer, healthier and productive communities of young people capable of supporting self-directed growth and positive citizenship.

Approach:

We facilitate exchange of resources, opportunities and competencies between businesses, communities through public-private partnerships that contribute to long-term and sustainable livelihood development benefiting the difficult-to-reach sections of young people in society.

The year 2017-18 focussed on children through the Child Centered Community Development programme supported by Plan India, adolescents through the Nai Manzil programme of Ministry of Minority Affairs and young people through corporates and government.

The sections below will provide detailed information about our work in FY 17-18 through various interventions.

CAP's work with the children through the Child Centered Community Development (CCCD) Program

CAP Foundation, Plan International India has completed its partnership for fourteen years successfully. This Child centered community aid sponsorship project is a unique model initiated in Hyderabad by CAP & Plan International India organizations in the year 2005. This project aims at holistic development of the community through the sponsor children and their families. The project aims to see a child friendly society by adapting various strategies to involve the Community, CBOs, Educational Institutions and Government service providers. Strengthening the systems, building capacities of the community and children, making them participate in the interventions, providing economic support to the families, enhancing the

income of women through Self Help Groups, constructing toilets in the schools to help retention of the girl children, empowerment of young leaders through Teen Channel, support children to improve quality of education at preschools, primary and at high schools. It also effort to enhance health and hygiene practices in the community. An evident change is seen in the community for the last one decade in terms of the economic development, improved education and health services through the above mentioned interventions.



The summary of the project achievements for the FY 17-18 in different areas is presented below:

In order to ensure the sustainability of the interventions by CAP Plan project, CAP in the FY 2016-17 has identified and nourished 50 Young leaders (children between 14 to 18 years of age) who would going forward be the have soldiers in these communities. During the FY 2017 -2018 they are trained and empowered by mentors of Child Protection, Health and Nutrition, Education and WASH. The young leaders have actively taken part in all the community, school and project level activities that CAP has implemented during the year.

Progress and achievements from Programme

1. Adolescent and Maternal Health, Child Survival and Optimal Development

- 553 adolescent and young women were trained on ASRH and SRH. There were lots of Myths and misconception among the girls around SRH issues which were addressed through these sessions.
- During the sessions girls have asked more questions about menstruation and hygiene which means girls really participated in the session and there is a dearth of information on ASRH

Health Camps

More than 900 cases were screened by doctors during medical health camps in 5 clusters. They received medical report cards as well. Most of the female participants are anaemic and had menstrual irregularities with vaginitis. They were addressed on the taking nutrient food and need for some physical exercises to avoid those illness. The Ophthalmologist screened

more than 600 cases, in which 60% cases have blurring of vision refractive errors, 30% people had Ptergium and Cataracts, 10% of were children with normal eye infections. Some children were advised glasses as per their reading.

More than 2700 children screened in 9 ZPHS school. In that 1100 female children were screened, in which 80% of children were anemic and had refractory errors. And many girls having severe spasmodic pains during menstrual cycles. Lack of awareness Fe, Folic acid supplementation and round worm prophylaxis was noted. During health camp doctors suggested to take oral supplementation for anemic and round prophylaxis.

Total 1500 dental cases were screened, in which 50% of the children are reported with the dental fluorosis. All the children were informed about proper oral hygiene instructions. To prevent from dental decay, fluoride and sealant application has been advised. Children with dental fluorosis were suggested for the treatment of fluorosis, and advise not to drink fluorosis content water.

2. Water, Sanitation and Hygiene:

28 WASH committees were strengthened, School wash committees monitored to ensure hygiene, clean toilets, class rooms and school campus. 28 WASH champions were trained on the school WASH and open defecation concepts, on their roles and responsibilities for strengthening the school wash committee children in monitoring the school by conducting regular WASH Committee meetings.

- On behalf of World water day conducted rallies through colonies with sloganeering. Awareness on safe drinking water at community and school level and community level.
- Conducted essay writing competitions at school level on importance of Rain water harvesting.
- A module was prepared on WASH in Fy 17 which was printed, distributed.
- A poster developed on ODF consequences and pasted in all public places of 32 communities.

3. Quality and Holistic Education

- Supplied stationary material to 31 schools to provide the better education facilities in the schools
- Supplied Plastic Mats to 80 Anganwadi centers and created a child friendly environment in centers.
- 2-Day Training Program for the Anganwadi Teachers on Reinforcing the Teaching & methodologies conducted. 71 Anganwadi Teachers awarded and received a positive response. The major objective of the training programme was to make the participants understand the teaching methodologies at their centres, hear their challenges.

4. Employability and Economic Empowerment

The purpose of CAP Vocational College purpose is to “Enhance Individual Employability, reduce the mismatch between demand and supply of skilled manpower and provide an alternative for those pursuing higher education without particular interest or purpose. In Fy 2017 – 18, 76 students were enrolled for 1st year in 3 courses (CSC, AET and A&T) and 45 students’ fees paid for exam. And continuing 2nd year with 18 students in two courses i.e CSC and Automobile.

CAP Voc Jr College		1st Year	2nd Year
No .of students enrolled		76	18
Total no of students fee paid		45	18
Total No of students appeared		36	18
Total No of students passed		17	16
Total No of Students failed in Single subject		10	0
Total no of students failed two or more subjects	9		2



5. Child Protection & Young Leaders Empowerment Program:

Conducted a training and participation program to Young Leaders prepare a status report paper individually on issues like corporal punishment, safety of girls-eve teasing and issues related to early marriages. Young Leaders learnt on a report preparation with photo documentation. Now they know the report preparation on community level issues.

CAP's work with the Adolescents through Nai Manzil program

The Teen Channel program through Community Learning Centres aims at reaching out to the adolescents who opt out of school as well as potential drop-outs between the ages 14- 18 years by providing them integrated learning opportunities comprising academic support for high school completion, life skills, career exploration, work place readiness, basic computer skills and part time work. Based on the accelerated learning /bridge school model,



the centres facilitate learning in a flexible manner at the convenience of the adolescents and the emphasis of the programme is on self- learning at one’s own pace that enables them to attend the program as well as engage in non-exploitative family supporting apprenticeship/part time jobs thereby promoting “earn while you learn” concept. The centres also provide for recreational facilities for the adolescents so as to channelise their energies positively. The centres are linked to the nearest government schools for high school (tenth grade) public exams and CAP networks with the Education department to provide free text books and public exam fee exemption for the students.



In the FY 2017-18, this intervention was supported by Ministry of Minority Affairs through the Nai Manzil programme.

Nai Manzil aims to engage constructively with poor Minority youth and help them obtain sustainable and gainful employment opportunities that can facilitate them to be integrated with mainstream economic activities. The main objective of the project is to

(i) Mobilise youth from minority communities who are school drop-outs and provide them with formal education and certification up to level 8th or 10th through National Institute of Open Schooling (NIOS) or other State open schooling systems, (ii) As part of the programme, provide integrated Skill Training to the youth in market driven skills, (iii) Provide placements to at least 70% of the trained youth in jobs which would earn them basic minimum wages (iv) Raise awareness and sensitization in health and life skills

Implementation of the programme:

Mobilization was undertaken in around 30 km radius of Hyderabad – Telangana and Tirichy, Kanchipuram and Thirukalkundram in Tamilnadu. 4280 minority category youth who are dropouts around the age of 17 to 35 were identified.

We mobilized people by giving awareness program on NAI MANZIL & NIOS at community centers, and we conducted road shows by using communication material-pamphlets, banners, flex boards, AUTO’s and Canopy’s.

2790 students through mobilized to enrol for the training by providing appropriate counseling through pre-selection screening of the candidates who are fit for the integrated education and skill training based on eligibility criteria. (i.e. The trainee should belong to Minority community, The trainee should be between 17-35 years of age, BPL (Below Poverty Line), Education certificates, Date of Birth proofs, Religion certificates etc...).

The implementation of the programme will continue in the next FY 2018-19.

CAP’s work with the young people through CSR and Government support

1. BASIC EMPLOYABILITY SKILLS TRAINING AT HARMIRPUR, HIMACHAL PRADESH

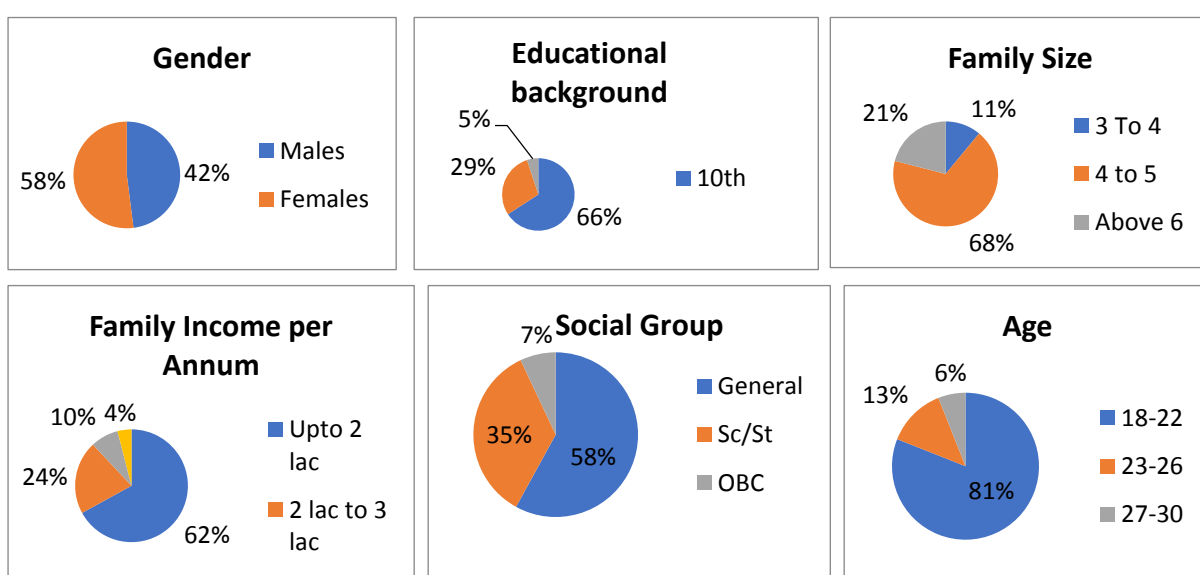
Over the last 25 years, Vodafone Foundation network has focused on combining Vodafone’s expertise with the company’s charitable giving to do social good in the world. As Vodafone’s reach continues to expand - moving from mobile to connectivity - there are greater opportunities for Vodafone Foundation to harness these advancements for the benefit of society.



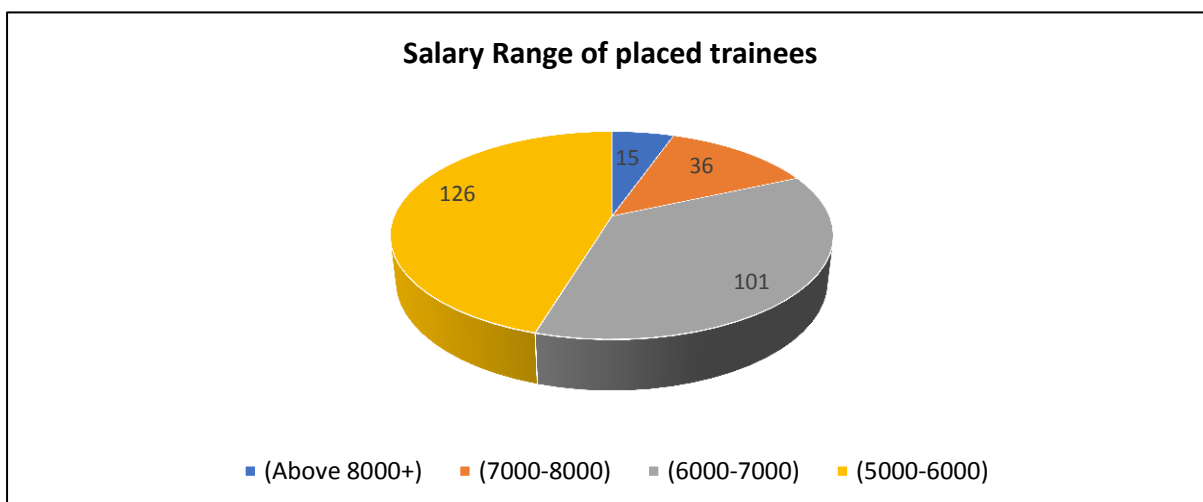
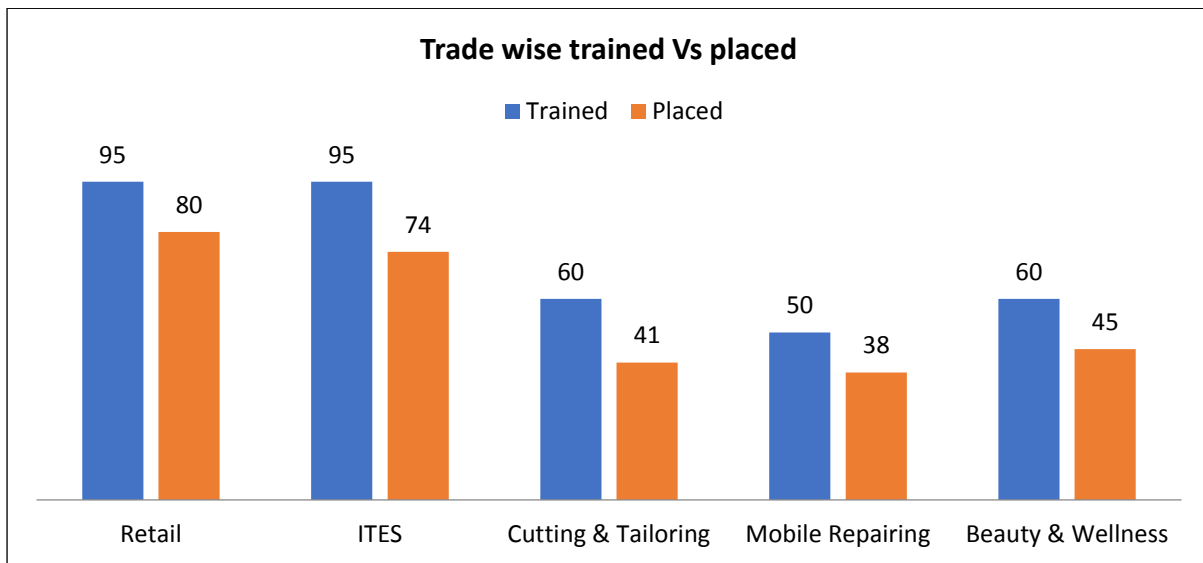
In India, Vodafone Foundation focusses on addressing challenges relating to education, equality and access. Vodafone Foundation is committed to enable people and technology to drive innovation, disseminate knowledge, and create shared value to improve lives in partnership with key charities, development agencies and the community to drive social change on a large scale in India.

CAP Foundation and Vodafone Foundation (India) partnered to provide sustainable livelihood options to unemployed youth by helping them gain employability skills and exposure to real work world through Basic Employability Skill Training program (BEST) for the youth of Hamirpur.

A Training centre was launched on 21st April 2017. In all, 360 candidates are trained. The Socio Economic Profile of the candidates is given below:



Placement: Of the 360, 278 were placed. The course wise placement details are given below



Beneficiary Voice

Sunny Kumar: The trainee was born in the Himachal Pradesh Hamirpur District. His father Shakti Chand is a driver and the financial condition is very weak, he has four members in his family.

He says “My brain was on the verge of rusting when the mobilisation team came to our locality. That was the beginning of change. And what a wonderful change! God sent! I grabbed the opportunity and landed up at the centre the very next day. I couldn’t afford to waste any more time, especially because I was assured a job. Can it get any better than that?. I was asked to write an exam after which I chose to join the CR&S course as I am a people’s person. It was tailor-made for me. I knew it within me that the best phase of my life had just begun. Yes, I loved talking and interacting with people. But only when I joined the

course I realized that I would get tongue tied in the presence of strangers. Obviously, I had zero exposure to the outside world. I had always been in the company of classmates, school mates, neighbors other than my family members. In other words, I was chatty in familiar surroundings and people.

At the centre, everybody was new. That's when the facilitators stepped in and made me comfortable. The introduction session when we were asked to speak about ourselves was a great exercise in self-awareness and confidence building. And then the subjects were taught so thoroughly that you couldn't go wrong anywhere. Practical lesson followed every theory. That's what gave me an edge when I started OJT. Also the time management lessons were outstanding. They will stand by me forever regardless of what I do or where I go. We were prepared for the interview as well. I attended one interview at Aircel and will joined on 01.08.2017. My starting salary is 7500. I learnt everything very quickly. I am very motivated with this success. Now, I believe in the saying that God helps those who help themselves. But I couldn't have done it if I didn't chance upon this programme. I have many dreams. With my financial independence, I feel confident I can realise them one by one. The best part is, I am only 28 and have my entire life ahead of me. I am sure I will get many opportunities to earn more and save".

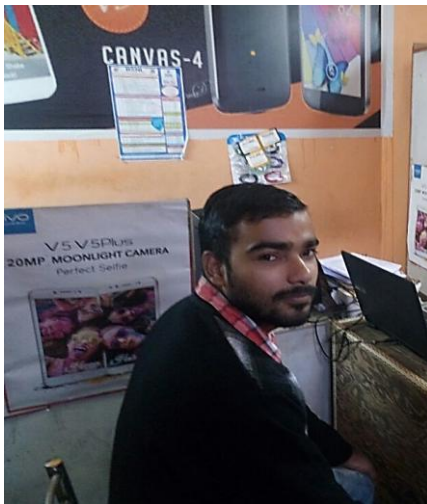


Radha Devi: For Radha Devi and her 6 sisters, from Brahmi village of Hamirpur District, it was a matter of routine to go without a meal. After all, that's how most families in her neighbouring communities lived. Her father, a farmer with a paltry earning of Rs. 6000 in a good month, would feel worthless and often tell her that. Radha would cry in the night when nobody saw her because she felt moved by her father's plight, their living conditions and the hopelessness their mother often expressed. But she was determined to find a job and a way out of their circumstances.

"I strongly believed even then that life couldn't be so bad. There had to be a way out. And when the CAP mobilization came to out door step, I knew this was the way. I learnt about Basic Employability Skills Training program and I knew this was for me. My dream to get a

job and find suitable employment came true,” describes the evidently thrilled Radha. “I am lucky. I got admission into ITES course which helped me learn my favourite computers. I just love working on the computer. You won’t believe it but I used to actually see it in my dreams and when I was actually working on one, I would wonder if it was true. Sometimes I would pinch myself to realize it was reality.”

Not just her dream of working on a computer came true in Radha’s life but also her deep desire to become financially independent did too. As soon as she completed her course during which her facilitators were full of praise for her commitment and abilities, she got through her first job interview successfully. “I was so excited. The credit goes entirely to the faculty who helped us prepare for job interviews through mock sessions and preparation,” says Radha who works as Data Entry Operator at Pranjali Home Appliances in Hamirpur and earns Rs. 6000 a month. “As much as my father! Can you believe that?” she asks. “She has set an example for the youth in our area. Her life has emerged out of darkness of poverty to the light of self reliance. We are extremely proud of her. May God bless CAP and the team,” says her father full of gratitude for CAP and appreciation for his daughter.



Rohit Kumar: Anukulan area situated in Hamirpur is severely backward with no access to higher education and employment opportunities. It becomes all the more difficult to survive for youngsters like Rohit Kumar who lost his father at a very young age and left behind 3 children and a young wife with zero exposure to the outside life and its challenges. His elder brother was the sole bread winner earning his income from doing odd manual jobs every day on wages. “I knew I had to do something to help my family, especially my brother who was struggling with life. But I didn’t know where to go, what to do or whom to approach. Nobody was employing me because I had no skills,” says Rohit,

giving us a glimpse of the helplessness he experience even though he is very enthusiastic by nature.

“I always wanted to do something on my own but what, I had no clue. Luckily for me, I got picked up by CAP mobilization team and I promptly recognised that mobile servicing and repair was my calling. I enrolled without wasting any time. My dreams of becoming an entrepreneur started taking shape.” Being punctual and hard working helped him a great deal in learning the nuances of the trade. After completion of the course, he got placed at Micromax Care Centre as a Technical Operator with a salary of Rs. 4,200/- a month. “When I held my salary cheque for the first time, I couldn’t control my tears. I can’t explain the feeling of independence and exhilaration I experienced. It was beyond words. All I knew was that now my family could eat well, dress decently and not be deprived of basics. Between my brother and I, we are able to provide a dignified, hunger free life for all of us. Life can only get better from here. I intend to save enough and start my own enterprise soon. A big thank you to my trainers and the opportunity CAP provided me and 100s of youngsters like me. God bless them!” he says gratefully.

Sarita: In the cold region of the Himalayan state of Himachal Pradesh lies Hamirpur. Not only does it get unbearably freezing at times, but also makes livelihoods that much more challenging. And yet 19- year-old Sarita kept her spirit up regardless of the challenges life threw at her from time to time. That’s what makes her a true survivor, the personification of CAP spirit. Her family has been traditionally into farming but owing to the inconsistencies of weather conditions, the earnings are erratic, every now and then, throwing the family into dire straits. However, Sarita was the quintessential sports person rising above her limitations and bashing on regardless. While representing her State at the National level made her dream big, everything came crashing down when she injured herself during a training session. Man proposes, God disposes! For a brief while, Sarita lost her spirit and was down in the dumps with no hope in sight.



“That was precisely the time when I happened to chance upon a mobilization campaign being held in our locality. When I heard about the free training programmes, my morale went up instantly,” she narrates as she walks down the memory lane, “I felt there was hope. That I can rebuild my life. That it was possible for me to do something constructive with my life while helping my family and contributing financially.”

Sarita discussed the prospects with her parents immediately on returning home and they supported her decision to enroll into a course of her choice. Her love for computers made her opt for the ITES course. “The changes in my personality were dramatic just after a week of my joining the course. It was so amazing,” she says, “I became so positive and started viewing all the calamities I had faced as opportunities. The trainers at the centre hand held me and showed me the path to independence. I can’t thank them enough. They came into my life when I needed their guidance the most. Additionally, the thorough training in IT helped me get the much needed confidence to stand a chance in the job market. I also started speaking English almost fluently which gave me that extra edge,” says Sarita with a sense of pride and self respect in her voice.

Soon after the completion of the course, Sarita got selected for a job in Aap Ka Faisla newspaper in the admin department. She earns Rs. 8000 a month and is enthusiastically looking forward to growing in her career. “My team leader has told me that I have a promising career ahead of me. He says he is very impressed with my work ethics and commitment. All thanks to CAP Foundation who helped me nurture those qualities. I owe my life skills and job knowledge, in fact, self respect to CAP. Now, I strongly believe that God helps those who help themselves,” she says while signing off.

2. SAKSHAM - BUILDING CAPABILITY

This is the third continuous year of working on Employability program for “Only Girls” in Delhi. 3 trades were offered – Retail, ITeS and Hospitality. A total 603 young girls were trained and 429 of them were placed. The major employers were Café Coffee Day, Reliance Digital, Burger King, Wow Momos, Caliber HR, Life Style, GTM India, Aftak & Policy Boss. The average salary of the candidates is 8,000/- per month. This program was supported by Bank of America through Plan India.



When you speak to the girls at SAKSHAM in Delhi, one striking characteristic that stands out in every interaction is their confidence. The way they stand erect with their head held high and the spring in their step, the unmistakable self-belief in their voices, every single aspect of their persona, makes you feel like you're talking to someone who knows her mind and is unequivocal in her expression. It feels good to see the well groomed young girls who speak without flinching. But apparently, that's the quality they all lacked before they enrolled for the CAP-PLAN program. That they came from the poorest backgrounds is a foregone fact. Stories of hunger, humiliation and deprivation are aplenty. However, the most significant existential crisis for every one of them without a single exception has been the fact that they were born as girls! All of them grew up feeling and at some point believing that being a girl is a disadvantage and in some cases a curse. While their male siblings gallivanted without a care in the world, whether they attended school or not, whether they took any responsibility or not, whether they cared for the parents or not, just by the virtue of being born a male, they grew up believing they were God's gift to humanity. Well, that may be a shocker for the educated urban populace but in the disadvantaged sections of Indian society, the belief system that the male of the human species is superior to the female is still prevalent and how! You get a sinking feeling in your solar plexus when these girls narrate their stories with a certain acceptance and a whole lot of helplessness that comes with being a girl. But then they do rise like the proverbial phoenix warming the cockles of your heart and sensibilities. The gloom you feel when they speak about fighting at every step only because they are girls gets replaced with an optimism, with a feel good factor when you hear how they proactively

changed the story of their lives and made the best of the opportunity that was given to them by SAKSHAM.

What's most heartening is the transformation that has taken place not only in their overall personalities but their lives, on the whole. From learning to survive in the most trying circumstances, where having enough to eat is a luxury to generating enough resources to lead a good life and daring to dream about the future, these girls have achieved a remarkable feat with their grit and determination. Hand holding them on the path to independence is the team of mobilizers and facilitators at CAP- Plan centres who are the true heroes of this story. Their commitment to make the program happen by reaching out to the most difficult to reach target communities inspires them to face the challenges head on and not give up regardless of the situations, makes the goal of this program achievable.

There are survivors and there are CAP-PLAN Saksham beneficiaries who are embodiments of the spirit of survival who not only rise above all limitations that are the consequence of severe lack of financial resources and make the best of the opportunity that the mobilisers happen to bring to their door step. Each story is distinct with its unique underlying theme. Their circumstances are different but the issues are more or less similar. There is a common thread binding them all – that of inequality and age-old suppression. And the way they rise above it all reminds you of the proverbial phoenix that rises from the ashes to rebuild itself with its spirit intact.

Babita, 19, resident of Muzaffarnagar, Beautician:



Clad in jeans and a formal shirt and a pull over, 20 year old Babita is a smartly dressed striking young lady but when you look into her eyes, you can see a shadow of sadness. Even when she attempts to smile, it doesn't reach her eyes. She starts off confidently speaking about her work as a beautician and her plans for the future to set up her own beauty parlour at some point but when you ask her about her childhood, you realise you've opened up the Pandora's box. Half way into her narration, tears rolled down her cheeks and the bottled up hurt, humiliation and rejection surface

leaving you feeling guilty for having brought her face-to-face with her demons. "I think I was 3 or 4 when I heard the first comment from a relative, ironically also a female, my paternal aunt. She was lamenting that my mother has 3 daughters and that is such a huge burden. My poor mom was bending her head as if it was her fault," says Babita, who has 2 sisters and 2 brothers."

Her father, a painter, barely earned enough to feed his family of 7 and her mother was constantly on her feet to ensure some semblance of order in their severely underprivileged life. "I've seen my mother drinking a glass of water because there was nothing left for her after feeding all of us with roti and dal. I would ask her why she doesn't eat along with us and she would say she's not hungry or at times that she had upset stomach. When I was little, I believed her but as I grew up I understood the real reason. So whenever she said she's not hungry, my sisters and I would also say we're not hungry. We wouldn't eat until she joined us. Now, the strange practice in our home was that all the men – my father and 2 brothers ate first. More often than not, they finished everything that was served and asked for second

helpings. My mother would reserve a part of it for us to eat later. The guys had no clue whether she ate or not. We - my sisters and I – would ask my mother why the guys had to eat first and why we shouldn't join them even if we're hungry and she would reply that's how it works. And if we pestered her, she would break down. We gave up because we couldn't bear to see her cry." And she relives that memory, Babita's eyes get moist and even as she tries to get a grip on her overwhelming emotions, tears roll down her cheeks and she sobs uncontrollably. After the outburst, she apologises, "Sorry, don't know why that happened." We feel sorry too because we do know why that happened. We understand that while the girls in such a milieu may grow to accept their circumstances and the disparity between the genders as a fact of life but the pain points never go away even if they learn to live with the hard truths of their lives.

Life went on and the undernourished girls grew into slim and pretty teenagers. Now, even that was a bone of contention for the people around them. "Everybody would scare my mother that good looking girls need to be kept in control or they will bring disgrace to the family. While my brothers passed their exams with great difficulty, we scored high marks and passed our school final exams with good percentage. We would help our mother in household chores, sweeping, swabbing, washing clothes and dishes and then study. Whereas, our brothers just had to focus on their studies. Yet, we girls were not allowed to go to college after we completed our +2. My younger sisters were still in school and I was getting restless. I was itching to do something constructive. I couldn't pressurise my parents to send me to the college because I knew they had no money. But I wanted to do something, find some way to make my life better by doing something constructive with my free time. I had nothing in my hands and all I could do was have conversations with God. I would ask him why he made me a girl when it's such a disadvantage to be one. That's when CAP mobilisation team knocked on our door. And when I heard what was on offer, it felt like God had answered my prayers. They convinced my parents that they should let me pursue what I want. And they agreed mainly because it was free. Also, because it is an all girls class and that I would eventually work in a place which is exclusively for women. I still believe that it was divine intervention indeed."

Life transformed dramatically for Babita when she enrolled in October 2017, for Beautician's course in CAP's Vocational Training Centre in Paschim Vihar, Delhi. "Because of years of suppression, I was timid. I would barely raise my head leave alone looking into the eyes of people I spoke to. But Himanshu Sir and other facilitators brought me out of the shell I had retreated into. Gradually, I opened up as I began following their instructions and advice. I put my mind and heart into the course and passed out with good marks because I knew this was my chance to build my life."

Babita works as a beautician and earns Rs. 10,000 as her salary. "I am still on probation and my boss has assured me of a raise after 6 months. I am earning more than my father and I feel good about it. My mother was my only support and now she's extremely proud of me. I want to do well in my career and give everything to my parents and my sisters that I never had. My brothers are hugely disapproving of what I do and keep telling my mother that I should be married off. But I don't feel bad about their attitude. It's their problem. My only focus is on to excel at my work and achieve everything I dreamt of. During my Beautician's course I also learnt to manage my time and money. It gave me a lot of clarity. I see myself

owning and running a successful beauty parlour in 5 years. Until then, I told my parents I am not interested in marriage. My brothers can marry if they wish to as they are older to me in any case. I reclaimed my life thanks to CAP PLAN's SAKSHAM program. I look forward to a secure future in which deprivation will have no place, whatsoever. Life seems normal now. I feel lighter and more in control of my circumstances. Now, I feel good about being a girl. I have no words to express my gratitude." Babita's attitude of gratitude says it all!

Devpreet, 22, ITES



She is as assertive as can be. But there is underlying defiance against unfair norms though she doesn't say it in so many words. When you delve deeper you understand where she is coming from and empathise with why she feels what she does. When Devpreet makes statements like, "Left to me, I will never marry," she sounds like a seasoned cynic and you tend to forget that she has just about crossed the 2nd decade of her life. Daughter of a petty trader, Devpreet has 5 sisters and her father is a petty trader earning barely enough to make the two ends meet. Hardworking to

another level, her day starts at 5 AM when she leaves home to reach her work place and once she gets off work at 5 PM, she attends classes for her BA course. In addition to working at a BPO where she handles sales process, she is also pursuing her BCom honours. "We're five sisters and my parents miss having a son. My whole endeavour is to become the son they always wanted so that they can feel happy," she says summing up the goal of her existence, "I would like to take up Chartered Accountancy once I complete my under grad. My ultimate aim is to become a successful business woman with 20-30 people working for me. I earn Rs, 11,000 today and I am sure I can achieve everything I want if I set my mind to it."

Growing up, Devpreet would constantly see her mother at the receiving end of their relatives' barbs and taunts of not bearing a son. "Somehow, I felt I had to be that son. I used to cry myself to sleep when I was younger wondering why God made me a girl. I joined hockey team at school and became a very good player. I would dress like a boy and behave like one. Somewhere along the line, I realised that I am not one and I should make the best of my life by accepting my identity. And that's what I did," she says sounding a lot older than her age. After being compelled to drop out of education after her 12th due to severe financial constraints, Devpreet had begun to lose heart. "My father was suggesting I join him in running his business. But I didn't want to. My sisters were already working with him and I didn't see any value addition in my joining the same business. I felt it would be a mistake of putting all eggs in one basket. I wanted to work and earn my own money besides being of help to my parents. Even though I had passed my 12th grade with good marks, it was not enough for me to get a job. I was at a loss and had nobody to guide me. I was at my wit's end when one of my friends mentioned that she had heard of free courses being conducted by CAP through a mobilising team who had come to her house. I jumped when I heard the word 'free.' Both of us went to the centre and enrolled for ITES course. The teachers were excellent. Besides making us thorough in our subjects, they taught us many more important life skills. The best part was the way they prepared us for the job interview with mock sessions. I had become so confident that I cleared 3 rounds of my first job interview with ease. I got the first job I had applied for. I was told by the interview board that they were very

impressed with my confidence and communication skills. Trust me, I had neither of them when I walked into CAP centre the first time. Rohit Sir and Kavita Ma'am worked very hard on making us the best versions of ourselves. We will always remember them with utmost gratitude," says the youngster who is amazingly articulate and clear headed. She has a list of things she wants to achieve by 25, one of them being sending her younger sister to a music school. "She signs beautifully. I would like to put her in the right school that can hone her skills. And I would like to make my mother financially secure so that she doesn't have to suppress basic desires like buying a sari or a suit. I have seen her doing that for as long as I can remember. As for myself, I will never marry. I have seen what marriage does to women in our society and I don't want to become one of those long suffering, sacrificing women. Never. Not after I have found my identity after a long crisis and have learnt to cherish being a woman. I would never want to lose sight of that," she says grinning from side to side. Pretty smart, this girl! Embodiment of SAKSHAM spirit.

3. LIFE FOR SKILLS:

The Swades Foundation operates with the single-minded focus of empowering rural India with a vision of rural empowerment through best practices, modern technology and values. It aims to create a permanent, irreversible change in the lives of 1 million people in rural India in the next 5-6 years.

CAP signed an agreement with Swades Foundation (on behalf of HSBC) to implement the Life for Skills project at Chengelpet in Tamil Nadu. The duration of the project was from September 2016 to August 2018. The project was delayed by few months due to cyclone, jallikattu agitation and the death of the former chief minister Dr. Jaya Lalitha. The project had a target of training 480 and providing placements to 336 candidates. The project commenced in April 2017. Following are the details of the project.



Sector	IT & ITES			Healthcare			Hospitality & Travel			Retail Management			TOTAL (A+B+C+D)
	M	F	Total (A)	M	F	Total (B)	M	F	Total (C)	M	F	Total (D)	
Trained	77	83	160	53	54	107	48	55	103	67	43	110	480
Placed	65	65	130	36	39	75	41	53	94	34	24	58	357

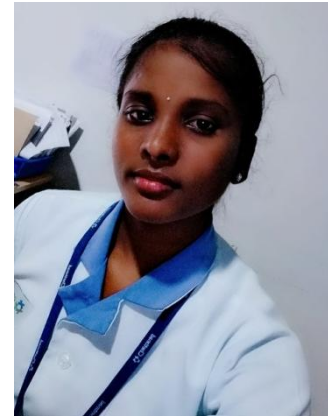
There is almost (49% female) participation of each gender in the training programme. The participation of girls/ women is almost equal in all courses except for the retail course. The participation of women in retail is very low (39%), this is understandable given the socio economic and cultural background of the trainees. Women from these communities did not prefer to take up profiles which would require them to interact with the customers even though the jobs in the retail sector was paying much higher compared to other sectors.

In terms of placements, the Hospitality and travel sector performed the best. Out of the 103 candidates trained in this sector, 94 candidates were provided placements. Interestingly, more women trainees were placed in the Hospitality sector than men though marginally. This may be also because, the profile of Housekeeping which is part of the sector is included.

Beneficiary Voice:

Aiswarya is 19 years old and has completed her 12th Std. She lives in a hut near a hill, in Kanchipuram District. Her house doesn't have electricity connection and they have to fetch water from a faraway place. Her father is a drunkard and hardly performed his work as a lorry cleaner. She would often find him beating her mother over some or the other excuse. Aiswarya could not continue her college education due to the poor financial situation in the family. One of her neighbors informed her about the free ITES course being offered by CAP foundation and she felt excited to join with CAP foundation for the same. She felt that it was a wonderful opportunity given that it would benefit her in two ways. One is that she could learn a professional course in a formal atmosphere, about which she often dreamt of and the other is that she could feel relaxed from the stress in her family. Aiswarya expressed gladly that the learning environment at CAP Foundation gave her huge hope that she has chosen a right career. From the HSBC SFL program, Aiswarya expects that she should learn IT in-depth and wants to improve her communication and English language skills. She also said that she is eager to get a job in the IT sector. She expects that she must earn at least Rs.7000 to Rs.8000 per month. Aiswarya feels positively about the trainers and the faculty. However, she said that it will be better if there is a compulsive environment in classroom to speak in English. Also, even though she has expressed that she knew few technical skills on computer, she could list very minimal basic skills such as typing, painting and short keys. Ms. Aiswarya has not been given much field exposure. However; Aiswarya has a beautiful dream and aspiration about her life. In Aiswarya's words, "I'm much privileged to come and learn a course on IT, My biggest dream is to construct a small house with all my basic needs fulfilled and I want to make my mother sit and I will feed her with my income earned after I secure a job.

Sindhu “Though I wanted to study further and pursue graduation I knew that was not possible, I then thought that I would at least enroll myself into a diploma course and then take up a job to support my father and help my sister continue her education but we couldn’t pool in the money required for the course before the deadline” says Sindhu. Sindhu of Paranur village belongs to a family of 4 members. Sindhu’s father an auto rickshaw driver with no fixed income was the sole breadwinner of the family. Sindhu’s mother picked up odd domestic jobs on a day to day basis to ensure that the family has at least two meals a day. Sindhu has successfully completed SSLC in spite of the difficult conditions at home and improper and irregular teaching methodologies at her school. Sindhu was in search of a job that would help her contribute to the family’s income and was keen that her sister is not required to compromise like how she had to. Sindhu was sure that she would not take up domestic help unlike her mother and wanted a job in the organized sector or “company” as she says. Personality traits Sindhu was always very clear on what she wanted- “a job in a company” but however was not aware of the path to get there when CAP Foundation’s team spotted her at the mobilization camp in her village. Sindhu was a strong goal oriented young girl but however the team of trainers had to work on her to make her believe that she would be able to achieve her dream.



Sindhu and her family became aware of the training program being offered by CAP Foundation through the vehicle announcement activity that CAP has undertaken in their village as part of the mobilization camp in her village. Though Sindhu was sure that she wanted to join the Bedside assistant course, her family were very hesitant about the course she chosen as they knew no one working in the sector and very worried about how the working culture would be. First impression Sindhu’s family was very worried about two things: 1) She having to travel a distance of almost 12kms for the training 2) The sector she has chosen. Ice breaker moment Sindhu’s first visit to the training center was along with her family which the team at CAP believe to be the ice-breaking movement between Sindhu, her family and the team of CAP. Sindhu’s father has spent more than an hour speaking to the BSPA facilitator and was convinced about the work opportunities and work life in the sector. What facilitation specially appreciated The hospital like practical lab has inspired Sindhu the most. Sindhu was also very happy with the aspirational learning activity, in which the candidate is required to visit the industry and decide on the jobs they would like to get post training and work backward to achieve the skills in the duration of the training.

Employment related hesitation Sindhu was extremely delighted on being placed at SAI hospital, Chengalpaattu as an auxiliary nurse midwife with a salary of 8000 per month on completion of training. However, Sindhu initially faced a lot of anxiety every time she had to deal with a patient and would call the facilitator immediately. Enabling role of NGO In order to help Sindhu deal with anxiety attacks and help her understand on how to deal with work related problems, the team at CAP has requested the employer for a special combined counselling session with the facilitator and reporting manager at the work place. The employer has also agreed to give only morning shifts to Sindhu for the first two months until she would get comfortable.

Preparation for employment Sindhu along with other trainees of her batch has undergone the two-day business mentoring networking workshop, in which the trainees visit various companies and study the various job profiles they can fit into and identify their targeted job profile. This helped Sindhu understand first-hand the skills she is required to acquire to get her ideal job First day on the job Sindhu was very happy and excited on her first day as she was able to get into her targeted profile and that she would now been an independent women who contributes to the family Salary + benefits Sindhu was placed at SAI hospital as an auxiliary nurse midwife with a salary of Rs 8,000/- per month. She currently draws a salary of Rs. 10,000/- per month Prospects realized Sindhu plan's on saving up some money for her education so that she can taking up a full time nursing course and progress to the post of Nurse

She recommended to all her friends and relatives about the course not only in her field but for other sectors as well. Changes in social status of family Sindhu's is now the major contributor to the family income and is also ensuring that her sister is completing her BCA without any financial disturbance. Sindhu's family is now assured that their basic necessities are met. Perception of relatives Even though there was a strong objection from relatives and family, Sindhu has ensured that she completing the course with more than 90% attendance. "The relatives who have raised objections, now give my example to their kids" says Sindhu with a bright smile on her face.

4. LEAP-MAST-BEST:

AIF (American India Foundation) works closely with the public and private sector to create inclusive and sustainable livelihoods for individuals, families, and communities across India with a long-term goal of equalizing the informal and formal sectors to provide equitable opportunities for all citizens.



American India Foundation (AIF) and CAP Foundation have partnered to conduct basic placement linked employability skills training for disadvantaged young people from weaker sections of the economy in Hyderabad to achieve the following objectives: • To increase the

employability opportunities for youth to secure gainful employment by building their employable skills through basic employability training for 900 youth over the period of three years • Providing placement to 75% of the trained youth In accordance with the partnership, a Basic Employability Skills Training Centre has been set-up in Tolichowki area of Hyderabad district. The project over the period of last three years has reached out to over 2500 families in and around the areas of Tolichowki, training 903 youth and placing 689 youth. The project with candidates being placed at an average salary of Rs. 8000 per month has a return on investment of 11,000 times. Of the 903 youth trained, the project has reached out to 41.08% female and 685 of the trained candidates (76.0%) belonged to families with a monthly income of less than Rs. 10,000/-. 76.41% of the youth had education less than or equal to Intermediate (equivalent to senior secondary as per the state government). Majority of the trained candidates i.e. 50.27% aged between 26 to 30 years of age followed by 46.73% of the target aged between 18 to 25 years. On successful completion of the training, 76.03% youth have been placed in various organizations such as HMS Host, Karvy Data management Services Pvt. Ltd., Café Coffee Day, Peregrine Guarding Services, Chai Point, Orange Honda etc. in profiles such as Data entry operator, F&B assistant, billing assistant etc with salaries ranging from Rs. 6000 to 15,000 per month. 80 % of youth have retained in jobs for more than 3 months.

Out of the 938 no of candidates that have been enrolled into the training program 903 youth have successfully completed the training program as follows:

Trade	Male	Female	Total
Hospitality	173	65	238
Retail	179	103	282
ITES	180	203	383
Grand Total	532	371	903

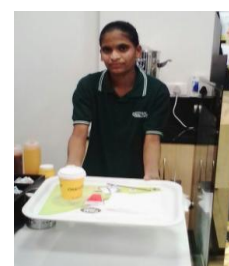
Of the 903 candidates trained, over 82% youth have been offered with an employment opportunity and 689 (76.38%) candidates have accepted the jobs that have been offered and joined in job to be considered as placed, the course wise break-up is as follows:

Trade total Trained 903 Placed 689 Percentage

Trade	Hospitality	ITES	Retail	Total
Trained	238	383	282	903
Placed	189	292	208	689
Total in %	79.41%	76.24%	73.75%	76.30%

Beneficiary Voice

Naseema, 20 belongs to a very conservative Muslim family of 4 members. Her father, a cycle mechanic with no fixed income was the sole bread winner of the family. Naseema always dreamt of learning to communicate in English but had to discontinue her education after 10th for financial reasons. Naseema always wanted to help her father in the household expenses to ensure better living conduction for the family. Naseema came to know about the employability skill development training program being



offered by CAP Foundation in association with AIF through the mobilization camp conducted in her arear. “This program was the opportunity I was praying for” says Naseema. She was enrolled in Retail course based on her aptitude test and was a quick learner. Naseer says the counselling provided at the training center was of great help to her to adjust with people coming to various cultural backgrounds at workplace. Naseema says communication skills was the most important accept of the training program other than domain specific training . Naseer has been placed at Chai Point in Inorbit mall with a salary of Rs. 8000/- per month and has been working there for 3 months now. She plan to save money for higher education and is preparing during her spare time to appear for the intermediary exams in the next academic year.

Bhavani K, 20, lives in Mehdipatn with her family of five members. Bhavani’s father is unemployed and the family had no fixed means of livelihood. It was difficult for the family to even have a single meal a day on many occasions. Bhavani always wanted to for higher education but given the families finical conduction she had to drop out of school. Bhavani was enrolled into ITES course based on her aptitude. “This has been a life changing opportunity for me “says Bhavani who has been placed at Café Coffe day outlet in Gachibolwli after successful completion of the training program with a salary of Rs.10,000 pm/- as a billing executive. “Bhavani was a very bright student and was always eager to learn but was very shy. She had become a very confident student at the end of the course. There was a complete transformation” recall her facilitator. Along with managing the household expenses Bhavani plans to help her sibling resume their education from the next academic year. She is extremely thankful to CAP and AIF for the opportunity provided to her.



Golla Anita, 24, lives in Attapur with her family of 6 members. Anita’s parents are daily wage laborers with an income of around Rs. 8,000 per month. With the low level of income it was very difficult for the family to even have a single meal a day on many occasions. Being the eldest of the four sisters, Anita took the responsibility that she would ensure that the family is able to have a meal on all days. She was enrolled into ITES course based on her aptitude. “This has been a life changing opportunity for me “says Anita who has been placed at Domino’s in the accounts department after successful completion of the training program with a salary of Rs.9,000 pm/- (plus incentives). “Anita was a very bright student and was always eager to learn but was very shy. She had become a very confident student at the end of the course. There was a complete transformation” recall her facilitator. Along with managing the household expenses Anita plans to help her siblings, who have dropped out of school to resume their education from the next academic year. She extremely thankful to CAP and AIF for the opportunity provided to her.



Lavanya, a 30 years old housewife with three kids was facing severe financial and emotional crisis when the mobilization team of CAP Foundation had identified her at her residence in Kukatpally. Her husband was jobless and at home most of the times with no responsibility of either the kids or Lavanya. The family of 5 had absolutely had no income. Lavanya, was in a state

of depression when she was enrolled into the training program owing to the fact that she was even unable to feed small kids. “This I knew, would change my life” says Lavanya. “ She was very determined to change her life but did not know the direction” recalls her facilitator. “The trainers were the best part of the training” recalls Lavanya. Lavanya was enrolled into the ITES course based on her inter inventory test results and was a very regular student in spite of the difficult situations she was facing at home. On successful completion of the training Lavanya was placed at Indian National Recruiters as a tele-caller cum office assistant with a salary of Rs. 8000/- in the month of June ‘2017 and is currently working in the same organization as counselling in-charge with a salary of Rs 12,000/- per month.

Employers Speak:

Robbin, Owner, 7 Musical Instruments: “It feels good to be associated with CAP Foundation for this noble cause. I found suitable candidates for my company and they are found to be efficient “

Voory Srinivas, Manager, HMS Host: “The candidates provided by CAP Foundation are efficient and well trained. They have been handling the customers well during the peak hours. I am happy to be associated in the cause”

Vikas Singh, Assistant- HR Manager, Café Coffee Day : “The trainees are well trained and are willing to learn. I am willing to take in more trainees in the future”

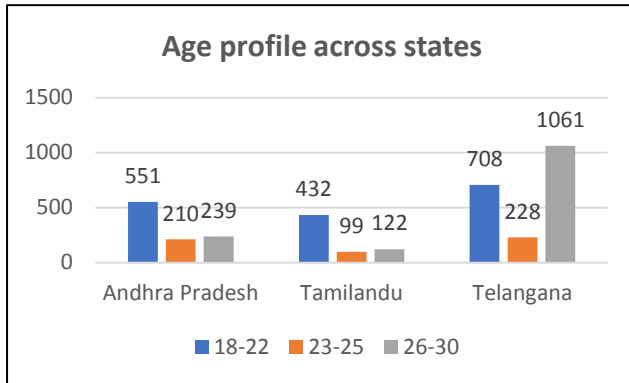
5. SEEKHO AUR KAMAO



The Seekho aur Kamao project of the Ministry of Minority Affairs, Government of India continued from the previous financial year 2016-17. Seekho aur kamao (Learn and Earn) aims to provide access to market oriented employability training to the most deprived youth belonging to minority communities as a means to gain better livelihoods for marginalised minorities and bring them in to the mainstream and effectively addressing the disconnect between the skills acquired through the education system and those required by the economy.

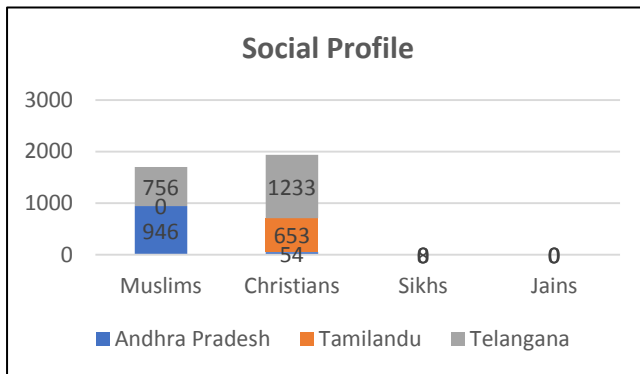
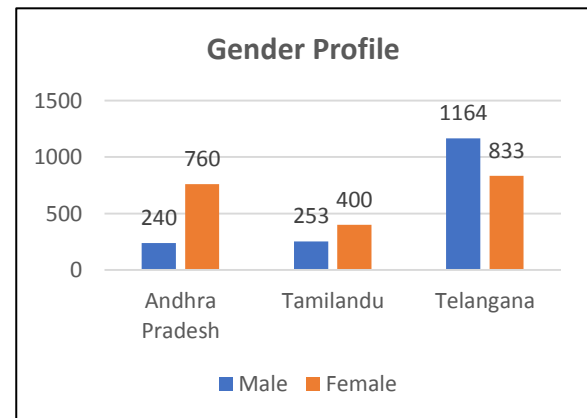
Cumulative under this project 9125 have been trained and 7398 placed. In the FY 17-18, 3650 have been trained and 2774 have been placed. A total of 9 centres were established to reach out to 3650 minority youth across the three states.

Following are the details of the training programme.



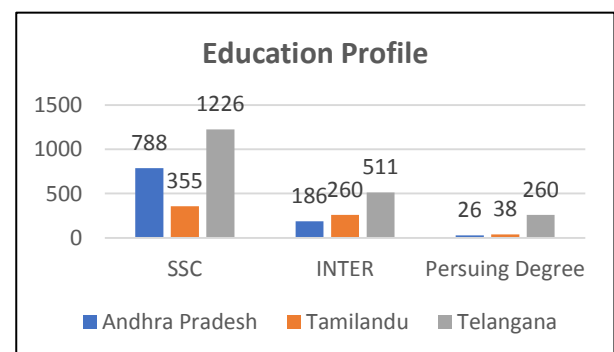
46% of the trainees are in the age group of 18-22 years, 15% in 23-25 years and 39% in the age group of 26-30 years.

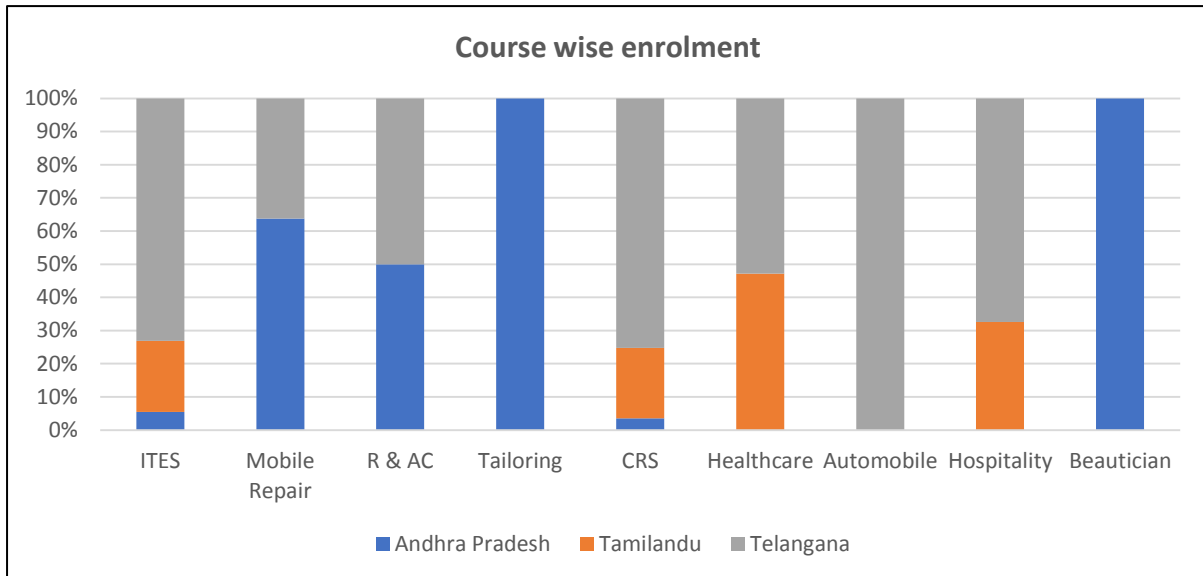
55% are female and 45% are male trainees



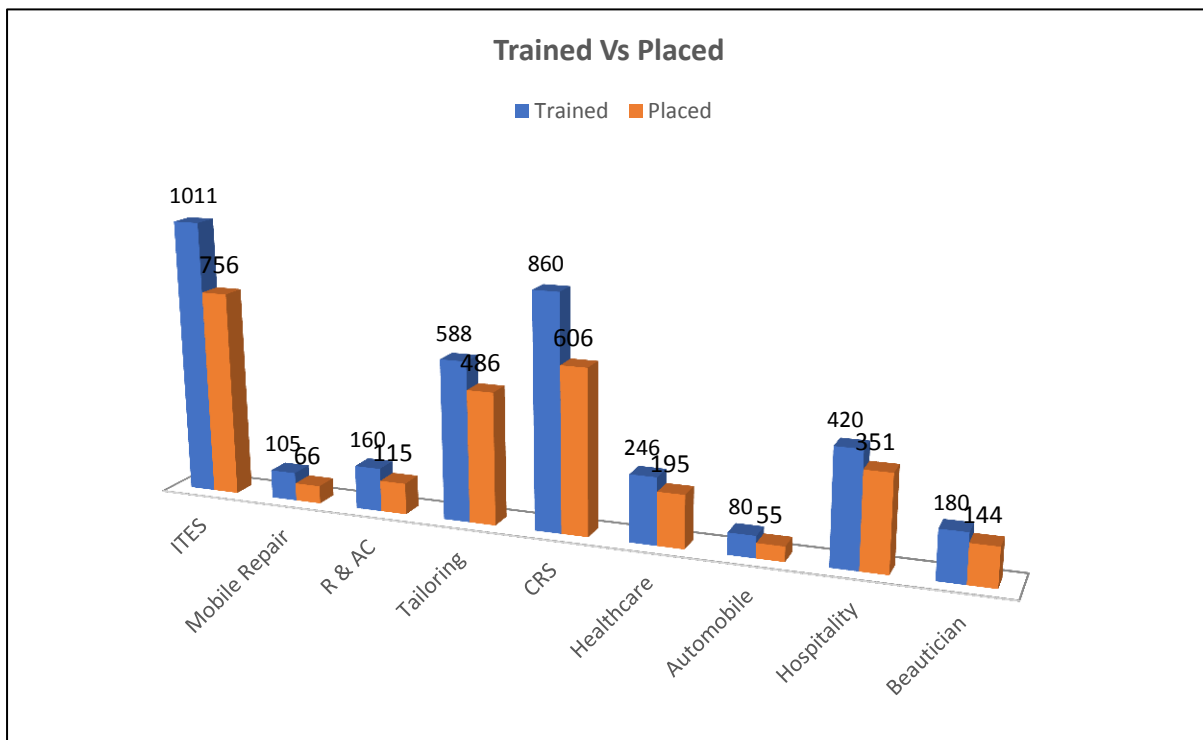
53% are christians and 47% are muslims

65% trainees are Xth, 26% are intermediate / +2 and 9% are persuing degree





The most popular course has been ITES with 28% of the youth taking up the course, followed by Customer Retails and Sales with 24%. 16% of the trainees have undergone the training in tailoring which was offered in Andhra Pradesh. 12% trainees were trained in Hospitality, 7% in Health care, 5% in beautician and 2% in Automobile.



Highest placement is in the Hospitality sector with 84%, followed by tailoring with 83%, 80% in beautician. Heathcare and ITES were at 79% and 75% respectively. The placements in Refrigeration and AC repairs (72%) was higher than Customer Sales and Relations (70%). 69% of the Automobile repairs trainees were placed and 63% was the placement ration in Mobile Repairs. Overall the placement % has been 76%.

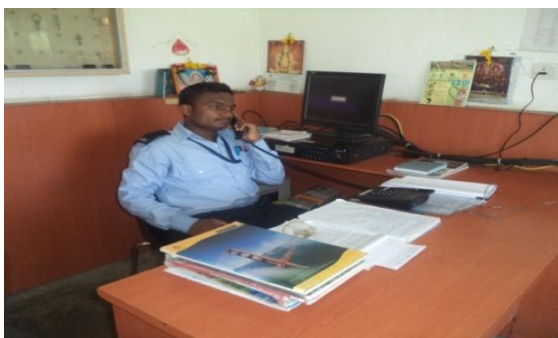
Beneficiary Voices:

Madhan joined the 3 months skill development training program in MWC Center into the ITES course. Coming from the BPL family his early child hood was not very pleasant growing up phase. Due to the health problems, his father died when he was 6 years old. He had one elder brother who was older to him by four years and one younger sister who was younger to him by 2 years.



His mother worked as daily wage labour to feed the family. Couple of years later, his elder brother dropped out of school to help his mother meet the ends. It was his brother's income which helped him and his sister continue the schooling. With lot of support from good hearted Samaritans, he completed his graduation and was full of dreams to work and support the family. He was shattered when his graduation did not help him in getting a job. After lot of struggles, though he did not like, he joined a contractor on a daily wage basis and was paid Rs. 5000/- for a 10 hour work schedule. It was during this time, that he heard about the training programme of Seekho aur Kamao through the local people who suggested that he enrol into the course.

He enrolled into the programme and was allotted the ITES course. During the training programme he learnt the life skills, spoken English and computers. On completion, he got a job in Subham Agencies as Accounts Assistant with a salary of seven thousand five hundred with a scope of upward mobility in the job. He handsover his mother 5000/- every month and keeps the 2500/-. He says, he is saving the money to be able to acquire further qualifications and help his sister get married to a well settled man.



Susanth Durga joined the skill development training program in ITES course. He migrated from Orissa to Chengelpet in Kancheepuram district of Tamil Nadu. His family consists of a younger brother and sister. His family was dependent on agriculture for the livelihood as his father worked on the farms of another person who owned the land. Susanth discontinued his education to help his father on

the land, unable to meet the ends he soon started looking for other opportunities. As discontinued his education he was unable to find any job in Orissa. He migrated to Chennai along with a bunch of friend from his village hoping for a better future. He was at Chengelpet since four years working as security guard.

When CAP Foundation was conducting the road show In Veerapuram area, he heard about the same and decided to join the training programme. He joined ITES course and successfully completed the same. He joined G4s security company and is working as Supervisor in Linkon company with a salary of Rs. 9000/-.

6. DDU GKY & ROSHNI



The Foundation works with the most deprived, vulnerable and difficult to reach sections of young men and women in poor urban and peri-urban communities at risk; CAP has a strong gender perspective.

DDU GKY was launched on 25 September 2014 by Union Ministers Nitin Gadkari and Venkaiah Naidu on the occasion of 98th birth anniversary of Pandit Deendayal Upadhyaya. The Vision of DDU-GKY is to "Transform rural poor youth into an economically independent and globally relevant workforce".

This is a multi-year programme initiated in 2014 in 8 states of India in continuation to the partnership with this ministry since 2012.

Roshni project aims to provide employability skills to the Left Wing Affected youth and link them to the placements. CAP worked in 3 states – Jharkand, Orissa and Bihar under this project.



DDU GKY also aims to provide employability skills but to the youth from the rural areas. CAP worked in 5 states – Jharkand, Orissa, Bihar, Chattisgarh and Gujarat. In the year 2017-18, the programme was nearing the completion. All these projects will be completed in the next FY 2018-19.

Cumulatively, CAP has trained 3679 candidates under the Roshni programme and placed 2644 candidates. In the FY 2017-18, an additional 163 candidates were trained and 122 were placed.

In the DDU GKY programme, cumulatively, 4031 candidates were trained and 2869 were placed. In the FY 2017-18, an additional 1204 candidates were trained and 867 were placed.

Anupriya Toppo, aged 20 years is currently working in Mitra Risk Management Services Pvt Limited, Hyderabad for a salary of Rs.6500/- as a data input executive. Her job is to screen loan applications of various clients applying for different loans and key in the data regarding the customers.



Her story is not so easy as being narrated on the top. She lost her father when she was in class 6th. She has two brothers who are sitting idle at home. Her mother is a house wife always suffering from health problems. It's all up to Anupriya to up bring the family. Anupriya is from Ekbahua in Latehar district.

Knowing nothing about how to do it, she was desperate for the opportunity. She studied up till intermediate and passed out with 57%. Then she came to know about the MoRD's Roshni initiative through local JSLPS officials and approached CAP Foundation's mobilization team. After clearing the entrance formalities, she was given admission into IT enabled services course. She was sent to on the job training to Zeetech Management and Marketing Pvt limited for a period of one month to gain more exposure regarding the IT industry. With the kind of exposure she has received, she is now working in Hyderabad and is one of the most successful candidates from Roshni CAP Foundation, Ranchi.



Vikas Kumar, ITES: I am from the village Khoridih and belong to SC community. My father's name is Chandrika Ram. I am 19 years old. My mother's name is Anitha Devi and I have 3 siblings. I am the elder one among my siblings. My father is a farmer who works for about 10 hours per day in the field to feed the family and manage our academic expenses. I have completed my intermediate with science with 56% of marks. Because of the financial problems, I could not continue my education further. I had to drop out of the studies and sat at home doing nothing and slowly I started getting used to bad company at the village wasting my time and energies. I know what I was doing is not right, but there is nothing better to do in the village as well.

My life was just direction less and seems to heading in a different direction. Then the CAP Foundation's mobilization team has reached our village. They have announced that, under Deen Dayal Upadhyay Grameen Kaushalya Yojna "Roshni" initiative ,Ministry of Rural development has started an initiative to encourage BPL youth who belong to LWE villages and districts a short term training program which would link the youth to job opportunities. It

happened to me immediately that, this is the program I was looking for since ages. I immediately opted to attend the admissions.

I have met a warm and welcoming CAP team at the mobilization campaign. They were very help full in giving me the details of the initiative and were very encouraging. I went through their initial screening process and given an understanding that, I was qualified to get into the training.

During the first few days we were taken through life skills module which consists of topics like Money management, Importance of Gender, Decision making, HIV / AIDS, Attitude etc., which have helped me to cut down my expenses and save money, respect the opposite gender, take timely decisions whenever I was in dilemma, keep away from bad practices and improve my listening skills as part of improving my work attitude. Then we were allotted the technical courses and I was given the course in Computer Fundamentals, Internet and MS Office. I have never seen a computer in my life earlier and during the course I was given typing practice on Typing tutor software which has helped me improve my typing skills. My speed is about 30 wpm. I was also given inputs in the packages such as MS Word, MS Excel, MS Power point etc., I know fully know how to work with documents, edit them and upload them. I can confidently develop PowerPoint presentations now. I was also given training on Basic internet skills.

I was sent to Zeetech Management and Marketing Pvt Limited for a period of one month. That experience has helped me to secure a job in AB Data InfoTech Pvt Limited, Bangalore. Now I am earning a salary of Rs. 8000/- and accommodation.

I thank Ministry of Rural Development, Jharkhand State Livelihood Promotion Society and CAP Foundation for providing me such a wonderful opportunity.

Satyendra Oraon, CRS: I am belong to Tubed village Po-Kaima, Latehar district. My father's name is late Tulsī Oraon and mother's name is Mrs.Jagmani Devi.And I belong to family of 5 three brothers and two sisters excluding my parents.



My father is not with us since my childhood and because of this my family got so many trouble, we don't get 3-times meal every day and to get 3 times meal, me and my mother used to do work as a worker (i.e. brick loader, cement sacks loader, sand loading etc) and by doing this we get daily wages for our survival. Thus somehow I completed my intermediate. But my family condition was same as before and my mother used to do same work till now. And I always used to think that how can I help my mother.

Once a team of 4 members from the CAP Foundation came to our farm where we were working in field and explained that they offering many courses to make us skilled and independent with an assured job. The most important part for me was that it was free of cost. I am thankful to my mother who forced me to join this program. As I have born and brought

up in a village so I was bit reluctant to migrate myself but when I saw many of my friends are also moving along I got the courage.

It was a life changing decision as after the inventory test I got the subject of my choice which was Retail sales person. I have been given the training on basic etiquettes and manners, sales techniques. I had never seen a computer in my life but the way my trainer cooperated with me I got an interest. I have been allowed extra hours in the computer lab to learn the basic functions of the computer i.e. MS WORD, EXCEL, Power point, Web surfing etc. My trainer always motivated me that I can do wonders. Now I am placed at “Data Infotech Pvt Ltd” Bangaluru as a Customer Care Associate with a salary of Rs. 8000 with the accommodation and I am thankful to CAP foundation, which gave me this wonderful opportunity to grow up and make a bright future.

Anil Oraon, Automobile: 19 years old from Dhadhu Village (Puranapani) Latehar. My father’s name is Mr Karma Oraon who is 52 years old and he is a small farmer because of which our family income is very low. We are a family of seven with two sisters and three brothers. My father’s earning is the only source of income in my family. As we grow our money problems have also increased with us. I have completed my studies in very poor condition. With studies I have to do work for my own and my family’s daily expenses when I was in 8th standard.



My family was surviving and not living in this world and somehow I was not happy with this life and misery of my family.

One day CAP Foundation’s team came to the roadshow to our village. I saw their campaign run to enroll the school dropouts into the program called Roshni. I was attracted with the information being provided to me. I have decided to enroll and I knew this is the opportunity I was looking for.

After that I took admission there in AUTOMOBILE trade and when I saw the way how the classes were going on, I got myself motivated and determined by all those classes for my future ambition and after that trade classes I got lot of practical knowledge in Automobile sector and lastly I got placed on Imasen Manufacturing India Pvt Ltd at a salary of INR 7085 per month. And I am very thankful to CAP Foundation and my trainer there for giving me the opportunity, At present I am able to serve myself and can help my family as well.



7. HIMAYAT:



The Ministry of Rural Development (MoRD) has a rich experience of implementing placement linked skill development projects across the country under SGSY scheme. MoRD was mandated to formulate a scheme to address the aspirations of youth of J&K. In response MoRD, GoI launched HIMAYAT with a mandate to offer skill development training to 100000 youth from J&K over a 5 year period by implementing custom made short term courses, with a focus on the current requirements of the industry, that would ensure that the youth possess necessary skills to get placed in the job market. As was mentioned above, the implementation of Himayat demanded a total change in approach from other projects. Unlike in other programmes of MoRD under SGSY (SP) where it is restricted to only rural BPL card holders, this special scheme enabled youth from both rural and urban regardless of their socio economic status to select training program for salaried or self-employment as per their interest. This program follows a bottom-up approach tailored to move J&K youth from being unemployed or engaged in casual work to employment in the organized labour market.

CAP was sanctioned a project for 6200 in Fy 2013 for a period of 3 years (13-14, 14-15, 15-16) which was successfully completed. An additional target of 180 candidates was sanctioned in Dec 2016, the implementation of which continued in Fy 17-18.

CAP set up one training centre with a capacity of 130 candidates in Nowgam, Srinagar to implement the programme. The training was completed in 2 batches and placements.

In September 2017, CAP received a letter of intent from the Jammu & Kashmir State Rural Livelihood Mission (JKSRLM) pre sanctioning a target of 3000 nos to be completed in 3 years. There was a new clause in the pre sanction order which required CAP to set up the training



centres with a cumulative training capacity of 300 nos within a period of 30 days to be eligible for the sanction of the project and release of first instalment. This required a huge investment to be made even before the project sanctioned / commenced. 30 days' time was a challenge given the situation in Kashmir valley. But, CAP was able to achieve the same and set up 3 training centres with a cumulative training capacity of 384 candidates. The three training centres were located at Srinagar, Baramullah and Anantnag districts. A combination of 3 months and 6 months courses were to be offered to the trainees. The funds were received in March and the project commenced in April.

Few placements among all projects:





S. Sahoo & Co.

Chartered Accountants

Auditors' Report

To
The Board of Trustees
CAP FOUNDATION

Report on the Financial Statements

We have audited the accompanying financial statements of CAP FOUNDATION (AAATC5728R), which comprises the Balance Sheet as at 31st March 2018, Income & Expenditure Account, Receipt and Payment Account for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation of these financial statements that give a true and fair view of the financial position, financial performance of the Organization in accordance with the accounting principles generally accepted in India. This responsibility also includes the maintenance of adequate accounting records in accordance with the provision of the laws for the time being in force, for safeguarding of the assets of the organization and for preventing and detecting the frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and design, implementation and maintenance of internal controls, that were operating electively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We have taken into account the provisions of the laws for the time being in force, the accounting and auditing standards and matters which are required to be included in the audit report.



We conducted our audit in accordance with the Standards on Auditing prescribed by the ICAI. Those Standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal financial control relevant to the organization's preparation of the financial statements that give true and fair view in order to design audit procedures that are appropriate in the circumstances. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of the accounting estimates made by organization's management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the financial statements.

Opinion

In our opinion and to the best of our information and according to the explanations given to us, the aforesaid financial statements, give the information required by the applicable laws in the manner so required and give a true and fair view in conformity with the accounting principles generally accepted in India;

- a) In the case of the Balance Sheet, of the state of affairs of the "CAP FOUNDATION" as at March 31st, 2018;
- b) In the case of Income & Expenditure Accounts, result of operation for the year ended on that date;

For S. Sahoo & Co
Chartered Accountants
FR NO.: 322952E



CA. Subhajit Sahoo, FCA, LLB
Partner
M. No: - 057426

Place: New Delhi
Date: 04.07.2018

CAP FOUNDATION

101, Gowri Shankar Residency 53&54, Kamalapur Colony
Phase-III, Hyderabad-500073

BALANCE SHEET AS AT 31ST, MARCH, 2018			
		AMOUNT IN INR	
	SCHEDULE	F.Y. 2017-18	F.Y. 2016-17
SOURCES OF FUND			
I. FUND BALANCES:			
a. General Fund	[01]	167,391,925	111,279,343
b. Corpus Fund		1,001	1,001
c. Asset Fund	[02]	36,656,257	45,071,719
		204,049,184	156,352,063
II. LOAN FUNDS:			
a. Secured Loans		-	-
b. Unsecured Loans		-	-
		-	-
TOTAL Rs.	[I + II]	204,049,184	156,352,063
APPLICATION OF FUND			
I. FIXED ASSETS			
Gross Block	[03]	83,358,318	88,861,682
Less: Accumulated Depreciation		46,702,061	43,789,963
Net Block		36,656,257	45,071,719
II. INVESTMENTS			
	[04]	124,509,863	55,392,550
III. CURRENT ASSETS, LOANS & ADVANCES:			
a. Loans & Advances	[05]	20,713,982	12,015,810
b. Other Current assets	[06]	137,932,783	167,814,915
c. Cash & Bank Balance	[07]	217,518,382	119,058,727
	A	376,165,147	298,889,452
Less: CURRENT LIABILITIES & PROVISIONS:			
a. Other Current Liabilities	[08]	116,181,970	141,674,627
b. Unspent Grant Balance	[09]	217,100,113	101,327,031
	B	333,282,083	243,001,658
NET CURRENT ASSETS	[A - B]	42,883,064	55,887,794
TOTAL Rs.	[I+II+III]	204,049,184	156,352,063
Significant Accounting Policies and Notes to Accounts	[25]		

The schedules referred to above form an
Integral part of the Balance Sheet.

For & on behalf of :
S.SAHOO & CO.
Chartered Accountants

[CA.Subhjit Sahoo, FCA,LLB]
Partner
M No. 057426
FR No. - 322952E

Place : New Delhi
Date : 04.07.2018



For & on behalf of :
CAP FOUNDATION

[Dr. Nalini Gangadharan]
Chairperson

CAP FOUNDATION

101, Gowri Shankar Residency 53&54, Kamalapuri Colony
Phase-III, Hyderabad-500073

INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31/03/2018			
		AMOUNT IN INR	
	SCHEDULE	F.Y.2017-18	F.Y.2016-17
I. INCOME			
Grants	[10]	179,248,513	262,053,238
Contribution Towards CSR Activities	[11]	-	988,130
Other Contribution	[12]	29,000	292,100
Interest Income	[13]	14,308,000	12,666,830
Donation		5,500,000	1,280,000
Other Income	[14]	53,870,803	43,877,102
TOTAL Rs.		252,956,316	321,157,399
II. EXPENDITURE			
Programme Related Expenses :-			
Employability Skill Training Programme	[15]	175,344,514	244,789,246
Vocational Training Expenses		66,464	712,141
Other Programme Expenses	[16]	11,398,970	23,854,742
Corporate CSR Program Expenses		-	3,120,327
Office & Administrative Expenses		9,290,944	4,998,101
Assets Written Off (Including Grant Receivable)		742,841	1,327,535
Depreciation	[03]	4,999,480	9,222,351
Less: Depreciation transferred to Asset Fund	[03]	4,999,480	9,222,351
TOTAL Rs.		196,843,733	278,802,091
III. EXCESS OF INCOME OVER EXPENDITURE	[I - II]	56,112,583	42,355,308
IV. EXCESS OF INCOME OVER EXPENDITURE TRANSFERRED TO GENERAL FUND		56,112,583	42,355,308
Significant Accounting Policies and Notes to Accounts	[25]		

The schedules referred to above form an
Integral part of the Income & Expenditure Account.

For & on behalf of :
S.SAHOO & CO.
Chartered Accountants

[CA.Subhjit Sahoo, FCA,LLB]
Partner
M No. 057426
FR No. - 322952E



For & on behalf of :
CAP FOUNDATION

[Dr. Nalini Gangadharan]
Chairperson



Place : New Delhi
Date : 04.07.2018

CAP FOUNDATION

101, Gowri Shankar Residency 53&54, Kamalapuri Colony
Phase-III, Hyderabad-500073

RECEIPTS & PAYMENT ACCOUNT FOR THE YEAR ENDED 31/03/2018			
		AMOUNT IN INR	
	SCHEDULE	F.Y.2017-18	F.Y.2016-17
RECEIPTS			
Opening Balance			
Cash in Hand		25,797	324,950
Cash at Bank		119,032,930	185,789,851
Fixed Deposits With Bank		55,392,550	53,847,710
TDS Receivable		5,255,585	11,658,749
		179,706,862	251,621,260
Grant in Aid Received	[17]	327,837,445	89,120,854
Other Contribution	[18]	29,000	292,100
Interest Income	[19]	14,137,494	10,838,533
Donation		5,500,000	1,280,000
Other Receipts	[20]	53,608,436	43,048,176
		401,112,375	144,579,663
Loans & advances	[21]	2,472,708	18,468,250
TOTAL Rs.		583,291,944	414,669,173
PAYMENT			
Employability Skill Training Programme	[22]	197,621,409	200,038,247
Vocational Training Expenses		-	712,141
Other Programme Expenses	[23]	11,398,970	26,609,972
Office & Administrative Expenses		12,550,360	781,174
Loans & Advances Paid	[24]	11,170,880	1,650,830
Non Recurring Expenses		-	5,169,948
		232,741,619	234,962,311
Cash & Bank Balance c/d			
Cash in Hand		28,362	25,797
Cash at Bank		217,490,020	119,032,930
Fixed Deposits with Banks		124,509,863	55,392,550
TDS Receivable		8,522,081	5,255,585
		350,550,326	179,706,862
TOTAL Rs.		583,291,944	414,669,173

Significant Accounting Policies and Notes to Accounts [25]

The schedules referred to above form an Integral part of the Receipts & Payment Account.

For & on behalf of :
S.SAHOO & CO.
Chartered Accountants

[CA.Subhjit Sahoo, FCA,LLB]
Partner
M No. 057426
FR No. - 322952E

Place : New Delhi
Date : 04.07.2018



For & on behalf of :
CAP FOUNDATION

[Dr. Nalini Gangadharan]
Chairperson



Schedule-25

CAP FOUNDATION

101, Gowri Shankar Residency 53&54, Kamalapuri Colony
Phase-III, Hyderabad-500073

SIGNIFICANT ACCOUNTING POLICIES AND NOTES FORMING PART OF ACCOUNTS FOR THE YEAR ENDED ON 31st MARCH 2018.

A. SIGNIFICANT NOTES ON ACTIVITIES

CAP Foundation is a registered trust and an innovative workforce development initiative demonstrating end-to-end solutions to link learning and livelihood for disadvantaged young people and women. CAP Foundation facilitates exchange of resources, opportunities and competencies between businesses, communities through public-private partnerships that contribute to long term sustainable livelihood development benefiting the difficult-to-reach sections of young people.

B. SIGNIFICANT ACCOUNTING POLICIES

1. **Basis of Accounting:** The Accounting Standards issued by the Institute of Chartered Accountants of India are applicable to non-profit entities, only if any part of the activities of the entity is considered to be commercial, industrial or business in nature.

The Trust is not carrying on any activity in nature of commercial, industrial or business therefore the Accounting Standards are not mandatory and have been followed to the extent practicable or relevant.

The financial statements have been prepared under the historical cost convention and on accrual basis except stated otherwise. The accounting policies have been consistently applied by the society except stated otherwise.

2. **Fixed Assets:** Assets are stated at cost of acquisition including taxes, duties and other incidental expenses relating to acquisition and installation.



- a) Assets purchased during the year are charged to Income & Expenditure Account under the concerned project expenses head. Simultaneously Asset Fund is created against the value of the Fixed Assets charged to the Income & Expenditure Account.
- b) Fixed Assets are shown at cost less accumulated depreciation in the Balance Sheet
- c) No revaluation of fixed assets was made during the year.

3. **Depreciation:** Depreciation on the depreciable assets is charged on written down value method as per the rates and manner prescribed under Appendix 1 to the Income Tax Rule 1962.

<u>Item</u>	<u>Rate of Depreciation</u>
Computer Equipment & Accessories	40%
Building	05%
Office & electrical Equipment	15%
Furniture & Fixture	10%
Vehicle	15%

As the total value of the Assets acquired is claimed as utilization during the year of purchase, depreciation on such assets is adjusted against the Assets Fund for disclosure purpose in the Balance Sheet.

4. **Investment:** All the investment are in fixed deposits of schedule bank in compliance with section 11(5) of the Income Tax Act ,1961 and are stated at cumulative value (inclusive of accrued interest) at the end of the year.
5. **Retirements Benefits:** Contribution to provident fund is made in accordance with provision of the Employees Provident Fund and Miscellaneous Provision Act, 1962.
6. **Unspent Grant Balance:** The unutilized portion of the restricted grants are retained as part of Program Balances, for utilization as per the funders direction while sanctioning the grant. These balances were disclosed under the head Unspent Grant Balance vide schedule No.-09 in the Balance Sheet.
7. **Revenue Recognition:** Restricted project grants were recognized as income on the basis of utilization towards such projects, whereas unrestricted project grants and Donations were



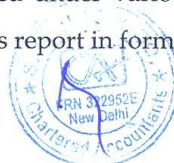
recognized on the basis of receipts in accordance to the guidelines on “Not for Profit Organization” issued by The Institute of Chartered Accountants of India.

8. **Bank Interest:** Interest earned including the interest accrued on savings bank as well as on the amount held under Fixed Deposit is reflected under the Income & Expenditure Account on gross value as per the interest certificate received from the bank.
9. **Foreign Contribution:** Foreign Contributions (Foreign Grants/Donation) are accounted for on the basis of the credit advice received from Bank.

B. NOTES TO ACCOUNTS

1. Income and expenses are generally disclosed as per allocated budget of the funding/donor agencies.
2. There is no such income which is of a business nature as defined under Section 2(15) of the Income Tax Act,1961.
3. Interest accrued on bank guarantees given for various courses as on 31.03.2018 are classified under Current Assets as “accrued interest”.
4. Employer Contribution to provident Fund is accounted on payment basis.
5. Current Liability comprises of statutory dues payable as on 31.03.2018 which were paid before the date of signing these Financial Statements. Current liability as stated in these financial statements also included outstanding expenses for services received or committed to be received.

Provisions are based on services received or statutory payment payable. The excess or deficit provision made will be known when actual liabilities are ascertained.
6. Provisions pertaining to the previous year were written off during the year under audit were adjusted against the grant receivable from respective donor.
7. Salaries were paid to the trustee as required under various projects and the same was disclosed under the annexure to the auditor’s report in form no. 10B.



8. Previous year figures to the extent possible has been regrouped and rearranged wherever required.
9. **Pending Legal Case:** As informed to us by the management no case legal/criminal/ other are pending against the trust.
10. **Contingent Liabilities:** The trust has given a bank guarantee of Rs. 1,37,26,370 (equivalent to 6.25 % of the project cost) to Mission Director JKSRLM (Jammu & Kashmir) towards successful completion of the project, the said guarantee is valid upto 23.07.2021.

11. The Organization is registered under :

- a) Indian Trust Act vide registration No. 299 dated 19.11.2003 at Hyderabad.
- b) Section 12A of the Income Tax Act 1961 vide registration no. HYD/69(10)/12A/04-05 dated 19.11.2003. The organization has complied with the provisions of the act by timely filing of form ITR-7 with the Income Tax Authorities for the year 2016-17.
- c) FCRA,2010 with the Ministry of Home Affairs vide registration no. 010230592, dated 01.03.2004. The organization has complied with the provision of the Act by submitting the Form FC-4 with the MHA for the financial year 2016-17 within the due dates.
- d) PAN of the Trust is AAATC5728R.
- e) TAN of the Trust is HYDC01543D.


For & on behalf:
S. SAHOO & CO.
Chartered Accountants




[CA Subhajit Sahoo, FCA, LLB]
Partner
M No. 057426
FR No: 322952E

Place: New Delhi
Date: 04.07.2018

For & on behalf:
CAP FOUNDATION

Dr. Nalini Gangadharan
Chairperson



101, Gowri Shankar Residency, 53&54, Phase - III
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