



Bright
Future
Connecting Education
to Employment

2020-21

YEAR IN REVIEW



Your contribution can
help achieve a solution



KISHOR PALVE

Founder & CEO, Bright Future



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The year 2019-2020 has been an interesting one, not just for us but for the whole world! Through all the learning, growing and challenges we experienced in the past years, we are immensely proud of the impact we have made in the community. A special mention to our in-house team and the large network of dedicated donors and volunteers – both individual and corporate – without whom this would have been impossible.

In the last year, we made great strides within the organisation. Success isn't possible without a good team, and we have managed to build a great second line with new Heads of Departments by bringing together some very talented people. We have also made the move to complete organisational digitisation and piloted the software, starting last year. Our aim is to build a comprehensive system which will help decision-making based on data, easy and seamless.

Sustainability is a major concern for any organisation within the non-profit space. An important step to building sustainability for us has been to try and bring in as much diversity in our funding sources as possible, which includes funds from Corporate CSR, Foundations and retail funding. We have also identified and are working with some accomplished people who can be on the Board of Bright Future and keep the organisation accountable.

I would like to sincerely thank every single individual and corporate who has been with us on the journey so far, because of which we have been able to reach out to 25,000+ young people so far. I cannot wait to see what the next decade has in store for us!





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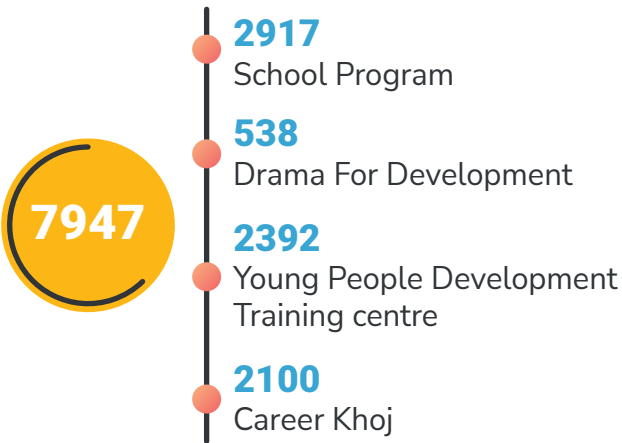
ORGANISATIONAL HIGHLIGHTS

For the year 2020-21

Intervention Spaces



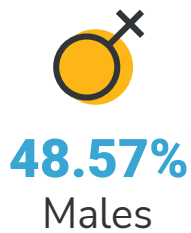
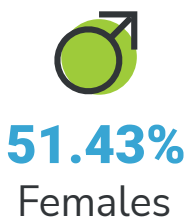
Direct Beneficiaries 2020-21



Beneficiaries Till Date 2014-21



Gender ratio of beneficiaries 2020-21





Vision

A Bright Future for all young people



Mission

To facilitate young people to become changemakers by developing future skills and promoting lifelong learning



Goal

Equal employment opportunities to all.



OUR VALUES



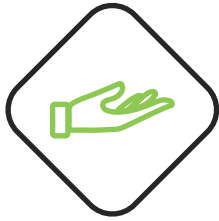
Integrity

We work with the highest professional and ethical standards, and value transparency and honesty in our daily work, communications, and relationships.



Collaboration

We reach out to each other and work together in order to deliver best results and achieve common goals by making the most of unique and diverse talents.



Accountability

We hold ourselves accountable for the quality of our work with respect to our aspirants, partners, donors and each other



Respect & Empathy

We value experiences and perspectives of everyone, and treat our aspirants, partners, donors and each other with sensitivity and respect.



Equity

We approach and build each connection based on the unique needs of each stakeholder with utmost fairness

ABOUT BRIGHT FUTURE

Bright Future is an initiative of New Resolution India, inspired by the challenging but invaluable personal experiences of our founder Kishor Palve.

From its genesis as a small non-profit with one centre, Bright Future has today grown to 12 centres across Mumbai and Thane. While our impact runs much deeper than just numbers, we were able to train over 25,000 students and were able to help many young people find gainful employment. This is just the beginning of a long journey ahead!

Our programs are designed to benefit adolescents and young adults in the age group of 13 to 25 years through initiatives in low-income schools and communities across Mumbai and Thane. A systemic imbalance in educational opportunities and the lack of role models coupled with the

absence of a conducive learning environment has led to the problem of “aimless education” that leaves young adults unprepared for the professional world.

Bright Future guides disadvantaged young people towards gainful employment and a meaningful life through life skills and career training. With targeted training programs, one-on-one mentoring, professional skills training, internships and placement opportunities, we enable them to make informed choices and become financially independent adults.

The success of our programs is not only measured by the number of young people we are able to reach but the ecosystem we create to ensure their success. We build capacities for key stakeholders like parents, teachers, mentors and employers so that we set up our beneficiaries for success at home, school and work.

ABOUT BRIGHT FUTURE PROGRAMS

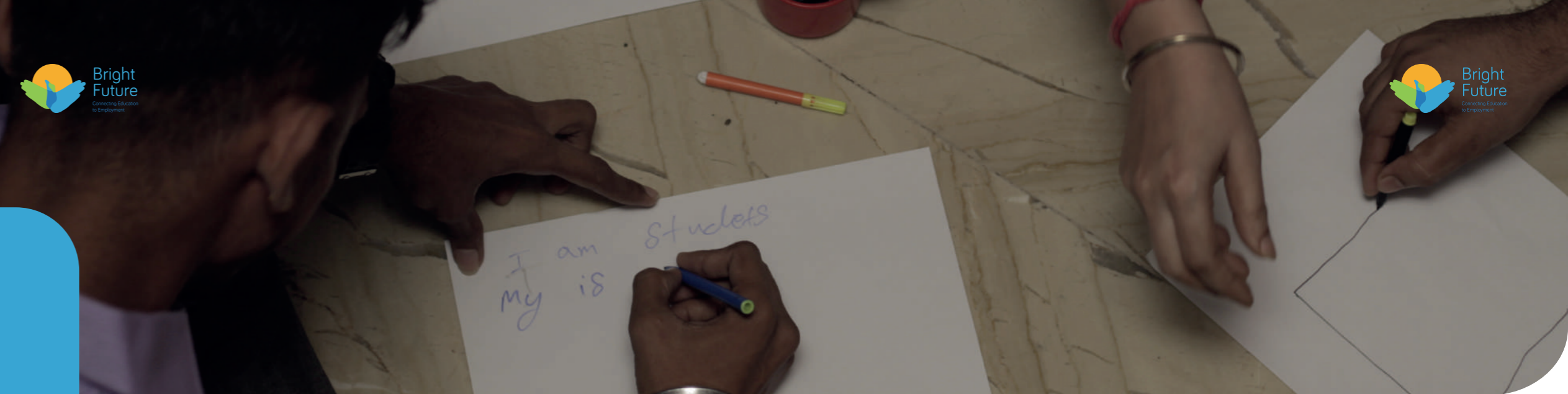
Bright Future creates interventions for adolescents and young people through two core programs:

Step To Livelihood Program

This program focuses on creating a conducive environment in schools and communities by building capacities of young people aged 13-18 enabling them to make informed decisions pertaining to their future education, career and life, along with their parents and related stakeholders. Young people in the community are engaged using a creative medium like 'drama' to create awareness about various social issues thereby creating a sense of inclusion and giving them an opportunity to develop their interpersonal skills.

Livelihood Program

A 3 months Livelihood program is run for youth, who are known as aspirants, in the community in the age group of 18-25 years which develops them through Life Skills training, English and IT skills training, Career Development, Mentoring Support and Placement opportunities that will help them convert their passion into gainful employment. Post the training program, youth are supported through the interview process, placed and monitored for 6 months into their job.



WHAT WE DO



Education



Employability



Beneficiaries

13 - 25 year olds
from Marginalised Communities



Skill Building

Life Skill Development
Career Development
Mentoring
Internships
Placements



Career Pathways



Sanjay Saroj
Parent

STORIES OF CHANGE



Sanjay Saroj tells us how her daughter Dipti's routine panned out between college and household responsibilities and that she had an interest in singing—something she didn't have a chance to showcase beyond her home's walls. She was a little hesitant in attending classes all by herself and travelling on her own, she tells us. She wasn't very independent and this was a first for her.

She talks about how she has gained confidence in her abilities since joining Bright Future. “Her mentor, Ms. Vidhi, motivated her to hone her talent for singing. Now, she can sing in front of many people with a mic in her hand,” she shares. She also added that Dipti has improved her communication skills and Bright Future has been really helpful in giving a direction to her career. According to her, Dipti has grown to analyse and sympathize with the social circumstances around her in a much better manner because of Bright Future's involvement. She says that she wants to be successful in life and reach out to people in need. She concludes by saying, “Bright Future has been contributing to the lives of so many people for so long and is still continuing to do so. I'm sure that even in future, the NGO will keep working for the development of the society.”

18 years old Palak Pandey comes from Nalasopara and is someone who believes in combatting every difficulty and not giving up before overcoming them. After graduating from high school, her studies got interrupted due to the lockdown and eventually, she found Bright Future.

In times of uncertain financial instability, Palak wanted to reinstate some balance or at least act as a support. At Bright Future, she worked on her communication skills, practiced acing interviews, and learned to improve her speech into a more assertive one. As she gained further knowledge and worked hard to build her confidence, her perspective towards jobs and the entire process of applying and getting interviewed changed. She shares her experience by saying, “I had a lot of issues in communication, I would know what to say but I did not feel confident about how to say and also did not know how to speak in front of people and how to make presentations. I was quite lost since I missed a year of college.”

Palak is currently working in Bajaj Alliance General Insurance in the department of policy sales. She earns Rs. 7000 per month and is glad that she can help her family during a financial crisis. “I will always be connected to Bright Future where I gained confidence and was made to feel hopeful about my future”.







Young People Registered	3457
Young People Trained	2773
Young People Placed	2052
Placement Percentage	74.57%

LIVELIHOOD PROGRAM IMPACT 2020-21

4615
Total Reach

 **59.43%**
Females

 **41.53%**
Males



Average Monthly Family income

₹ 10,000

₹ 25,000

Before joining Bright Future

After joining Bright Future

175

Guest Lectures

53

Exposure visits

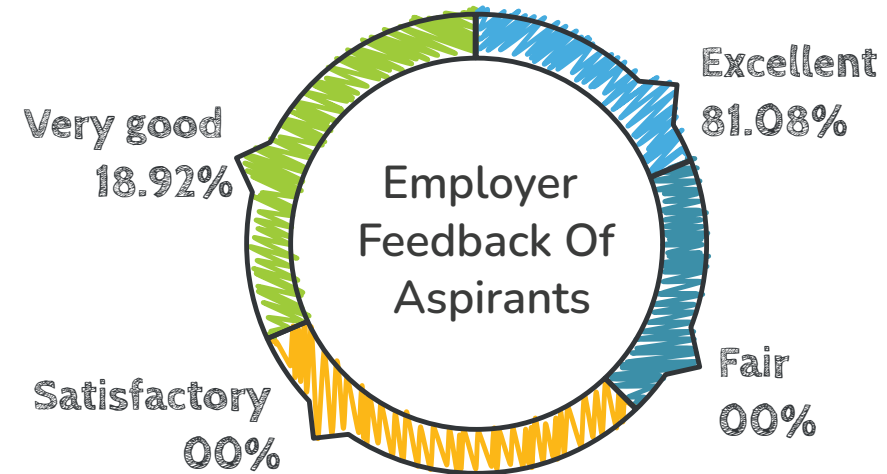


Kailash Prajapat was born and raised in Sipur (Rajasthan). He is pursuing B.A. from Hadarani University (Udaipur). His aspiration is to start his own business in the future as he is learning and developing skills by doing a job of a Customer Service Associate. His mother is a house wife from Kheda, and his father is a tea stall owner in Vile Parle- East, running his business for the last 40 years. Kailash is the youngest among the siblings.

Kailash completed the ITEs (Information Technology Enabled Service) course by Tech Mahindra Foundation (TMF) and Bright Future. He is a shy village boy who always showed interest in new learnings and is open to participation in various activities. Kailash, whenever asked to do some task at the SMART center, is always welcoming and displays leadership qualities. He completes his work diligently, while also helping his father at the tea stall. He is also using and developing his skills as a Customer Service Associate at Reliance Mart.

Kailash came to know about the course through his father as the tea stall is near the center. Belonging to a small village from Rajasthan, he never thought that the course at the center would also lead him to a job. Now, Kailash is motivated and excited to start his first job in the city of dreams. As compared to his siblings he found a better job, which he is proud of. He will be supporting his family financially and also pursuing distance education.

EMPLOYERS FEEDBACK



EMPLOYERS SPEAK

"I have been working with Bright Future since 2016. The young people who complete the training program here are very hardworking and passionate about their work. The entire Bright Future team is very supportive at every level."



Mission RAAHAT

Provided relief to over 40,000 families and vulnerable individuals.

Communities targeted, were those with individuals working in the unorganised sector as well as vulnerable individuals including- widows, differently-abled, those with no income source of income, stranded migrant workers and daily wage earners who have lost their jobs, critically ill patients, young girls or pregnant women and the elderly.



This year, as response to the second wave, Bright Future has launched **Mission Raahat 2.0**, providing relief material to affected families along with aiming at reducing fear and anxiety among people. The main activities were **distribution of essential food and hygiene kits and awareness drives on prevention of the spread of Covid.**

Mission RAAHAT

Provided relief to over 40,000 families and vulnerable individuals.

Bright Future has always been reaching out and supporting the most underprivileged and vulnerable people in communities in and around Mumbai. In line with this, Bright Future started its COVID-19 response activities in March, 2020 with the announcement of the lockdown. Relief through Mission Raahat spreads across various affected communities reaching out to over **40000** families and individuals. In addition, **2000** youth have been trained through a blend of online and offline training and over **1000** of these youth have been placed in jobs across various industry sectors.



**Collaboration With
Community Ecosystem**



**Provide
emotional support**



**Build immunity by
ensuring food and
essentials to vulnerable
young women,
pregnant women
and those critically ill**



**Prevention through
awareness and
hygiene practices
and early
identification of
illness.**

Neha Parmar
Wipro

“In past few months, I have worked closely with Bright Future on ‘Mission Raahat’ to support disadvantaged families with dry ration and hygiene kits. My experience with Bright Future is very prolific. Team has a wide network and presence through their alumni group that supported in determining on ground needs assessment followed by the distribution of kits. In initial months of lock down, their delivery model was a decentralized approach, which enabled them to distribute kits directly from the local kirana shop of that community and with this model they were able to reach out to the sealed communities/wards. In-short, team is very flexible to work with and also was able to accommodate our additional requests.”

Volunteering at Bright Future

This year, BF started a new volunteering program called the **Maitri Programme**.



Maitri Programme is Bright Future's mentoring initiative launched in July 2021. This programme aims at engaging individuals from diverse professional backgrounds with a high level of empathy, sensitivity, and adaptability, to add value to Bright Future's existing programmes by providing individualised attention and guidance, supporting mentees to dedicatedly develop their career path, enable a mindset shift towards long term career planning and short term sustainability, and developing the confidence to pursue their professional goals.

Be a catalyst for change!

Make an impact in the life of a young person from a disadvantaged background through consistent weekly mentorship, to help develop confidence, clarity on their goals and an individualised plan of action.

Programme Structure

- 6 month commitment.
- 1 hour virtually mentoring sessions every weekend.
- 4 review meetings over 6 months.

What's in it for you?

- An opportunity to completely transform the life of one person.
- Immeasurable joy at seeing your mentee make progress.
- An experience certificate.

Eligibility



Age
25+



Minimum
2 years of
work experience



Good Listener | Empathetic
Patient | Curious
Sensitive | Adaptable

We are happy to share that we completed 4 batches of this pilot with **57** mentors and mentees.

Corporates engaged: Wipro, HSBC, CLP, Deutsche, AISECT and Individual Volunteers

You can be a mentor too and help our young people determine their career goals.

Here are 2 power pact mentoring teams sharing their experience:



"I got the opportunity to mentor a young and bright college student, to guide and motivate her to understand and achieve her goals- be it on different career prospects, further education opportunities or even her personal life. The idea was to help her understand her options so that she is best equipped to make an informed decision during this important stage in her life. While I believe that our interactions have helped her, they have also helped me greatly to look at things from a different perspective."

Mahushna Bhada
Mentor

"My name is Díptí, I am a third-year degree student. I was lacking the knowledge to prioritize my goals. Bright Future, through the Maitrí Programme has been a beacon of guidance to my confused self. A big thank you to dear mentor, Mahushna ma'am for helping me develop a more clearer and focused approach."



Dipti Shelar
Mentee

"Maitri program is the perfect platform where we as mentors can provide our experiences to fellow Mentees which can help them to take decisions and define the path they wish to walk on. I was partnered with Pritesh and within a couple of sessions with him, we developed a bonding between us. Even with the limited resources at his perusal, he made sure to use them to his benefit effectively. Finally I would like to thank Bright Future who designed this program and selected me for the program because I have learnt many things from Pritesh over the sessions".



Nirav Ashar
Mentor



Pritesh Makwana
Mentee

"The Maitri programme sessions have been extremely helpful and are unmissable for me. I had been facing multiple problems with my admission in the past but luckily, was always guided by my mentor, Nirav Sir. He taught me how to handle every situation efficiently. He gives out a very warm and friendly vibe, which makes me feel like I am talking to a friend."

Mock interviews is another volunteering opportunity that we have where Bright Future works with young people aged 18-25 empowering them with the tools they need to find suitable employment, specifically CV building and interview performance.

Highlights of 2020-2021

247

Volunteers

Corporates engaged:

- ▶ Piramal
- ▶ Morgan Stanley
- ▶ Cognizant, Macquarie
- ▶ TCS
- ▶ Aditya Birla
- ▶ Rotaract
- ▶ Tata ProEngage
- ▶ Deloitte
- ▶ EClertx
- ▶ Wipro
- ▶ ConnectFor
- ▶ Deutsche Bank
- ▶ Kalpataru
- ▶ HSBC
- ▶ L&T



BE A VOLUNTEER

Lorem ipsum

To help a young person Become job-ready

Bright Future works with young people from disadvantaged backgrounds aged 18-25, empowering them with the tools they need to find employment in the short term and pursue their dreams in the long term.

CONDUCT MOCK INTERVIEWS FOR BRIGHT FUTURE STUDENTS.



Professionals experienced in conducting interviews



3 hours per Aspirant



3 consecutive Saturdays



3 rounds of Mock interviews



Flexible interview slots



We also have skill based volunteering with the support functions at Bright Future. Here is Vinita Menon sharing with us her experience with the Marketing and Communications team.



Vinita Menon
Support Function Volunteer

“My short yet meaningful stint of volunteering with Bright Future was an invaluable learning experience that I am grateful for in this strange, uncertain year. Even though I was working with them remotely from the comfort of my home, I feel proud thinking about the fact that in some small way I contributed to the work of this important organisation. The fastest way to feel better about one's life and the world, especially during difficult times, is by helping others. Volunteering with Bright Future and learning about the work they do definitely helped me change my perspective, and feel hopeful about the future.”

Funding Partners



Employment Partners



Financials

Type of Income

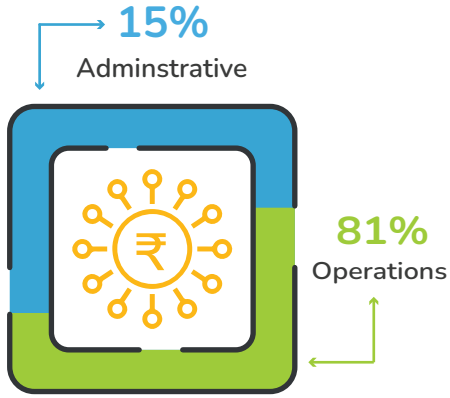
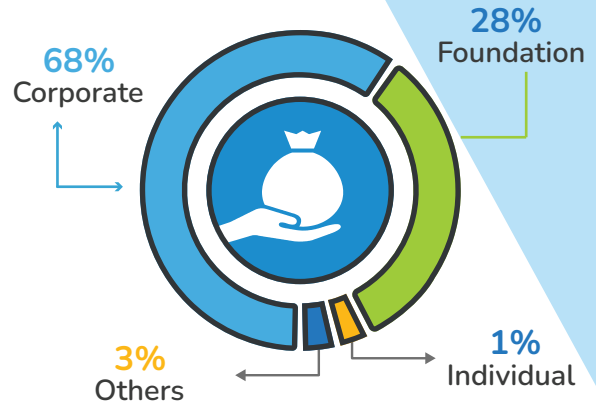
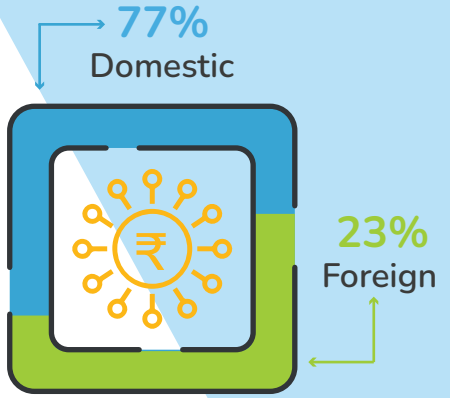
Foreign	16,552,182.50
Domestic	54,744,784.52
Total	71,296,986.02

Sources of Support

Corporate	48,518,014.34
Foundation	19,817,217.12
Individual	2,152,725.36
Others	809,011.20
Total	71,296,986.02

Expenditure

Operation	61,733,733.21
Administrative	11,267,357.47
Total	73,001,090.68



Governance

Identity

Registered under Bombay Trust Act 1950, Cert. No. E-26080 dated 23-09-2009

FCRA registration No. 083781420 dated 24-12-2018

PAN No. AABTN2454N

80G Order No. DIT(E)/MC/80G/285/2010-11

12A No. 43117 under Income Tax Act 1961

TAN No. MUMN19104B

Provident Fund Code No - THTHA1728409000

Board

Organisation Board

Kishor Palve, Managing Trustee and Founder, Masters in Social Work & MBA in Human Resources.

Sachin Dhalve, Masters in Social Works, Professional Social Worker.

Amol Parmar, Trustee, Masters in Social Work, Professional Social Worker.

Chandrika Rambiya, Trustee, Masters in Psychology, Professional in Counseling.



Kaustubh Gharat, Trustee, Masters in Social Work, Professional Social Worker.

Advisory Board

Alka Puri, Partner in SVP and Founder of Roads Ahead Consulting, Leadership Development.

Sandeep Aggarwal, Former CEO of Give India, IT and Business Strategy.

Keyur Majmudar, Managing Director ay Bay Capital India Fund, Financial Management.

Designation		
Heads	02	02
Managers	06	09
Assistant Managers	12	06
Facilitators	30	11
Social Workers	09	14
Trainees	11	09
Executives	02	04
Consultant	01	00

Total Employees

128



73



55