



Bright
Future

Connecting Education
to Employment

For more information, visit our website: www.brightfutureindia.org

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to Employment



2021
-22

YEAR IN REVIEW

CEO'S MESSAGE



"Although the world is full of suffering, it is full also of the overcoming of it" These words by Helen Keller continued to ring true well into 2021-22, as the harsh Covid-19 pandemic realities reared their ugly head again in the form of the second wave. Despite this, our corporate and individual partners, employees and youth from the communities we work with, continued to show strength, resilience, and above all hope! We are thankful for our long standing corporate partners who believe in our dreams and share our vision of 'A Bright Future for all young people'. We'd like to acknowledge the relentless service by our teams, serving for the Bright Future mission, in spite of the impact the pandemic had on their lives. As Covid-19 forced the requirement for social distancing, the traditional classroom-based learning model faced unprecedented challenges for most part of 2021.

As soon as government norms allowed, we adapted to a hybrid learning model- Online learning through Google Classroom, complemented by classroom learning for hands-on practical training sessions with complete adherence to covid-19 norms. The classroom training ensured the inclusion of aspirants who are not able to access online learning. Our outreach initiative of 'Mission Raahat', established as Bright Future's response to the Covid-19 pandemic in 2020, sprung into action in the second wave as well and has managed to provide relief in the form of essential food, hygiene kits and other relief material to over 90000 families since 2020. This initiative was driven

completely by Bright Future alumni who handled end-to-end implementation of the project on ground. Our corporate and individual partners were our pillars during this time through their unwavering support. Along with continued support of our long-standing partners, Bright Future was also glad to welcome new allies this year and set up new centers in the communities at Vikhroli, Thane and Kandivali (West). On ground work also started towards a long time dream of a pan india expansion for Bright Future. Whether it was leveraging technology in the form of our internal information management system or upgrading our HRMS software to enable effective management of the end-to-end employee life cycle, technology remained at the forefront of our work at Bright Future. The ongoing support of our board members as well as advisory members has been a constant source of support as we continue making strides towards the Bright Future, I envisaged 13 years ago for all young people, despite the socio-economic backgrounds they come from. It is with pride and gratitude that I present the Annual report for 2021-22.

Kishor Palve
Founder & CEO, Bright Future

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ORGANISATIONAL HIGHLIGHTS For the year 2021-22

INTERVENTION SPACES



12
Centers



2536
Communities

Beneficiaries 2021-22

2322

Youth Development
Training Center

52

Career Khoj

15,910

Mission Raahat



Gender ratio of beneficiaries 2021-22



60.9%
Females



39.1%
Males

HIGHLIGHTS 2021-22



Our new Centre teams of Pune, Bengaluru & Delhi.



Medical camp for the community at our Worli Centre



World Environment Day celebrations by our Aspirants



Employee Awards at Townhall



Exposure Visit and training Session at Reliance Smart



Happy Aspirants at Work - Pizza Hut

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. In the past few years since we started out as a small non-profit, Bright Future has today grown to 12 centres across Mumbai. 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.

VISION

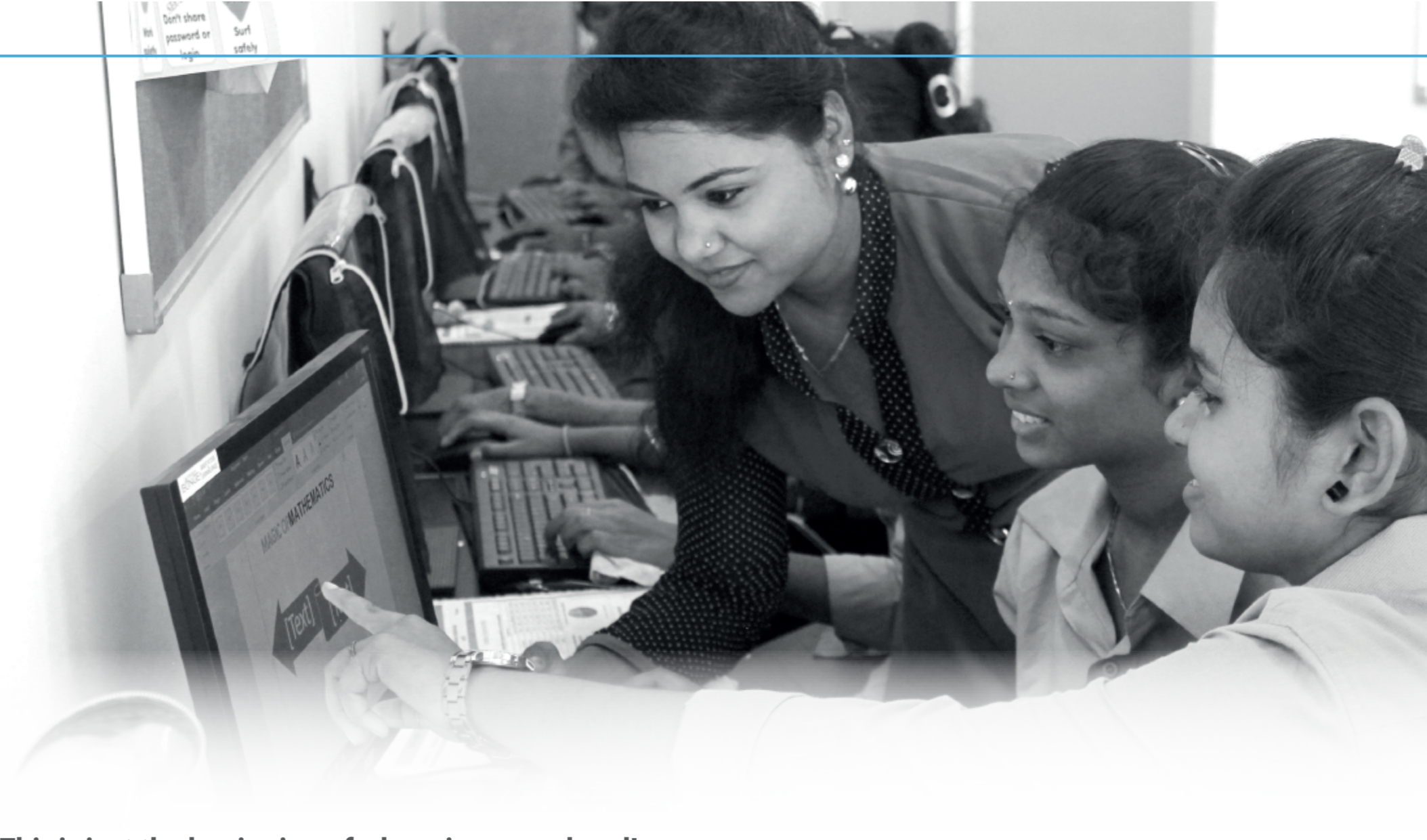
A Bright Future for all young people

MISSION

Facilitate young people to become changemakers in the community by developing their future skills

GOAL

Connecting Education to Employment



This is just the beginning of a long journey ahead!

Our programmes 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. The programmes are pinpointed to recognize, understand, and solve the root issues involved in the journey from education to employment that every young person faces.

ABOUT BRIGHT FUTURE PROGRAMMES

Bright Future creates interventions for adolescents and youth through three core programmes:



The Buniyaad Programme intervenes at an adolescent stage and focuses on creating a conducive environment in school by building capacities of students in grades VIII – X and key stakeholders like parents and teachers for enabling students to make informed decisions pertaining to their further education, career and life.



The Bulandi programme assists young adults in attaining the knowledge, skills and experiences required to build sustainable livelihood & uplift their family well being.



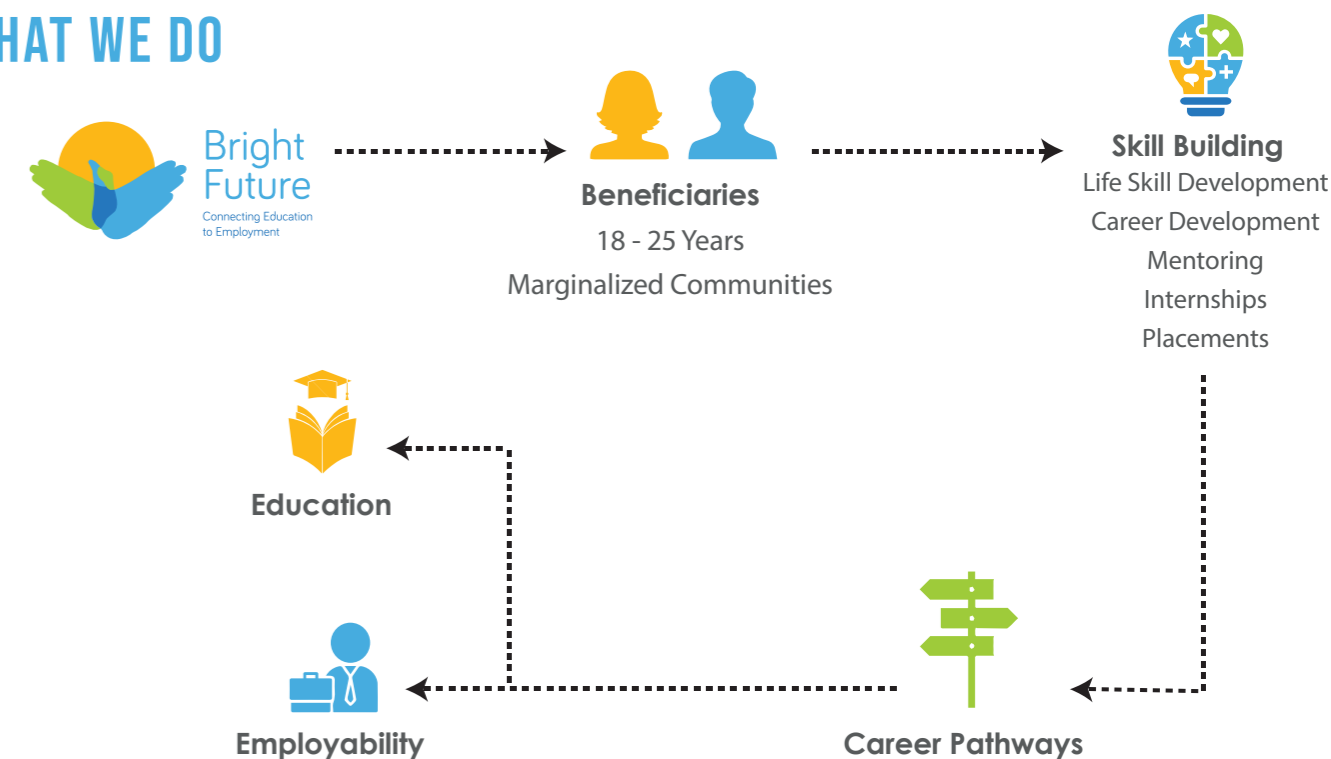
Equipping young people with the required knowledge and skills to be able to convert their ideas into a business



LIVELIHOOD PROGRAMME

We work with young adults who are 18 to 25 years of age and guide them on the path to becoming employable, confident and successful. The programme lasts for 3 months and includes interventions like life skills training, english speaking, career guidance, basic IT skills and placement opportunities for gainful employment. Through one-on-one mentoring and classes, they are also given domain-specific training in Retail Sales, Banking, Customer Relations, and so on. It doesn't end there. After they complete the programme they are supported through placements and interview processes and monitored for the first 6 months of their job. Parent meetings, extra-curricular activities and mentoring by volunteers from the corporate provide them with opportunities to develop their skill and find their true passion.

WHAT WE DO



I AM NOW AWARE OF



MY SKILLS



MY INTERESTS



MY CAREER

I NOW FEEL



MORE
CONFIDENT



MORE
INFORMED



MORE
AMBITIOUS

Livelihood Programme Impact 2021-22

2322
Total
Reach

60.9%

Females

39.1%

Males



Average Monthly
Family income

₹13454

Before Joining
Bright Future

₹23303

After Joining
Bright Future

Young People Registered

2322

Young People Trained

1775

Young People Placed

1152

358

Total Activities

68

Exposure visits

ACTIVITIES OF FY 2021-22

28

ALUMINI MEETING

8

CERTIFICATE DISTRIBUTION

35

COMMUNITY ENGAGEMENT 2.1

68

EXPOSURE VISIT

38

FUNCTIONAL ACTIVITIES

19

GUEST LECTURE

3

ACTIVITY MOBILIZATION

6

MOCK ORIENTATION

81

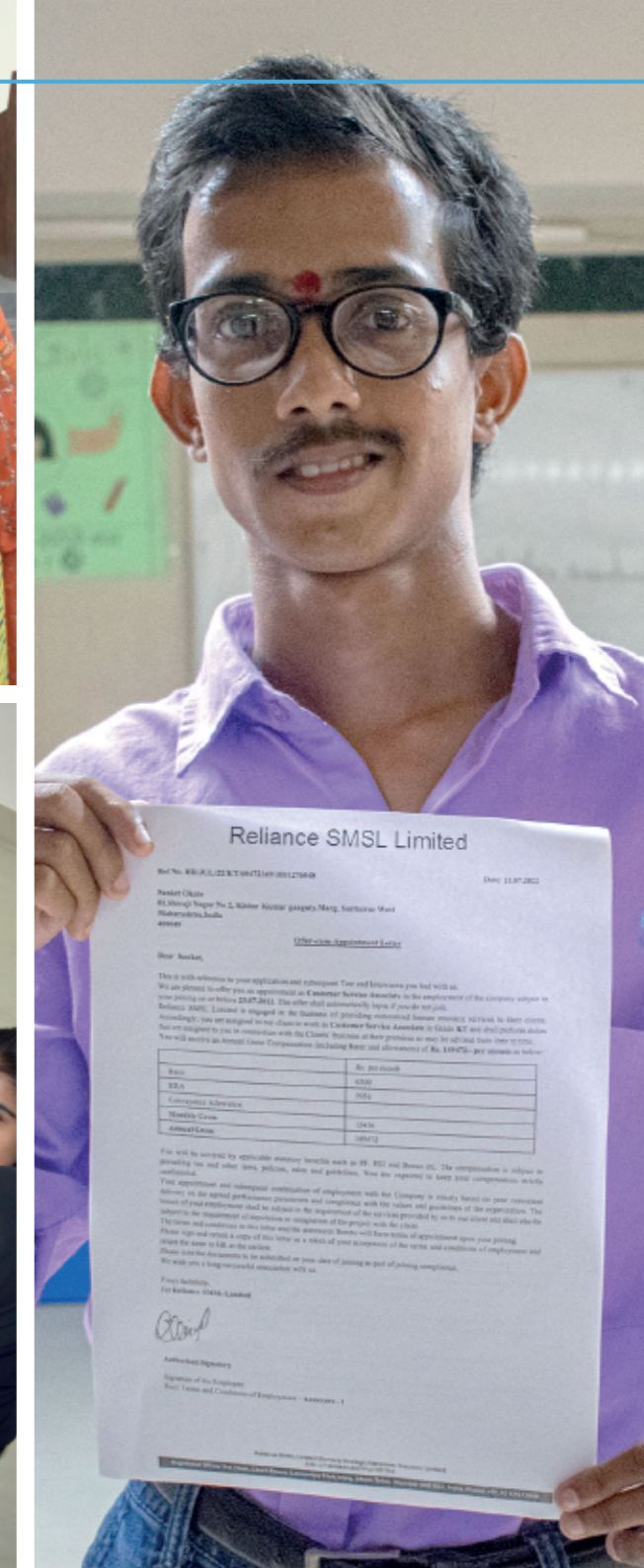
OTHER ACTIVITIES

1

TMF ALLUMINI MEET

71

PARENTS MEETING



CORPORATE VOLUNTEERS ENGAGED (COMPANY WISE) FY 2021-22

20.8% KMPG

17.5% Other Companies

15.5% Deutsche Bank

12.1% Microsoft

6.3% Deloitte

4.8% TCS

4.7% JP Morgan Chase & Co

3.4% Cognizant

3.4% Wipro

2.5% Tata Power

2.2% Taj SATS Air Catering Ltd

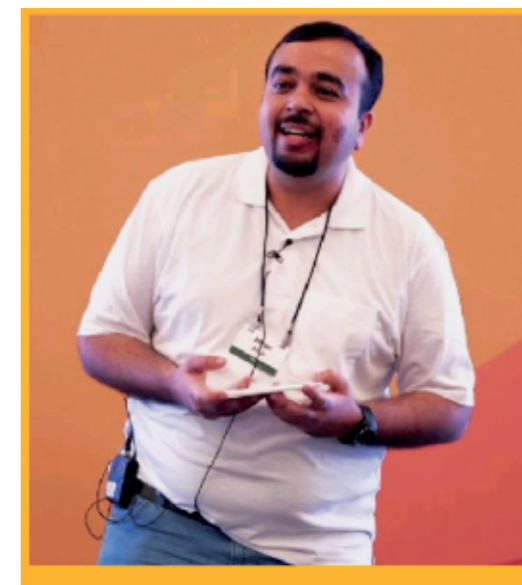
2.1% Tata Projects

2.0% Macquarie

0.9% TATA Medical & Diagnostics



Niomi Parekh



Nirav Ashar



Anjali Singh



Shreyash Parekh

Thanks for bringing innumerous smiles!

Our programmes are entirely successful if we can provide young people with exposure, information, and role models in various fields. Our diverse group of aspirants has attracted mentors and volunteers across professions such as business, finance, retail, art, fashion, sports and much more

What's in it for you?

1. Learn about mentoring and facilitation, while you give back to the community!
2. Join a community of diverse, generous, ambitious youngsters and mentors!
3. A meaningful way to spend your time.
4. We promise you a journey with loads of fun and learning!
5. And generosity does touches your heart and makes you feel good.



Megha is a 20 years old, brave mother of a lovely 6-month-old daughter. She came with her daughter and husband aspiring to learn something and earn. She resides at Ambewadi in a rented house with 5 members in her family; her husband was the only earning member working as a labourer. He discontinued working as he was not well. Megha's in-laws weren't pleased with the idea of Megha going out to build her career. Initially, her husband supported her in getting trained as she will be getting a job. The neighbours too would laugh and taunt her. She wanted to change her day for her daughter and herself. She is a victim of silent domestic violence. She wanted to build herself and women in society by not tolerating any violence.

Megha got the pamphlet of Bright Future and decided to get enrolled in the course. In her initial days of the course, she started as a curious learner. She would hesitate to ask questions but eventually, she became more comfortable as a lot of motivation and skill sessions were done. She knew she had a voice but lacked confidence. Her journey from quiet to quite vocal to assertive has been inspiring for her batch mates too. After a few days, her husband asked her to discontinue and go for housekeeping work for instant money after a home visit and

counselling done by BF staff. She joined back and was firm on her decision.

As rightly said by Matthew Jacobson, "Behind every young child who believes in himself is a parent who believed first." Megha's mother is her pillar. After moving back to her parent's place due to issues with her in-laws' family, Megha's mother showed her support by taking care of her granddaughter in absence of Megha. She motivated Megha to believe in herself and go for an interview.

Her dedication and eagerness to adapt and upskill herself have resulted in constant growth in her level of confidence and interpersonal skills. After getting success in her interview at Tatwa Technology with a ₹10,000/- salary per month with flexible shift hours and incentives bonus benefits. Megha has proved that the situations may be out of our control but it is we who have the CHOICE to move forward.



MEGHA GAUD

Aspirant



A 19-year-old passionate and active girl lives with her five family members, including herself. His father works as a mechanic for water purifiers, and his mother is a housewife. Her family's monthly income ranges between 12,000 and 15,000. She has finished her SSC and is now studying. Mariyam comes from a well-educated family; her mother is a graduate, and she desired that her daughter be self-sufficient.

To earn money to support the family and complete her further education, she was working in one of the companies in her neighborhood. The salary was 8,500/- in her previous employment. As she mentioned, she was working there just to manage her expenses, hence wanted to do any other job where she can learn and grow. But was not able to find the suitable job due lack of confidence, communication skills

and interview skills. One of her friends who has completed YDTC in the previous batches told her about the course. Next day she visited the center for further enquiry. After getting proper details of the course she decided to enroll for the course.

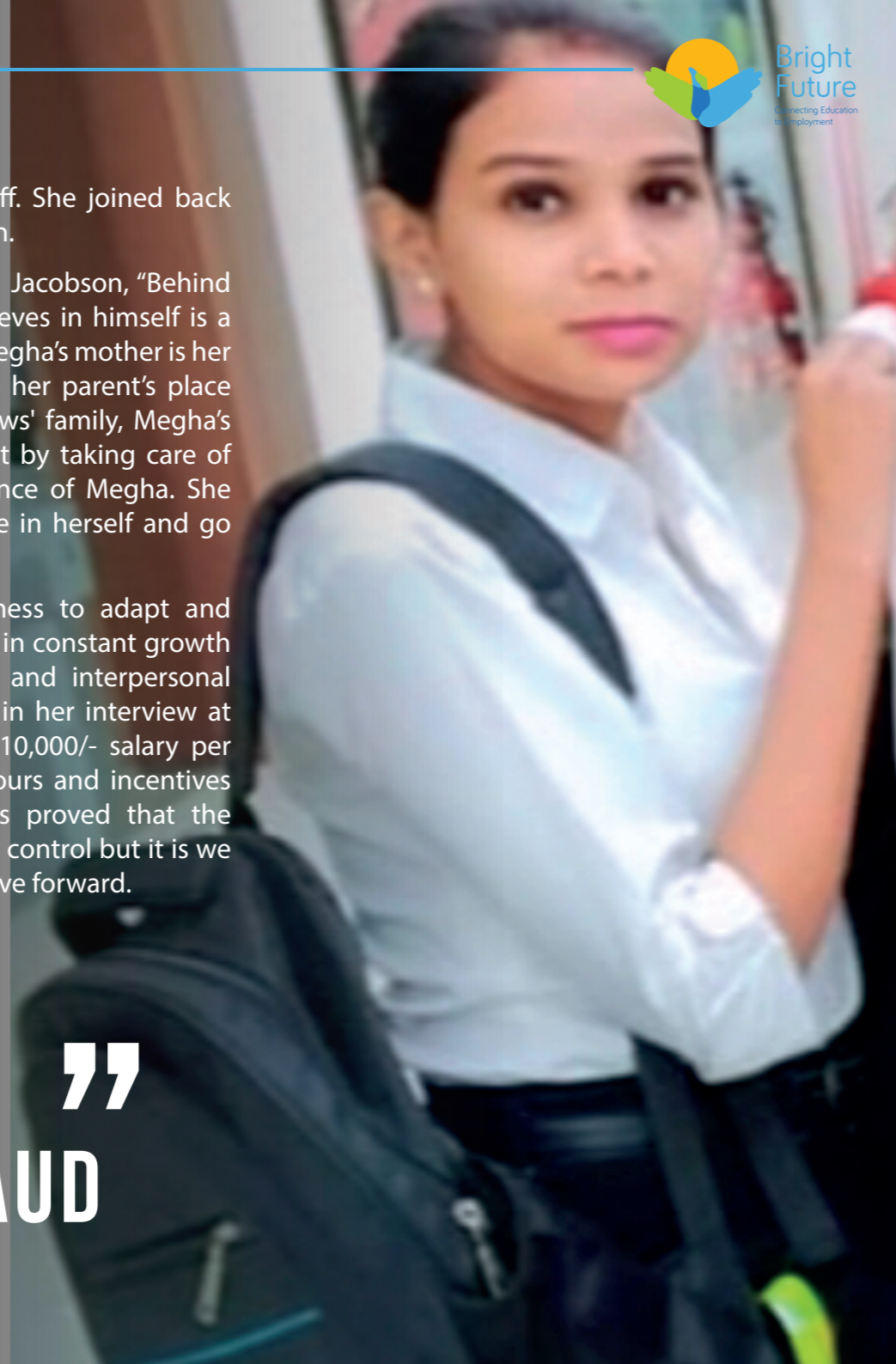
With the expectation of getting a better paid salary job she started her journey towards her bright future. During the course she was taking efforts to do computer practices on a regular basis, was attentive and always seemed to be engaged in the sessions. After completing the course she got an opportunity to go for the interview in Finmech services pvt ltd for the position of support professional-voice services. And she got selected as well with the salary 13,000/- in hand on the basis of previous work experience.

Now she is very happy to work there and trying her best to perform impressively to acquire future career opportunities and promotion. Mariyam's family is overjoyed to see her independent and successful.



MARIYAM ISRAT KHAN

Aspirant





“
All the aspirants coming from Bright Future have been enthusiastic with their approach. We acknowledge that the candidates graduated from Bright Future have been oriented by their trainers & mentors with practical outlook to career focus practices.

Pooja Kamerkar, Third wave coffee



“
I am certain that with the kind of work ethic & operational dynamics these aspirants from Bright Future have, are employed all the Co-operative stores, Reliance Marts then it would Benefit all. With a sustained employment opportunity, these aspirants would be looking forward to a Bright Future.

Sanjay Nachankar, Reliance Mart

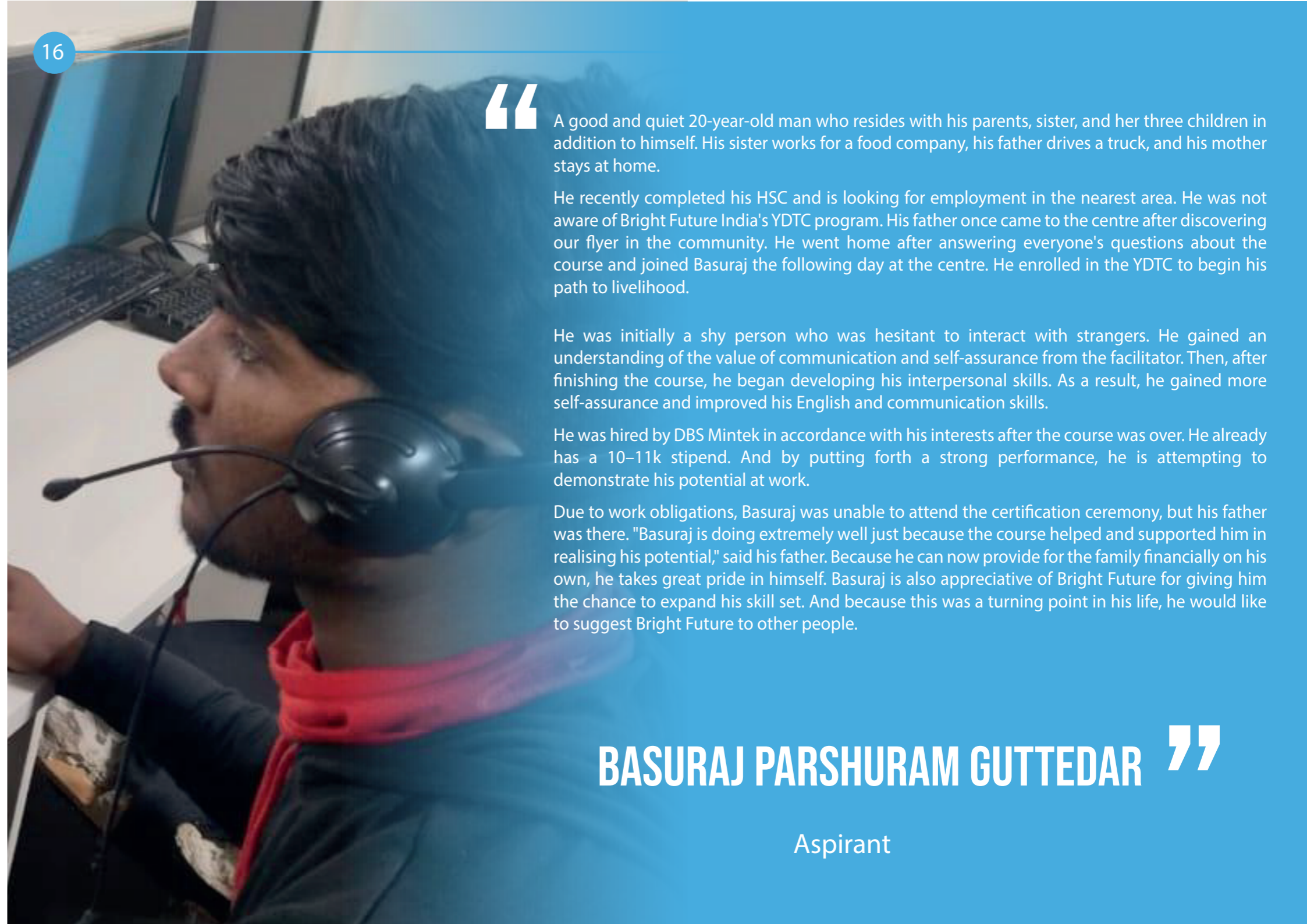


“
Bright Future has always been helpful in providing us candidates with suitable skill sets for their roles. These aspirants who graduate from the Livelihood Program of Bright Future are efficient with their work. We have candidates placed with us at Policy Boss from Bright Future. They have completed working with us over a year

Rahul Thakur, Policy Boss

“
The graduated aspirants from Bright Future have always delivered with confidence. I am hoping to have a sustained placement partnership in the long future. I genuinely wish
 We all grow & flourish as partners.

Santosh, IIFL



“
 A good and quiet 20-year-old man who resides with his parents, sister, and her three children in addition to himself. His sister works for a food company, his father drives a truck, and his mother stays at home.

He recently completed his HSC and is looking for employment in the nearest area. He was not aware of Bright Future India's YDTC program. His father once came to the centre after discovering our flyer in the community. He went home after answering everyone's questions about the course and joined Basuraj the following day at the centre. He enrolled in the YDTC to begin his path to livelihood.

He was initially a shy person who was hesitant to interact with strangers. He gained an understanding of the value of communication and self-assurance from the facilitator. Then, after finishing the course, he began developing his interpersonal skills. As a result, he gained more self-assurance and improved his English and communication skills.

He was hired by DBS Mintek in accordance with his interests after the course was over. He already has a 10–11k stipend. And by putting forth a strong performance, he is attempting to demonstrate his potential at work.

Due to work obligations, Basuraj was unable to attend the certification ceremony, but his father was there. "Basuraj is doing extremely well just because the course helped and supported him in realising his potential," said his father. Because he can now provide for the family financially on his own, he takes great pride in himself. Basuraj is also appreciative of Bright Future for giving him the chance to expand his skill set. And because this was a turning point in his life, he would like to suggest Bright Future to other people.

BASURAJ PARSHURAM GUTTEDAR ”

Aspirant



- Collaboration with eco system
- Provide emotional support
- Building immunity by providing essentials
- Prevention through awareness and hygiene practices

Mission RAAHAT

40000

Provided relief to Families

2000

Trained Youth during Covid 19

1000

Placements done

- 300+** young people shared their distress
- 76%** of them were affected negatively
- 28%** of them lost their job resulting in no cash in hand
- 55%** of them facing shortage of food and medical supplies

Based on these findings, a plan was designed and Mission Raahat was conceived. Bright Future has decided to stand by the young people, providing for their needs and helping them help others around.

FINANCIALS

Type of Income

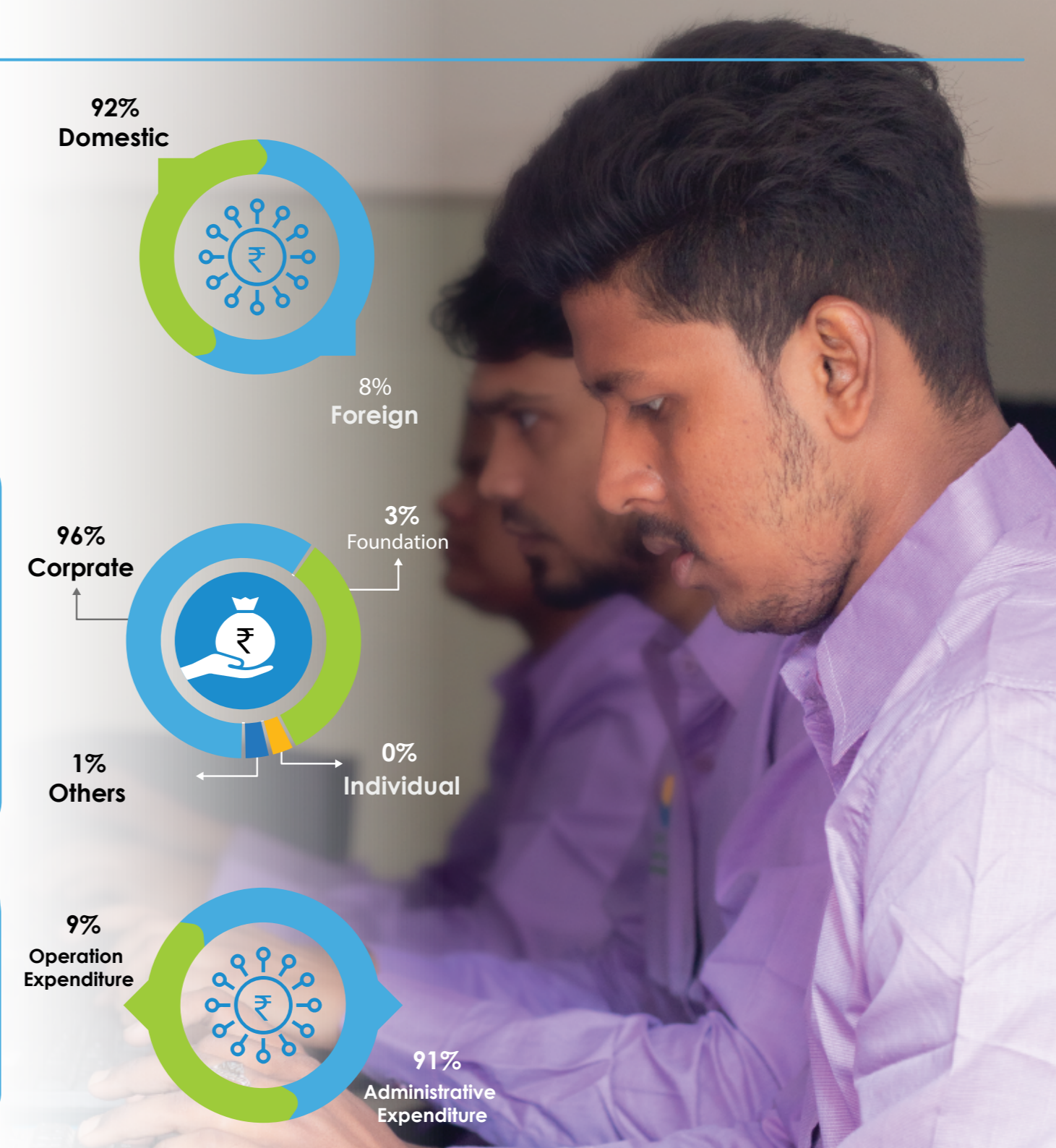
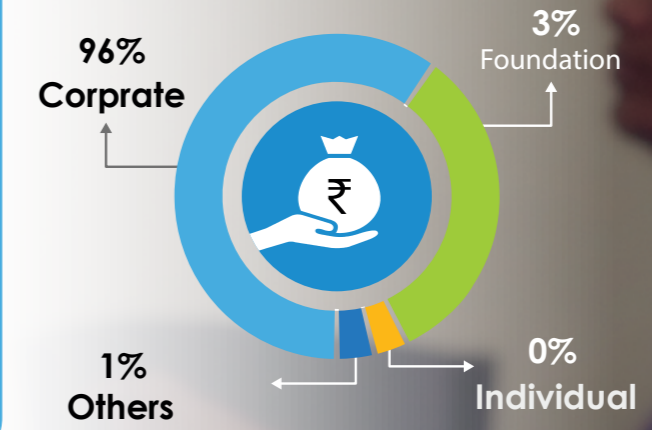
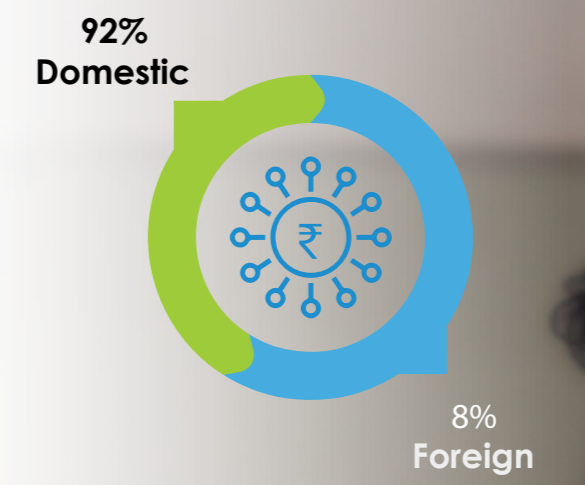
Foreign	72,63,574.27
Domestic	7,83,68,768.63
Total	8,56,32,342.90

Sources of Support

Corporate	8,22,24,417.00
Foundation	24,52,462.33
Individual	2,97,583.57
Others	6,57,880.00
Total	8,56,32,342.90

Expenditure

Operation Expenditure	81,80,022.20
Administrative Expenditure	8,27,09,113.32
Total	9,08,89,135.52



PARTNERS

LEGAL PARTNER

Trust Law

SCHOOL PARTNERS

Pawshe Marathi Madyamik Vidyalaya, kalyan
 Matoshri Rakhmabai Gaikwad Vidyalaya, kalyan
 Dwarka Vidya Mandir, kalyan
 Venubai Ambu Pavshe Vidyalay, Kalyan
 Vishwas Vidyalay, Kalyan
 Suyash Vidyalaya , Ghatkopar
 Samrat High School, Kalyan
 AKIBS
 AKIGS
 Amchi Shala, Chembur
 Anjuman Saif Tayabji Girls
 Dr Babasaheb Ambedkar School
 Maulana Azad High School
 Pes High School

DONOR PARTNERS



J.P.Morgan



VOLUNTEER PARTNERS



EMPLOYER PARTNERS





OUR PARTNERS SINCE INCEPTION

Mahindra and Mahindra
 Abhudaya Co-operative Bank Ltd.
 ACG Cares Foundation
 Aker Powergas Pvt Ltd.
 EdelGive Foundation
 EMpower
 HDFC Standard Life Insurance Pvt. Ltd.
 CRISIL Foundation
 Aditya Birla Group

Australian Consulate General
 SVP Philanthropy Foundation
 TATA Chemicals Ltd.
 Vacha Charitable Trust
 Nestle Skin Health
 Girl Rising
 Dasra
 Burger King Restaurant Pvt. Ltd.
 Domino's Pizza Inc.

Eureka Forbes
 Factum Events and Promotions Pvt. Ltd
 Future Retail Ltd.
 Globus Stores Pvt Ltd.
 Landmark Group
 SS Business Enablers Pvt. Ltd.
 Vodafone Group
 PVR Cinemas
 Café Coffee Day

Tikona Infinet Limited
 Big Bazaar
 TATA Starbucks Pvt. Ltd
 Pantaloons
 CCD
 Lifestyle International Pvt. Ltd.
 CLP India Private Limited.
 Goodera
 Concern India Foundation

Connect For
 i volunteer
 Club Mahindra Holidays
 Pizza Hut
 Citi Bank
 Rotaract Club of Mumbai Uptown
 Boston Consulting Group

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		
HEAD	01	01
MANAGERS	05	07
ASSISTANT MANAGERS	08	14
FACILITATOR	16	01
SOCIAL WORKER	06	14
TRAINEE	03	01
EXECUTIVES	06	02
CONSULTANT	03	03

TOTAL EMPLOYEE

81



48



33

BRIGHT FUTURE TEAM SPIRIT

