



Ways to Engage



Volunteer



Donate



Join the Team

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

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**Bright
Future**
Connecting Education
to Employment

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Annual Report 2017-18





CEO MESSAGE

Kishor Palve
Founder & CEO, Bright Future

“When the roots are deep, there is no reason to fear the wind."
In 2017-18, Bright Future's focus was on strengthening the roots of the organization - building leadership and capacity of the team, and putting in line the processes, introducing monitoring and evaluation system to see the impact of the programs in a better way. These initiatives were taken to prepare the organization to achieve the goal of reaching out to one lakh youth and adolescents in the next five years.
During this year, the organization took various initiatives towards capacity building of the team through trainings organized internally as well as externally. We also tried to build an image of Bright Future for the outside world with the launch of our new website and an accreditation from Guide Star with a Platinum Seal for transparency and accountability. This year, we also have another donor supporting our cause - HDB Financial Services for our Worli project.
Looking back, I feel proud that we have been able to come this far and to have changed the lives of so many adolescents and youth. My team has been a quintessential part of this growth. I have been fortunate to have people standing by my side who share the same passion of working towards bridging the huge gap between education and employment. Together we look forward to achieving our goal.**”**

Index

Organization Highlights	2
About Bright Future	7
Step to Livelihood	8
• School Program	11
• Drama for Development	15
Livelihood Program	19
Financials	22
Governance	24
Organogram	26
Our Supporters	28

Organization Highlights

Intervention Spaces till date



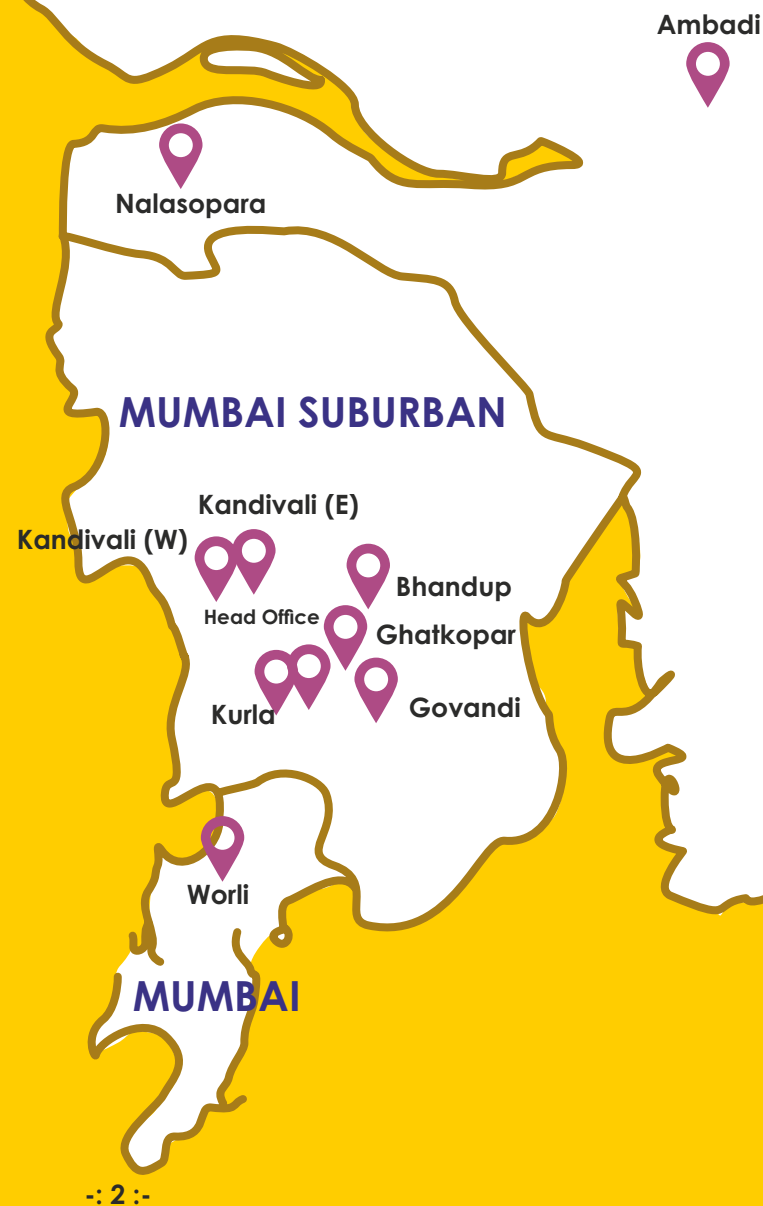
Centers **9**



Schools **14**



Communities **47**



-- 2 --

Employment Rate
(Calculated from all the aspirants of Livelihood Program till date)



Total numbers of beneficiaries in 2017-18



39%
Male



61%
Female

Gender Ratio of our total beneficiaries

510
2011-12

1013
2012-13

1614
2013-14

2760
2014-15

4495
2015-16

9186
2016-17

13836
2017-18

Total no. of beneficiaries till date (cumulative)

-- 3 --

Glance through the year 2017-18

Capacity building training called '**Neev**' was conducted to lay down the foundation of all the employees to bring them on the same page w.r.t the vision and mission of the organization with a focus on perspective building, team building and critical thinking. Employees were also sent to various **external workshops** like film making workshop by Cinevidya, gender workshop by PUKAR, organizing drama by Sandeep Palve etc.

13 delegates from **Global Probono Summit** came to the Worli Center to learn about Bright Future, its work and how probono work by volunteers helps Bright Future in achieving its mission more effectively. They interacted with the beneficiaries and the change leaders who shared their aspirations of how they would like to bring changes in their own communities within Bright Future's scope of work as well as beyond that.

Bright Future has been awarded with the **Guide Star Platinum Seal** which is the highest level of recognition given by Guide Star India to the NGOs who demonstrate transparency and accountability in their functions and processes along with a dedicated focus on measuring their progress and results

Bright Future's Kurla centre, supported by Tech Mahindra Foundation (TMF) was awarded as the '**Best Smart Centre in Mumbai**' among all the skilling centres supported by TMF across Mumbai in 2017-18

HDB Financial Services Pvt. Ltd. on boarded the journey of connecting education to employment with Bright Future. They are supporting our Livelihood Program in Worli, Mumbai.

A website says a lot about the organization and represents the image of the organization. Hence, we **revamped our website** which was launched in Sept'17. An external **monthly newsletter** was also started to be in constant touch with the people associated with Bright Future and share regular updates with them.

In the year 2017-18, **Monitoring & Evaluation** system was setup with an online system in place with the support of Mastek Foundation. Processes for recruitment and policies under **Human Resources** were also formed as these have a significant impact on the operations. Apart from that, a brainstorming session was held where the core team discussed about the plan for alumni engagement, structure of the mentoring & volunteering program, D4D program processes.



VOLUNTEERING 2017-18

264

Volunteers

6712

Volunteering
hours

#27

115 hrs

CORPORATE

#92

6427 hrs

STUDENT

#145

170 hrs

COMMUNITY

Vision

Equal employment opportunities to all

Mission

To provide a nurturing environment for children and youth from marginalized communities to transform their passion into gainful employment through career guidance, life skill development, mentorship and placement opportunities

Goal

Connecting Education to Employment

Values

- Equality • Participation • Transparency • Sensitivity
- Collaboration • Creativity

About Bright Future

Bright Future is an initiative of New Resolution India (NRI) which was set up in the year 2009. It grew as an outcome of hard-hitting personal experiences and verifiable observations.

Bright Future believes that lack of a conducive environment and positive role models has led to the problem of aimless education. As a response to the problem, Bright Future works with adolescents and youth in the age group of 13-25 years through the programs run in low-income private schools and communities of Mumbai and Thane.

Bright Future works towards empowering youth to make informed decisions about their career and thus enabling them to transform their passion into gainful employment through life skills & career development, mentoring support, internships and placement opportunities.

Bright Future also builds capacities of key stakeholders like parents, teachers, mentors and employers who play an instrumental role in creating a conducive environment for enabling youth to make informed decisions independently pertaining to their career and life.

Bright Future reaches out to the adolescents and youth through its 2 programs: Step to Livelihood Program and Livelihood Program.

Step to Livelihood

The adolescents often do not have an environment in which they can develop essential life skills and guidance for further education and choosing a career. Some of them even do not have basic documentation that is required at the time of securing admissions in Colleges or Universities post 18 years of age and also if they have to apply for jobs and start earning.

Bright Future works with the adolescents through its intervention in Schools and Community

School Program



Drama for Development





School Program

The program focuses on creating a conducive environment in school by building capacities of students in grades VIII-X and key stakeholders like parents, teachers, and principals for enabling students to make informed decisions pertaining to further education, career and life.

The inputs to the students are through life skills development, career awareness and mentoring. This helps to emphasise on the need of identifying their interests and developing their skills to transform their passion into gainful employment.

Bright Future specifically works with low-income private schools serving underprivileged children with fees less than Rs.1000 a month and are within a 2 km radius of our Youth Development & Training Center.

Impact of School Program in 2017-18

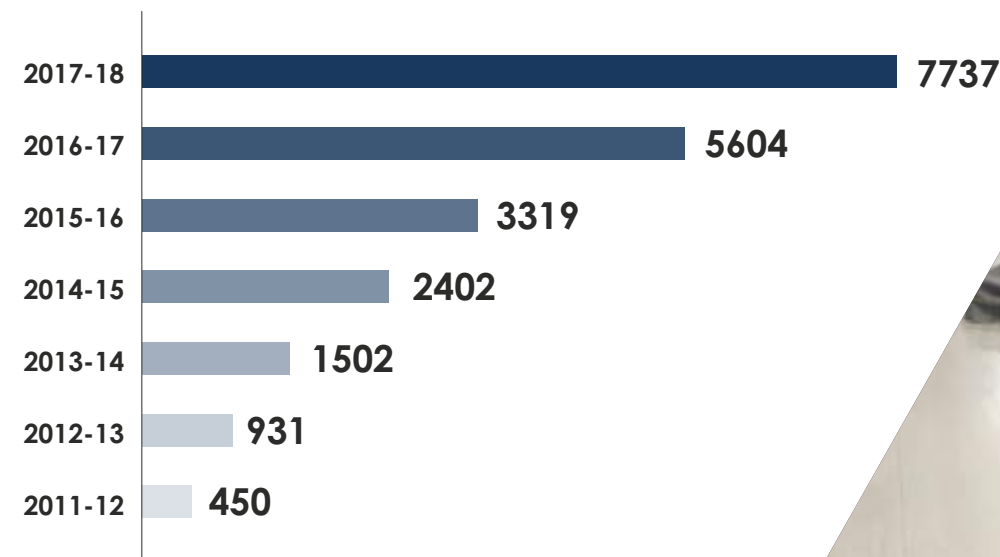


Please Note: We worked in Anjuman-Islam-Allana Urdu Medium School which is a girl's school, therefore, the % of female beneficiaries is high.

Total no. of beneficiaries in 2017-18

2133

Total no. of beneficiaries till date - 7737



Stakeholders Engagement

644 Parents Engaged

They play an instrumental role in creating a conducive environment for the children. We engage with them by conducting various workshops like Knowing Child's Aptitude, ITI career knowledge, parenting skills etc. to build their capacity to handle different situations effectively. This helps in bridging the communication gap between them and their children and makes them open to various career options.

244 Teachers Engaged

After parents, children usually look up to their teachers for guidance which makes it crucial to equip them with the skills to deal with the students effectively. Teachers are introduced to subject-wise career knowledge, importance of co-curricular activities, stress management and support in the areas where they need intervention. This helps them in motivating the students to continue their education and pursue their dreams.

3 Principals Engaged

School principals are crucial for promoting teacher leadership by delegating authority and empowering teachers in ways that allows them to influence in key processes and approach. Principals are also involved in the overall operations of the schools and in creating a positive learning culture which is imperative for effective delivery of knowledge.

See the change

- Maratha High School started arranging for **guest lectures on Career Awareness** after looking at the results of one that was conducted by Bright Future.

- During the **Foundation Day Cultural event** of Bright Future, schools students were given an opportunity to perform dance and drama. Impressed by looking at the potential of these students, teachers encouraged them to participate in the Annual Day event of their school.

- Exposure Visit to **Nehru Science Center** was organized, where they learnt about the scientific concepts and prepared a report based on their learnings. They also visited **Sasmira College** to gain information about the merchandising & textiles and various career opportunities in that field.

- Guest Lecture on **Child Rights & Safety** by Pratham Foundation was conducted with the children to make them aware about their rights and different types of abuse that children face.

"I have observed a lot of changes amongst the students. Career guidance sessions have helped them have a clear idea of what they want to pursue, the skills and the qualifications required to achieve them. Also, we have been able to address the challenges that the children face as they open up about it with the Bright Future (BF) facilitators. Sometimes, they might even have some problem with the teachers which are indirectly addressed after the discussion between teachers and the BF facilitators. Bright Future has definitely brought in their expertise and knowledge which is benefitting the children."

Mahendra Patil
Teacher, Suyash Vidyalaya



Stories of Change

In the bylanes of Shivaji Nagar, Govandi, lives a 15 yr. old girl named Kusum. She belongs to a traditional muslim family where the girls never step out of the house without wearing a hijab. It is a family of 8 people who survives on the earnings of Kusum's father who has a monthly income of Rs. 12,000. Due to financial constraints, Kusum could not complete her education & studied only till class 10th. She mostly helped her mother with the household chores. Because of some grave incident that happened in her family in the past, Kusum wanted to study further and become a Police woman.

Just like any other day, she was passing by from the market when she noticed Bright Future's banner and with that saw a ray of hope to take a step towards her dream. She decided to visit the center to know more about the training program. After knowing all the details, she decided to join the Drama for Development program. Her parents were aware of how motivated she was to become a police woman and study further but they were helpless due to their financial situation but they completely supported her decision to join the program.

During the initial days after joining the program, she was very hesitant to perform drama in the community because she had never been in public without her hijab. But after understanding the kind of difference she was able to make by performing these dramas in the community in addition to being encouraged by her parents and the change leaders, she eventually overcame those inhibitions and hesitation.

Now, she is one of the active performers and joins the group whenever there is a requirement to perform dramas on various social issues in the community. She has decided to pursue further studies in commerce. She is also contributing to family income by giving tuitions to the kindergarten kids. Her parents are proud of the way she has been able to take decisions about her life and career.

- Kusum Khan, Adolescent



Total no. of beneficiaries till date



Total no. of beneficiaries in 2017-18



No. of communities



No. of Change leaders

Drama for Development

It is a one year program run in the communities which uses drama to develop skills that are essential for career and life in adolescents who are in the age group of 13-18 years. The adolescents develop awareness about self and issues in the society, plan actions to bring awareness and address these issues. Using the platform of drama, they take initiative and become involved in their community issues, conduct rallies and street plays to spread awareness within the community.

This helps in developing their communication, problem solving, leadership, team work and social skills. By the time they graduate, they already have certain basic foundations for any further step they need to take towards higher education, livelihood and most importantly growing up as confident socially conscious young citizens.

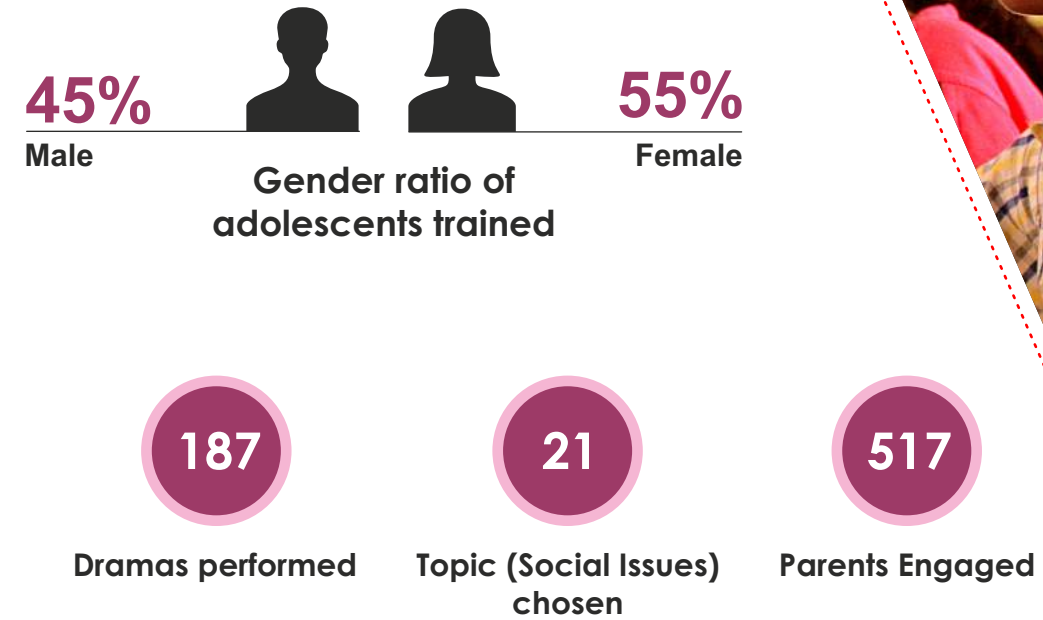
The program is led by 'Change Leaders' who are essentially ex-Aspirants or Alumni of Bright Future's Livelihood Program who facilitate sessions with the adolescents to equip them with the required knowledge and skills to engage with the community.



“Bright Future teaches drama, dance and conduct various activities with the children. They have learnt a lot of things here and I can really see a boost in their confidence and increase in their knowledge. We are delighted to see these positive changes in them, specially because no one wants to come in this area and teach anything. Children here tend to go in the wrong direction as they don't get proper guidance and good company. I, personally, have also visited Bright Future's CBTC. The way my child has started talking and conducting herself has improved immensely. Not only that, she also comes and shares whatever she learns with everyone in the family.”

Ramlali Kurmi
Parent

Impact of Drama for Development program in 2017-18



Pressing issues in the communities like Right to education, addiction, dowry, child labour, superstition, child marriage etc. were addressed through drama by the adolescents in the community.



Capacity Building for Change Leaders

Various workshops on perspective building of topics like gender, importance of RTE and community mapping helped CLs to know their community better and understand the influence of social structures on decision making abilities of adolescents

Training to Adolescents by CLs:

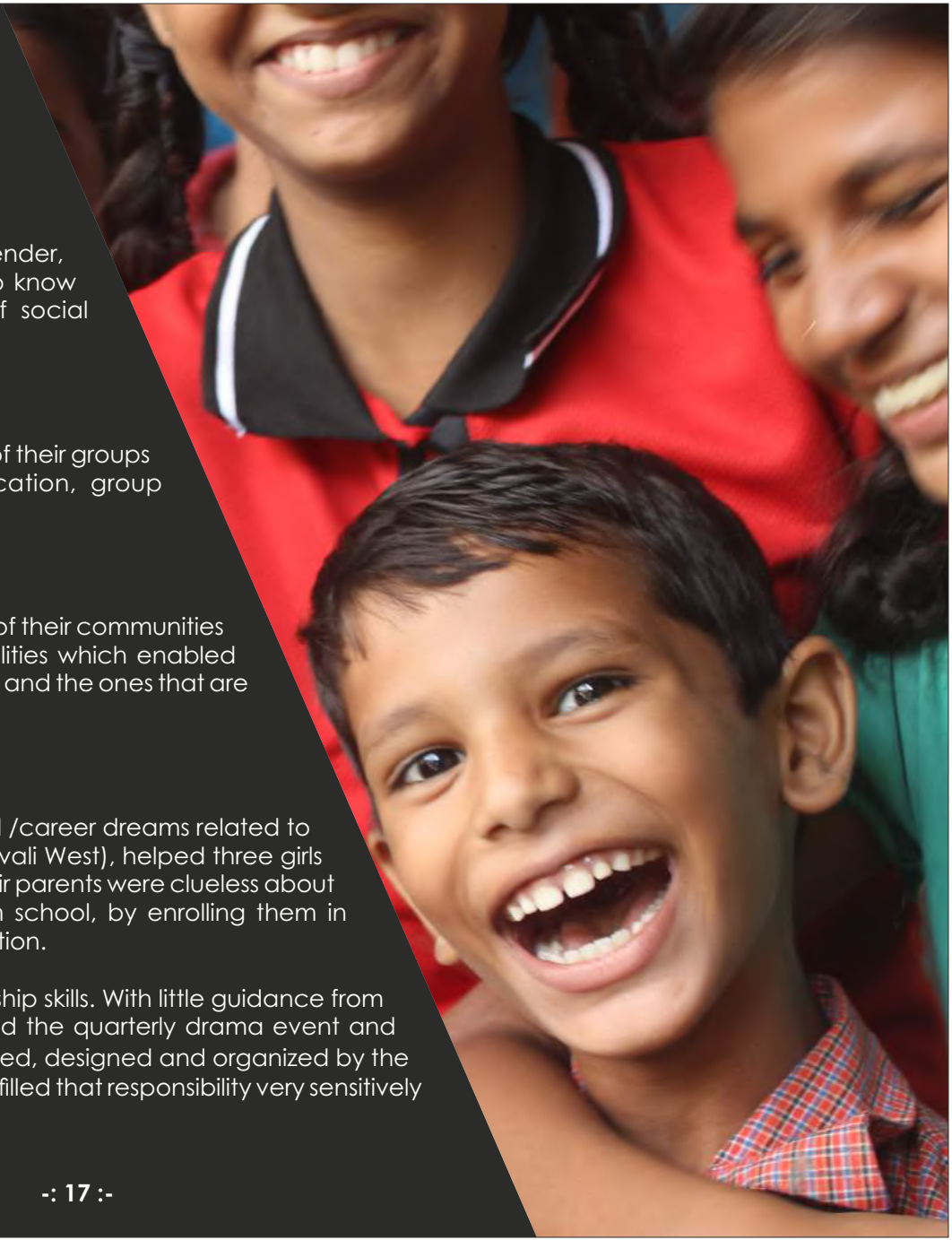
40 activity based sessions conducted by each CL with each of their groups on topics like Self-awareness, team building, communication, group participation, etc.

Community Mapping:

Adolescents and change leaders together did the mapping of their communities and created a map depicting different resources and facilities which enabled them to identify the resources that are there, their accessibility and the ones that are required

See the Change

- Adolescents were encouraged to chase their educational /career dreams related to education or career for e.g. one of our CL Reshma (Kandivali West), helped three girls who had discontinued education to rejoin school when their parents were clueless about how to support their girls education and resistance from school, by enrolling them in schools and convincing their parents to support their education.
- Change leaders got another chance to show their leadership skills. With little guidance from the program team, change leaders successfully organized the quarterly drama event and named it as 'पहल' (an initiative). This entire event was planned, designed and organized by the change leaders. They not only took responsibility but also fulfilled that responsibility very sensitively and creatively.





Stories of Change

Ranjana Atak is a young girl from Nallasopara, whose mother is a nanny and father is a mason. Their earnings could not suffice for the family's expenses. When she was in 13th, her parents forced her to drop out of the college when she was just a month away from her final exams because of one time when she came late from her annual day function where she was a part of a dance performance. They were worried and insecure because she is a girl!

But Ranjana was determined to do something valuable with her life and to prove herself. She knew that if she didn't take any action, her family will get her married. Later in March, she joined the Bright Future's 3 month training program. When she got the Bright Future uniform (shirt and trousers), her parents had objected for wearing trousers as they found it inappropriate for a girl to wear them. She somehow convinced them and continued the course. At the time of placements, out of the 30 aspirants, 17 got selected and Ranjana was amongst them.

She now works at Digi1 Electronics as a LG Brand Promoter and is earning a good salary which has helped them improve their standard of living. Today, every day for work, she wears trousers with a tucked in shirt and no one in her family objects to her. Her parents, who were against her education are now, proud of her and believe they should have supported her earlier to complete her education. They understand that she could have been more successful if she would have completed her education.

Ranjana Atak
Alumni, Nalasopara



Livelihood Program

It is a 3 month program where we engage with the youth in the age group of 18-25 years. The training helps them to develop themselves through life skills, English speaking, career guidance, basic computers and exposure to various placement opportunities that helps them convert their passion into gainful employment.

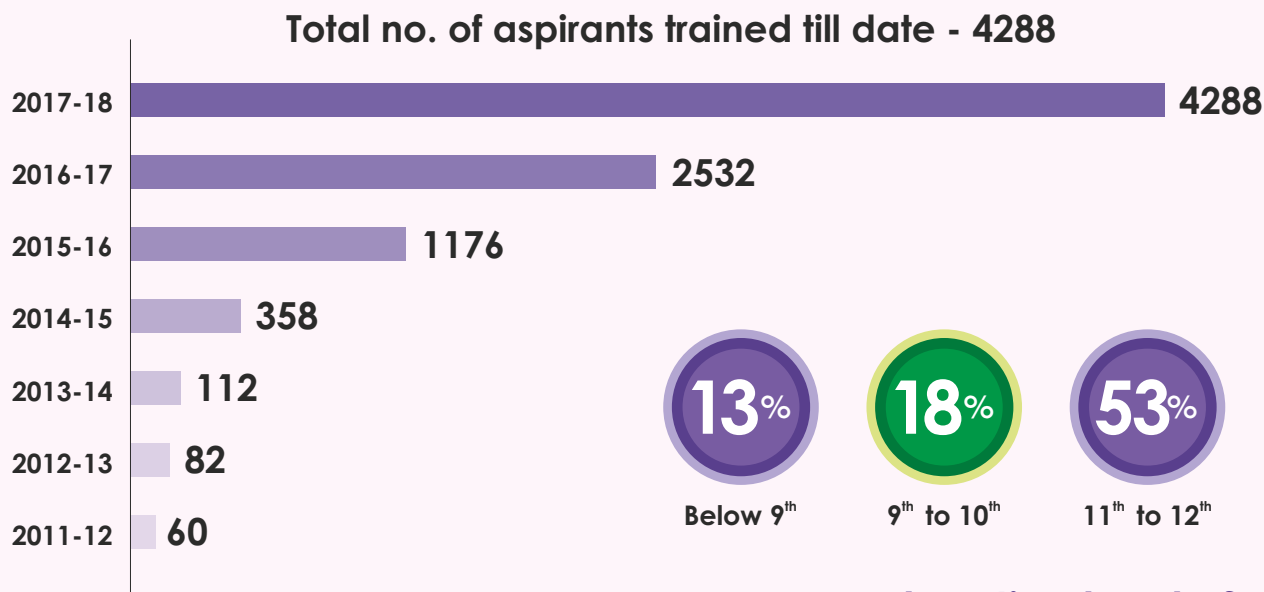
They are also provided with domain specific training to these aspirants in Customer Relationship and Retail Sales, Hospitality Beauty Advisor and Photography keeping in mind the opportunities available and the skill set possessed by the aspirants.

Post the training program, aspirants are supported through the interview process, placements and monitored for 6 months into their jobs.

Impact of Livelihood Program in 2017-18



Total number of aspirants trained in 2017-18



Improvement in Communication between Parents and their children

A step closer towards achieving our mission of creating a conducive environment for children and youth

- 41% parents says their children have started initiating conversations with them
- 29% children says their parents have started initiating conversations with them
- 54% children says their parents have started spreading awareness about positive parenting in their communities

Feedback from children and parents –

- Improved relationship with father
- Parents have started supporting their daughter's education and career
- Aspirants have started sharing their daily experiences with parents

*A sample survey of parents and alumni was conducted

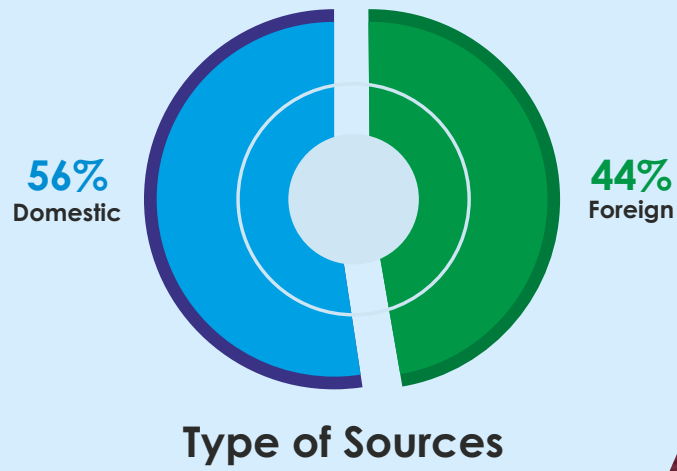
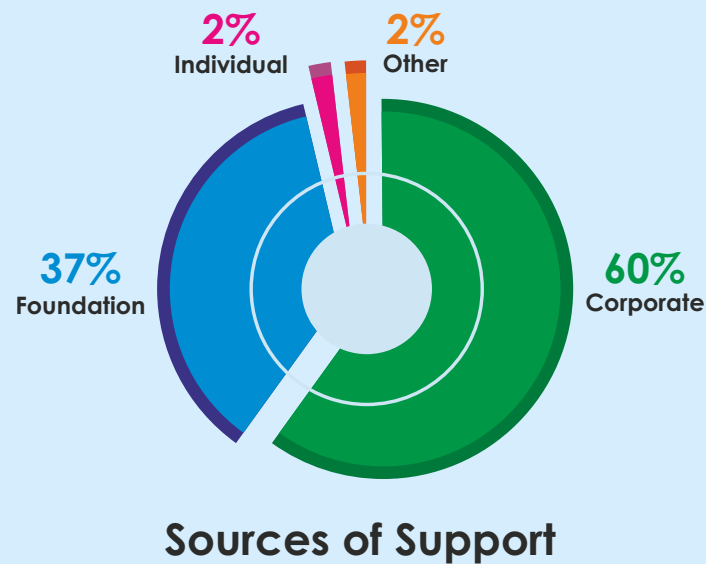


Financials

Sources of Support	
Corporate	₹ 1,74,77,523.00
Foundation	₹ 1,07,56,511.00
Individual	₹ 5,27,570.19
Other	₹ 4,74,153.50
Total	₹ 2,92,35,757.69

Type of Income	
Foreign	₹ 1,28,43,962.00
Domestic	₹ 1,63,91,795.69
Total	₹ 2,92,35,757.69

Expenses	
Operational exp	₹ 2,37,17,006.10
Adm. expenses	₹ 6,16,052.00
Total	₹ 2,43,33,058.10



Governance

Identity

Registered under Bombay Trust Act 1950, Cert. No. E-26080 dated 23-09-2009
FCRA registration No. 083781420 dated 27-01-2014
PAN No. AABTN2454N
80G Order No. DIT(E)/MC/80G/285/2010-11
12A No. 43117 under Income Tax Act 1961
Professional Tax No.27811398970P
TAN No.MUMN19104B

Our Board

Kishor Palve Managing Trustee and Founder Masters in Social Work & MBA in HR	Amol Parmar Trustee, Master in Social Work, Professional Social Worker	Trupti Shelke Trustee, Masters in Psychology, Professional in Counseling
Sachin Dhavle Trustee, Master in Social Work Professional Social Worker	Chandrika Rambiya Trustee, Master in Psychology, Professional in Counseling	Kaustubh Gharat Trustee, Masters in Social Work, Professional Social Worker

Advisory Board

Hem Agrawal BE (Elec.) and MS (USA)	Anil Pradhan National Badminton Player	Prashant Jadhav Godrej Agrovet Ltd.	
Arun Bhat Former GM of Eureka Forbes	Jubbin Mulla TISS	Naresh Shirsath Blue Star Technologies	Jitendra Sail Program Advisor

Bank Details

State Bank of India, Nehru Nagar, Kurla Branch
Central Bank of India, Worli Branch
Axis Bank, Chembur Branch
ICICI Bank, Nehru Nagar, Kurla Branch
Abhyudaya Co-operative Bank Ltd., Worli Branch
Axis Bank, Bandra Branch

Auditors

Rajnikant Mistry & Co. ,
301, Reva Chamber, 31 New Marine Lines,
Churchgate, Mumbai – 400020

Credibility

- Guide Star India **Platinum Seal Certification** for Transparency and Accountability
- Successfully completed the **Social Impact Leadership Program by Dasra** in 2017-18
- Bright Future Kurla Center was awarded as the '**Best Smart Center**' amongst all the skilling centers supported by Tech Mahindra Foundation across Mumbai.
- Selected as one of the Top 10 NGOs in the **Youth4Asia Solutions Search** in 2015
- Successfully graduated in the 3 year **Accelerator Program conducted by ATMA** in 2015
- Featured in Dasra's Research Report – '**Best Foot Forward**'
- Semi-Finalists in **Mahindra - Spark The Rise** in 2012
- An **investee of UnLtd.** India in the year 2011

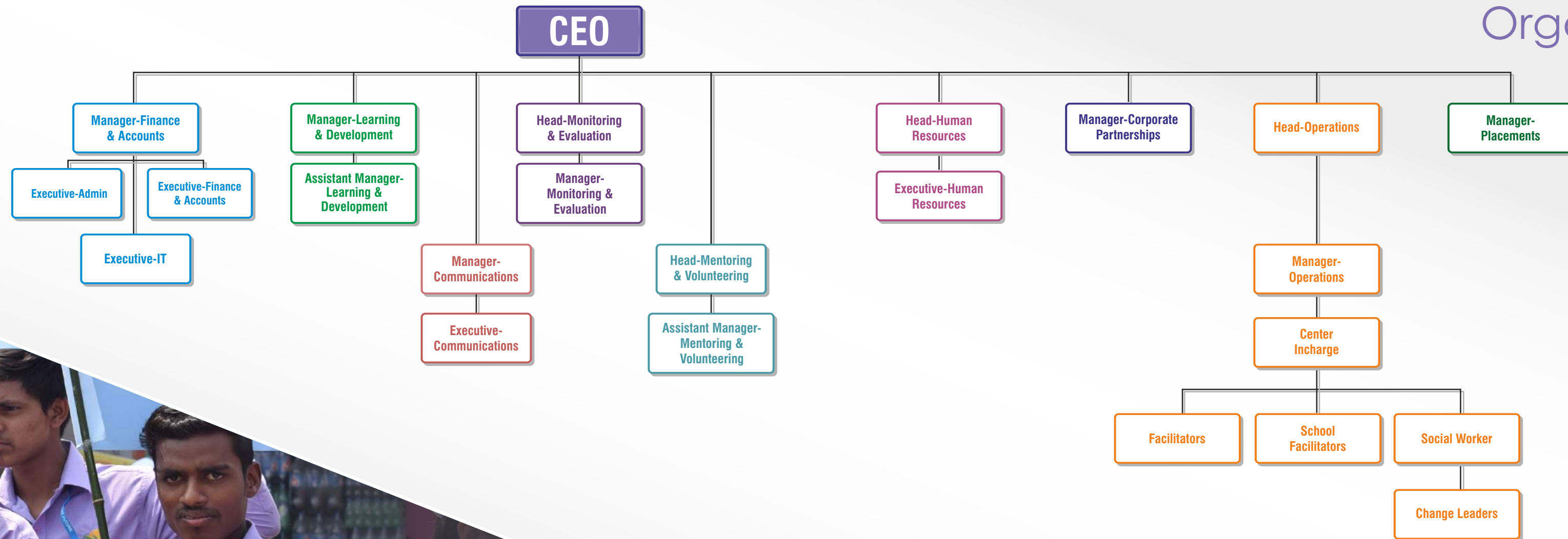
Legal Compliances

- ✓ Audit Report filing to Charity Commissioner
- ✓ Budget submission to Charity Commissioner
- ✓ Filing of Income Tax
- ✓ Quarterly TDS Return filing
- ✓ Monthly Professional Tax payment and return filing
- ✓ FCRA return filing to Ministry of Home Affairs
- ✓ Quarterly FCRA funding intimation

Employee details



Organogram



Our Supporters

Volunteer List

Resource Agency

Majlis
ConnectFor
iVolunteer
Bombay Management Association
Toolbox India
Dasra
Rotaract Club of Bombay Uptown

Educational Institute

ITM Business School, Kharghar
SIES College Of Management Studies
SNDT, Social Work
Parle Tilak Vidyalyaya Inst. of Mgmt.
Mumbai Educational Trust

Corporate/Organizations

Aditya Birla
YWCA

Partners

School

Maratha High School
Babasaheb Gawade Marathi Medium High School
Anjuman-I-Islam Allana Urdu School
Vivekananda Education Society English Medium School
Vinayak Shikshan Sanstha Suyash Vidyalaya
Chandrabharti Madhyamik Vidhyalaya

Partners

Funding | Merchandise | Implementation | Knowledge

