



ANNUAL REPORT

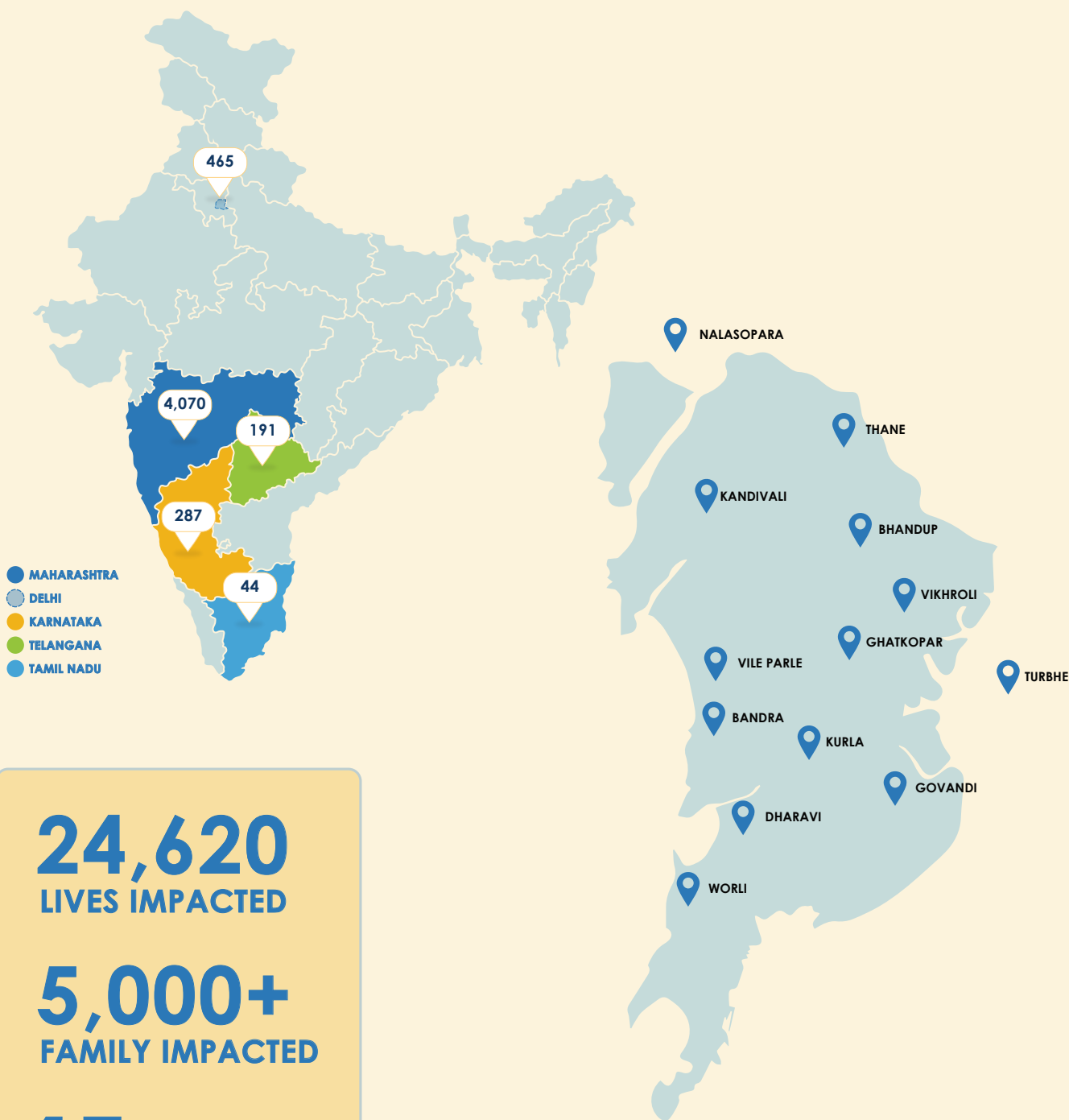
2023-24



Bright
Future

Connecting Education
to Employment

GEOGRAPHY OF BRIGHT FUTURE'S PRESENCE:



24,620
LIVES IMPACTED

5,000+
FAMILY IMPACTED

17
CENTERS



ABOUT BRIGHT FUTURE

Bright future was founded in the year 2009, as an initiative of New Resolution India, to bridge the critical gap between education and employment focussing especially on the youth from marginalised background. Bright Future recognises that young people from underprivileged background lack the access to quality education and opportunities. Bright Future aims to empower the young people to shape their own lives and drive meaningful change within their communities.

Bright Future believes that the youth hold the potential to transform the society however their abilities are affected given the systematic barriers, that restricts their progress. Bright Future through its three-fold approach which has evolved as a result of its deep engagement with the youth and in the sector of livelihood focuses not only on the Individual alone, but also their family and the community at large. It provides young people with the tools and guidance needed for them to overcome these barriers. Our work goes beyond mere employment and rather facilitates a process where the individuals are motivated to realise their leadership skills, and resilience that eventually enable them to become agents of change in their communities.

Building on our core mission to bridge the gap between education and employment, we have gradually developed a range of programs that address the key challenges faced in achieving this goal. Our efforts focus on empowering youth and children through initiatives such as Buniyaad, Bulandi, Badi Soch, Aasman, the School Program, Career Khoj, the Youth Advisory Committee, and Alumni Engagement.

Through these diverse programs, Bright Future provides comprehensive support at various stages of the career-building journey, including mentorship, training, internships, and placement opportunities. Our objective extends beyond equipping young people with job-related skills; we aim to nurture their capacity to become changemakers who contribute to their personal growth while working toward the betterment of their communities.



VISION

A Bright future for all youth people

MISSION

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

VALUES OF BRIGHT FUTURE: I-CARE



Integrity: We work with highest professional and ethical standards, and values 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: We value and empathise with 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

MESSAGE FROM CEO



As we reflect on the past year, we at Bright Future are proud of the meaningful progress we've made in expanding our reach and deepening our impact. The three key highlights of this year include the Center expansion, with two new Center openings one in Hyderabad and another one in Khar; Bright Future is now present in five Indian States, namely, Maharashtra, Telangana, Karnataka, Tamilnadu and Delhi.

Second Key highlight is the initiation of the College program which is a step forward from Center based learning to college based learning and it is designed to equip graduates with industry-specific skills, bridging the gap between academic knowledge and employment opportunities and lastly, the third key highlight is the Introduction of Bright Future Skill Framework aligned with the needs of the 21st-century workforce, to ensure that our beneficiaries are well-prepared for today's rapidly changing job market. We also conducted an Impact Assessment Study by Sattva to understand the impact of our intervention over the years.

This year, we also revised our School Program-Buniyaad integrating in it the components like Social-Emotional learning, and STEM learning along with Career Awareness, as these skills are required to prepare students for the challenges and opportunities of the next century. Bright future is committed to work with students at an early stage, and setting them on a path to success.

The external Impact Assessment conducted by Sattva was a crucial step in this year. This comprehensive study helped us evaluate the effectiveness of our programs, including the Youth Development and Training Centers (YDTC). The findings highlighted key areas of success, such as improved employability, job retention, and increased financial independence among our beneficiaries, which strengthened our belief in the long-term sustainability of our efforts.

Additionally, our focus on alumni engagement has grown stronger, with initiatives like Aasmaan, the Youth Advisory Committee, and a dedicated alumni platform. These programs have allowed us to maintain strong relationships with our alumni, supporting their continued growth and encouraging them to take leadership roles within their communities. We also launched the Bandhan App, which has proven to be a critical tool for connecting alumni with job opportunities, mentorship, and peer support. Presently we have over 3000 active alumni in our Bright Future extended family.

As we move forward, our mission remains clear: to empower youth by equipping them with the skills and confidence to create a better future for themselves and their communities, however along with our commitment, we as an organisation give emphasis on **Education, Empathy and Employability**. This year we have taken a significant step forward by integrating Social-Emotional Learning into our training curriculum of all programmes. Through this approach we focus on collaboration, emotional intelligence, and interpersonal skills so our young people can work more efficiently in teams, lead their work with empathy and adapt to the challenges of the fast growing demands of the livelihood sector. As we understand, the workforce of the future demands the individuals to not only have the technical skills to perform a job but also possess the emotional and social skills to engage, be socially responsible and contribute positively in the diverse work environment. I am deeply grateful for the support of our stakeholders, partners, and team members. Together, we will continue to make a meaningful and lasting impact on the lives of the young people we serve. ”



Kishore Palve
CEO


KISHOR PALVE



THEORY OF CHANGE

INTRODUCTION

"Creating Pathways for Change: Empowering Urban Youth through Education and Employment for Sustainable Socioeconomic Progress"



The Bright Future - Theory of Change emphasizes skill development, mentorship, and access to employment opportunities as pivotal interventions. By enabling urban youth to secure meaningful employment and empowering them to become changemakers, Bright Future aims to elevate both individual socioeconomic statuses and community well-being.

PROBLEM STATEMENT

India's growing youth population presents a demographic opportunity, but urban youth from marginalized communities face barriers to accessing education, acquiring relevant skills, and securing meaningful employment. Challenges such as poor-quality education, economic disparity, social stigma, and a lack of alignment between educational curricula and job market demands leave many youths in a cycle of poverty and underemployment. Bright Future addresses these barriers by providing holistic support that empowers youth to overcome these challenges and become leaders of socioeconomic change within their communities.

PROBLEM

Educational Barriers:

Limited access to quality education.
Lack of awareness about available career paths

Economic Disparities:

Insufficient financial resources for pursuing higher education or skills training

Social Stigma and Discrimination

- Discrimination against certain groups based on societal biases.
-Gender-based discrimination limiting opportunities, especially for young women.

Technological Divide

Limited access to technology and digital skills.

Mismatch of Skills and Job Market

Lack of alignment between skills acquired and job market demands.

SOLUTION

Establish Learning Centers

Scholarship Programs
Career Counselling Workshops

Entrepreneurship Training

Microfinance Support
Job Placement Assistance

Sensitization Workshops

Gender Inclusivity Initiatives
Community Engagement

Technology Education Centers

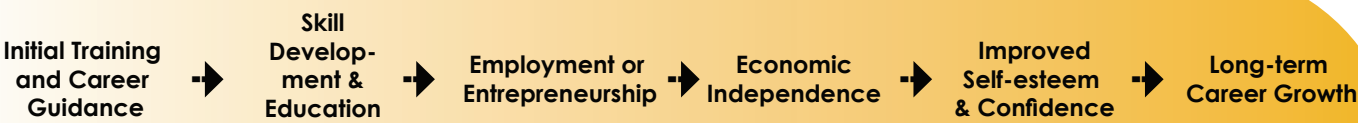
Online Training Modules
Tech Infrastructure Improvement

Industry-Responsive Curriculum

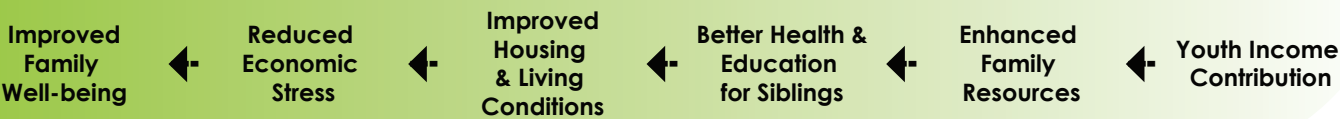
Continuous Learning Programs
Job Market Awareness Campaigns

IMPACT PATHWAYS

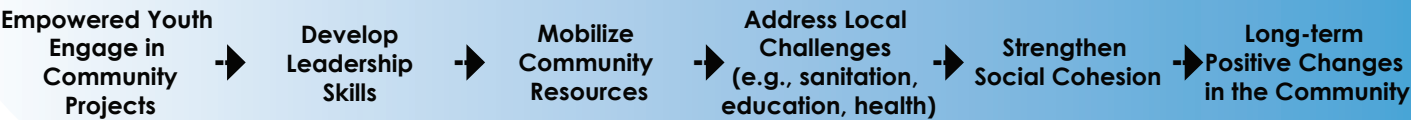
Individual Level Impact Pathway:



Family Level Impact Pathway:



Individual Level Impact Pathway:



Bright Future's Theory of Change includes a rigorous monitoring and evaluation framework to assess progress and impact at every level:

Skill Development

Track the number of youths who acquire key skills (e.g., digital literacy, vocational training).

Employment and Income

Measure the percentage of youth who secure jobs or start their own businesses post-training.

Community Engagement

Track youth participation in local initiatives and their roles

Social Impact

Measure long-term community changes, such as increased social cohesion and reduced poverty levels.

Regular data collection, feedback from participants, and analysis of key performance indicators will help refine the program and ensure alignment with Bright Future's goals. A focus on adaptability ensures the organization can respond to emerging trends and challenges in real time.





Bright
Future

Connecting Education
to Employment



BRIGHT FUTURE PROGRAMS & ENGAGEMENTS

Bright Future

BUNIYAAD



Bright Future has designed and developed an innovative program aimed at equipping school children with future-ready technologies and skills. BF aims to provide students with diverse exposure in areas such as arts, sports, career awareness, social-emotional learning, and industry-specific skills and technologies.

Our approach has scientific temper as a foundational mindset through an interdisciplinary *(STEAM) approach, and aims to empower students to identify their passions and capabilities, fostering a foundation for sustainable and fulfilling employment. The school program provides students with a holistic learning experience that goes beyond traditional boundaries, encouraging them to explore the intersections of various disciplines.



BULANDI



Bulandi Program : Youth Development and Training Centers Project YDTC emphasis on supporting youths to make informed decisions about their career and thus enable them to transform their passion into gainful employment. The project is targeting adolescents & youths with the age group of 14 to 25yrs through establishing youth development & training centres in their community. Youth development is addressed by imparting life & career skills through a training program & providing various learning & development platforms. On the successful completion of the training program they are further supported to gain & retain the employment. The program recognizes youth development as a journey of the youth from realizing their aspirations to being an inspiration for other youths in their

community. Level engagement with youths varies according to their age group & needs. Adolescent girls & boys are more engaged through workshops on basic level of life skills and foundational skills; whereas youths who want to get into employment are provided with technical training on career & job readiness skills.

BADI SOCH



Badi Soch Entrepreneurship Development is a comprehensive initiative aimed at enhancing the skills and knowledge of young individuals in starting and managing their businesses. • For our Alumni who have a business or want to start a small enterprise • For young people in the community who have a business or want to start a small enterprise Many youth, from the communities we work in, either have a small enterprise in their family like selling vegetables or they have a family member working in one or want to start something on their own. If they only had a bit of support and skills to understand the entirety of it, they would be able to successfully grow it and become self reliant. Through this program we encourage them to reflect upon themselves, challenge the prevalent norms and become problem -solvers and path blazers of tomorrow



Aasman is an initiative of Bright Future, to provide young women with inputs and opportunities to enable them to soar and shape their life as well as those around them. Supported by facilitators, resources persons, workshops, debates the girls are provided with life and communication skills and they use their own capacities to build a strong foundation for their life ahead. It is designed to transform young women, aged 18-25 from low-income families, into empowered leaders and role models in their communities. Through a comprehensive 3-year program, participants engage in workshops, residential leadership camps, and community-impact projects. The program covers key topics such as gender equity, career counseling, social-emotional learning, and digital skills. With the involvement of parents, mentors, and local stakeholders, Aasman equips these young women to become change agents, driving social and economic progress within their communities.



YOUTH ADVISORY COMMITTEE



The Youth Advisory Committee initiative at Bright Future focuses on empowering young people, particularly young girls, from marginalized communities by involving them in community decision-making processes. This initiative plays a significant role in nurturing leadership qualities among these youth, with a particular emphasis on promoting gender equity and inclusivity. This initiative aims at providing leadership training and collaborate with the Bandhan Team to identify and support young girls through initiatives like Aasmaan. Important aspects of the Youth Advisory Committee include: Leadership and Empowerment, Decision-Making and Participation, Community Awareness and Outreach, Training Component

COLLEGE PROGRAM

This programme emphasizes on bringing the graduate youth back into mainstream jobs connected to their qualification by curating role specific 6 /9 month training plus internship programs based onA their skill and career preference as well as industry requirements This can be achieved by reaching out to graduates through colleges/Institutes / community youth programs and conducting domain specic training as well providing hands-on learning experience through paid internship to ll role specific skill gaps.



CAREER KHOJ

In the low-income communities that we work in, the majority of the students dropout of school and college as their career path is not influenced by choice, but by circumstance in life such as challenging home environments, under-resourced schools, the lack of funds to enroll in various institutes and the absence of mentors who can guide them all play a role. While some of them might have a broad idea of the career they want to pursue, they are unaware of the next steps to reach their career goals and are unable to analyze their strengths and weaknesses. They are mostly first-generation learners, and they are unable to connect education to career options due to lack of role models and resources around them. Connecting these youths with the Career Khoj program is done with the aim to help youths to identify their career interest areas. Bright Future has developed an in-house Career Interest Tool based on the Holland's Scale, that helps youth identify their interest areas and connect it with possible job opportunities they can explore. Youth are then assisted to create their career path based on their research and understanding with support from the BF team so that they can plan long term and short-term career goals for a holistic career growth.



ALUMNI ENGAGEMENT



The Bright Future Alumni Meet is part of its Alumni Engagement initiative, is a monthly gathering designed to foster meaningful connections, facilitate knowledge sharing, and drive positive change within the alumni community. Each session incorporates a diverse range of activities aimed at promoting engagement, personal growth, and societal impact. Through the Alumni Engagement a platform is created for the Alumni of Bright Future. alumni can reconnect with each other, stay updated on organizational initiatives, and contribute to the betterment of society. The alumni engagement process begins with an introduction to the Bandhan Application, guiding participants through registration with technical assistance. A presentation follows, highlighting various alumni activities, including events, workshops, mentorship programs, and networking opportunities. Alumni can register for sports, arts, and discussion forums like Badi Soch and Charcha to Banti Hai. Information about social media platforms is shared to encourage online engagement. A segment on job opportunities allows alumni to exchange insights and career advice. Alumni also share experiences, skills, and success stories, fostering mutual support and collaboration. Networking events enhance engagement, while alumni collectively identify and address societal issues, developing plans for a better society. Alumni-led initiatives focus on implementing solutions for community improvement.



BRIGHT FUTURE'S
KEY ACHIEVEMENTS



Our Alignment with SDGs

By prioritizing community needs, livelihood development, and other critical areas, Bright Future actively contributes to four of the 17 Sustainable Development Goals (SDGs) set by the United Nations. These are as follows;



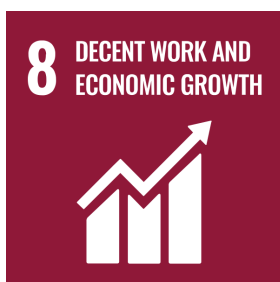
In alignment, to eradicate extreme poverty by 2030, which targets people living on less than \$1.25 a day, Bright Future is helping youth earn more than \$5 (approximately 450 INR) daily, significantly improving their economic conditions.



Bright Future supports the target to substantially increase the number of youth and adults with relevant skills by 2030. In 2023-24, Bright Future provided 2,669 young people with decent job opportunities through livelihood training, empowering them with the skills needed for employment, decent jobs, and entrepreneurship. Also Bright Future sponsored f



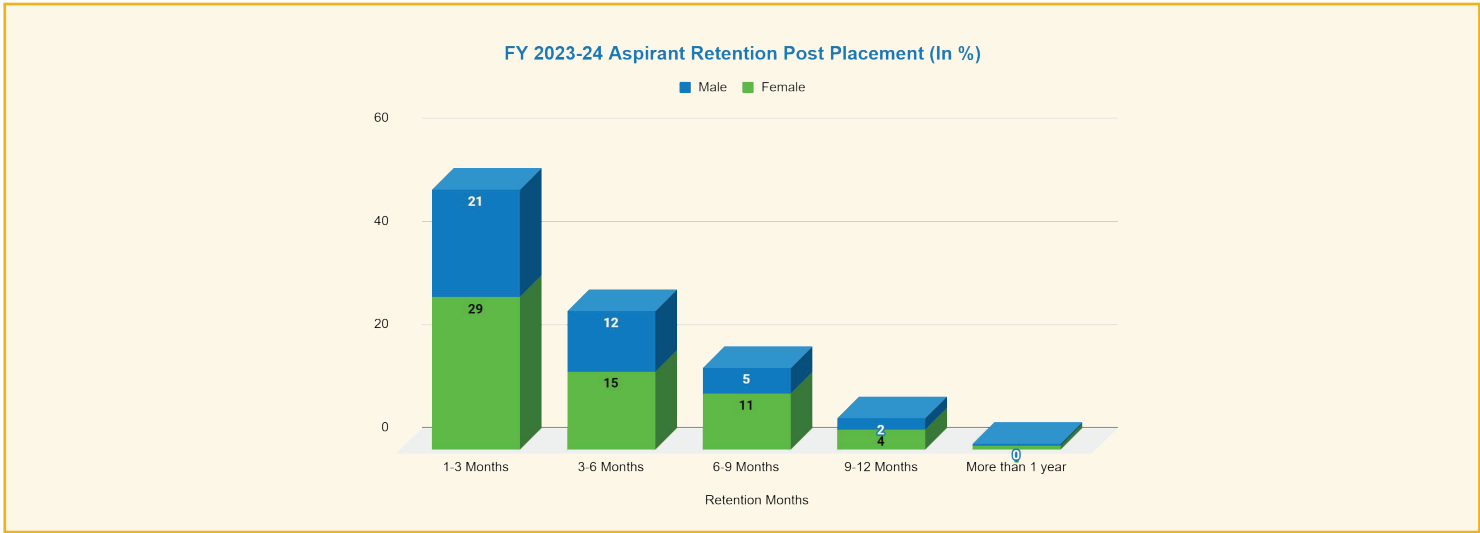
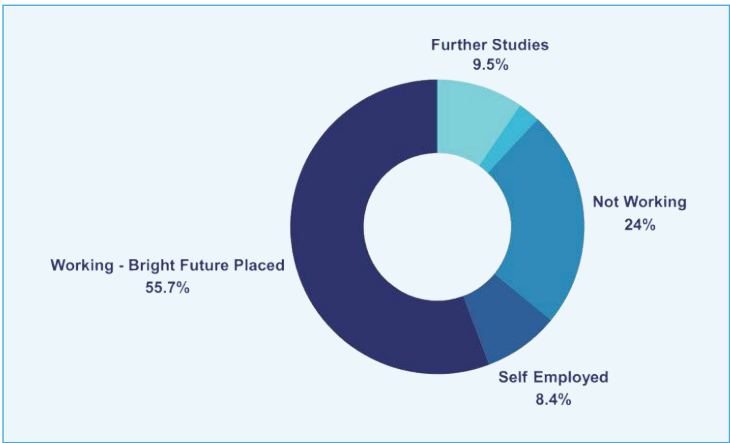
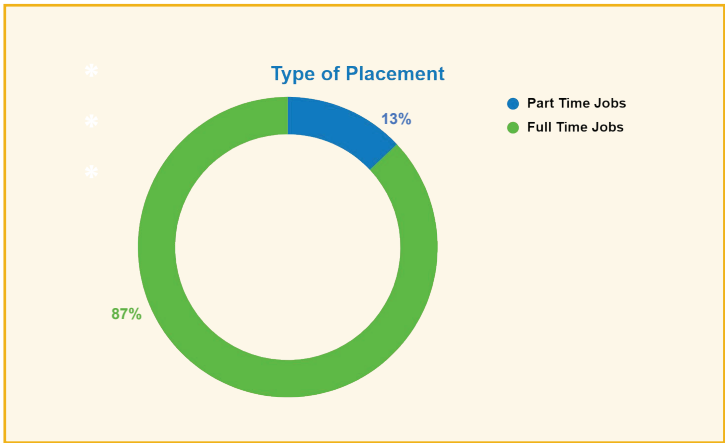
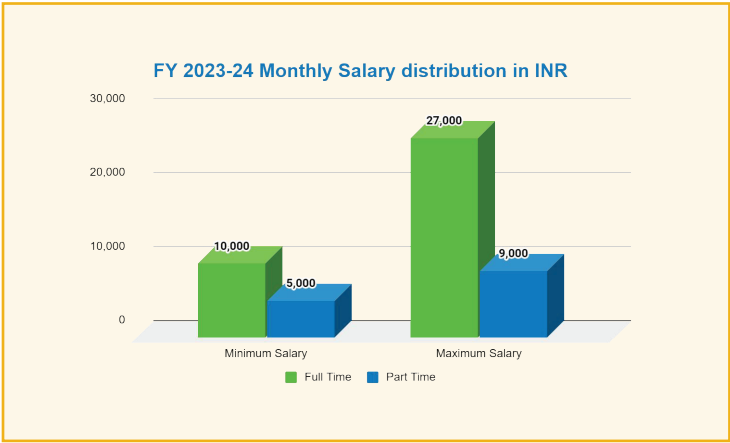
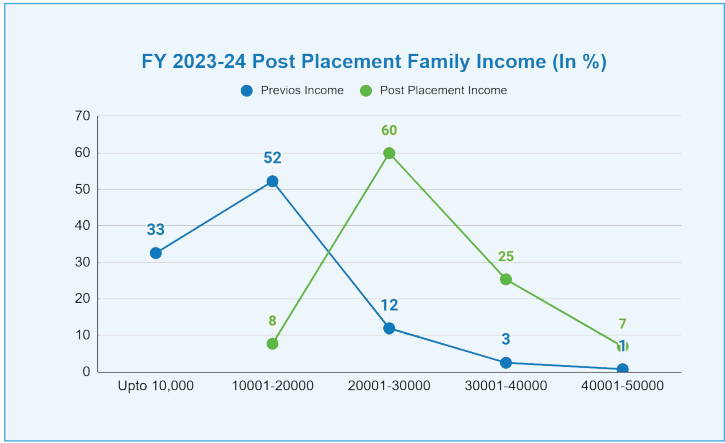
We are committed to eliminating all forms of violence against women and girls, including trafficking and exploitation, while promoting their full and effective participation in leadership roles across political, economic, and public spheres. Through awareness sessions targeting both girls and the broader community, we foster gender sensitization and equality. Bright Future consistently ensures equal or greater participation of women in all its programs. In 2023-24, the sex ratio among participants was approximately 66%, reflecting our focus on empowering women and men both.



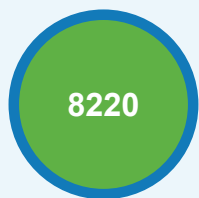
Bright Future is helping reduce the proportion of youth not in employment, education, or training by supporting young people in gaining skills and opportunities that foster sustainable economic growth and decent work

These efforts ensure that Bright Future significantly impacts the lives of underprivileged youth and community, contributing meaningfully to global sustainable development goals.

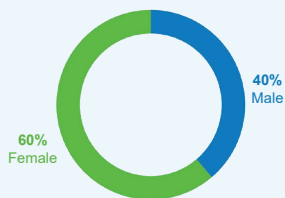
IMPACT OF BULANDI PROGRAM 2023-24



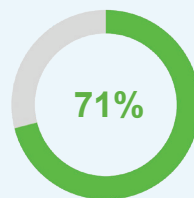
IMPACT OF LIVELIHOOD PROGRAM



Total Aspirant
Trained Across 3
Years



Avg. Gender
Trained Across 3
Years

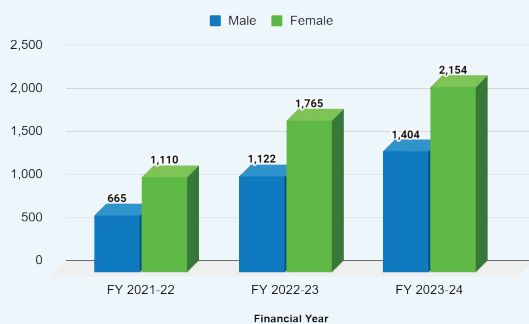


Placement Ratio
Across 3 Years

COLLEGE PROGRAM



Gender wise Aspirant Trained Across 3 Years



Max & Min Salary Comparison Across 3 Years



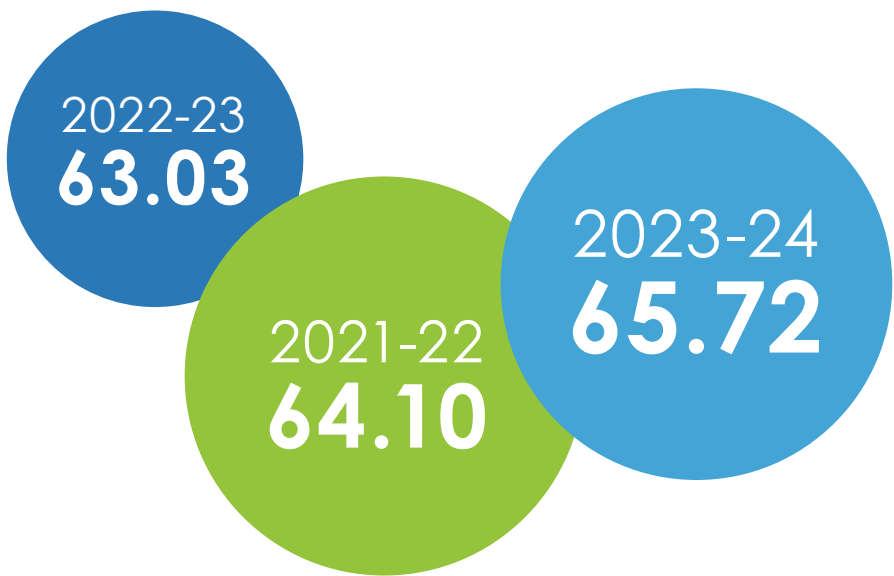
75%
Employment rate
2023-2024

13,500
Avg. Salary in INR

OVERVIEW OF LAST THREE YEARS

Sex ratio:

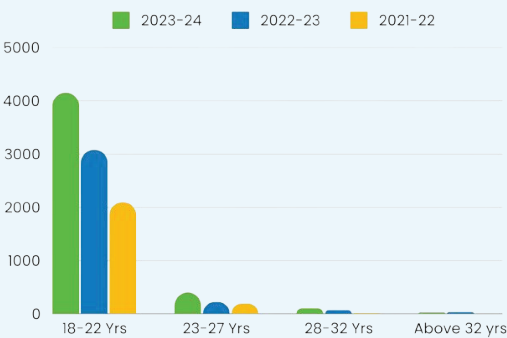
Bright Future is committed to improving the girl's participation in training program and reaching the maximum number of girls in need. The sex ratio of the training program for the year 2023-24 has been enhanced to 65.72%, marking a 2% increase compared to 2021-22. Through these efforts, we contribute to one of the United Nations' Sustainable Development Goals (SDGs), specifically Gender Equality.



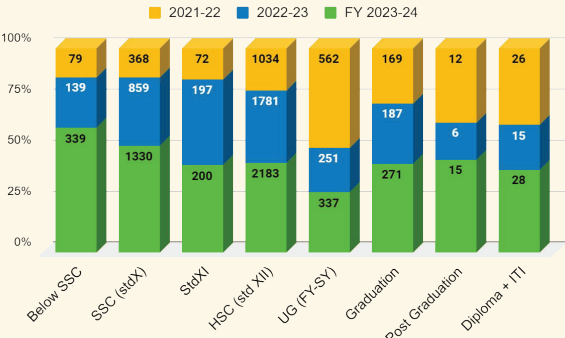
Bright Future has consistently provided training to key age groups, especially those between 18 to 25 years old, as well as school and college dropouts who have had to discontinue their education for various reasons. This age group often faces critical career-related turning points. The data for 2023-24 shows an increase in training for the 18 to 25-year age group, with a significant rise in enrollment of students who are below SSC level or SSC dropouts, as the **India Skills Report 2024 states that the highest employable talent pool is in the 22-25 age group.**

This demonstrates Bright Future's efforts to reach underprivileged students and support them in starting their careers. Through this initiative, we are contributing to the **United Nations' fourth Sustainable Development Goal (SDG) – Quality Education, particularly targeting indicator 4.4, which aims to substantially increase the number of youth and adults with relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.**

Aspirant Registered Across Years By Age



Education wise Aspirant Registered



YOUTH ADVISORY COMMITTEE (YAC)

PROBLEM STATEMENT

One of the Youth Advisory Committee (YAC) alumni identified a significant issue of sewage accumulation in Thakkar Bappa Colony, Kurla East. This creates an unpleasant environment and poses health risks to residents and passersby.

ACTION TAKEN

Recognizing the issue urgency, Mr. Bharat Singhadia promptly informed committee members and filed a complaint via the MyBMC app, notifying local municipal authorities.

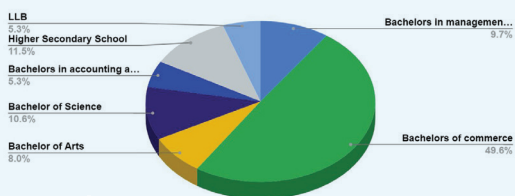
OUTPUT

Mr. Singhadia and the YAC's swift action brought the issue to municipal authorities, showcasing the power of civic engagement and youth-led efforts in addressing community problems immediately.

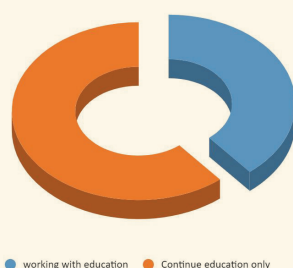


OVERVIEW OF AASMAAN INITIATIVE AND THE IMPACT

Education wise distribution of Aasmaan scholarship aspirants in %



Current status of Aasmaan beneficiaries



VOLUNTEERS ENGAGEMENT

1,160 Volunteer 

09 Companies
21 Individual

1,749 hr
Supported
Hours

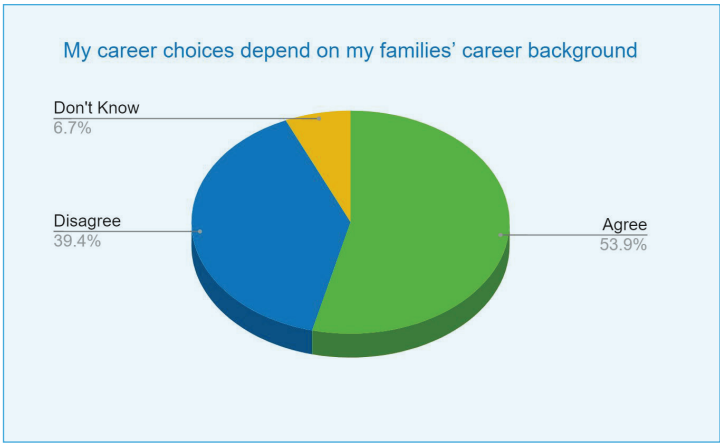
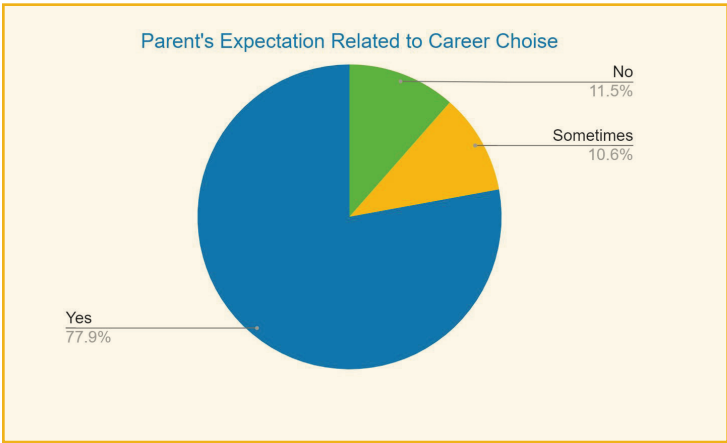
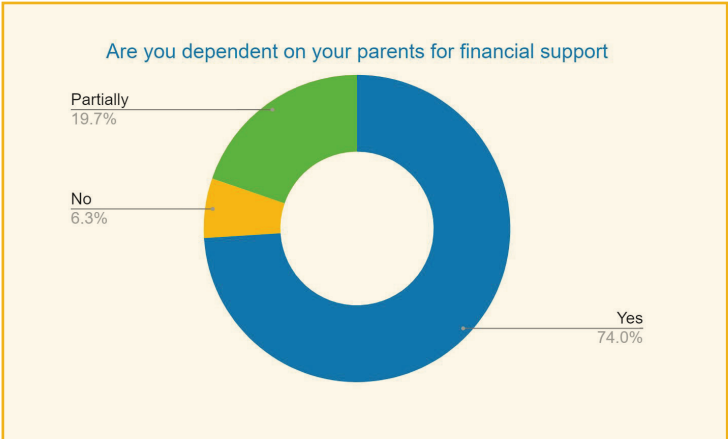
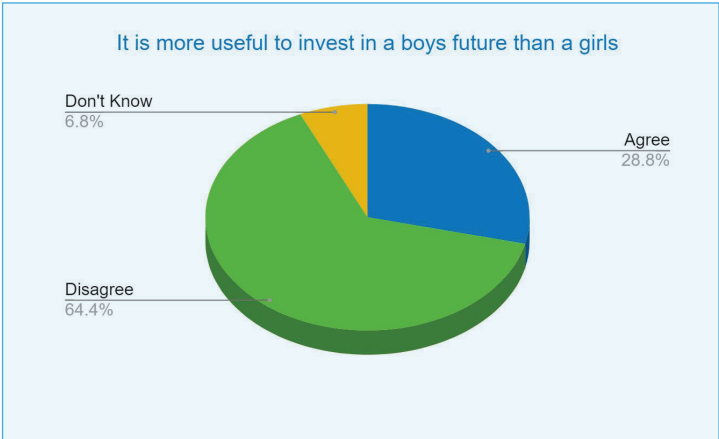
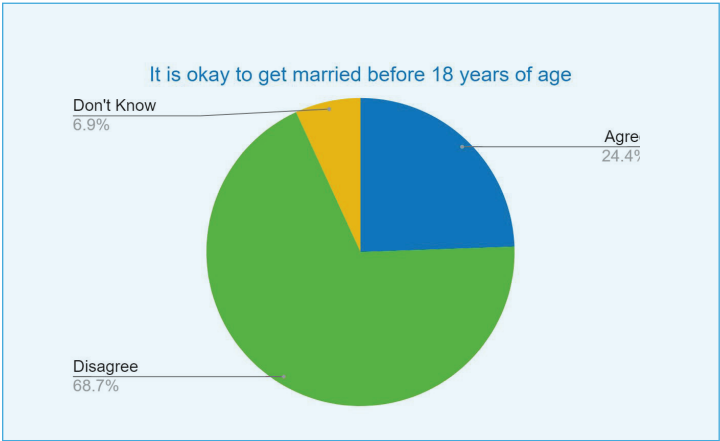
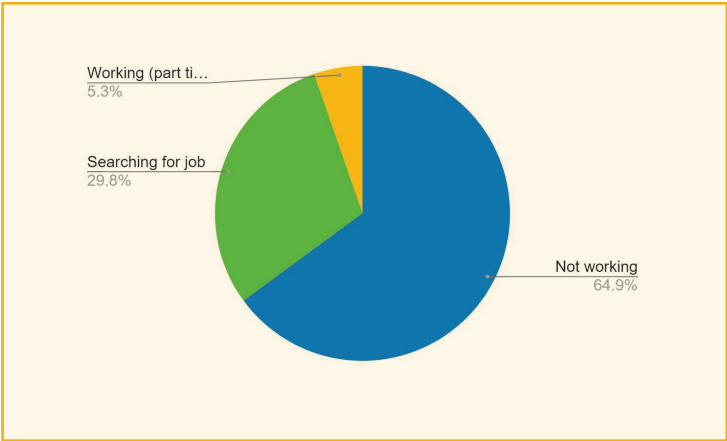


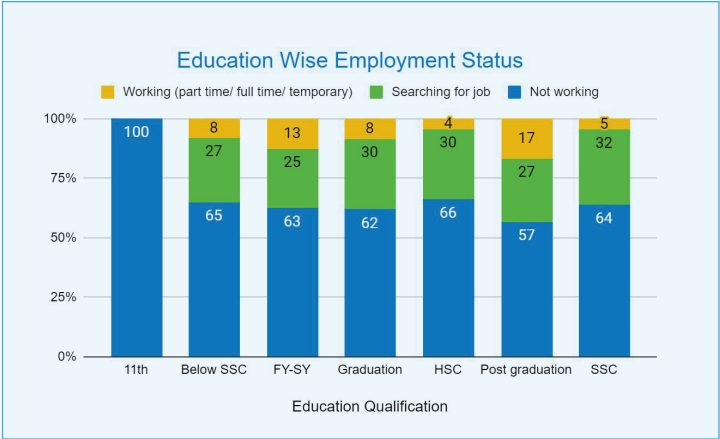
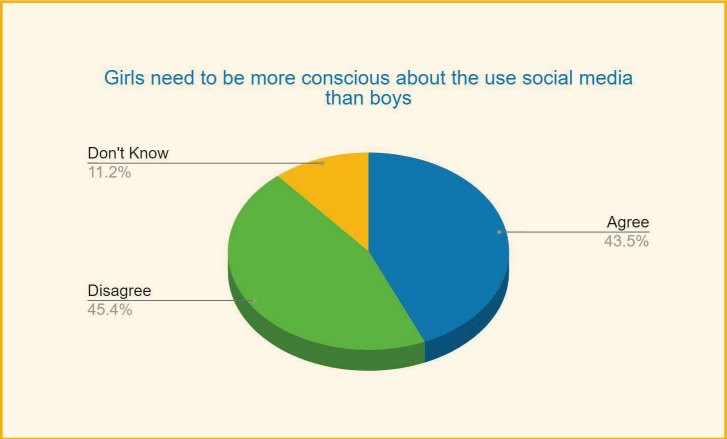
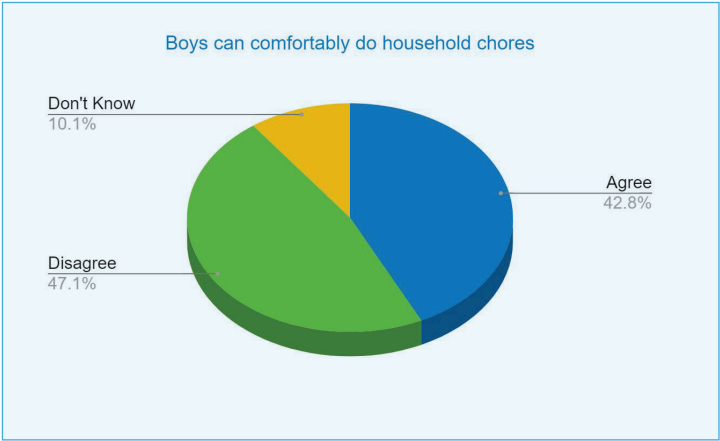
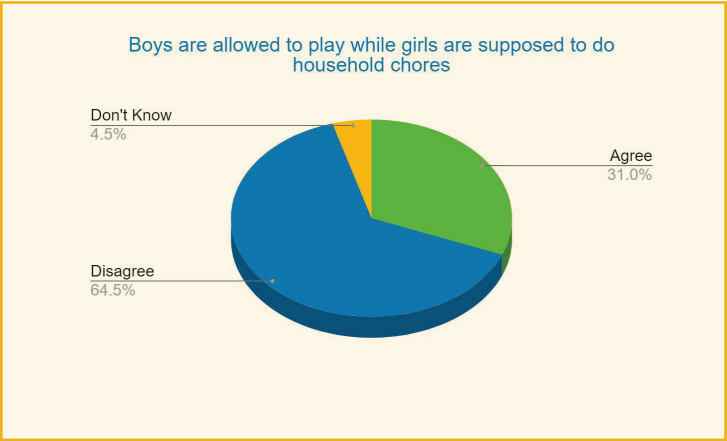


BRIGHT FUTURE COMMUNITY TOOLS

KEY INSIGHTS FROM COMMUNITY TOOLS

Community tools provided insights into youth and household dynamics, including views on early marriage, education-based employment trends, and gendered investment in future prospects. The findings highlight financial dependency, parental influence on careers, gender roles in household tasks, and societal expectations, particularly stricter norms for girls' online behavior.





Early Marriage Acceptance: A considerable portion of youth consider marriage before 18 acceptable, highlighting the persistence of traditional norms and the need for greater awareness on the legal and health risks associated with early marriage.

Employment Status by Education: Employment remains a challenge, with many youth underemployed or unemployed, despite varying educational levels. Higher education correlated with better employment rates, but job opportunities remain limited.

Gendered Investment in Future: A notable bias persists, with many respondents feeling that it is more beneficial to invest in boys' futures than girls'. This reflects deep-rooted gender inequalities in education and career opportunities.

Financial Dependency: The majority of youth are still financially reliant on their parents, suggesting barriers to achieving financial independence in the current job market.


Parental Influence on Career Choices: Parental expectations heavily influence career decisions, with many youth feeling compelled to follow traditional family career paths, limiting individual aspirations.

Gender Roles in Household Chores: A significant divide in gender roles is evident, where boys are more likely to engage in play while girls handle household chores. Although some boys feel comfortable with domestic tasks, societal norms discourage their participation.

Social Media Caution: Gender norms also extend to social media, with girls facing stricter expectations around their online behavior compared to boys, reflecting broader concerns about controlling female autonomy.



SCHOOL PROGRAM

 **Big Bright Future**

SCHOOL INTEREST SCORE CARD

Name of the Student
TANMAY LOHAR

Grade and Division
10 | A

Name of the School
...

SCHOOL PROGRAM OFFERINGS

Buniyaad:

Buniyaad, the Bright Future School Program aims to prepare the students for the challenges and the opportunities of the future, with a focus on holistic development and adaptability by creating an integrated education program that equips children with the skills needed to navigate the future successfully.

The Buniyaad program aims to create a conducive learning environment that nurtures the holistic development of children. By providing essential resources, mentorship, and support, we encourage them to explore opportunities and build a foundational understanding of various domains and industries for the future through career awareness, skill development, and social-emotional learning sessions. The program supports students in identifying learning paths that align with their interests and strengths, spreading awareness of diverse opportunities and guiding them in making informed decisions that can contribute to their future success and personal growth.

Bright Future offers the schools different configurations or arrangements of the program's curriculum components, suggesting different levels or layers of the program that schools can choose based on their preferences and requirements. The two offerings are the School Transformation Program and Buniyaad 2.0

Prior to the COVID-19 pandemic, Bright Future engaged with school students through the Career Khoj program. However, these sessions were put on hold during the pandemic. In 2022, the program was redesigned to include new components aimed at equipping students to be future-ready.

School Transformation Program- 3 Years

The program offers six components to a school which focuses on holistic development of the students with the skills needed to navigate the future successfully. The components are

- 1. Career Interests & Awareness**
- 2. Social Emotional Learning**
- 3. Industry Skills**
- 4. Arts**
- 5. Sports**
- 6. Vocational Skills**

Buniyaad 2.0

The program aims to provide an integrated learning experience that prepares students for the challenges of the future, both in their careers and personal lives through

- 1. Career Interests & Awareness**
- 2. Social Emotional Learning**
- 3. Industry Skills**

Workshops are conducted on specific domains and topics based on the preferences of the stakeholder



SCHOOL OUTREACH 2023-24

Career interests & Awareness Workshops

05 Schools

471 Students Attended

Career Interest Score card designed for the students



MY INTEREST CARD

Personalized card to help you identify your career interests and preferences. Fill in the details and share it with your teacher.

Name of the Student _____

Grade and Division _____

Name of the School _____

Levels Acquired

Level 1: _____

Level 2: _____

Level 3: _____

(Disclaimer: It is not an official assessment or test and cannot be used as evidence for career choice.)

Domain Details

Science

Do you like to learn about the natural world? Do you enjoy experiments and discovery? Do you like to learn about the human body and health?

Engineering

Do you like to learn about how things work? Do you enjoy solving problems and designing solutions? Do you like to learn about the latest technology and innovations?

Arts

Do you like to express your creativity and imagination? Do you enjoy drawing, painting, or writing? Do you like to learn about the history and culture of different art forms?

Sports

Do you like to stay active and healthy? Do you enjoy playing games and sports? Do you like to learn about the importance of physical fitness and teamwork?

Business

Do you like to learn about how businesses operate? Do you enjoy solving problems and making decisions? Do you like to learn about the latest trends and innovations in the business world?

IT

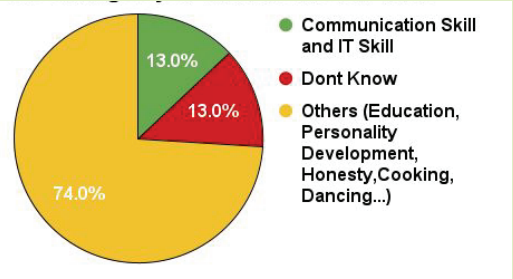
Do you like to learn about computers and technology? Do you enjoy solving problems and designing solutions? Do you like to learn about the latest software and hardware innovations?

Other

Do you like to learn about other career options? Do you enjoy solving problems and making decisions? Do you like to learn about the latest trends and innovations in the world?

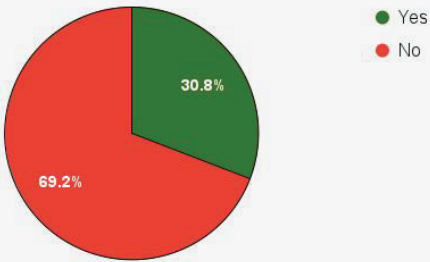
Student Responses on Understanding of Skills

According to you what are the few basic skills

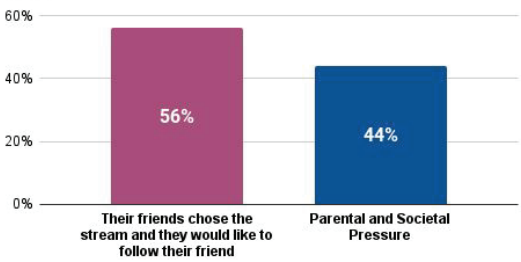


Collated from the Teachers' Need Assessment forms

Are students aware of the unconventional career options like- Content Creator, Data Analyst, Cyber Security Expert,



What influences the students to choose the stream to study





BRIGHT FUTURE TECHNOLOGY INITIATIVES

Bright Future

The Bandhan app serves as a crucial tool for Bright Future, connecting stakeholders such as alumni, volunteers, and the team to foster community engagement and collaboration.

Key Features for Alumni

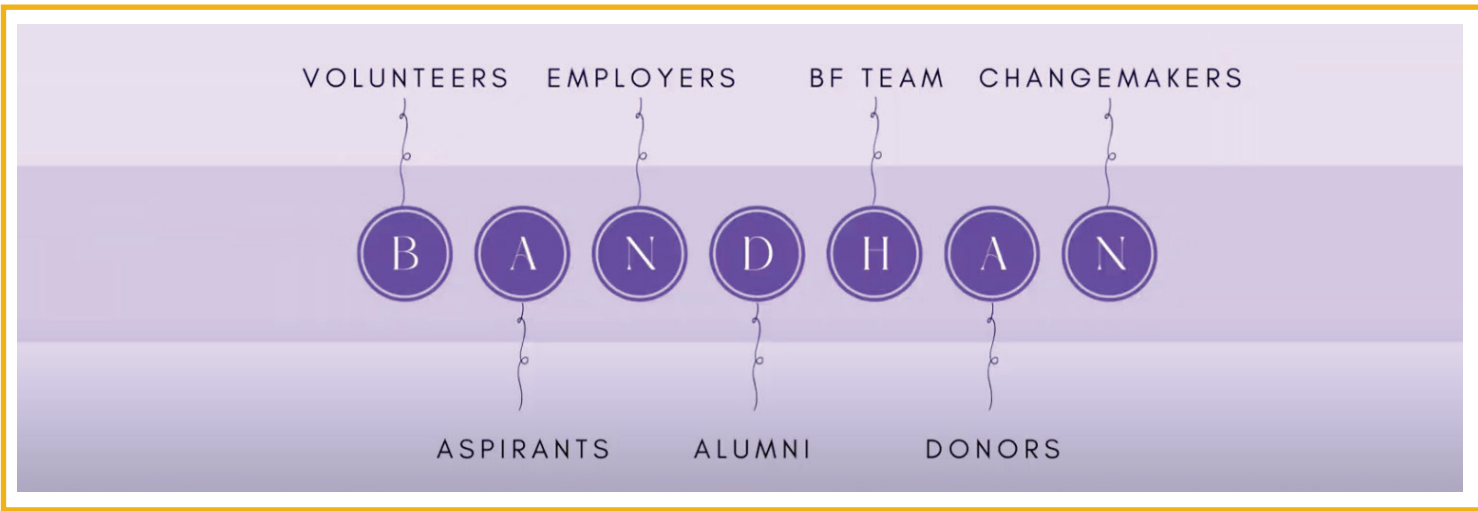
Job Applications & Tracking: Apply for jobs and monitor application progress in real-time.
Networking: Connect with fellow alumni for support and growth.
Profile Management: Easily download and update profiles.
Career Support: Access personalized guidance from the Bright Future team.
Event Updates: Stay informed about exclusive events and workshops.

Key Features for Volunteers

Volunteering Opportunities: Discover and apply for impactful roles.
Dashboard & Tracking: View opportunities and track volunteer hours.
Certification Management: Download certificates for completed activities.
Exclusive Updates: Receive notifications about volunteer-specific events.

Future Vision

Future updates will enhance the app's role in:
Connecting volunteers with aspirants for mentorship.
Linking mentors with alumni for professional growth.
Introducing new career development programs based on alumni feedback.
Empowering alumni to become community leaders.
Expanding engagement with all stakeholders to further Bright Future's mission of creating brighter futures for young people.



Bandhan App Launch on Bright Future Foundation Day

On October 13, 2023, Bright Future celebrated a significant milestone with the launch of the Bandhan app during its Foundation Day event. This special occasion brought together chief guests, key stakeholders, and the app development team, who collectively marked the app's launch by logging into Bandhan on stage.

The launch was witnessed by over 300 alumni present at the event, who eagerly watched a video demonstration highlighting the app's features and functionalities. The excitement among the alumni was palpable as the app's potential to connect them with various stakeholders, career opportunities, and fellow alumni was unveiled.

Since the launch, approximately 3,200 alumni have downloaded and registered on the Bandhan app, reflecting strong engagement and enthusiasm for the platform.





BRIGHT FUTURE SKILL FRAMEWORK

DEVELOPMENT of THE SKILL FRAMEWORK on which BF curriculum is based:

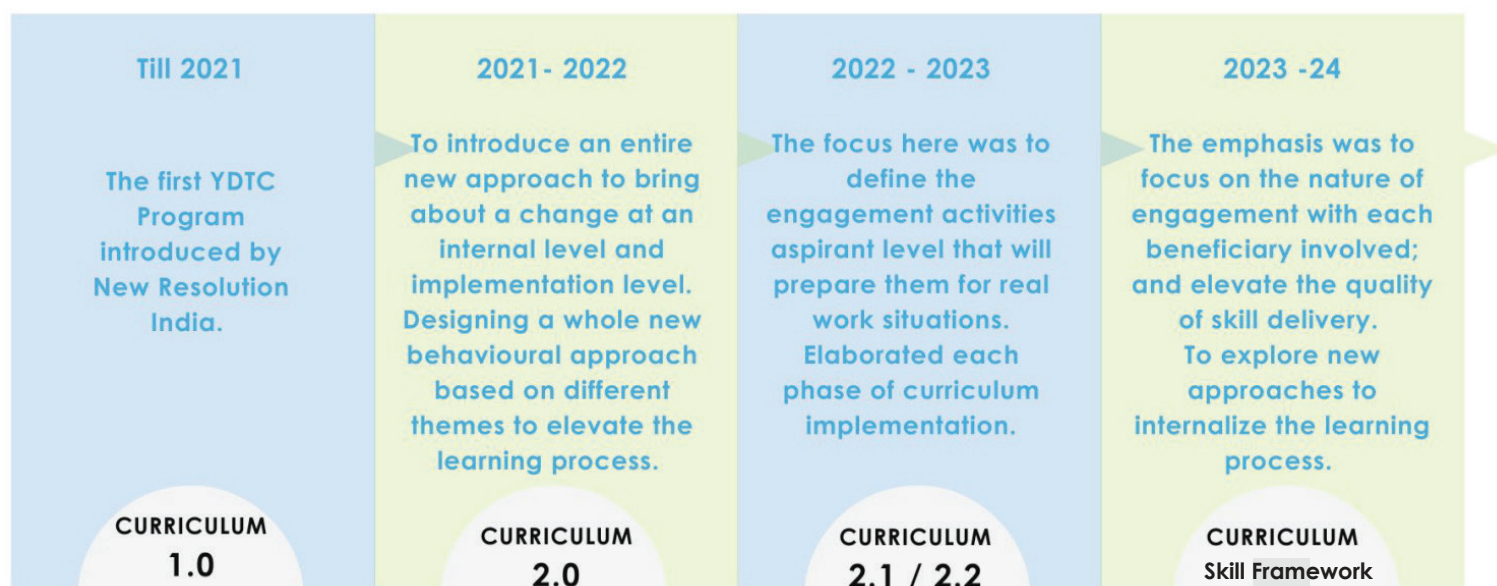
Need

BF Curriculum 3.0 was developed to elevate the already existing BF Skills-Portfolio to a General Curriculum Framework that demonstrates learning that is inclusive, lifelong and t for navigating the future. The larger aim here is to increase learning through the Ripple Effect (explained in detail later) where the learning self transitions from individual learner to the larger learning of the community.

The Process : Research And Need Analysis

BF has been working with youth people through the use of Bright Future's own Curriculum. We realized it was important for youth to be able to execute the skills they acquire from BF training in their real life. Thus the new Bright Future Skill Framework: Curriculum 3.0, lays particular emphasis on the development of the creative potential of each aspirant. It is based on the principle that education must develop not only the cognitive capacities but others as well, including the 'foundational capacities' of the individual and 'higher-order' cognitive capacities, such as critical thinking, problem solving, social, ethical, and emotional capacities and dispositions. The purpose of creating the skill framework was to elevate the already existing skills of individuals based on referential understanding from various other models and structures. Various International and other Indian Frameworks were referred to while aligning the curriculum that best suits the needs of our beneficiaries across the Individual, family and larger community.

Evolution of Bright Future Curriculum across the Years :

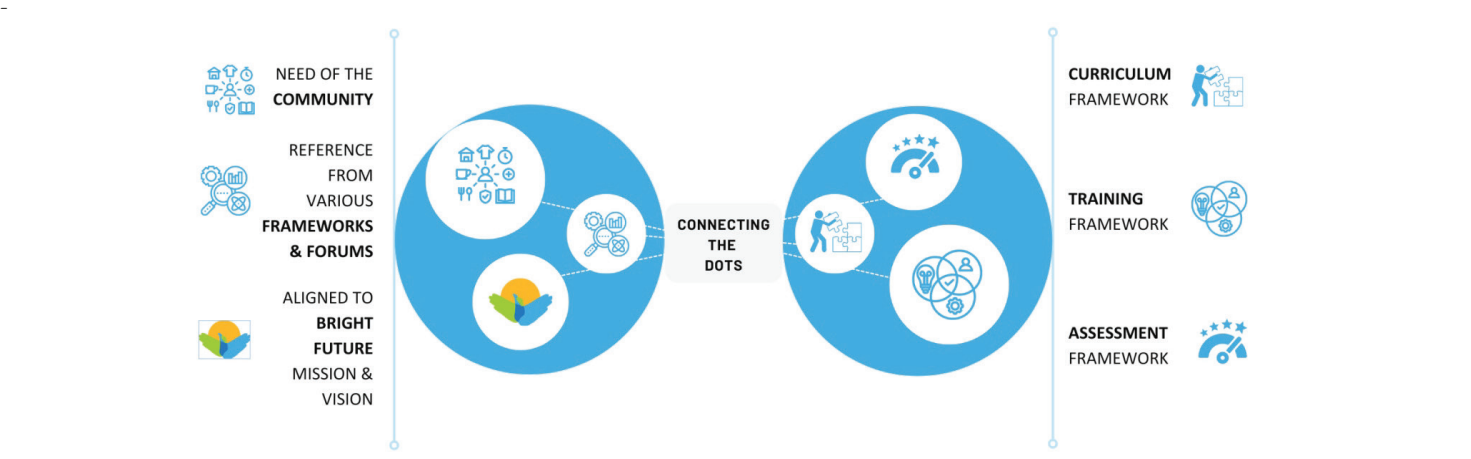


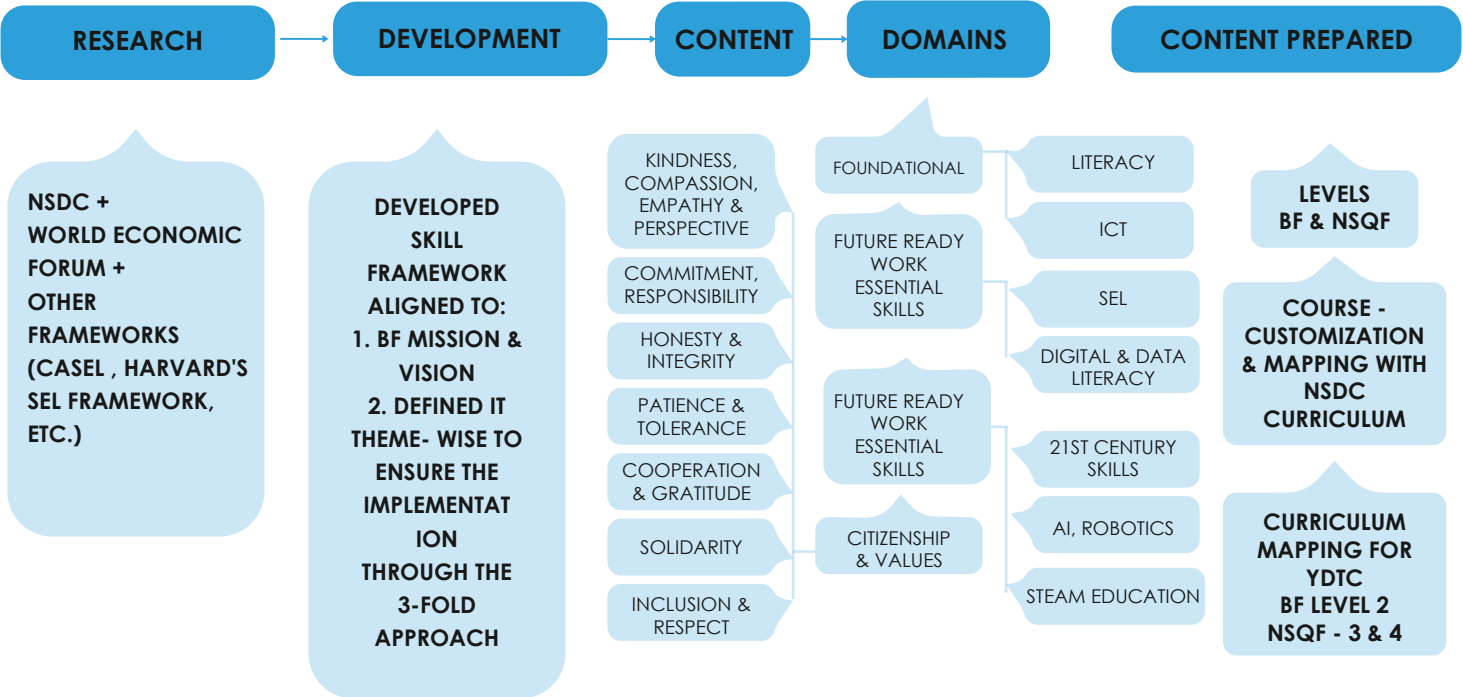
Difference Between Curriculum 2.2 & BF Skill Framework

CURRICULUM 2.2	CURRICULUM 3.0
Domain refers to one module such as - Workplace Readiness (WPR), Customer Relationship and Retail Sales (CRS), English, IT.	Domain does not refer to one skill but a large pool of skills
Focus on specific set of soft skills	Focuses on soft skills, technical skills, integrating value and skills; and behavioural approach
Modules worked independently of each other	Synchronizing domains-skills-values
Curriculum was for YDTC alone	The curriculum prepared is for multiple programs of BF; and caters to the different levels of beneficiaries across these different programs.
Focussed on preparing aspirants for the workplace and sustaining them in the workplace.	Focus is on enabling individuals with a holistic experience of skills training through soft skills, and technical skills learning While also pairing with values that support conducive behaviour

REACH	
Was made for the Youth Development & Training Center Program (YDTC)	The Framework includes content across the domains divided across different beneficiary levels, developed keeping in mind the horizontal and vertical coherence
CUSTOMIZATION	
	The Programs have various offerings and the beneficiaries can opt for customization (as required) with varied outcomes that will be mapped accordingly.

OVERVIEW of THE BF SKILL FRAMEWORK :





CONTENTS of BF SKILL FRAMEWORK :
Domains

Bright Future chose to use the term 'Domain' instead of skills as each 'Domain' encompasses a broader and wider range of skills.

The major domains covered in the skill framework clarifies what will be covered and how it will be done (emphasising on quality of the content) to ensure we develop successful learners who are confident, creative, active and informed citizens.

The domains explained

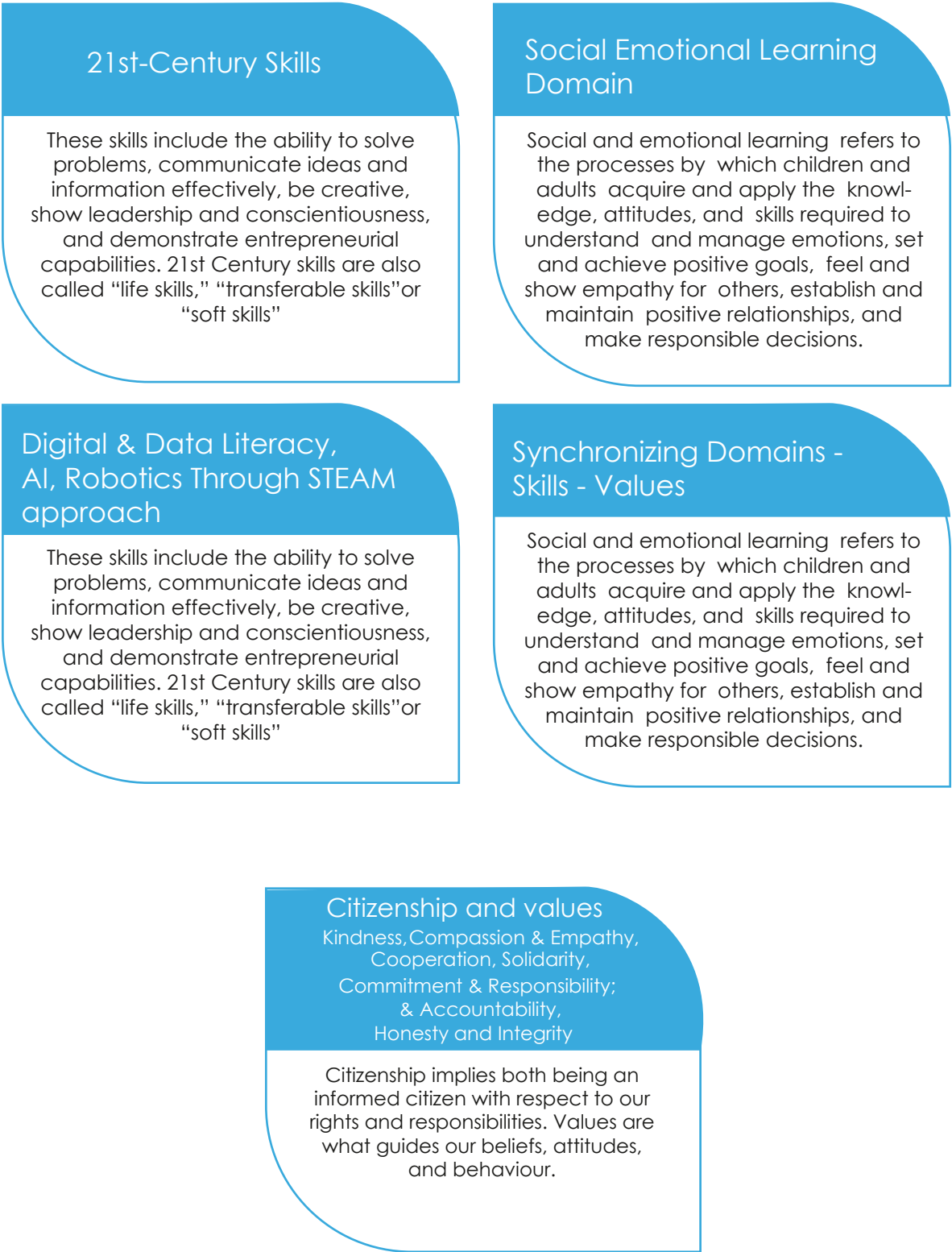


Foundational domain

Literacy Basic ICT

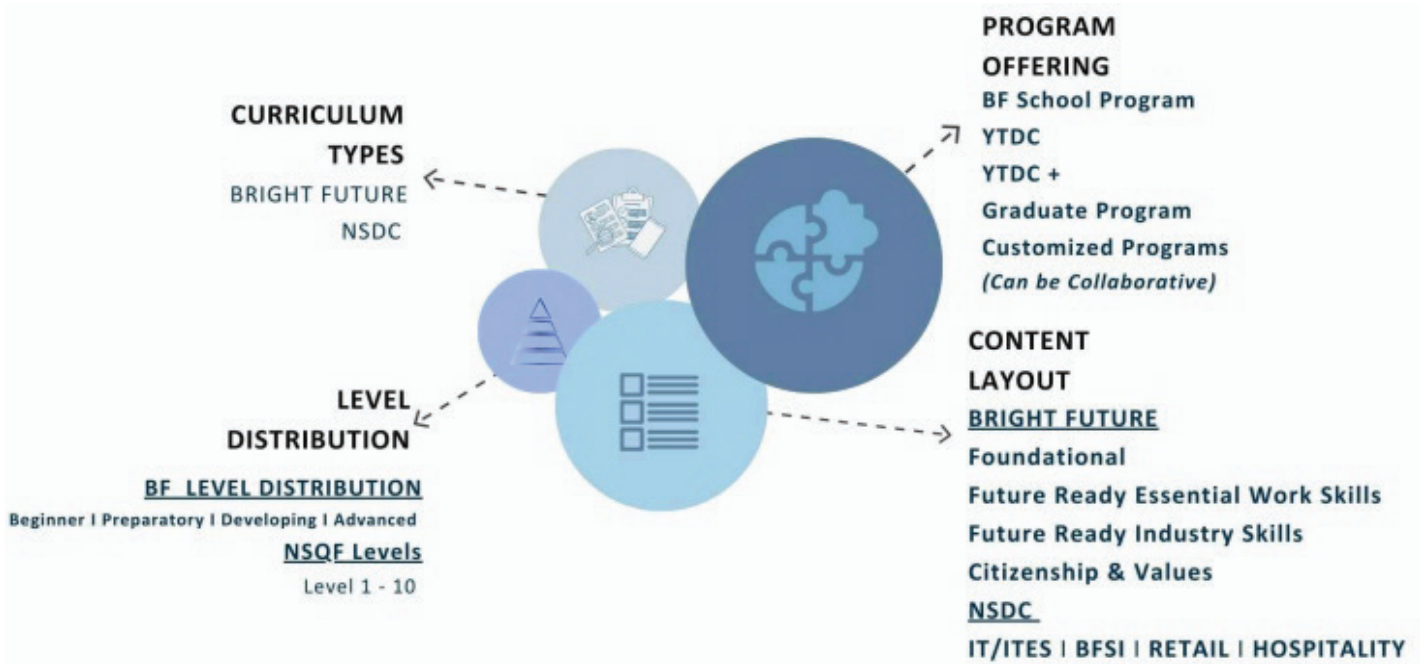
This includes the basics of education namely literacy, and numeracy and are essential for further learning, productive employment, and civic engagement

Future Ready-Work Skills



Program - Content Mapping

Considering it is a Skill -Framework we have created the flexibility to choose and create customized programs across all BF interventions and such that all the beneficiaries benefit from the skill framework. The below tables show the details:





BRIGHT FUTURE STAFF ENGAGEMENT INITIATIVES

Bright Future

Throughout the year, a total of 20 training sessions were conducted, covering diverse topics such as technical skills, soft skills, leadership development, customer service, and more. These sessions were designed to cater to different audiences, including center managers, social workers, and facilitators, with a focus on skill enhancement and knowledge growth.

Geographical Reach: **MUMBAI**

50

Number of
Participants Engaged



72^{hr}

Training Hours
delivered



20

Total Training
Conducted



Modes of Delivery

18

Offline
Delivery

&

02

Offline
Delivery

KEY HIGHLIGHTS

Key Accomplishments Summary for trainings

Key Accomplishments Summary for trainings

Master Trainers:

Successfully executed IT, WPR, and CRS topic training sessions by center managers and facilitators.

Initiated Need-Based Training:

Launched Transformative Scenario Planning, Effective Facilitation, and Engaging Parenting Sessions (Levels 1 & 2).

Facilitator Development Framework (FDF):

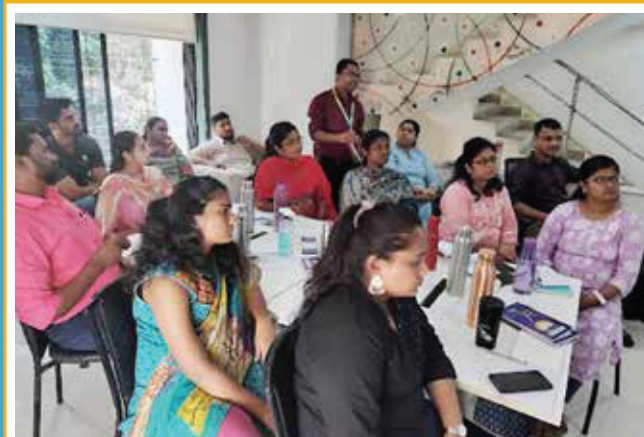
Created a framework across 8 skills and 4 levels, piloted with 12 facilitators.

Aspirant Assessment:

Developed a Skill Level Assessment Framework, piloted for skill alignment with curriculum.

Training Quality Monitoring:

30 center visits and 37 session observations conducted to ensure quality and provide feedback.



BRIGHT FUTURE TOWN HALL

The "Town Halls" at Bright Future serve as platforms for continuous learning, collaboration, and growth. These gatherings focus on building staff perspectives through training sessions and talks by renowned speakers, community workers, and academicians, offering insights that broaden their worldview.

In 2023-2024, five Town Halls were organized with themes promoting critical thinking, social awareness, and dialogue. Sessions covered topics like Women and Superstition, Mental Health and Superstition, the Indian Constitution, and the role of Music and Art in addressing social inequalities. Other sessions explored Dance Movement Therapy & Origami for emotional expression, Multiculturalism, Film Analysis, and the role of youth in social change globally. For this year's Town halls we invited speakers such as Ad. Mukta Dabholkar, Sambhaji Bhagat, Irfan Engineer, Nagesh Jadhav, Dr. Ram Puniyani, Chandrakant Sarvgod



MANTHAN: MANAGERIAL MEET



"Manthan" is a managerial meet at Bright Future, designed for discussing and brainstorming ideas to foster organizational growth. This initiative brings together Managers and Team Leaders to strengthen interventions and enhance their impact.

In 2023-2024, two Manthan meets were held. The first focused on livelihood issues, with the CEO and Team Leaders emphasizing the importance of our interventions through group activities. The second centered on aligning strategies with field realities,

addressing the need for refining our approach in program implementation to meet evolving community needs. Discussions also highlighted the significance of reporting, addressing challenges, and fostering a growth mindset.

WOMEN'S DAY CELEBRATION

Bright Future celebrated Women's Day on 8th March, honouring generations of women who broke stereotypes and paved the way for future generations. The event was organised involving, inspiring speakers who shared their stories and experiences.

The event was conducted at Ville Parle center of Bright Future. Vile Parle Police Inspector Ms. Renuka encouraged women to be independent, emphasizing their strength and resilience in various roles. Pragati Mhatre from Sandwizza shared her journey, highlighting the determination and professional training of Bright Future alumni, who inspire other girls through their success. Freny Shah's shared her story of her comeback resonated with many married working women, and her husband underlined the importance of a supportive partner. A group of alumni presented an impactful drama showcasing the challenges and strengths of women.

Varsha Vidya Vilas reminded the audience that such occasions are not only for celebration but also for reflection and commitment. She emphasized the importance of accepting and embracing all identities, leaving a lasting impact on the audience.





EXTERNAL IMPACT ASSESSMENT

Introduction

Bright Future conducted an impact assessment study of its Bulandi Program. This impact assessment study was conducted to ensure the program's relevance, effectiveness, and long-term sustainability. Bright Future partnered with Sattva Consulting, an external organization specializing in impact assessments, to conduct a detailed evaluation of the YDTC program. The study was based on OECD's DAC framework

The rationale for this assessment stemmed from the need to:

- Understand the effectiveness** of the program in meeting the needs of the youth.
- Evaluate the outcomes** in terms of employability, skill development, and socioeconomic impact.
- Identify strengths and areas for improvement** in the program design, delivery, and follow-up processes.
- Inform future strategies for scaling and refining the program** to enhance its overall impact on youth and their communities



Impact Assessment of Bright Future India's Youth Training and Development Centres


Updated: 7th Dec, 2023

25th October, 2023

www.sattva.co.in



The assessment covered ten centers, listed as below:
Bhandup, Dharavi, Ghatkopar, Thane, Govandi, Kandivali, Kurla, Worli, Vile Parle, and Nalla Sopara.



Timeline for the Study: 2019-2023

This Impact Assessment study was conducted using both the quantitative as well as the qualitative methodologies. Through this study a comprehensive understanding of the program's impact was explored and presented. The study utilised in-depth interviews, focus group discussions, and surveys with aspirants, alumni, community members, and the Bright Future team to gather the relevant information.

KEY INSIGHTS

Employability and Skill Development

Improved Employability:	73% of the candidates reported a significant improvement in their employability after completing the program. Many of them shifted from informal to formal jobs, leading to better job security and increased remuneration.
Increased Job Retention:	69% of candidates who secured employment through the program were able to retain their jobs for up to three months, with some continuing for over a year.
Enhanced Skills:	89% of the candidates reported improvements in soft skills, especially in communication and English proficiency, which were crucial for their employment in sectors such as banking, customer relations, and IT-enabled services.
Skill Mismatch Reduction:	The program's curriculum, which was tailored to the market's demands, was appreciated by 79% of the candidates. 92% felt that the training effectively prepared them for their professional roles.

Financial Independence and Household Contribution

The YDTC program not only impacted the candidates individually but also created ripple effects in their households. The findings show:

Improved Household Income:	40% of the candidates reported that their household income had improved post-employment. Many contributed financially, easing the burden on single-income households.
Financial Independence:	55% of candidates reported that they had achieved financial independence and could manage their expenses without relying on their families.
Asset Ownership:	27% of candidates contributed to household asset-building, with several using their income to buy necessary appliances or improve home infrastructure, such as installing toilets and securing water connections.

Social Impact and Community Upliftment

Beyond the individual and household levels, the YDTC program had broader social impacts:

Improved Social Status:	43% of candidates indicated that their participation in the program and subsequent employment had elevated their family's standing within the community. The increased respect from peers and extended family was a major outcome.
Impact on Siblings:	35% of the candidates mentioned that their achievements had a positive influence on their younger siblings. Many helped improve their siblings' access to education and encouraged them to pursue vocational training.
Female Empowerment:	A significant finding was that 73% of female candidates were the first women in their families to secure formal employment. This shift not only brought financial stability but also promoted gender equality in decision-making within the household.



PARTNERSHIP & COLLABORATION

TRAINING PARTNERS for Government Organization

Bright Future in collaboration with the Department of Women and Child Development & Child Welfare Committee:

Permission Letter received to conduct Career Awareness Sessions in 26 Child Care Institutions of Thane District and the project was officially launched in the month of March. Bright Future plans to design and conduct a customised Career Interest and Awareness session for the children at the 26 CCI's to help them navigate their future in a more sustainable way leading to their independence, increased confidence and employment.

Knowledge Partnership with Microsoft donor partners

Bright Future entered into a strategic knowledge partnership with Microsoft to enhance its graduate training program. Recognizing Microsoft's expertise in the IT sector, this collaboration leveraged Microsoft's well-curated content available on platforms such as Microsoft Learn and LinkedIn Learning.

As part of this partnership, Microsoft has provided valuable support in developing course content, detailed modules, and clear identification of module durations.

The content provided by Microsoft covers a range of job-specific courses for example- Cyber Security Engineer, Data Scientist, and Generative AI Specialist. In addition, the partnership also addresses other essential job-specific skills such as Career Essential Skills, Digital Skills, Professional Soft Skills, Diversity & Inclusion, and Sustainability Skills. This collaboration aims to bridge skill gaps and enhance employability by offering domain-specific training and hands-on learning experiences through paid internships, thus preparing graduates for mainstream job opportunities aligned with their qualifications and career preferences.



Training Partners for Non Government Organization

Teacher's Capacity Building:

The Bright Future Teacher Capacity Building Program aims to enhance the educational system by equipping teachers with innovative methodologies and effective teaching practices. Through interactive workshops, role-playing, peer mentoring, and real classroom applications, the program fosters skilled educators who create positive learning environments.

In July 2023, Bright Future, in collaboration with Schbang, conducted a training session for 45 teachers focused on life skills, classroom management, and effective communication. Activities like the 'Parking Lot' exercise addressed personal challenges, while the 'Ideal Classroom' activity encouraged envisioning an optimal learning environment.

Teachers developed empathy and problem-solving skills through group exercises tackling issues like rebellious students and work-life balance. The session received positive feedback from participants and the Schbang team.

Teacher Capacity
Building Workshopm

45

Teachers
Attended

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TESTIMONIALS



"Earlier, my son was hesitant to communicate, but now he speaks confidently in English. He listens to us, shares ideas, and is even helping with our financial responsibilities. We are incredibly proud of his development."

"I used to be very protective of my daughter and didn't allow her to go out much. But after she started attending this program, I saw her confidence grow immensely. She's gained knowledge in skills and computers and now she's working. I want to encourage other parents not to hold back their children from learning new things. It has made all the difference for us."



"When I first joined, I was nervous and lacked confidence, especially in speaking. But after attending this course, I have learned many skills and now feel much more confident. After finishing my course, I joined the youth group to stay connected with a brighter future. I'm now dedicated to working for the betterment of my community, and this team has always supported me along the way."



"Joining the Bright Future course has given me so much confidence. I've learned important computer skills, and now I always strive to do my best. The Bright Future team has supported me at every step, and I'm truly grateful for their encouragement."

FINANCIALS

Particular	NFCRA	FCRA	Total
Corporate	54,214,171.20	3,462,480.00	57,676,651.20
Foundation	18,111,141.00	6,493,302.00	24,604,443.00
Individual	1,134,222.11	52,601.78	1,186,823.89
Other	611,140.00	71,981.00	683,121.00
Total	74,070,674.31	10,080,364.78	84,151,039.09

Expenses	NFCRA	FCRA	Total
Operation Expenditure	69,145,142.32	12,737,192	81,882,334.00
Administrative Expenditure	563,786	161,262	725,048.06
Total	69,708,928.38	12,898,453.68	82,607,382.06

Type of Income	Amount
Foreign	10,080,364.78
Domestic	74,070,674.31
Total	84,151,039.09

OUR PARTNERS

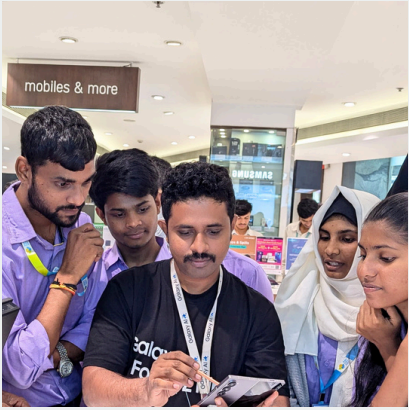


MAJOR EMPLOYER PARTNERS



VOLUNTEER PARTNERS







15/D, Kamgar Nagar, Near Nandikeshwar Temple, Kurla East, Mumbai – 400 024.

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<https://brightfutureindia.org/>