



Annual Report 2016-2017

PADMAPANI SOCIETY FOR HUMAN EXCELLENCE



PADMAPANI SOCIETY FOR HUMAN EXCELLENCE

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Introduction:

PADMA PANI SOCIETY FOR HUMAN EXCELLENCE popularly known as PSHE is a not-for-profit; Indian Non-Governmental Organization (NGO) registered in the year 1993 under the Andhra Pradesh (Telangana Areas) Public Societies Registration Act 1350 Fasli (Act I of 1350 F) dated 16th March, 1993. PSHE is formed by likeminded young professional social workers working to create high standard of living for vulnerable and marginalized communities. Executive Boards versatility is enriched through the presence of social workers, financial experts, medical professionals and local community ensuring holistic approach to cater to all kinds of social development activities for all spheres of life. PSHE firmly believes that the any desires change in the lives of underprivileged children will come only when more and more privileged people participate proactively in finding a solution to the problem. PSHE is registered under Foreign Contribution Regulatory Act, possessing PAN card with no. AABTP3615P, registered under 12A with reference no. F.No. DIT (E)/HYD/12A/55(03)/10-11, and obtained 80G certificate under Income Taxvide no F.No.DIT(E)/HYD/80G/55(08)/11/12

PSHE Vision

We envision a society where every individual has equal opportunities with human excellence, free from all forms of discrimination, strengthening their inherent capacities to live a dignified life.

Our Mission

The mission of PSHE is to proactively be of service to human kind especially children, women, farmers, youth and vulnerable populations in all spheres of life focusing on holistic development of wellbeing through an inspirational and social change by helping them to help themselves.

Core Values of PSHE

The values that members of PSHE share and work towards a society that would:

- Fosters a sense of community
- Emphasis' on empowerment

- Is ecologically responsible
- Strives for knowledge and equality
- Supports personal growth
- Act and interact with empathy with all the Foundation's beneficiaries
- Promote respect, team working and initiative
- Act pragmatically, fairly and responsibly
- Believe in partnership and team work
- Function with Humility, Humanity and Integrity

Our presence

PSHE intends to contribute to the developmental indicators of the Govt. of India and aims its work to facilitate the process of achieving Millennium Development Goals. Though, PSHE started working in Kamareddymandal of Nizamabad, progressively expanded its horizons to 4 districts of Telangana namely Nizamabad, Rangareddy, Mahbubnagar and Hyderabad Districts. Our offices are located in each of the district, with registered office being at Kamareddy and Administrative office located in Capital city of Telangana.

Progress for the year 2016 - 2017

In the pursuit to achieve our vision, PSHE has been striving hard to reach the unreached through its various programmes, this document illustrates the kind of work we have put in the financial year 2016 -17, in a snap shot we were able to continue all the programmes implemented from the previous years with additions of Bio Diversity programme.

True to the spirit of humanity and on par with its vision, PSHE implements and facilitates versatile programmes, activities to improve the quality of the lives of the people in their operational areas. After through situational assessment analysis with the community in the operational areas, PSHE evolve with a concrete strategy to handle a variety of issues that aim at a wide-ranged, long-term impact on social developmental activities and devised the road map to achieve the set objectives' for the community. Few notable impact oriented programmes carried out by PSHE are:

National Child Labor Project (NCLP)

Title of the project : National Child Labor Project (NCLP)

Aims & Objectives : The aim of the project is to eradicate child labor.

Supported by : Ministry of Labor Employment, New Delhi

Services offered :

PSHE is supported by Ministry of Labor and Employment; New Delhi to eradicate child labor, the target group is children of below 14 years of age and working in shops and establishments. PSHE started NCLP School at Gollawada in kamareddy in the year 2010 to mainstream the child labor into regular education. Currently project is running with 36 students and 2 teachers with one clerk at Kamareddy town.



Stipend: the stipend of 150/- per child per month was being disbursed every month to their bank account. Child will be disbursed only after the child is successfully mainstreamed into formal have been system of schooling.

Vocational Training: in the existing scheme there is provision for the services of any master trainer for imparting training to the children like tailoring and embroiling, making envelopes and paper bags.

Key Achievements :

Successfully mainstreamed 18 children to the regular school.

50 children averted from child labor

90% attendance was recorded

QUEST ALLIANCE, BANGALORE

Title of the project: Skill to Succeed

Aims & Objectives: The aim of the project is to provide placement linked training to the unemployed youth on Spoken English and Computer Education for 3 months.

Supported by: **Quest Alliance, Bangalore.**

Services offered MS-Office, Soft Skills, Career Counseling, Spoken English and Placement assistance.

It is pleasure to bring the brief report to your knowledge about the chore activities of our entire program during the fiscal year 2016-2017. Our fiscal year starts from the month of June - 2016 and ends in the month of June 2017. Every year this is the cycle of process. So far we have been trained 104 students this year. Every year we have to conduct 4 terms (3 month is one term). Thus during this fiscal year (2016-2017) 104 beneficiaries were benefited through our program. At every time we provide education and training for one batch beneficiaries. Every batch contains 40 beneficiaries. The beneficiaries are underprivileged and downtrodden youths between the age group of 18 to 30 years. The eligibility for enrolling into our program is S.S.C Passed out candidates. We will train them with DIGITAL LIFE SKILLS, QUEST ALLIANCE BASIC ENGLISH AND ADVANCED ENGLISH AND MY CAREER AND DIGITAL LITERACY MS OFFICE, and RETAIL MANAGEMENT. We have well equipped staff team to train and develop the beneficiaries. We have well equipped staff team to train and develop the beneficiaries. We will have frequent special training sessions as well as regular guidance and follow-up from Director,

Our training concerned with below disciplines:

1. USAGE OF QUEST CURRICULUM IN VARIOUS SUBJECTS
2. ENGLISH BASIC AND ADVANCED TOOL KITS
3. DIGITAL LIFE SKILLS
4. RETAIL MANAGEMENT

5. QUEST TOWNCARDS
6. ACTING STUDIO (ROLE PLAYS)
7. MY CODING

MOBILIZATION:

The act of assembling and moving together for a good cause could boost up our service. Executing prior plans with more transparency while doing mobilization has made us feel gratified. We did innovative mobilization in terms of paper publicity in all leading Telugu Newspapers such as Sakhi, Eanadu, Andhra Bhoommi and Namaste Telangana. PSHE pamphlets distributed along with all newspapers, the Staff of PSHE moved to the slums to campaign door to door with transit mike and pamphlets, it is the only way to reach beneficiaries directly and explain their issues, concerns on site and explain about organization and its program curriculum on site with each individual and their parents. We have covered 5 slums nearby our center we found that through transit walk there are candidates who are interested but they are unable to find suitable center for them. We have practiced above activities for mobilizing deserves candidates. We have around mobilized 150 candidates among those we selected 104 candidates who are deserved for the education at our center.



ADMISSION and ENROLLMENT:

After mobilization we provide counseling to every beneficiary with coordination of facilitators by which they redeem themselves to have a stride towards their interest. We are transparent of doing enrollment program with aim of choosing well deserved candidate. We provide admission for young and unprivileged candidate from 18 to 30 years old with qualification of S.S.C PASSED. We maintain database as per our requirement and follow their attention as well. Admission enrollment form is provided with intend of giving admissions to the deserve candidates at the time of enrollment.



TRAINING AND DEVELOPMENT: Our training and development functions concerned with various activities. Our aim is to prepare student good at job performance and changing attitude and gaining more knowledge about job, there are certain disciplines involved with our training which enhances student's personality There is lot of practical research for



innovative learning by which pupil become excel of understanding self and exploring new ways to identify their requirements in order to grab opportunities according to suitable personalities. We teach around 3 hours a day for each batch with aim of blended learning .Our facilitation contributed towards taking off chaos among pupil This atmosphere enlarged desires of students and drove them to making a stride in career. Quest tool kits have provided better guidance for better facilitation. We have become excel

in dealing subjects we teach with help of Quest tool kits. As their contribution strengthened our confidence and teaching style we could build and delivered effective lessons.

During the training we teach digital lessons to pupil We had instructional practice that made effective use of technology, it involved all learning areas of students. So it was easy to attain that blended learning of different aspects, such as BASE LINE TEST, DIGITAL LITERACY AND SUCCESS STORIES ECT.

EXPOSURE VISITS:

Exposure visit is a tool that is used to facilitate learning; it entails two or more parties where one is learning from the other. It promotes issues of good practices and a process of building on underlying, two parties may also be learning from each other.

We have done 3 exposure visits for three batches across Hyderabad city where pupil learnt good practice of live work environment and know the culture of organization and its objectives; during exposure visits every beneficiary was able to have proper interaction in order to identify the needs of employer and employee in the organization. As they interacted with every employee of organization during exposure visits they knew how every employee should be diplomatic and how to deal with different customers.



Exposure visit involved with different galleries with aim of knowing retail management and HR policies and employee and employer benefits. These are all done through live interaction to demonstrate environment of organization. Our students also had live chat with HR Manager to know the process of recruitment and vision and objectives of organization. Our exposure visits happened in 3 different venues they are Big Bazaar, Idea Customer Care and Manupuram Finance Pvt Limited.



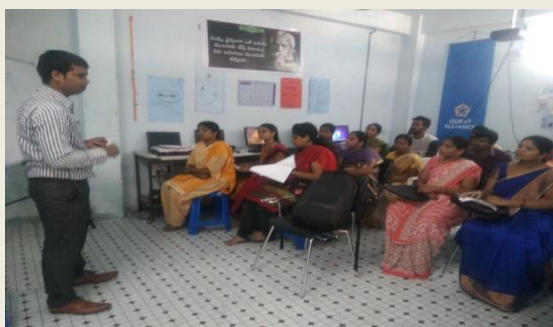
Employment Engagement Programme:

Padmapani Society which is a part of Quest alliance First and foremost we are feeling great for being a part of Quest family whose approach is holistic which makes up our mind to train our students in order to grab the opportunity in leading corporate world. EEP is entrusted with students placement assistance in order to deliver the job description of suitable career for applicants through EEP there is vibrant interaction happened between students and HR which made them

aware of the position they are looking for .In the end there was Agile participation between pupils and Interviewer During interview. EEP conducted with 3 different organizational professionals who involved with every beneficiary to share their experience about job and its objectives. PSHE conducted EEP with Café Coffee Day, Manappuram Finance and Margadarshi Chits Pvt Limited.

PLACEMENT ASSISTANCE:

Our main objective of conducting placement drive at our center is to place the candidates in the right position in the right place according to their interest and qualification and



identifying needs of candidate and placing him or her for the deserve position on account of their profile. We have about 80 percent of students out of 104 students whom got placed in prestigious organizations for deserved position. We are privileged with progress of our beloved students .we will put our all metal to happen such progress eternally with aid of Quest alliance. We conducted placement drive with companies such as

as Manaupuram Finance Pvt Limited, Margadarshi Chits Pvt Limited, GVK EMRI, Keerthi Associates, Fortune Honda, Mee Seva, Idea Customer Care, DTDC Courier, DHL Courier, Suzuki Show Rooms, Agarwal Packers and Movers, Global Innova and Navatha Transport.

After placing them in deserved positions we keep making contact with our beloved pupil with whom we have intimacy and follow them for ensuring skilled and empowered youth. In concluding this brief report I wish to thank the every person, specially our Founder and Director Mr. Satyanarayana Reddy for implementing this project to provide equal opportunity to underprivileged youth to lead a life of dignity in the society.

NATIONAL DIGITAL LITERACY MISSION

Title of the project : To educate age group of 14 to 60 on Digital Literacy

Aim of the project : to educate all the persons who are having minimum qualification should be aware of digital literacy.

Supported by : NASCOMM FOUNDATION, New Delhi.



The programme was initiated in the month of January, 2017 by the Padmapani Society at Malkajgiri in Hyderabad with coverage of 700 populations in a year. PSHE was trained around 300 candidates by the end of financial year. The target audiences are students, unemployed youth, SHG Groups, House wife and small scale employees. We teach theory with LCD projector and practical with 10 systems. They teach basic MS-Office, online Banking transactions, online booking/payments like electricity bills, Gas booking, and Digital

payment through wallets. After 20 to 30 days course completion they are eligible to write on line exam if they do complete exam they will get online certificate on the spot. So far the pass percentage is 98%.

Smile Twin e-Learning Programme, Chennai

Programme Objective: Smile Twin e-learning Program (STeP) is the programme module for changing the lives of underprivileged youth by providing them with Employment to implement this STeP programme for bringing notable transformation in the lives of underprivileged youth by providing them with Employment, by means of livelihood. It's a valuable course completely at free of cost. Our organization engaged in conducting medical camps in the community at free of cost and various remedial activities during the Chennai flood incident. To provide skill training for under privileged youth and provide placement in the private

Project Target Group: under privileged youth: Our fiscal year starts from the month of September - 2016 and ends in the month of August – 2017. Every year this is the cycle of process. Every year we have to conduct 3 terms (4 month is one term). Thus during this fiscal year (2016-2017) 120 beneficiaries were benefitted through our program. At every term we provide education and training for one batch beneficiaries. Every batch contains 40 beneficiaries. The beneficiaries are underprivileged and downtrodden youths between the age group of 18 to 25 years. The eligibility for enrolling into our program is S.S.L.C./H.S.C./ Passed out candidates. We will train them with Basic Computer Knowledge (MS-Office, Internet, E-mail), Functional English (Grammar, Spoken and written skills), Personality Development and Retail & Basic Management. We have well equipped staff team to train and develop the beneficiaries.



Youth Mobilization : PSHE Mobilized 286 candidates out of that after scrutiny and conduct enrollment/admission test we provided training for 120 candidates during the the 2016-2017 in 3 batches.

We do this mobilization process in prior to start a new term for the admission of new needy beneficiaries. We (staff team) use to go to the local nearby communities which was mentioned above, and do propagate our free education program through mike and transistor, by providing pamphlets of our organization, speak individually on need basis and provide awareness to remove their poverty and illiteracy.



Enrolments and Examinations: SHE enrolled 190 candidates out of that after scrutiny 130 candidates trained in the centre they got certificates and placement after their final exams

After mobilizing the eligible candidate will come to our centre. We will sit with them, speak with them to know the family background and the real need of the candidate and scrutinize their needed documents. Then we will conduct the Entrance exams to test their initial knowledge level, which includes GK, English, current issues, current political, etc. After qualifying all these candidate will be enrolled into our program and confirm them as our beneficiary.

Training and Development: After enrolling the beneficiary into our STeP program we well train and develop them throughout the whole term with the help of our well prepared curriculum. Every beneficiary has to learn 4 hours per day as allotted by us. The STeP centre works from Monday to Saturday (6days). As already said above the course content the subjects like, Basic Computer, Functional English, Personality Development and Retail & Basic Management. Apart from all these subjects there are some other program activities for their development like, Career Counseling (4 sessions, each month one), an Exposure visit (to give exposure about various work environment and atmosphere), an Employee Engagement Programme (to give elaborative ideas and concepts about employment and related skills, which will be conducted by a company head or HR person). Thus all these will be provided for the growth and development of our beneficiaries to make them an employable youth in the society.



Placement of youth: we have given placement 95 candidates out of 120 candidates with different Retail sector, BPO, Data Entry and Executives jobs in Chennai. Our utmost aim is to make these underprivileged youths to become employable in the society. For this our staff searches various firms and organizations to tie up with them to provide the job placement, in means of livelihood.



Major activities organized:

Employee Engagement Programme (EEP): Topics discussed: Setting Life goals, History of their firm, Nature of their work environment, Various work opportunities, working under pressure, Stress Management, Employee benefits, Various schemes of the firm, Targets, Punctuality, Provident Fund – Social Security for the employee, He shared his personal experiences in the firm, Importance of Education in life.

PSHE was organized 5 EEP activities for 5 batches as per Step guidelines with different employers'

Exposure Visits: : History of their firm, Various work opportunities, working under pressure, Stress Management, Employee benefits, Various schemes of the firm, Targets, Punctuality, Provident Fund – Social Security for the employee, He shared his personal experiences in the firm, Importance of Education in life.

Career Counseling: Mr. Bharathiraja, the Career Counsellor is from Production Department, ITC Limited Co., Chennai. The beneficiaries were eager to grasp knowledge from his ideas and speech. He interacted well with the beneficiaries and made them to be participative, involved the beneficiaries into various innovative activities. The various topics covered by the counsellor were Hard work, perfection in work, creative and innovative, Uniqueness, Use of Technology, Talent & Skill, Trustworthy, interpersonal relationship and commitment towards work, etc



Outcome of the programme:

The beneficiaries are participating the program regularly and actively. We could see the difference in their way of speaking and behaving itself. They are very happy that they get this kind of valuable course at free of cost. Really they try to make best use of the opportunity. Their understanding, reading and speaking knowledge is getting improved day-by-day. They are acquiring better computer knowledge by clarifying all their doubts with the instructor, their personality and its knowledge is getting improved and we expect there will be a great change in their life due to this. Also they are acquiring many soft and management skills. Especially during this month Career guidance and Exposure visit made great impacts in the life of beneficiaries. Conducting the mid-term Assessments enable the beneficiaries to test the knowledge grasped by them. Thus this month programs were a

great learning in their life. During Career counseling we distributed the certificates to the last batch course completed beneficiaries.

Assessment:

During the training we conduct a Mid-term Assessment and on every subjects with the well prepared Question papers from Smile Foundation (STeP) on the basis of the curriculum. Again in the end of the course we conduct Final Assessment in the same way as per the guidelines of the STeP. Finally they will provide a valuable certificate through STeP-PSHE. This is very much valuable as it is from Microsoft Organization and from Smile Foundation.

Placement:

Our utmost aim is to make these underprivileged youths to become employable in the society. For this our staff searches various firms and organizations to tie up with them to provide the job placement, in means of livelihood. You can find some other placements through the attached case studies.



Observing all key Developmental Day's

Another feather in the cap of PSHE is ensuring that all the key developmental day's celebrated with precise objective involving various community leaders, concerned officers, school children, youth, villagers, women etc., The main objective of these observing or celebrations are to enhance and build the knowledge of the community members and to empower the women in our operational areas, PSHE periodically organizes various sensitization camps on various rights like domestic violence, dowry act, sexual abuse, harassment, consequences of early marriages, child rights etc., Eminent personalities and human activists would be invited to preside over these camps. This year too we have celebrated Women's Day, Human rights Day, Blood Donation Day, Globe Day, AIDS Day and all other important developmental days. During these camps we also sensitize the women on the various schemes government is providing to women for their empowerment, SHG members are roped in to mobilize the people and also to follow up with the attended women.

Financial Management

The society with its core value to transparency has robust monitoring mechanisms in order to have financial controls. Since, most of its funds are from government and individual donors, the money received is spent in a very judicious manner with a concept of every penny saved is every penny earned. Moreover, its strong finance controls systems will enable that finances are properly streamlined to achieve the desired outputs. All the financial transactions are prepared by account, verified by manager and approved by the project director, only then it is disburse. Every month the Executive Board reviews the organizational progress, and during that period they also review the finance. Apart from this donors are given the status of fiancés through reports of how they are spent and what is the status of funds. At the end of the year it audited by independent Chartered Accountant company. For the year 2016-2017 M/s A. Chandra Sekhar & Company audited the finances and given a report without any management comments. The audited reports along with returns were filed at IT department and Ministry of Home Affairs with in the stipulated time.

Our vision for the future

In line with its vision and mission, PSHE always intends to meet them religiously with the support of various stakeholders and beneficiaries. Since we intend to set new standards to ourselves and help the community to help themselves, we want to sustain the initiatives taken up during this year and want to vigorously work towards expanding them. PSHE wants to concentrate on the following activities in the next one year.

- Taking up Swachha Bharat and Sanitation programmes
- Skill development for the youth
- Support for the remedial education for under privileged children
- Observing all the important developmental day's
- Taking up Girl centered programmes
- Initiative integrated development village
- Raise funds through individual donors by organizing events and campaigns.

Acknowledgments

PSHE board members on behalf of the PSHE team and PSHE beneficiaries profoundly thank all the Institutional donors, Individual donors, Concerned Government officials, Visitors, Well-wishers, Media and all the people who are involved in supporting our organization in developing it as a professional one by supporting us in kind and cash. We reassure that with the support provided we see a ray of vibrant future for the society in serving the community in multifold level. We will surely be indebted for the support provided by each and all.