

Creating Futures

# Annual report for the year 2015 - 2016



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**I AM CREATING FUTURES**

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## Letter from the President

Greetings,

Reflecting on the year gone by and what we have achieved in the short span of time, it is heart-warming to see the figures.

*10 Education to Employability workshops; 8 Life skills workshop; 2 Spoken English workshops; 1 Internship batch; 1 TTT workshop; 1 Fund Raiser event; 80+ volunteers; 360+ students impacted; Over 1000+hours of Volunteering; Several jobs obtained!*

Even more heart-warming are the non-data aspects like - the feedback from the students, interns, volunteers and NGOs. This inspires us to move forward; to take one step at a time, to overcome the barriers. And there is renewed zeal and passion to take our objectives forward for the coming year.

All this could not have been possible without our volunteers. Thank you for your time and efforts. This has made a difference and we sincerely hope that your involvement in creating futures will continue.

With our experience of over 2 years, we have re-designed our service offerings. Our approach will be based on the following three tracks:

1. **BridgeIT** – This program will focusing on building the necessary skills for employment.
2. **Anchor** – Anchor as a program will focus on the whole school development; where the objective is to nurture students from the school level.
3. **Harbor** – This focuses on providing internship to students of various streams so that they are employment ready. This is for students who have completed their education.

We believe that through these three tracks we will be able to address the entire chain – right from school through to the students who have completed their graduation.

Do join us in our efforts to make a difference. Together, we can.

Happy reading

Jimmy Cherian

## About Creating Futures

Creating Futures is a Non-Profit Organization aiming to facilitate and provide employment opportunities for the under-privileged or marginalized educated youth by arming them with real-life experiences, as well as training them in various skills to make them highly capable corporate-ready resources.

With more than 70% of our population living in rural areas or being a part of the urban poor population, our programs are targeted on these groups of students. As part of the larger visions, we also enrol in our programs, young school going students, graduate students and youth who are looking to get themselves employed. Our purpose being, to give the students the necessary training and experience, which will enable them to be employed and be better prepared for their livelihood.

## Objectives of Creating Futures

Creating Futures' objectives are:

- **Enable** employment among educated youth
- **Ensure** our interns are employed

## Our Goals:

- Increase the career options of students by providing suitable training and experience that includes a rigorous real-life work environment
- Help students develop technical skills and soft skills that meet industry standards
- Provide students with hands-on learning
- Provide students with the ability to make the connection between classroom instruction and real business environment by applying knowledge and skills to solve real-world problems
- Improve the students' self-belief, confidence and the much needed social skills so that they are better prepared to reach their goals
- Create an eco-system of resources with the focus on skill development

## Our Approach:

Creating Futures works towards the achievement of these goals through two complementary programs: Value – Addition Program & Practical Real Life Experience Program.

## Value-Addition Program:

Short-duration (approximately, 10 days) programs focusing on honing soft skills that will enable our students to find employment. The Value-Addition Program includes the following:

This year, most of the Saturdays, we conducted Life skills sessions with the students of Bosco Mane.

We have conducted 4 sessions through the year. Each session has an average of about 20 students and we make it learning through fun.



## Life Skills

Life skills as a term refers to any or all those skills needed to make the most out of a person's life. Of course depending on factors such as age, geography, society etc. these skills vary.

Within the context of our objective of arming youth from the margins of society with tools and techniques to improve their life, our program encompasses developing the following:

- Self-Belief
- Social Skills
- Self Esteem
- Group Dynamics
- Teamwork
- Goal Setting

Life skills are usually not taught but are absorbed through experiences and practise. We try to make this assimilation possible by using our sessions as laboratories where our students can practise these skills through the many engaging activities.

## Education to Employability

With many students passing out each year and with competition being extremely high in the job market, the need of the hour is to ensure that the students have an overall perspective for them to land a job - which includes communication, presentation, interview skills, business etiquette etc.

The challenge faced by youth today is in proving their 'corporate readiness' along with their academic qualifications. That they can do mental math and complex codes is more of a given. But to prove that they possess the communication, interpersonal & soft skills, the emotional and social intelligence to be effective contributors to the business world is often a challenge. They need guidance here and more so for students from the less privileged homes.

Through our program Education to Employability, we teach, train and thus transform our students to make the transition to 'corporate worthiness' possible.

This program covers the following:

- Communication
- Resume Writing
- Interview Skills
- Presentation Skills
- Group Discussions
- Business English
- Analytical & Problem Solving

Empowering college students and giving them the confidence to attend interviews.

Below is a picture of a session at Dreams where a 'mock' interview is in progress. Apart from this, students are encouraged to participate and engage in group activities whereby building their confidence.





## Practical, Real-Life Experience Program:

We also refer to this program as the 'Internship' program. This is a long-duration (approximately, 4-6 months) program, with primary focus on internship, and aimed at skills needed for the IT industry.

Our internship program is our most intense program. Extending to 6 months or above, here apart from the necessary technology training, we have interns work on real world projects.

- We have had 6 interns this year and the focus is to train and develop the interns in the technology area. And the areas where we focused on are PHP, MySQL, HTML, CSS, JSP and AJAX.
- The approach was to assign a mentor to the interns. The mentor would train and guide the students in the various technology areas. Once the interns have the necessary knowledge, they are placed in real-life projects with the guidance of the mentor
- This year we worked on a project to develop a software application for a church. We have successfully released the first version of this. This enabled our interns to integrate the classroom learning of technical knowledge with the relevant scenarios that they would encounter in the real world.
- We also focused on preparing for interviews and thus mock interviews were conducted with technical, non – technical and HR rounds to simulate a real world experience.

We have noticed that armed with the confidence of having hands-on experience, they are better positioned to compete and ace interviews, get a foothold in the business world and then further expand their horizons.



Manjunatha was an Engineering student from Davengere who had become a part of the Creating Futures Internship program in May 2015. As part of his internship program, he worked on the WAMP technology and started doing real-life projects in no time. He was mentored by Sarath Mohan and we are delighted that he has got a job.

*"I am very happy to be a part of Creating Futures which helped me to understand the present corporate requirements and standards. As a result I got placed at ITC Infotech. So I am very thankful to the founder of Creating Futures"— Manjunatha.*



## Report for the year

### Some highlights of the year 2015 -2016

#### • Training Content Development

We are continuously evolving. With each session we conduct and each student we meet, we get unique ideas and perspectives and demands to incorporate new topics, skills and dimensions to our sessions.

This year we keenly focused on creating/ updating training content for our use. A singular repository of information regarding our structure, approach & methodology has been developed.

We have developed content and training curriculum for all of our programs.

- Curriculum for the Life Skills program was defined. This includes the structure and framework for all the Life skills sessions
- We have also created and redesigned the content for the Life skills session.
- Enhanced our Employment to Education training content
- Curriculum and structure of the Internship program defined and this includes both technical and non-technical content
- For our Internship program, we have created Questionnaires for:
  - Aptitude tests : prepared nearly 350 questions and answers with explanations
  - IT Questionnaire: with 700 Question and Answers with explanations
- A PHP training module - includes topics like HTML, CSS, JS and MySQL - developed
- Training content development on MS Excel with exercises
- Apart from these, we also undertook an exercise to collect and consolidate all ice-breakers, audio visuals, assignments and exercises that we can use for our programs

- **Volunteers**

Creating Futures is possible only because we have willing and passionate volunteers to share our vision and zeal. We depend on volunteers to drive our initiatives and get likeminded people through friends, families and through word of mouth publicity that you spread.

- This year we have continued our partnership with iVolunteer which supports us with volunteers for our projects. We would like to thank and acknowledge iVolunteer, Kareena and all the volunteers who have supported us and continue to support.
- We have consolidated our volunteer database and we now around 80 people who have joined hands to achieve our goals.
- Our volunteers have put in around 1000 hours of effort to help our cause.
- On an average our volunteers would have put in efforts to the order of 50 hrs. /volunteer.

- **Skill Development**

This section details the various trainings, workshops and mentoring sessions conducted by Creating Futures under the banner of our Value Addition & Internship programs.

- For the first time, Creating Futures conducted a Life Skill program for young kids, aged 8 - 12 years. This was a 3 day program with the younger kids of Bosco Mane.
- Training on Interviewing Skills was facilitated for a group of 15 students of the Dreams Foundation. This was part of the Education to Employability Program.
- Life Skills at Bosco Mane was held throughout the year.
  - 1st workshop had 10 sessions
  - 2nd and 3rd workshops had 6 sessions each
  - All the sessions were held on Saturdays
- We started the Internship programs and this year, we had 6 students participating in this program.

**Through the above programs, out total beneficiaries are  
149.**

### Heal the World @ Saama



### Our revamped website



### • Others

- A fund raising cultural event was held by **Saama Wellness** in aid of Creating Futures. In 2014, we had partnered with Saama Wellness Centre as their CSR partner.

The event titled - **Heal the World @ Saama** – brought together various talents on a single platform and was used to promote and highlight our work.

- Revamped our website and launched it in early December

- Employee / Intern HR handbook created

- Updated the Financial Policy & HR Policy

- Designed Flyers & Banners for Creating Futures

- Engaged an Accounting & Audit firm for our accounting needs

- Opened a bank account for Creating Futures

- Pan Card for Creating Futures

- Re-registered our Trust deed as we had a new Trustee, Sowmya join us

- **Sowmya Gopinath** joined us as Trustee, Managing Director – Creating Futures. She has been associated with us since our inception and she now joins us formally.

In her current capacity, she will be instrumental in designing and implementing programs with a greater reach.

- Special thanks to Roopa who played a major role in managing the operations

of Creating Futures.

- Financial Accounts for the year 2015- 2016 complete. Please refer the details below.

## Financial statement

<b>CREATING FUTURES</b> <b>No.101-B, Stag Aditya Apartments, 1st Main,</b> <b>Ashwini Layout</b> <b>Koramangala 6th Block Extension, Bangalore -560047</b> <b>BALANCE SHEET AS ON 31.03.2016</b>					
Liabilities	Amount	Amount	Assets	Amount	Amount
<b>Capital Account</b>			<b>Fixed Asset</b>		
			Printer	2998	
Corpus Fund		10,001	Less: Depreciation	(1799)	1,199
			Furniture	3870	
<b>General Fund</b>			Less: Depreciation	(387)	3,483
Opening Balance	4391		HDD Back Up	4699	
Add: Excess of Income over Expenditure	20653	25,044	Less: Depreciation	(2819)	1,880
			Computer		1
<b>Current Liabilities</b>			<b>Current Assets</b>		
Accounting Charges Payable	3721		Cash in Hand	5,033	
IT Return Charges Payable	1431	5,152	Bank Account	28,601	33,634
<b>Total</b>		<b>40,197</b>	<b>Total</b>		<b>40,197</b>

## CREATING FUTURES

**No.101-B, Stag Aditya Apartments, 1st Main, Ashwini Layout**

**Koramangala 6th Block Extension, Bangalore -560047**

### RECEIPTS AND PAYMENTS ACCOUNT FOR THE PERIOD FROM 01.04.2015 TO 31.03.2016

Receipts	Amount	Payments	Amount
To Opening Balances		By Loan From Jimmy Cherian	10,938
Cash in Hand	10,522	By Accounting Charges	5,000
		By Courier Charges	159
		By Event Expense	5,000
To Contribution Received	2,30,101	By Meeting Expense	2,043
		By Office Expense	1,942
		By Printer Repair Expense	200
		By Printing and Stationery	1,868
		By Refreshment	2,180
		By Registration Expenses	6,500
		By Salary and Stipend	1,57,400
		By Travelling and Conveyance	12,162
		By Workshop Expense	1,597
		<b>By Closing Balance</b>	
		Bank Account	28,601
		Cash in Hand	5033
<b>Total</b>	<b>2,40,623</b>	<b>Total</b>	<b>2,40,623</b>

## Our Future

Over the last two years we have steadied and reinforced the foundation on which we can continue to focus on our core objective of enabling youth to be gainfully employed. We now have set loftier targets and widened our scope of reach by seeking to address the entire chain – which is from the school to college and after-college. Our aim is to address this value chain through the following tracks.

**Bridgely**

**Anchor**

**Harbor**

1. **Bridgely** – Focusing on the following projects:

- Education to Employability
- Life Skills
- Spoken English
- Computer Basics

2. **Anchor** – Focusing on whole school development

Our aim is to address the development of the school in a holistic manner. We would be involved in:

- Development of the children
- Focus Group Discussions with Parents
- Teacher's Cohesion
- Community Participation

We are in the process of defining clear objectives, frameworks, systems and processes to partner with like-minded schools to take this program forward. As we continue to expand our reach from youth to children and to other interconnected realms of society, we hope to touch more lives meaningfully.

3. **Harbor** – Focusing on providing internship to students of various streams so that they are employment ready. This is for students who have completed their education.

## Acknowledgement

We like to acknowledge our volunteers and well-wishers for constantly helping, guiding and supporting us. Without their active involvement, achieving our goals wouldn't have been possible.

Creating Futures acknowledges and thanks our partners for their support during the year. We are grateful for your involvement.

Thank you **Saama Wellness Centre** for your support.

We also collaborated with the following NGO organizations to reach our beneficiaries:

- **iVolunteer**
- **Dreams Foundation**
- **Bosco Mane**

We would also like to thank our trustees for guiding, mentoring, volunteering, contributing and supporting the cause of Creating Futures.

- **Norton Cunningham**
- **Anitha Chari**
- **Andrew Alberts**



## Memories

Memories of the Creating Futures Life Skill program for young kids @ Bosco Mane.



## Contact us

- ✓ Website: [www.creatingfutures.in](http://www.creatingfutures.in)
  - ✓ Facebook: [www.facebook.com/educationtoemployability](https://www.facebook.com/educationtoemployability)
  - ✓ LinkedIn: [https://www.linkedin.com/company/creating-futures?trk=top\\_nav\\_home](https://www.linkedin.com/company/creating-futures?trk=top_nav_home)
  - ✓ Twitter: [www.twitter.com/cr8ingfutures](https://www.twitter.com/cr8ingfutures)
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