

CHANGE LIVES, AT SCALE



Table of Contents

| Who We Are | 02 |
|---|----|
| Mission and Vision | 02 |
| Strategies | 03 |
| Crafting an Innovative Intervention Empowerment Model | 04 |
| A Note from the Trustee | 05 |
| Sambhav's Footprint | 07 |
| Health | 09 |
| Imapcted Numbers | 11 |
| Covid Relief: Feeling the Impact | 13 |
| Key Interventions | 15 |
| Bridging Gaps | 18 |
| Impact Tales | 19 |
| Livelihood | 21 |
| Imapcted Numbers | 23 |
| Key Interventions | 25 |
| Partnerships: A Route to the Top | 28 |
| Employee well-being | 29 |
| Impact Tales | 31 |
| Education | 35 |
| Imapcted Numbers | 37 |
| Key Interventions | 39 |
| Getting Back Jobs through Re-skilling | 41 |
| Impact Tales | 43 |
| Sambhav People's Initiatives | 45 |
| Sponsor Partners 2021 - 22 | 47 |
| Financial Statements | 48 |
| Note of Thanks | 50 |



Who We Are

The Sambhav Foundation, set up in 2006, continues with its overarching mission to empower and improve the lives of socio-economic marginalised communities in India by providing access to education, employment, and entrepreneurship opportunities. Its approach is underpinned by a profound sense of the right to live with human dignity and the right to livelihood.

Its team of skilled professionals work tirelessly to create infrastructure and mentor trained faculty to impart employable skills, assess and develop micro-entrepreneurial potential, and link newly trained workers to sustainable jobs. They also provide up-skilling and re-skilling opportunities to help individuals increase and diversify their sources of income.

In the past year, Sambhav focused on providing access to quality vocational education, skill training and support in navigating the job market to the disadvantaged. They also continued their efforts to combat the second wave of Covid-19 in India with a focus on education, healthcare, skill development, employment, and entrepreneurship.

Despite the challenges thrown up by the pandemic, including loss of income and lives, the foundation remains committed to its goals and will continue to seek resources and expertise to contribute to a more resilient, responsive, and equitable society. Sambhav has established partnerships with over 2,000 partners and impacted more than 1 million lives in India.

VISION

A change for the better

MISSION

Providing an equitable future with equal opportunities for the informal sector

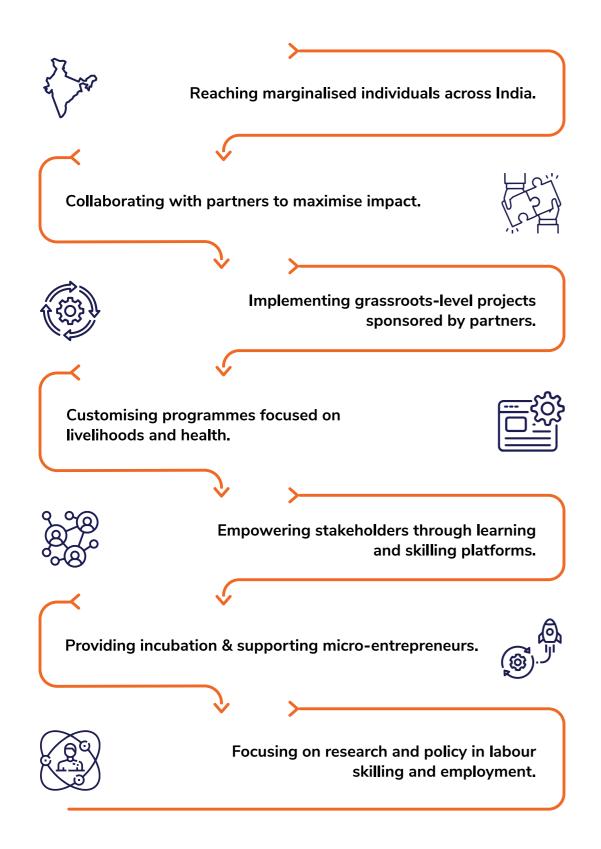
Creating sustainable, inclusive education and livelihoods for underprivileged and marginalised groups

Building an ecosystem which fosters education, vocational pursuits, building of life skills, employment and dignity of labour

Ensuring equal access and agency to health and opportunities

Strategies

Golden opportunities: skills and learning



Crafting an Innovative Intervention Empowerment Model

The creation of sustainable change in the livelihood of India's workforce was linked to knowledge, skills, opportunities, holistic care. Envisioning a better future for people led to developing a six-stage ecosystem framework at the macro level.



Infrastructure: Providing access to learning hubs and well-equipped facilities that are necessary for quality vocational education.



Quality learning: Capacity-building for candidates and trainers, and creating relevant industry-relevant courses.



On-the-job training: Providing opportunities to develop capacity to face real-world work problems through training.



Linkages: Creating enhanced earning opportunities by providing access to financial and market linkages.



Income tracking: Tracking and notifying the quality of interventions and assessing positive outcomes.



Sustainability: Promoting a balanced employment ecosystem by creating positive mind-sets and advocacy for workers' demands.

A Note from the Trustee

The Sambhav Foundation has grown stronger in a challenging year – the pandemic affected nearly every aspect of life and business in 2021-22. We expanded our programmes to support the growing need for alternative ways of earning, handling managed healthcare facilities better, creating online learning platforms and providing more access to employment. New ways were found to help the community.

The post-Covid landscape seems positive. We have learned some lessons about the resources needed in tough times. We are determined to advance our mission to enable marginalised groups live with dignity by providing them access to education, employment, and entrepreneurship opportunities. We redoubled our efforts during the pandemic, helped create infrastructure, boost employability skills, assess and develop micro-entrepreneurial potential. Newly trained workers got jobs.

We created up-skilling and re-skilling opportunities for needy individuals to increase and diversify their income. We showed resilience in our ability to rapidly scale up our response to health, livelihood, vocational education and humanitarian assistance, paying particular attention to the needs of the communities. Our goal is to optimise the symbiotic relationship shared by Sambhav, the community and stakeholders.

Reflecting on the past year, I can say that our focus has yielded rich dividends in areas like quality vocational education, skills training, and support in handling the job market to disadvantaged people. We stepped up our efforts to combat the second wave of Covid-19 in India through education, healthcare, skills development, employment and entrepreneurship.

Despite the adversities in the wake of the pandemic, including loss of income and lives, we stayed focused on setting goals and achieving them. We also sought resources and expertise to contribute to a more resilient, responsive, and equitable society.

Sambhav reached out to 7,13,728 people in 21 states across 106 projects through interventions in health, education, livelihoods, disaster preparedness and response.

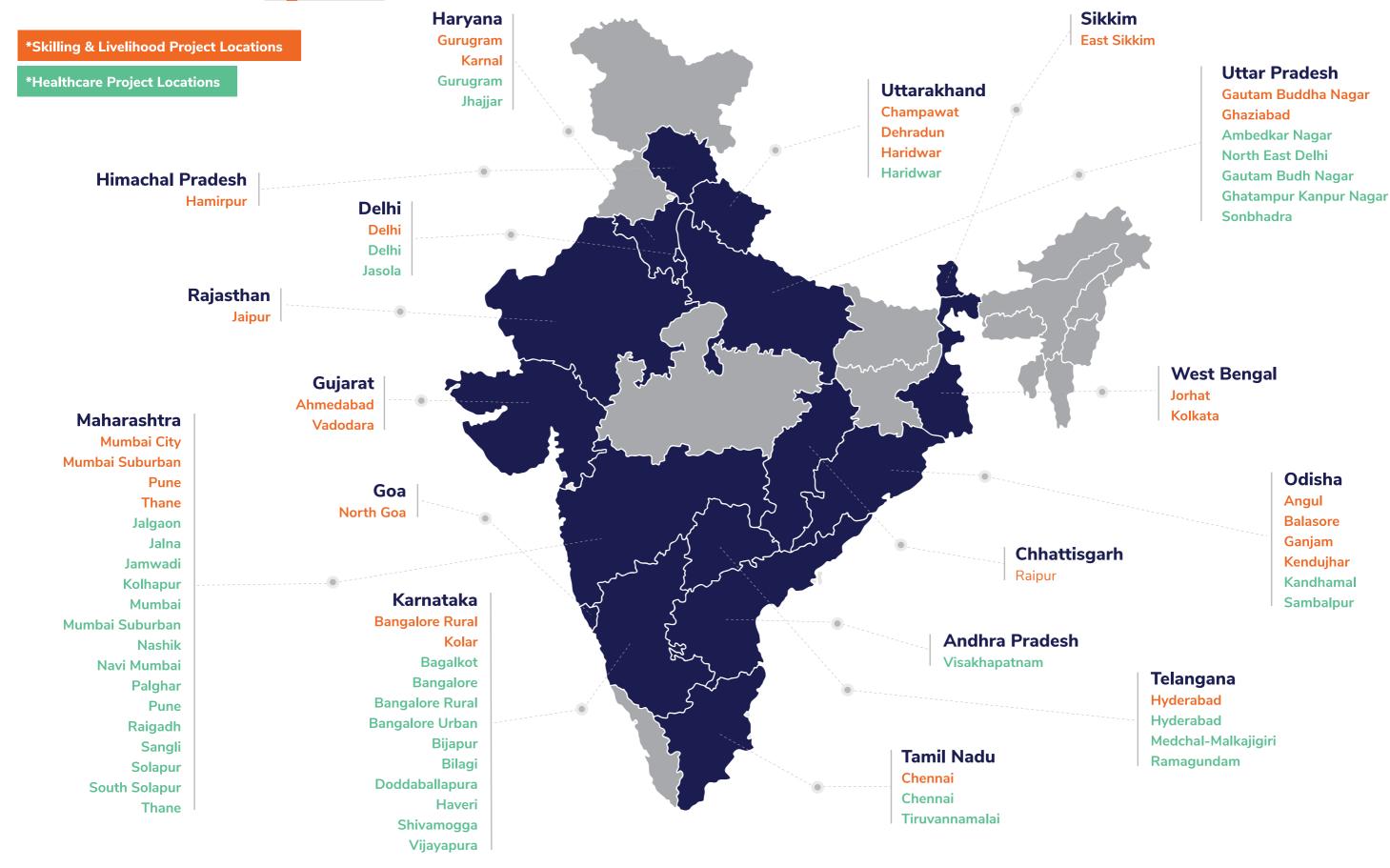
It was made possible by building cross-sectoral partnerships with various governments, NGOs and generous donors, who supported us in planning, implementing, monitoring and knowledge generation. This created immense impact at the ground level. We are grateful to all our partners for supporting us in the execution of the various programmes during the hard times. Besides, the support of various state governments, district and municipal administrations and health departments helped us provide timely assistance to people in need.

Going forward, the most important thing is to make a difference. Together, we hope to change lives and empower people.

Join us in our initiatives to bring positive transformation in disadvantaged groups.



Sambhav's Footprint





PROMOTING SUSTAINABILITY THROUGH INTERVENTIONS IN THE UN'S SDGS

Health is Everything

TTAATA

Health interventions covered

6,58,235

individuals across 10 states and 36 districts.

2,45,043

women covered through health interventions.









COVID RELIEF: FEELING THE IMPACT

We helped communities to respond to crises/disasters during the pandemic.



6,84,886

people in **10 states and** 36 districts across India



6,57,666

individuals in collaboration with PHCs and hospitals across 10 states and 36 districts



Set up

Oxygen **Plants**

which benefitted critical services in **9 hospitals** in the severe second wave of the pandemic

Provided

2 Oxygen Cylinders

to Bangalore PHCs



~10,000



Covid care kits in communities and **PHCs**



~2,500

PPE kits to 8 hospitals in

PPE kits to 8 hospitals in Bangalore



200

concentrators across oxygen banks in Hyderabad, Mumbai, Bangalore & Delhi. **Donated 300+ concentrators** across 22 different locations pan India.









Key Interventions

CAPACITY-BUILDING FOR HEALTH PROFESSIONALS

Using Sambhav's expertise in content creation, 12 training content courses related to different healthcare job roles were developed and implemented with partners. Digital learning was a crucial part of the capacity-building training. An important aspect was deploying skilled health professionals to community-level health centres, including PHCs, private and government hospitals and Covid isolation and vaccination centres for smooth operation. Capacity-building covered health professionals, including ASHAs, anganwadi workers, nurses, and doctors in Covid care and vaccination. As many as 851 health professionals in five districts and two states were trained.



24/7 TELEMEDICINE HELPLINE, COVID HELPDESKS: BRIDGING GAPS

In response to the increased demand for remote consultations during the Covid-19 pandemic.



The Sambhav Foundation set up 24/7 telemedicine centres in 31 locations,

These helplines were managed by trained support staff and linked to nearby PHCs and private and government hospitals for referrals of serious cases. Over 96 employees were trained to offer timely guidance and assistance from remote areas across the country during the pandemic.

In addition, the Sambhav Foundation continued to manage helpdesks in 38 hospitals across Bangalore. The Covid helpdesks were set up in the Covid wings of hospitals and staffed by the foundation's employees and volunteers. They served as a point of contact between patients, hospital staff, and government officials, providing patients with the necessary information and immediate assistance. including tests, ambulance services, bed allocation, medicine, and oxygen provision. The isolation period was a difficult time for many patients, and our staff at helpdesks empathised with them and connected them with their loved ones. The support to patients was complete, from the moment they entered the hospital until they left.



HEALTH SCREENING: HOME VISITS FOR CHECK-UPS

The pandemic revealed the obvious disconnect between the haves and have-nots. Thousands of people had no way of accessing private or public health due to factors like migration and different forms of discrimination. In an effort to reach out to these vulnerable groups, Sambhav conducted door-to-door health check-ups by collaborating with PHCs on the ground. Thereby, we could reach sections of society which usually fall through the cracks while accessing services.

We also assisted migrant workers who were estranged from their families and had no support, construction workers, transgender people, slum-dwellers and waste-pickers in Karnataka. After the health screening, people in need of further treatment for Covid or non-Covid ailments were referred to a government hospital.

HEALTH INFRASTRUCTURE STRENGTHENING: OXYGEN CONCENTRATOR BANK, CRITICAL EQUIPMENT DEPLOYMENT

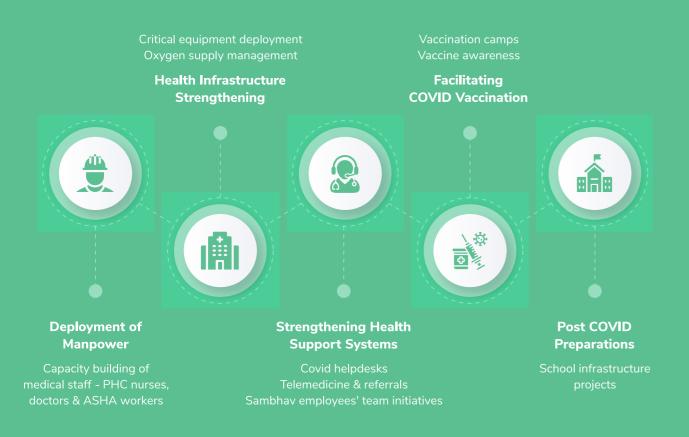
During the second wave of Covid-19, India's healthcare system was strained to breaking-point with thousands of critically ill people unable to receive treatment and hospitals turning away patients due to a lack of critical oxygen supplies. Quickly responding to the situation, the Sambhav Foundation established oxygen concentrator banks in Hyderabad and Thane, enabling people to borrow concentrators in emergencies. We also supplied oxygen generators in four locations along with refilling units.



A success story: Manvi taluk in Raichur district became self-sufficient in terms of oxygen supply.

The deployment of critical equipment like ventilators, oxygen concentrators was carried out in four government hospitals. Doctors and health staff were given the necessary training to operate them.





VACCINATION PROMOTION CAMPAIGNS

Thinking out of the box

The Sambhav Foundation played the role of facilitator of vaccination uptake in the aftermath of the pandemic last year. We organised vaccination camps at various locations. Awareness campaigns were initiated and health staff were especially trained on vaccination delivery. We managed both paid and subsidised vaccinations by collaborating with PHCs, private and government hospitals, and by organising independent vaccination camps with the support of private partners/sponsors.





Bridging Gaps

Sambhav Foundation



The Covid-19 pandemic exposed the fundamental gaps in India's healthcare infrastructure. Teaming up with our partner Swasti (Catalyst Group) the lacunae in knowledge, vaccination coverage, migration of labour, staffing in health and allied sectors, skill development, and entrepreneurship were addressed through an innovative 'Covid-19 Action Collaborative Programme' leading to extensive online and offline awareness on prevention, protection and control.

Vaccination programmes were conducted for individuals in need, and essential items and sanitation kits were given to migrant workers. We were involved in skilling and up-skilling interventions for healthcare workers across various locations. A need-based recruitment of doctors, vaccinators and data entry operators for Public Health Centres in Gulbarga, Yadgir, Raichur and Bangalore districts in Karnataka was facilitated. We made a positive impact on livelihoods for informal sector workers through the SAHI Platform, designed under the Sanitation and Hygiene Entrepreneur (SHE) project.

The Standard Operating Procedure was approved and adopted by the Government of Karnataka. Buoyed by the success of the project, it was extended to 600 SHEs across 21 states in India.



Impact Tales



SAYYAD SHAZIA HUSSAIN 36, BENGALURU, KARNATAKA J COVID HELPLINE EXECUTIVE

Shazia joined a 24/7 Covid helpline at the height of the pandemic while supporting a household of six people. She had previously run various start-ups, including a pre-school, a catering business, and a garment shop, but had to stop due to the pandemic. Pushed to the brink, she took up a job at the Covid helpline service as a frontline worker, where she answered calls from Kolkata and Assam.

Her familiarity with local languages was an asset for patients and doctors during the lockdown while she was helping with e-consultation, appointments, and telemedicine. Despite the hectic nature of the work, Shazia is happy she could do her bit:

"To work for such a huge humanitarian organisation was a great privilege."



HELPDESK AT KC GENERAL HOSPITAL, BANGALORE. SET UP IN 2020

Khasim peers closely at the paper that a middle-aged worried man is holding out to him at the Sambhav helpdesk in KC general hospital in Bangalore. Khasim speed-reads, gives him a warm smile, tells him it is okay, and gives him precise information on who to meet, where he can get his paper signed by an official. Time is of the essence, Khasim knows each day lost for a farmer means no wages, and more difficulties. Having been at the hospital during the throes of the pandemic, he has learned to deal with people in all kinds of crises.

Recalling the time he said, almost in a whisper, "People were struggling to breathe. They were dying in front of my eyes." He added, "We never ever sent anyone away. We used our training to think on our feet. We had precise information on bed availability, oxygen cylinders, hospitals, on our desktop and phones. Sambhav had a team coordinating with each other. Some patients were even given oxygen cylinders at home. Each team member knew what to do at once. The team from Sambhav became facilitators, filling the gaps in information, tasks that could not be done by a nurse or a doctor or a cashier. These guardian angels played new roles each day."



Khasim gave up a career in tourism to make a difference in professional service for the needy. He and his colleagues fell back on the training that they had received through Sambhav on the workings of a hospital, handling angry, emotionally spent people, and became a core link between doctors and administration. A WhatsApp group led to better coordination with patients and hospitals. Many lives were saved.

Today, the helpdesk is an integral part of the hospital, patients' grievances are redressed and solutions found to every query. More importantly, many are told they can avail of free treatment with documents. The team continued its work in other areas of need.

Each patient who thanked Khasim didn't know that he was touched. Today, the feedback from families, the hospital, and the government is a constant reminder of the reach of a great initiative.

I feel God sends me distraught people. It's wonderful to be in the system and help. When patients are discharged, they don't forget to thank me with a prayer on their lips. This is a special moment for me. In three years, I have understood everything about empathising with troubled people and giving them the succour, they need.

Khasim handles the help desk, KC general hospital



PROMOTING SUSTAINABILITY THROUGH INTERVENTIONS IN THE UN'S SDGS

Skilling leads to creation of income-generating opportunities



individuals across **35 districts** got earning opportunities



6,156

individuals went on to get gig work



456

individuals were supported for housing, mobility, and health cover



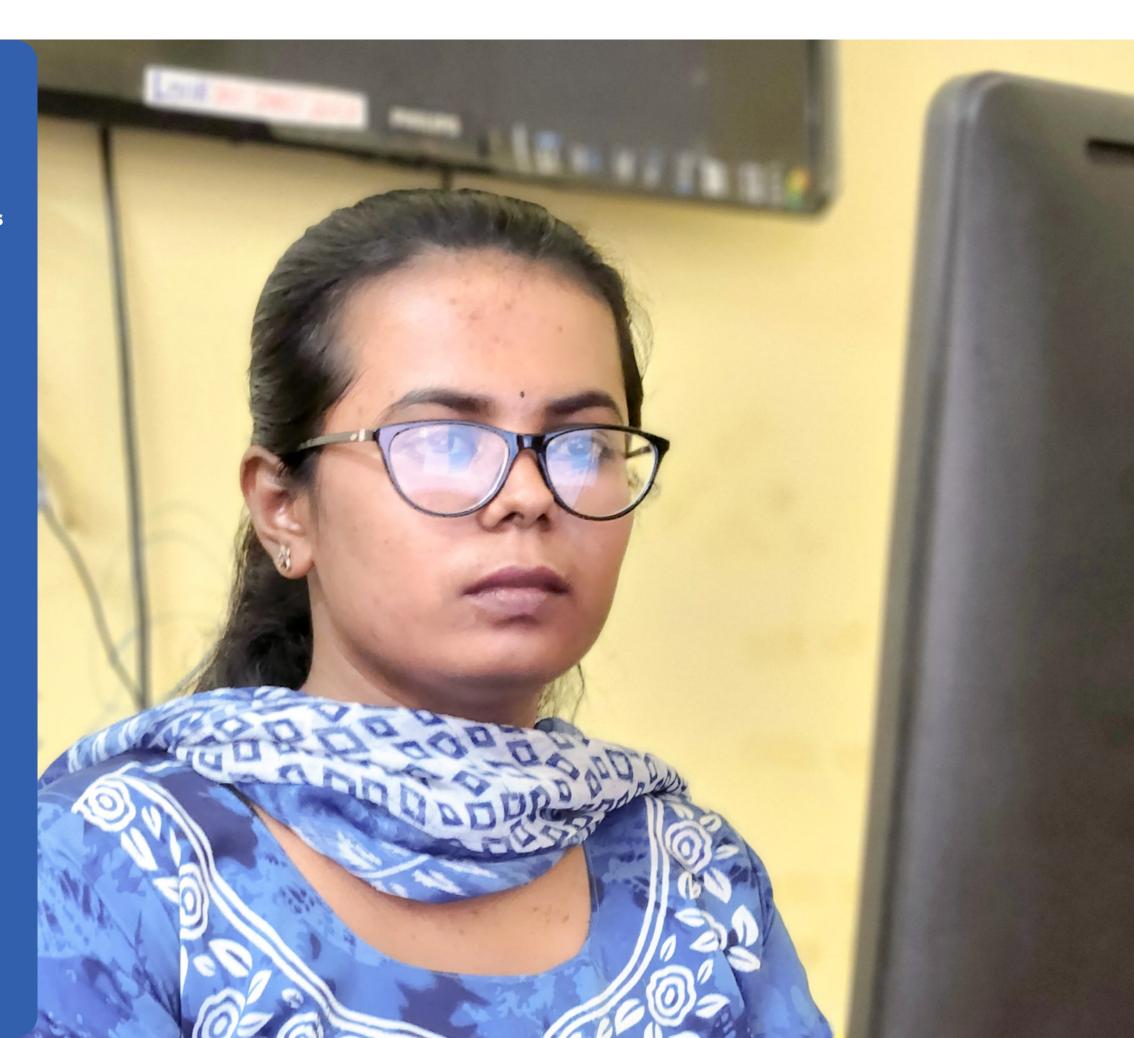
5,075

women were supported through livelihood interventions









Key Interventions

UP-SKILLING AND RE-SKILLING

With the loss of livelihoods in India across the board in the wake of the pandemic, the Sambhav Foundation made headway in initiating projects for re-skilling people returning to their jobs. The pandemic changed the nature of work for many. The potential for new job roles in sectors like healthcare and IT were identified – there was a demand for people in digital marketing, data analytics and para-medical technicians. The shift happened with the need to fill the gaps in the changing situation. The primary focus was to train a workforce with new capabilities and equip them with advanced skills suited to the new nature of job roles.



TRAINING PROGRAMMES

Short-term training programmes were introduced during the pandemic to benefit those who had lost their jobs and income, and who could acquire the emerging alternative jobs. Chiefly, socio-economic deprived youth, women and rural people took advantage of these jobs having completed the short-term training programmes with Sambhav. The training was conducted through an internal learning application that was developed to impart the training content remotely. The application was used to monitor training activities, attendance, on the job training, and so on.



DEVELOPMENT OF A TECH-ENABLED STAFFING PLATFORM

Sambhav developed a tech-based staffing platform for easy access to jobs based on skills. Our past work in the areas of skilling and employment, and expertise in over 28 industry sectors, was the reason for this venture. Sambhav put all its efforts into generating jobs both locally and at the national level. Each job was unique and matching it with the labour pool was a constant challenge.



Sambhav also facilitated the demand for labour by bridging the gaps in social support in areas like housing, and migration assistance.

ENTREPRENEURSHIP DEVELOPMENT

The Indian labour market is characterised by a predominance of informal employment with more than 90 per cent of the workforce in micro, small and medium enterprises (MSMEs). With the advent of globalisation, MSMEs face challenges like lack of technological advancement to compete effectively in the open market thereby restricting expansion or modernisation. They face difficulties in updating themselves in digital infrastructure, lacking trade-specific training, absence of social security, and financial risks.

Entrepreneurship has therefore not been lucrative for many. Sambhav bridged the gap by providing informal sector workers sustainable livelihood options, hand-holding practicing entrepreneurs with the skills essential to build and manage growing businesses.





A holistic support system to encourage and nurture the entrepreneurial spirit among individuals was the goal of the programme.





MICRO-ENTREPRENEURSHIP

The Micro-entrepreneurship programme by Sambhav was aimed at checking forced and bonded labour among construction sector labourers. The majority of labourers were migrants who moved from one region to another depending on demand. This group represented one of the most exploited groups. We created a systemic-level change through small- and micro-contractors. The micro-entrepreneurs gained financial independence and social security through training and awareness programmes.



Recognition of Prior Learning (RPL) sessions were open to construction workers for up-skilling and formal certification.



The certification was a recognition of their prior skills and a means to bigger and better opportunities in the market. The training also helped to establish ethical operating practices among contractors, workers and customers, besides handholding for their financial stability.

Partnerships: A Route to the Top



In collaboration with Mission Vishwas and Swadha Foundation, Sambhav conducted a Job Linkage and Facilitation programme to shore up the candidates' chances in the working world through employment mentoring sessions. The programme developed their confidence considering factors like interests, goals, skill sets and employability. Online training sessions were aimed at helping them build rapport with the employer and industry competitiveness. Guidance on success profiles included the candidate's experiences, abilities, strengths and behaviours.

Mentors were key to helping candidates prepare for interviews and recruitment panels through mock interviews and personalised guidance on time management and apt answers. Sessions on job skilling included topics on the importance of a professional approach, productive business conversations, conflict resolution, phone and email communication.





Employee Well-being



Covid-19 presented India with stark images of the large-scale fallout on migrant workers and livelihoods. Adequate on-site accommodation for workers emerged as a key concern owing to the lack of access to permanent local places of residence. Workers' on-site accommodation was generally overcrowded and poorly ventilated. There were inadequate facilities for workers in managed healthcare, house-keeping and recreational facilities.

Aligning with Sustainable Development Goals, Sambhav worked in partnership with global multinationals IKEA and SELCO to create a working model on safe accommodation and managed services. Safe accommodation for 100 workers on-site along with guidelines for management of critical facilities were developed. Sustainable and reusable housing materials were used with design elements covering all aspects of living, including sleeping quarters, dining area and kitchen, sanitation and laundry facilities, and clinic with isolation space. A recreational area for workers' mental and physical well-being was also provided.



Impact Tales



PRIYA PRASAD PUNYARTHI

34, BHIWANDI, MAHARASHTRA | MECHANIC

After expenses, Priya and her husband earn Rs 20,000 per month

Priya trained as a mechanic so her husband could work closer to home. Her husband worked at a garage in Thane but it was a long commute and the pay wasn't good. So she decided to help him set up a garage. "Now he works right in front of me. It makes life more easy," she says in a relieved tone.

Priya trained as a technician with Mahindra in Bhiwandi for nearly five months. She had some idea of the work involved, but the training helped hone her skills. Her husband pitched in whenever he could.

Now the couple, who have three children, run a small garage near their home, where they work from 10 am to 11 pm. After all the expenses, they earn about Rs 20,000.

"I do most of the regular stuff, tune-ups or even problems involving the engine. My husband is usually around, so we are a team," Priya says. She credits her mother-in-law too: "None of this would have been possible without her support at home".

When asked about the future, Priya has a ready answer. "We spend a lot of money renting the shop. But we want to save up enough to own a garage."



SONU GURUNG

26, I AUTO TECHNICIAN, DOOM DOOMA, ASSAM

Dreams come true in a small town

After nearly three years, field visits to Sambhav's centres are in full swing. When I met Sonu in Assam, I thought he was planning to take the entrepreneurial plunge. There was something about his demeanour, his love for motorcycles and automobiles, his passion for music and his big-picture mentality that set him apart. He sports a tattoo inspired by his love of music. He sings in three languages (Hindi, Assamese and English!). "Don't you think it's important to have these hobbies," he asks.

Doom Dooma is a small town. Sonu directly enrolled in an ITI after Class 10 to train as a diesel mechanic. He even worked for one-and-a-half years at a diesel generator manufacturer's firm. But all the while he kept up-skilling. He wants to gain a wide range of practical, hands-on experience. After completing an automobile course at Sambhav's centre, he is now learning wheel alignment with the aim of setting up his own garage or automobile shop one day.

For most ambitious young people in Doom Dooma, the nearest city is Guwahati, 600 km away. Then there's always Delhi, Pune or Bengaluru.

But Sonu decided to stay back sure of successfully running an automobile shop or a centre in town.

He may have a long way to go before he realises his dream but the entrepreneurial spirit in Doom Dooma won't let him down. Many others are sure to follow his path.



BINATA

30, BALASORE, ODISHA | OPTICIAN

When working as an optician, Binata earned Rs 30,000 per month.

In 2019, Binata used to cycle 20-km to the optometry training centre near her village in Balasore, Odisha, because she did not have enough money for the bus fare. She had invested all her savings into a fish and poultry farm. When Binata started work as an optician, she earned nearly Rs 30,000 per month.

And when the shop shut down during the pandemic, her enterprising spirit saw her through. She started taking tuitions for school children and set up a photocopy shop.

Even in her optometry class, she was one of the best students. "I ask a lot of questions, because I want to be thorough about what I am learning," Binata says. "That's just my nature".

The 30-year-old has worked in various big cities. "But instead of working for a company, if I can work at home, it will greatly help everyone," she says.

What are her plans for the future?

"I have big dreams. I want to work on myself, instead of going to some sasuraal (in-laws house). I want to be able to buy my own things."

I HAVE BIG DREAMS.
I WANT TO WORK ON MYSELF

A BIG DRAW

The SKF Skill Centre in Bommasandra industrial area, set up in 2017, put the focus on entrepreneurship, life skills, job placements, and certification. The Sambhav Foundation, the implementation partner for SKF's programme, attracted hundreds of youth from rural and semi-urban areas. Most popular among the boys was the practical training in 2- and 4-wheeler maintenance. The practical classes were conducted in a building that displayed parts of cars and two-wheelers for simulated experiences. The girls learned about customer relationship management, till recently, held online.

On Convocation Day, the enthusiasm and warmth of many trainers, well-turned-out girls and boys, and speakers from SKF and other companies was energising. It felt like a community of friends. The graduates described the programme as a stepping-stone to better things. Holding certificates in their hand meant a lot -- it was their gateway to a livelihood and more learning. Armed with practical knowledge, they were ready to take on the world. The offers of job placements from SKF, TVS and other corporates, boosted their confidence.

Heads of the Sambhav project Gnana Prakash and Umesh of LabourNet had lively conversations with the students about their achievements and the future. The alumni have kept their link with Sambhav long after their training.

A confident Ibrahim who worked as a technician said, "I didn't know anything before. Now I do. There's a difference between us who get practical knowledge and the graduates who join a company straight after college. We have an edge."

Vijay turned to entrepreneurship and opened a shop for two-wheeler maintenance. Swami, who once earned a good wage in a company, wanted to get more experience and start his own business. "I don't have an SSLC certificate but I have got a valuable certificate in vehicle maintenance, skills and a job in TVS as a technician."

Most of the girls were graduates, unlike the boys. They excitedly surrounded their trainer Shilpa who took online classes for them in CRM. "My students are my friends. My relationship with them isn't a pupil-teacher one. We are equals... it's like pouring water on a plant, watching it grow...It's been such a great journey for me." Pallavi from Dommasandra hoped to get a sales executive's job. Her sister Vandana is set on getting a government job in the railways as a receptionist or becoming a customer care executive.

Learning has given these individuals hope, confidence and valuable placements today.

Next year the focus is going to be on more courses for women from rural areas. We want to support girls all the way, from learning to livelihood.

- Gnana Prakash, Project Officer



The demographic dividend in India, set to peak in 2025 with a young workforce of over 300 million entering the job market, presents a significant opportunity for the country to increase the workforce and spur national growth. However, it also means that the workforce must have updated skills, particularly in the field of information communication technology (ICT). The lack of access to these tools among marginalised groups could lead to disadvantages. The past two years of the pandemic highlighted the importance of digital access in our lives and exposed gaps in our systems, including access to education.

Sambhav's education initiatives aimed to help youth and adults earn by providing the pathway to technical and vocational education and technology. The programmes focused on building essential skills for socio-economic empowerment. We wished to create inclusive, gender-conscious learning ecosystems for skill development and vocational education.

PROMOTING SUSTAINABILITY THROUGH **INTERVENTIONS IN THE UN'S SDGS**



18,234

people were mobilised for vocational education

14,235 received certification

7,112

individuals were able to access ICT through hybrid training



9,151 women were mobilised for courses

7,164 successfully completed the course

4,668 women were able to access ICT through hybrid learning









Key Interventions

HYBRID LEARNING

Sambhav responded to the crying need for digital learning and developed a hybrid learning model. The approach combined traditional classroom instruction with digital course delivery and experiential learning. The model included synchronous learning with regular online classes and immediate feedback during class, and asynchronous learning allowing for self-paced and self-directed learning. For courses that required hands-on experience, both components were combined with on-the-job training or practical workshops. Each hybrid learning model was tailored to meet the specific objectives of the course.



We also developed the digital learning platform SHIKSHA as a support.

Even as the effects of the pandemic began to subside, we continued to use the hybrid learning model in all courses.

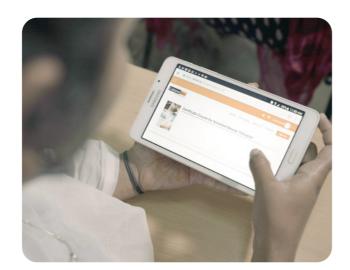
Access and relevance were the key elements of the hybrid learning model. Providing access to digital platforms and the internet and staying current with industry trends were crucial to giving marginalised youth the best chance of success, especially in light of increased automation driven by low digital literacy and skills.

E-LEARNING PROGRAMME

As digital technology becomes more prevalent in all areas of life, certain job profiles requiring digital competency have emerged. To address this, we developed a variety of courses focused on the information technology (IT) and Information Technology Enabled Services (ITES) sectors to enhance the skills of socio-economic marginalised youth. The courses included digital marketing, IT helpdesk, desktop publishing, and web development, and covered topics such as Search Engine Optimisation (SEO), Search Engine Marketing (SEM), Social Media Optimisation (SMO), Social media marketing, email marketing and web development. Additionally, we offered courses on artificial intelligence that covered in-demand skills like deep learning, data analytics, and machine learning. Through these efforts.



we successfully trained and skilled 514 candidates in the past year, with 155 of them securing jobs in related fields.



THE SADHYA SCHOOL FOR THE DIFFERENTLY ABLED

The Sadhya School is one of our earliest initiatives, specifically designed to assist differently-abled individuals from socio-economic marginalised backgrounds. The Special Education Intervention programmes offered at Sadhya aim to empower differently-abled children and youth to become self-reliant. The work focuses on children and youth to help minimise their difficulties. Training is provided to parents and caregivers.



In the past year, 35 differently-abled students attended school. The approach emphasises early intervention, starting with children as young as 0-6 years old. Sessions are conducted under expert supervision of doctors and in-house child psychologists who regularly monitor students.

Additionally, we offer life skills and vocational training for students at the school which are one-year-long programmes tailored to the level of disability of each student and aimed at helping them to be independent.



Gitamma who has spent 16 years at Sambhav without taking even a day's leave, manages all the housekeeping from cooking for the students.

"I love these children. They are my oxygen. This is my home, this is my family.



Sambhav Foundation





Community Engagement - working with community mobilisers to connect with colleges, self-help groups, and skill centres.

Strategic Partnerships - establishing relationships with organisations like the NSDC at the national level, and partnering with ITIs, colleges, and schools to engage with youth for knowledge sharing, research and industry opportunities.

System Strengthening - enhancing the quality of content and assessments, providing access to mentoring, and developing networks for job placements.

Using Technology for Skill Development - developing infrastructure and resources for EdTech.

Building a Supportive Ecosystem - facilitating connections between the demand for skilled labour and supply.

Getting Back Jobs through Re-skilling



Sambhav collaborated with the Commonwealth of Learning to conduct online training programmes to re-skill people on disinfection and mask-making to combat Covid-19 and create opportunities for new employment. The training focused on candidates who had lost their jobs during the pandemic in sectors like beauty and wellness, apparel and automotive. They were on-boarded onto the SHIKSHA platform and trained by instructors through vital self-learning modules. Learner-centric course content was developed with a focus on skills, and the knowledge needed to grasp job opportunities arising from the pandemic. The content on the virtual platform was designed attractively to hold the candidates' attention: the visually appealing sessions comprised videos, presentations, activity-based learning. The self-learning modules included student guides, checklists, videos, and pick-and-drop activities. The content on the SHIKSHA platform was accessible to all participants. As many as 2,100 candidates obtained certification on vehicle disinfection, mask-making, salon sanitisation and disinfection.

The project positively impacted those who had lost their traditional sources of employment and faced economic losses caused by the pandemic. While the programme opened up new streams of employment and entrepreneurship it also raised awareness on public health and safety.



Impact Tales



JYOTISMAN

20, GOLAGHAT, ASSAM | VOCATION - AUTO FAB

Jyotisman set up an automobile detailing shop that provides him Rs 35,000 in monthly income

Jyotisman found practical classes to be the most valuable aspect of his vocational training course. He did not have the opportunity to learn from his father, who had experience in car fabrication.

"I particularly liked the training because I did not have any other opportunity to get practical exposure," he says. He was willing to wake up early and travel two hours by bus to attend the training centre in Assam. Classes would go on until three in the afternoon, after which he would return home.

After completing the course, Jyotisman and his father started an automobile detailing business together. Now he has the opportunity to work alongside his father and earn an income of at least Rs 25,000-35,000. He took out a loan of Rs 200,000 to start the business and is currently paying it back. Despite being in his early 20s, Jyotisman hopes to expand the business in the near future.

Due to financial difficulties at home, Jyotisman was not able to finish college. However, he wanted to ensure that his younger sister received quality education by funding her higher studies. He also hoped to continue his own education in the future when their financial situation improved.



Sambhav People's Initiatives

The past two years of the pandemic have turned many families' lives upside down. Sambhav zeroed in on the challenges of the times. We came together as a team, not only to provide relief in our communities, but also to act as facilitators, support each other and emerge more resilient. As a livelihood-focused organisation, our primary goal was to make jobs easier and more convenient for our own employees. During the past year, we implemented various initiatives to support our staff, including:



ACCESS TO EMERGENCY, NO-INTEREST LOANS

As the pandemic brought financial challenges to many, we made emergency credit access or zero-interest loan arrangements available to our staff.



VACCINATION FACILITY

As we focused on healthcare interventions during the pandemic, we opened vaccination centres for our staff and their families in areas where we have a presence.



RESTORATION OF INCOME

Many of our employees experienced a loss of income during the pandemic, but as things started to normalise, we restored their old income, helping them get back on their feet.



HYBRID WORKING MODEL

As the world shifted to a work-from-home model during the pandemic, the Sambhav Foundation adapted to change by adopting a hybrid working model, giving our staff the flexibility to work remotely while still providing the necessary support and training.

THE SAMBHAV FOUNDATION

Five young boys clambered out of an auto under the driver's watchful eyes, climbed up the stairs to the first floor of Sambhav Foundation in Vijayanagar. On their way up, two women teachers welcomed them with smiles. The hall had a big Christmas tree decorated with baubles and a star. Soon the group was singing a morning prayer ending with the national anthem. The scene was set: newness, festive, warmth, and yes, oodles of empathy.

The Sadhya project is changing lives with a gentle touch. For the 14 children and adults with special needs, the centre was a truly special place where teachers helped them look ahead, learn and feel complete. Some of them have had to drop out of school, unable to cope with the education system. Interestingly, after a stint with Sambhav, a few re-joined mainstream schools. One of the boys in the group worked in a car mechanic's garage.

Others made products like diyas, bags, cards which were sold in exhibitions. The school certainly felt like their second home, maybe even their first. Sambhav had their back completely.

Bharath, the Operations Manager, has found his niche. He oversees all the programmes, including the beautician's course run by L'Oréal, the digital literacy programme and the NIOS for dropouts and slow learners. The NIOS students wished to finish their 10th standard and then join college. They exuded confidence and self-esteem. The success of the programmes is the foundation for further focus and inspiration.

Saroja has been teaching a group of women, including housewives and dropouts, the intricacies of grooming, hairstyling and other beauty skills. "The outcome is immense -- confidence and a livelihood. All 20 of them put value on their newfound confidence and earning abilities," she said. "We can dream now," the class said in unison.

The students who appeared for the NIOS were confident of passing their exams, studying further or starting something of their own.

The Sadhya team abide by a professional code of practice which has been continuously evolving and improving.

Sambhav's enabling framework is directed at building an equitable society that people cherish. For all the heads, teachers, counsellors and helpers who are empowering these young people by being facilitators it's slowly but surely leading to transforming society itself.



TOWN HALL MEET-UPS BY THE SENIOR LEADERSHIP

With remote work and limited face-to-face meetings, the senior leadership conducted regular town hall meetings with different departments to share organisational plans and the future direction of our work. This helped set context and meaning for the teams.



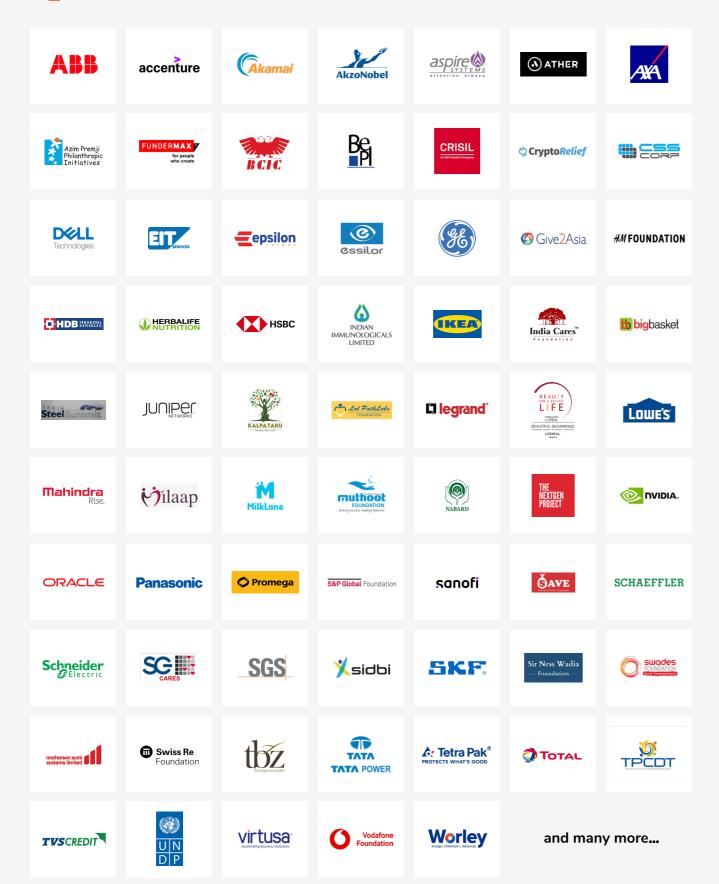
46

The founders' sheer energy, focus and accessibility is inspiring. It keeps me going every day.

BHARATH

Operations Manager, Saadhya School, Vijayanagar. Joined in 2014

Sponsor Partners 2021 – 22



Financial Statement

SAMBHAV FOUNDATION

Sambhav Foundation

BALANCE SHEET AS AT MARCH 31, 2022

| PARTICULARS | Notes | 31-Mar-2022 Rs. | 31-Mar-2021 Rs. |
|-------------------------------|-------|--------------------|--------------------|
| RESERVES AND LIABLITIES | | | |
| Corpus Fund | 2 | 7,87,395 | 7,87,395 |
| Reserves and Surplus | 3 | 8,94,40,569 | 8,11,64,375 |
| | | 9,02,27,963 | 8,19,51,769 |
| NON-CURRENT LIABILITIES | | | |
| Long-Term Borrowings | | - | |
| Long Term Provision | | - | - |
| CURRENT LIABILITIES | | | |
| Trade Payables | 4 | . 56,85,823 | 57,14,253 |
| Other Current Liabilities | 5 | - | |
| Short-Term Provisions | 6 | 8,20,911 | 8,20,911 |
| | | 65,06,734 | 65,35,164 |
| | | 9,67,34,698 | 8,84,86,933 |
| ASSETS | | | |
| NON-CURRENT ASSETS | | | |
| Fixed Assets | | | |
| Tangible Assets | | 2,87,61,860 | 3,35,90,947 |
| Intangible Assets | | - | |
| Capital Work-In-Progress | | 2,87,61,860 | 3,35,90,947 |
| | | 2,67,01,000 | 3,33,90,947 |
| Non-Current Investments | | - | - |
| Long-Term Loans and Advances | | - | - |
| Other Non-Current Assets | 7 | 79,99,890 | 73,39,090 |
| CYIDDEN'S ACCISTO | | 79,99,890 | 73,39,090 |
| CURRENT ASSETS | | | |
| Current Investments | 8 | 3,49,76,154 | 4,33,76,222 |
| Cash and Cash Equivalents | 0 | 3,49,70,154 | 4,33,70,222 |
| Cash in Fixed Deposit | 9 | 2,49,96,794 | 41,80,672 |
| Short-Term Loans and Advances | 9 | 2,49,90,794 | 41,00,072 |
| Other Current Assets | | 5,99,72,948 | 4,75,56,894 |
| | | 9,67,34,698 | 8,84,86,933 |

Significant Accounting Policies & Notes

This is the Balance Sheet referred to in our report of even date

For Balu & Anand Chartered Accountants Firm Reg No. 000367S

Smives Broth N.K.

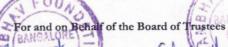
orinivas Bharath N

Partner

Membership No 211142

UDIN: 22211142 AXHV TP3873

Place : Bangalore
Date : 30 9 2022



Gayathri Vasudevan Chief Mentor/Trustee Rajesh A R Managing Trustee

SAMBHAY FOUNDATION

STATEMENT OF INCOME & EXPENDITURE FOR THE YEAR ENDED MARCH 31, 2022

| PARTICULARS | Notes | 31-Mar-2022 | 31-Mar-2021 |
|---|-------|--------------|--------------|
| | | Rs. | Rs. |
| Income | | | |
| Endowment fund | | | |
| Contribution received towards Charitable Activities | | 47,19,41,646 | 31,35,91,716 |
| Other donations | | 39,02,012 | 1,86,71,552 |
| Other Income | 10 | 11,10,051 | 17,77,292 |
| | | 47,69,53,709 | 33,40,40,560 |
| | | | |
| Expenditure | | | |
| Employee benefits expense | 11 | 9,72,71,655 | 3,47,47,771 |
| Other expenses towards charitable activities | 12 | 36,65,76,773 | 27,16,86,567 |
| Depreciation | | 48,29,087 | 56,65,153 |
| | | 46,86,77,515 | 31,20,99,491 |
| Excess of Income Over Expenditure / [Excess of Expenditure Over Income] [Before Tax] | | 82,76,194 | 2,19,41,069 |
| | | | |
| Less: Provision for Income Tax | | | |
| Excess of Income Over Expenditure / [Excess of Expenditure Over Income] [After Tax] | | 82,76,194 | 2,19,41,069 |

Significant Accounting Policies & Notes

This is the Income & Expenditure Account referred to in our report of even date

For Balu & Anand Chartered Accountants Firm Reg No. 000367S

Smiras Broth N.K.

Srinivas Bharath N K

Partner

Membership No 211142

UDIN: 2221142 AX HUTP3873

Place: Bangalor

Date: 30 9 2022



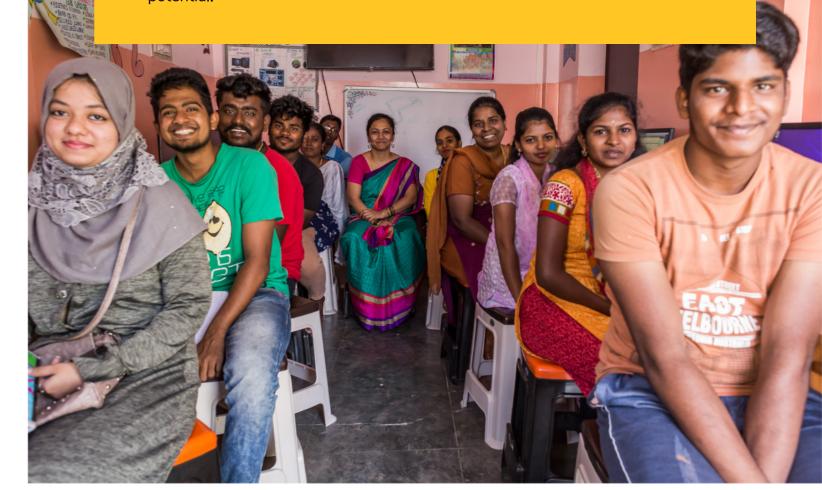
A Note of Thanks

Greetings!

As we approach the end of the financial year, we would like to thank all of our donors and supporters. Thanks to your generosity, we have been able to continue with our projects, including starting new courses, to those most in need.

Gayathri Vasudevan and team, are in the forefront of the Sambhav Foundation. The focus of their work is towards a more equitable society with more collaborations in different fields. The aim is to create benefits and impact disadvantaged groups.

We celebrate the achievements of our students and staff. Sambhav's teams are creating a better environment for different groups to achieve their potential.



^{*} Some images displayed in the report are for illustrative purposes only.





- 182, 1st floor, 2nd Main Road, 2nd Cross, Nagarabhavi Main Road, Canara bank colony, Bengaluru, Karnataka - 560072
- www.sambhavfoundation.org