

ANNUAL REPORT 2022-23



Education for Employability Foundation (E2F)

1, FIRST FLOOR, CSC, ANUPAM APARTMENTS, MB ROAD, NEW DELHI

Annual Reports 2021-22 and 2022-23

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From Director's Corner

The two years of 2021-22 and 2022-23 have been wonderful years of change, first to provide relief to covid affected population and second to revive and grow the Buddha Fellowship Program.

Gurudev Rabindranath Tagore' poem EklaChalo Re is forever an inspiration to go on.

I quote a few stanzas from it.

If no one answers your call,
Then walk alone,
(be not afraid) walk alone my friend.

If no one talks to you,
O my unlucky friend, if no one speaks to you,
If everyone looks the other way and everyone is afraid,
Then bare your soul and let out what is in your mind,
(be not afraid) Speak alone my friend.

When dark clouds cover the sky, When darkness engulfs the truth,
When the world cowers and bows before fear,
You be the flame, The flame that burns you and banishes darkness from the world,
(be not afraid) Burn alone my friend.

Ved Arya

1. Introduction/About Us: Evolution, vision, mission, strategies

Evolution:

Vision: Shaping a progressive, inclusive India and the world, through entrepreneurial change-makers

Mission: Nurture entrepreneurial ecosystems that add value for greater good, by bringing together diverse stakeholders on common platforms

Our Model:

1. To attract, groom and mentor talented youth as Development Entrepreneurs - Buddha Fellows who will in turn create jobs for rural youth, establish rural entrepreneurs, and raise rural incomes;
2. To train rural disadvantaged youth in skills needed to build resilience among rural people against a variety of crises, be it unemployment, be it declining groundwater table, be it disease or disability, or be it low learning levels.

Since 2019 onwards, E2F is hosting The Buddha Institute which is a dedicated platform for entrepreneurship, mentorship, and socioeconomic change for young minds who want to change the social realities of India and other developing countries.

2. Buddha Institute and Buddha Fellowship Program

The Buddha Institute is to protect the world from environmental disasters as well as encourage the development of an ecosystem for sustainable, problem-solving models among the poor, resulting in improved livelihoods and mitigating the effects of climate change. It has a board of trustees, an informal council of advisors, and a management team with supporters like Azim Premji Foundation, Arghyam and a number of individual donors.

BI is implementing a 24-month long fellowship programme for promotion of Development Entrepreneurism through mentoring by a distinguished group of experts, collaborations with the public and private sectors, funding, a strong community base, the freedom to pivot ideas fearlessly, periodic off-site problem-solving workshops (clinics), and an all-around nurturing attitude of the management team bolstered by an inspirational founder.

Overall, in the last five years, 23 Buddha Fellows have been selected and supported. The third cohort of Buddha Fellows were on-boarded in September 2023. The fellows are also members

of the Buddha Entrepreneurship Network (BEN), or the BFP alumni network, and are actively involved in helping each other as well as the BFP internal team.

A candidate of Buddha Fellowship should have a minimum two years of business operations and direct social impact of the business on rural or semi-urban communities.

Grooming model of Buddha Fellowship:



Orientation Program: The orientation program is to welcome the new cohort of Buddha Fellows. The program was scheduled to happen for two days in Mumbai at Axis House. The program was designed in a free-form structure to promote interaction between the fellows as well as let them take ownership of the two days.

Buddha Entrepreneurship Clinics: Every quarter, Buddha Fellows come to these off-site problem-solving workshops, which are called the Buddha Entrepreneurship Clinic (BEC), where they meet with subject experts and mentors and come up with their own solutions. Buddha Fellows learn from each other's experience as well in these quarterly clinics. The Buddha Institute organized for its third cohort from February 2-4, 2023 in Delhi. Each fellow set up a display stall, which drew a lot of attention and provided information about their businesses to both the speakers and visitors. The sessions were designed to cover topics such as leadership, marketing, branding, networking, solar technology, leveraging government programs, and several others.

Mentoring and Hand-holding of Buddha Fellows: BI team and mentors spend a lot of time in supporting Buddha Fellows in their entrepreneurial journeys. Monthly calls and in-person field visits are organized to each Fellow's enterprises where we dig deeper into their pain-points and

hand-hold them. An SPOC mentor and team member is provided to each fellow and visits have already been organized to Anakapalle, Ooty, Mysore, Nagpur, Pune, Bilaspur, Raipur, Tapi districts. Moreover, a special meeting of Buddha Fellows with Mr. Rajomohan Gandhi was organized in Panchgani, Maharashtra in December 2022.

3. MIS

We have an MIS to track business and social impact parameters. We track: (a) Business goals like Revenue, number of people employed, funds raised through equity / debt, quantity of goods produced and sold, break even sales; and (b) Social goals like number of beneficiaries outreached, number of people impacted directly and indirectly, number of women employed, average income per beneficiary.

At the end of every quarter, a report consisting progress on each parameter is shared by the partner.

4. Investing in Future Leaders Program – multi state project

Investing in Future Leaders: Raising Social Awareness among Students of 50 Top Educational Institutions

The dominant idea of the social or public good in higher education institutions in India is limited to the creation of wealth. This narrow view implies that students are not motivated and informed about other values and principles that help define a good society. There is only 5% of people looking for opportunities to understand the condition of the disadvantaged sections of society, and the pandemic has heightened these tendencies.

Therefore, we started this program with the objective of increasing engagement among youth in elite institutions of higher education around questions of social justice and elimination of rural poverty. The program aims to:

- Socially aware leaders in the corporate sector (from among 10,000 students of top educational institutions, and from among 750 students who go through immersion, internship and mentoring);
- They will have a heightened awareness about issues of poverty and inequality, and social justice; and
- They will appreciate and support CSOs wherever they are headed in their careers

We are building a full funnel recruitment strategy consisting of six stages, in order to attract students from different institutions:

Awareness → Interest → Consideration → Intent → Evaluation → Acceptance

The program follows a full funnel recruitment strategy to attract students from different institutions. It involves leveraging existing networks of CSOs, RCRC partners, experts/mentors, and Buddha fellows for outreach, perusing institute lists, building a network of influential individuals, alumnus, and state units, and learning more about the New Education Policy. The outreach includes 11 institutes, 29 institutes under discussion, 940 students participated, 12 faculties engaged, and 32 students experienced rural immersion.

The program engages in various activities, such as organizing on-campus panel discussions, inviting local entrepreneurs including women and their beneficiaries to share their journey followed by open Q&A sessions, Buddha fellows from management, engineering, and other streams sharing their ideas, stories, and be role models for aspiring entrepreneurs, setting up physical stalls to showcase how the entire process is empowering the community with technical support and capacity building approach.

The outreach includes 11 institutes where at least one event has been organized, 29 institutes under discussion, 940 students participated, 12 faculties engaged, and 32 students experienced rural immersion.

The program's learnings include that there is very little awareness in universities/colleges about careers in the development sector, social entrepreneurship, and work done by development agencies in disciplines other than Social Sciences. The entry point to the institutions is faculties who present the requirement of IFL from a core academic and management perspective. The need to build a regional network of volunteer professionals, preferably alumni of those universities being approached under IFL and reward them through opportunities, felicitations, and recognitions. Faculty members' proactive engagement is necessary for IFL success in universities. Students are very keen to interact with young alumni and recent development professionals. Institutions with residential facilities have higher potential. The pilot for rural immersion was developed along with the SOP for rural immersion. Students are open to innovative ways of engagement like case studies, competitions, informal chat sessions, open mike, etc. The turn-around time in metros is higher than non-metros and tier 1 / tier 2 cities, indicating a higher need in non-metro locations.

The program faces challenges like a longer conversion cycle, incorporation into the pre-planned academic calendar of institutes, and motivating enough students to carve out

additional time for initial interactive sessions. Institutes expect the program's support on their challenges.



Interactive session with Students at (A) Dibrugarh University, Assam (B) Banaras Hindu University (C) University of Agricultural Sciences, Bengaluru (D) Tezpur University, Assam (E) NIT Itanagar, A.P



Students undergoing Rural Immersion (A) Bastab Borgohain, Dibrugarh University (B) Lakhya Bharali, Dibrugarh University (C) Yeshi Lamu, Royal Global University (D) Farhin & Wahida, Tezpur University (E) Nilutparna, Parishmita, Monisha & Kushalata, Dibrugarh U (F) Nawrin Akhtar, NEHU (G) Sonali Boro, Tezpur University

5. IFC project by Rainmatter Foundation

The National Rural Livelihoods Mission (NRLM) in India aims to reduce poverty and promote rural livelihoods. Integrated farming clusters are being promoted as part of this mission to increase efficiency and sustainability in the farming sector. Integrated farming clusters involve combining multiple farming activities such as crops, livestock, agroforestry, and value chain development.

The goal of this program is to improve farmers' income and competitiveness. The RCRC Network, supported by NRLM, is implementing 214 integrated farming clusters (IFCs) in 10 states through partnerships with 30 organizations. The strategies for integrated farming clusters include crop-livestock integration, agroforestry, resource sharing, cooperative management, value chain development, technical assistance, marketing and branding, and advancing gender-inclusive livelihoods.

The major livelihood activities in integrated farming clusters include agriculture, horticulture, livestock management, aquaculture, non-timber forest products, and nursery operations. The progress by RCRC and its partners includes convening state-level meetings, developing standard operating procedures; setting up project management units (PMU); conducting awareness and training programs; promoting convergence with other departments; and providing sub-grants from RMF Grant to RCRC partners for implementation support.

Major achievements so far:

- (i) 214 concepts seeding of CLF & staffs for raising awareness and understanding of the concept through workshops, training sessions, field visits, and demonstrations, as well as engaging with local leaders and decision-makers.
- (ii) 592 training & capacity building programs organized for improving farmers' knowledge and skills, integrated farming, livestock management, increase their income and food security, and promote the adoption of sustainable farming practices.

- (iii) Convergence with Horticulture Department (Vegetable Saplings, Papaya Saplings, Aloe Vera Saplings), Animal Husbandry (Vaccination), MGNREGA (Cattle Shed, NADEB, Vermi Bed), Fishery (Fish) and Cohesion Foundation (Sprinklers).



6. Relief Response – APPI, Arghyam Flood relief, Zerodha, Eicher, Project *Chaav* (Impactguru, SBenergy etc.)

Introduction

Education for Employability Foundation (E2F) is grateful to the teams of Azim Premji Philanthropic Initiatives (APPI), Arghyam, Eicher GoodEarth, Project CHHAHV, and Zerodha for their support to the organizations based in different states; a small glimpse of the support provided by them can be seen through the following table.

Table 1. Summary of Relief Projects

Name of Supporter	Project Description	Duration of project
Azim Premji Philanthropic Initiatives (APPI)	Helping the rural poor population in overcoming the effects of COVID-19 – promotion for adoption of Covid appropriate behavior, distribution of relief material, primary data collection	September 2020 to May 2021
Arghyam	Train <i>BhujalJaankaars</i> (community resource persons for disseminating groundwater knowledge in the rural community) and help community prepare water security plans Flood relief in Assam	September 2020 to September 2021
Eicher GoodEarth	Emphasis of the project was to help organizations in provision of COVID-19 relief efforts during the second wave	June 2021 to October 2021
Project CHHAHV	Provision of COVID care equipments to frontline workers in different locations	July 2021 to March 2022
Zerodha	Emphasis of the project was to help organizations in provision of COVID-19 relief efforts during the second wave	June 2021 to October 2021

Project Details

From September 2020 to March 2022, E2F was given financial support by 5 donors (supporters) under different projects. The details of each project is as follows:

Azim Premji Philanthropic Initiatives (APPI)

Eicher GoodEarth

With support from Eicher GoodEarth we could provide relief sub-grant to 10 RCRC partners to provide COVID-19 relief in rural areas in multiple states. These organizations included ABSSS in Uttar Pradesh, ArunodaySansthan in Uttar Pradesh, Gramshree Foundation Trust in Rajasthan, GREEN Foundation in Madhya Pradesh and Karnataka, KABIL in Assam, Yuva Kaushal Vikas Mandal (YKVM) in Uttar Pradesh, DiYA Foundation in Assam, Ibtada in Rajasthan, Sanjog in Assam, and Voluntary Health Association Tripura (VHAT) in Tripura. The overall impact of the project was huge, with over 4860 frontline workers supported, 9600 frontline workers vaccinated, 328 frontline workers assisted with transport, 3350 individuals given medicine or protective gear, 236 critically ill patients given transport assistance, 560 protective gears or equipment given to government hospitals/PHCs/CHCs, 2 health centers given transport support, 1000 programs of awareness raising run reaching more than 16500 individuals, and over 11,000 individuals vaccinated.

Project CHHAHV

The healthcare infrastructure in rural areas has led to innumerable struggles for the frontline healthcare workers (ASHA workers, Anganwadi workers and ANMs), especially in times of a pandemic like COVID. Their strong network along with high involvement in women and children-related health issues has given them the status of key opinion leaders in rural areas. Thus, to fight Covid in rural areas, it was imperative to inform, equip and support these opinion leaders.



Unfortunately, these workers were not adequately equipped with basic safety gear to execute their pandemic duties. Various reports from the ground confirmed that these workers themselves were one of the most impacted groups (in terms of both infections and deaths) in the pandemic.

Project CHHAHV was a voluntary initiative of IIM Ahmedabad and IIM Bangalore alumni and faculties community, aimed towards helping the rural population fight the pandemic. The sole objective of the initiative was to ensure that every frontline community healthcare worker in India has a basic safety kit including a pulse oximeter, reusable masks, face shields, digital thermometers and sanitizer. We facilitated the process of procurement of relief material and



protection materials and its delivery to frontline workers in different villages in 13 states. Funds (and in-kind material) were raised from funders like Mahindra & Mahindra, Keto, Give India, SB Energy etc. to purchase various material.

Zerodha

E2F received Covid relief grant from Zerodha for four organizations to provide COVID-19 relief efforts. These organizations included DiYA Foundation in Assam, Ibtada in Rajasthan, Sanjog in Assam, and Voluntary Health Association Tripura (VHAT) in Tripura. The emphasis of the relief efforts was to protect and support frontline workers, relief to affected individuals and families, support government hospitals/PHCs/CHCs, and give food and nutrition kits and hygiene kits to vulnerable communities. The overall impact was huge, with over 3500 frontline workers supported, 1000 frontline workers vaccinated, 200 frontline workers assisted with transport, 2 health centers given transport support, 2500 individuals given medicine or protective gear, 100 critically ill patients given transport assistance, more than 1000 programs of awareness raising run, and over 11,000 individuals vaccinated.

Strengthening Ground Water Security in AbHY blocks in three states for through community participation, supported by Arghyam

The Atal Bhu Jal Scheme of the Government of India aims to address the growing groundwater crisis in the country through community engagement and behavioral changes at Gram Panchayat level. Three organizations, Seva Mandir, Development Support Centre (DSC), and Haritika, were selected to implement the scheme in the state of Rajasthan, Gujarat and Madhya Pradesh.

The key intervention was the training of local community youth, known as BhujalJankaars (para-hydrogeologist), who underwent a 4-day training module on groundwater concepts and practical skills. 12 BhujalJaankars were promoted in 3 states The BhujalJankaars are gradually becoming experts in hydrogeology, water management, and facilitators for sustainable agriculture practices.



They were provided handholding support and paid Rs 5000 per month for their services. They engaged in participatory ground and surface water assessment, water budgeting, water security planning, periodic monitoring of ground water data, identification and support to develop demonstration models of water efficient and sustainable agriculture. They created 12 Water



panchayats and built 3 model demonstration sites for larger awareness among farmer and village communities. They are gradually becoming barefoot hydrogeologists, water management experts and facilitators for sustainable agriculture practices. Please see a short video on *BhujalJaankar* <https://youtu.be/sLoRez0diRk>

7. New partnerships – Rajeevika and Selco Foundation

The Buddha Institute signed an MoU with Rajeevika, Government of Rajasthan for promoting 1000 Development Entrepreneurs (Buddha Fellows) which will bring positive change in the lives of one lakh families in Rajasthan.

The Buddha Institute has partnered with Selco Foundation to jointly develop a robust framework and supporting ecosystem that can help budding social enterprises working on livelihood solutions for the underserved communities.

SELCO Foundation will provide awareness and mentorship for Innovation and R&D of decentralized renewable energy driven solutions, as well as support with overall design of solutions focusing on processes, learnings and best practices through systems thinking approach.

The Buddha Institute will extend mentoring support to SELCO's Enterprise Partners on a case-to-case basis.

The BI will also plan for an immersion or exposure visit for the SELCO's Enterprise Partners, to the Northeast RCRC NGO's spread across four states in the region. Invitation to the SELCO's Enterprise Partners to attend panel discussions and other events under The Buddha Institute's 'Investing in Future Leader Program.'

We are in conversation with Ministry of Rural Development and Govt of Meghalaya to sign an MoU for promoting the Buddha Fellowship Program./

8. Financial statements

Education for Employability Foundation (E2 Foundation)
New Delhi
Balance Sheet as at 31st March 2022

Particulars	Note No	31-Mar-22	31-Mar-21
Sources of Funds			
Corpus Fund		5,000	5,000
Unutilised Grants	3	14,90,214	43,13,308
General Fund	4	69,15,318	28,85,080
Fixed Asset Reserve	5	1,27,752	1,60,177
Loans from Trustees			-
Current Liabilities and Provisions			
Expenses Payable		22,329	4,87,391
Total		85,60,613	78,50,956
Application of Funds			
Fixed Assets	6	1,27,752	1,60,177
Long Term Investment			
Investments	7	51,49,597	36,41,932
Current Assets, Loans & Advances			
Unutilised Grants with Partners	8	4,00,000	3,99,586
Bank Balance	9	28,83,264	36,49,261
Total		85,60,613	78,50,956

As per our report of even date attached

For Manoj Chhabra & Co.
Chartered Accountants
FRN: 013440N

Manoj Chhabra
Proprietor
M.No: 090781



Place: NEW DELHI
Date: 9th APRIL 2022

On behalf of Board of Trustees of
Education for Employability Foundation

Ved Arya
Trustee

Sushil Ramola
Trustee



Education for Employability Foundation (E2 Foundation)
New Delhi

Income and Expenditure Account for year ended 31st March, 2022

Particulars	Note No	31-Mar-22	31-Mar-21
Grants & Donation Received			
Grants with specific purpose		2,24,76,887	3,56,86,692
Trustees Contribution			-
Donations		41,25,001	16,86,500
Gain on sale of Mutual Funds		93,950	1,43,752
Bank Interest		2,75,558	2,30,716
Total		2,69,71,396	3,77,47,660
Expenditure			
Program Expenditure	10	2,29,10,070	3,57,34,721
Depreciation	6	32,425	42,794
Administrative Expenses	11	31,088	28,120
Excess of Income over Expenditure		39,97,813	19,42,025
Total		2,69,71,396	3,77,47,660

As per our report of even date attached

For Manoj Chhabra & Co.
Chartered Accountants
FRN: 013440N

Manoj Chhabra
Proprietor
M.No: 090781



Place: **NEW DELHI**
Date: **9th APRIL 2022**

On behalf of Board of Trustees of
Education for Employability Foundation

Ved Arya
Ved Arya
Trustee

Sushil Ramola
Sushil Ramola
Trustee

