

ANNUAL REPORT 2021-2022



**SUSTAINABLE DEVELOPMENT BY
ENABLING LIVELIHOOD**

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Vision: To be enablers for the under-served children, youth and women thus aiming at "Hunger Free Communities"

Mission: Empowering the beneficiaries by creating awareness & opportunities in Education & Employment

**Objective: Provide quality education to 5000 underserved children by 2025.
Prepare 10000 employable youth by 2025.**

LETTER FROM THE MANAGING TRUSTEE

Shri Paramjeet Singh

Consolidating DBM 2.0 and Focussing on Resilient livelihood

DBM India started with a mission of creating Hunger free communities. We believe that people can be moved out of hunger and poverty permanently only when they are empowered through Education including skilling. Successive Governments and many well-meaning NGOs take the shorter route of distributing freebies - free ration, books, laptops, etc. rather than empowering the citizens, educating them, giving them access to quality education, improving the ecosystem in which they live, ensuring minimum wages etc. The latter are difficult and painstaking works involving a lot of long-term sustainable work and so people are content taking the shortcuts. So, the problem persists.



Considering the problem, DBM has been working dedicatedly at the grassroot level trying to empower people through education, skilling, jobs, and through promoting entrepreneurship. Under DBM 2.0, we consolidated the reforms this year to make our work more impactful.

Empowerment is a long-term activity and it involves painstaking work - brick by brick. We believe in the saying *"If you give a man a fish, you feed him for a day. If you teach a man to fish, you feed him for a lifetime."* So, all our projects follow this approach and we discourage distribution of freebies. This solution has proved to be successful. Girls trained by us, in courses like Beautician, are working with companies like Urban Clap (now Urban Company) and are earning as much as Rs.35,000/- a month! Thus, uplifting their families out of the dragnet of poverty.

Learnings

We have evolved over the years deriving learnings about the needs of the community by working at the grassroots level and with the ones at the bottom of the pyramid. We have been conducting informal surveys, taking feedback from all stakeholders and have been conducting multiple experiments to validate our theory of change of empowering people through sustainable education and resilient livelihood. We believe that finally we have found the path which is most likely to succeed. Please read more about this on page 10.

ABOUT DBM INDIA



DBM India is a humanitarian organization working under the legal umbrella of Navasrushti International Trust with the objective of working for the children and the youth and their sustainable development. With A Goal of Hunger Free Community, DBM India strives to reach as many underprivileged backward communities to help educate, empower and make people employable.

DBM INDIA serves all people regardless of religion, caste, race, ethnicity or gender. With a modest beginning of providing Mid-Day meals in one school to 50 children, the organization has grown to a commendable force having its own infrastructure facilities, providing education, health care, livelihood skills, empowerment and placements. Although initially the focus of the organization was on dealing with the issue of hunger, experiences at ground level drew to light that along with providing meals to arrest malnutrition and child mortality we also need to address issues that are the background reasons which are actually preventing our progress and development. It's now been 14 years in this journey and we are working to our level best to help and reach out to as many underprivileged societies as we can.

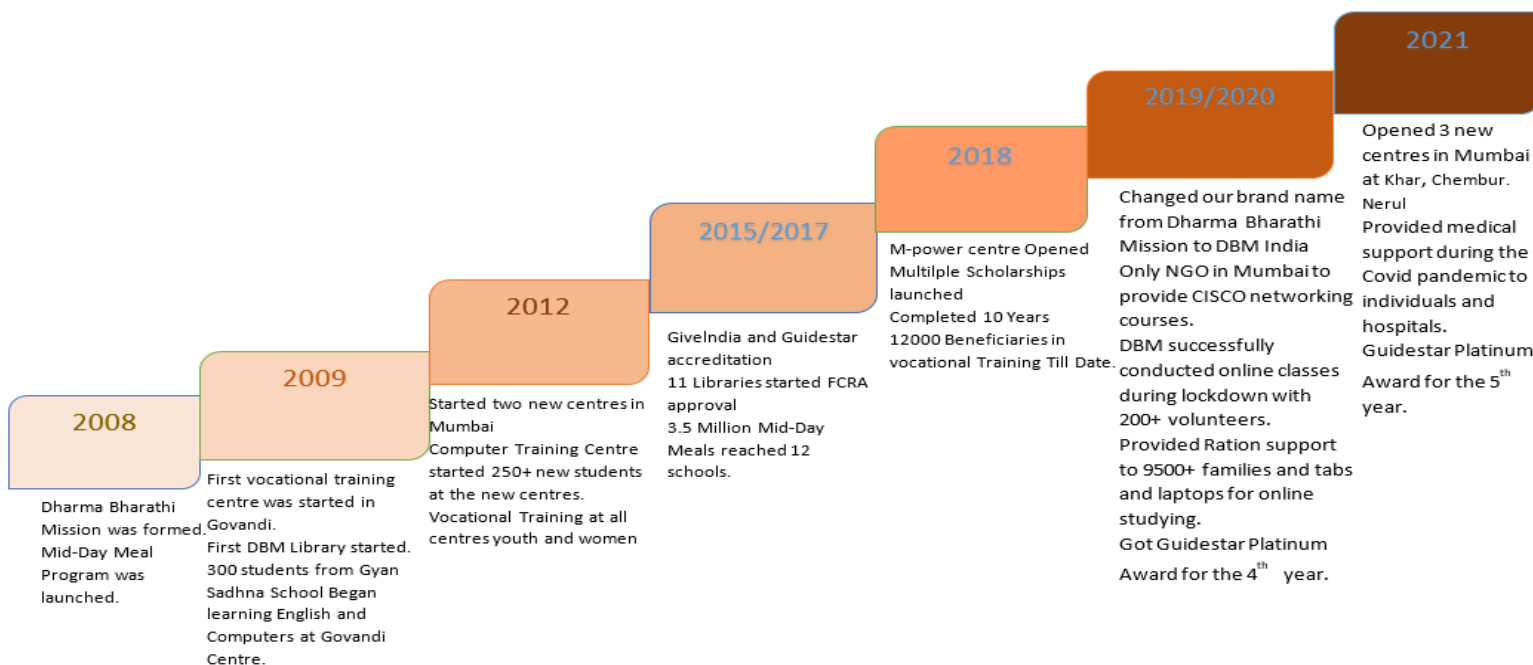
The Sustainable Development Goals (SDGs) are designed to end poverty, hunger, AIDS, and discrimination against women and girls, adopted by United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity. There are 17 goals that are integrated to irradiate the problems mentioned above. And we at DBM India are working on four of the Sustainable Development Goals (SDGs), i.e.,

- Goal 1- NO POVERTY,**
- Goal 2- ZERO HUNGER,**
- Goal 3 - QUALITY EDUCATION,**
- Goal 4 - REDUCED INEQUALITIES.**

DBM's motto - Begin with self, Begin small, Begin today is a call to everyone in our country to fulfill their social responsibility. As socially responsible citizens, it is our duty to contribute to the nation building process. DBM's current projects are a small fraction of the work that needs to be done to make India a progressive and equal country. Our belief that everyone can contribute and help to make this change is the cornerstone for the social interventions we lead.

In the years to come, we see ourselves adopting communities and revamping/impacting those from top to bottom with everyone who wishes to participate in this process. The creation of model communities that become the growth hub of the city allowing everyone to prosper will contribute towards reducing the rampant poverty in India.

OUR JOURNEY



HIGHLIGHTS OF 2021-22

Current Year Accomplishments

This year we were able to achieve maximum Placements for our students

104 students of our para-nursing batch successfully completed the course

3 New Courses introduced in this year

New Initiatives

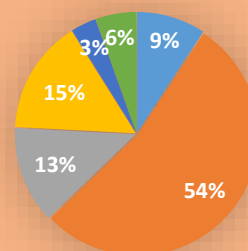
Collaborated with Antrang, Vedantu, Mentoria, Creatnet for better resources for our students

We were supported by multiple organisations and corporates to provide medical support during the COVID19 pandemic

Special Achievement

DBM got Platinum Award for the 5th consecutive year from Guide Star India for Transparency. It was indeed a very proud moment to be the recipient of this award for the last 7 years.

COURSE WISE ADMISSION



■ Para Nursing ■ IT ■ Beautician
■ Tailoring ■ Spoken English ■ ECCE

PILLARS OF DBM INDIA: THE 3E'S

Education

Empowerment

Employment

1. Food for Education
2. Scholarship Program
3. M-Power Library cum Study Center
4. Support for school Infrastructure
5. Chalo STEML Sikhayein

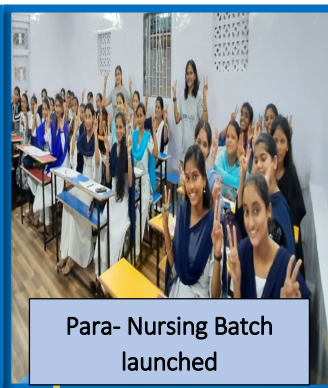
1. Udaan Program
2. Youth Leadership Program
3. Teen Leadership Program

1. Vocational Training
2. Placements
3. Entrepreneurship

THIS YEAR...



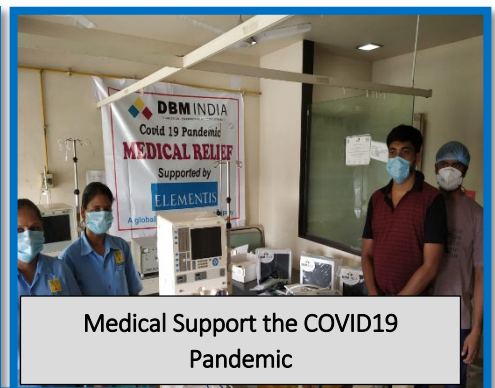
Ration Distribution



Para- Nursing Batch launched



Oxygen Concentration Distributions



Medical Support the COVID19 Pandemic



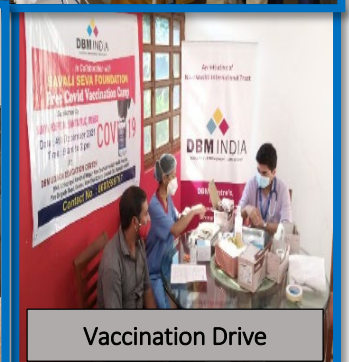
Vocational Training



Interactive Session at UDAAN



Science Lab Setup



Vaccination Drive



Counselling Sessions



Blood Donation



Swamiji Blessing the DBM Family



Happy Women's Day

OUR WORK IN EDUCATION



We believe that Education is the key to all social change much like the lack of education is the root cause of all social evil.

The availability of equal education opportunities for every child is a goal our nation is working towards. Various initiatives aimed towards improving education and providing allied services to schools and institutions have impacted the education space in India. As the average education spend in India is currently around 7% of the total income, projects aimed at improving the education facilities and services available for the urban poor will result in regulated improvement in the learning outcomes of students. At DBM India, our Program projects are designed keeping in mind the needs of the communities and the partner budget private schools in Mumbai.

FOOD FOR EDUCATION

As we started our journey in 2008 we realized the need for Mid-Day Meals to the children of the slum schools, who did not get a single meal in the entire day.

We provided 2000 children with mid-day meals till the pandemic began.

In the pandemic time when the schools were shut and everything was online. We realized that the students/ children still needed the food and nutrition supply and with that they needed a medium to study online as most of the students did not have any electronic gadgets. DBM India started to provide ration kits to the families of these children. We also started providing tabs and data packs to facilitate online studying. The entire team of DBM teachers and volunteers facilitated this online program.

We also collaborated with different educational organizations like Vedantu, Antarang etc. who helped us with providing mediums of studying to these youngsters in the slums. They provide free sessions for different subjects to these students to clear their doubts and so that they do not have a gap in their resumes.

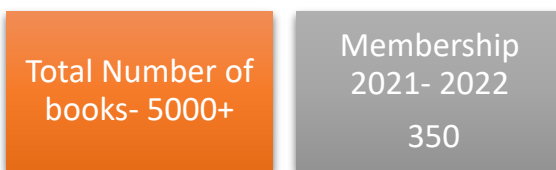


M-POWER LIBRARY CUM STUDY CENTRE

The M-Power Library was formally inaugurated on the 29th September, 2017 at Deonar, Govandi. The library is a collaboration between TISS and DBM India. Here we work to provide the underprivileged children a medium to study, a quiet place to study, workshops for their development and books that are difficult to get.

We work to help the students, who are preparing for various Competitive Exams like MPSC, UPSC, NDA, NEET, BPO etc. and also for other students from Class XI to Graduates, Post Graduates, by providing them with space, infrastructure and resources, to help them prepare for the various exams at peace. The library consists of books on all competitive exams, and other general books for leisure reading. There are laptops as well which the students can use for the mock tests or other research purposes. The centre conducts mock tests for the students to measure their level of knowledge on a regular basis. The library invites eminent guests, who speak about their experiences, and motivate the students to prepare for their exams.

Impact:



SCHOLARSHIP PROGRAM

DBM India runs a Scholarship Program where we aim to help all the students willing to study and make a future for themselves. Students who have ambition for themselves and are capable to achieve their dreams but lack financially, are considered for the scholarship program. Such students are supported and provided with all the necessary skills and resources that are required to become well developed academic achievers. The program is open to students who have completed the 10th standard and have received 80% or above in their 10th standard examinations.



Our scholarship includes

- Champion Scholarship- for class 6th to class 9th students
- Scholarship- for class 11th and 12th students
- Scholarship for Undergraduates

Impact-

We helped a total of 148 students in the financial year 2021-22. Each student got an amount of Rs.20,000 for completing their education and moving one step ahead to achieving their dreams. Weekly workshops on various topics like Decision making, Leadership Qualities, how to overcome exam anxiety etc. were held during this year.

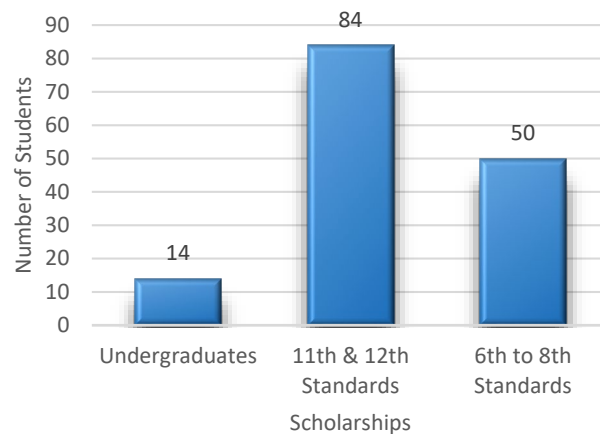
Individual Scholarship Providers

Two of DBM India's Students, who are in class 11 have been adopted and sponsored for 5 years by Mr. Pavan Sawant and Mr. Nagraj Hegde, i.e. till their graduation. Apart from supporting their fees and other expenses, Mr. Pavan Sawant is also personally mentoring and grooming them through monthly sessions for the entire duration.

Mr. Pavan Sawant- Kashinath Sawant Girls Scholarship"- INR 25000 per year

Mr. Nagraj Hegde Scholarship- "Bright Girl Scholarship"- INR 25000 per year

Scholarship Beneficiaries



Workshops on peer pressure Management

Time Management Sessions

Managing Exam Stress

Strategies for Effective Learning

Exam Preparation Sessions

Session for Solving Question Bank

Learning through Visualizing

TEEN LEADERSHIP PROGRAM

One of our programs to holistically empower our children is the **Teen Leadership Program (TLP)**. In collaboration with Creatnet, the program has 15 sessions which are conducted by 4 facilitators. This year the Facilitators were chosen from DBM India students who had cleared the **Youth Leadership Program (YLP)**. YLP too is an empowering program for the youth where they learn to be leaders and in turn use this learning to make the children become leaders under TLP.



In this program, facilitators work on understanding their students, their likes and dislikes, what they are looking forward to becoming in future and guiding them for the same. Facilitators discuss the goals and aspirations of the students. They help the students to understand how to convert negative things into positive things. Also they showed diverse inspirational videos to the students to make them understand how people made their future for themselves. Students also learned 'Right work for me', focusing on the student's aspirations. In this program the students are mentally understood and guided in a way to make their futures and lives more clear to them and also shown how they can achieve it.

E- LEARNING

During the Covid19 times, DBM India took education to another level, where we and 200+ volunteers joined together to provide tablets, laptops and educate the children of the underprivileged societies in their academic subjects.

These students were provided with Tabs and data packs and connected to teachers either individually or in groups of 8 to ensure that there was no disconnection from their students.

School principals also participated in this initiative to help us connect with the students in need.

Once the COVID19 restrictions came down we still continued the e-learning sessions. Now the students can come to all our DBM centres and use the computer labs to complete their assignments.



OUR WORK IN EMPOWERMENT

RESILIENT LIVELIHOOD - UDAAN - OUR NEW PLAN

The Background

Before talking of our solution, it is necessary to understand how we have reached here.

We started the empowerment project by adopting slum schools for a period of 5 years and through a host of programs tried to bring them to a certain level. Programs include mid-day meals, teaching Science, Math, English, Technology and Life skills (STEML); training the teachers and the principals; Mentorship and Scholarships for bright students who wish to continue their education beyond class 10 (almost 90-95% drop out) etc.

Of course, not all programs were started since inception. They were added as we observed and experienced the need and also it was fueled by our desire to make our interventions

holistic. Like in the mid-day meal program, we found that despite the supply of daily nutritious meals, some of the students remained severely malnourished / undernourished. So, we started bi-annual medical checkup camps and started things like deworming, nutritional supplements like vitamins, iron tablets etc, provision of clean drinking water to prevent recurring diarrhea, hand wash stations, separate toilets for girls etc.

Similarly, to support the 5-10% students who opt for higher education we started a Library cum Study Centre with TISS to provide them all resources and an ideal place to study.

Then to tackle the dropout population, around 5 years back we started a skilling program. Most of the girls drop out as early as class 5 or 8, so we started tailoring, beautician and computer courses for them which were a great hit as most of them wanted to work part time from home and these courses allowed that flexibility.

During the pandemic we reviewed our work and found that the real need of the community is finding jobs. We started courses like Pre-primary Teacher course (ECCE), Para nursing course (GDA) and new age courses like Digital Marketing, Retail Marketing, Web development, Hardware and Networking etc.

The courses were well received and a lot of job opportunities have opened up for the students who did these courses. But we found that this training of 3 months in most cases does not equip them well for the available jobs. We give them one hour of English and life skills daily apart from 2 hours of domain knowledge, but it is found to be hugely insufficient. Apart from domain knowledge they need a lot of grooming, personality development, etiquettes, spoken English etc. They need to experience real life office work situations before they actually go for job interviews. Even the domain knowledge for a 3-month course is very basic and the salaries offered at entry level are Rs. 8,000-10,000/ pm which does not even cover their cost of traveling and dress etc. So, despite our best efforts and despite the fact that there are plenty of jobs available, very few of them could get into jobs.



The Solution

Catch them young - It is very difficult to successfully train a 18+ student, as that involves a lot of unlearning first of all. Apart from the problems mentioned above it is seen that by this time they are in desperate need of jobs and some don't even have time to invest on themselves and are ready to do small time jobs in the slums itself which fetch them Rs.5,000-7,000 /- and even more.

Our plan is called Udaan. Udaan program is designed to support the academically strong yet economically constrained children by giving financial and holistic hand holding with employability in focus. The children are identified based on their merit cum need basis and selected after a rigorous selection process involving scrutiny of their applications and their performance over the years, aptitude test and an essay writing test followed by interview of the students and parents and home visits. The program is designed to be impactful whether they are looking for jobs, higher studies, or entrepreneurship.

We plan to run two Cohorts every year:-

First Cohort - Children will be selected annually from school (9th grade), with the plan to train them for 7 years i.e. till their graduation.

Second Cohort - Children will be selected annually from college (2nd year) with the plan to train them for 2 years.

Every year, there will be new Cohorts and they will be provided with the following proposed resources:

School / College fees, Tuition support and grooming classes. The tuition support will be provided at our Centre so that they don't have to go anywhere else. Selected students will spend 3 hours every day at our centres after school/ college. We have tied up with tuition teachers and a knowledge partner which will take care of the grooming part including: -

Connecting school to careers of the future, Future visioning, Understanding Strengths and Areas of Development, connecting these competencies to academic performance, Identifying Gaps and figuring how they can be managed for bettering academic performance

Goal setting, English Proficiency, Verbal communication, written communication, Personal development plan, One On One mentoring with a mentor, Career visioning, Managing time and scheduling, Managing stress, Professionalism and accountability

Understanding their skills and career fundamentals, connecting skills to the jobs of the future, Mini projects based on skill track, Skill training, Grooming and etiquette

Emotional intelligence, Leadership skills, Resume writing, Interviewing, Networking and building connections, Professionalism and Accountability sessions with industry mentors, creating a professional digital presence, Searching & applying for Jobs, Overcoming Fears, 1:1 mock interview and a corporate partner connect.

Though the number of students covered initially may be less, all of them have the potential to be role models for the others in their schools and colleges. Their success will have a multiplier effect. Already we are receiving requests to take in more students.

Pilot program

We tested the same through a small pilot by opening a centre in Deonar, Mumbai in December 2020 with some 60 students who were given this exposure for almost a year and the results were heartening. It was designed for 3 months and seeing the confidence in the students, we extended the program initially to 6 months and then to a year. Simultaneously we sat down to design the program, meeting a host of stakeholders, studying similar programs and brainstorming amongst the team members. We hope to build a solid model within the next few years in Mumbai and then plan to scale it and take it across India.



Our target audience are the underserved meritorious students from economically disadvantaged families. The students will be sourced from the non-aided and partially aided schools in the slums of Mumbai. We have contacted the students through the schools & colleges and through other NGO's working with such students. We distributed the forms and brochures through these and held awareness sessions for all stakeholders so that they can understand the program better.

We framed a rigorous selection process. Some 200 students applied for Cohort-1 out of which 45 have been selected after multiple numbers of interviews including that of parents and home visits etc. In the Cohort -2 we received some 75 applications and 20 students have been shortlisted. The knowledge partners have been selected and now the first batch is being onboarded and we will launch the same as soon after the Schools and Colleges open i.e., in the third week of June 2022. So, from thinking to designing and then implementing the selection part it has been a great journey and achievement since the last 2 years.

The Future

There are many nonprofits who are working in skilling and educating children and youth through various innovative techniques. But as per our knowledge nobody is trying to build resilient livelihoods through such a long and comprehensive intervention.

It is vastly different to what we have been doing till now and hugely challenging. It is a leap of faith to adopt children and youth for a period of 7 and 2 years respectively to train them holistically and make them job ready. Until now vocational and livelihood courses are generally for 3-6 months or for a maximum one year. This involves multiple tie ups and planning for each year, making the program so enticing and meaningful so that the beneficiaries don't drop off.

In the 3 years, we will firm up the program with the learnings that we will get with multiple cohorts happening and in 5 years, we will be ready with a solid model and we will be ready to scale the program in other cities and centres.



The next 12 months are crucial as we formally launch our most ambitious project till date. In the slums it is a challenge to retain the students for a full term and due to various reasons, a certain percentage of students, be in school, college or vocational courses, tend to drop out. Since our project is stretched to 7 years and 2 years respectively, it will be hugely challenging to retain all of

them, though while screening, we have taken enough precautions to ensure that this does not happen. Secondly, we have to make sure we implement the curricula as designed by us and that we should not get derailed by operational difficulties because generally the first year's performance will make or mar the project. Constant reviews and feedback sessions with the team are being planned and the management team too will be closely involved with the Udaan Team in the implementation.

JUNIOR UDAAN PROGRAM- The children in slums and in lower middle class, whose parents are working, have nobody to guide them once they come back from school. This centre will serve as an after school kind of a place where such children can come and study. However it is not meant to be a tuition class but a place where the education offered in school will be supplemented by innovative teaching practices and where the emphasis will be on understanding concepts and not on completing the syllabus. This will create the joy of learning and will help them become better learners and do well in schools.

SENIOR UDAAN PROGRAM - These are children who are on the verge of deciding their career. They will be chosen after a rigorous process of selection and those who are passionate toward achieving their goals will be provided all inputs so that they can achieve their dream career. There will be some core subjects that will be taught. Apart from that, there will be highly reflective workshops, discussions, meeting with role models and exposure to various art forms (writing, music, dance, film making etc.) which will enable these highly talented youth to decide their passion and follow it. Their background and financial health may not permit them otherwise to follow their dreams but the Udaan fellowship will nurture their talent and allow them to flex their wings and fly as high as they want to attain their dreams.



Subjects that we Cover-

Spoken English

- Students are taught various topics such as enhancing the vocabulary, learning grammar with special focus on comprehension, effective communication, thinking and speaking English.
- Daily conversation in English, story telling, dialogue and debates are conducted to make them understand and grasp the basics of the English language.

Life Skills

- Life skills are a key aspect in everyone's life and enhancing these skills from an early age for students, helps in a holistic development.
- We conduct life skill sessions to enhance their confidence, time management, punctuality, goal setting, creating a positive mind set and problem solving and career orientation sessions for their holistic development.

IT (Computers)

- At Udaan, Students gain theory and practical computer knowledge from basic to advance. We also taught them about Software and its Applications, Hardware and Networking Knowledge so that they can use their IT Knowledge with full expertise to cope with their studies and work.

Science

- The aim of the science sessions is to encourage and enable students to develop inquisitive minds. The idea is to develop an analytical, critical and creative mind to understand the theory and practical aspects of Physics, chemistry and biology.
- They are also exposed to practical experiences and appreciate the benefits of science and technology.

Maths

- The aim of teaching mathematics is to encourage and enable students to enjoy mathematics, develop patience and persistence when solving problems, and also understand and be able to use the language, symbols, and notation of mathematics.
- To develop mathematical curiosity, and use inductive and deductive reasoning when solving problems and become confident in using mathematics to analyze and solve problems both in school and in real-life situations.
- Develop the knowledge, skills, and attitudes necessary to pursue further studies in mathematics and develop abstract, logical, and critical thinking and the ability to reflect critically upon their work.

Logical Reasoning

- We don't only focus on the textual mathematics content of their level but also train them for reasoning questions of entrance tests so that they start brushing up their minds for future entrance exams.
- Topics such as Logical reasoning, direction, puzzles, coding-decoding, and many more are covered.
- Along with the reasoning concept, we teach them statistics concepts such as mean, median, and mode. We take this topic as this topic not only contains a high level of understanding but students can also clear their basic calculation doubts along with a high level of sum operations.

YOUTH LEADERSHIP PROGRAM (YLP)

YLP aims at building leadership through conscious, continuous learning in young adults through a process of facilitation in a group learning format. Through this journey of sessions over 6 months, the youth connect with themselves and with other self-aware and driven individuals like them and explore the depths of leadership. They take responsibility for themselves and their surroundings while committing to deepening their understanding of themselves and strengthening their own practice.

The Youth Leadership Program is a workshop consisting of eight one- to two-hour sessions that enable young people under the age of 18 to develop their communication and leadership skills through practical experience. The program is presented during or after school, or on weekends. In the workshop, young people learn valuable skills including:

- Evaluating their own speaking ability
- Preparing and giving speeches
- Giving impromptu talks
- Controlling their voice, vocabulary and gestures
- Giving constructive feedback and more

This Program is based on the 4 pillars concept of UNESCO “Learning to Know, Learning to do, Learning to Live and Learning to be.”

- Mindfulness and silent practices
- Reflective Questions
- Assessments
- Project work



OUR WORK IN EMPLOYMENT

Vocational Training

PARA NURSING

Nursing is one of the most in-demand professions. And it's not difficult to see why.

In order for a hospital to operate efficiently, it takes a multitude of medical, nursing professionals and support staff. Supportive staff of the hospital is unique and important. Para Nursing staff play a major role in providing better care to the patients. Their primary responsibilities consist of assisting patients with their everyday needs. Patients are suffering from severe illnesses / injuries to recovery room needs physical care Attendants are responsible for helping them with their personal hygiene, in addition to this, they will also be responsible for providing comfort and transportation to these same patients.

They help patients in their lowest and most vulnerable moments and are there to support them throughout the recovery period.



We could see during the initial phase of COVID19 that the number of the frontline workers was less and there were a lot of youth who had lost their jobs. During Covid, students could not travel due to restraints of vaccine and hence we at DBM India set up fully equipped Nursing Teaching class rooms, Medical lab and demo room so that students could spend maximum time in learning both through theory and practical.

We started the course because with our survey we found many students who were looking forward to making their career in this field but did not have the financial support to pursue it.

The Para nursing program is a 6 months course with 4 months of

theory and 2 months of hospital internship.

This program is NSDC Certified.

We are proud to share that in FY 2021-22 we had 104 students who completed the course successfully and most of them have been placed in hospitals, nursing homes and as home caregivers and are now earning their livelihood.

In Pune DBM India collaborated with the Eklavya Foundation to provide the para nursing course to bring opportunities to that community as well. In the duration of 6 months, besides Academics, Online Training of the course, Theory & Practical Knowledge about Nursing, they are also provided with computer education and personality development and after the completion of the course assistance in placements.

17 students enrolled and completed the program successfully.

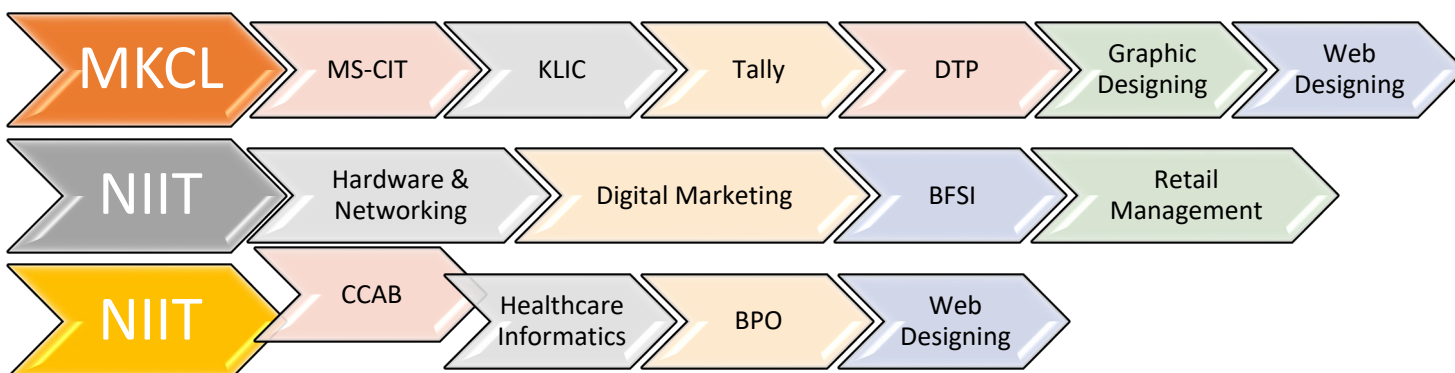
INFORMATION TECHNOLOGY- IT

Computers with the internet are the most powerful devices that students can use to learn new skills and more advanced versions of current lessons. Schools around the world are teaching student's basics of computers and the internet.

The use of computers and the internet are growing day by day at high speed. In almost all businesses, companies, and schools they are using computers for various official operations. New tech tools are coming that are helping students to learn better.

Today computer education is a must for the job of even an ordinary clerk in the office. The knowledge and use of computers is essential for him. In modern countries the running of trains, machines, the flight of planes, the work in the bank and progress of business, all these are controlled by computers. This is possible only by the knowledge and use of computers. Computer education enables the artist to create realistic images. In the field of entertainment too, musicians, having computer education, create multiple voice compositions and then play back music with hundreds of variations.

Courses Provided by DBM India:



BEAUTY AND WELLNESS

The health and beauty industry is growing very fast. With increasing demand people are looking forward to becoming a beautician. These days, beauty courses are quite comprehensive and salons give you a first-hand experience of various new and advanced beauty techniques. In today's time as we can see people have started taking their beauty and health very seriously. The industry is growing and there is more demand for beauticians and parlors. Therefore this course skills the youth to enter this growing industry to make a better future for them and support their families.

DBM India provides Basic / Advance / Professional training along with internships. After completion of the course theory and practical exams are conducted. Students are given certificates and are connected by our placement officer with local salons, online platforms and esteemed institutes such as Urban Clap (UC) to help take our students forward in their journey of Employment.



FASHION DESIGNING AND APPAREL MAKING

Fashion designing is an ideal career choice for students with a creative mind. A certification course in fashion design allows you to use your skills and get ready to make your mark in the industry.

This is one of the oldest course offered by DBM India since 10 years. It was targeted mainly at school dropouts and housewives. It offers training in basic and advanced methods of tailoring. Students who have no education knowledge find this course very beneficial as from home they are able to earn a good living.



EARLY CHILDHOOD CARE AND EDUCATION

Benefits of Early Childhood Care and Education is exerted in children as early as 2 years till 4-5 years of age. The developmental phase that they go through in these ages forms the foundation of the future. This makes care and education in early childhood absolutely necessary.

Teacher training institutes offering courses on the same gives you a glimpse of how the knowledge learnt in this phase is capable of lasting a lifetime. Education imparted to children in their preschool years is thus of utmost importance.

A professional teacher training course in care and education of early childhood is necessary though the common question arises, why a course for educating such little children? There are multiple answers to that which actually point to the benefits of the ECCE.

It aims to provide information for the adults to plan and provide enjoyable learning experiences so that every child grows and develops as a competent and confident learner. The curriculum describes the theoretical underpinnings of learning and development of children at their early years and offers strategies and suggestions of how this learning can be nurtured. Also it intends to provide guidelines on supporting children's learning through partnership with parents, interaction with others, play and assessment.



COVID 19 SUPPORT

The Covid 19 pandemic gave a heavy jolt to the whole economy, making the lives of people miserable in getting basic amenities, especially the daily wage earners.

DBM India left no stone unturned in reaching out to them during these difficult times. We not only took up the task of supplying daily ration and groceries to these daily wage earners. At many places even vegetables and fruits, sanitary napkins and biscuits etc. were also distributed especially to Police and health workers on duty.

What began with 200 bags moved steadily to 9500 and we moved in the 2nd wave from not only providing ration bags to daily wagers but families where the earning member had lost his job.

Masks, face shields, and sanitizers were distributed every day in communities and once schools, colleges and work began at railway stations, schools and colleges.

With the help of individual donors and Khalsa Aid we were able to provide oxygen concentrators and oxygen cylinders to Covid patients when there was a shortage for them in the hospitals.

We made oxygen cylinders, concentrators oxy meters available at all our centres for the public in the nearby slums.

We also provided them in the hospitals catering to the people in need but were falling short of them.

With the Support of Elementis we provided besides food grain Medical Equipment such as Multipara Monitor with mounting stand 12.1" display (five para), Bipap Machine Model –ST 25 plus, Nebulizer Machine, Dialysis Machine (Fresenius/ Nipro) for ICU Covid Dialysis, 12-channel ECG Machines (BPL / equivalent) for use in Covid ICU and Covid OPD, multi parameter monitors for HDU 4 to the hospitals.

DBM India conducted Vaccination Awareness and camps in Taloja village, Deonar and Khar.

Unfortunately many families were devastated with the loss of the only earning members.

To such families with the support of BCAS foundation we provided their child with school fees support and food grain support for 6 months.

EXCEPTIONAL SUPPORT BY KHALSA AID

To tackle the short supply of medical supplies in India especially in Mumbai and other districts of Mumbai, Khalsa Aid International, very kindly rushed with huge quantities of medical supplies like Oxygen Concentrators, Oxygen Cylinders, Gloves, Face Mask, Face Shields, and Oximeters etc. especially keeping in mind the impending third wave.

We at DBM very judiciously used the materials sent to us so that maximum people benefit from the same over a long period.

Oxygen cylinders and concentrators can be used multiple times and so they have been placed strategically at multiple centers and in communities for 24 hour access.

The medical supplies sent by Khalsa Aid have benefited almost more than 50,000 people.

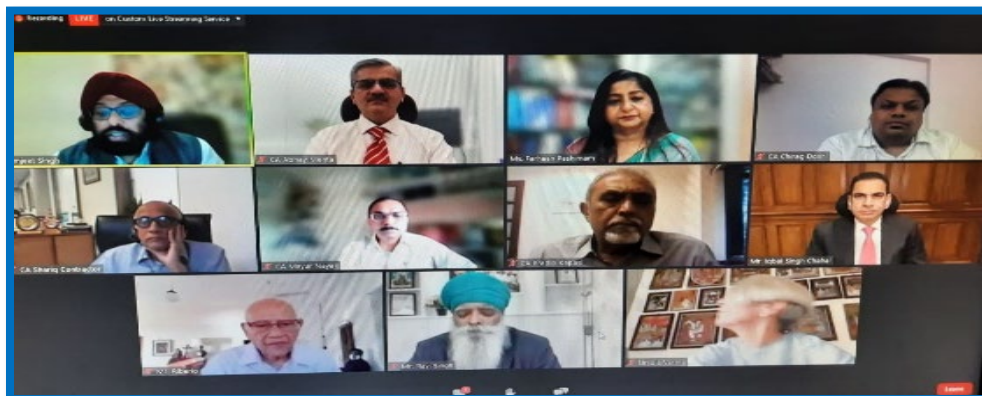
Local doctors and small nursing homes were made aware of the availability.

Oxymeters- Were distributed to local communities, welfare centres, old age homes, local clinics in slums, in schools, colleges and hospitals and also to all the families who took concentrators or had a Covid19 patient at home. A lot of medical equipment was distributed to local hospitals. Khalsa aid also provided Education support to needy students.

In the entire wave there was ration support on a large scale from the International Humanitarian Foundation: Khalsa Aid.



NEWS UPDATE 2021-2022



- On 24th August, 2021 DBM INDIA in collaboration with Bombay Chartered Accountants' Society (BCAS) & Public Concern for Governance Trust (PCGT) organized the **6th Narayan Varma Memorial Lecture and Awards**. This event is conducted to commemorate the legacy of one of our founder trustees Shri Narayan Bhai who was a great professional, philanthropist and more importantly a wonderful human being.

Our distinguished Keynote Speaker this year was **Shri Iqbal Singh Chahal**, IAS, Brihanmumbai Municipal Commissioner. The Narayan Varma Award for Philanthropy was awarded to **Sardar Ravi Singh the dynamic and humanitarian Founder of Khalsa Aid International** for worldwide Seva.

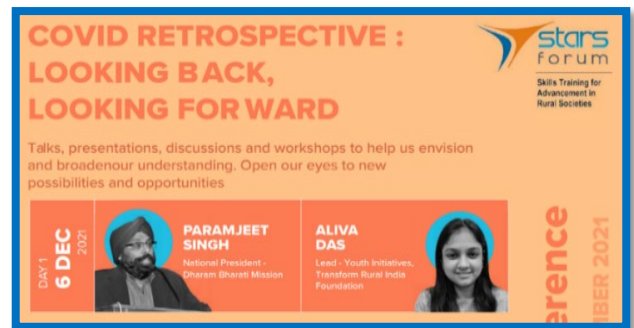
- **180 Degrees Consulting** is the world's largest consultancy for non-profits & social enterprises, who provide high-quality consulting services to social impact organizations so they can improve and expand their services.

In November 2021, they provided us with volunteers from Hindu College Delhi & American University Beirut for a duration of 6 months. These students volunteered with us, conducting social impact measurement of the organization, helping us with different fundraising activities and providing a SWOT analysis of our courses for us to understand where we stand and where there is scope for improvement.



- **Vedantu** conducts online classes in different courses, free of cost for students who need extra help with their studies but could not afford the tuition due to low financial income in the family. DBM has partnered with them and offers these opportunities to 52 selected students.
- **STARS ("Skills Training for Advancement in Rural Societies") Forum** with a motto of bringing all like-minded NGO's on one platform to share ideas, experiences and concerns and explore the possibilities to evolve a supportive network within and across state boundaries, for the larger common purpose of imparting vocational and marketable skills training to those who need it most.

This Year STARS Forum organized its 12th annual national conference from 6th to 12th of December 2021 with the theme of COVID Retrospective: looking back, looking forward. It invited DBM India to be on the speakers in its sessions, where DBM India shared their experience on the COVID 19 pandemic and our plan on how we can help the communities.



- This 31st January 2022, DBM India completed its **14 years** serving the underprivileged parts of the societies. We celebrated this occasion by getting together at our Udaan Centre. Where the function was divided into two parts:-

Starting with the senior members of the team, who shared their experience with the rest of us. Followed by team building activities like, all the centres presented different performances focusing on topics of women empowerment.

Which was followed by lunch and some fun activities like dancing, singing and reciting patriotic poems by the members of the DBM India Team. This day was celebrated with a lot of fun and enthusiasm.



- March 2022, we collaborated with **Mentoria**, an organization that provides a platform to the students for career guidance and mentorship. This enabled our 163 students at four centres to discover themselves, the courses and careers they are looking for. They handhold the students throughout their career discovery journey - from the start until they get into a professional career.

Mentoria follows a 4 step process

- Psychometric Assessment.
- Individual career counselling sessions.
- Access to comprehensive knowledge gateway in the chosen career.
- Connecting with industry professionals in the chosen field to get real insights.



- On 17th of February, 2022, The HSNL University, Mumbai celebrated the occasion of Azadi ka Amrit Mahotsav. We are very proud to share that Mrs. Farheen Peshimam, one of our Trustees was invited to speak at the occasion on a current topic of "Social Service: A Helping Profession".
- Mrs. Farheen Peshimam, our trustee, also has been asked to join the Advisory committee of National Service Scheme at the HSNL University, Mumbai.
- Mrs. Farheen Peshimam is also a part of the POSH Committee in many different organizations in Mumbai.

Ujwal Impact Advisory (UIA) - DBM was invited to be associated with Whiteboard- an initiative of iVolunteers. Whiteboard has senior industry veterans who offer their pro bono services to help some selected NGO's, guide and mentor them.

After a series of very good mentors, DBM was fortunate to have Shridhar Sethuraman as the mentor guide. With this vast experience and super ability to network, DBM had an avid beginning.

Shridhar then joined hands with Ujwal Thakker who himself is a mentor par excellence and is associated with a vast number of people and organisations across all spectrums. They created an informal group - Ujwal Impact Advisory in which they invited and onboarded some selected and identified NGO's where they would mentor and offer the advantage of their vast experience and skills. DBM was one of the initial 24 chosen NGO's to be onboarded. Now of course the number of NGO's in the portfolio has increased to 32 and the mentors have risen to 7.

UIA has some very early stage NGO's as well as some already established ones. It is an eclectic mix of passionate and dedicated individuals and organisations who are making a real impact in their chosen areas of work.

DBM is humbled to be part of this esteemed portfolio and we look forward to be more impactful under its guidance and mentorship.

SVP (Social Venture Partners) India hosted the first edition of Fast Pitch – an event that brought together NGOs, philanthropists, CSR leaders and the SVP community.

Fast Pitch is a carefully designed program that helps NGOs to best present the story of their work, and then showcases the NGOs to a diverse audience of potential supporters and funders.

From all over India, out of the numerous Non Profits who had applied, 12 reached the Final stage, and we are proud to say that we are one of the finalists.

Where SVP India mentored us and gave us the opportunity to show our workings through our pitch to an audience of 700+.

For us it was a great learning experience to be a part of the SVP INDIA's Fast Pitch Event.

We also managed to raise the highest amount of donations and earned a decent amount of matching grant through our pitch!





OUR ACHIEVERS



OUR ACHIEVERS...

NIIT-TALLY



Tejeshree Patil



Tejeshree patil, 22 year old lived in a family of 5 members, where her father is the only earning member of the family. Tejeshree completed her graduation but in the pandemic she was unable to get a job. The pandemic was a very difficult phase for the family financially.

She really was looking forward helping her father in supporting her family but did not know how to do it. That is when she heard about DBM and the free vocational training and placement support it gave to the students. She realized she needed skills to get a job and the Tally Course by MKCL at our centre could help her for the same.

During the course she learned not only about Tally but many other life skills that helped her to pass the interview and get a job in the corporate organization. DBM India helped Tejeshree to successfully complete the course and get a job to support her family. She got placed as a Tally software manager with a monthly income of Rs.10,000. She is very happy as now she was able to help her father support their family.

OUR ACHIEVERS...

Patang Scholarship



Biyom Jaiswar



Biyom Jaiswar, who is a student of Junior college was selected for Scholarship on the basis of his previous results and his enthusiasm to study further for a better future for himself.

He says, "I would like to thank the organization for providing me with scholarship and for giving me this valuable opportunity, which helped me a lot in my studies. During this pandemic when my family was suffering from financial issues, this scholarship not only helped me financially, but it was instrumental in bringing out my hidden potentials through the series of workshops conducted. The workshops on peer pressure, time management, managing exam stress were all so impactful and easy to apply that I have started doing the same and also helping my siblings and friends to make use of these strategies for effective learning. I am indeed obliged and indebted to the Patang team for having taken me under their wings and helping me become a better version of myself."

OUR ACHIEVERS...

M- Power Library*Pallavi Valekar*

Pallavi Shahaji Valekar is 26 years old. She is from a middle class family of 6 members. Her father is Farmer and mother is a housewife.

She completed her B.Sc. Degree and to achieve her dreams of being a part of the Police Department, she started visiting the M-Power Library to prepare for the MPSC competitive exam.

Today she is living her dream. She qualified MPSC group C exam and secured her job as Clerk-Typist in Police Mahasanchalak Office, Colaba, Mumbai with a monthly salary of Rs.20,000/-

She is extremely thankful to M-Power library for giving her a motivating study. Environment which helped her throughout the preparation in maintaining consistency and focus. She says "even the books are also easily available for any field. The Library complimentary provides laptops and books and that was extremely helpful "She believed, if you are passionate about something in your life you must work consistently to achieve it."

OUR ACHIEVERS...

Udaan Education Project*Bhumi Pawaskar*

Bhumi Suresh Pawaskar studying in the 11th standard lives in a family of 4 which includes her mother, father and her younger sister. Her father worked as a driver. Her father being the only earning member getting a proper education is not so affordable for her.

That is when she heard about DBM India and the Udaan Education Project with free education coaching she applied for the program and was selected.

At the Centre she was helped in different subjects like English, Science and Maths and IT which helped her score a 75% in her 10th standard. She and her parents were very happy to see the results. With that she also found herself communicating in English very fluently because of the life skill, personality development and communication skill development sessions.

She says, "I was able to learn and confidently, utilize my own skills in my area of interest. I have learnt effective team work. I was also trained to do anchoring which I love to do. They guided me to have a good approach towards studies. They also helped me to become confident and focus on my studies by supporting my overall growth. A support like this from DBM India is very appreciative. Today what I am is just because of DBM India.

OUR ACHIEVERS...

Youth Leadership Program



Iffat Shaikh



Iffat, one of our teacher of DBM India was selected to be a part of the Youth Leadership Program. YLP aims to enable the students to become creative, conscious, lifelong learners wherein they innovate, adapt to the challenges and become leaders of tomorrow.

She says “This has immensely benefited me, the school community and most importantly the students I teach as a whole. As a facilitator here I acted as a “guide by the side”, not a “sage on the stage”. Got the opportunity to learn from my peers in a group setting and got to practice action, reflection and silence in everyday life. In this process, we become internally anchored and externally open for any given.”

YLP is a 4 month program that teaches us to become a better leader and many other important aspects like time management, knowing oneself: Strengths, Values & Learning Needs, etc. This program helped Iffat to understand her positives and the Negatives qualities and improve them.

She is very grateful to the DBM Team for giving her this opportunity to be a part of this YLP to make a better version of herself.

OUR ACHIEVERS...

Para- Nursing



Vijay Shanti



Vijay Shanti, lives with her mother and 3 siblings. Her mother is the only income provider. In the pandemic she their family was going through a lot of financial crises. Even after a lot of effort she was unsuccessful in finding a job because of her low qualification.

That is when she heard about DBM India and its cost free para nursing course and placements. She realized if she completes this course her chances of getting a job will be higher and she will be able to help her mother and her siblings financially. She joined the Para nursing program.

She learned many things in the course about patient care and understanding the patient and their problems etc.

Now she is on a job at HOLY FAMILY HOSPITAL working for the Adolescent department with a monthly income of ₹12,500/- . She is very happy and grateful to the team of DBM INDIA for this wonderful opportunity, where now she can support her family with a regular income.

OUR ACHIEVERS...

Para- Nursing*Tulasi Adidraida*

Tulasi Adidraida, 19 years old, lives with her mother, after her father died. She managed to complete her 12th grade. She wanted to help her mother to run the house, but with no higher qualification getting a job was not easy.

That is when she heard about the para-nursing course at DBM India. She realized getting an extra skill will help her get a job and a regular income for her house.

She joined the para nursing course and learnt many different skills to be able to work in a hospital and help the patient. The course also helped her gain confidence in herself.

Now she is placed in Holy Family Hospital in Mumbai at a position of Assistant Nurse with a monthly income of Rs.12,000/-.



OUR ACHIEVERS...

ECCE*Khatija Shaikh*

Khatija Shaikh, 23 years old, lives with mother and father in the Cheetah Camp, M ward area of Mumbai. Her Father, the only income provider, does Zari work to support his family.

Khatija who was completing her graduation always wanted to help her father to support the family by becoming a Teacher.

When she heard about DBM India and the ECCE (Early Childhood Care and Education) she applied and got selected.

In the course she learned about the development and interaction with the child, their care and nutrition and diminishing their risk of social-emotional mental health problems. She worked very hard and developed her personality too at DBM.



OUR ACHIEVERS...

NIIT-OFFICE AUTOMATION*Sonam Kujur*

Sonam Kujur struggled with financial issues as her Mother is the only breadwinner in the family. Her father was an alcohol addict and did not contribute anything to support the family. With a lot of strife she completed her HSC with her mother's help but as the situation became more difficult she dropped out of college

In this phase she heard about DBM India and its free women empowerment courses. She enrolled for the NIIT Office Automation course as she had a lot of interest in computers. She found the course very interesting and learnt a lot and alongside in the life skill sessions she learnt about communication, team work, balancing worker routines, time management etc.

DBM helped her in interviews and placement.

Now she is working in Athena BPO company at Andheri East with a monthly income of Rs.13,000/-. She is very happy as now she is not only supporting her mother but now she can think of completing her education as well.



OUR ACHIEVERS...
Championship Scholarship



Kamakshi Gawde



Kamakshi Gawde who is the part of Rizvi Springdale School studying in the junior class. She was selected by the team of DBM India for the championship scholarship program. During the pandemic she and her family were facing a lot of financial crises. DBM India saw her enthusiasm and the urge to study further and seeing this provided her with this scholarship to help her achieve her dreams.

She says, "I would like to thanks DBM for selecting my name for the scholarship for giving me support and building confidence in me. Due to this pandemic time our financial condition was not so good, in this situation the helping hands from DBM has really helped us a lot for paying school fees, buying books etc."

OUR ACHIEVERS...
Beautician



Summaiya Shaikh



Summaiya Shaikh, who lives in a family of 7 people and her father, runs a local shop, being the only earning member of the family. Her Father could not afford the education of all her siblings, and she was asked to drop out of school after completing her 7th Grade.

She was very eager to help her father in financially supporting the family but because of her low qualification and professional skills it was not easy for her to get employed. That is when she heard about DBM and its beautician course. She joined the basic and the advance beautician course, where she learned different beautician skills and personality development skills, that helped her to get into a renowned organization Urban clap with a monthly salary of Rs.50,000/- PM.

**ACHIEVERS ARE NOT BORN TALENTED,
BUT THEY POSSESS THE,
"I CAN DO IT" ATTITUDE**

OUR SELFLESS GIVERS



THE SELFLESS GIVERS



Neha Jayakumar

The smallest act of kindness is worth more than the grandest intention.

Neha Jayakumar is currently working with her family business. She became a part of DBM India in June 2021 as a volunteer. She started to teach at DBM and said it was a wonderful experience. She was always interested in volunteering and was looking forward to helping people who were underprivileged and needed extra help. Due to the pandemic, she was having online college and had some extra time on hand. She said “When I came across DBM, I was interested in the work they were doing and so after a trial class of teaching I began my time there. I taught English to class 8 students and each class was exciting. It was a splendid feeling to impart knowledge to the children and see them gain the same. I was teaching for the first time and it was an amazing experience overall to help the children in need.”



THE SELFLESS GIVERS



Lehar Choraria

No one is more cherished in this world than someone who lightens the burden of another.

Lehar Choraria, a student currently in her twelfth grade, joined DBM India in July 2021. She joined DBM India as a content writer. She said “Ever since childhood, I wanted to do something that makes a difference in our society. I feel by helping individuals I can contribute my best towards the upliftment of the society and the nation as a whole. I want to make an effort to bring a positive change in our society and make a difference in people's lives. Volunteering makes me happy and self - content and gives me a sense of purpose.”

During her volunteering phase she created blogs, interviewed students and drafted success stories and also wrote about the ongoing activities hosted by the NGO. It was her first experience of working with a non-profit and the experience was great and a lot to learn. Lehar was very happy to be a part of DBM India. She learnt a lot and the experience of working with an NGO completed what she always wanted to do.



THE SELFLESS GIVERS



Harshada Patil

The meaning of life is to find your gift.
The purpose of life is to give it away.

Harshada patil was a research student who had just completed her Masters in Mumbai. She joined DBM India in July 2021 as a volunteer with an aim to give back to the society by helping the people in need. She volunteered as a science teacher for the SSC students at DBM India. It was her first experience with a non-profit organization. Through her knowledge and presentation skills she helped them with every query they had with any subjects. She said “Working with DBM India was a great learning opportunity for me. With my aim of giving back to the society, I had an amazing time teaching the underprivileged students the subjects and with them giving the extra knowledge about their career and future. Working with DBM India was an amazing experience.



Vindya Ayyar is a Life Coach, Corporate trainer associated with Accenture, and a freelance career counsellor. She became a part of the DBM India Family in May 2021. She said “I believe in giving back to society. DBM India is doing great work for the younger generation. I was really attracted to be a part of DBM India seeing the work it is doing to the underprivileged societies.”

She volunteered as a teacher for the life skill classes. She was very happy to teach the students, even though the classes were online and virtual. It was an amazing and new experience for her, as the pandemic had created a lot of barriers in the education line but she taught all the students even after all the obstructions. It gave her immense pleasure that she could add values in the life of her students and teach them the life skills which are so important today.



Akansha Tiwari, Hitesh Sarda and Anurag Kumar are students at Hindu College, completing their graduation. They were a part of 180 Degree consultancy, where they help out NGOs by rooting out the problems and recommending potential solutions to the organization, helping them with our skills and not monetary resources. They joined DBM India as a volunteer in November 2021.

Akansha said “I had the most enriching experience working with DBM India. While conducting the social impact measurement of the organization, the team came to know of the extensive work the organization has done in the fields of both academic as well as vocational education. The team at DBM was very much involved in the project and gave their valuable feedback at each step which helped us come out with better results.”

Hitesh said “It was very fun and nice to work with DBM India. I got to talk to many beneficiaries which was a valuable experience for me. The beneficiaries were very thankful to DBM India for what they were doing. I am lucky that I got to work with this wonderful organization. I would love to visit their centres one day.”

Anurag says, “Working with DBM has been a great opportunity for me personally as it opened a lot of horizons for me being an international collaboration and the areas of work I was involved in shaped me in all the dimensions and helped me become better in every aspect. I'm really grateful for the opportunity I received and that is to work with DBM India.”

OUR NEW CENTRES

Chembur Centre Inauguration

We opened our new vocational centre at Chembur to make our self-reachable to the communities who need help. This centre has a training room for yoga and meditation, a room for the children to study, be creative and learn value education. At this centre vocational training skills in IT and other professional courses are taught to help the youth and women get good jobs with English, Personality Development and Placement



Khar Centre Inauguration

We opened a new Udaan center in the Khar area of Mumbai with the aim of providing a platform and golden opportunities to highly motivated and talented students with all the necessary skills and resources that are required so that they become successful and socially responsible leaders. This center works on giving wings to the children who are looking for it.



Nerul Centre Inauguration

We opened our new vocational and educational training centre in Nerul in the month of January 2022. At this centre we help the students to get trained in different IT professional courses and skills in English and personality development and get them prepared for jobs in organisations. We are here to be available to the youth who need help and skills to work and earn a living for their families.



STATUTORY INFORMATION

Navasrushti International Trust Details:

Registration Number: Iv97/2005

Date of Incorporation: 28/6/2004

PAN Number: AAATN8294P

Registered U/S 12A

80G Exemption Vise CIT/CHN/12A/Tech-46/2005-06
Dt 4.7.2006

Name and Address of Auditor: C.R Sagdeo And Co,
4th Floor, Rainbow, S.No:110/11/11&16, Baner
Road, Baner, Pune-411 045

FCRA: Registration No-083781541

Beneficiary Name: Navasrushti International Trust

Our Governing Body:

Shri. Paramjeet Singh: Managing Trustee

Shri. K.P. Singh: President

Shri. Joginder Singh Oberoi: Vice President

Ms. Farheen Peshimam: Secretary

Shri. K.K Jhunjhunwala : Joint Secretary

Ms. Leena Shrivastava: Trustee

Ms. Divya Bajpai: Trustee

AWARD AND RECOGNITIONS



www.guidestarindia.org.in

Ask for our Due Diligence Report for details.

GuideStar India Certifications: Gold, FY 2013-14, 2014-15; Platinum, FY 2015-16, 2016-17, 2017-18, 2018-19, 2019-20
Subject to validity of registration under IT, FCRA and registration as NPO



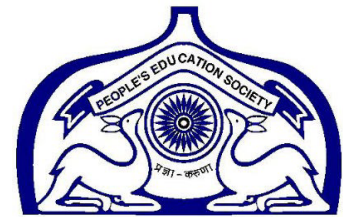
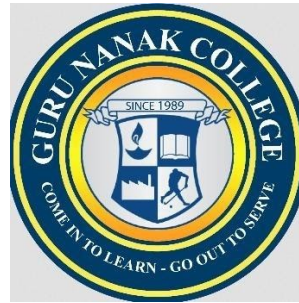
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YRS Exports

Drishti Human Resource Centre

**“ALONE WE CAN DO SO LITTLE;
TOGETHER WE CAN DO SO MUCH”**

OUR TRAINING CENTRES

Head Office

DBM INDIA, Unit no, 913, Raheja Centre, Plot No.214, Free Press Journal Marg, Nariman Point, Mumbai - 400021

Trombay Training Centre

Abhinav Dyaan Mandir, Datta Nagar, Trombay, Mumbai 400088

Khar Training Centre

DBM, Flat no. 101, Kedarnath Building, 3rd Road, Above Hari Market, Khar (West), Mumbai -52. Near Khar Road Station.

M Power Study Centre and Library

Patilwadi, Deonar, Govandi East, Mumbai, Maharashtra 400043

Udaan Centre

TAS-60 H-3 Block Deonar Municipal Colony, Govandi West, Deonar, Mumbai, Maharashtra 400043

Chembur Vocational Training Centre

Shree Hariharaputra Bhajan Samaj building, Off P. L. Lokhande Marg, Chembur (W), Mumbai-400089

Nerul Training Centre

NI 1/A Building No. 5/8, sector 10, Station Road, Nerul (W), Navi Mumbai – 400706

Pune Training Centre

Abundant Life school, 40/2 Krishna nagar, Mohammedwadi, Pune – 411060