



Annual Report

2020-21

SUJAYA FOUNDATION

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Thoughts of Sujaya Foundation's Managing Trustee, Ms Neelambari Rao

Enabling someone is one of the most difficult tasks & also one of the most fulfilling. At Sujaya Foundation we have addressed a key need of our society.

The dedicated team of Sujaya Foundation striving to enable these young people sometimes faces a sense of 'mission impossible'. I would like to make a special mention here of our team that has made this a 'mission possible'. They greet our learners every morning, they teach them, they try to tune into their moods, their feelings, they maintain discipline, they cajole, they motivate, they step up to deal with unimaginable difficult circumstances & often step back to make the learners move forward.

The Experiential Learning Program is unique as the program not only trains but is able to provide a paid internship. The internship is real time corporate work. At the end of a successful internship, this differently abled young man or woman is placed appropriately & becomes a part of the country's workforce.

In a country with so many challenges, this journey has been a powerful agent of change in the face of odds, an accomplishment that all the partners can be proud of.

The seed of Sujaya Foundation was sowed by Ms. Neelambari Store Rao, Managing Trustee in 2002 where she started collaborating with municipal schools and began teaching English.

18 years down the line, we have expanded to a variety of activities and programs, all in an attempt to make a difference to youth who do not get the opportunity that they deserve to excel.

We also work with youth with disabilities in an attempt to help them become financially independent.

Sujaya Foundation tutors underprivileged school-going children in Mathematics and English, as well as teaches Spoken English and Basic Computers to underprivileged youth, giving them a much needed equal opportunity to boost their confidence.

The youth who complete the program are placed in reputed corporate houses.

Empower Youth Program:

The underprivileged youth do not get an opportunity to arm themselves with the basic skills required to be gainfully employed in today's competitive world. Sujaya Foundation is trying to bridge this gap by training them in **Communicative English, Life Skills** and **Computers** as these are the core skills required for an entry level white collar job.

Projects under the Empower Youth Program:

Projects for Youth with special-abilities:

The Experiential Learning Program (The ELP): I Learn- I Earn Project in association with Larsen and Toubro Infotech's (LTI) 1Step

The ELP is a unique training and skill development model designed to equip the youth with special-abilities with skill sets leading to 'aspirational' employment. This project, 'I Learn- I Earn', is funded by Larsen and Toubro Infotech's CSR 1Step for Mumbai and Navi Mumbai centres. The ELP trains youth in computer skills followed by a paid internship before placing them in corporate organizations. Both the hiring partners and the new joinees undergo initial hand holding and periodic follow-ups to ensure quality and enhanced performance at the workplace. After successfully implementing the program in Mumbai since 2008, the ELP was replicated at NMMC's etc (Education, Training and Service Centre for PWDs) in 2016-17. Every year we train around 150 specially abled students and mainstream them. LTI has been our funding partner since 2016.

The project is implemented at Bandra East, Mumbai and Vashi, Navi Mumbai.

SMART + Project in association with Tech Mahindra Foundation

Sujaya Foundation in collaboration with Tech Mahindra Foundation runs a SMART+ Centre from 2018. The foundation skills include training in Basic IT, Spoken English and Workplace readiness.

The aim is to provide data entry and data management skills along with the job placement in the IT/ITeS sector for specially abled youth. It aims at integrating the specially-abled workforce in an inclusive environment. On the successful completion of the course, students are placed at Data Management & Healthcare technology firms like Viaante Business Solutions, Webtel India, Citius Tech etc.

The project is implemented at Byculla, Mumbai.

Smile Twin e-learning (STeP) program

Smile Twin e-learning (STeP) program aims to bridge the digital divide and empower underprivileged youth with basic and advanced computer skills. The project targets the youth from surrounding grassroots communities and they are trained in Basic IT, Spoken English, Personality Development and Retail Marketing. At the end of four months of training they are placed at corporate organizations.

The project is implemented at Chembur, Mumbai.

English Immersion

Designed to immerse the beneficiary in an English-speaking atmosphere, this one-month intensive program helps build conversational English skills and further enhances the confidence cum employability skills among college students and youth. This program is implemented through the use of Sujaya Foundation's digital content. This enables students to grasp the finer concepts of conversational English. Students get immersed in the language and are able to express themselves intuitively in communicative English. The program also has a striking feature where the students are taken to a corporate at its initiation and completion. This gives an aspirational opportunity to the students and they get to interact with volunteers from professional backgrounds. Also, the volunteers at the corporate can gauge the difference in the diction, confidence and conversational skills of the students.

The project is implemented at Bandra, Mumbai.

Employability Skills Enhancement

Sujaya Foundation is running a skill development centre in partnership with Bandra East Community Centre. The centre caters to the youth from slum communities of Bandra East who are first generation English learners from low budget schools and also from vernacular medium background. The youth are trained in English Communication, Basic Computers, Tally and Life skills.

The project is implemented at Bandra, Mumbai.

Higher Education Project

Sujaya Foundation is conducting a Higher Education Program that provides coaching for specially abled students in subjects of the Commerce stream. It has been observed that there are no state run colleges to meet the needs of such students. They join mainstream colleges and are unable to handle the pace and pressure of the curriculum. Sujaya Foundation is training such students in Book Keeping and Accountancy, Economics, Secretarial Practice as well as Information Technology. They are trained to give the HSC examination conducted by the Maharashtra Board.

Program	Centres	No of beneficiaries
Experiential Learning Program	Bandra, Vashi & Masina Hospital	104
Smart + Program	Byculla	129
Smile Twin E Learning Program	Chembur	161
English Immersion Employment Skills Enhancement	Bandra	206
Higher Education Project Spoken English	Seawoods	32
Total beneficiaries		632

Key Highlights:

Covid-19 relief measures undertaken by Sujaya Foundation

COVID-19 has been a global crisis. The magnitude of the impact has been felt strongly in the lower economic strata of the society - especially amongst the daily wage labourers. The following measures were taken by Sujaya Foundation:

Sujaya Foundation distributed 35 ration kits to the families of specially abled and 22 kits to underprivileged families in Navi Mumbai.

SF along with Bandra East Community Centre distributed around 3000 cooked meals for the daily wage earners in and around Bandra East slums.

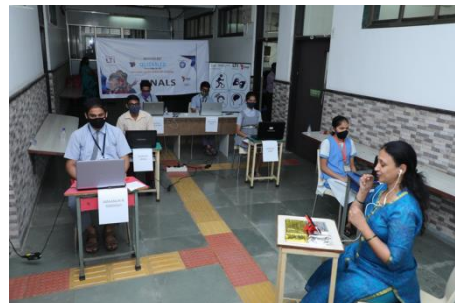
SF employees donated their one day's salary to the PM Cares Fund for COVID-19 relief measures.

The specially-abled students of the ELP project who were placed in the internship module, were paid stipend for April and May in spite of no operations running at the centre for Back Office data entry. This was very helpful for our specially-abled students.



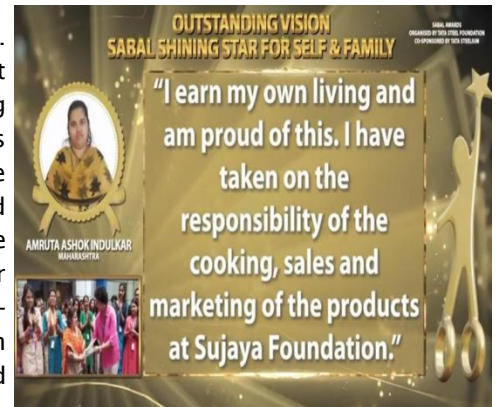
Quizabled 2021

Sujaya Foundation hosted 'Quizabled' 2021 – a special quiz competition exclusively for children with special abilities virtually on 23rd and 30th January 2021. The event was implemented by Seva in Action (SiA), a Bangalore based organization and was powered by LTI (Larsen and Toubro Infotech). The virtual quiz for Group C (Visual impairment) and Group D (Hearing impairment) was indeed unique for everyone! We thank LTI and Seva-in-Action for their continuous support and guidance!



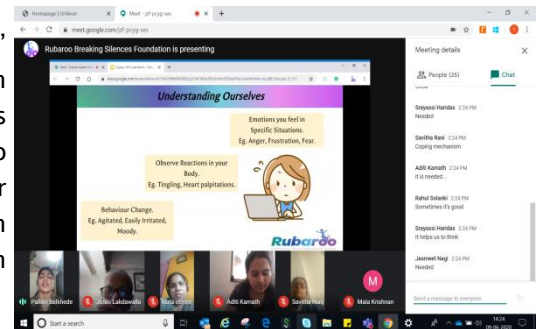
The SABAL Award

The Sabal Awards was initiated in the year 2019 by Tata Steel Foundation. It is an effort to create a platform which discovers and recognizes talent among persons with disabilities, believing at all times that celebrating their innate spirit must not be forgotten in the pursuit of success. It aims to build counter narratives of normality and stereotypes related to the arts, which are the ultimate expression of spirit. Our specially abled alumni of I Learn - I Earn, Ms. Surya Pratap and Ms. Amruta Indulkar were felicitated. Ms. Pratap won the Spirit of Expression, 'Sabal Award for Exceptional Dancer'. She has been awarded a cash prize of INR 10,000/- while Ms. Amruta Indulkar won an award for having an outstanding vision as a 'Sabal Shining Star for Self and Family'! Congratulations to Surya and Amruta!



Mental well-being during pandemic

An online session on 'Mental well-being during pandemic - COVID-19' was arranged for the Sujaya Foundation staff. The session focused on how to deal with the current situation, it also emphasized the techniques to relieve stress and anxiety. The session was conducted by Rubaroo Breaking Silences, an NGO that works on child sexual abuse, teacher training, gender sensitivity etc. The session helped the staff with different grounding techniques like the 54321 technique, starfish breathing technique, categories and balloon breathing technique.



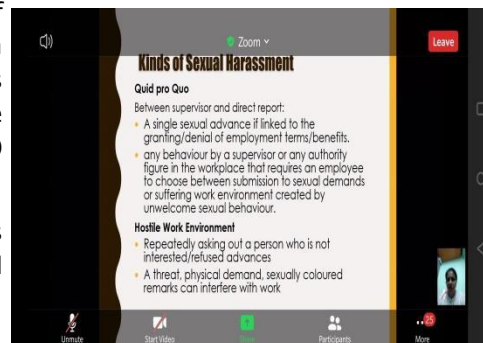
Annual Events :

Awareness on POSH Policy for students

An awareness workshop was organized for the specially-abled and underprivileged youth of Sujaya Foundation by Ms. Kavita Nair Bhatia, Co-founder and Director of Chetana Foundation. She heads Chetana NXT, a firm that deals in corporate training. With over 21 years of experience, Kavita is empanelled as a master trainer in various government and private bodies & has conducted over 950 workshops involving over 28,800 participants.

She serves as an external member of the Internal Complaints Committee (ICC) of several companies. Over 100 students participated in the session.

This workshop created an awareness about the policy among the students. The students learned about the POSH policy at a workplace, its functioning, the ICC, how to complain, the employees' rights if any such incident arises, etc.



Team Work

Ms. Anam Gwaliori, Technology Consultant, Ernst & Young took a virtual session on Team Work. In this session, the trainer explained the importance of a team and team work. She showed a short motivational video and asked questions. She also stressed on the importance of communication and leadership, aiming towards solutions and managing time for any task with the help of a team.



Interview Readiness Skills

A virtual session on 'How to get Interview Ready' was conducted by Sanyukta Sharma, a biomedical engineer, an anchor and a voice over artist. She spoke about the different types of communication, gave tips on preparing a good resume, the right attitude and body language needed to crack an interview. She reiterated the importance of having a vision board to achieve one's life goals.



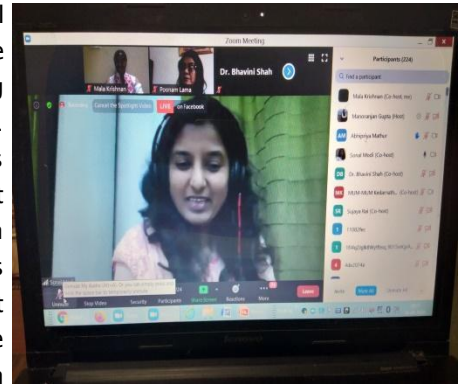
World Earth Day

On account of World Earth Day, I Learn- I Earn students from Bandra and Vashi participated in sowing seeds of coriander, fenugreek, etc at their homes. They also took the responsibility of watering it and nurturing it.



Menstrual Hygiene

An interactive and engaging session on Menstrual Hygiene was conducted by Rotary@Navimumbai to raise awareness about menstruation for the youth and specially-abled girl students across Sujaya Foundation. A total of 469 girls had joined the session. This programme focused on developing awareness and building a positive mindset to accept the inevitable changes in a woman's body. The session made the girls aware about their monthly cycles, the myths associated with periods and most importantly the hygiene regimen that should be adhered to at such times. Dr. Deepa Kale and Dr. Bhavini Shah Balkrishnan, experienced gynaecologists were invited to speak on this topic. Ms.Sonal Modi, a rotary member, made the girls aware about various sanitary products like cloth napkins and menstrual cups that are cost efficient and eco-friendly. The session gave the students an opportunity to get expert advice about the problems related to periods and the maintenance of hygiene.



Basic Conversational English

A session on Basic Conversational English was conducted by Subhadip Mitra, Senior Member, Learning & Development, Reliance Group for the students of Tech Mahindra Foundation SMART Project students and the Bandra Centre students. He emphasized on the importance of conversational English. He mentioned developing self-confidence which would invariably help the students to become fluent in the language. He shared a few valuable tips like watching English videos from YouTube, reading stories, watching English films with subtitles etc. These small tips, if done regularly, would enhance the conversation and language capacity.



Public Speaking

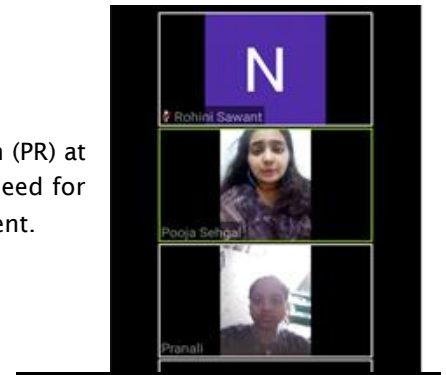
Anam Gwaliori, Technology Consultant, Ernst & Young and a Soft Skills trainer conducted a virtual session on Public Speaking skills for the I Learn-I Earn students. She explained how the speaker should be confident and well prepared with the content to engage and convince the audience. She described the stages in which a speech can create an impact on the audience. She also explained the importance of keeping the audience engaged and stating the right facts. She explained it by giving the below mentioned examples.

- 1) Ethos – Ethical appeal to convince audience
- 2) Logos – To convince audience by use of logic or reason
- 3) Pathos – To persuade the audience by appealing to their emotions.



Effective Communication

A session on Effective Communication was conducted by Nami Sehgal - Intern (PR) at Balaji Motion Pictures for the Chembur centre students. She explained the need for effective communication, its benefits and its importance in a work environment.



Keys to being a good employee

A session on 'Keys to being a good employee' was organized for the TMF SMART students by Nitesh Sharma, Senior Member, Learning & Development, Reliance Group. The session focused on the importance and difference between Individual and team work. He further mentioned that as a good team player, one should always ask when in need of help and offer help when others need it.



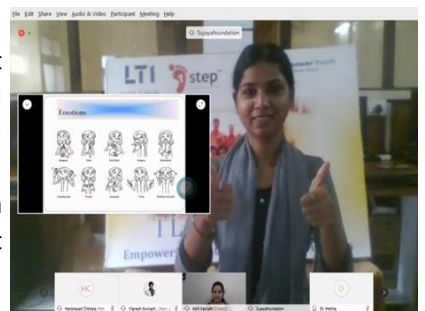
Understanding and Managing Emotions

A session on 'Understanding and Managing Emotions' was arranged for the TMF SMART project students by Purna Malhotra, Senior Member, Learning & Development, Reliance Group. The session focused on understanding emotional intelligence, how to deal and manage one's emotion. The session was based on situational awareness and students shared their opinions.



Joy of Giving

The first week of October is the 'Joy of Giving' week. The I Learn - I Earn project organized a webinar on learning 'Basic Indian Sign Language' for LTI employees. 80 LTI employees enthusiastically participated in this event. The Sign Language segment was covered by the trainers of the project, Ms. Geeta, Ms. Rohini and Ms. Ruksana who taught Basic and Advanced Indian Sign Language. Ms. Amruta Indulkar, an alumna of the I Learn - I Earn project shared her journey of empowerment.



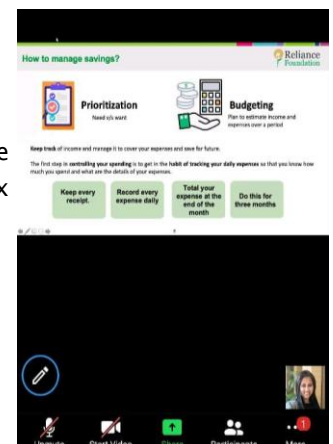
World Disability Week

During the World Disability Week, Sujaya Foundation showed its specially-abled students some inspirational videos of people with special abilities who made a mark in Sports, Arts and other fields. They were encouraged to work harder by focusing on their abilities! Along with this Sujaya Foundation also conducted a webinar on International Human Rights Day in partnership with Ummeed Child Development Centre's Social work team. Parents of youth with special abilities from all the projects attended this session. It was an informative session on the rights of people with disabilities under the Act. They also explained various schemes that one can avail. It was an engaging and informative session.



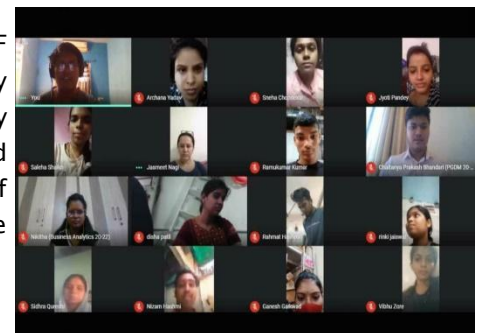
Financial Literacy

A 'Financial Literacy' programme was conducted by Reliance Foundation to educate the students about the importance of financial literacy. The session focused on various tax saving investment options and other investment products available in the market.



Effective LinkedIn Profile creation

A session on creating an effective LinkedIn Profile was arranged for the TMF SMART students by volunteers from ITM Business School. It focused on every aspect that a student has to work on to make a striking profile. They understood on how LinkedIn is a platform which can help in networking and job search. The session was informative and highlighted various features of the professional networking site. Post this session, many students have created their LinkedIn profiles and initiated job search through this portal.



Women's Day Celebration

Women's Day was celebrated by the foundation at the Bandra centre. Ms. Vinaya Hebbar was the guest speaker of the day. She was a professor at a college in Navi Mumbai. Ms. Hebbar spoke about her personal challenges when she suddenly became paralysed on the left side. However, she remained undeterred and undertook yoga and swimming sessions that helped her overcome her paralysis and swing back to mobility with renewed vigour. She said that women truly are the most effective multi taskers and have the potential to face any daunting situation. Indeed, it was very inspiring to hear her story.



Certificate Distribution

Certificates were given to the students at the Bandra and Vashi centres for the completion of their course along with a vaccination awareness session for parents. Students were happy receiving the certificates. Parents also expressed positive remarks about their wards' progress.



Success Story

Chinmay Naik has a physical disability. He has completed his Masters in Accountancy. He is an opportunist and an optimistic person. Chinmay has an experience of three years in Accounts. Due to the pandemic he lost his job. He joined the I Learn- I Earn project to secure a job and acquire data management skills. His dedication and hard work made him more confident. Post the completion of his training he was placed as an Analyst with a reputed firm.

Chinmay says, *"I am grateful to the I Learn- I Earn team for helping me find a job amidst this crisis situation. I am so happy that I can be financially independent again and work in a reputed company"*.



Our Centres :

Sujaya Foundation	
Centre	Address
Marine Lines	401 A Lotus House, Near Liberty Cinema, New Marine Lines , Mumbai - 400020
Chembur	Hariharaputra Bhajan Samaj, Shankaralaya, P. L. Lokhande Marg, Chembur, Mumbai - 400089
Bandra	Bandra East Community Center (BECC), 341 - A, Siddharth Colony, Near Cardinal Gracias School, Bandra (E), Mumbai - 400051
Vashi	Etc Center for PWDs, Plot No. 3D, Sector 30A, Opp. Imperial Banquet of Raghuleela Mall, Near Vashi Railway Station, Vashi, Navi Mumbai - 400703
Mazgaon	Bombay Institution for Deaf & Mute - 3rd Floor, Nesbit Rd, Byculla Railway Colony, Tadwadi, Mazgaon, Mumbai, Maharashtra 400010
Seawoods	Mathrumilan Vikas Kendra, Sector 42, Seawoods, Navi Mumbai, Thane - 400706

Thank you

