



ANNUAL REPORT 2023-24



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ACRONYMS

A	AI	Artificial intelligence	H	HR	Human Resources
B	B.Com	Bachelor of Commerce		HRIS	Human Resource Information System
	B.E.	Bachelor of Engineering	I	INR	Indian Rupees
	B.Sc.	Bachelor of Science		IT	Information Technology
	B.Tech.	Bachelor of Technology		ITC	Indian Tobacco Company
	BA	Bachelor of Arts		ITES	Information Technology Enabled Services
	BBA	Bachelor of Management Studies		ITI	Industrial Training Institute
	BBI	Bachelors in Banking and Insurance	K	KPI	Key Performance Indicator
	BCA	Bachelor of Computer Applications		KPO	Knowledge Processing Outsourcing
	BFSI	Banking, Financial Services, and Insurance	L	LFA	Logical Framework Analysis
	BPO	Business Processing Outsourcing		LPA	Lakhs Per Annum
C	C2C	Campus to Corporate Careers	M	M.Sc.	Master of Science
	C2FC	Campus to Tech-enabled Financial Careers		M&E	Monitoring and Evaluation
	C2IC	Campus to Industrial Careers		MCA	Master of Computer Applications
	C2TC	Campus to Technical Careers		MD	Managing Director
	COPA	Computer Operator and Programming Assistant		MKSP	Mahila Kisan Sashaktikaran Pariyojana
	CS	Computer Science		MSME	Micro, Small, and Medium Enterprises
	CSPro	Census and Survey Processing System	P	PoSH	Prevention of Sexual Harassment
	CSR	Corporate Social Responsibility		PRIF	Pernod Ricard India Foundation
	CTC	Cost to Company	S	SMI	Sustainable Mango Initiative
E	ESS	Employee Satisfaction Survey		SoP	Standard Operating Procedure
	EV	Electric Vehicle		SQL	Structured Query Language
F	FPC	Farmer Producer Company		STEM	Science, Technology, Engineering, and Mathematics
	FPO	Farmer Producer Organization	T	T3	Train the Trainer
	FSP	Future Skills Program		TGKKPCL	Talala Gir Kesar Khedut Producer Company Limited
	FSSAI	Food Safety and Standards Authority of India.		TNSIF	TNS India Foundation
	FY	Financial Year		ToC	Theory of Change
G	GDP	Gross Domestic Product	U	USD	United States dollar
	GS	Green Skills	W	WEP	Women Entrepreneurship Program

01

MD'S MESSAGE

“The magic is doing the simple things repeatedly and long enough to ignite the miracle of the compound effect.”

- Darren Hardy

Dear Friends and Supporters,

I take pride in writing this message as we close the year 2023-24 with strong achievements and stellar growth. While the year bygone was one with reflection and strategizing, marked by resilience and determination, as we navigated our separation, this year in 2023-24, our focus shifted from survival to stability. We prioritized our internal development—building a culture of innovation and creativity, strengthening our leadership team, building scalable infrastructure, and streamlining processes to drive future growth. This year gave us all the reasons to rejoice and look back at how our consistent efforts have started to deliver results.

Our growth in 2023-24 is evident from the numbers below:

Employee Headcount: Our employee headcount increased by 38% (from 130 employees in 2022-23 to 179 employees in 2023-24). The count of female employees on the other hand increased by 39% (from 69 female employees in 2022-23 to 96 female employees in 2023-24). Overall, nearly 54%

of TNSIF's employees are females, a feat that we're extremely proud of.

Yearly Turnover: We have seen constant growth in our organization's yearly turnover from INR 4.7 crores (INR 47 Mn or USD 0.57 Mn) in 2021-22 to INR 16.5 crores (INR 165 Mn or USD 1.99 Mn) in 2022-23 to INR 20.06 crores (INR 200.6 Mn or USD 2.42 Mn).

Donors' Support: There is a 100% increase in the count of unique donors who supported us from 2022-23 (9 donors) and 2023-24 (18 donors). This also shows our growing impact at scale and our flourishing relationships with our donor partners.

Geographical Outreach: We are now operational in nine states in India (Maharashtra, Karnataka, Tamil Nadu, Puducherry, Gujarat, Telangana, Goa, Himachal Pradesh, Delhi NCR) up by 80% from last year where we worked in five major states including Maharashtra, Karnataka, Tamil Nadu, Puducherry, and Gujarat. Such a geographical expansion has been possible due to our agile leadership and field teams.



01

MD'S MESSAGE

Product Innovation: With the growing Indian economy and market demands in niche sectors such as Fintech, and Renewable Energy (Electrical vehicles and solar energy), TNSIF is positioning itself as the key player, offering customized youth skilling training programs to fill the hiring requirements in these sectors. Our Campus to Tech-enabled Financial Careers (C2FC) program is one such innovative product focused on building financial, technical, and soft skills among final-year college students. Another very specialised product, currently under development, is Campus to Industrial Careers' Green Skills (C2IC-GS) training track covering Electric Vehicles and Solar Energy modules. We hope to cover many more Industrial Training Institutes (ITIs) in India with our C2IC-GS skilling program, boosting the employment trends in the manufacturing sector.

Beneficiary Outreach: This is nothing short of an extraordinary achievement where we have increased our beneficiary outreach by 64% in 2023-24 at 23,093 beneficiaries in 2023-24 compared to last year, where we had covered 14,122 beneficiaries (up from 9564 in 2021-22). Our conscious efforts towards the inclusion of female students, women farmers, and women entrepreneurs have helped us achieve positive gender outcomes in our outreach numbers.

Awards and Accreditation: Last but not the least, I am immensely proud that TNS India Foundation has been recognized as the Great Place to Work in February 2024. Our own organizational surveys have shown phenomenal results in terms of employee satisfaction, work-life balance, Manager-Employee relationships, career growth opportunities, and so much more. Another high standing award we received was the GuideStar India Gold Certificate for financial stewardship. This award speaks volumes about transparency and accountability in our financial practices. We are incredibly proud to achieve these milestones and hope that we continue to keep our standards high in all our endeavors.

I salute the indefatigable spirit of my leadership team and the entire team on-ground whose relentless efforts have helped us come this far. While we are taking our time to celebrate these achievements that are testimony to our growing impact in sustainable livelihoods space in India, we still have a long way to go in expanding our outreach in our three key portfolios of youth skilling & employability, farmer livelihoods, and women entrepreneurship. Our eyes are set on strengthening our systems further, getting the right

people onboard in this mission, and consistently delivering high quality in our work. We are driven by our cause of creating sustainable livelihoods and the consistent support of our stakeholders and strategic partners is more crucial than ever.

Onward and upward from here!



Rupa Bohra
Managing Director
TNS India Foundation

02

BOARD of DIRECTORS



Geetanjali Jha Chakraborty
President
Apnalaya

Geetanjali Jha Chakraborty has a rich background in both the corporate and development sectors, with over 20 years of leadership experience at organizations like Concern India Foundation, CHILDLINE India Foundation, and ARMMAN. She serves on the boards of Apnalaya, Vihaan, and the global advisory boards of Tech Care for All and Missing Links Trust. With a passion for child protection, urban inequality, and folk arts, she holds a Master's in Social Work and an LLM in Human Rights and Criminal Law.



Vijayalakshmi Srinivasan
Founder & CEO
Peoplescape

Vijayalakshmi, Founder & CEO of Peoplescape Consulting, specializes in Executive Coaching and HR Consulting. An alumna of Tata Institute of Social Sciences and The School of Coaching, London, she brings 22 years of corporate experience, including 11 years as Senior Vice President and Head of HR at Merrill Lynch. Since founding Peoplescape in 2012, she has focused on coaching, HR strategy, change management, and leadership training for corporates, start-ups, and the social sector.



Padma Parthasarathy
Senior Vice President
Tech Mahindra

Padma, Senior Vice President at Tech Mahindra with over 16 years of experience, led post-Satyam acquisition efforts and previously headed the digital business and global consulting teams. Now focused on Sustainability, Social Change, Diversity, and Equity, she was featured on Forbes India's W-Power 2020 list and the Top 75 Women in STEAM by the Government of India in 2022. Padma serves on the boards of the MaDeIT Innovation Foundation, the Centre for Digital Transformation at IIM Udaipur, and the CII Governing Council.



Hitungshu Debnath
Chief Business Officer
Sundaram Alternate Assets Ltd.

Hitungshu, a BFSI professional with over 2.5 decades of experience, is a Chevening Scholar from the London School of Economics and CFP from the Financial Planning Board of India. He has held senior roles at HDFC AMC, TATA MF, Motilal Oswal, and is currently part of the management team at Sundaram Alternate Assets Ltd. Previously, he was Director & COO for Karvy Capital. Passionate about CSR, he co-founded a CSR consulting startup with Martin Neurieter in Europe after earning a master's in CSR and Ethical Management from the University of Applied Sciences, Vienna, Austria.

02

BOARD of DIRECTORS



Kartik Kini
Chief Operating Officer
Waterfield Advisory

Kartik holds the roles of Chief Operating Officer, Brand Custodian, and Chief of Staff at Waterfield Advisors, where he is committed to operational innovation, process optimization, and enhancing policies and technologies. His over seven-year tenure has been marked by visionary leadership and strategic initiatives that have driven the firm's growth. Kartik leads teams across Finance, Human Resources, Marketing, Compliance, Legal, Operations, Technology, Customer Service, and Administration.



Charulata Sippy
Financial Services

Charulata is a Senior Consultant in the Financial Services sector, currently with Sicomoro Advisors Pvt Ltd, a SEBI-registered Investment Advisor. She served as an Independent Director on the board of BoFA Securities Ltd (2016-2022), participating in the Audit, NRC, and CSR Committees. With 21 years of industry experience, Charulata was previously Head of Global Market Operations at DSP Merrill Lynch Ltd and led Diversity and Inclusion initiatives at Bank of America, serving on the Regional Diversity and Inclusion Council.



Pramod Singh
Head – Legal & Compliance
DSP Investment

Pramod is a legal and compliance professional with 4 decades of experience. A qualified lawyer who worked at SEBI as Deputy General Counsel, he was instrumental in framing regulations for various intermediaries. He has spent a considerable amount of time at large MNCs- Morgan Stanley, Merrill Lynch, and Credit Suisse, and has handled compliance for not just India but also South Asia. Currently, he works with DSP investments and is in charge of the legal and compliance matters for the Family Office of Mr. Hemendra Kothari.



Rupa Bohra
Managing Director
TNS India Foundation

Rupa, Managing Director at TNS India Foundation, drives efforts to unlock the economic potential of vulnerable communities in India. Under her leadership, the team has grown to 200+ members across 18 locations, forming partnerships with corporates like Accenture, Capgemini, and HDFC Bank, and foundations like BlackRock and Reliance. With over 21 years of experience in financial services, technology, and development, Rupa previously led corporate partnerships at Magic Bus and held leadership roles at JP Morgan and Merrill Lynch.

Message from Board Member



Padma Parthasarathy
Board Member, TNS India Foundation

“

As TNS India Foundation completes another successful year of making an impact, I am proud of the team and their hard work, dedication and commitment to the organization's initiatives.

Ms. Rupa Bohra and her team have worked tirelessly to ensure the success of TNS India Foundation in its mission to empower marginalized communities across India.

I am deeply impressed with the way the team has significantly scaled existing programs as well taken on new initiatives, since I have come on to the Board of TNS India Foundation.

Donor and execution partnerships are well-nurtured and have grown significantly in this period. Ties with state and national government have been strengthened.

In technology adoption as well, TNSIF is leading the way, with the implementation of new enterprise applications and the use of Generative AI for reporting and analysis.

I am deeply grateful to the dedicated team, partners, and stakeholders for their unwavering support and commitment. Together, we have built a strong foundation for the future, and I look forward to continuing our journey of creating inclusive and sustainable development for all.

”

03 SENIOR MANAGEMENT TEAM



Rupa Bohra
Managing Director

Rupa, Managing Director at TNS India Foundation, drives economic transformation for vulnerable communities and leads a 200+ member team across 18 locations. With over 21 years in financial services and development, she has previously managed corporate partnerships at Magic Bus India and held roles at JP Morgan and Bank of America-Merrill Lynch.



Reshma Bhatkar
Director - Finance, Legal & Compliance

Reshma, with over 22 years in NGO management, oversees financial, grants, and audit functions at TNS India Foundation. Her experience includes senior roles at Educo, Catholic Relief Services, and ICICI Foundation. She holds an MBA in Finance from Pondicherry University and a Post Graduate Diploma from Welingkar's Institute.



Kirti Chaturvedi
Associate Director - Programs

Kirti Chaturvedi, with 17 years of experience in CSR, Business Excellence, and Project Management, leads two of TNS's key skilling programs. She has worked with global companies like Nike, Microsoft, and Goldman Sachs. An MBA Gold Medalist from IIM Lucknow, Kirti is currently pursuing a PhD in Strategic Management and has authored the poetry collection A Journey of Words (2023).



Deepak Kamble
Associate Director - Programs

Deepak Kamble, Associate Director – Programs at TNS India Foundation, has 18+ years of experience in CSR, NGO management, and program execution. He leads Financial Careers programs for youth and focuses on business development. Deepak holds an M.Sc. from NUS and an MBA from Pune University.



Subhro Chakraborty
Director - Programs

Subhro B. Chakraborty, Director of Programs at TNS India Foundation, has over 20 years of experience in engineering and project development. He leads initiatives in skilling for employability of underprivileged youth, and entrepreneurship, and is an alumnus of ISB Hyderabad, NTU Singapore, MIT Cambridge, Massachusetts, and Jadavpur University, Kolkata.



Aditi Elhence
Associate Director - Program Strategy & Design

Aditi leads the Program Strategy & Design Team at TNS India Foundation, ensuring alignment with the organization's goals. With over 10 years of experience in project management, operational planning, and business development, she has managed refugee projects with UNHCR and holds advanced degrees in Non-profit Management and Social Entrepreneurship.



Tanvi Sahni
Associate Director - Monitoring & Evaluation

Tanvi leads the Monitoring and Evaluation (MEL) at TNS India Foundation, focusing on strategy, impact measurement, and database management. With 11 years of experience in agriculture, financial services, WASH, and youth employability, she holds Master's degrees from the London School of Economics and Jamia Millia Islamia, and a degree in Economics.



Frida Dias
Associate Director - Human Resource & Administration

Frida Dias, Associate Director of HR & Administration at TNS India Foundation, has 22 years of experience in HR and strategic management. She champions Diversity, Equity, and Inclusion with a focus on engagement and welfare. Frida holds a post-graduate degree from SNDT University, Mumbai.



Shaminder Kour
Associate Director - Curriculum & Training Quality

Shaminder leads the Curriculum and Quality practice at TNS India Foundation with 21 years of experience in corporate training, learning development, and eLearning. She has worked with IBM, BYJU'S, and consulted for Fortune 500 companies like HP, Accenture, and Oracle. A science graduate, she holds postgraduate degrees in New Media Journalism and HR Management and is certified in instructional design, psychometrics, and L&D management.

04

ABOUT US

TNS India Foundation was established in 2012 as a not-for-profit organisation with a mission to drive large-scale poverty alleviation and economic transformation across India. Collaborating with private corporations and institutions, we design and implement multi-year programs that target marginalised communities, including youth, small and marginal farmers, and women entrepreneurs. With over a decade of experience in social welfare and national economic reconstruction, we specialise in empowering women through our initiatives.

Our programs span across Youth Skilling & Employability, Farmer Livelihoods, and Women Entrepreneurship, connecting enterprising individuals with transformative opportunities. By providing sustainable and industry-relevant interventions, we have created lasting change for beneficiaries, their families, and their communities. We focus on improving livelihoods by equipping individuals with the skills and resources needed to thrive in a rapidly evolving economy.

Till date, TNS India Foundation has positively impacted over 50,000 individuals across 10 states. Our deep, long-term engagements foster inclusive economic growth, driving lasting progress within the communities we serve. By collaborating with the key stakeholders, we create systemic change that uplifts not only individuals but also their surrounding ecosystems, ensuring that the benefits of development reach those who need it the most. Our commitment to create an equitable society by alleviating poverty continues to drive our mission of empowering marginalised communities in building sustainable solutions to meet the challenges of the 21st century.



We work to democratize access to opportunities for under-resourced individuals to unlock their economic potential, while focusing on diversity and inclusion, by building sustainable growth systems.

We endeavor to create shared value by executing demand-driven, industry-relevant, and sustainable solutions to stimulate socio-economic growth.

- Integrity
- Ingenuity
- Trust & Collaboration
- Inclusive Meritocracy
- Respectful Individualism

05 TNSIF'S OVERALL IMPACT

28
Donors

10
Programs

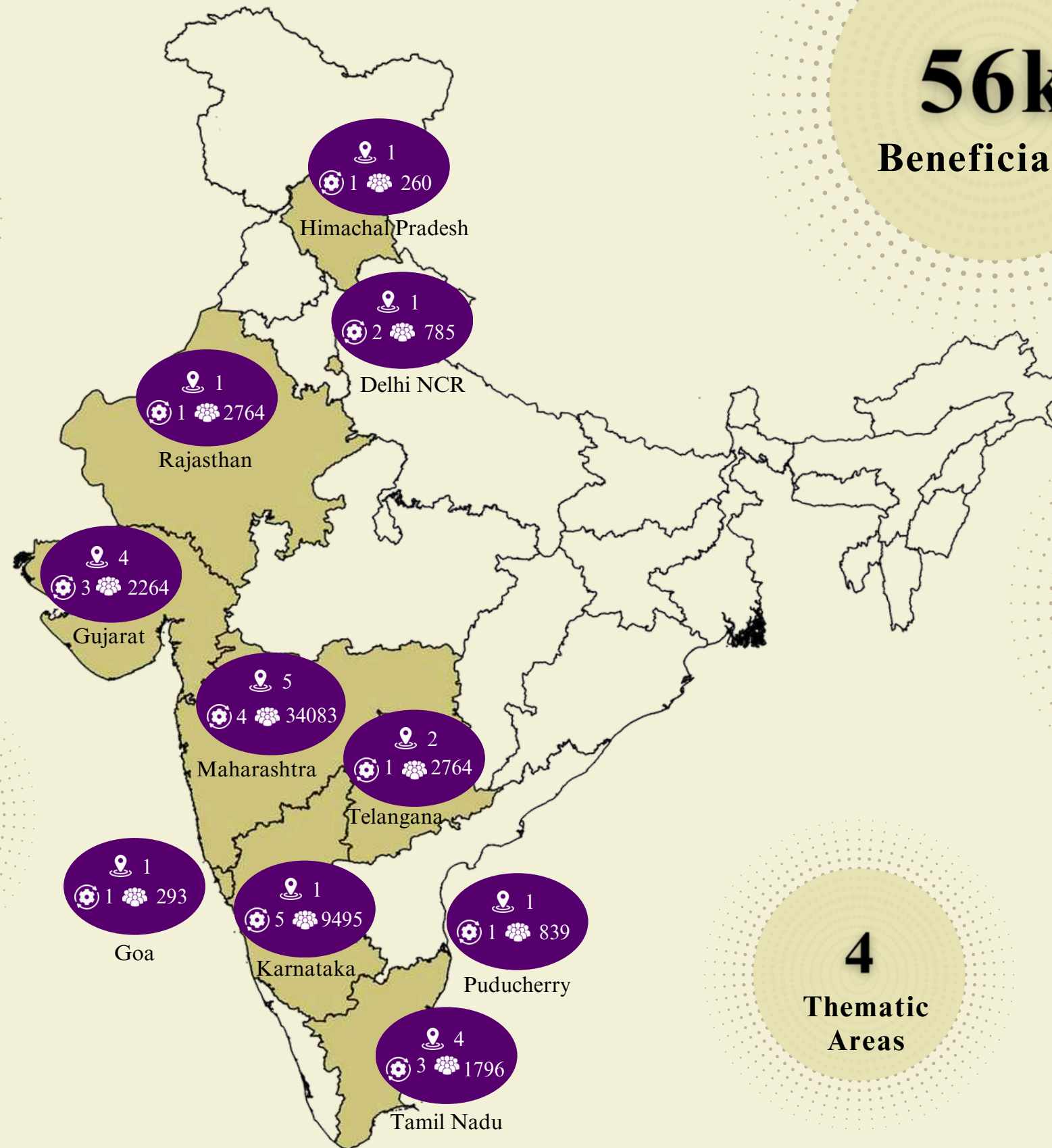
10
States

22
Locations

56k
Beneficiaries

33k
Women Beneficiaries

4
Thematic Areas

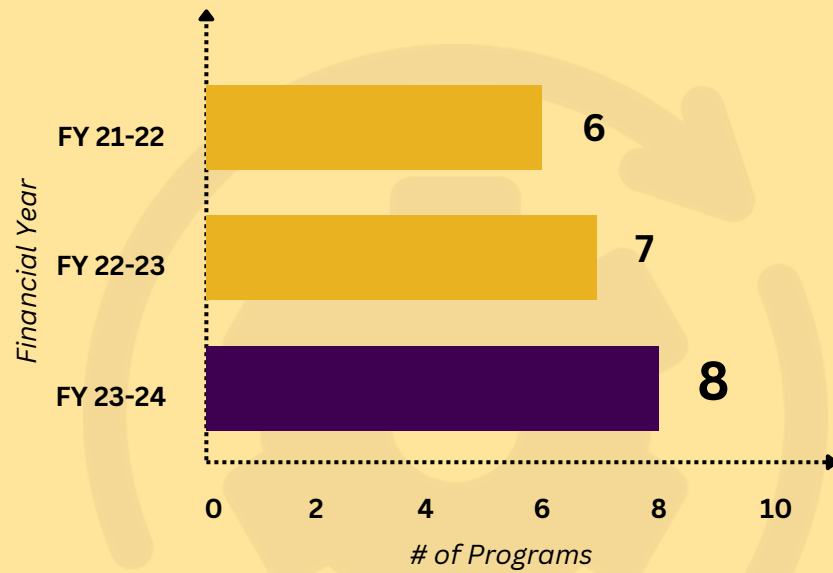


Legend

- Intervention States
- Intervention Locations
- # of Programs
- # of Beneficiaries

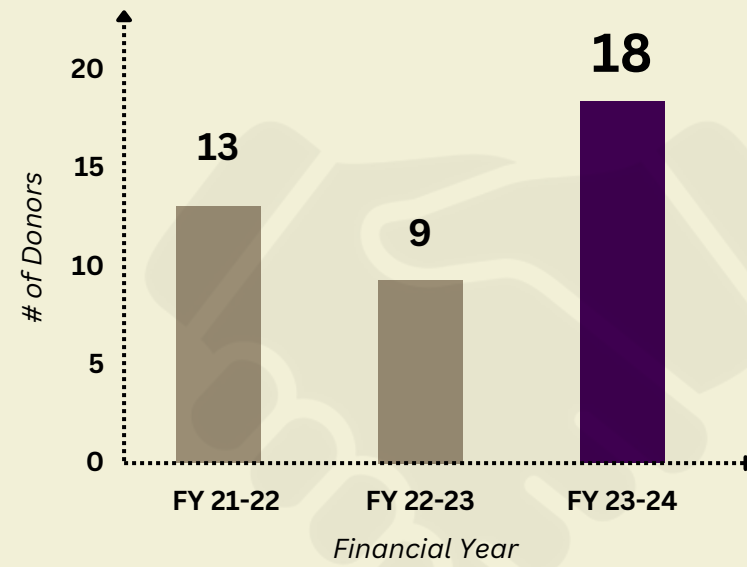
06

OUR IMPACT 2023-24



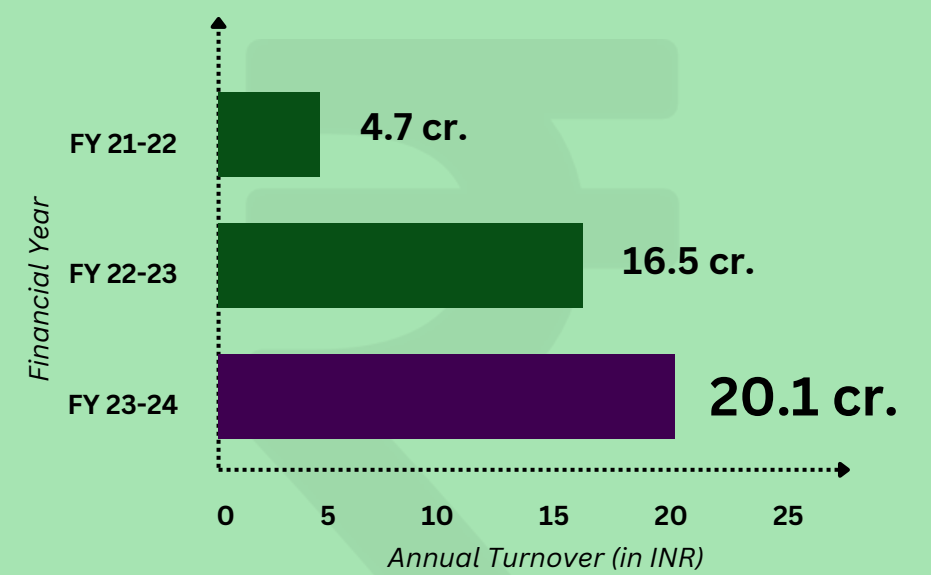
1

New Program (C2FC) Introduced in FY 2023-24



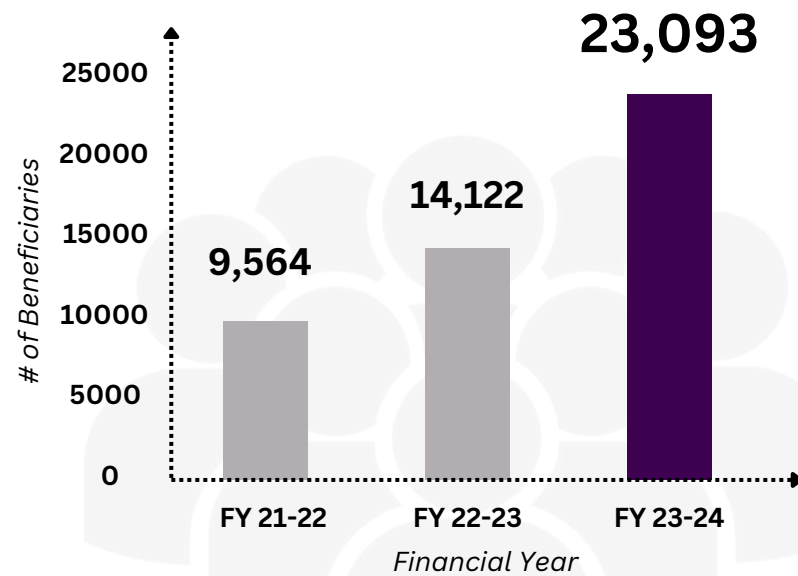
100%

Increase in Donor-count in FY 2023-24 from Previous Year



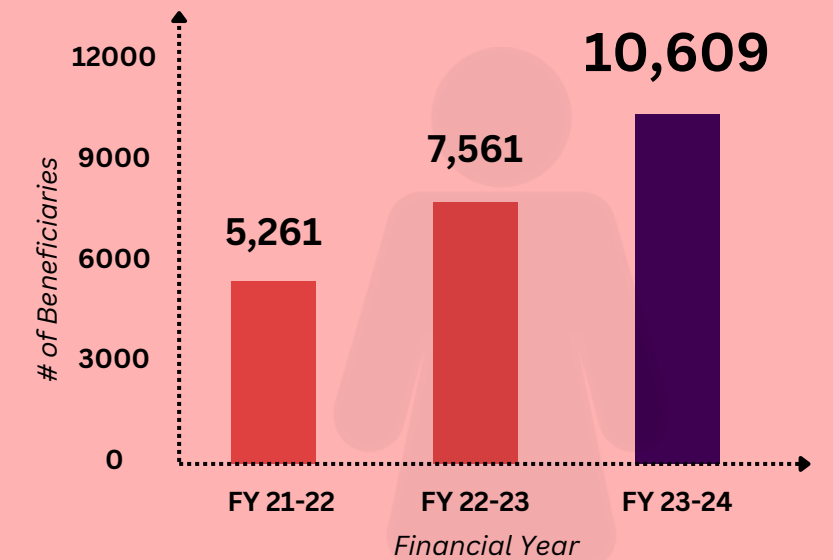
22%

Jump in Annual Turnover in FY 2023-24 from Previous Year.



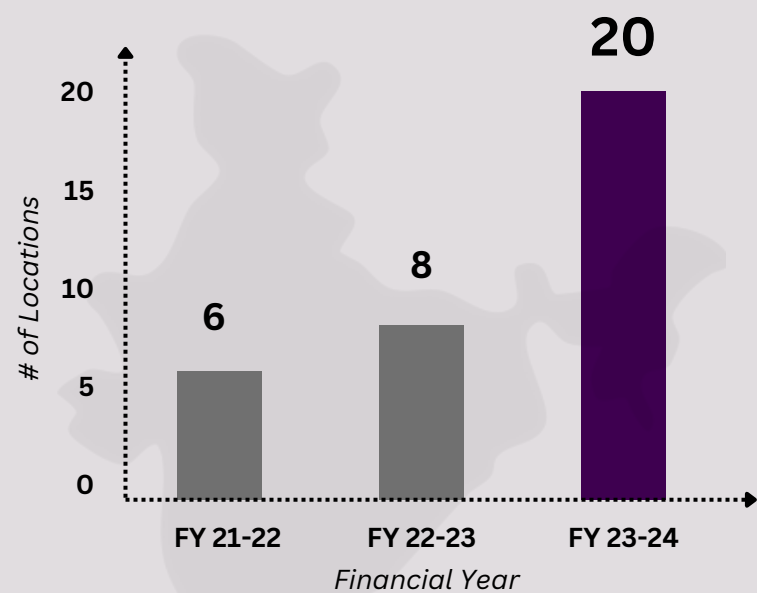
64%

Increase in Total Beneficiaries in FY 2023-24 from Previous Year



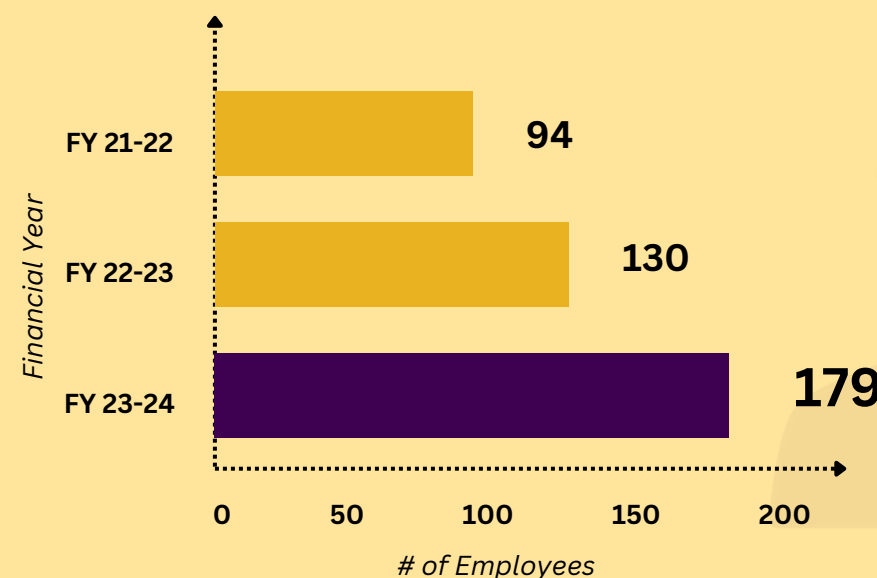
Women Beneficiary Count increased in FY 2023-24 from Previous Year by

40%



TNSIF's Presence increased in FY 2023-24 from Previous Year by

2.5x



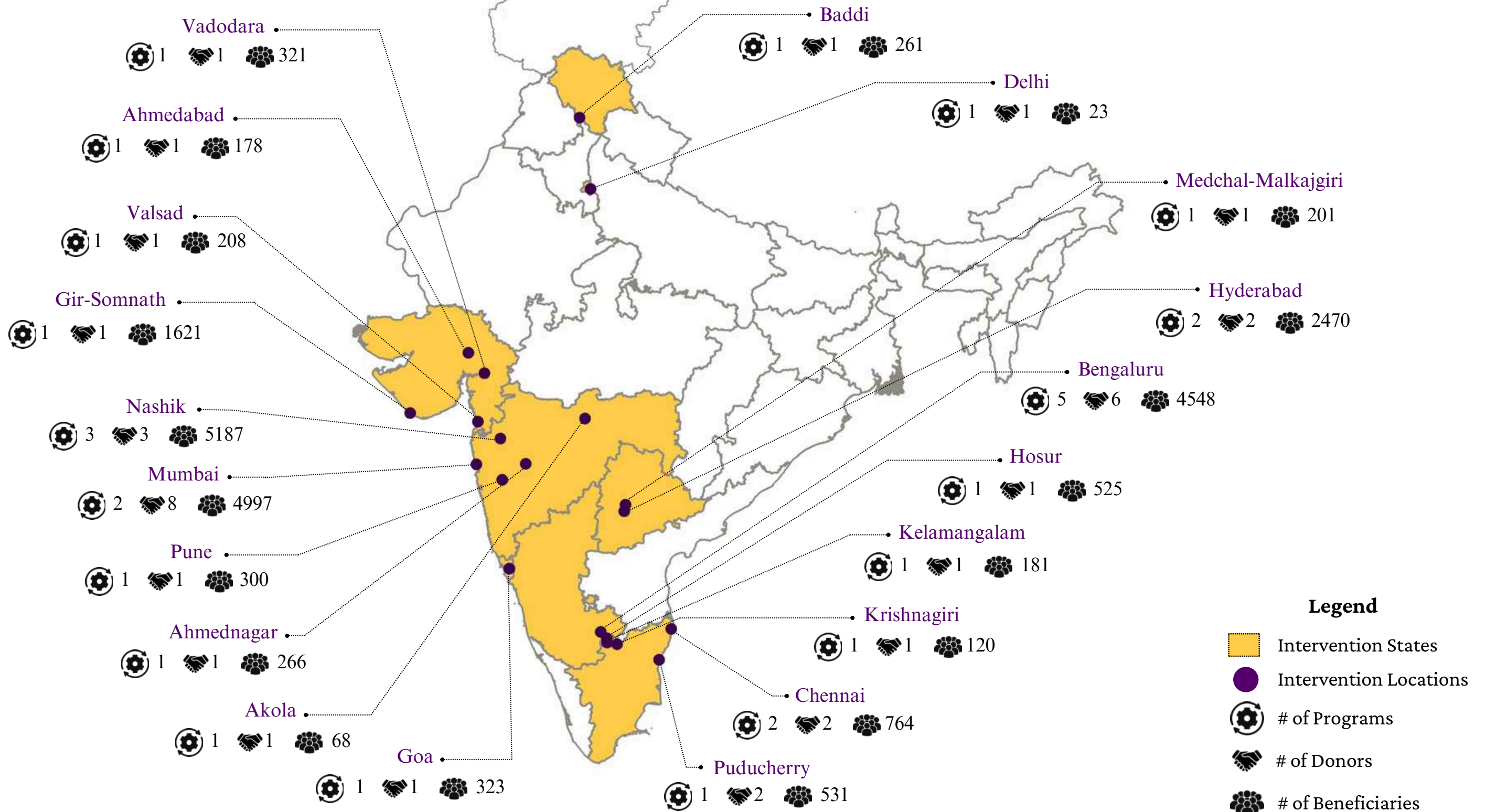
38%

Growth in TNSIF's Employee Strength in FY 2023-24 Compared to the Previous Year.

07

OUR FOOTPRINT 2023-24

9 States
20 Locations
23093 Beneficiaries



08

OUR DONORS 2023-24



Accenture

Ananad Sarjak Charitable Trust

Moody's



09

YOUTH SKILLING & EMPLOYABILITY

The core of TNS India Foundation's work on urban livelihood development is 'Youth Skilling and Employability'. Upskilling under-resourced youngsters enrolling in low tier colleges in India is the goal of the 'Youth Skilling and Employability' programs. To help students from various courses and streams close the skill gap, TNSIF offers a variety of training programs; **Campus to Corporate Careers (C2C)**, **Campus to Technical Careers (C2TC)**, **Campus to Industrial Careers (C2IC)**, **Campus to Tech-enabled Financial Careers (C2FC)**, and **Future Skills Program (FSP)** are the programs come under TNSIF's 'Youth Skilling and Employability' portfolio. The subsequent chapters go into detail about these programs.

The following are the principal **objectives** of skilling interventions:

1. College students are trained in 21st century soft-skills and digital skills, advanced technical skills, and industrial skills (catering to students from Industrial Training Institutes or ITIs).
2. Trained youth have access to select and hand-picked jobs in the corporate/ formal sector through corporate linkages and placements made available through program initiatives.

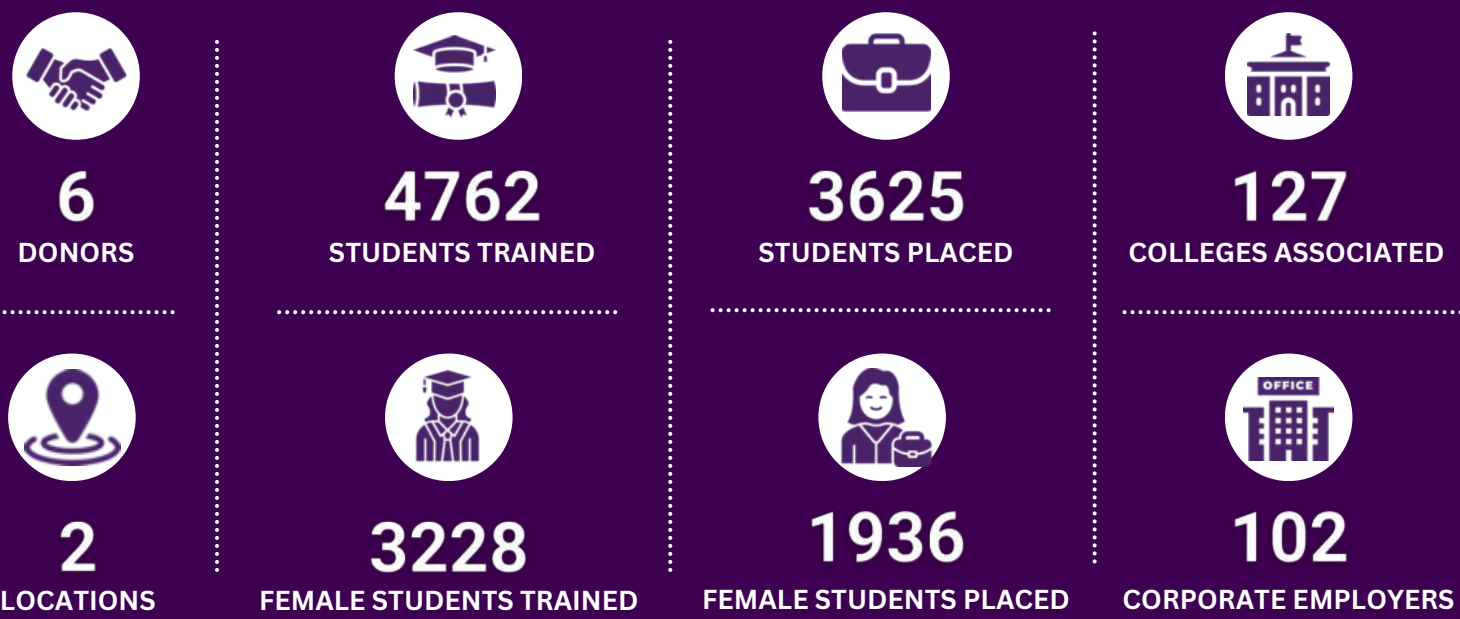


Campus to Corporate Careers (C2C)

Introduction

TNS India Foundation's Campus to Corporate Careers (C2C) Program, launched in 2015 as part of its Youth Skilling and Employability initiative, empowers young individuals from economically disadvantaged backgrounds. Targeting beneficiaries aged 18–25 pursuing courses such as B.Com, BMS, BBI, and BCA, the program is designed for those with a family income of less than INR 5 lakhs per annum. The curriculum covers 40 essential topics across 70 areas, including Personal and Professional Effectiveness, Interview and Career Readiness, Work Readiness, Aptitude, and Digital Literacy. Spanning 80-100 hours, the training aims to equip participants with market-relevant skills. The program works in partnership with colleges, communities, and corporates to create a robust support system. With batch sizes of 40, students are trained for placements in sectors like BFSI, BPO/KPO, IT/ITeS, and retail, ensuring they are ready for employment in high-growth industries.

Achievements



Beneficiary Voices



Seema Kumari Tulsaram, a final-year Banking and Insurance student at KLE College, Kalamboli, is the eldest sibling in a family of five. With a visually impaired sister, a younger brother, and her father's small steel business strained by medical expenses, Seema faces significant financial challenges. Despite this, she excels academically and actively participates in cultural and academic events.

Her life transformed after attending TNS India Foundation's soft skills training in October 2023, which boosted her communication and leadership abilities. These skills helped her excel in job interviews, leading to her securing a Senior Tele-calling Officer position at HDB Financial Services with a INR 2,16,000 CTC. This achievement marks a significant step toward financial stability for her family.

Seema Kumari Tulsaram
C2C, HDB Financial Services



Neelu Nanhelal Gupta's experience with TNS India Foundation's training program marked a turning point in her career. The program offered a blend of curriculum activities, interview preparation, and essential skills development. This holistic approach significantly boosted Neelu's confidence and helped her clarify her career goals.

The program's support was instrumental in Neelu securing a position at Axis Bank, advancing her career while providing substantial financial benefits that improved her family's quality of life. Neelu's success highlights the transformative power of career-focused training and effective mentorship in fostering both personal and professional growth..

Neelu Nanhelal Gupta
C2C, Accenture



Shruti, a student at Manjunatha College in Dombivli, faced financial challenges while pursuing a Bachelor's in Banking and Insurance (BBI). With her father's modest income supporting a family of five, she worked part-time at Yes Bank and Axis Bank. Balancing work and studies became difficult, leading her to focus solely on academics in her final year.

To enhance her career prospects, Shruti trained with TNS India Foundation, refining her skills and clarifying her HR career aspirations. This led to her securing a position as a Trainee IT HR Executive at BN Digi Tech, with a INR 144,000 CTC package. Her journey reflects not only her determination and resilience but also her commitment to making a positive impact in the HR field as she embarks on a promising career.

Shruti Hiren Lodaya
C2C, Bandhan AMC



Ashish Laxman Kamble, from a financially strained background, found a transformative opportunity through TNS India Foundation's Campus to Corporate Careers (C2C) training program. Struggling to secure a stable job, the program provided him with essential skills like communication, resume building, and interview techniques, which greatly boosted his confidence and prepared him for the corporate world.

As a result of his hard work and guidance from the C2C program, Ashish secured a Tele Sales Executive position at Mahindra Business Solutions, earning an annual salary of INR 216,000. This achievement not only improved his family's financial situation but also marked a major milestone in his career. Grateful for the support, Ashish now looks forward to continuing his personal and professional growth.

Ashish Laxman Kamble
C2C, Capgemini



Campus to Technical Careers (C2TC)

Introduction

TNS India Foundation's Campus to Technical Careers (C2TC) program is designed to equip underprivileged youth, aged 18-25, with the skills necessary to succeed in the workforce. The program targets students pursuing degrees like B.E., B.Tech., BCA, MCA, and B.Sc./M.Sc.-CS/IT from families with an annual income of less than ₹5 lakh. Through a comprehensive 400-hour curriculum, participants receive 340 hours of technical skills training and 60 hours of soft skills development.

The technical modules cover in-demand areas such as Core Java, Spring Boot, and Angular/React, while the soft skills portion focuses on personal effectiveness, emotional intelligence, interview techniques, and leadership. Hands-on experience through capstone projects and professional interactions further enhances their employability. The program's batch sizes range from 30 to 40 students, placed in sectors like IT Consulting, E-commerce, Healthcare IT, and Financial Services. By integrating technical and soft skills, C2TC prepares students for sustainable careers in the fast-growing tech industry.

Achievements



5

DONORS



3701

STUDENTS TRAINED



1187

STUDENTS PLACED



174

COLLEGES ASSOCIATED



9

LOCATIONS



1750

FEMALE STUDENTS TRAINED



547

FEMALE STUDENTS PLACED



354

CORPORATE EMPLOYERS

Beneficiary Voices



Attapuram Vaishnavi Reddy, a B.Tech graduate in Electronics and Communication Engineering, grew up facing financial difficulties as her father struggled to support the family by managing a function hall. Despite these hardships, including borrowing money to continue her education, she remained determined to transition from electronics to the IT field. Her perseverance and ambition kept her focused on building a successful career, even in the face of limited resources.

The turning point came when she joined TNSIF's C2TC program. Through the program, Vaishnavi gained crucial skills in Java and professional development, including mock interviews and soft skills training. This comprehensive support prepared her for the job market,

leading to her securing a Software Analyst position at Capgemini Technology Services India Limited with a 4 LPA package. She credits TNSIF for shaping her career and helping her overcome financial challenges.

Karuna Ramdas Pawar, an engineering graduate from MET Institute of Engineering in Nashik, faced significant challenges growing up in a rural area with limited access to quality education. Despite her father's efforts as a farmer to provide for her studies, Karuna struggled with confidence, especially in English communication.

The TNSIF training program transformed her journey, offering comprehensive technical and soft skills that boosted her confidence. With TNSIF's support, she excelled in interviews and received offers from three prestigious companies. Karuna chose to join TCS as a Junior Software Engineer with a package of 7 LPA, a dream come true. She is deeply

grateful to TNSIF and Capgemini for their support, helping her achieve this success and move closer to her goal of supporting her family.



Sumadhava Anand Gudi
C2TC, Accenture

Sumadhava Anand Gudi, a Data Science Engineering graduate from MVJ College of Engineering in Bengaluru, grew up facing challenges, with his family relying on his sister as the primary financial provider for four years. In his final year, eager to improve his placement prospects, he sought ways to enhance his technical skills.

Through the TNSIF program, Sumadhava gained valuable insights into both technical and soft skills, aligning with employer expectations. With their support, he secured a position at UST as a Developer-1 Software Engineer, with a package of 4.2 LPA. This achievement has brought him financial stability and the confidence to pursue his goals, for which he remains deeply grateful to TNSIF and Accenture.



Ganga Yadahalli
C2TC, Salesforce

Ganga Yadahalli, a final-year ECE student at REVA University, faced hardships after losing her father, with her mother leasing their farmland to cover expenses. Adapting to city life was tough, but Ganga's dedication to her family kept her motivated.

Through her college, she discovered the TNSIF program, which provided free training in Java and soft skills like time management and communication. This boosted her confidence for interviews. With the skills gained from TNSIF, Ganga secured a placement at Hexaware with a 4 LPA package. She is deeply thankful to TNSIF and Salesforce for the opportunity, believing it's vital for students entering the workforce with confidence and purpose.



Kishori Kiran Karanjule
C2TC, EXL

Kishori Kiran Karanjule, a CSE graduate from Parvatibai Genba Moze College of Engineering in Pune, faced financial difficulties as her father worked as a farmer and her mother as a housewife. With limited resources, her family borrowed money to pay her college fees, and she often had to delay hostel payments. Despite these challenges, Kishori stayed focused on her studies.

The C2TC program by TNSIF was a turning point. Comprehensive Java training, soft skills development, and placement guidance helped her secure a Software Analyst position at Capgemini with a salary of 4 LPA. This success allowed her to begin repaying her family's debts and provide financial relief.



Campus to Industrial Careers (C2IC)

Introduction

TNS India Foundation's Campus to Industrial Careers (C2IC) Program, launched in 2021, addresses the skill gap among youth in Industrial Training Institutes (ITIs) and Polytechnic Institutes. The program supports disadvantaged students, aged 16-25, from low-income backgrounds, helping them bridge the gap between education and employment.

The program provides a comprehensive curriculum focused on personal and professional effectiveness, communication skills, and career readiness, along with personalized mock interviews, resume reviews, and career counseling. This year, a pilot initiative was launched to integrate a Green Skills curriculum centered on emerging technologies like electric vehicles (EV) and solar energy, featuring eight hours of classroom orientation and 40 hours of hands-on learning with EV and solar equipment. By incorporating this initiative into the educational framework, the program aims to drive systemic change and empower students from the grassroots level. With a capacity of 50 students per batch, the C2IC program equips participants for careers in diverse sectors, including automotive, telecommunications, transportation, manufacturing, public service, food and beverage, and energy.

Achievements



7

DONORS



6831

STUDENTS TRAINED



3313

STUDENTS PLACED



62

COLLEGES ASSOCIATED



11

LOCATIONS



2160

FEMALE STUDENTS TRAINED



1055

FEMALE STUDENTS PLACED



134

CORPORATE EMPLOYERS

Beneficiary Voices



Ganasondar
C2IC, *Lenovo*

Ganasondar, from a small family of three, lost his father in an accident at five, leaving his mother, a daily wage labourer, as the sole provider. To ease their financial strain, he worked at Lucas Motors for two years while caring for his younger brother. Seeking better opportunities, he enrolled in the Computer Operator and Programming Assistant (COPA) trade at the Government Industrial Training Institute in Nettapakkam, Puducherry. Through the C2IC program, he gained confidence, teamwork skills, and insights into job prospects in the manufacturing sector. He secured a position at Yamaha Music India Pvt Ltd, earning INR 2,22,000 annually, which will help support his family and fund his brother's education.



Naveen Kumar
C2IC, *Capgemini*

Naveen Kumar, an ITI student, credits TNS India Foundation and Capgemini for providing him with invaluable soft skills and green skills training. Initially lacking confidence and unaware of job opportunities, the training transformed his outlook, particularly enhancing his knowledge of electric vehicles and solar energy. It helped him build confidence and discover various career paths, especially in the green sector. As a result, Naveen secured a position with Quesscorp Ltd at Toyota Industries Engine India Pvt Ltd, with a CTC of INR 2,38,800, marking the beginning of a promising career.



Boggu Gangadhar
C2IC, *Microsoft*

Coming from a lower middle-class background, Gangadhar has faced many challenges, but he is excited to have secured a job at Spectrum Talent Management (Schneider Electric) at 180000 CTC, through the TNS India program. This opportunity will enable him to support his family. He is grateful for the program, which has helped him develop essential soft skills and green skills, enhancing his communication and understanding of sustainability. He thanks the TNS India team for their invaluable guidance and support.



V. Shiva Ram
C2IC, *Bayer*

V. Shiva Ram, from Govt ITI Medchal, Telangana, was a diligent student but struggled with introversion. Enrolling in the C2IC training program transformed him; he learned about financial literacy, soft skills, and engaged in enjoyable learning activities. Shiva Ram extends thanks to trainer Swathi Ma'am and expresses gratitude to TNSIF and Bayer. Notably, he secured a placement as a Machine Operator at Meraqui Ventures Pvt Ltd-Swan Turbine Services Pvt. Ltd. with an annual CTC of INR 1,62,000. Shiva Ram's journey exemplifies continuous learning and personal growth.



Tejal Suranje
C2IC, *PRIF*

Tejal Suranje, a 19-year-old ICTSM student at the Government Training Institute in Nashik, comes from a family of five, with her father earning about INR 10,000 per month. The C2IC training significantly improved her interview skills and confidence. Securing a position at Cogent E Services during the career fest is a major milestone for her, providing financial stability for her family. Tejal plans to work for 3-4 years and is grateful to TNS India Foundation and her trainer for their support.



Sahil Kumar
C2IC, *Crompton*

Sahil Kumar is pursuing his Electrician trade at the Government Model Industrial Training Institute in Nalagarh, Himachal Pradesh. Coming from a family of four, he joined the C2IC program supported by TNS India Foundation to enhance his skills and confidence. The training provided essential job skills, including interview techniques. After an industrial visit to ITC Baddi, Sahil secured a Trainee position at ITC Limited under the National Apprenticeship Program, earning INR 12,000 per month. He is grateful for the support in his career advancement.



Anandraj R.
C2IC, *Tenneco*

Anandraj R. is a Computer Operator and Programming Assistance student at the Government Industrial Training Institute in Puducherry. Coming from a family of four, economic hardships forced him to pursue vocational training instead of further studies. Through the C2IC program, he gained confidence and secured a 15-day internship at Lenovo, leading to a job at Yamaha Music India Pvt. Ltd. Anandraj aims to support his father financially and wishes to buy him a scooter with his salary.



Campus to Tech-enabled Financial Careers (C2FC)

Introduction

The Campus to Tech-enabled Financial Careers (C2FC) program, launched by TNS India Foundation in November 2023 with support from Standard Chartered Bank, aims to bridge the gap between final-year undergraduates from low tier colleges and the fintech sector. The 200-hour curriculum focuses on 21st-century job readiness skills such as Digital Skills for Finance, Financial Literacy, Aptitude, Power BI, Advanced Excel, and interview preparation. A dedicated placement team works to connect students with sustainable job opportunities.

Targeting first-generation learners from underserved communities studying accounting, finance, and IT, TNSIF trainers deliver training in hybrid mode offering a combination of in-person training and online sessions on college campuses. The program aims to train and place 2,000 students by April 2025. By enhancing employability in the Fin-Tech and BFSI sectors, C2FC seeks to uplift families from poverty and create economic resilience, helping to improve household incomes in marginalized communities.

Achievements



1

DONORS



103

STUDENTS TRAINED



57

STUDENTS PLACED



3

COLLEGES ASSOCIATED



2

LOCATIONS



69

FEMALE STUDENTS TRAINED



45

FEMALE STUDENTS PLACED



15

CORPORATE EMPLOYERS

Beneficiary Voices



D. Padmavathi

C2FC, Standard Chartered

D. Padmavathi's journey is one of resilience, courage, and a relentless pursuit of education despite facing numerous hurdles, particularly from her own family. Born into a humble household, her father, K. Dasarathan, worked as a daily wage laborer, while her mother, D. Kala, earned a living as a housekeeping staff member at a private hospital. Her elder sister, D. Dhivya, had already moved out after marriage, and her brother, D. Vallarasu, worked as a sales executive, earning INR 20,000 per month to support the family. Despite being a bright and ambitious student with dreams of higher education, Padmavathi faced opposition from her father, who believed girls should not pursue education and should instead focus on marriage after the age of 18.

Determined to pursue her education, Padmavathi received moral and financial support from her brother. With aid from three foundations, she completed her B.Com from Mohammed Sathak College, graduating with first-class honors. She then joined TNSIF's C2FC program, where training in soft skills, Excel, and SQL helped her secure a shortlist for a client advisor role at Motilal Oswal Financial Services. After preparing for the NISM Series 8 exam, with her brother's support and TNSIF's guidance, she successfully cleared it and landed her dream job.

Padmavathi's success was both a personal victory and a turning point for her family, as she could now help ease their financial burden alongside her brother. Her dream is to build a house with her earnings. Grateful for TNSIF's support, she aims to give back by helping girls facing similar challenges. Her journey reflects the power of determination in overcoming societal and familial barriers to achieve one's dreams.



K. Mohammed Faiyazuddin

C2FC, Standard Chartered

K. Mohammed Faiyazuddin's journey is a testament to resilience, determination, and unwavering love for his family. Coming from a humble background, he faced numerous challenges, but his focus on providing for his loved ones never wavered. When his older brother, Mohammed Riyazuddin, who worked at Cognizant, moved out in June, Faiyazuddin became the sole breadwinner. His proudest moment was sharing his provisional certificate with his parents, marking his first-class distinction graduation from Mohammad Sathak College of Arts and Science in Shollinganallur, Chennai. Despite his dream of publishing a book, his immediate focus shifted to supporting his family, particularly with mounting medical expenses.

To prepare for his career, Faiyazuddin enrolled in the TNS India Foundation's C2FC program during his final year. Through this program, he gained skills in interview preparation, aptitude, Power BI, Advanced Excel, and SQL. These skills helped him secure a position as a Graduate Trainee at Vashi Integrated Solutions, earning INR 16,000 a month, which he dedicates entirely to his family's medical and household needs. Though his daily three-hour commute is challenging, Faiyazuddin remains determined and inspired by his father's hard work and perseverance.

Faiyazuddin is deeply grateful to the TNS India Foundation and the C2FC program for the opportunities they provided. He believes that his current role is a significant step toward achieving financial stability and professional growth. His story is one of resilience, devotion to family, and the drive to rise above challenging circumstances, qualities that define K. Mohammed Faiyazuddin.



Future Skills Program (FSP)

Introduction

In 2021, Lenovo and TNS India Foundation launched the Future Skills Program (FSP) to provide disadvantaged youth aged 18-24 with industry-relevant skills through a phygital (physical + digital) training model. Targeting students pursuing courses such as BA, BCA, B.Com, BBA, and BSc, with a family income of less than INR 5 lakhs annually, the program aims to improve their employability by enhancing their digital and 21st-century skills. The curriculum consists of over 120 hours of training, including self-learning digital modules on personal and professional effectiveness, communication readiness, interview readiness, work readiness, digital literacy, and aptitude.

Participants also receive pre-placement and weekly check-in sessions to ensure consistent progress. With batch sizes ranging from 50 to 60 students, the program's focus sectors include IT/ITES and BFSI. The unique hybrid training approach helps bridge the skills gap, equipping students with the tools to secure jobs and succeed in today's rapidly evolving job market. Through this initiative, faculty from low-tier colleges are also upskilled to teach these essential skills, further enhancing institutional capacity.

Achievements



1

DONORS



2019

STUDENTS TRAINED



789

STUDENTS PLACED



27

COLLEGES ASSOCIATED



1

LOCATION



1533

FEMALE STUDENTS TRAINED



632

FEMALE STUDENTS PLACED



16

CORPORATE EMPLOYERS

Beneficiary Voices



Saniya Khanum
FSP, Lenovo

Saniya, a student at East Point College of Management, encountered immense challenges early in life when she lost her father. With her mother as a homemaker and the family reliant on her uncle for financial support, Saniya's dream of becoming a doctor was shattered due to an eye condition. Despite these hurdles, she demonstrated resilience, excelling academically and in extracurricular activities, determined to carve out a successful future for herself and her family.

Switching from science to a Bachelor of Business Administration (BBA) program, Saniya focused on supporting her family while striving for independence. Recognizing that education alone was insufficient for long-term career success, she sought additional support.

It was through one of her professors that Saniya discovered the TNS India Foundation's Future Skills Program (FSP). This program offered a transformative experience, equipping her with essential skills through practical sessions such as mock interviews, group discussions, and team management activities. These experiences not only helped her identify her strengths but also significantly boosted her confidence.

As a result of the training, Saniya secured a position as a financial assistant at Grandeur Pvt Ltd, where she now earns INR 10,000 per month. This opportunity represents a crucial step toward financial independence and fulfilling her professional goals. Beyond the financial benefits, the program has empowered Saniya to overcome personal obstacles and prepare for a successful career. Grateful for the support and skills she gained, Saniya is now ready to face future challenges and is determined to inspire others with her journey.





10

FARMER LIVELIHOODS

About 55% of the workforce in India is engaged in agriculture and allied activities; however, 86% farmers are small/marginal with ownership of less than 2.5 acres (or one hectare) land and limited ability and agency to increase their income through agricultural practices.

TNS India Foundation's intervention focuses on building scalable and sustainable agricultural models that enhance household income and foster economic development in rural communities. By providing technical inputs, we help farmers improve the yield and quality of their crops, ensuring better productivity. We also work to strengthen Farmer Producer Organizations (FPOs) by improving their operational efficiency and helping them access institutional buyers, thereby establishing robust market systems. Our efforts include developing strong market linkages and creating efficient value chains, which improve the economic resilience of FPOs through better access to finance, inputs, and markets. Additionally, we promote organic kitchen gardens to encourage sustainable farming practices and work to build local capacities for managing vital water resources more effectively. These comprehensive interventions ensure long-term sustainability, financial growth, and food security for farming communities.

TNS India Foundation's portfolio includes two farmer livelihoods programs. These are the **Sustainable Mango Initiative (SMI)** in Gir Somnath, Gujarat, and the **Ankur Uday Program** in Nashik, Maharashtra.



Sustainable Mango Initiative (SMI)

Introduction

Gujarat has made progress in rural development, yet it still faces significant challenges, including high poverty rates, rural indebtedness, and widespread illiteracy. Agriculture plays a crucial role, employing a large portion of the population, but farmers encounter major obstacles such as low productivity, limited market access, and water scarcity, especially in the Gir Somnath district. Although ventures like Kesar mango plantations offer the potential for high returns—up to INR 2 lakhs per acre—erratic yields and insufficient profitability threaten the economic stability of farming households.

To tackle these issues, TNSIF launched the Sustainable Mango Initiative (SMI), supported by HDFC Parivartan in July 2020, covering 14 villages in Gir Somnath. This program aims to enhance rural livelihoods by improving mango farming practices, strengthening farmer institutions, and boosting market access and water resource management.

Achievements



1
DONOR



14
INTERVENTION VILLAGES



1
FPC ESTABLISHED



1
LOCATION



1621
BENEFICIARIES



1268
SHAREHOLDERS REGISTERED



1,20,79,260
ANNUAL TURNOVER of FPC
in 2023-24 (in INR)

Beneficiary Voices



Kanchanben Pravinbhai Lukka
Farmer

Kanchanben Pravinbhai Lukka, a 55-year-old resident of Rasulpara village in Talala, Gir Somnath District, has been a member of the Talala Gir Kesar Khedut Producer Company Limited (TGKKPCL) since September 2022. The Farmer Producer Company (FPC) has provided technical support through TNS India Foundation and financial backing from HDFC Bank Parivartan. As part of this initiative, Kanchanben received a vegetable seed kit that enabled her to establish a thriving kitchen garden.

With the seeds provided, Kanchanben planted a diverse array of seasonal vegetables in a 130-square-meter area. The seed kit included root,

creeper, and leafy vegetables such as okra, bitter gourd, ridge gourd, bottle gourd, cowpea, cluster bean, cucumber, coriander, fenugreek, palak, drumstick, brinjal, chili, tomato, cholai, and carrot. In addition to vegetables, she cultivated fruit plants including guava, papaya, sapota, banana, pomegranate, lemon, fig, and jamun. By adopting modern agricultural practices, Kanchanben successfully produced high-quality, pesticide-free vegetables.

Honoring a promise to her elder son, Jignesh, who works in Dubai, Kanchanben sent six types of vegetables—coriander, fenugreek, bottle gourd, cowpea, brinjal, and carrot—totaling around 3 kg. She also regularly supplies fresh vegetables to her younger son in Talala. This initiative has not only provided her family with nutritious food but has also reduced their daily expenses on vegetables. Kanchanben believes that promoting organic kitchen gardens is beneficial for household nutrition and empowers women farmers, reflecting her gratitude for the support she has received.



Prafful Kumar Chandra
Farmer

Prafful Kumar Chandra, a progressive farmer from Gundran village in Gir Somnath, Gujarat, faced challenges with his mango orchard, where trees were dying due to diseases and nutrient deficiencies. After hearing about TNS India Foundation's work in the area, Prafful connected with their team and received guidance from agronomist Mr. Akhilesh Kumar. The team diagnosed issues like mango malformation, nutrient deficiency, and pest infestations. Following their expert advice, Prafful implemented sustainable agricultural practices to protect and revitalize his orchard.

With 600 mango trees and 100 coconut trees on 13 bighas of land, Prafful saw his mango yields rise from 2,000 kg (worth ₹2,00,000) in 2022 to 4,400 kg (worth ₹3,11,000) in 2023. He now trusts the TNSIF team and Talala Gir Kesar Khedut Producer Company Limited for inputs and actively encourages fellow farmers to adopt these practices, contributing to the community's agricultural growth.



Vipulbhai Babubhai Bhalani
Farmer

Vipulbhai Babubhai Bhalani, a 40-year-old farmer from Talala in Gir Somnath district, has been cultivating Kesar mangoes on his 4.4-acre farm for seven years. However, climate change and rising agricultural input costs led to a decline in his yields, negatively impacting his income. Despite using various fertilizers and pesticides, he struggled to achieve desired results, compounded by substandard products sold at local agri-input shops.

Vipulbhai sought assistance from TNS India Foundation, receiving guidance on good agricultural practices, including nutrition and pest management. He switched to high-quality agri-inputs from the Talala Gir Kesar Khedut Producer Company Limited, leading to nearly a 50% reduction in costs and significant improvements in canopy growth, pest control, and overall orchard health. Vipulbhai is now very satisfied with the quality of inputs and the expert advisory services that have revitalized his Kesar mango farming.



Ankur Uday

Introduction

The Ankur Uday initiative, supported by Pernod Ricard India Foundation (PRIF), aims to uplift small and marginal farmers in the Dindori Block of Nashik by enhancing farmer capacity and promoting sustainable, regenerative agricultural value chains. The program focuses on building local institutions and strengthening agricultural practices to ensure long-term livelihood improvements for farmers. By promoting regenerative farming and supporting local governance structures, the initiative seeks to create a more sustainable and profitable agricultural system.

Additionally, the initiative addresses water sustainability by enhancing local water recharge capacity and making water resources more accessible. It also aims to improve socio-economic outcomes for women in the target villages by offering financial literacy and business skills training. The program connects women to relevant financial services and government schemes, empowering them to participate in and benefit from economic activities, thereby fostering community-wide development.

Achievements



1

DONOR



14

INTERVENTION VILLAGES



1805

WOMEN BENEFICIARIES



1345

SHAREHOLDERS REGISTERED



1

LOCATION



3992

BENEFICIARIES



1

FPC ESTABLISHED



2,05,16,543

ANNUAL TURNOVER of FPC
in 2023-24 (in INR)

Beneficiary Voices



Deepali Pawar
Farmer

Deepali Popatrao Pawar, a farmer from Pade village, has been cultivating her 12.5 acres for 20 years. Initially, she relied on chemical fertilizers, which degraded the soil, increased farming costs, and reduced crop yields. However, by cutting back on chemical inputs, Deepali has shifted to more sustainable farming practices. Encouraged by these results, she plans to expand her vermicompost beds and continue minimizing chemical usage.

Her transformation began after joining the Ankur-Uday Project, where she received 2 kg of earthworms to establish a vermicompost unit and started producing biofertilizers like Jeevan-Amrit. This intervention led to a significant 30% reduction

reduction in input costs and improved soil health, resulting in better plant growth and higher crop yields. Deepali is eager to inspire other farmers, especially women, to adopt vermicomposting and sustainable methods, contributing to a more environmentally friendly and productive farming community.



Narayan Shinde
Farmer

Narayan Jaywant Shinde, a farmer from Valkhed Village, Dindori Nashik, cultivates tomatoes and grapes on his 5-acre farm. For years, he relied heavily on pesticides and chemical fertilizers, unaware of their detrimental effects on soil health. As his costs increased, the degradation of his land became evident.

Narayan joined the Ankur-Uday Project, receiving training in regenerative agricultural practices. With support, he established vermicompost and Jeevamrut units, making his tomato plot a demo site for expert guidance. By adopting these practices along with improved techniques in land preparation, mulching, and pest management, Narayan reduced input costs

by 16% and increased his tomato yield by 8%, demonstrating the benefits of sustainable farming methods.



Vinayak Hire
Farmer

Vinayak Harichandra Hire, a farmer from Umrle Khurd, has transformed his 2.5-acre farm over the past two years with the support of Project Ankur-Uday. Before joining the initiative in July 2022, Vinayak struggled with declining yields due to chemical fertilizers and insufficient irrigation. However, with the project's assistance, he was able to set up a vermicompost unit, which significantly improved soil health and reduced his reliance on chemical inputs. In addition, scientific guidance on grape and tomato cultivation gave him the tools to improve his farming techniques, optimizing his yield and crop quality.

The project's support didn't stop there. Through the Shetisanjivini Agro Farmer Producer Company Limited (FPC), Vinayak gained access to quality agricultural inputs at reduced prices, such as mulching paper and flat-line drip pipes. These inputs were not only 10% cheaper but also superior in quality, which significantly improved the efficiency of his farming operations. Additionally, the rejuvenation of a local pond increased the water supply from his dugwell by 25%, ensuring more consistent and reliable irrigation throughout the year, even during drier periods.

His tomato plot was selected as a demonstration site for the project, where he actively shares his knowledge and experiences with fellow farmers, fostering a strong community of learning and innovation. By adopting these sustainable practices, Vinayak has not only reduced his farming costs but has also seen substantial improvements in crop quality and yield. This transformation has brought him great satisfaction, boosting both his productivity and long-term sustainability. His success has also inspired neighboring farmers to follow suit, strengthening the local agricultural ecosystem.



11

WOMEN ENTREPRENEURSHIP

India is set to become the world's third-largest economy by 2031, with entrepreneurship being a crucial driver of this growth. However, while Micro, Small, and Medium enterprises (MSME) globally face growth challenges, women-led businesses encounter additional structural and cultural barriers due to gender. These obstacles hinder access to necessary resources and support, making it difficult for women to build sustainable enterprises.

TNS India Foundation's entrepreneurship initiative tackles these challenges through a comprehensive mentoring program aimed at helping women break through social and cultural barriers while enhancing their entrepreneurial skills. We provide targeted skill training and technical assistance to foster business growth, improve market access, and build leadership capabilities necessary for effective team and business management. Additionally, we focus on increasing access to finance by assisting women in quantifying their financial needs, improving their creditworthiness, and navigating the often complex financial landscape. The program also includes networking opportunities, connecting women with industry experts and potential partners, further expanding their business horizons. This multifaceted approach not only empowers women entrepreneurs to thrive but also equips them to make significant contributions to India's economic development. By doing so, the initiative advances gender equity in business, creating a ripple effect that benefits entire communities.

TNS India Foundation introduced its one-year **Nano-Entrepreneurship** program in FY 2022-23 and reintroduced its second phase in FY 2023-24.



Nano-Entrepreneurship (Phase II)

Introduction

India's micro, small, and medium enterprises (MSME) sector plays a vital role in the country's economy, contributing 37.54% to the GDP and employing nearly 110 million people across 63 million enterprises. However, the sector's potential is limited by the underrepresentation of women in leadership roles, who face challenges such as restricted access to capital, markets, and networks. These barriers often prevent women from scaling their businesses and competing in larger markets. Empowering women with the necessary resources and support is essential for fostering greater diversity and driving sustained economic growth within the MSME sector.

To address these challenges, the second phase of the Nano-Entrepreneurship program, supported by Moody's Analytics, was launched in July 2023. The initiative aims to empower women entrepreneurs by overcoming barriers and providing resources, helping them build sustainable businesses. This strengthens the economic resilience of women, their families, and communities.

Achievements



1

DONOR



1

LOCATION



64

BENEFICIARIES



100%

WOMEN BENEFICIARIES

Case Stories

	<p>MANJULA R. Food Retailer Hunsmahalli, Bangalore</p>
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Manjula R, from Hunsmahalli on the outskirts of Bangalore, transitioned from being a physiotherapist to an entrepreneur after a spinal injury changed her career path. Determined to build something meaningful, she started her business producing nutritious snacks and homemade millet mixtures, focusing on healthy, whole foods. Initially, her products were sold in loose packets with no formal labeling or branding, which limited her market potential and outreach.

After joining the TNS India Foundation program, Madhushree learned vital business strategies, including packaging, branding, and marketing. She revamped her approach, packaging her products in bottles with elegant labeling and professional branding. This transformation led to a significant increase in sales, export orders, and partnerships with local stores to sell her products. Her dedication to attending all sessions and applying newly acquired skills earned her the 'Champion Award' at the program's graduation ceremony. Madhushree's story is a powerful testament to how resilience, combined with professional guidance, can transform a simple idea into a thriving business, offering her newfound independence and success.

	<p>CHAYA Food Retailer Thanisandra, Bangalore</p>
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Chaya from Thanisandra, Bangalore, faced hardships after losing her husband. To support her family and children's education, she took up part-time cooking jobs and started making chutney powders, like flaxseed and peanut mixes. Initially, her products were sold informally without proper packaging or licensing.

With support from the WEP team and workshop insights, Chaya revamped her business by introducing brown Kraft pouches with clear labels and obtaining an FSSAI license, enhancing her credibility and customer trust. This upgrade doubled her repeat customers. Now, Chaya sells her products through referrals, exhibitions, and apartment complexes, significantly expanding her business and boosting her confidence.

	<p>MAHADEVI Jewelry Retailer Doddagubbi, Bangalore</p>
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Mahadevi, a small business owner from Doddagubbi, Bangalore, started selling jewelry from North Karnataka to support her children's education. Initially, her business was limited to her local neighborhood. After joining the TNS India Foundation program, she gained the confidence to explore new opportunities, leading to a 50% increase in sales and clientele by showcasing her products at exhibitions.

Motivated by her success, Mahadevi is expanding her product range to include items from Kerala and is searching for a location to open a small store. Her determination was recognized with the 'Champion Award' from TNSIF. Mahadevi's journey highlights how skill development and confidence-building can transform a business and future.



12

PROGRAM STAKEHOLDERS

At TNS India Foundation, it is our constant endeavour to create value for our critical stakeholder groups across youth skilling & employability, agriculture, and women entrepreneurship programs. This section is dedicated to all these stakeholders whose continual support and engagement with our programs have not only helped forge strong relationships but have also created lasting impact for our primary beneficiaries including students, farmers, and entrepreneurs.

The stakeholders that are covered in this section are:

1. Donors
2. Colleges
3. Employers
4. Directors of Farmer Producer Companies
5. Panchayat Representatives

Donor Testimonials

“ At Capgemini, we are committed to driving positive social impact and our partnership with TNS India Foundation has been an exceptional experience in this respect. Their dedication to empowering individuals through intensive, market aligned skills training aligns with Capgemini’s mission to empower and transform lives through skill building.

The program has impacted scores of youth who have become role models in their communities to drive the cause further. Supporting TNS India Foundation has been an investment in driving sustainable transformation through skills building , and we are proud to contribute to their mission of creating opportunities for all.

Anurag Pratap
*Corporate Social Responsibility leader
Capgemini*



“ Lenovo is committed to empowering communities through STEM education and technology. By partnering with TNS India Foundation we aim to create opportunities for underrepresented populations to access high-quality STEM learning. This long-term strategic partnership not only aligns with our mission to provide smarter technology for all but also helps build a future-ready workforce equipped with essential skills to tackle global challenges.

We are proud to support initiatives that inspire young minds and drive innovation, ensuring a diverse and inclusive pipeline of future leaders.

Pratima Harite
*Head, Asia Pacific Corporate Citizenship
Lenovo Corporate Marketing Group*



“ We, at PRIF are super proud of our partnership with TNSIF. It has been a profoundly rich experience since past three years of going pillar to strength working in rural areas of Nashik, Maharashtra. The work on water conservation, sustainable agriculture, augmenting farmer’s income through FPO, & empowering women has really shown positive social impact on the ground. We congratulate TNSIF and wish them the very best to excel in excellence.

Garima Khera
*Program Assistant
Pernod Ricard India Foundation*



College Testimonials



Dr. Vanita Malik
Shankar Narayan College of Arts and Commerce, Mumbai

“ For the past seven years, TNS India Foundation's Campus to Corporate Careers Program has been a vital part of Shankar Narayan College of Arts and Commerce, consistently delivering high-quality employability skills training and facilitating placements in the formal sector.

The program's strong commitment to student success is exemplified by the establishment of a dedicated satellite center within the college. This center focuses on providing digital literacy training to students from economically disadvantaged backgrounds, highlighting the program's emphasis on inclusivity, empowerment, and equal opportunity for all students.

”



Jyoti Mhaske
METs Institute of Technology, Nashik

“ The training the TNS India Foundation provided to our female students has effectively prepared them for the industry. Thanks to this training, my students are now equipped with essential soft skills, and their apprehension about facing interviews has significantly diminished. Previously, they used to seek guidance from me before interviews.

However, they confidently attend interviews independently, without fear after the training. The campus placement drive organised by the TNS India Foundation has remarkably improved the placement rates across all branches. This is a notable improvement from previous years where only students from specific branches were placed.

”



Kishor Sirsat
Government Industrial Training Institute, Satpur

“ Typically, students from my institute hail from rural areas and often lack confidence in facing interviews due to communication skills. However, after undergoing training conducted by TNFIF, their overall persona has significantly developed, with noticeable improvements in communication and confidence levels.

Recently, we sent a few students to a placement drive in Ahmednagar, where they all secured apprenticeship positions. This success underscores the effectiveness of TNIF's training programs in empowering students from diverse backgrounds.

”



Mr. Azhagananthan
Government ITI, Mettuapalayam

“ The feedback from students regarding the TNSIF training has been overwhelmingly positive. Students appreciate the practical relevance of the sessions and the hands-on approach to learning, and highlighted how these training sessions bridge the gap between theoretical knowledge and practical application.

I believe this training has made them more proactive in communication, helping them secure job opportunities. I've never seen students so eager for extra classes after regular college hours.

Though extra classes were beyond the regular schedule, students attended with full attention. While TNSIF training may not directly affect placements, it has attracted more companies to campus and motivated students to seize these opportunities.

”

College Testimonials

“

It gives me immense pleasure to write this testimonial for TNS India Foundation. Our college collaborated with TNSIF for the Soft Skill Development program for our final year students and this proved to be a fantastic learning opportunity for all students. The students who completed the training were also granted campus placements.

The organization is very professional and has a clear understanding of the needs of students as per the industry requirements. The curriculum was meticulously constructed, emphasizing critical abilities such as communication, teamwork, problem-solving, and leadership. Our students not only gained practical skills but also increased their confidence and working in teams. All the trainers of TNS were knowledgeable, experienced and had abilities to connect with the students, making the sessions both enjoyable and informative.

The best part of this entire program was that the participant students were offered placements in various reputed corporates including Axis Bank, IDBI Bank, Hitachi, HDB Financial Services, Mahindra Business Solutions (Catalyst) to name a few. On behalf of the college I really Thank you, TNS India Foundation, for your dedication and the positive impact you've made on our students!

”



Dr. Sachin Bhandarkar

*Assistant Professor
Vivekanand College of Arts, Science and
Commerce (Autonomous),
Chembur, Mumbai*

“

I'm pleased to share my 4 years' experience with the TNSIF team and their pivotal role in the Capgemini CSR Program. TNSIF has provided an invaluable opportunity to train our underprivileged students for 400 hours in Java Full Stack development, including more than eight Capstone projects. This extensive training has significantly enhanced their technical skills and employability.

TNSIF has also been instrumental in establishing the Capgemini Digital Academy at our DBIT campus, offering an exceptional learning environment for our students. Their recruitment assistance has been crucial in securing placements for many of our graduates at Capgemini and other esteemed companies, enabling them to embark on successful professional journeys.

In light of this positive support, we wholeheartedly recommend TNSIF for technical training and recruitment assistance. We express our sincere thanks and gratitude to TNSIF for their unwavering commitment to empowering our students and making a significant impact in our community.

”



Prof. Somashekar

*Training and Placement Officer,
Don Bosco Institute of Technology*

Employer Testimonials



Ms. Nikita Kagutkar

HR

Aditya Birla Health Insurance

“ The TNSIF team has been instrumental in providing outstanding recruitment support to our organization. The candidates placed in Direct Marketing, Agency Tied Sales, and Telesales roles have proven to be valuable assets, contributing significantly to our success.

With our operations spanning multiple locations and channels across Mumbai, the recruitment assistance from TNSIF has been crucial. The team's deep understanding of our hiring criteria, coupled with the high caliber of candidates provided, has been especially impressive.

Given this positive experience, we have recommended TNSIF for campus recruitment within our department and will continue to refer their services to colleagues across the organization. We extend our sincere thanks to the TNSIF team for their exceptional support.

”



Mr. Harshad Dhodi

HR, Aarti Drugs Ltd

“ I want to express my gratitude for the outstanding Career Fest organized by TNS India Foundation. The event was well-structured and offered invaluable opportunities for students and young professionals. From insightful workshops to engaging panel discussions, every element was designed to empower attendees with the skills needed to succeed in today's competitive job market.

I was impressed by the diversity of industries represented and the personalized guidance from mentors. It was inspiring to see participants leave with renewed confidence and clear pathways for their futures. Thank you for your commitment to

career development and the positive impact you've made in the community. I look forward to seeing how TNS India Foundation continues to shape many careers.

”



G.R.Papitha

HR

Yamaha Music India Pvt. Ltd.

“ It's my immense pleasure to be a part young talent to start their career and achieve their dreams. Candidates hired through TNSIF are disciplined, career-oriented and keen to learn & grow. Even before joining with us, all the candidates are well oriented about the company's culture and ethics.

This is helpful for us to place them in the right place to work. Candidates also taking efforts to show their contribution to the work. It boosts up employee's morale and help them stay motivated towards their work which ultimately fosters good results.

We are happy to hire more candidates from them now and also in the future. Thank you for your support.

”



Mr. Pavithran Sakthivel

HR Executive

Lenovo India PVT LTD

“ The students are well knowledgeable and very much interested in learning things quickly. Pre-placement training helps us very much to understand the potential of the students and to understand the place of deployment. They are very punctual and Professional in their work and so flexible in handling shifts and delivering their full efforts in product outputs. We can see your efforts and involvement in students' output, thanks.

”

FPC Director Testimonials



Bipinbhai Amrutbai Kapuriya
Chairman, Talala-Gir FPC

“

TNS India Foundation helped us establish Talala Gir Kesar Khedut Producer Company, which was formed in May 2021. They helped us organize village-level informal institutions, connect farmers, and generate demand for collective purchases. They also trained four people to operate FPC and use simple technology for bookkeeping and stock management due to this we easily manage the sales and payments etc which we understand.

After the exit of TNS India Foundation on Jan-24, we managed all business operations and serve our member farmers and other farmers. Before this, we formed 2-3 FPC but were not functioning due to a lack of vision and system and process in the FPC. I am very thankful to TNS India Foundation for this excellent work.

”



Navnath Shantaram Nathe
Director, Shetisanjivani Agro FPC

“

I'm proud of the strides we've made since the establishment of Shetisanjivani Agro FPC on December 12, 2022. TNSIF team's support has been instrumental in achieving our vision of enhancing farmers' incomes, improving market access, and promoting better agricultural practices.

They guided us through every step, from raising awareness in village-level meetings to adding shareholders and providing continuous advisory services. Their efforts in capacity-building for our Board of Directors and offering regular training on business development and compliance were invaluable. In FY 2023-24, the FPC has achieved a turnover of INR 2.05 Crore.

Looking ahead, we feel confident in our ability to run the FPC independently. I extend my heartfelt gratitude to the TNSIF team for their unwavering support and guidance, which have been crucial in our journey toward self-reliance and sustainability.

”

Panchayat Representative Testimonials



Manisha Sandip Charoskar
*Sarpanch, Nilwandi Gram Panchayat
Nashik, Maharashtra*

“

Working with the TNSIF team has been an enriching experience for our village. They provided invaluable support throughout the pond rejuvenation process, handling everything from technical analysis to execution.

Their meticulous approach included a detailed assessment of the pond's condition and careful selection of a qualified vendor, with thorough background verification to ensure the quality of work. Additionally, they hired a local resource to oversee the project, fostering community engagement and ensuring on-ground efficiency. The benefits of this rejuvenation have been significant.

Previously, the pond would dry up by October due to leakage, but now it retains water until the end of February. This has greatly enhanced the village's water harvesting capacity, providing much-needed resources for grape and wheat cultivation. Furthermore, it ensures that livestock grazing near the pond have a consistent water source. To ensure long-term sustainability, TNSIF has established a Water User Committee responsible for the pond's maintenance. This committee meets quarterly to discuss and manage ongoing upkeep, ensuring that the pond continues to benefit the village for years to come. TNSIF's support has been crucial in creating a lasting impact on our community.

”



Mrs. Neetaben Bhaveshbhai Bhanderi
*Sarpanch, Jasapur village,
Gir-Somnath, Gujarat*

“

I would like to express my heartfelt gratitude to TNS India Foundation for the incredible work they have done in our village over the past three years. Their dedication, particularly in the rejuvenation of natural resources, has truly transformed Jasapur.

One of the major initiatives was the desilting of check dams in our village, a collaborative effort between TNSIF, the farmers, and the Jasapur Grampanchayat. The removal of silt from the check dam has been a game changer, with the silt being applied to orchards and used for creating farm roads and common areas. This has not only increased the dam's storage capacity but has also significantly recharged groundwater levels in nearby wells and borewells. As a result, our farmers have greatly benefited from improved irrigation in their orchards.

The formation of the Farmers' Producer Company is another noteworthy initiative that has empowered local farmers and fostered sustainability in the community. The work done by TNSIF has been nothing short of amazing, and we are committed to sustaining these efforts by working together as a community.

In the future, if TNSIF is willing to adopt Jasapur for further development, we would welcome them with open arms. On behalf of the entire village, I thank TNSIF for their tireless efforts through the SMI Program, which has brought real, lasting change to our farmers

”



13

SUPPORT FUNCTIONS of TNS INDIA FOUNDATION

The relentless efforts made by our program teams in delivering wider beneficiary outreach and quality interventions is well-acknowledged. However, the back-end teams of TNS India Foundation also deserve a special mention as these organizational support functions have worked tirelessly to create the enabling environment for all the employees amidst organizational scale-up and diversification.

These support functions include:

1. **Human Resource and Administration**
2. **Monitoring & Evaluation**
3. **Training Quality**
4. **Finance**

Human Resource Initiatives



Frida Dias

Associate Director - Human Resource & Administration

“ At TNS India Foundation, we believe that our people are our greatest asset. Through a culture of inclusion, continuous learning, and recognition, we strive to create an environment where every team member can grow and thrive. Our commitment to employee well-being is reflected in initiatives such as leadership development, coaching, and mentoring, alongside a strong focus on work-life balance. ”

TNS India Foundation (TNSIF) places a great emphasis on having an inclusive environment where every member, regardless of their background or role, can thrive and reach their highest potential. Human capital, in this sense, is the cornerstone of our growth. The organization is committed to maximizing human potential by ensuring equity, building a sense of belongingness, and valuing & leveraging the uniqueness of each individual.



1 Ensuring Staff Retention

We offer numerous opportunities for continuous learning, ensuring our employees can learn and relearn to maximise the value they create for themselves and our beneficiaries. Our supportive and engaging work environment helps our employees in maintaining a positive work-life balance (reported by 80% of our employees in an internal survey) that itself shows in high retention rates.

2 Instituting Rewards & Recognition

We have established clear growth paths to support the development and retention of high-performing staff. These initiatives recognize and reward talent by offering structured career options, new roles, and responsibilities, ensuring ongoing challenges and motivation. This strengthens individual growth and enhances organizational capacity for long-term impact.

3 Charting Career Growth Paths for High-performers

Our half-yearly Rewards and Recognition program celebrates the outstanding efforts of our employees. We also feature appreciation notes in our monthly newsletters, highlighting individual and team achievements. These initiatives foster a culture of recognition, boosting morale and encouraging continued excellence across the organization.

4 Institutionalizing an Unplugged Team

We created an 'Unplugged Team' to lead cultural activities and engage employees beyond work. The team organizes vibrant, inclusive events celebrating festivals like Diwali and Christmas, fostering community, promoting cultural diversity, and enhancing employee engagement and workplace positivity.

5 Conducting HR Connects & Exit Interviews

Our commitment to inclusion is reflected in the HR Connect initiative, which allows employees to voice concerns, share feedback, and connect with HR. Through the Employee Satisfaction Survey (ESS), we regularly gather input to shape workplace culture based on employee needs. Exit interviews further provide insights into areas of improvement, helping us refine HR policies, enhance the work environment, and address challenges that may lead to employee attrition.

6 Maintaining a Positive Gender Balance

Our commitment to gender equity, beyond being a symbolic gesture, is strategically communicated through leadership compositions where 78% of our leadership and 60% of the board positions are held by women leaders. Moreover, our workforce comprises 54% women. This "practice-what-you-preach" approach is a deliberate strategy to foster a culture that mirrors the organization's values.

7 Channelizing Effective Communication Across the Organization

TNSIF's success is rooted in clear communication of strategy, values, and goals. Structured channels like quarterly Managers' Meetings, monthly EXCOM meetings, and Town Hall events provide platforms for sharing experiences and strategic insights. These forums ensure diverse perspectives contribute to the organization's ongoing strategic dialogue.

8 Implementing PoSH Policy

To ensure a safe and inclusive work environment, we have implemented the Prevention of Sexual Harassment (PoSH) policy, providing clear guidelines to prevent and address harassment. Since October 2023, we've intensified efforts with PoSH training and awareness activities, ensuring all employees are informed of their rights and responsibilities.

9 Establishing a Grievance Committee

To foster a supportive and transparent work environment, we have established a Grievance Committee to address employee concerns. This dedicated committee serves as a formal platform for employees to raise any issues or grievances related to workplace conditions, ensuring that they are handled with fairness, confidentiality, and impartiality. By providing this structured approach, we aim to promote a culture of openness and trust, where employees feel heard and supported in resolving any challenges they may face.

10 Implementing a HRIS (Human Resource Information System)

Until 2023, TNSIF's employee records, including attendance, leaves, payroll etc. were managed on platforms by different teams located across the country. This posed certain challenges in collating employee data effectively. Owing to these reasons, in January 2024, TNSIF transitioned to Zoho People with all employee data recorded seamlessly and accurately on the platform, making it easier to store, manage, and analyze this data.

11 Being Certified a Great Place to Work



In February 2024, our organization was certified as a 'Great Place to Work,' a globally recognized standard of excellence in workplace culture. This certification reflects our efforts to create an inclusive, supportive, and engaging environment where employees feel valued. Based on anonymous employee feedback, the recognition highlights three strengths:

- **Fair Compensation:** Employees feel they are paid fairly for their work.
- **Work-life Balance:** Strong encouragement for balancing work and personal life.
- **Approachable Leadership:** Management is approachable and fosters open communication and trust.



Employees' Speak



Subhro Chakraborty
Director - Programs

“

I have been with TNS India Foundation for about 7 years, in two stints. The current one is over 4.5 years. In my current role as Director of Programs, I manage employability skilling in technology (C2TC), and entrepreneurship. I value the respectful collaboration within our team, the autonomy to explore impactful ideas, and the satisfaction from the impact of our work.

In 2023-24, our organization united to showcase diversity and foster connections, creating new opportunities. I envision TNSIF as a trusted partner, as a leader in our areas of work, and as a source of inspiration for team members to contribute to this vision.

”

“

Returning to work after a career break can be challenging, often leading to feelings of imposter syndrome. However, at TNS India Foundation, my experience during the break was valued, which boosted my confidence.

The organization's supportive environment respected both personal and professional commitments, fostering a sense of belonging and ownership. This supportive culture, particularly for women returning to work, makes TNS India Foundation truly “A Great Place To Work.”

”



Kirti Chaturvedi
Associate Director -
Programs (C2IC, C2C)



Vikas B O

Manager - Technical Training & Curriculum Development

“

My 4 years and 4 months at TNSIF have been transformative for my personal and professional growth. Starting as a Lead Technical Specialist, I advanced to Manager Technical, leading a team of 21. A significant milestone was managing the C2TC program, which expanded from one to five projects, thanks to my team's dedication and support from leadership.

Key factors in my journey include transparency, work-life balance, and collaboration, which helped build strong inter-team relationships. TNSIF's focus on employee development and a supportive environment allowed me to take on new initiatives and enhance my problem-solving skills.

”



Priyanka Singh

Assistant Manager - C2IC Program

“

I joined TNS India Foundation in 2019 as a Soft Skills Trainer and progressed to Assistant Program Manager, managing key projects. My notable achievement was leading the C2IC PRIF Nashik project, which won "Project of the Year" in 2023-24, empowering 752 young women. Over five years, I've gained valuable experience and leadership skills through various projects.

The support from my managers has been crucial to my development. Under Managing Director Rupa Bohra, TNS India Foundation has significantly grown, and I look forward to contributing to its mission as it aims to become a 500+ employee organization.

”

“

Since joining TNS India Foundation in January 2017 as a training specialist and now a senior manager, I have experienced significant personal and professional growth. I've seen the organization expand with the help of a strong team, leading the C2IC program and hosting a career fest that successfully placed over 300 students.

My development has been shaped by integrity and collaboration, leading me from trainer to manager. Working with diverse teams highlighted the value of differing opinions and support. I strive to provide mentorship and uphold core values in my journey at TNSIF.

”



Neha Anand

Senior Manager - C2C & C2IC Programs

“

Since joining TNSIF in 2019, I progressed from a soft skills trainer to Manager of Corporate Linkages, overseeing the "Campus to Tech-enabled Financial Careers" program across six locations. With support from MD Rupa Bohra, I achieved significant growth and successfully placed 4,106 students in FY 2023-24 through partnerships with companies like Deloitte.

TNSIF's values inspire me to contribute my best. Moving forward, I aim to mentor others and support the organization's expansion.

”



Diliaca Rodricks

Manager - Corporate Linkages

Monitoring & Evaluation



Tanvi Sahni

Associate Director, Monitoring & Evaluation

“The significant strides that we have made in the M&E function in the past 1.5 years are incredible, thanks to the team and the direction that I consistently get from Rupa and my peers. The best part is that the role of data is acknowledged at all levels in TNSIF. As a team lead, I endeavor everyday to deliver value through data for our internal & external stakeholders across skilling, agriculture, and entrepreneurship programs.”

M&E Function's Growth

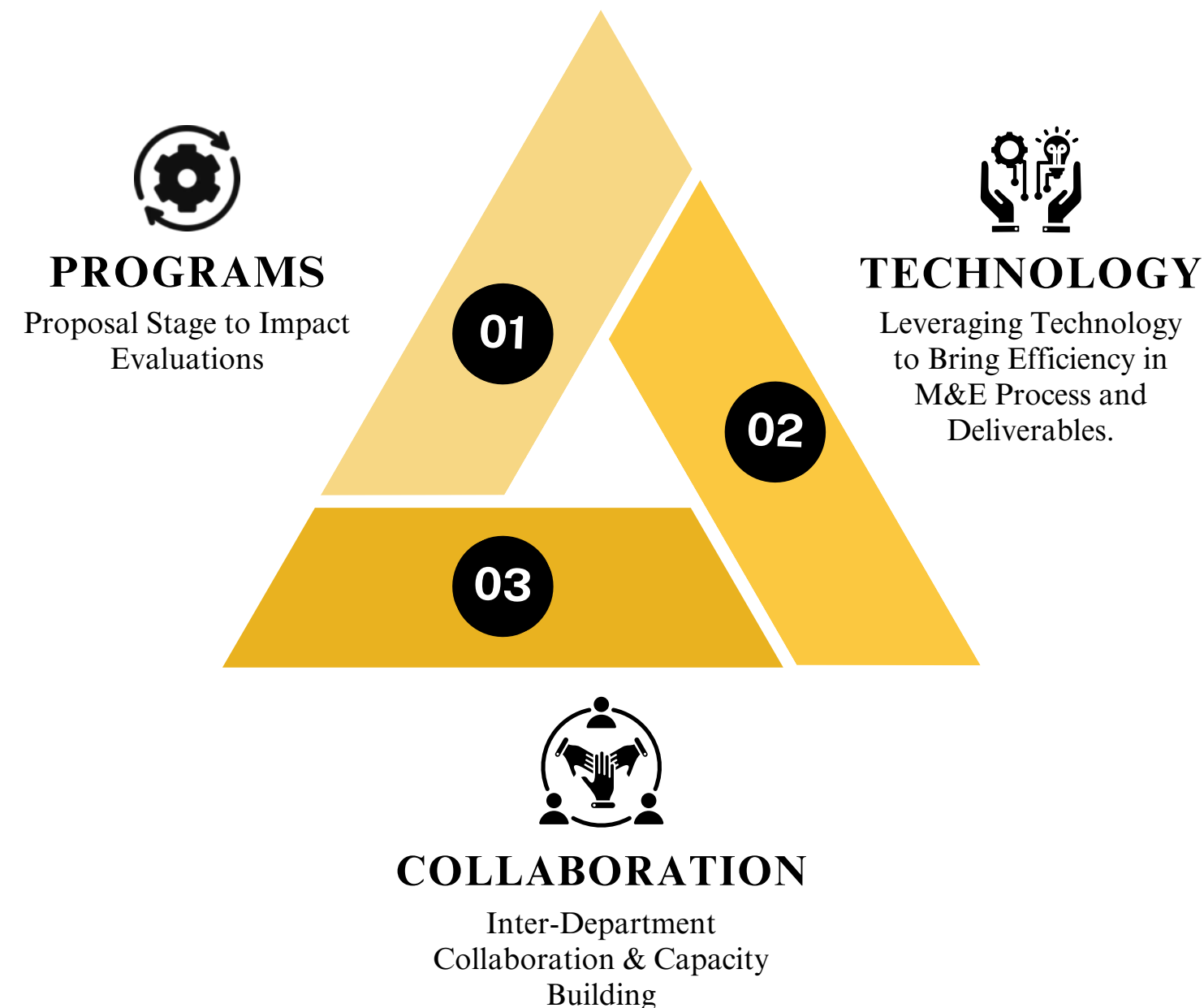
In April 2022, TNSIF began with a single member in the M&E function. The team has since then grown to nine team members with strong skills in data management, data governance, intervention process monitoring and impact evaluation. The combined experience of the team is 47.2 years, with one Associate Director, two Assistant Managers, two Senior Associates, two Associates, and two Monitoring Executives, each with defined roles and responsibilities.

M&E Function as Data Custodians

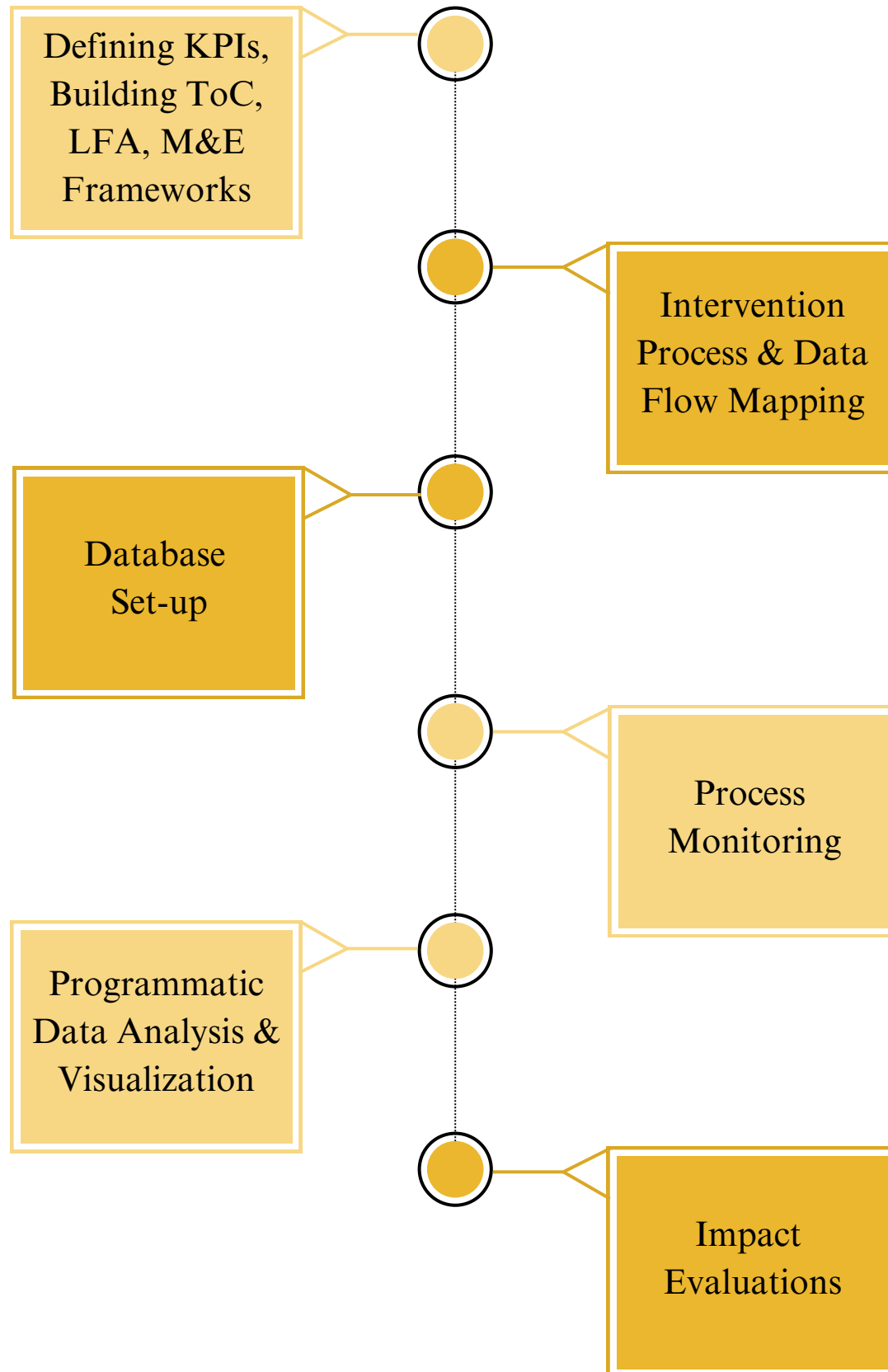
The M&E function at TNSIF is the organizational data custodian and acts as a critical internal auditor for monitoring program processes and impact. This function hand-holds the programs in developing their process documents for data management. Also, this team enables data-backed decisions and action in our programs by delivering focused analysis through program-level and organizational-level dashboards. This team is also the custodian of organizational data for all closed and active programs. Also tasked with development of organizational policies that have an implication on data, this team holds responsibility and significance that goes over and beyond the direct interventions.

We are consciously investing in this function given the growing demand of our donors and programs for data, impact, and research.

M&E Function's Engagement



01 M&E Function's Engagement with Programs



02 Use of Technology

We consciously leverage technology to bring efficiency in our M&E process and deliverables.

- **Salesforce Implementation**

- **Survey Tools**

Tools like **CSPRO**, **KoboTool**, and **Google Forms** enable us to streamline data collection processes across multiple interventions and ensure real-time updates.

- **Visualization Tools**

Looker Studio and **Microsoft Visio** help us create dynamic, interactive dashboards and flowcharts to enhance data visualization and improve decision-making.

- **Use of AI**

AI-driven **analytics** and **visualization** tools allow us to extract deeper insights from data, enabling predictive analysis and more targeted interventions.

03 Inter-Departmental Collaboration & Capacity Building

The M&E team hosts the training sessions for the internal stakeholders like trainers/ field executive, program data associates on managing, using, and presenting data. Additionally, the team also collaborates with internal functions like Training Quality to deliver the requirement-based analytics for the Quality team.

Training Quality



Shaminder Kour

Associate Director - Curriculum & Training Quality

“If last 11 months has taught us something it’s that the pursuit of quality is relentless and perpetual. From creating a tool, to orienting all stakeholders on the tool, to assembling a team of evaluators through a stringent process of tool calibrations and assessments, we not only figured what worked, but also what didn’t work for either our stakeholders or the quality team. This year, our quest is to gather as much trainer evaluation data as possible to observe and recognize the impact our intervention has on student behaviour which includes parameters like class attendance, class engagement, and class graduation.”

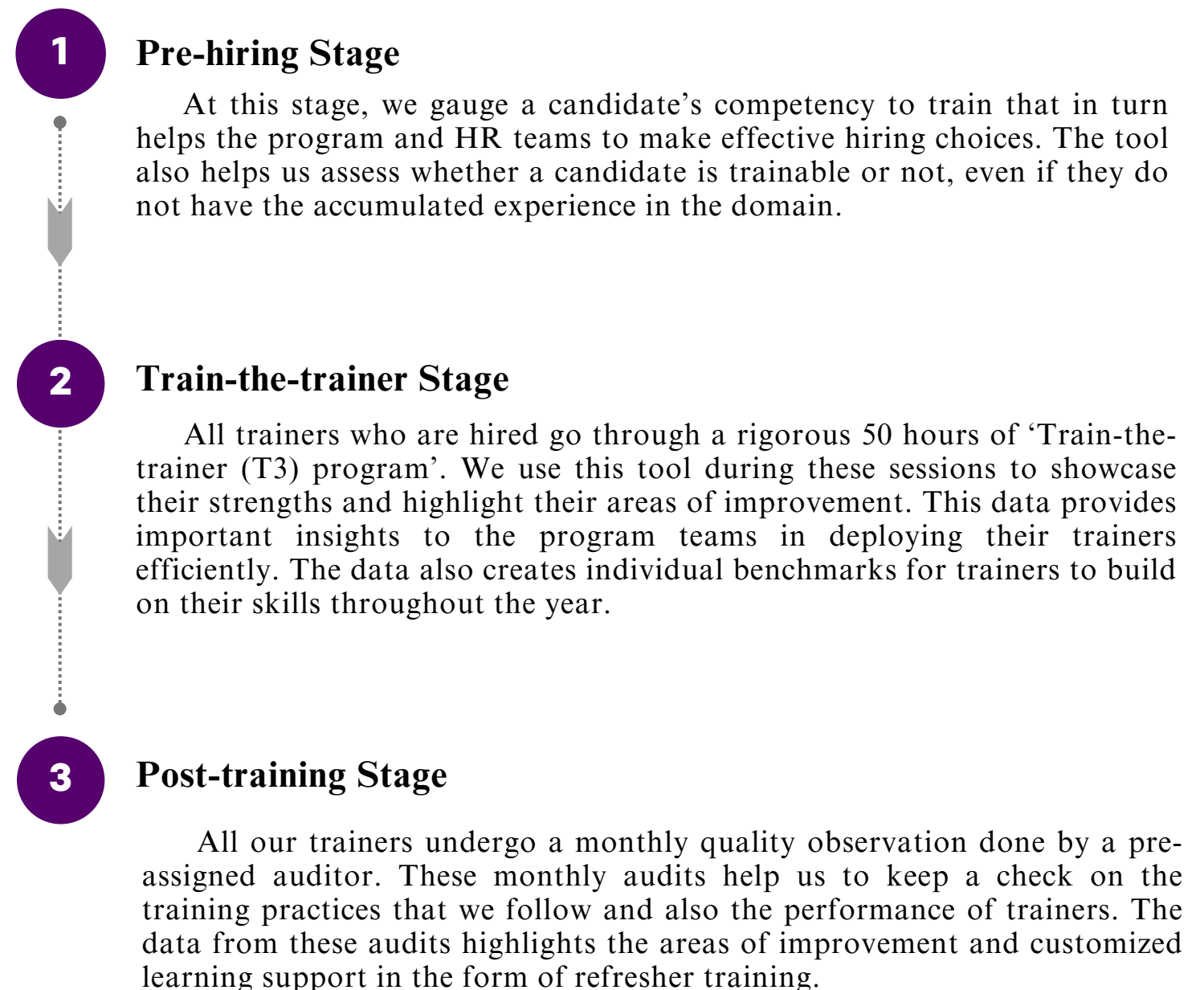
Our commitment to providing continuous support and learning opportunities to our trainers is at the core of our training quality program. We create and customize content based on the donor requirements while keeping it learner-centric. We train the trainers who are responsible for delivering the content to our beneficiaries readying them for future employment. Our training programs use various modalities like classroom training, virtual classrooms, blended training, and self-paced training to engage our learners. We also monitor the quality of our training delivery, facilitation skills, and student engagement across programs.

Objective of Training Quality

The need for training quality as a separate function arose some time last year. The reason being that our programs were growing and we had to have a large team of trainers that were well equipped to provide the same standard and quality of training to our beneficiaries across different programs and geographies.

Training Quality Assessment Through an In-house Observation Tool

- The tool allows us to score trainers on standard training parameters and provide an accurate and objective assessment of their training delivery skills.
- We follow a multi-pronged approach to apply this tool at three important junctures: a) Pre-hiring stage; b) Train-the-trainer stage; and c) Post-training stage of the learning cycle.



Finance Initiatives



Reshma Bhatkar

Director - Finance, Legal & Compliance

“By embracing the challenges and fostering a culture of adaptability, we've not only safeguarded our company's financial health but positioned ourselves for sustainable growth. Efficient systems and processes are the backbone of financial success.”



Extensive Internal Audit Process

An extensive internal audit process is a comprehensive review of an organization's operations, controls, and compliance. The main objective is to evaluate the efficiency and effectiveness of organization processes, the accuracy of financial records, and adherence to applicable laws and regulations.

This comprehensive audit process ensured that TNSIF is operating effectively, efficiently, and in compliance with relevant regulations and standards, while also providing valuable insights on risk management. As a result of this internal audit, following outcomes were achieved.

- An Internal control system was set up along with updating the Finance Policy, Development of SoPs, Setting up of improvised payment systems, and development of trackers to capture regular progress.
- We paid no penalty to statutory authorities as all compliances have been adhered to in a timely manner.

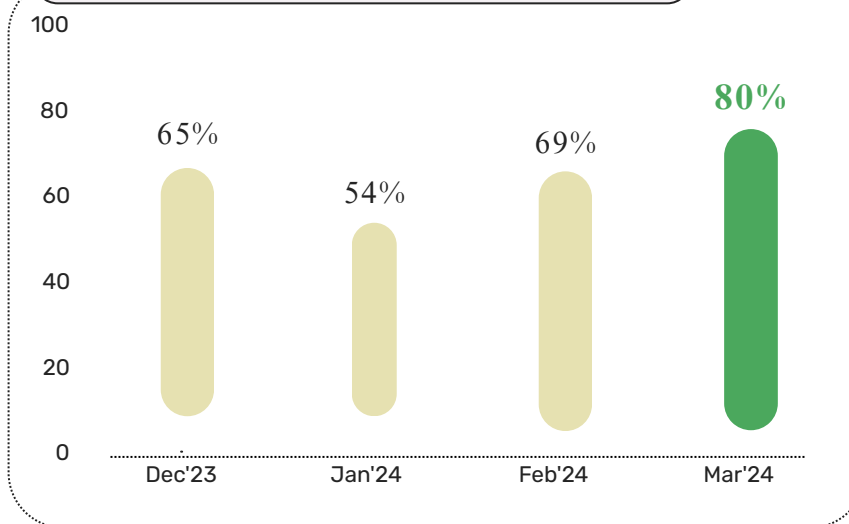


Automation of Expense Reimbursements & Timesheets

With 170+ employees, managing the expenses and timesheets in offline platforms was cumbersome and time-consuming for the entire organization. However, we implemented Zoho People in Jan 2024 to efficiently manage this crucial employee data and booking process.

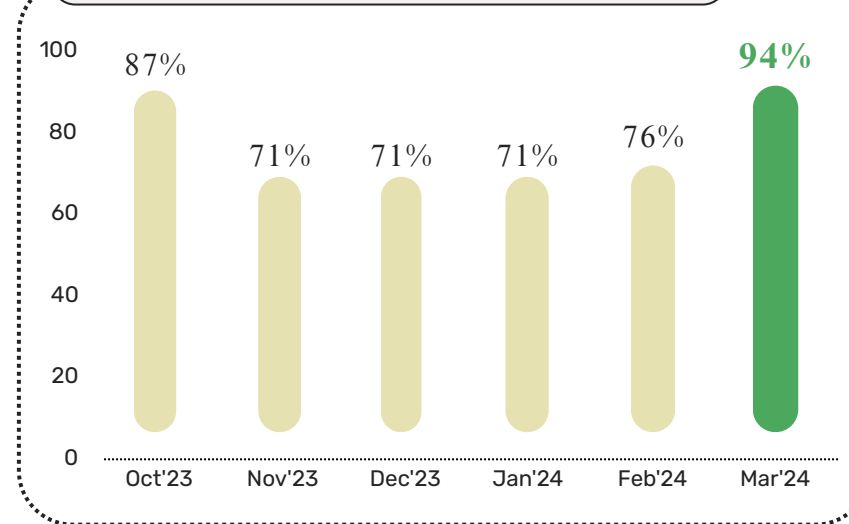
This technology integration has helped streamline the process of managing employee expenses, accurate recording of time by employees, time recording by project wise, reduction of e human error, improvement in transparency and improve the overall efficiency of financial operations.

Timely Submission of Original Invoices



The timely submission of original invoices improved from 65% in December 2023 to **80%** in March 2024, despite a dip to 54% in January and a recovery to 69% in February.

Error Free Monthly Expense Reimbursement



The error-free monthly expense reimbursements fluctuated from 87% in October 2023, dropped to 71% from November to January, improved to 76% in February, and eventually peaked at **94%** in March 2024.

14 AWARDS & RECOGNITIONS

GuideStar India Certification

In October 2022, TNS India Foundation received the prestigious ‘GuideStar India Gold’ certificate for financial stewardship, a recognition that will remain valid until March 2024. This distinguished certification recognizes Indian NGOs that excel in transparency and accountability in their financial practices. GuideStar India, a prominent platform offering verified information on non-profits, helps donors and stakeholders make informed decisions. This accolade highlights TNS India Foundation's commitment to responsible financial management, boosting its credibility and trust within the donor community. It reinforces the organization's dedication to maintaining high standards of financial integrity while advancing its mission to uplift marginalized communities.



Empowering Youth in the Area of Skill Development



In August 2023, Lenovo India and TNS India Foundation's Future Skills Program (FSP) received the CSR Times award for Empowering Youth in Skill Development. Presented on August 21, 2023, in New Delhi, the award highlighted FSP's significant role in equipping young people with essential workforce skills. The theme, “Role of CSR in Nation Building,” underscores the program's impact in transforming lives through industry-relevant training and boosting employability. This recognition reaffirms Lenovo India and TNS India Foundation's commitment to addressing India's skill gap and promoting sustainable development, demonstrating the vital role of corporate social responsibility in fostering an inclusive and skilled workforce.

Best CSR Partner in Skills Development 2023

In January 2024, Capgemini India honored TNS India Foundation (TNSIF) as the ‘Best CSR Partner in Skills Development 2023’ during a prestigious event in Kolkata. This award highlights the robust partnership between Capgemini and TNSIF in advancing skill development initiatives for youth across India. Through industry-relevant training programs, TNSIF has empowered thousands of young individuals, enhancing their employability and enabling them to thrive in a rapidly evolving job market.



The recognition underscores TNSIF's unwavering commitment to bridging the skill gap and fostering inclusive growth within underserved communities. It reflects not only the effectiveness of their collaborative efforts but also their shared vision of creating lasting, positive change through corporate social responsibility initiatives. By working together, Capgemini and TNSIF are driving sustainable development and uplifting communities, ensuring that young people are equipped with the skills needed for future success. This partnership serves as a model for impactful corporate engagement in social development, inspiring other organizations to contribute meaningfully to society.

Great Place to Work

We are proud to have earned the Great Place to Work Certification in February 2024, a reflection of our commitment to building a positive and inclusive work environment. This certification is a testament to our collective efforts in fostering a culture of trust, collaboration, and employee well-being. It recognizes the strong sense of belonging and support within our organization, underscoring our dedication to empowering our people and creating a workplace where everyone can thrive. We continuously strive to enhance our work culture by promoting open communication and encouraging professional growth. This achievement inspires us to maintain our focus on employee satisfaction and development. As we move forward, we remain committed to upholding the values that make our organization a great place to work.



15 MEDIA PRESENCE & SOCIAL MEDIA ENGAGEMENT

Digital Skills: The New Currency for Employability in India's Digital Age

(Source: *Financial Express*)

The digital age has fundamentally reshaped the way we live and work. In the past, a reputable degree sufficed for employment, but today, specific digital skills such as data analysis, digital marketing, coding, cybersecurity, etc. are in high demand. The India's Graduate Skill Index: 2023 report reveals a promising employability rate of 48% among Indian graduates in AI and ML roles. However, lurking beneath this optimism is a sobering reality: a skill crisis, primarily among undergraduates, for foundational skills like data analysis and data entry.

– By Rupa Bohra

Fostering Skillful Minds for National Prosperity

(Source: *India CSR*)



The article "Fostering Skillful Minds, National Prosperity" covers the importance of skill development in India's youth, with a focus on TNS India Foundation's efforts in employability training. It highlights TNSIF's role in bridging the skills gap, addressing youth unemployment, and empowering marginalized communities. The Managing Director of TNSIF emphasizes the need for public-private partnerships to scale up vocational training programs.

The article also discusses the impact of various TNSIF initiatives, like the Career Connect program, which has helped numerous young individuals secure sustainable livelihoods.

TNS India Foundation: Pioneering Sustainable Growth and Empowerment

(Source: *CSRMandate*)



Rupa Bohra is the Managing Director of TNS India Foundation.

TNS India Foundation stands as a pillar of transformation, dedicated to empowering women and promoting sustainable agricultural practices. With a vision of creating shared value, we implement demand-driven, industry-relevant, and sustainable solutions that catalyse socio-economic growth across urban and rural landscapes. At the heart of our mission lies the commitment to youth employability, agriculture and natural resource management, and women entrepreneurship.



How Government Aid can Help Attract More Rural Women in Agri-entrepreneurship

(Source: *Yourstory*)

How government aid can help attract more rural women in agri-entrepreneurship

Government aid is much needed to attract more rural women towards agri-entrepreneurship in India and make this segment self-sustaining.

Rupa Bohra • 1 Story



The article highlights how government aid, like the Mahila Kisan Sashaktikaran Pariyojana (MKSP), empowers rural women in agri-entrepreneurship through financial support, skills training, and policy initiatives. It emphasizes that targeted assistance boosts women's economic contributions to agriculture, with technology and networking opportunities as key enablers.

Inspiring Entrepreneurial Journeys from Our Women Entrepreneurs

(Source: [Youtube.com/TNS India Foundation](https://www.youtube.com/TNSIndiaFoundation))



TNS India Foundation's Women Entrepreneurship Program, supported by Moody's India, highlights the inspiring journeys of small-scale women entrepreneurs. These women overcome challenges and create their own success stories. Our program is dedicated to empowering underprivileged women, breaking down barriers, and building economic strength in families and communities.

Newspaper Article Covers the Annual General Meeting of the Jai Khanifnath Water User Committee in Nilwandi, Nashik, Maharashtra, India

(Source: [Deshdoot](https://www.deshdoot.com))

The newspaper article covers the Annual General Meeting of the Jai Khanifnath Water User Committee in Nilwandi. During this meeting, the committee expressed their appreciation for the water rejuvenation efforts carried out by TNS India Foundation. They also honored Mr. Chandramani, Mr. Pradeep Kumar, and FEO Mr. Pankaj Kailas Patil for their valuable support during the project.



Empowering Innovators: Celebrating Women Entrepreneurs Day

(Source: [CXOToday](https://www.cxotoday.com))

“In my journey of empowering women, each little step tells a story of determination. On Women’s Entrepreneurship Day, let’s celebrate the strength and uniqueness of women in business. Their entrepreneurial spirit not only brings them financial independence but also fuels a much larger impact in society. They turn challenges into triumphs, paving a legacy that inspires and transforms the lives of little girls who never thought success and freedom was possible. Here’s to shaping a future where every woman’s story is a beacon of empowerment for future generations.”

– By Rupa Bohra

Conversation with Rupa Bohra, Managing Director of TNS India Foundation

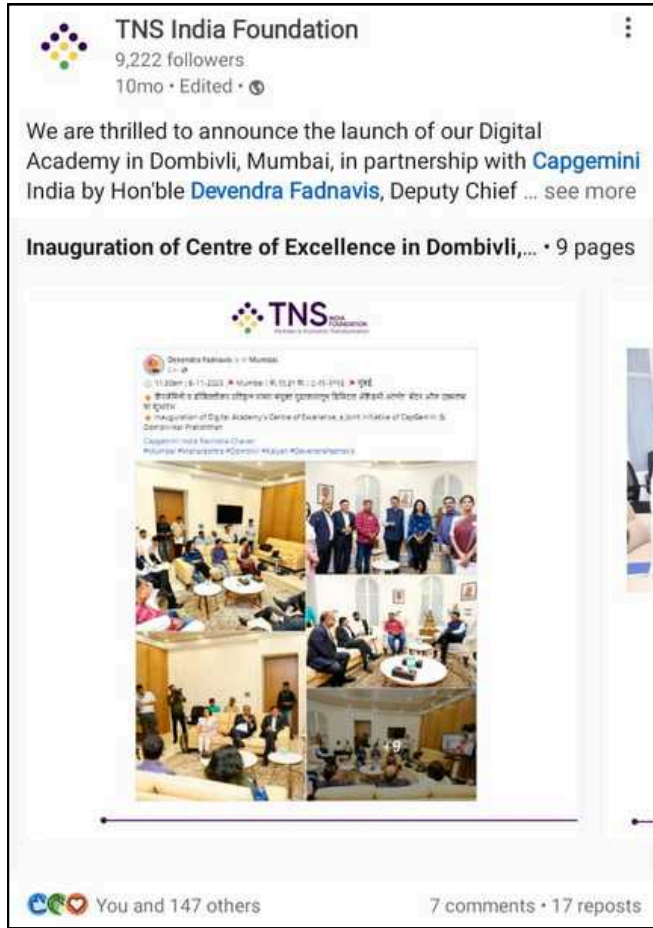
(Source: [Dainikbhaskar](https://www.dainikbhaskar.com))

TNS India Foundation (TNSIF) has over a decade of expertise in implementing impactful programs driving economic reconstruction. The organization sees itself as a partner in the nation's journey toward economic transformation, positively impacting countless lives.

Key projects include urban youth training programs with an 80% placement rate, empowering women entrepreneurs with business development skills, and rural livelihood initiatives, such as supporting 1,500 farmers in Gujarat’s Gir region for sustainable mango production.

Additionally, TNSIF aims to benefit 50,000 individuals by March 2024 through youth empowerment, women’s entrepreneurship, and farmer upliftment programs. TNSIF is also expanding its programs across multiple states, setting up centers of excellence and aiming to help 100,000 people in the next three years.





16 FINANCIALS

Balance Sheet

As at 31st March, 2024

(Amounts in Lakhs)				
Particulars	Note No.	March 31, 2024	March 31, 2023	
EQUITY AND LIABILITIES				
Shareholders' Funds				
Share Capital	3	1.00	1.00	
Reserves and Surplus	4	216.08	135.60	
Total Shareholders' Funds		217.08	136.60	
Non-Current Liabilities				
Long Term Provisions	7	-	-	
Total Non-Current Liabilities		-	-	
Current Liabilities				
Short-Term Borrowings		-	-	
Trade Payables		-	-	
Total outstanding dues of micro-enterprises and small enterprises		-	-	
Total outstanding dues of trade payable and acceptance other than micro enterprises and small enterprises	5	2.81	0.13	
Other Current Liabilities	6	379.07	60.03	
Short-Term Provisions	7	-	-	
Total Current Liabilities		381.88	60.16	
TOTAL EQUITY AND LIABILITIES		598.96	196.77	
ASSETS				
Non-Current Assets				
Property, Plant and Equipment	Annexure A	1.96	2.40	
Other Non-Current Assets	8	26.33	17.94	
Total Non-Current Assets		28.29	20.34	
Current Assets				
Trade Receivables	9	-	-	
Cash and Cash Equivalent	10	532.69	136.33	
Short-Term Loans and Advances	11	37.55	35.16	
Other Current Assets	12	0.42	4.93	
Total Current Assets		570.67	176.43	
TOTAL ASSETS		598.96	196.77	

Income & Expenditure

As at 31st March, 2024

(Amounts in Lakhs)				
Particulars	Note No.	March 31, 2024	March 31, 2023	
INCOME				
Revenue from Operations	13	1997.91	1646.54	
Other Income	14	8.41	3.63	
Total Income		2006.32	1650.17	
EXPENSES				
Employee Benefits Expense	15	1269.79	827.36	
Finance Cost		-	-	
Depreciation and Amortization Expense	Annexure A	0.71	0.37	
Other Expenses	16	655.34	686.63	
Total Expenses		1925.84	1514.35	
Surplus/Deficit before Exceptional and Extraordinary Items and Tax		80.48	135.82	
Exceptional Items				
Surplus/Deficit before Extraordinary Items and Tax		80.48	135.82	
Extraordinary Items				
Surplus Before Tax		80.48	135.82	
Tax Expense:				
(1) Current Tax		-	-	
(2) Deferred Tax		-	-	
Surplus/(Deficit) for the Period		80.48	135.82	
Earnings per Equity Share:				
Basic & Diluted	18	804.78	1358.18	
Summary of Significant Accounting Policies	1 & 2			

As Per Our Report Of Even Date
For G.M. KAPADIA & CO.
Chartered Accountants
Firm Registration No. 104767W

Rajen Ashar
Partner
Membership No. 048243

Place: Mumbai
Date : 17th July 2024



For and on behalf of the Board of
TNS INDIA FOUNDATION

Rupa Bohra
Managing Director
DIN No. 09453076

Hitungshu Debnath
Director
DIN No. 01152457

Place: Mumbai
Date : 17th July 2024

Place: Mumbai
Date : 17th July 2024





TNS INDIA
FOUNDATION
Partners in Economic Transformation

 **Registered Address:**

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Maharashtra - 400069

 **Website:**

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Email: info@tnsif.org

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