



Head Held High

annual report

2022-2023

from **poverty** to **dignity**





Head Held High

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why we
exist

Head Held High is a community organization committed to breaking the cycle of poverty and achieving sustainable economic success. Our mission is to empower individuals and communities living below the poverty line, vulnerable and marginalized sections, providing them with access to innovative training programs, resources, and support networks to become agents of change and advocates for resilient and sustainable livelihoods. Through our innovative and evidence-based solutions, we partner with governments, private and public entities, and multi-sectoral collaborations to foster a more equitable and prosperous society. We strive to achieve this by breaking down barriers and enabling individuals to build brighter futures for themselves and their families, providing them with opportunities to thrive and contribute to their fullest potential. With a strong focus on community-driven development, we aim to achieve this through our interventions, impactful programs, and initiatives.

Join us in creating a poverty-free India, where every individual has a chance to reach their full potential.



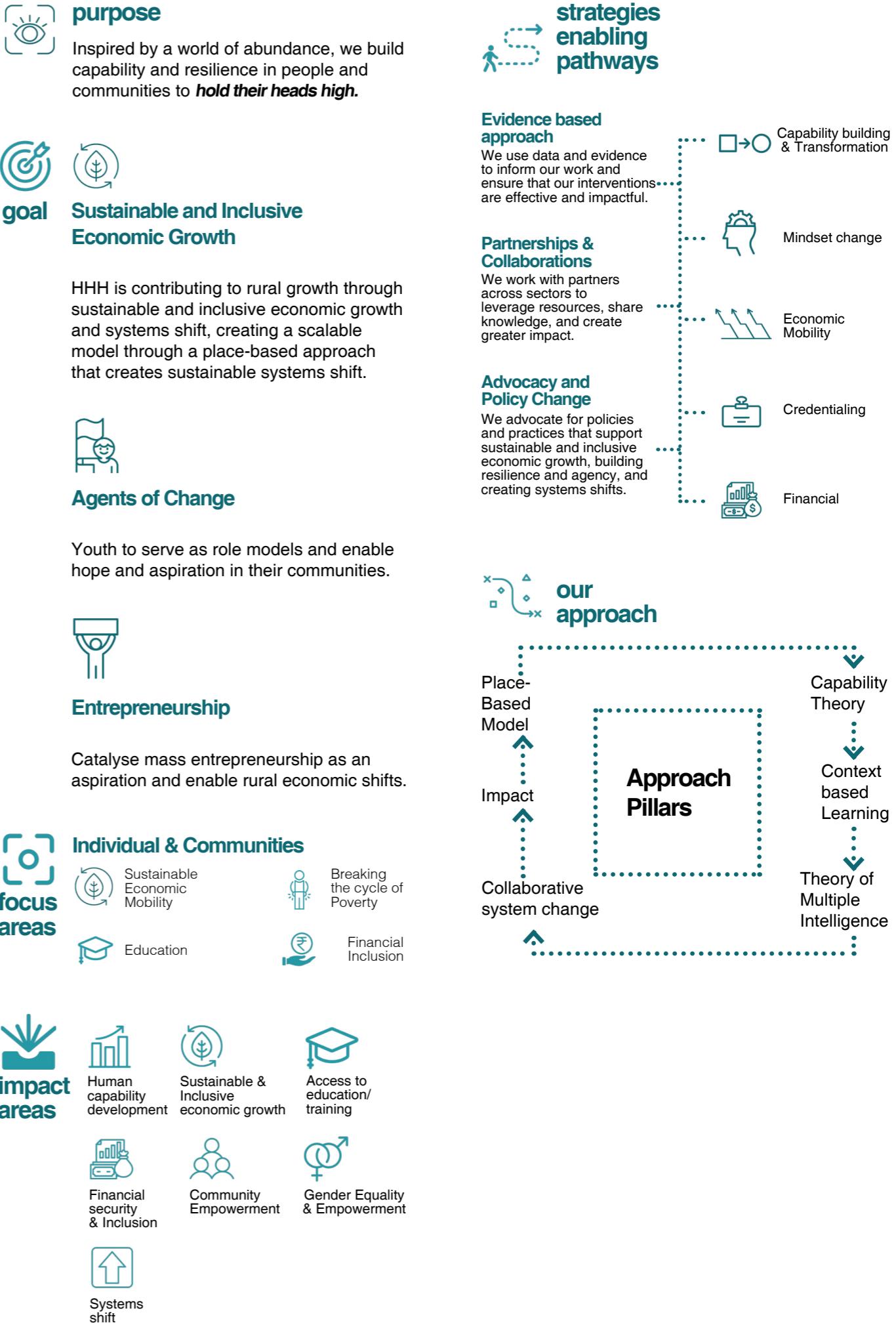
our purpose



Inspired by a world of abundance, we build capability and resilience in people and communities to ***hold their heads high.***

“from Poverty,
to **Dignity**”

our theory of change



who we work with



Socio-economically
Underprivileged



Below Poverty Line



Vulnerable



Marginalized

Disadvantaged

Rural
Semi-Urban

Field Focus



Youth



Women



Communities

Sustainable employment

Education to work transitions

1st generation entrepreneurs

Financial Independence

Catalyzing rural economy

Enhance social capital



Madan Padaki, Managing Trustee

a note from the board

"Head Held High" embodies our unwavering belief and relentless work ethic, symbolizing our remarkable journey from a mere proof of concept to an enduring legacy that drives transformative progress. Our commitment goes beyond breaking the cycle of poverty in India; we aspire to foster sustainable economic success. Along this path, we have continuously evolved and adapted to meet the ever-changing needs of the communities we serve. Our transformative programs equip individuals with the knowledge and skills necessary to navigate the real world with confidence.

Our interventions serve as a powerful testament to our commitment in action. The Women Intervention program is primarily focused on empowering rural women, enabling them to thrive and flourish. The Economic Resilience Intervention fosters community-led economic growth and resilience, strengthening local economies. Meanwhile, the Youth Intervention program creates formal rural employment opportunities, breaking the cycle of poverty and improving the prospects for young people to secure meaningful work that aligns with their aspirations.

Aligned harmoniously with UN's SDG 17 – Partnerships for the Goals, Head Held High actively cultivates collaborations to address economic challenges and promote community resilience. We forge partnerships with governments, private entities, academic institutions, NGOs, and other stakeholders, fostering an ecosystem of cooperation and collective action.

In the wake of the post-pandemic world, we face unprecedented challenges that have exposed stark economic disparities. Now more than ever, it is crucial to forge a sustainable and equitable world. Head Held High has set a bold goal to impact 1 million lives by 2027, actively contributing to the urgent need for change.

We have set the bar high, aiming to achieve ambitious targets. Our past interventions, effectively aligned with various SDGs, have demonstrated our ability to succeed. This goal also underscores our unwavering commitment to uplifting communities and individuals, guiding them from poverty to dignity.

Addressing poverty and inequality necessitates a multi-stakeholder approach, engaging the government, civil society, private sector, and academia. Head Held High has established remarkable benchmarks in tackling global challenges related to poverty and economic inequality.

Our work, guided by best practices and innovative solutions, is a model for organizations and countries striving to build a more sustainable and equitable world. We hope that this report will serve as a testament to our efforts and a source of inspiration for others who seek to create positive change in their communities and the world.

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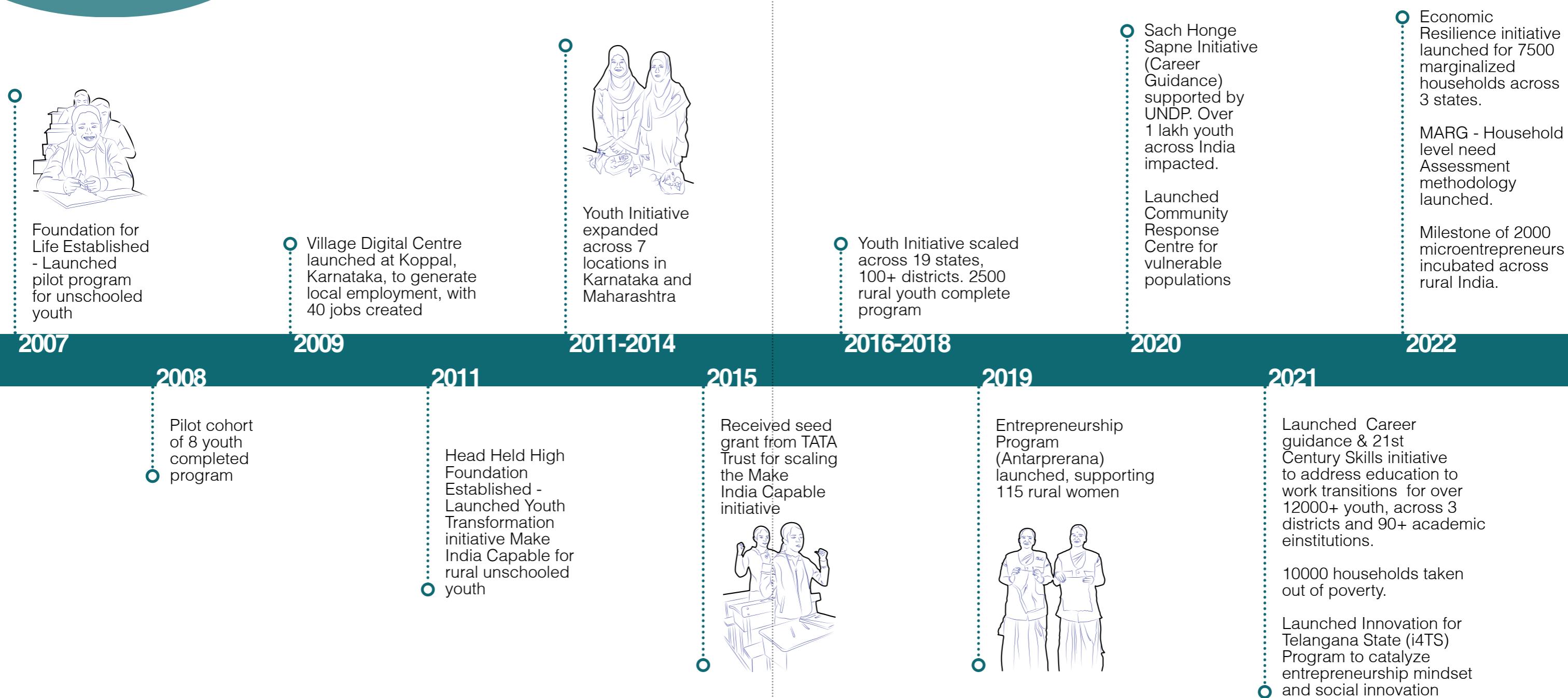
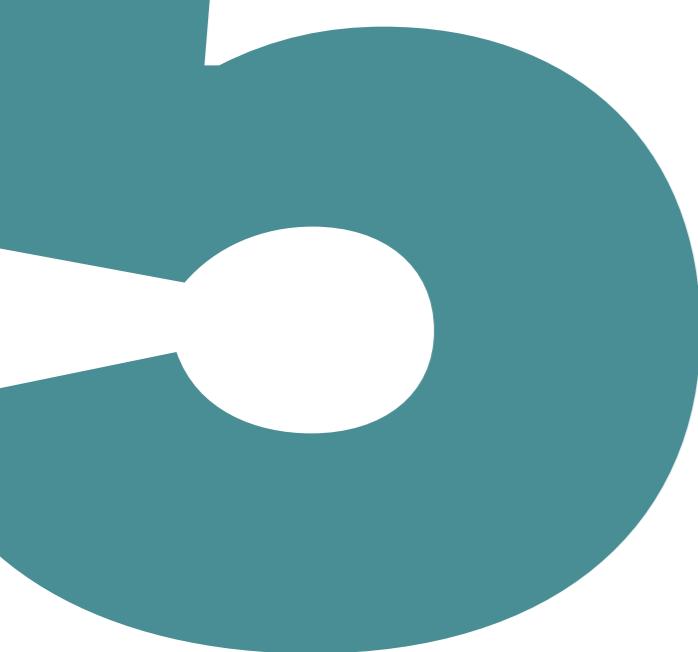
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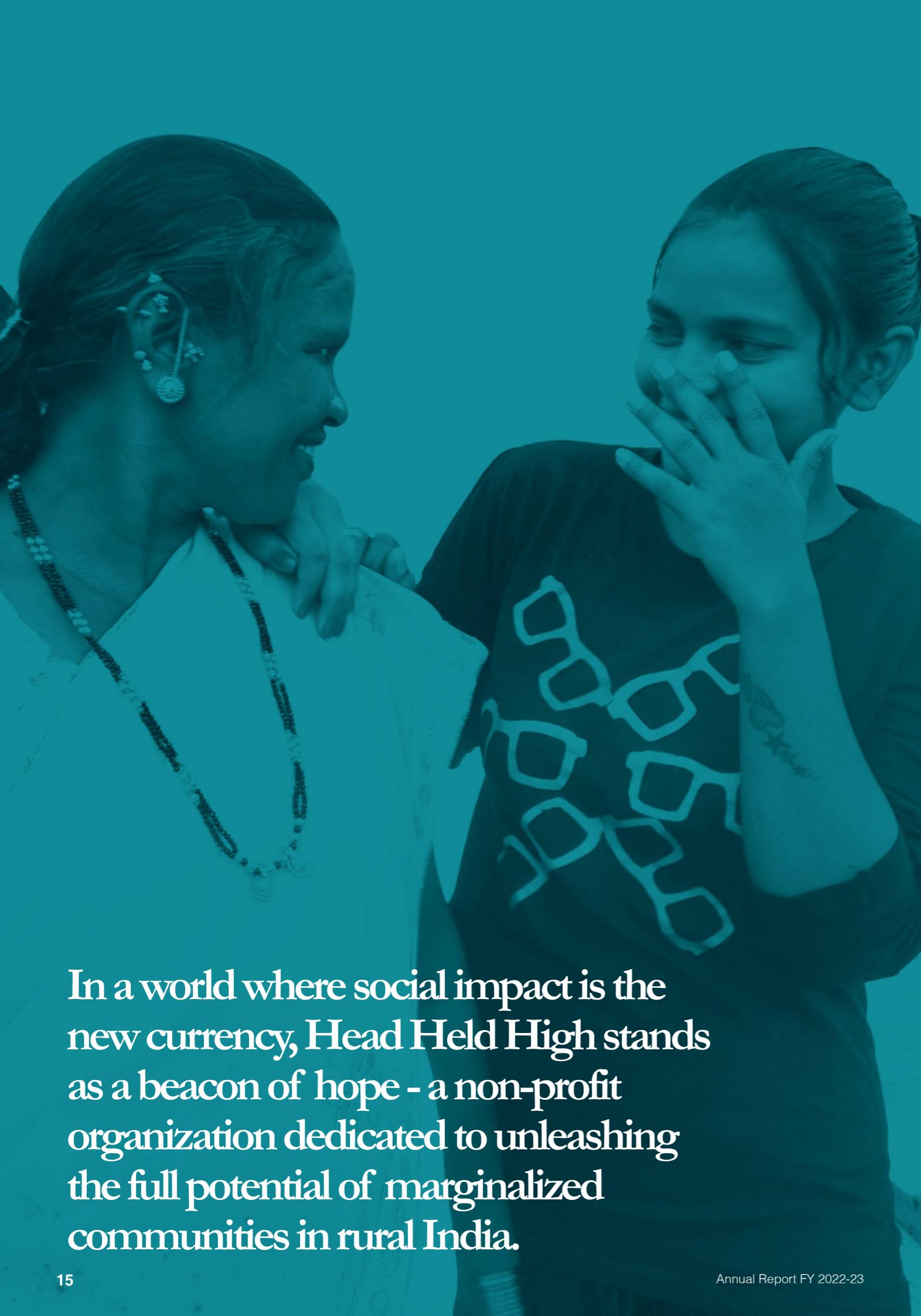
Our Patrons

Shradha Sharma
Ashwin Damera
Chaitanya Kalipatnapu

**beyond breaking
the cycle of poverty,
towards a
sustainable &
equitable world.**

journey map: the road so far for HHH





In a world where social impact is the new currency, Head Held High stands as a beacon of hope - a non-profit organization dedicated to unleashing the full potential of marginalized communities in rural India.

For over a decade, HHH has harnessed the power of education, empowerment, and entrepreneurship to create a tapestry of change that surpasses barriers and gives life to dreams. HHH's humble beginnings back then helped with a remarkable narrative today, where persuasive data and inspiring stories interlace to depict a vibrant image of transformation.

A young individual from a remote village determined to not inherit the cycle of poverty joined HHH Make India Capable program and is now standing tall as a self-assured and accomplished individual. The individual is part of an initiative formed through HHH's mission to establish a first-generation, formal rural workforce that actively works towards ending the cycle of poverty. HHH's flagship program, Make India Capable (MIC) – youth transformation Program, rural youth have been empowered to secure better employment, increase their monthly income, and lift themselves out of poverty has acted as a catalyst for change in the lives of rural youth. The economic pathways created by the programme have led to sustainable livelihoods, lifting individuals out of poverty and fostering socio-economic development within their communities. The program's comprehensive approach has not only concentrated on economic growth but has also nurtured personal development, enhanced overall well-being and instilling a sense of purpose and confidence in participants. The ripple effect is profound, as these empowered individuals are able to maintain the economic pathways established and become catalysts for socio-economic development in their communities, inspiring others to aspire for greatness.

An 18-year-old confident young woman from a rural village, whose participation in the FRG programme empowered her with self-assurance and essential workplace skills. HHH's impact goes beyond individual success stories. HHH through years of iteration, carved a path for ambitious individuals, regardless of gender, to tread upon—a path that leads to empowerment, personal growth, and limitless opportunities. The FRG programme, an integral part of HHH's endeavors, serves as a springboard for these individuals, equipping them with invaluable insights into the professional world and nurturing their self-awareness and sense of purpose. As they navigate their career journeys, armed with newfound confidence and knowledge, they become beacons of inspiration in their respective fields, dismantling barriers and creating new possibilities.

HHH's Future Ready Guidance program equips individuals with workplace skills and self-confidence, enabling them to pursue successful careers and inspire others. Their commitment to gender equality and women's empowerment has led to significant improvements in digital literacy, financial knowledge, and job opportunities for women in rural areas.

HHH's commitment to gender equality and women empowerment is for a more inclusive society. Women participants at HHH have experienced significant improvements in digital literacy, financial knowledge, and self-confidence, enabling them to access better job opportunities, become entrepreneurs, and contribute to the socio-economic growth of their communities.

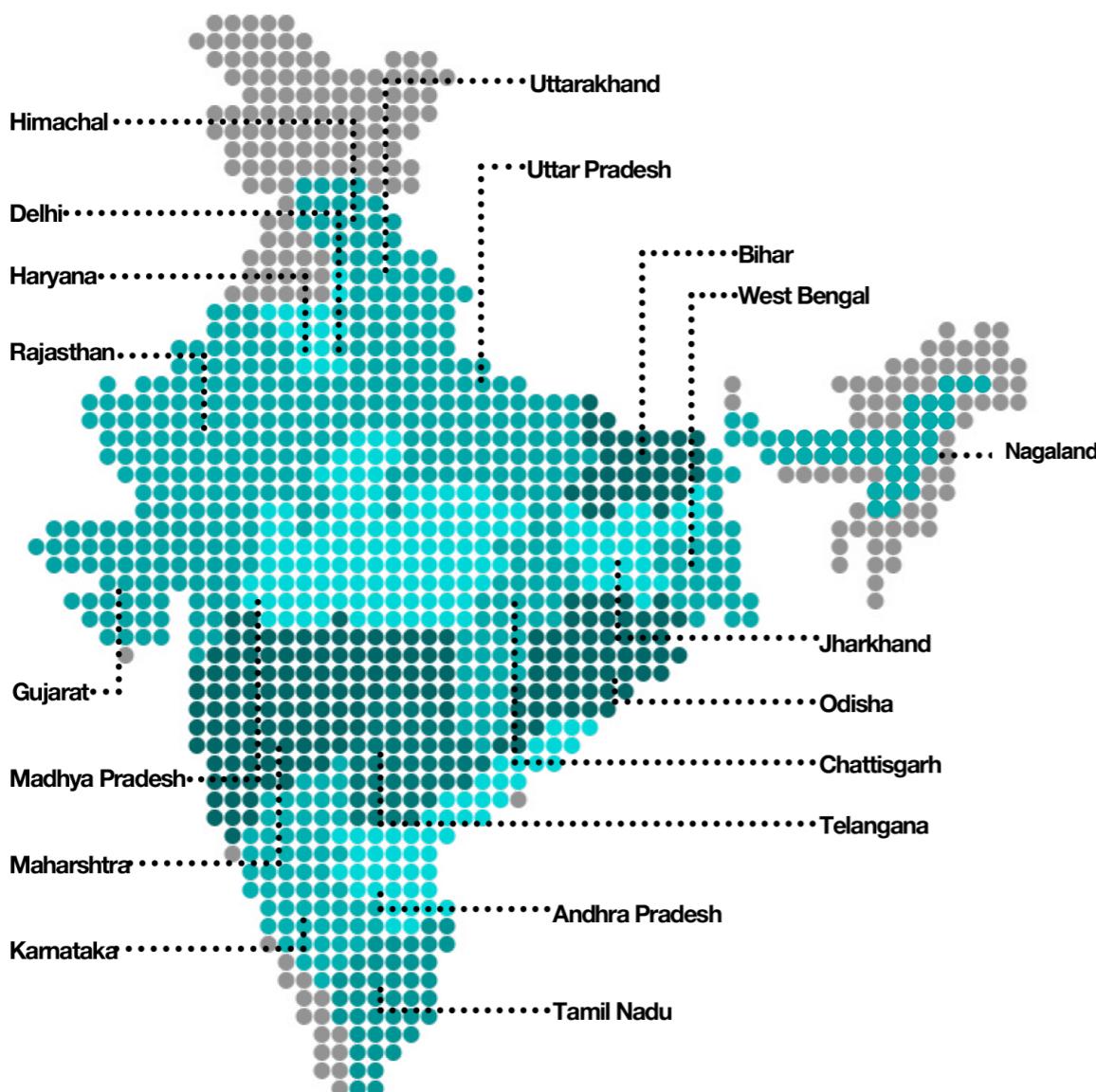
By addressing the unique challenges faced by rural women and nurturing their entrepreneurial spirit, HHH has ignited a flame of change, creating first-generation rural women entrepreneurs. The Women Entrepreneurship program provides comprehensive capability enhancement, access to credit, and mentorship, resulting in high entrepreneurship rates and consistent income generation.

HHH's impact extends to creating indigenous businesses and job opportunities, fostering stronger and more resilient communities. Through its programs, HHH empowers individuals to become change agents, contributing to the betterment of their communities.

HHH's initiatives create lasting change in the lives of individuals, families, and communities across rural India. With transparency, accountability, and unwavering passion, HHH has become a trusted partner for those seeking to make a meaningful difference.

Together, let us join hands with HHH to co-create a world where every individual has access to quality education, equitable opportunities, and a sustainable tomorrow. Invest in HHH today and script a new chapter of hope, empowerment, and lasting impact.

impact over the years



100+

Districts

35%

Aspirational
Districts

2 Lakh+

Youth provided
employability training

300+

Trainers
certified

10,000+

Youth provided wage
employment

80%

Business
survival rate

6000+ INR

Monthly average business income

19

States

15,000+

Households moved
out of poverty

3 Lakh+

Training hours
completed

75,000+

Women
empowered

2500+

Entrepreneurs
created

9300 INR

Monthly average income
for youth provided wage
employment

our interventions

are focused to lead towards
Inclusive Growth



Unleashing Potential : Make India Capable

The Make India Capable youth transformation program is significantly impacting disconnected rural youth by bridging divides and unlocking opportunities. Its goal is to equip marginalized and vulnerable rural youth with skills and resources for formal employment, creating a first-generation rural workforce and breaking the cycle of poverty. The program improves employment prospects and salaries for participants, enhances their capability index, and improves overall well-being, including personal and professional satisfaction, community involvement, and financial support for families. The program also benefits women participants, leading to mindset shifts, higher retention rates, and increased entry into jobs or entrepreneurship. It fosters skill development, improving job performance and career progression. Overall, the program invests in human potential and lifelong learning, uplifting rural communities and creating advocates of change.



Creating Opportunities: Future Ready Guidance

Our formal youth capability building program equips college students and recent graduates with essential skills and knowledge to navigate India's competitive job market. It offers career guidance, counselling, 21st-century skill mapping, and credentialing programs aligned with skilling outcomes. The program positively impacts beneficiaries' career aspirations, Amartya Sen's capability index, knowledge index, self-awareness, skills relevance, workplace dynamics understanding, policy awareness, and future career planning. It enables informed career decisions and long-term success. By addressing the skills gap through training in 21st-century skills, the program enhances youth employability and job prospects.



Creating Opportunities: Antarprerana

Our program fosters an inclusive ecosystem supporting first-generation rural women entrepreneurs in India. We provide training, mentorship, and resources to empower these women to build sustainable small businesses. Entrepreneurship breaks the cycle of poverty and promotes gender equality. By offering comprehensive support, including training, mentorship, access to markets and finance, and a focus on generating a minimum monthly income, we ensure these businesses become pathways to financial independence and empowerment. We prioritize marginalized and vulnerable communities, creating a supportive and inclusive environment for entrepreneurial success.



Building Resilience: Economic Resilience

Our economic resilience interventions at the block level empower communities through livelihood creation, indigenous jobs and businesses, and ecosystem development. We focus on building community resource centers, providing access to information, training, tools, and networks for community-led development. We prioritize education, training, financial inclusion, and social protection, aiming for sustainable economic growth and resilience. Our three-step approach, assessing household-level needs, analyzing data, and implementing targeted interventions, improves economic well-being in vulnerable rural and urban communities. It builds community-led infrastructure, supports sustainable agriculture and value chain development, promotes gender equity and women's economic empowerment, creates market linkages, and develops disaster preparedness and response systems. We also collaborate with academic institutions to research and develop innovative solutions for economic challenges and community resilience.

A photograph of a woman in a kitchen, smiling and holding a large metal bowl. In the background, there is a large cylindrical metal drum with the Valvoline logo on it. A basket of flour is in the foreground. The image has a blue tint.

FY 2022-23 a perspective



impact snapshot



key highlights

Impact

Positive impact on participants' economic well-being:

- **78%** of youth enrolled into programs secured employment and 8% of the youth became successful entrepreneurs.
- Households reported significant improvement in their income due to the livelihoods created with a **3.33X** growth in the monthly income.
- On an average each household achieved a median increase in daily income from **USD 2.06** to **USD 6.86** showcasing the program's positive impact on their economic well-being.

Entrepreneurship impact:

- The program has sparked an entrepreneurial spirit among **8%** of participants, highlighting its effectiveness in nurturing entrepreneurial skills.
- The participants who became entrepreneurs post the program had a survival rate of **95%**.

Skill development and acquisition:

- Achieved **80%** skill acquisition rate, reflecting its effectiveness in equipping them with relevant and valuable competencies.
- **87%** of participants apply the acquired skills in their business operations, and 58% find it easier to access credit since completing the program, reflecting improved access to markets and resources.

Positive impact on participants' self-confidence and personal growth:

- Participants reported a confidence rate of **87%** and a significant improvement in their confidence and aspirations.
- Increased self-confidence among participants, with **98%** expressing confidence in choosing a career path.

Positive feedback and high satisfaction from beneficiaries:

- **88%** of participants found the training content helpful, and 87% reported significantly improving their confidence and aspirations.
- The program garnered high satisfaction, with **100%** of participants expressing contentment with the training provided.
- **98%** of the respondents expressed overwhelming satisfaction with the program, reflecting its success in meeting their expectations.

Community engagement and social impact:

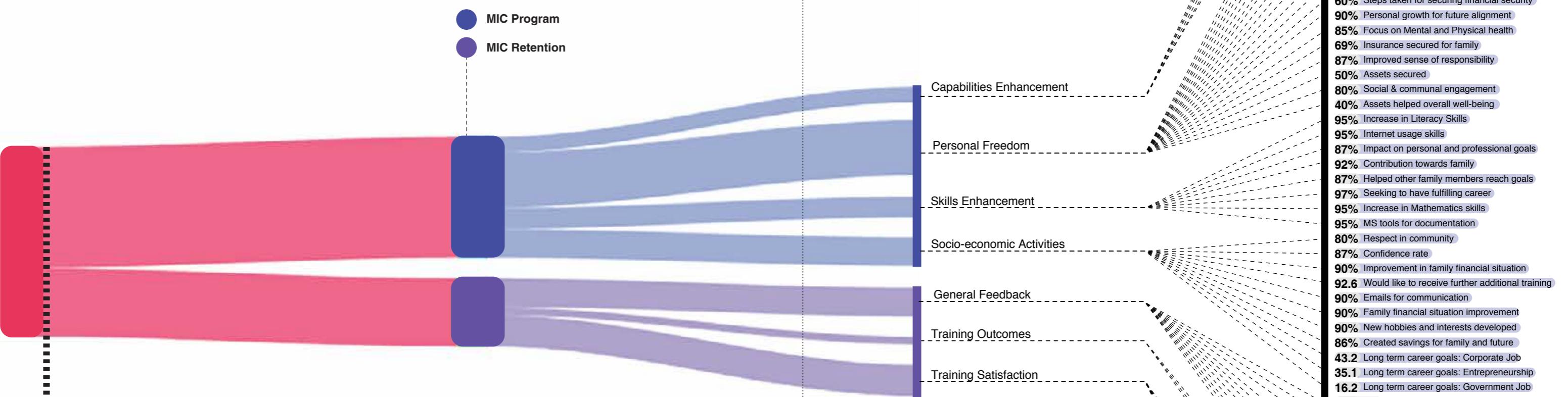
- **80%** of participants actively engaged in community-building activities, volunteering, and helping others, reflecting the program's broader social impact.
- **100%** of participants actively contributed to community development, reflecting increased



Section A:

Make India Capable

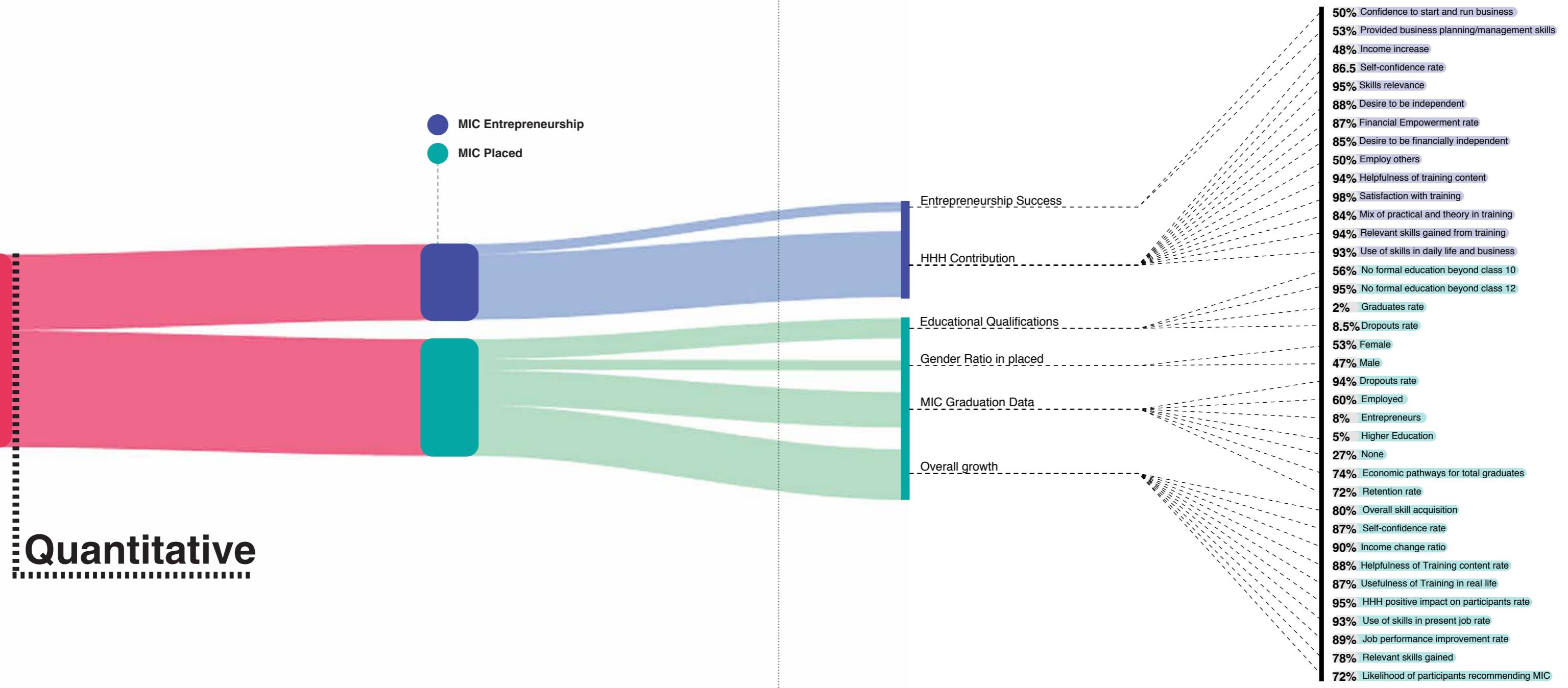
FY 2022-23 was one of deep impact for us. This section highlights the on-ground impact across all our interventions.



Qualitative

Section A: Make India Capable

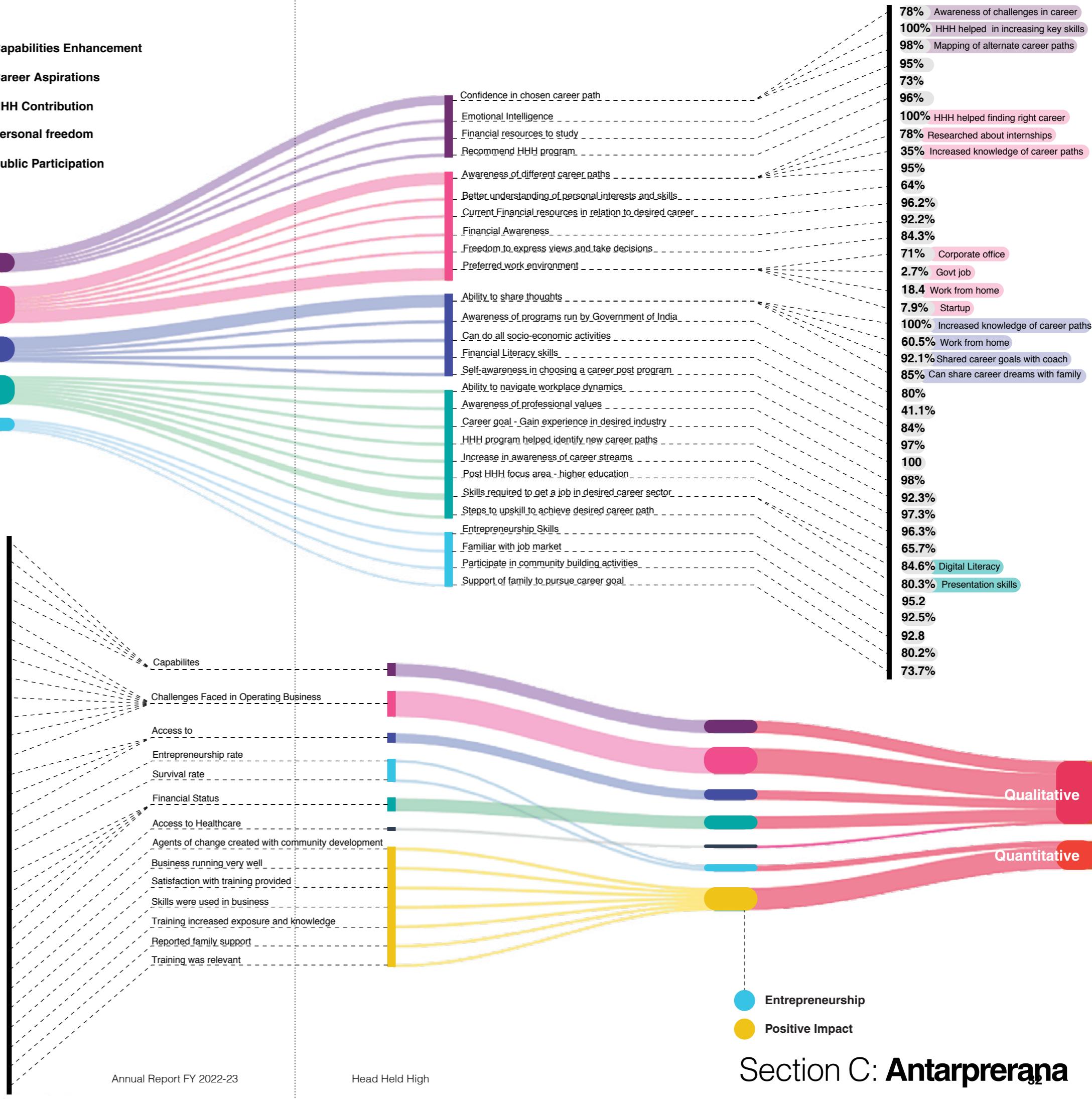
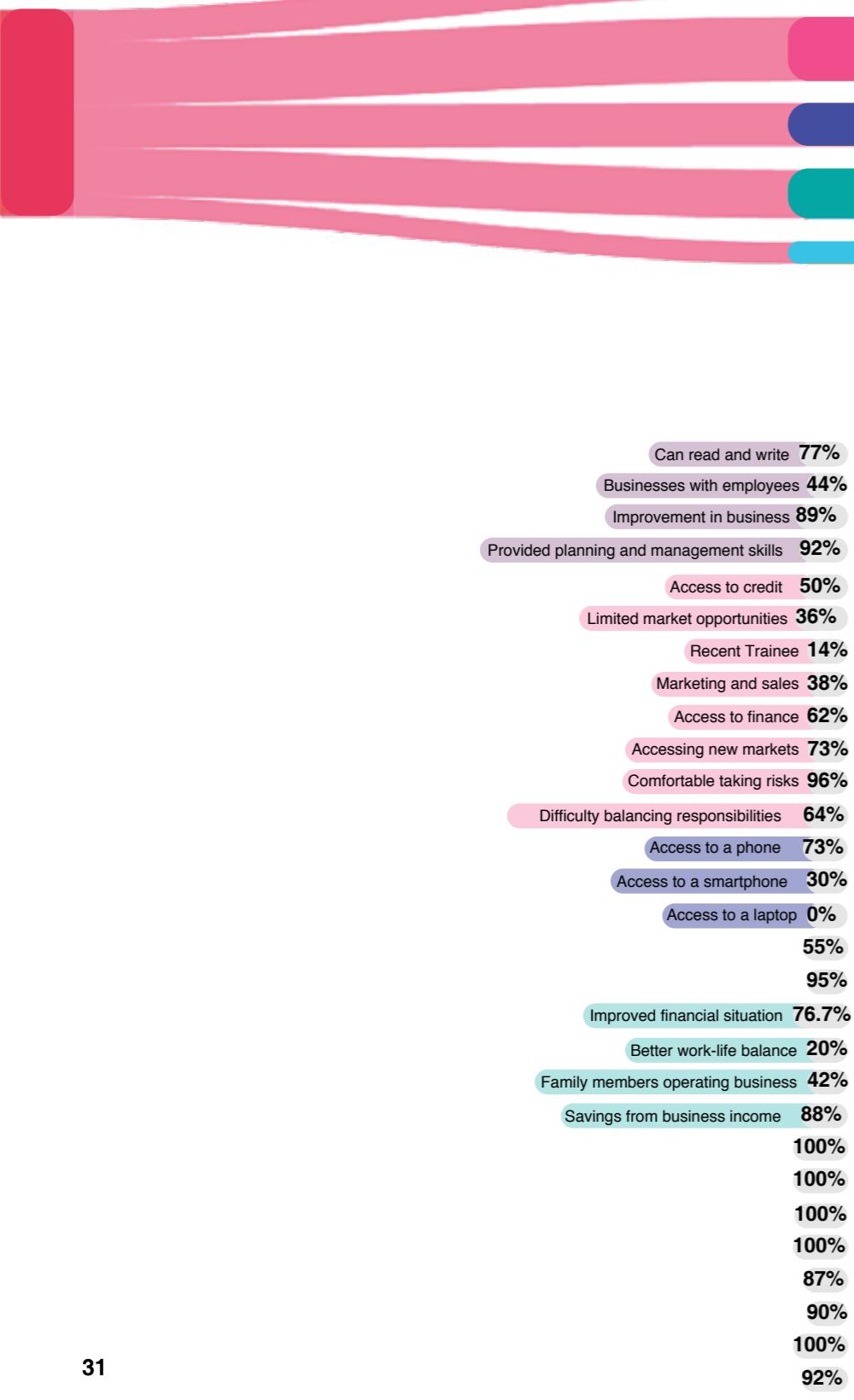
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Quantitative

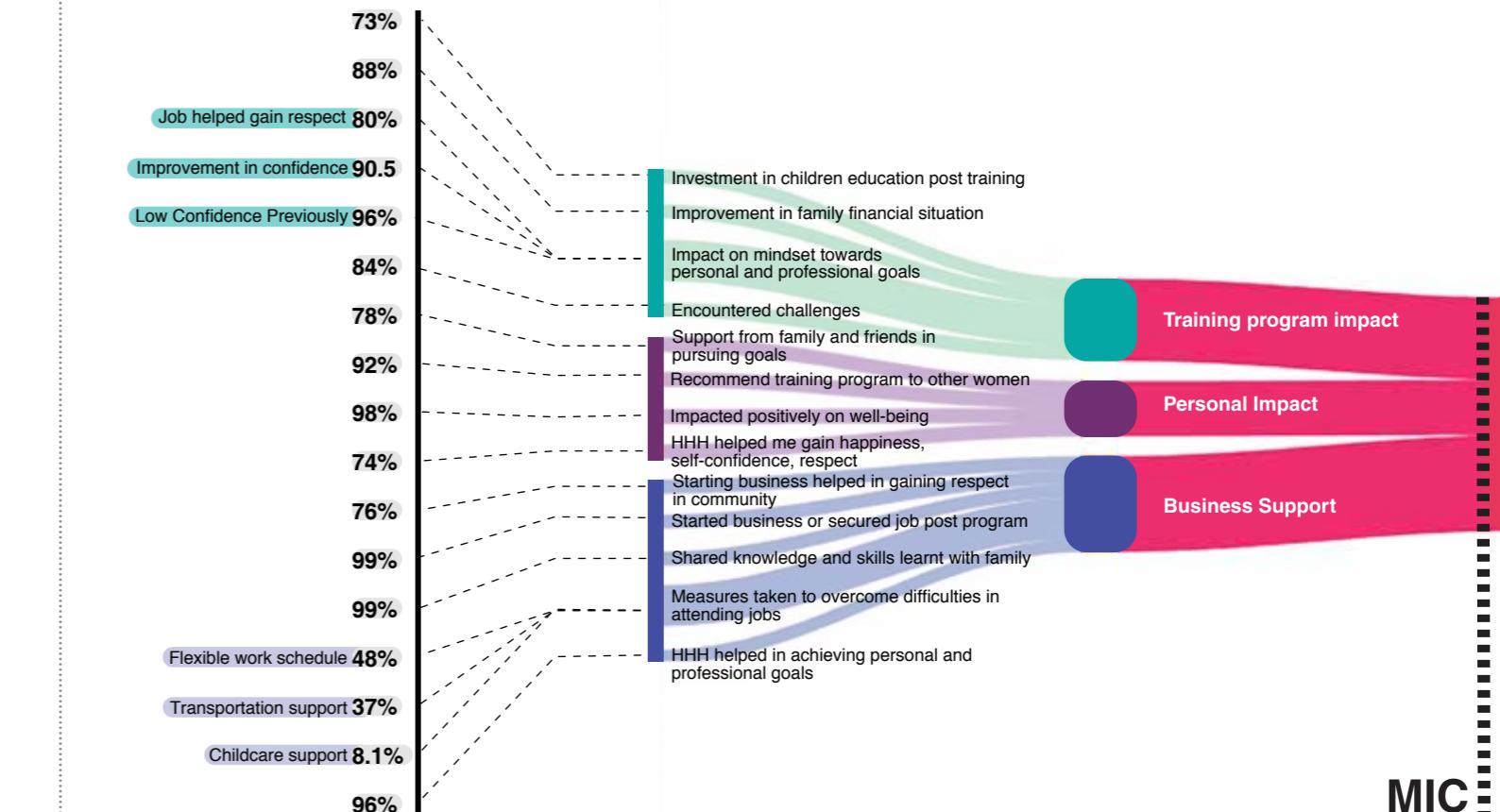
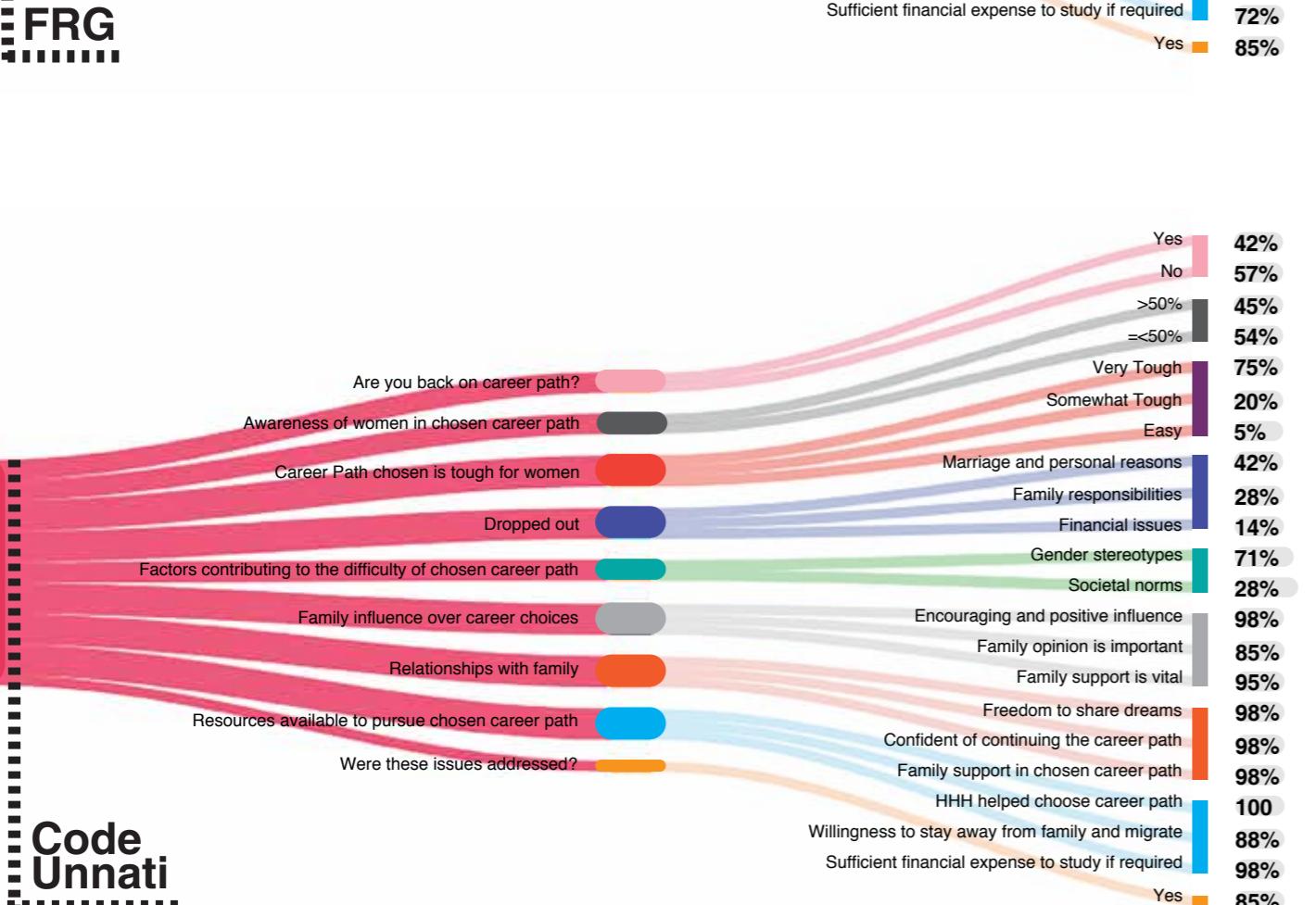
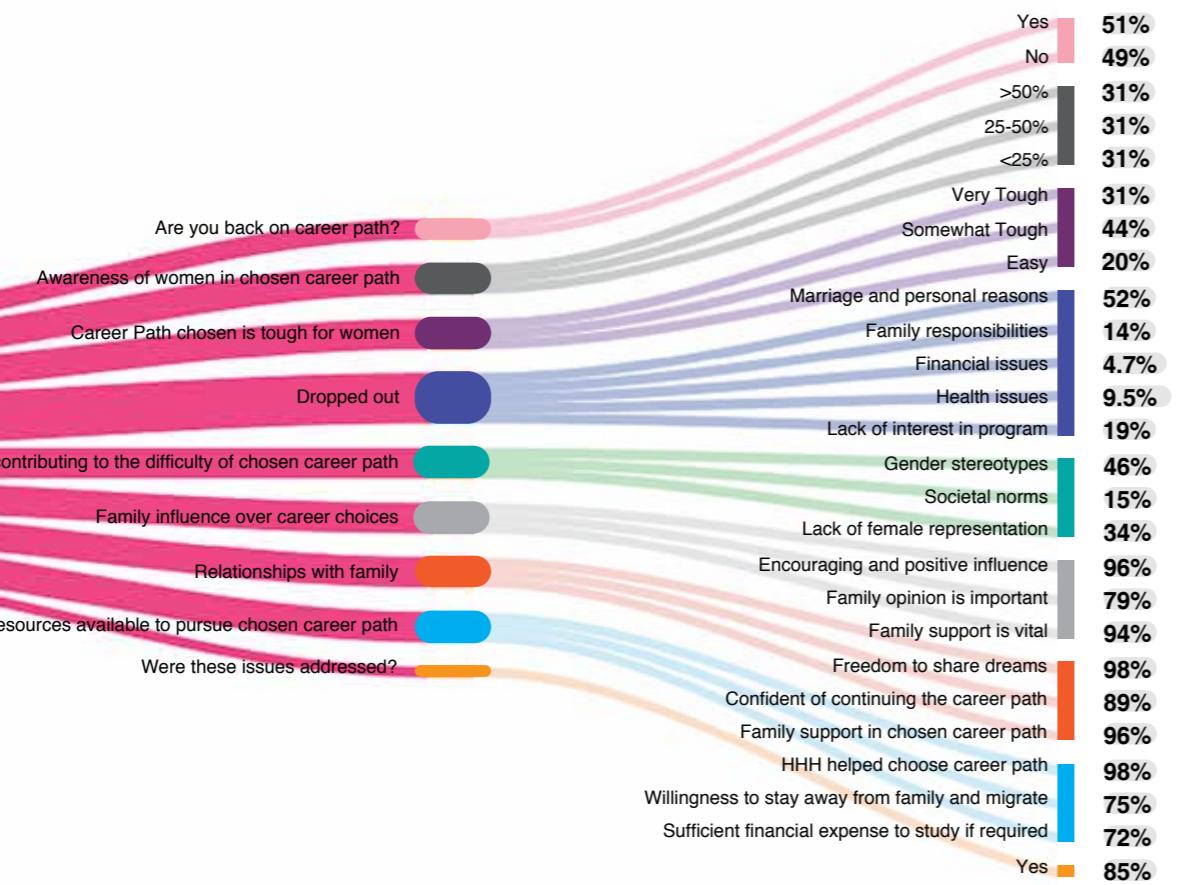
Section B: Future Ready Guidance

- Capabilities Enhancement
- Career Aspirations
- HHH Contribution
- Personal freedom
- Public Participation



FRG

Code
Unnati



With over 60% of project participants being women it is imperative that our interventions take a gender-inclusive approach to ground- Impact. The section highlights this impact.

Section D : Gender Impact

A. Multi-dimensional impact analysis

Unleashing Human Potential: HHH's Decade of Exponential Evidence based outcome

The Make India Capable enhancement programme for informal youth has made a significant impact in bridging divides and unlocking opportunities for marginalized and vulnerable youth from rural areas in India. The programme aims to equip them with the necessary capabilities and resources to secure formal employment opportunities, thereby creating a first-generation formal rural workforce that contributes to breaking the cycle of poverty.

Participants have experienced remarkable improvements, with an increase in average monthly income, nearly doubling their pre-programme earnings. The programme has achieved a job retention rate of 72% among the employed participants and an economic pathways rate of 74% for enrolled graduates. Furthermore, participants have reported significant capability enhancement in areas such as general knowledge, literacy, mathematics, and digital literacy, leading to increased confidence, goal impact, respect in the community, and improved family financial situations.

Socioeconomic Empowerment: The programme has had a profound impact on participants' socioeconomic status, with an almost doubled average monthly income and 94% graduating with over 60% securing formal employment providing sustainable livelihoods.

Skill Development and Career Progression: The programme has effectively equipped participants with capabilities extending beyond the workplace, fostering personal growth, and contributing to overall well-being and happiness.

Transformative Impact: The Make India Capable programme invests in human potential and enables lifelong learning, with participants becoming advocates of change, making tangible differences in their communities as employed individuals, small business owners, and community leaders.

Enhancing Capabilities: Participants have experienced a significant improvement in general knowledge, literacy, mathematics, and digital literacy, enhancing their capabilities to function as free and equal individuals in society.

Improved Well-being: Participants' overall well-being has witnessed an uplift, as evidenced by increased satisfaction levels in personal and professional life, along with higher levels of engagement and financial support for their families.

Entrepreneurship and Higher Education: The Head Held High programme has been instrumental in the success of participants who pursued entrepreneurship, achieving profitability in their businesses within 6-12 months. Graduates who pursued higher education reported positive outcomes, enrolling in full-time degree courses, and expressing their eagerness to attend more HHH training in the future.

Make India Capable Retention: The programme has facilitated job placements for participants, with 90% stating that their current job was provided by HHH. Graduates who are employed after completing the programme have experienced career progression opportunities, including promotions and salary increases.

Relevance and Application of Acquired Knowledge: The Capability building programme has proven to be highly relevant to participants' current jobs, with 94% reporting that the capability enhancement gained during the programme is applicable and helpful in their day-to-day work.

Support in Overcoming Challenges: The HHH Capability building programme has provided valuable support to help participants overcome challenges in their current jobs, offering post-training and job support to ensure ongoing assistance and guidance.

Future Ready Guidance: The HHH Capability building programme has demonstrated significant positive outcomes in enhancing beneficiaries' career aspirations, knowledge, and self-awareness, with beneficiaries reporting higher career aspirations and increased awareness of different career options available. HHH helped beneficiaries explore their values, goals, interests, and hobbies, beneficiaries gained better insight into themselves, enabling them to make informed career decisions. In addition to this, beneficiaries reported an improved understanding

related to career guidance and a better awareness of the various opportunities available to them. This knowledge empowered beneficiaries to make informed career decisions and explore job market trends. The programme's focus on individual development, capability enhancement, and career guidance has contributed to the success and satisfaction of the beneficiaries. The findings demonstrate the programme's effectiveness in empowering and preparing beneficiaries for successful careers.

Gender Overview: HHH's commitment to empowering women has led to higher retention rates, increased entry into job opportunities, and entrepreneurship, contributing to gender equality and socio-economic development in rural areas.

Antarprerana: The HHH programme plays a vital role in empowering a new generation of first-generation rural women entrepreneurs. By providing comprehensive skill enhancement, access to credit, and mentorship, the programme enables women with no prior business experience to confidently start their own ventures. These women, who often face limited market opportunities and financial challenges, receive the necessary knowledge and support to establish and sustain their businesses. Through the HHH programme, rural women break barriers, overcome obstacles, and forge their own paths as trailblazing entrepreneurs, contributing not only to their own economic empowerment but also to the overall growth and development of their communities.

The General Entrepreneurship programme has yielded significant positive outcomes, as evident from both quantitative and qualitative data analysis. The programme successfully fosters entrepreneurship among rural Indian women, leading to economic growth, improved financial well-being, and positive social change.

Quantitative data highlights the programme's effectiveness in empowering participants to start their businesses, with a high entrepreneurship rate of 55% and an impressive entrepreneurship survival rate of 95%. The participants' businesses generate a consistent monthly revenue of INR 15,725, contributing to their financial stability. Additionally, the average monthly income of INR 7,462 reflects the programme's positive impact on participants' economic status.

Access to credit has played a crucial role, with 100% of the participants receiving seed grants, ensuring their financial support in starting their businesses. This addresses a common challenge faced by entrepreneurs. The programme's relevance is evidenced by 92% of participants finding the provided knowledge pertinent, and 90% reporting an increase in field exposure and market knowledge, indicating its effectiveness in equipping participants with the

necessary skills.

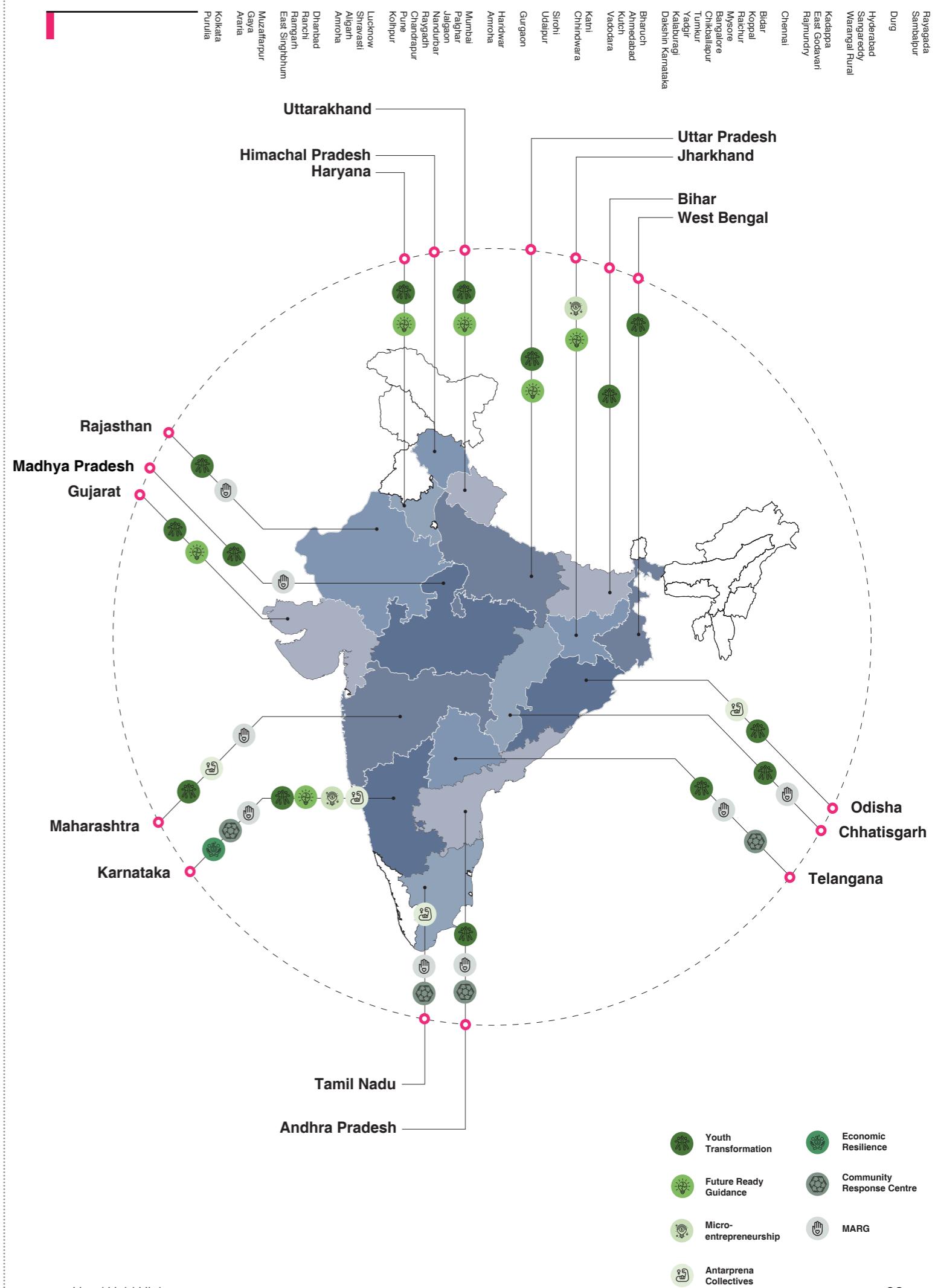
Qualitative findings further support the programme's success. Participants reported overcoming challenges such as limited access to credit and market opportunities, as well as difficulties in marketing and sales. However, 88.6% acknowledged improvement in their businesses since completing the programme. Prior entrepreneurial experience and motivation played a significant role in participants' decision to start their own businesses, driven by the desire for independence and the lack of job opportunities.

Qualitative analysis emphasized the programme's contributions to participants' business development, including valuable knowledge in planning, management, and risk-taking. Additionally, the programme positively influenced participants' overall well-being, enabling them to achieve improved financial situations and a better work-life balance. The involvement of family members in the businesses showcased the programme's impact on the broader community, leading to increased financial stability and better educational opportunities for children. The programme empowered participants to become agents of change within their communities, contributing to community development. This suggests that the programme has not only empowered individual entrepreneurs but also fostered broader socio-economic development. The programme had a positive economic impact, with a reported total economic impact of INR 3,671,304. This reflects the collective financial benefits generated by the participants' businesses.

In conclusion, the combined quantitative and qualitative data provide comprehensive evidence of the General Entrepreneurship programme's success. The programme effectively empowers rural Indian women entrepreneurs, resulting in increased entrepreneurship rates, business growth, improved financial well-being, and positive socio-economic change within the community.

outcome **Snapshot**

S. No.	Description	Unit	Achievement
1	Youth graduated: Make India Capable	Nos.	2,177
2	Youth provided wage employment	Nos.	2,284
3	Median salary	INR/month	11,713
4	Youth provided career counselling & employability training	Nos.	25,375
5	Families provided access to social entitlements	Households	14,361
6	Economic value of social entitlements	Crores	368
7	Women empowered through the women collectives	Nos.	163
8	Income generated through the women collectives	Lacs	7
9	GMV generated through the collectives	Lacs	29
10	Youth started own enterprises	Nos.	285
11	Median Business income generated from enterprise	INR/month	7,172
12	Number of hiring sectors for wage employment	Nos.	11



system shift trajectory

HHH System shifts are transformative changes to bring about within the larger systems we operate in. HHH addresses underlying issues, structures, policies, and practices to create long-lasting and sustainable impact. The system shifts are aimed at challenging and changing the status quo, addressing root causes, and creating positive social or environmental change on a broader scale.

Capability Enhancement

Capability is the power to do something. Showcased by intentional agency and capacity for perception and thoughts

Functioning in society

Individual's ability to actively engage, participate, contribute, and fulfil various aspirations, roles and responsibilities
Doing so within their social, cultural, economic, context, while experiencing a sense of belonging and well-being

Freedoms

Enjoying the real freedoms for wellbeing both over-all and personal through working on the belief system
Develop a progressive mindset which holds alternate possibilities for well-being and ability to seek/give support.

Opportunities

Personal Growth, Access to resources, Formal Employment, Markets, Career Awareness, Career Paths
Informed career decisions, Advocacy and Community Building

Active Citizenship

Responsible social change agents creating multiple ripple effects on communities

Gender Equality

Addressing gender-based biases, ensuring fair and equal opportunities
Increasing access to resources and opportunities for women
An inclusive and supportive ecosystem with a level playing field
Challenging and changing societal norms and stereotypes that limit women's choices and perpetuate gender-based discrimination

Socio-economic improvement

Process of enabling individuals or groups to gain control over their economic resources and decision-making, leading to improved social and economic well-being

Education and Skill enhancement

Access to life skills education or entrepreneurial and any aspirational fulfilling education.
Process of acquiring knowledge, developing competencies, and improving abilities to foster personal growth, enhance employability, and contribute effectively to society

Social Protection

Providing a social safety net for impoverished households

MIC-Youth Intervention

stories of
change

a journey of **Grit & Financial Independence**

Bhupendra's father works as a labourer in an ACC Plant, his mother is a homemaker, and he has two younger sisters. Living below the poverty line, the family's monthly income amounts to INR 8000.

Through the Make India Capable (MIC) program by HHH Foundation, Bhupendra embarked on a transformative journey.

Equipped with essential skills, including effective communication, computer proficiency, and boosted self-confidence, Bhupendra secured a job as a First Executive in the Mess department at PG Electroplast, earning a monthly salary of INR 15000.

While Bhupendra switched jobs due to health concerns, he credits the MIC program for empowering him to interact confidently with new people. Within the manufacturing sector, Bhupendra enjoys a positive rapport with his seniors and co-workers. Reflecting on his MIC training, he expresses gratitude for the invaluable lessons learned. Bhupendra rates his English proficiency as 8 out of 10, acknowledging significant improvements in his introduction skills. Additionally, his newly acquired computer skills have proven indispensable in his current role.

Bhupendra's financial contribution has had a transformative impact on his family. He supports his younger siblings' education and diligently saves for his future business plans. Despite facing challenges, including societal pressure and financial constraints, Bhupendra's determination to build a better future for himself and his family remains unwavering.

Recognising the potential of the MIC program, Bhupendra's father sought reassurance from the trainer regarding the program's prospects. Witnessing the positive changes in Bhupendra's personality and capabilities, his father wholeheartedly supported his son's training and future job prospects.

Bhupendra's story is a testament to the fact that individuals with grit when provided with holistic capabilities enhancement can have a transformative impact as witnessed in the MIC program, enabling him to break free from the limitations of his circumstances and contribute to his family's well-being and his own professional growth.



Bhupendra

**“...break
free from the
limitations and
contribute to
his growth.”**

22-year-old unmarried
male, Madhya Pradesh

Burman

embracing Dreams & empowering Others



Harshada

“ women when given voices & support can transform in unexpected positive ways.”

a 24-year-old female, Nandurbar

Hailing from a below-poverty-line family, Harshada's father works as a driver, while her mother cares for her and her two younger brothers and sister. With a monthly household income of INR 7,000, financial struggles have been a constant in her life.

Currently engaged in self-employment and working as an office assistant at Gayatri Foundation, Harshada has discovered a passion for beauty services.

Despite the lack of a dedicated salon, she offers door-to-door beauty treatments, earning INR 6,000 per month. The skills acquired during the MIC program, including computer proficiency, effective communication, and personality development, have been invaluable in her current role.

Harshada's journey has instilled in her the importance of pursuing her dreams and finding financial independence. Despite initial resistance from her family, she has fearlessly shared her aspirations and dreams, striving to convince her father of their value. Though her father remains hesitant, Harshada's determination remains unwavering.

In society, Harshada's confidence and exceptional situational handling skills have garnered admiration and appreciation. Her ultimate dream is to learn different languages and become a translator. To achieve this, she is saving INR 2,000 monthly, contributing to her family's finances while supporting her own goals.

Harshada eagerly shares her acquired knowledge from the MIC training with her siblings and friends, inspiring them to join the program. Despite facing numerous challenges, including familial resistance and time constraints, Harshada's determination and support from her mother and younger sister have propelled her forward.

With the support of HHH trainers, who made home visits to convince her father, Harshada has embraced entrepreneurship and developed her door-to-door beauty services. The MIC training curriculum equipped her with essential skills, such as effective communication, typing, time management, and confidence, enabling her to pursue her goals independently.

Harshada's future plans diverge from the conventional path. She aspires to learn Korean and Spanish languages, setting her sights on language classes in Pune. Additionally, she dreams of owning her own beauty parlour shop and teaching other girls about beauty techniques through private classes. Harshada's passion and determination serve as a testament to the fact that women when given voices and support to pursue their dreams can have transformation in many unexpected positive ways and MIC program was a catalyst in empowering individuals to pursue their dreams and inspire others along the way.

A girl who walked 6 kms for her aspiration towards an Inspiring Transformation

Surekha embarked on her journey with the MIC program supported by HCL Foundation. Coming from a financially disadvantaged and vulnerable background, Surekha's family struggled with a monthly household income of INR 7,500. Despite the financial challenges, Surekha's determination to overcome economic difficulties led her to join her first job as a Customer Care Executive in a BPO.

Surekha's commitment to personal growth and continuous improvement has earned her recognition and praise from her seniors, fueling her motivation to excel further. She cherishes the opportunity to assist customers and provide solutions to their problems, which has strengthened her desire to gain experience, polish her skills, and apply for internal job postings within the same company.

The skills acquired through the MIC training, including computer proficiency, effective communication, and 21st-century life skills, have been instrumental in her current role. The training provided her with exposure to computer operations, which she had never experienced before. This newfound knowledge has enabled her to navigate her present job with ease.

Surekha expresses her gratitude towards the Head Held High Foundation and HCL Foundation for believing in her aspirations and providing her with the opportunity to learn and grow through the MIC training program. The transformation she experienced, both in terms of confidence and skills, has been pivotal in her journey. She rates herself 8 out of 10 for the knowledge she gained during the training. During the financial crisis, she would sometimes walk to the centre. She used to travel approximately 6 kilometres each day. However, she had a strong desire to learn. During the training, she felt apprehensive about speaking English due to a lack of confidence. Yet, by practicing daily in front of a mirror and learning common phrases, she was able to excel in her training and make progress towards her goals.

Previously, Surekha never envisioned herself in a job due to the financial constraints that hindered her pursuit of higher education. However, the MIC program, with its focus on 21st-century skills, provided her with the chance to develop new skills in just a couple of months. Encouragement from her parents further emboldened her, as they recognized the potential benefits of the training in securing employment.

Surekha's personal transformation has ignited a desire to inspire others and promote the importance of acquiring 21st-century skills. Her financial contribution to the family has doubled their income, improving their living standards. She takes pride in being an independent woman who contributes financially to her family's needs, such as purchasing essential items and paying bills.

Surekha's journey has empowered her to make a positive impact within her family and society. Despite facing challenges, including financial constraints and travel distances, her determination to learn and grow remains unwavering. The support from her parents and the Head Held High Foundation has been instrumental in her success.

With aspirations to continue her job and gain more experience, Surekha hopes to explore new opportunities and eventually start her own business. Her dedication to lifelong learning and the acquisition of new skills positions her well for future achievements. She envisions a reputable position in her career and dreams of buying a car for her parents.

Surekha's story is a beacon of hope for other women and the MIC program acted as a catalyst and a towering program in empowering individuals to break free from financial limitations and strive for a brighter future.

Surekha Rawa

“ ...a beacon of hope for other women...”

a 22-year-old female, Lucknow

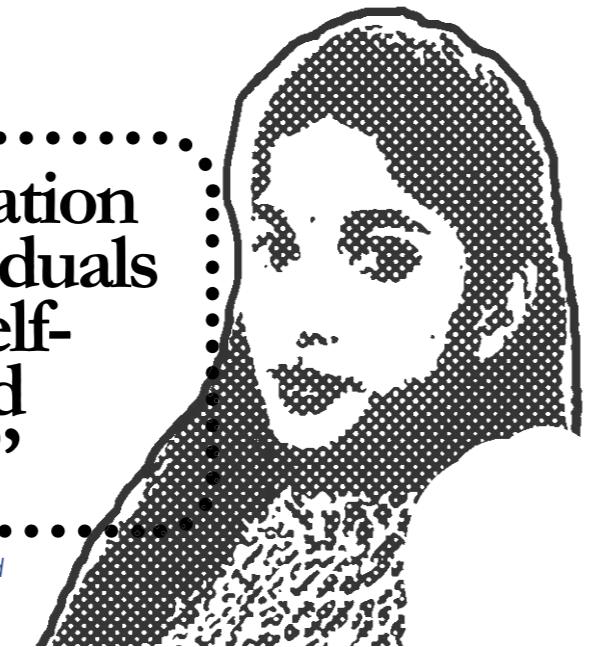


a story of **aspirational education & career advancement** - empowered for **Success**

Rajni Rai

“good education equips individuals to become self-sufficient and prosperous.”

a 19-year-old female, Faridabad



Rajni embarked on her journey with the HHH MIC program supported by HDFC. After completing her 12th grade, Rajni found herself idle and lacking plans for higher education. Recognizing the importance of English-speaking and computer skills for securing a job, she decided to enroll in the HHH training program.

Currently working as a Customer Care Executive at V-Connect, a credit card sales company, Rajni earns a salary of INR 10,000 and also pursuing B.A in Delhi University. Despite facing challenges during her job search, where experience was often required, Rajni's determination led her to secure this opportunity near her home.

Rajni aspires to complete her B.A. and become a teacher. She also envisions pursuing a B.Ed. degree after completing her undergraduate studies. The training program has equipped her with computer proficiency and improved her communication skills, enabling her to engage with customers professionally.

Expressing gratitude for the training, Rajni emphasizes that it has empowered her to advocate for her rights, think about personal growth, and pursue her goals with clarity. With her first salary, Rajni gifted clothes to her family members and used her second salary to repay a debt her mother had incurred for her college admission.

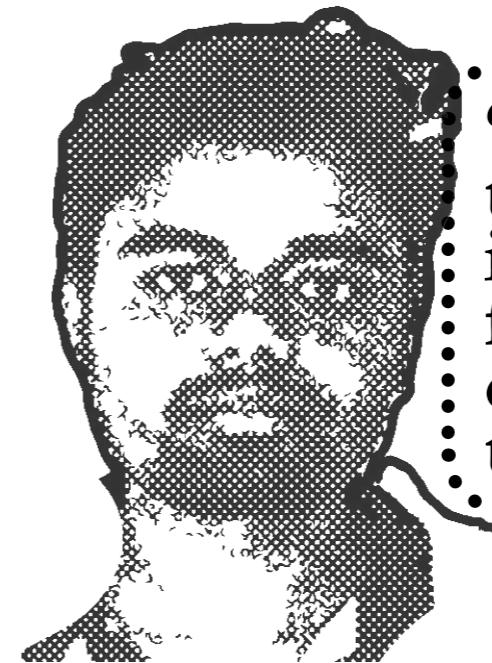
She contributes to her family's household expenses and supports her younger siblings' education. She shares her knowledge and motivates them to build their careers and become self-reliant.

a story of a journey to **Self-Reliance & Empowering Dreams**

Ritesh Kumar

“education & training can empower individuals to break free from economic constraints & fulfill their dreams”

a 22-year-old male, Sirohi



Rajni credits the HHH training for her job placement and emphasizes the value of the acquired communication and computer skills, which were instrumental in cracking her interview at V-Connect. The training not only facilitated her professional growth but also introduced her to computer usage, enhancing her ability to excel in her current role.

During her job training period, Rajni efficiently managed her studies while assisting her mother with household chores. The financial challenges during her college admission were overcome with support from her mother's friends who believe Rajni's determination, gratitude, and commitment to personal growth serve as an inspiration to others facing similar challenges.

Rajni firmly believes in the power of education and advocates for allocating government resources, currently used for free rations, towards college fees. She recognizes that a good education equips individuals to become self-sufficient and prosperous.

Rajni's journey is a testament to how a woman can study and work at the same time by believing in her dreams, HHH played a vital role in securing employment, contribute to their families, and pursue higher education.

Ritesh found hope through the HHH program supported by JKLC. Growing up in a below poverty line family, Ritesh's father worked as a farmer to support the household, and financial constraints hindered Ritesh from pursuing his aspirations. However, determined to make a difference, he joined the HHH training program with the aim of securing a job.

After completing the training, Ritesh embarked on a fulfilling career as a school teacher at Shiv Schikshan Sansthan. Alongside his teaching job, he also provides private coaching to students, demonstrating his passion for education. The skills he acquired during the training, including mathematics, English, and effective classroom management, have empowered him to excel in his role. Ritesh's teaching techniques, learned from the program, have earned him admiration from fellow teachers.

Inspired by his newfound confidence and discipline, Ritesh dreams of starting his own business. He envisions opening an electrical or clothing shop in the local market, leveraging his entrepreneurial spirit and skills gained from the program. Through his dedication and support, Ritesh has become a pillar of strength for his family, alleviating their financial burdens.

Ritesh credits the HHH program, JKLC, and his trainer, Mr. Raman, for guiding him towards self-reliance and the ability to support his family. He is grateful for the transformation he experienced, overcoming his fear of speaking and finding new friendships. Ritesh's gratitude extends to his parents and Mr. Raman, who continue to motivate him on his journey.

With the belief that no job is insignificant, Ritesh has expanded his horizons and embraced the idea of contributing to society in any capacity. He acknowledges the impact of the HHH program in helping him understand the value of all types of employment.

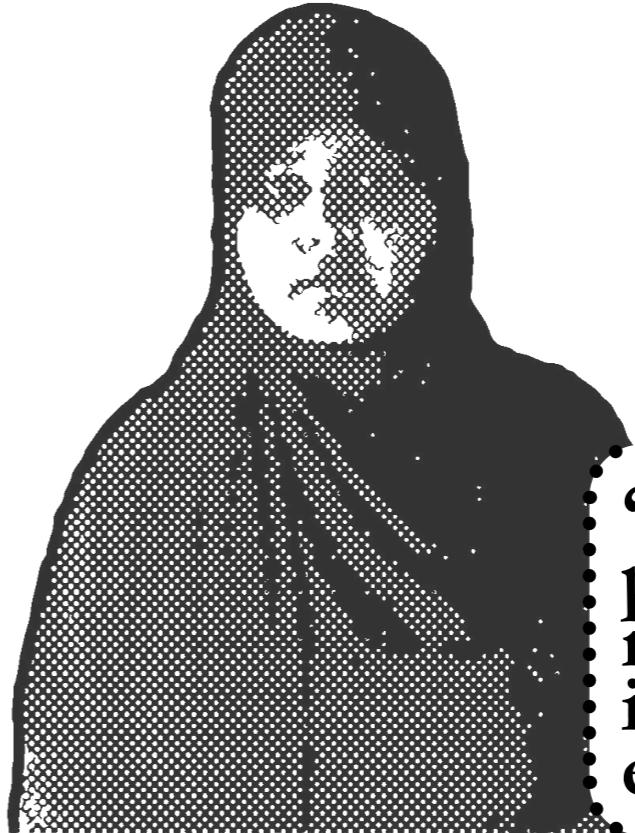
Ritesh story in Sirohi is serving as an example showcasing how education and training can empower individuals to break free from economic constraints and fulfill their dreams.

Rawal

Economic Resilience

stories of change

a journey with MIC Program & social entitlements - a path to
empower with economic resilience



a 25-year-old youth, Tottanhalli Village part of Malkhed batch

Ruksana

“...the transformative power of economic resilience, and the importance of capacity enhancement.”

Ruksana belonged to a vulnerable family struggling with financial constraints. Forced to discontinue her formal education, she found herself at home, yearning for opportunities. It was during this time that her father shared information about the program offered by the Head Held High Foundation (HHHF).

With the help of HHHF, Ruksana not only gained access to valuable training but also received support in accessing social entitlements. This assistance proved invaluable for her family's well-being. Her father, engaged in agriculture, and her mother, a homemaker, found immense relief from these entitlements. Additionally, her brother's labor work in the field was further supplemented by the support they received.

Eager to change her circumstances, Ruksana visited the HHHF center and enrolled in the youth training program. Despite initially struggling with English reading, she persevered under the guidance of her trainers. The program equipped her with essential skills in logic, math, business, and effective communication, bolstering her confidence.

Upon completing the 45-day program, Ruksana triumphed over language barriers and secured a job at Corpone BPO in Hyderabad, earning a monthly salary of INR 14,400. This achievement not only transformed her life but also significantly contributed to doubling her family's source of income. Through counseling and with her father's support, she embarked on a career path, creating a better future for her family with the support of HHHF and the Vrutti Foundation.

Ruksana and her family extend heartfelt gratitude to HHHF for the life-changing opportunity and express deep appreciation for the social entitlements that uplifted their lives. Her journey exemplifies the transformative power of economic resilience, emphasizing the importance of capacity enhancement and increased household income.

a journey of **Triumph Over Challenges** towards **Economic Resilience**

Sunanda faced significant personal and family challenges that impacted her education and well-being. Distanced from her husband, she found herself in a state of depression and mental distress, residing with her child at her mother's home. Having discontinued school after completing the 12th grade due to family concerns, Sunanda's future seemed uncertain.

However, a turning point arrived when a counseling session brought her path-crossing with the Head Held High Foundation's Make India Capable (MIC) program. With the support of her mother, she enrolled in the program, initially struggling with English reading but determined to make a change. Under HHHF's guidance, Sunanda gained essential skills in logic, math, business, and effective communication, including mirror practice and English speaking.

Additionally, HHHF provided support in accessing social entitlements that greatly benefited Sunanda's family. These entitlements played a crucial role in improving their overall well-being and economic stability.

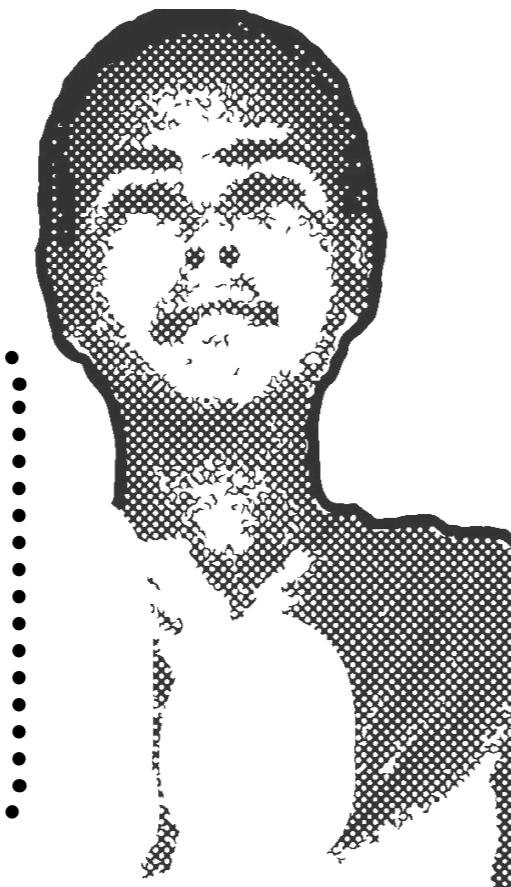
Successfully completing the MIC program marked a significant milestone for Sunanda. Overcoming language barriers and fueled by newfound confidence, she secured employment at Corpone BPO in Hyderabad, earning a monthly salary of INR 14,400. This achievement not only doubled her family's income but also positioned Sunanda as a role model within her village. She is grateful to HHHF for the second chance they provided, allowing her to rebuild her life and become a source of inspiration.

Sunanda acknowledges that happiness is an advantage in her work, cherishing the present while cultivating habits that enhance life satisfaction. She extends heartfelt thanks to the HHHF and Vrutti team for their unwavering support, including assistance with social entitlements.

Sunanda

“...happiness is an advantage in her work, cherishing the present while cultivating habits that enhance life satisfaction.”

a 25-year-old woman, Sanghavi village part of Malkhed batch



a farmer's journey to **Economic Resilience**

Encountered difficulties in accessing the benefits of the PM-Kisan Samman Nidhi Yojana. Upon investigation, it was discovered that he had not been receiving the entitled support. Taking immediate action, HHH team personally visited Beernahalli village and assisted Sharanappa in completing the E-Kyc procedure.

As a result, Sharanappa received a confirmation message from the farmer's service center, and his account was credited with funds from the PM-Kisan Samman Nidhi Yojana. This positive development brought immense joy to Sharanappa's life, empowering him to pursue chemical-free farming activities within his village. HHH also provided him with knowledge on fair practices and this helped him understand better economic access to farmers.

Furthermore, inspired by his own experience, Sharanappa took it upon himself to inform ten fellow farmers in the village about their eligibility for significant benefits through the PM-Kisan Samman Nidhi Yojana. This act not only strengthened the economic resilience of his community but also showcased Sharanappa's determination to overcome obstacles and actively contribute to the betterment of his village.

Sharanappa

“...strengthened the economic resilience of his community, showcased his determination to overcome obstacles...”

a resident of Beernahalli village



Antarprerana

stories of
change

from a **housewife** to a journey of
Entrepreneurial Triumph



Sharanamma

“...the
transformative
power of capability
enhancement,
support, and the
pursuit of multiple
income sources.”

*a 40-year-old married woman ,Wadi village,
Gulbarga district of Karnataka*

Sharanamma, part of HHH program supported by ACC, belongs to an underprivileged background. With a family of four and her husband's income of Rs. 8,000 from a medical shop, they live below the poverty line. Sharanamma's educational journey halted at the 10th standard due to family responsibilities.

Sharanamma ventured into the business of selling roti from her home, earning a monthly profit of Rs. 2,500 with an income of Rs.5,000. Although facing challenges in customer acquisition and balancing household duties, she remains dedicated and polite towards her customers.

Sharanamma underwent Antraprerana training and completed GET training. The one-year training course focused on stitching and embroidery work. The quality of training and support received at the Wadi center exceeded her expectations. Her trainer played a vital role in clarifying doubts and providing guidance whenever needed till date.

Antraprerana training opened Sharanamma's mindset to the importance of diversifying income sources. It instilled confidence in pursuing various business avenues. Sharanamma realized the potential of multiple streams of income and embraced the concept of entrepreneurship.

Sharanamma has access to banks and finance companies near her village. However, she is hesitant to take out loans due to high interest rates. To expand her business and overcome low customer footfall, she sought support from the HHH team. With their assistance, she acquired customers from outside cities and plans to attract more.

Through her stitching skills, Sharanamma earned an average of Rs. 3,000 to 4,000 per month by creating various products. Since completing the training, her business has transformed from no income to a profit of almost Rs. 3,000 per month. The training enhanced her communication skills and boosted her confidence.

Initially, Sharanamma faced rejection from family and society, who believed her role as a housewife should not extend to business pursuits. Over time, her success in business changed their perception, and they now motivate and support her.

Sharanamma aspires to expand her business beyond her village, diversify her product line, and tap into cities with higher demand. She aims to empower other women by providing employment opportunities and enabling their financial independence. By creating jobs, she aims to make a positive impact in her community.

Sharanamma's determination, courage, and willingness to pursue her dreams despite societal barriers are commendable and her community appreciates her. Her journey exemplifies the transformative power of capability enhancement, support, and the pursuit of multiple income sources. Sharanamma's entrepreneurial spirit in her village inspires others to overcome challenges, fulfill their aspirations, and contribute to economic growth and empowerment.

a journey to **Financial Freedom & Entrepreneurial Success**

Manda joined HHH program supported by ACC, grew up in poverty. With limited education, she faced financial challenges, with an annual income of approximately 60,000 rupees.

Manda has been running a successful tailoring and cloth sales business for the past two years specializing in bag stitching, dress and blouse making, and cloth sales. Presently, post HHH program, her business generates a monthly revenue of around 10,000 to 12,000 rupees, with a profit of approximately 5,000 rupees.

Manda participated in the Antraprerna training program and received instruction from Kiran, an excellent trainer. Through the program, she gained valuable experience in stitching various items and acquired the skills needed to start her own business. The training provided her with the knowledge and confidence to pursue entrepreneurship.

The Antraprerna project has had a significant impact on Manda's life. It ignited her interest in entrepreneurship and equipped her with the skills necessary to launch her own business. Through the program, she discovered the value of teamwork and gained financial independence, enabling her to provide for her daughters' needs.



Manda

“ ..value of teamwork and gained financial independence..”

a 41-year-old married woman, Nakoda, Chandrapur district, Maharashtra

Manda faced challenges in marketing her business and reaching new customers. She also encountered resistance from her community, who held traditional beliefs about women in business. Despite these obstacles, she successfully established and grew her business without facing significant economic issues.

Manda's husband has been supportive of her business endeavors. However, she faced criticism from her community due to gender biases. While changing their perspective proved challenging, she remains hopeful that attitudes towards women in business will evolve.

Manda found inspiration from her friends who pursued their entrepreneurial aspirations. The positive influence of the Antraprerna training program and her trainer motivated her to strive for success in her business. She also draws strength from her family's support.

Through running her business, Manda developed multiple capabilities, including product production, profit and loss management, and effective customer interaction. Her confidence has grown, enabling her to independently source materials for her business.

Manda aims to expand her customer base by opening her own shop and exploring online marketplaces. With these strategies, she aspires to achieve even greater success in her entrepreneurial journey.

Manda's determination, resilience, and pursuit of her dreams inspire others to overcome challenges and achieve economic independence.

Entrepreneurial Aspiration to Business Success

Prasanthi

“ motivated by newfound confidence and ideas..”

a 31-year-old woman, Rayagada, Orissa



Prasanthi, part of HHH program, is the primary caretaker of her family. Her husband works at a salon shop in Jk Pur, and they have two children. Their yearly income amounts to approximately Rs. 60,000/- . Prasanthi's educational journey halted at the 10th standard due to her familial responsibilities.

For the past six months, Prasanthi has been successfully running a breakfast (hotel), snacks, and ice cream business with a strong interest and skill in making these items. Post HHH program, she earns a monthly profit of Rs. 5,000/- and generates a revenue of Rs. 10,000/- . Her business attracts local customers and receives orders for snacks at events. While Prasanthi currently has no loans, she anticipates the need for one in the future to expand her business.

Prasanthi underwent a year-long HHH training program, which included six months of MIC (Make India Capable) and six months of Antraprerna. Through the MIC training, she gained confidence in communicating with customers, a skill she lacked previously. The Antraprerna training provided her with stitching skills and inspired her to start her own business. Prasanthi highly appreciates the trainers at HHH for their support and guidance.

The training program empowered Prasanthi to pursue her entrepreneurial aspirations. It bolstered her confidence, provided valuable business knowledge, and enhanced her ability to select products, handle customers, and manage profit and loss.

Motivated by newfound confidence and ideas, Prasanthi embraced entrepreneurship wholeheartedly.

While Prasanthi faced opposition from her parents and some relatives regarding her business venture, her husband has been a pillar of support. He encouraged her to expand beyond tailoring and start a food business, even assisting with food preparation when available. Despite societal resistance, Prasanthi's determination and her husband's unwavering support propelled her forward.

Prasanthi's business journey has honed her multitasking abilities, enabling her to handle multiple ventures successfully. She maintains meticulous accounts, facilitating confident customer communication and attracting orders from beyond her immediate area. Additionally, her expertise in tailoring has become an additional source of income.

Prasanthi envisions expanding her business by opening a snacks center and providing employment opportunities for two or three women. Her ultimate goal is to further grow her enterprise beyond her village, fostering continued financial independence and success.

Prasanthi's story exemplifies the power of determination, capacity development, and familial support in overcoming societal barriers.



Mallamma

“...overcome challenges, drive economic growth, and create positive change within their communities.”

a 36-year-old woman

Mallamma comes from a poverty-stricken background. She graduated from Wadi, HHH program supported by ACC. She is married with two children and faced financial challenges due to her husband's monthly income of Rs. 5000/- as a labor contract worker for ACC. Despite limited education (10th standard), Mallamma is determined to improve her family's circumstances.

Mallamma has been running a Roti-selling business for four years. She employs two women and earns an average monthly income of Rs. 5000/-. Post program, her revenue ranges between Rs. 10,000 to Rs. 12,000 per month. Market linkages with ACC employees provide her with daily orders.

Mallamma participated in the Antraprerna training program at the Wadi center and completed GET training. The training equipped her with essential business skills and boosted her confidence. She gained valuable insights into various types of businesses and learned practical skills applicable to her own venture.

The Antraprerna training program had a significant impact on Mallamma's business and personal growth. She experienced a substantial increase in customer reach and orders after implementing the training strategies. As a result, her revenue and profitability improved significantly. Mallamma expanded her business operations and successfully hired two additional women, contributing to local employment opportunities.

Mallamma faced challenges in accessing credit due to her financial situation. After joining HHH, she understood the benefits of joining a SHG. She expressed a desire to join a Self-Help Group (SHG) to obtain easier access to credit facilities. Previously, she borrowed from individual lenders at a higher interest rate of 3%. However, she recognizes the benefits of joining an SHG for future financial stability after HHH.

Through her involvement in the Antraprerna project, Mallamma earned an additional average monthly income of Rs. 2500/-. She performed various tasks, including stitching masks, embroidery, stonework, and bags, contributing to her overall income growth.

Mallamma's participation in the Antraprerna program resulted in positive changes in her income, business growth, and overall quality of life. Her business expansion allowed her to provide employment opportunities for others and contribute to the economic development of her community. Mallamma's increased income improved her family's financial stability and opened doors for better opportunities.

Mallamma encountered skepticism and doubts from others who questioned her dedication and aspirations. Despite facing social and cultural challenges, she remained determined to pursue her dream of making her daughter a doctor. Additionally, she had to overcome financial constraints and manage her business with limited resources.

While Mallamma's mother-in-law expressed skepticism about her endeavors, her husband provided unwavering support. He recognized her potential and encouraged her to persist despite societal pressure. Mallamma's drive and determination, coupled with her husband's support, became crucial elements of her success.

Mallamma drew inspiration from the Antraprerna (DISHA) Project, which motivated her to pursue her entrepreneurial goals. Her desire to provide a better future for her children and her unwavering commitment to succeed served as positive influences throughout her journey. Mallamma's participation in the Antraprerna training program allowed her to enhance her capabilities and self-confidence. She gained skills in business management, customer relationship management, and financial planning, rating herself highly on these aspects.

Mallamma aspires to expand her business further by setting up a tailoring shop outside her village and investing in a Roti-making machine. She seeks additional training and support to achieve her goals and invites opportunities for collaboration or assistance in realizing her entrepreneurial aspirations.

Mallamma's journey showcases the potential for individuals to overcome challenges, drive economic growth, and create positive change within their communities.

Future Ready Guidance

stories of
change

overcoming **challenges** & pursuing a **banking career**

Manjunath H, a determined individual, KPSSS Degree College, Manvi

Manjunath currently pursuing Masters in Commerce, participated in the HHH program. Coming from a below poverty line background, Manjunath faced various challenges. However, the program proved instrumental in helping him set clear goals and choose a suitable career path. By understanding his strengths, weaknesses, opportunities, and threats, Manjunath capitalized on his strengths, worked on his weaknesses, and overcame potential obstacles.

During the program, the SMART Goals session played a crucial role in shaping his ambition of becoming a Bank Manager. Manjunath recognized the significance of setting specific, measurable, achievable, relevant, and time-bound goals, aligning them with his capabilities and circumstances.

With his eye on the position of a Bank Manager, Manjunath is well aware of his strengths, weaknesses, and values. Equipped with a commerce degree and essential skills gained through the program, including communication, employability, and presentation skills, he is diligently working on enhancing his aptitude and financial literacy.

Manjunath's career interests align perfectly with his acquired knowledge, required skills, personality traits, and professional aspirations. The training sessions provided by the program have been highly relevant in helping him make informed career choices. The SWAT Analysis session helped him identify his strengths, and the Employability Skills sessions provided valuable insights into job searching, approaching employers, and acing interviews.

While Manjunath faced challenges attending the training and potential loss of session knowledge, he displayed resilience and actively engaged in recall and discussions to ensure a comprehensive understanding. Despite economic limitations hindering his access to specialized coaching, he remains determined to overcome these obstacles through self-study and hard work.

Although initially met with skepticism from his family, who wished for him to continue their small business, Manjunath convinced them of his dream with the support of a Bank Employee living nearby. Now, with their encouragement, he commits to helping his father's business while pursuing his banking career.

The unwavering support from his college principal and his personal drive have been significant motivating factors for Manjunath. He envisions completing his post-graduation while simultaneously preparing for banking exams such as IBPS PO, SBI PO, and IBPS CLERK. His ultimate goal is to secure a banking job and contribute to the growth of the industry.

Manjunath's story exemplifies resilience, determination, and the ability to overcome challenges in pursuit of a rewarding career. With the support of the program, his unwavering motivation, and the guidance of mentors, he is well on his way to realizing his dreams.

“the SMART
Goals session
played a crucial
role in shaping
his ambition”

overcoming challenges & pursuing a career in civil services

Shilpa Alva, a determined individual from Govt First Grade College Haleyangadi

Shilpa participated in the HHH program. She graduated in Commerce, employed at Axis Bank.. Coming from a below poverty line background, Shilpa faced various challenges. However, the program proved instrumental in helping her set clear goals and choose a suitable career path. By understanding her strengths, weaknesses, opportunities, and threats, Shilpa capitalized on her strengths, worked on her weaknesses, and minimized potential obstacles.

During the program, the session on Govt jobs and private jobs, exam preparation, and understanding various exams played a vital role in Shilpa's ambition of becoming a Civil Servant, specifically an IAS officer. The SMART Goals session helped her craft specific, measurable, achievable, relevant, and time-bound goals, aligning them with her capabilities and circumstances.

With her sights set on a civil service career, Shilpa possesses the relevant education, skills, and knowledge required for the desired job. She acquired excellent communication and presentation skills, along with essential employability skills, during the training. Additionally, she is actively working on enhancing her aptitude and financial literacy, making her well-prepared for the job.

Shilpa's career interests align with her acquired knowledge and the qualities necessary for a civil service career. The program's sessions provided valuable insights into career paths and skill requirements. The SWAT Analysis session helped her identify her strengths, while the Employability Skills sessions offered tips for job searching and acing interviews.

While Shilpa faced challenges attending the training and potential loss of session knowledge, she demonstrated perseverance by recalling previous sessions and engaging in discussions with the career coach before new sessions. Moreover, her family's economic struggles, relying on daily wages, added to her challenges.

Despite the difficulties, Shilpa's parents have been a constant source of motivation and support. With their backing, she remains determined to pursue her dreams.

Shilpa's future plan includes completing a distance education post-graduation while working at a bank and concurrently preparing for the Civil Service Exam. Her relentless efforts, combined with her educational pursuits and exam preparation, demonstrate her dedication to achieving her career goals.

Shilpa's story reflects resilience, determination, and the ability to overcome obstacles in pursuit of a rewarding career in civil service. With the support of the program, her family, and her personal drive, she is on a promising path to success.

“...her relentless efforts, and her educational pursuits, demonstrate her dedication..”

overcoming challenges & pursuing a career in the IT sector

Kiran Shetty, a determined individual from Govt First Grade College, Vamadapadavu

Kiran participated in the HHH program. Despite facing financial hardships as part of a below poverty line family, Kiran successfully graduated with a Commerce degree. Currently employed as an Assistant Cashier at Pai International, Kiran aspires to work in the IT sector.

Through the program, Kiran gained valuable insights into understanding his strengths and weaknesses. He successfully addressed weaknesses such as communication skills, stage fright, lack of self-confidence, and decision-making. The program equipped him with the necessary skills to make informed decisions and choose the right career path for his future.

One crucial session in the program focused on choosing suitable career opportunities for B.Com graduates and how to secure positions in top companies. Kiran decided to pursue a career in the IT sector. The program instilled confidence in him to attend interviews and select the right company based on his qualifications. Additionally, he learned about various courses that could enhance his knowledge and skills, opening doors to a wider range of job opportunities in the IT field.

Kiran's preferred job sector is the IT industry. With relevant education, skills acquired through the program, and capabilities such as communication skills, presentation skills, leadership qualities, and self-confidence, he is fully capable of achieving his career goals.

Having gained relevant education, knowledge, and personality and professional skills through the training sessions, Kiran is confident in his ability to pursue his chosen career path. He recognizes the significance of implementing his personal values, interests, and hobbies in his future career.

The program's sessions proved highly relevant in Kiran's career decision-making process. The SWOT Analysis session helped him understand his strengths and weaknesses, while other sessions shed light on skill requirements and skill gap identification. Kiran gained insights into job searching, approaching IT company interviews, setting SMART goals, and presenting himself effectively during interviews and group discussions.

Despite challenges and potential loss of session knowledge, Kiran's determination and active engagement in recall and discussions enabled him to navigate the program successfully. While financial constraints posed a hurdle, Kiran's unwavering motivation, combined with his parents' belief in his educational pursuits, drove him to pursue his career goals.

Supported by his parents and motivated by his college principal's guidance, Kiran remains focused on his career goals. His future plans include completing various computer courses like JAVA, SAP, and others to enhance his skills and increase job prospects in the IT sector.

Kiran's story exemplifies resilience, determination, and the ability to overcome obstacles to pursue a career in the IT sector. With the support of the program, his unwavering motivation, and the guidance of mentors, he is on the path to a successful and fulfilling career.

“...recognizes the significance of implementing his personal values, interests, and hobbies in his future career”



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HHH - UN SDG Alignment

HHH Addresses the following SDGs -



By addressing these SDGs, we work towards building trust equity and sustainability in the marginalised communities and vulnerable populations we interact with.

Highlighted below are the ways our interventions address these SDGs and promote trust equity and sustainability in the community:

Address poverty and hunger: HHH creates job opportunities, provides vocational training, and offer credit services to empower people living in poverty. We also engage with communities to improve access to social entitlements and welfare schemes from government.

Promote health and well-being: We conduct awareness programs to improve access to healthcare services and provide health education to the community. And also support initiatives that promote healthy living campaigns.

Ensure quality education: HHH provides access to education and training programs to help vulnerable populations develop the skills they need to succeed in their aspired for fields. HHH also support's initiatives that promote education for girls and women, as this has had a significant impact on reducing poverty and promoting gender equality.

Promote gender equality: HHH has several initiatives that empower women and promotes their participation in economic, social, and political activities. This includes providing access to training and education programs, supporting women-led businesses, and advocating for policies that promote gender equality.

Create decent work and economic growth: HHH works on creating non-farm wage employment job opportunities and support small and medium-sized enterprises in the community. We also provide access to training and education programs to help youth develop the skills they need to succeed especially during education to work transitions.

Reduce inequalities: HHH addresses systemic inequalities and promotes social justice. This we achieve by supporting initiatives that promote inclusion and diversity, advocating for policies that promote equal access to resources and opportunities, and working with local stakeholders to dismantle systems of oppression.

Build sustainable communities: HHH works to promote sustainable development by supporting initiatives that promote jobs for nature and circular economy. We also work to promote social sustainability by supporting initiatives that promote community development and social cohesion.

Partnerships to achieve the Goal: HHH actively strengthens means of implementation and revitalizes global partnerships for sustainable development. Through collaboration, capacity building, and innovative financing, we drive SDG achievement and foster a sustainable, inclusive future.



future outlook



Pankaj Singh Thakur, Chief Executive Officer

“Possibility and Actuality” represent two conflicting forces that shape our perception of the world and our understanding of it. This heightened awareness expands the scope of our actions.

Throughout 2022, as we emerged from the crisis of the previous year, we adopted a more evidence-based approach to rebuilding the communities we served.

Our primary focus was on ensuring universal access to essential services and opportunities, with a long-term commitment to fostering economic empowerment. Embracing an all-encompassing strategy, we tackled the multitude of challenges head-on, emphasizing opportunity, inclusion, resilience, and security.

Addressing poverty is a complex task that demands a dynamic rather than static approach. Therefore, at the core of our methodology lies a belief in the transformative power of holistic solutions. To uplift individuals from poverty, it is crucial to comprehend the unique needs of households and communities and address the underlying factors.

Developing resilience has become a cornerstone of our approach, as we firmly believe that it is the key to fostering human flourishing.

Looking ahead to the coming year, our steadfast focus on resilience will ensure that our solutions transcend mere surface-level observations and remain committed to addressing the root causes. This commitment serves as a reminder of our unwavering dedication to making a meaningful and lasting impact.

To end with the words of Oscar Wilde,

“to look at a thing is very different from seeing it”



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