HEAD HELD HIGH

a journey from poverty to dignity

23/24

HeadHeldHigh

VISION

PURPOSE

HEAD HELD HIGH

“Our view is that the world is full of richness, abundance. There is enough and more for everyone on our planet. Poverty simply makes no sense in such a world of abundance. At Head Held High, we aim to address this by implementing multiple initiatives”

“Inspired by a world of abundance, we build capabilities, connect opportunities, and create resilience in the most marginalized rural youth and their communities, and enable them to lead their lives with their heads held high.”

From Poverty to Dignity

Our 5-Year Strategic Guiding Principle

Economic Resilience

"Economic resilience encompasses more than just information dissemination and facilitation; it is also about empowering individuals to continuously enhance their skills and lessen the skill gap through building capability, cultivating an opportunity mindset and providing access to avenues for skill application, gaining the ability to make and shape decisions, and so on."

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A Note from the **Board**

Madan Padaki,
Managing Trustee

“Development consists of the removal of various types of unfreedoms that leave people with little choice and little opportunity of exercising their reasoned agency. The removal of substantial unfreedoms, it is argued here, is constitutive of development.”

- Amartya Sen

Profoundly inspired by Nobel laureate Amartya Senâ€™s view that poverty is fundamentally about the deprivation of capability and opportunity, Head Held High embodies this steadfast belief.

Our mission transcends merely breaking the cycle of poverty in India; we strive to nurture sustainable economic success by dismantling the barriers of limited choice and opportunity.

We have continually evolved and adapted to the ever-changing needs of communities that are often isolated from the world, despite being an integral part of it. HHH is dedicated to addressing capability deprivation.

India is a young nation, with significant youth population. However more young people need to be more engaged in education, training, or employment. This significant challenge presents an incredible opportunity that our nation must seize.

What began as an ambitious vision driven by a simple idea has developed into targeted and tailored programmes focused on empowering and supporting youth. Working within communities, we have observed a significant shift in the aspirations of rural youth.

Our contextualized programs provide individuals with the information and skills they need to confidently navigate the real world. Our interventions are a powerful testament to our commitment to taking action. Our past initiatives have effectively aligned with various UN SDG goals and utilized a multi-stakeholder approach to implement sustainable solutions.

We continue to make strides in building capability (through the Make India Capable and the Future Ready Guidance programme), providing Opportunity (through the Antarprerana rural entrepreneurship programme), and fostering economic resilience.

Over the years, there has been a noticeable increase in household income following HHH’s interventions, with growth in daily household income from USD 1.58 in FY 19-20 to USD 7.87 in FY 23-24.

Our resolve has been tested this year, but we are grateful to our dedicated team members, partners, and the organizations we have collaborated with for their unwavering support.

In alignment with SDG 17 of the UN, Partnerships for the Goals, Head Held High has actively fostered partnerships to address economic challenges and promote community resilience.

To cultivate a spirit of collaboration and collective effort, we have established alliances with governmental bodies, businesses, educational institutions, non-governmental organizations, and other stakeholders.

We are proud to reflect on the past year and pledge to continue working towards creating a sustainable and just future for all.

Board of Trustees & Advisors

Anand Sudershan, Anish Kumar, Madan Padaki, Prasad Menon, Puneet Jetli, Rajesh Bhat, Rakesh Sharma, Shalini Sarin, Shiv Kumar, Subhash Khuntia, Sunil Savara, Tushar Gandhi, Vijay Bhat, Vivek Talwar

Our Patrons

Shradha Sharma, Ashwin Damera, Chaitanya Kalipatnapu

The Theory of Change

Agents of Change

Youth to serve as role models and enable hope and aspiration in their communities.

Entrepreneurship

Catalyse mass entrepreneurship as an aspiration and enable rural economic shifts.

GOALS

Sustainable Economic Growth

HHH is contributing to rural growth through sustainable and inclusive economic growth and systems shift, creating a scalable model through a place-based approach that creates sustainable systems shift.

focus areas

Individual & Communities

- Sustainable Economic Mobility
- Breaking the cycle of Poverty
- Education
- Financial Inclusion

impact areas

- Community Empowerment
- Gender Equality & Empowerment
- Human capability development
- Financial security & Inclusion
- Sustainable & Inclusive economic growth
- Acess to education/ training
- Systems shift

strategies enabling pathways

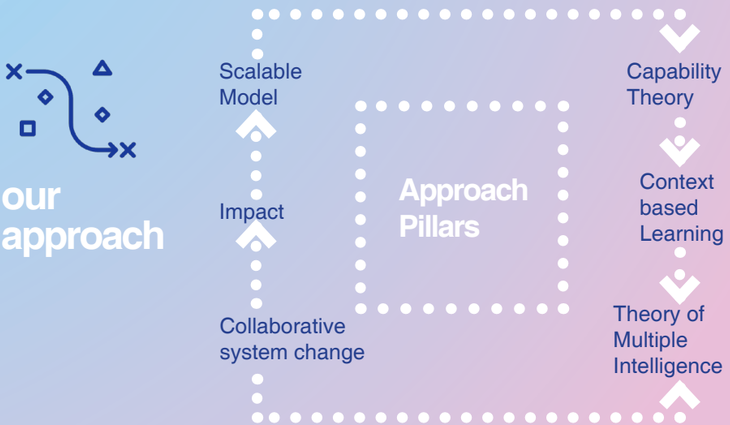
Evidence based approach
We use data and evidence to inform our work and ensure that our interventions are effective and impactful.

Partnerships & Collaborations
We work with partners across sectors to leverage resources, share knowledge, and create greater impact.

Advocacy and Policy Change
We advocate for policies and practices that support sustainable and inclusive economic growth, building resilience and agency, and creating systems shifts.

- Capability building & Transformation
- Mindset change
- Economic Mobility
- Credentialing
- Financial

our approach



Our Focus

“I met a bunch of rowdy youths from the same area in Mumbai who went by the name Sansi. They misbehaved, spoke in their mother tongue, and disobeyed commands. I was upset when a senior came to visit and I had no control over the situation. After I told them about my struggles, they changed; they promised to get better and started becoming the most well-behaved pupils. In addition, Priya Sansi, a group member who was almost illiterate, had difficulties at first. She was a quiet, reserved individual. Thankfully, she was able to get the CSR Head to mentor her through Naya Savera of APL’s one-on-one mentoring programme. She inspired others by fearlessly singing tables in class, surprising everyone after months of hard work. She soon achieved success because of her improved trust, and she was able to support her family by getting a job at Burger King. I still get chills from this story because it shows how resilient and transformational change can be.”

Saptadeepa Biswas, Program Manager (Make India Capable)

A young person from a small rural village who was driven to end the cycle of poverty joined the HHH Make India Capable initiative and is now a self-assured, prosperous individual who walks tall. The individual, like many, is part of an HHH initiative to establish a formal, first-generation rural workforce that actively works to alleviate the poverty cycle.

The areas that we work in are categorized as under-developed districts with some designated as aspirational districts. The geographies grapple with stagnation and limited opportunities for its vast population living below the poverty line.

HHH has been utilizing the power of entrepreneurship, empowerment, and education for more than ten years to weave a revolutionary fabric that dismantles boundaries and brings hope to life.
HHH's modest beginnings in the past contributed to its amazing story today, which weaves together compelling facts and motivational tales to paint a vivid picture of change. Rural youth's lives have changed as a result of HHH's flagship programme, Make India Capable (MIC) - Youth Transformation Programme, which has given them the tools they need to find better jobs, earn more money each month, and escape poverty. The program's economic routes have produced sustainable livelihoods, enabling people to escape poverty and promote socio-economic growth in their local communities. In addition to emphasizing economic success, the program's all-encompassing approach has fostered personal development, improved general well-being, and given participants a feeling of purpose and confidence.

Significant ripple effects result from these empowered people's ability to uphold established economic routes by building capability and acting as catalysts for socio-economic development in their local communities, encouraging others to strive for excellence.

Equipped with newly acquired knowledge and self-assurance, they go on their career paths and, as they go, break down barriers and open up new opportunities in their industries. Through the Future Ready Guidance programme at HHH, people can gain confidence and job skills that will help them pursue successful careers and motivate others. Women's employment prospects, financial literacy, and digital literacy have significantly improved for those living in rural areas as a result of their dedication to gender equality and women's empowerment. Understanding the importance of digital literacy being a huge opportunity, HHH has made facilitating market linkages for artisanal networks via digital public goods (ONDC) a priority starting this year. Our interventions are designed to unlock human potential, generate opportunities, and cultivate resilience.

As part of this ambitious project, we aim to spotlight SHG groups actively engaged in arts and craft-based production activities. This project aims to identify and digitize unique product categories as per an agreed mandate. This involves a comprehensive phase-wise intervention encompassing product design, digitalization, pricing strategies, logistics optimization, and operational planning. The goal is to make these market-ready products easily accessible for purchase through digital means.

HHH is dedicated to empowering women and promoting gender equality to create a more inclusive society. Women who have participated in HHH programmes have shown notable gains in their self-esteem, financial literacy, and computer literacy. These gains have opened up new career paths for them as well as chances to start their businesses and enhance the socioeconomic standing of their communities. HHH has lit a flame of change by tackling the particular obstacles faced by rural women and fostering their entrepreneurial spirit, resulting in the creation of first-generation rural women entrepreneurs. The Women Entrepreneurship programme leads to high rates of entrepreneurship and steady income creation by offering mentorship, loan availability, and complete capability building. HHH has a wider impact, generating jobs and companies for Indigenous people as well as stronger, more resilient communities. HHH gives people the tools they need to become change agents and improve their communities through its programmes. In rural India, HHH's projects bring about long-lasting transformations in the lives of people, families, and communities. Transparency, responsibility, and persistent commitment have allowed HHH to establish itself as a reliable partner for anyone looking to change the world.

The influence of Head Held High extends beyond isolated success tales. HHH developed a path that aspiring individuals of all genders can take to achieve self-actualization, empowerment, and limitless opportunities.

demographics we address

Let's work together with HHH to jointly build a society in which each person has access to high-quality education, fair opportunities, and a sustainable future. Invest in HHH today and script a new chapter of hope, empowerment, and lasting impact.

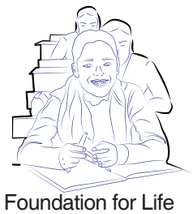
Our Journey

In 2007, we launched our first program, Foundation for Life, with eight rural adolescents whose transformative experiences at the end of the program inspired us to continue the journey to dignity.

From a proof of concept to the execution of several planned interventions, our journey spanning more than seventeen years has defined our passion and unshakable spirits.

Journey Map: **the road so far for HHH**

2007



Foundation for Life Established

Launched pilot program for youth

2008

Pilot cohort of youth completed program

2009

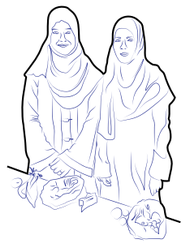
Village Digital Centre with focus on local employment

2011

Head Held High Foundation Established

Launched Youth Transformation initiative Make India Capable for rural dropouts.

2011-2014



Youth Initiative expanded across 7 locations in Karnataka and Maharashtra

2015

Received seed grant from TATA Trust for scaling the Make India Capable initiative

2016-2018

Youth Initiative scaled across 19 states, 100+ districts

2019

Antarprerana Gender Initiative focused on Entrepreneurship launched

2020

Digital Career Guidance Initiative launched during Covid-19 pandemic - Impacted over 1 lakh youth across India.

Launched Community Response Centre for vulnerable populations

2021

Launched Career guidance & 21st Century Skills initiate to address education to work transitions

2022

Economic Resilience initiative launched for 2500 households in poverty

MARG - Household level need Assessment methodology launched

2023

Launched Future Ready Guidance Program for Women in STEM

Initiated place-based approach(district model) to connect young India to economic opportunity in collaboration with Aspen Institute

Recognised with the SKOCH Award for rural entrepreneurship development in partnership with Telangana Academy for Skill and Knowledge (TASK)

Impact over the years

114
Districts

21
States

75%
supported households earn less than USD 1,000 annually

40%
Aspirational Districts

3.5 Lacs+
Households impacted through interventions

80%
Households belong to marginalized communities

2 Lacs+
Youth Provided employability training

3 Lacs+
Training hours completed

53,000
Households supported with 1300 crores (USD 157 million) in government benefits.

6000+ INR
Monthly average business income

95,000+
Women empowered

7
women collectives impacting 1000+ women.

10,000+
Youth provided wage employment

2500+
Entrepreneurs created

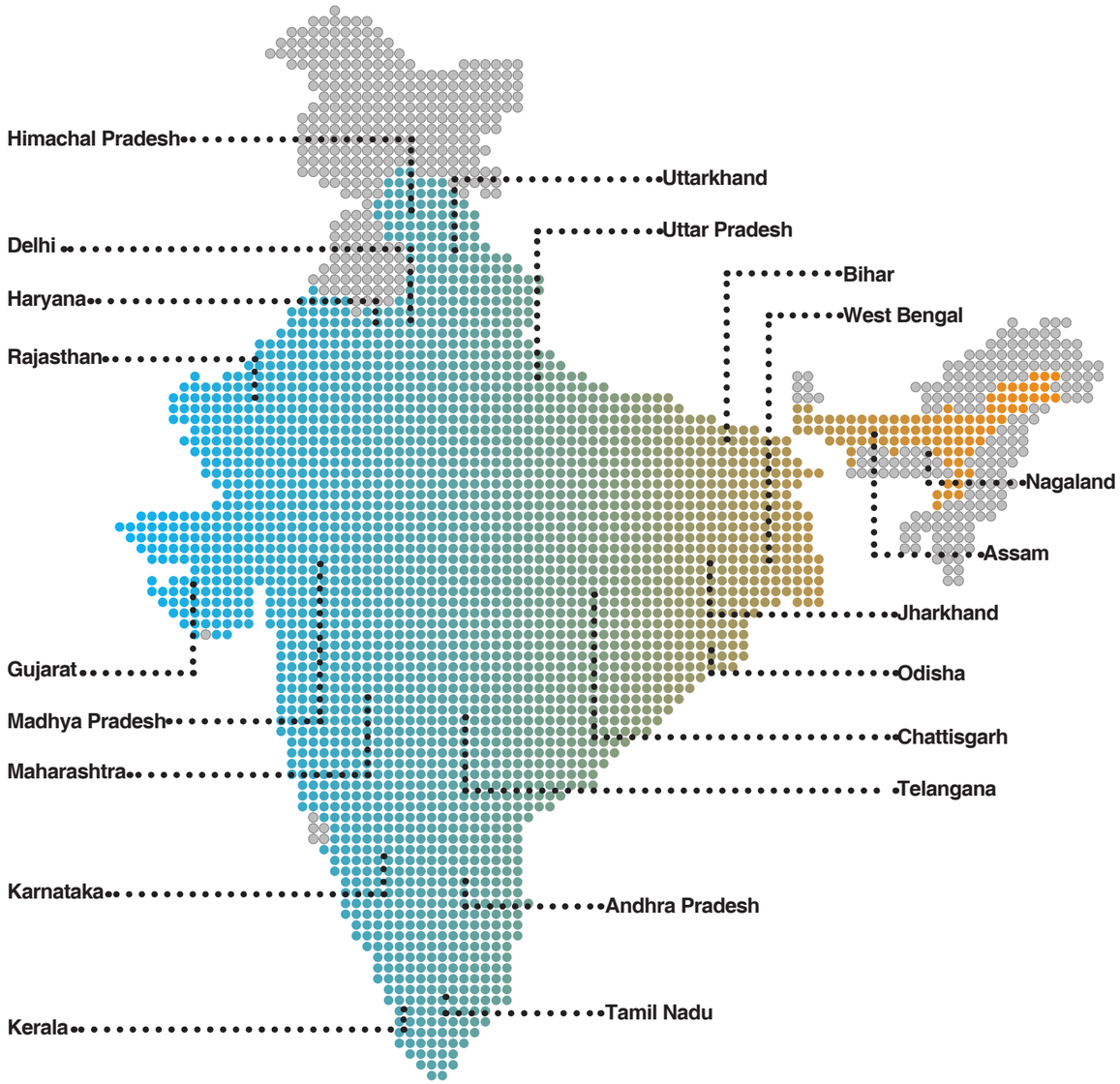
28,000+
Teachers trained in career guidance.

80%
Business survival rate

9300 INR
Monthly average income for youth provided wage employment

19,000
Rural youth received Make India Capable Life & Work Skills training.

120+
Institutions supported for capacity building for future ready guidance for youth



Our Programs

Our programes are designed to lessen the social and economic obstacles that impoverished communities, mostly those in rural areas, must overcome. We provide individuals with the greatest vulnerabilities with access to opportunities and growth through training, skill development, empowerment, and other interventions. We carry out more than 80% of our interventions in rural areas. A fourth of these are located in districts with high aspirations, where they help advance important socio-economic metrics.

Our programs are designed for impact and primarily focus on building:
1. Capability
2. Opportunity
3. Economic Resilience

Our Impact Driven Programs that Focus on Building Capability:

"Among the many youths I have trained, one story will remain etched in my memory forever. A student, who was identified as beneficiary and brought into the Make India Capable program, was selling coconuts in his village due to lack of opportunities and having passed only 4th grade exams. With a meagre household income of INR 3,000-4,000 per month, he joined our training with a determination to help his family. After a successful completion of our training he joined an established national restaurant chain, in Bengaluru as a layout manager. He joined as a floor supervisor in a renowned hospital and made a 10 times jump in his salary. We are in touch and he keeps updating me about his professional achievements. I could not be more proud of him and the program I am associated with that helps me touch such lives!"

Harish Dinkar, Training Excellence Manager (Make India Capable)

1. Make India Capable

Our "**Make India Capable**" campaign was created after researching the issues that impoverished youngsters encounter. The goal of the youth transformation programme was to provide young people with the tools they needed to take charge of their lives and make choices that would enable them to escape poverty.

Rural education plays a pivotal role in resolving many of India's key problems – youth disillusionment, poverty, crime to name a few. It is the rural education scenario which is the yardstick of a nation's development. Considering the bleak statistics, the youth who join the MIC workshops are mostly unschooled or have passed elementary grades. The Make India Capable (MIC) initiative transforms illiterate villagers into capable workers. It creates employment and business opportunities through uniquely designed life-skills training programs that are scalable and sustainable. It aims to move 2 million villagers out of the poverty trap by 2022. MIC differs from other youth transformation programmes in that it uses a three-pronged strategy to guarantee capability building that is both efficient and long-lasting. For this particular programme, our impact partners are Asian Paints, SEWA, and ACC.

Breaking the Poverty Cycle: Transforming Rural Youth through the 'Make India Capable' Campaign

2. Future-Ready Guidance

The absence of career resources and training to improve employability and develop 21st-century skills is a common problem facing marginalised youth. With a comprehensive strategy that incorporates social-emotional learning, skill development for work preparedness, contextual employment information, and customised career counseling, we hope to close this gap.

Sach Honge Sapne is a UNDP-led digital initiative to disseminate information on soft skills and job readiness as well as sector skills and opportunities. **It is intended for young people who have little access to resources and career counseling**. We created a strategy for the campaign's best possible reach and impact as UNDP's main partner in the endeavor. We created an educational video series involving industry experts and career counsellors to establish a connection with the intended audience. Youth who enrolled online were subsequently given individual outreach and career coaching sessions as a follow-up.

3. The Academy

The core of our training programmes is the Transformation Academy, located in Tumkur, Karnataka. The program's criteria are established in part by its master trainers and content developers. The group continuously modifies the programme to achieve better results and a bigger effect by drawing on ideas from the field. Our Train the Trainer (T3) programme, a **30-day** immersive training for trainers that includes a stringent evaluation process, is also housed at the Academy. After finishing the course successfully, trainers are prepared to instruct our training programme. To help more individuals, we are willing to lend our expertise in curriculum development and contextualise it to meet the needs of possible partners.

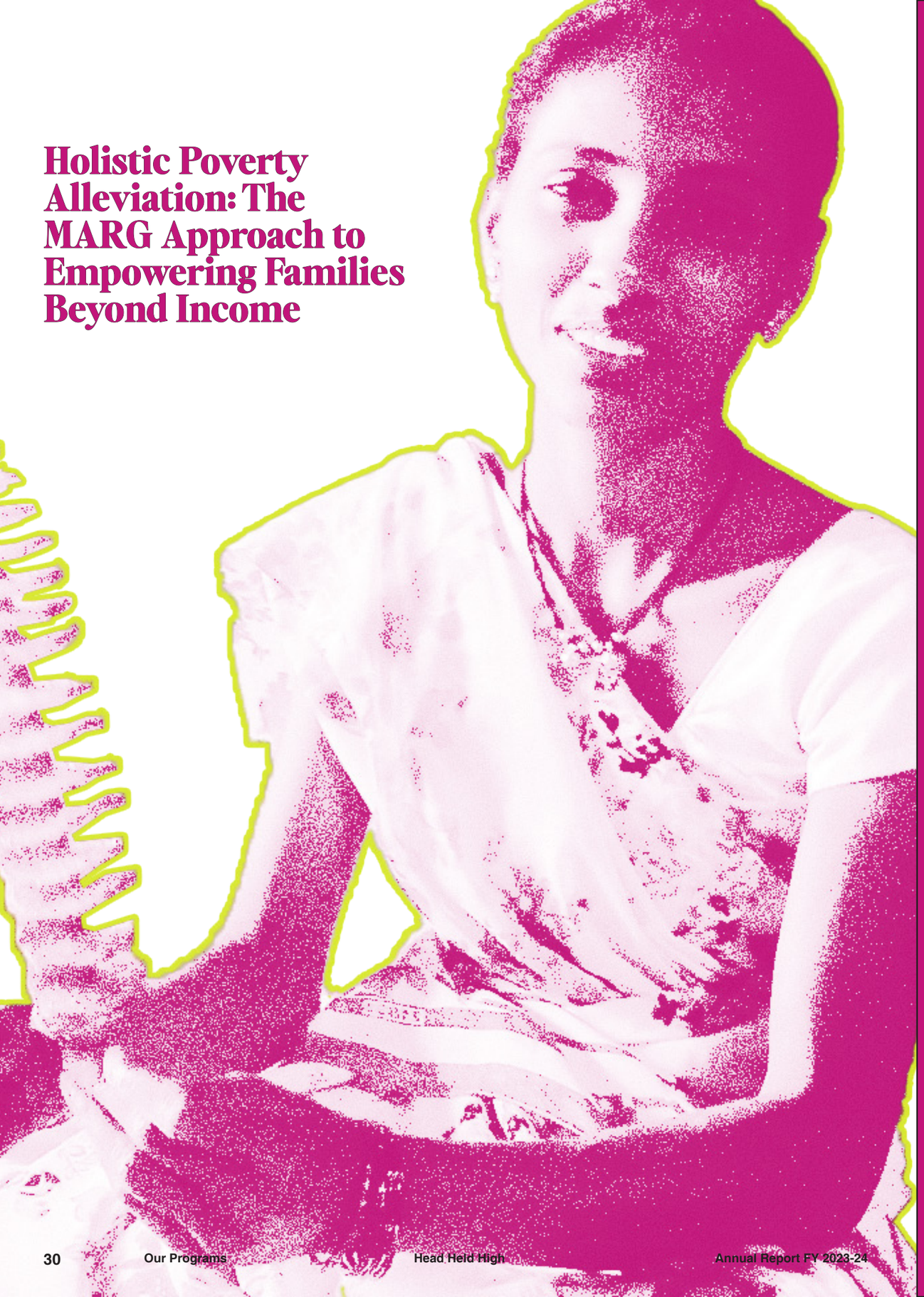
4. Global Action on Poverty (GAP)

Our goal at Global Action on Poverty is to strengthen the influence of changemakers by creating an ecosystem of socially conscious people and organizations. Working with changemakers who offer answers for the areas of Education, Agriculture, Health, Water & Sanitation, Financial Inclusion, and Energy, GAP makes it possible to implement the SDGs from the ground up. In addition to attempting to establish a network of change agents capable of helping the impoverished escape their situation, we also want to provide them with the tools they need to help the organisation achieve its goals

Empowering Marginalized Youth Through Digital Career Guidance and Skill Development

Rural education plays a pivotal role in resolving many of India's key problems – youth disillusionment, poverty, crime.

Holistic Poverty Alleviation: The MARG Approach to Empowering Families Beyond Income



5. MARG

Our needs assessment methodology, known as MARG, uses a framework that incorporates income along with other characteristics like social protection, health, education, and more to determine the level of poverty experienced by families. MARG acknowledges that poverty is multifaceted and cannot be adequately addressed with an income-based strategy alone. Before beginning MARG, the family in question completes a self-evaluation. Next, we develop a poverty-reduction plan tailored to their individual needs. A community mentor steps in to help carry out the plan and provides support as needed, particularly in securing social welfare schemes.

Setting-up Community Response Centers:

Community Response Centres (CRC) are actual locations from which we may address issues that impoverished rural and urban populations face. We begin by evaluating each family's position concerning multidimensional poverty indicators using our MARG framework. Beyond that, we help create safety nets to protect members from unfavorable economic events by putting chances for skill development, employment, and entrepreneurship within their reach. These interventions, which concentrate on kids and families, aim to improve the community as a whole over time.

"I got an incredible opportunity to be a mentor to a little girl who had been through a lot and had never been in a classroom. Her life was changed by her unrelenting dedication and persistent efforts, even though she is an introvert. She developed into a self-assured professional and got hired for her first position in Bangalore. This accomplishment not only made her happy and fulfilled, but it also made it possible for her to give her family the much-needed financial help they needed, opening the door to a better future for everyone."

Gautam Dey,
Program Manager

Innovations That Focus On Building Opportunity:

1. Rural Entrepreneurship: Antarprerna

Antarprerna, or “inner motivation,” is a programme designed to encourage group and individual enterprise in areas with little access to the economy. We use collaborations, in addition to our in-depth training experience and industry knowledge, to link rural residents especially women with chances to earn a living. Rural women are concentrated in low-skilled, low- productivity, and low or unpaid jobs with long working hours, poor working conditions and limited social protection. They are more likely to work as unpaid contributing family members which means their work is largely unrecognized or undervalued. Women in rural society and especially in farming have always been an “invisible work force”. One of the major policy concerns in recent years has been the decline in the number of women workers in the Indian labour market. Women’s contribution to gross domestic product is very low in India (18 per cent) as compared to countries like China (41 per cent), Vietnam (40 per cent), Japan (33 per cent), and Sri Lanka (29 per cent) (Mckinsey Global Institute, 2018). Across the globe, the development sector has produced enough evidence to show that changing a community begins with empowering its women. Antarprerna, our rural entrepreneurship programme, aim at nurturing place-based economic opportunities. They allow women in a given community to come together for group enterprises, creating sustained income and job security for them–all within the vicinity of their homes.

Changing a community begins with empowering its women.

Programs Under ANTARPRERANA

i. Women Collectives

The fact that women in rural areas are unable to travel too far from their homes for employment gave rise to the idea of establishing women collectives under Antarprerna. Typically, an Antarprerna Centre is a collective venture that hires local women to produce textiles and other handcrafted goods. We collaborate with partners to make sure these goods can be sold and provide money for women. Scaling women's empowerment can be done economically with the help of women's collectives. For a considerable amount of time, these groups have provided rural women with social solidarity, resilience, and capital. Women's collectives provide financial access and social mobilisation to empower women in rural India.

ii. Micro Entrepreneurship

For many people and families in rural areas where local industry or farming is insufficient to provide a living, self-employment can be a means of achieving financial stability. We support prospective rural entrepreneurs in starting and operating small businesses that benefit their local communities through Antarprerna.

This support includes a variety of interventions such as training in developing an entrepreneurial attitude, mentorship, funding availability, and assistance with developing market strategies and connections for expanding businesses.

Women's collectives provide financial access and social mobilisation to empower women in rural India.

2. Social Innovation for Youth

We think that to address some of the most important issues of our day, the world needs the ideas and enthusiasm of young people. Through workshops, idea incubation, opportunities for collaboration, training, and other means, we hope to encourage social entrepreneurship among the youth.

Programs part of Social Innovation for Youth

i. Innovation for Telangana State (i4TS)
in Partnership With Telangana Academy of Skill & Knowledge (TASK)

ii. TASK
TASK is a not-for-profit organization established by the Government of Telangana to bring synergy among the industry, academia, and government. This program focusses on three main pillars- Education, Employability, and Entrepreneurship. The core objective is to skill students to make them more employable and develop an entrepreneurial mindset.
The Flagship program on entrepreneurship, i4TS (Innovating for Telangana State) - Samajika Avishkaranalu Saralamina Jivithaniki (Social Innovation for Simplifying Lives)", anchored by Head Held High Foundation builds to develop an entrepreneurial mindset and encourage around 20,000 youth of Telangana towards rural entrepreneurship and social innovation in seven thematic areas, viz., Healthcare, Education & Skills Development, Improving Access, Urban Development, Agriculture, Livelihoods, Environment, Climate & circular economy, in line with the SDGs established by the United Nations.

Interventions that Focus on Economic Resilience

The objective of the Economic Resilience intervention for households in poverty is to facilitate their transition towards economic self-sufficiency. This approach is grounded in a ‘whole of family’ perspective, acknowledging that poverty affects entire households and that addressing their needs collectively yields greater effectiveness.

The objective of addressing poverty at the household level is to provide enduring solutions. Rather than focusing solely on individual requirements, the program aims to tackle the underlying causes of poverty, thereby fostering sustainable change within households. This approach aligns with the program’s overarching goal of promoting economic resilience through comprehensive and lasting interventions that empower families as a whole.

Programs part of Social Innovation for Youth

Enabling Social Security Access

In India, numerous social security programmes address housing, work, healthcare, education, and other aspects of daily living. However, their intended beneficiaries don’t always reap the benefits. The process of gaining access to these schemes can be difficult, and many of them are unaware of them. To increase involvement in this initiative, our teams on the ground help applicants fill out forms, communicate with local government authorities, and conduct door-to-door awareness drives.

Our Priorities

Youth Transformation

The proof of concept for Head Held High started with an emphasis on youth transformation. We have come a long way from our initial programme, which brought eight young people together with the hope of empowering them to alter the narrative that was defined by their poverty. By enhancing their skills and providing access to engagement opportunities, **HHH empowers youth.** In addition to offering instruction and training that is pertinent to the social and commercial environments, we also assist local actors in establishing contexts where youth can develop and make significant contributions.

Our approach focuses on transformative assets that need to be developed locally to support youth in becoming responsible, empowered, and global citizens. Together, these resources include programme outcomes that highlight the needs of young people and assist trainers in determining the key factors that influence Capability and Productivity.

Cross-sectoral programming that maximizes future contributions to society is made easier with the use of a young lens like this. Our youth programme targets a specific group based on several characteristics because contexts vary.

Our flagship initiative, “Make India Capable,” was created with a set of guidelines in mind that may be adjusted to the beneficiaries’ geographic and demographic circumstances. With more than **18,000 young people** signing up for and finishing the programme, their future is full of opportunities to break free from the cycle of poverty.

Building Youth Capabilities and Opportunities

To reduce the likelihood or effects of poverty, youth need to contribute towards changing their narrative. By fostering essential skills that profoundly change young people’s perceptions of their roles and responsibilities in the world, HHH conducts comprehensive training.

Academic or professional training on its own cannot guarantee a smooth transition to the workforce or the development of socially contributing individuals. In addition, life and soft skills arev necessary for young people from underprivileged backgrounds to take care of their health, make wise decisions, etc.

Educational establishments typically support rote-learning methods with little room for discussion. This outdated method stifles effective communication, discourages critical thinking, and makes young people less capable of navigating the social, political, and economic realities of the twenty-first century. It’s concerning that there aren’t enough jobs to match the increase in labour supply. As a result, investments need to be concentrated on fostering innovation, entrepreneurship, and the development of jobs.

In addition to providing them with the necessary training, it’s critical to expose them to educational materials that show them how to apply their newfound abilities in practical settings.

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In addition to providing them with the necessary training, it’s critical to expose them to educational materials that show them how to apply their newfound abilities in practical settings. Employability training and career guidance were provided to over **1,50,000 youth.** They were prepared for interviews and matched to suitable sectors based on their talents and interests.

The industries that matched the **100% of youth trained** in a variety of skills were manufacturing, IT, retail, services, etc.

An approach including multiple stakeholders is necessary to tackle poverty and inequality, including the government, commercial sector, civil society, and academics. In order to provide beneficiaries with long-term results, HHH found pertinent partners.

Entrepreneurship

The idea that entrepreneurship affects ending poverty and enhancing human development and people's quality of life is supported by evidence-based studies. Additionally, it highlights the close connection between entrepreneurship and reducing poverty. Despite annual government and non-governmental investment, poverty remains an enormous and persistent global issue. Although many people and families view this type of investment as a vital lifeline, not enough of them are being lifted out of poverty as a result of it. Consequently, it is necessary to investigate other techniques and solutions. One possible route out of poverty for individuals who are suffering is through entrepreneurship, or starting enterprises.

Are programmes encouraging entrepreneurship and effective labour market policy for the underprivileged? In developing nations, a significant portion of labourers are self-employed, primarily as own-account contractors without salaried staff a term that is frequently used interchangeably with "**microentrepreneur.**" In the developing world, the proportion of all workers has not changed significantly during the previous **20 years**. To increase workers' wages and decrease poverty, entrepreneurship programmes offer access to capital (or assets), consulting, and networking services, in addition to business training. Programme designs differ, which may have an impact on the results they provide.

Head Held High creates initiatives to support, encourage, and grow entrepreneurship. Our initiatives have specifically focused on women with distinctive abilities that reflect their origin and culture. HHH has prioritized youth in addition to women, who have served as focus groups. More than just boosting the economy, empowered women and young entrepreneurs are at the forefront of societal reform.

When women succeed in the workplace, they break down barriers and redefine social standards. Their achievements encourage a culture of women's empowerment by serving as an inspiration to other women. As a result, HHH has consistently supported female collectives to encourage female entrepreneurship. Women now have the much-needed space to develop and follow their entrepreneurial inclinations thanks to collective social enterprises.

More than **2500 young people** founded their own companies, and received encouragement to become business owners. Additionally, HHH assisted more than **500 women in collectives** that brought in **INR 6,158 a month** from their businesses. Moreover, micro-entrepreneurial projects assisted more than **1,000 women.** Collectives were also enabled through access to the digital marketplace for their products and given relevant training as well as guidance.

The ONDC platform was made accessible to **300 women in collectives** and is paving a path to bringing in more and more entrepreneurs. With the advent of COVID-19, the problem of poverty didn't seem to be resolved, and in fact, it got worse. In the age of global digitalization, entrepreneurs have flourished, using all forms of digitalization to accomplish their best performances. An inclusive marketplace such as ONDC allows them to maintain competitive pricing while expanding their market reach. Additionally, it helps them increase their profit margins and guarantees that these entrepreneurs do not have to pay a premium for the end-to-end interface that potential customers demand.
The beneficiaries' income and economic traction serve as proof of the success of HHH's entrepreneurship programmes. For the beneficiaries that HHH works with, self-employment remains a significant source of employment and income, and increasing the productivity of the self-employed is crucial for reducing poverty.

Encourage a culture of Women's Empowerment

Economic Resilience

The focus of many definitions of economic resilience is restricted to one's capacity for swift recovery following a disruption. But when it comes to economic growth, the goal of economic resilience is to better equip people to foresee, withstand, and recover from any kind of shock, disruption, or stress that they may encounter. The impoverished rely on markets much like everyone else. They rely on markets to sell the items they make and to buy supplies when they're low. They are impacted by laws and rules from the government and work in both formal and informal labour and land markets. They need a variety of services. They are involved in several extremely volatile markets, particularly those that are connected to international markets. Price swings and technology advancements happen in these markets in ways that the impoverished cannot hope to control.

How can we lessen the instability of impoverished households' lives? How can we strengthen their resilience? Poor people can lessen their losses from natural disasters or changes in the economy by developing economic resilience. Households and organizations that are resilient may endure shocks that result from wide-ranging economic downturns, diminished competitiveness, and shrinking market segments. Poor individuals frequently lack awareness of the government and civil society organizations' initiatives designed to help them develop economic resilience. Even if they do possess some basic knowledge, they do not know how to apply it appropriately. Although it may seem quite simple, this is a crucial element that is overlooked, and HHH concentrates on educating the recipients instead.

HHH has worked to provide the beneficiaries with this information through a number of its programmes. Using an estimated **422 Cr as the economic worth** of social entitlement, HHH has created an internal contextualized programme to make the beneficiary:

1. Conscious
2. Learn
3. Take Action

The UNDP uses livelihood development as a guiding principle for its initiatives. We concentrate on enhancing financial and digital literacy in addition to teaching recipients soft skills and job-transferable skills.

1.7 billion adults worldwide do not have access to formal financial services; a greater proportion of this population resides in India's remote areas. Building inclusivity and financial resilience requires a strong foundation in both digital and financial literacy.
More than 3,700 young people received jobs, with an **average pay of INR 11, 500**. We are encouraged to keep up our efforts to strengthen economic resilience using the techniques we have honed over the years by the evidence for the years 2024-2025. Iterations of HHH's programmes are implemented in response to direct feedback from trainers and recipients. As markets and environmental factors evolve, so do our programs. Heterogeneities are found in poor, rural, and female households in addition to across geographies. To address any endogeneity, a robustness check is also incorporated. The findings highlight the necessity of incorporating digital literacy into the definition of traditional financial literacy. Relevant partners like ONDC reinforce this twin strategy for enhancing households' long-term financial resilience.

Digital literacy into the definition of traditional financial literacy.

Our Partners

Sustainable Development Goals

HHH addresses SDGs 1, 4, 5, 8, 10 and 17 to foster trust, equity, and sustainability in marginalized communities. Our initiatives are designed to empower vulnerable populations and create lasting change:

Poverty and Hunger: We generate job opportunities, provide vocational training, and improve access to social entitlements, enabling communities to uplift themselves from poverty.

Quality Education: HHH offers education and training for vulnerable groups, with a focus on empowering girls and women, thereby reducing poverty and fostering gender equality.

Gender Equality: Our initiatives empower women through education, support for women-led businesses, and advocacy for gender-equitable policies.

Decent Work and Economic Growth: We create non-farm employment and support SMEs, equipping youth with skills essential for successful transitions from education to work.

Reducing Inequalities: We address systemic inequalities by promoting inclusion and advocating for equal access to resources and opportunities.

Partnerships for Goals: We strengthen global partnerships and drive SDG achievement through collaboration, capacity building, and innovative financing.

The Year That Was

Over the past year, we have introduced a range of innovative programmes and initiatives aimed at achieving long-term outcomes for our current activities. Through strategic collaboration with like-minded organizations, we have significantly extended our reach, efficiently leveraging existing resources to avoid redundant efforts.

These collective endeavors are driving transformative change, particularly in alleviating poverty and uplifting rural communities, heralding a new era of sustainable development and empowerment.

Strategies for Developing Capabilities and Creating Opportunities

Leveraging ONDC in partnership with 1Bridge

We recognize the transformative potential of leveraging digital public goods. By harnessing these resources, we aim to create an inclusive and accessible digital infrastructure that uplifts rural economies. Through strategic utilization of digital public goods, we seek to enhance connectivity, provide essential services, and empower local businesses, ensuring equitable participation in the digital economy. From this perspective, Open Network for Digital Commerce (ONDC) stands as a revolutionary technology, serving as a catalyst to grant crucial market access to rural MSMEs and individual artisanal producers.

We launched an intervention to digitally enable online sellers from our geographical focus areas and onboard them onto The Open Network for Digital Commerce (ONDC). In a strategic move, the products will be seamlessly connected to the ONDC (Open Network for Digital Commerce) network, ensuring wider reach and a sustainable marketplace for the products made by these groups. In the culturally rich artisanal clusters across India there exist myriad Self-Help Groups (SHGs) exists, comprising an astounding eight crore women members. Many women among these communities are trapped in a cycle of poverty with limited access to economic opportunities.

Traditional handicrafts and artisanal skills despite offering a source of income, poses challenges such as market access, technology adoption and skill enhancement hindering their economic potential. Apart from a lack of economic opportunities, high gender disparities persist in these areas, with women often facing limited decision-making power and reduced access to educational opportunities. Empowering women economically can have a cascading effect on the entire community, fostering a more inclusive and equitable society. This project aims to identify and digitize unique product categories as per an agreed mandate. This involves a comprehensive phase-wise intervention encompassing product design, digitalization, pricing strategies, logistics optimization, and operational planning.

The goal is to make these market-ready products easily accessible for purchase through digital means. As part of this ambitious project, we began the implementation with a women collective group in Dhanbad Jharkhand supported by Tata Power. Tiger grass is found growing along steep hills, sandy banks of rivers and damp steep banks along ravines and is found in abundance here. Specialized designers aided in conceptualizing products made from tiger grass that could be used by urban settlers. These designs were then translated to products with assistance from our trainees and sent for garnering market feedback. Upon this, the products will be shot aesthetically and made available for sale and all proceeds will go directly to the artisans. Other artisanal products were also identified to be sold on the platform and modeling them as contemporary things to improve their salability is also part of the process.
The proposed project, apart from digitizing the artisanal products, will also focus on providing financial assistance to sellers for setting up gainful self-employment ventures/ micro-enterprises and focus on providing bank linkages to Self Help Groups and their members.

About ONDC
India, more than 12 million sellers earn their livelihood by selling or reselling products and services. However, only 15,000 of these sellers (0.125% of the total) have enabled e-commerce. E-retail has been out of reach for the majority of sellers, especially from small towns and rural areas.

ONDC recognizes the unique opportunity to increase e-retail penetration from the existing 4.3% to its maximum potential in India. Their mission is to dramatically increase e-commerce penetration in the country by enabling population-scale inclusion of all types and sizes of sellers.

About 1Bridge
A village commerce network for products & digital services that bridges access, choice and convenience gaps for rural consumers, a shared sales, financing and delivery network for our corporate partners–enabled through a network of village entrepreneurs operating our assisted commerce tech platform. The rural population in India presents a $50 billion opportunity–driven by their aspirations to improve their lives, but constrained by limited information, mobility, digital literacy and lack of trust.

Leveraging Existing Programs With Multiple Stakeholders And Partners

Future Ready Guidance programme (FRG) is an essential component of HHH efforts. It acts as a launching pad for beneficiaries, giving them priceless insights into the working world and fostering their feelings of purpose and self-awareness. Equipped with newly acquired knowledge and self-assurance, they go on their career paths and, as they go, break down barriers and open up new opportunities in their industries. Through the Future Ready Guidance programme at HHH, people can gain confidence and job skills that will help them pursue successful careers and motivate others. Women employment prospects, financial literacy, and digital literacy have significantly improved for those living in rural areas as a result of their dedication to gender equality and women's empowerment.

Women who have participated in HHH programmes have shown notable gains in their self-esteem, financial literacy, and computer literacy. These gains have opened up new career paths for them as well as chances to start their businesses and enhance the socioeconomic standing of their communities. HHH has lit a flame of change by tackling the particular obstacles faced by rural women, resulting in the creation of first-generation rural women entrepreneurs.

The Future Ready Guidance (FRG) program intervention went a step further on providing career guidance & counseling to Women in ITIs.

The "WeSTEM" program was done in partnership with UNWomen & Madhya Pradesh State Skill Development & Employment Generation Board (MPSSDEGB). UN Women India's 'WeSTEM' program aims to empower women in Science, Technology, Engineering, and Mathematics (STEM). The initiative is focused on motivating and supporting young women already enrolled in higher or vocational STEM education courses in select tribal areas of Madhya Pradesh, India. Through 'WeSTEM', we're enhancing their employability skills, preparing them for the jobs of the future, and opening doors to higher education, internships, apprenticeships, and rewarding career opportunities in STEM industries. The goals is to provide the CG&C services along with an exposure to robotics as a career stream for 3500 women across 11 districts.

We also conducted "Train the Trainer program" for 28,000 teachers in Karnataka on the Code Unnati, spearheaded by SAP, is a corporate to citizen digital literacy & IT skills development initiative, aiming at "inclusive" and "equitable" sociology-economic development. Developed in collaboration with UNDP. It is a partnership to empower youth and women for future employability skills and entrepreneurship across the four districts of Karnataka - Dakshina Kannada, Raichur, Bengaluru Rural, and Ramanagara. The initiative provides high-end tech infrastructure to collaborating engineering colleges and offers technical training to students on emerging technologies such as Artificial Intelligence, Machine Learning, Cloud Computing, etc. Code Unnati believes that digital has the enormous power of "inclusive" growth.

In the year 2023, Indian Hotels Company (IHCL), India's largest hospitality brand had announce its partnership with Head Held High. The collaboration focussed on social progress and inclusive growth, and is in line with IHCL ESG + framework of Paathya. As part of the collaboration, IHCL will establish skill centres in select locations across the country to train youth for employment across industries, including hospitality.We expanded our partnership with Indian Hotels Company Limited by expanding the footprint to 10 states & 15 districts of the Make India Capable Hospitality Program . We also crossed a milestone of graduating 10,000 youth from this program since the start of the partnership in 2018.

Empowering rural women and fostering their entrepreneurial spirit

Championing Place Based Models of Change

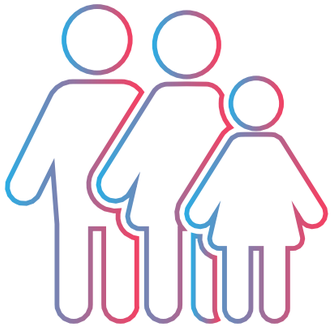
The project intertwines the place-based and rights-based approaches, creating a dynamic ecosystem of opportunities representing a transformative journey for the youth of Raichur and Gulbarga. Through aspiration centers, entrepreneurship resource centers, and community-based initiatives, the project equips youth with the necessary tools, skills, and support to overcome barriers and thrive.

HHH is launching a Place based intervention to impact opportunity youth (15-29 years) Raichur and Gulbarga, in Karnataka in partnership with the Global Opportunity Youth Network(GOYN), part of the Aspen Institute. The key focus of the partnership would be to ensure that opportunity youth (OY) would have access to dignified, productive, and sustainable entrepreneurship and employment pathways. The HHH-GOYN initiative stands as a beacon of hope and endless opportunities for the youth of Raichur and Gulbarga. In a district plagued by limited access to education, employment, and participation in decision-making processes, this project aims to break down barriers and open doors to a brighter future.

Fostering an environment where youth are empowered to pursue their aspirations, create indigenous jobs, and contribute to sustainable economic growth.

Impact Snapshot 23-24

Financial Inclusion & Economic Resilience



20,283
Families
have been provided access to social entitlements, ensuring they receive the support and benefits they are entitled to

910
Youth
have established their own enterprises, demonstrating their entrepreneurial drive and creating sustainable livelihoods.

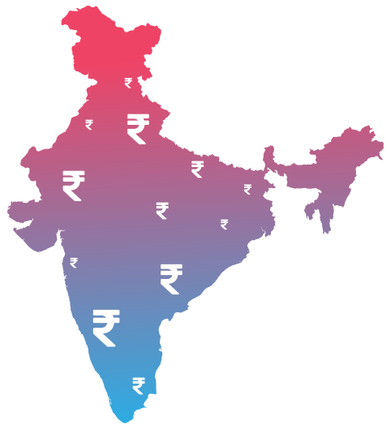
2650
Vulnerable Households impacted to build Economic Resilience

422
Crore
Economic value of social entitlements

Building Capabilities

11,542 INR
Median Monthly Salary

34,63,427 INR
GMV
Generated through collectives



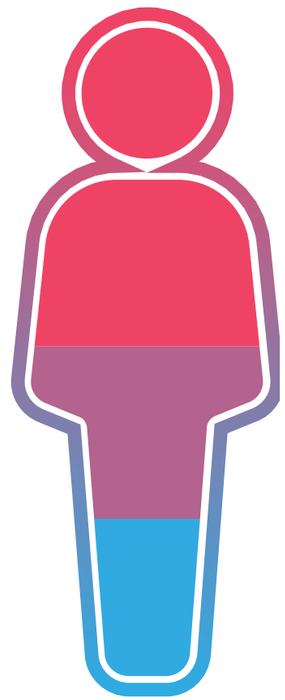
11,61,670 INR
Income generated through the women collectives for rural households

3,773 Youth provided **Wage Employment**

Youth have been provided with wage employment opportunities through the Make India Capable program, enabling them to achieve financial stability and contribute to their communities

562 Youth provided **Internship**

37 Youth applied for **Scholarship**



Creating opportunities

The company provided youth with wage stability and empowering them to contribute to their communities. Along with wage employment, internships were offered to many young people, while some applied for scholarship programs. Women were provided with market linkages through collectives, enhancing their socio-economic status and enabling them to start their own micro-enterprises. These collectives generated significant income for rural households, and a notable amount of business was driven through them, reflecting their growing infuence.

Over 34 Lacs

GMV sales achieved through the collectives with a net income of over 12 lacs

12,734 Youth

equipped with Career Guidance & Counselling along with21st Century skills ensuring they are well-prepared for future opportunities and challenges

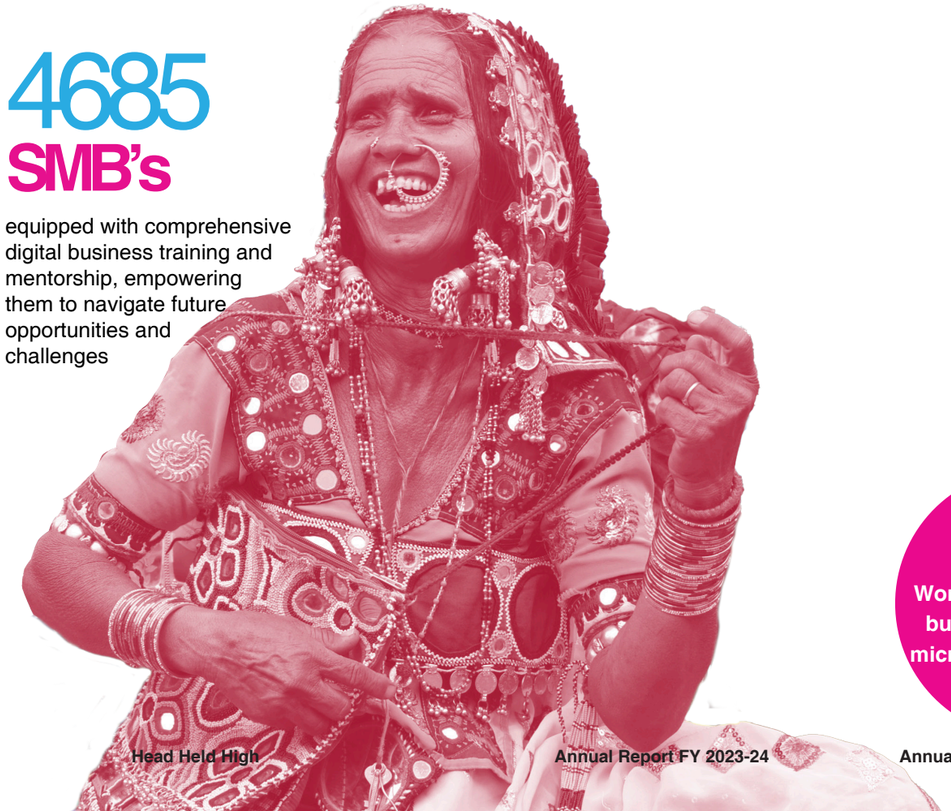
18,226 Youth provided with entrepreneurship mindset training, fostering innovative thinking and empowering them to pursue entrepreneurial ventures.

4685 SMB's

equipped with comprehensive digital business training and mentorship, empowering them to navigate future opportunities and challenges

781 Women

provided with career guidance, counseling, and capability building in STEM, empowering them to excel in science, technology, engineering, and mathematics fields

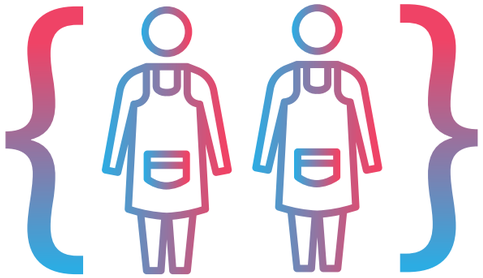


6,000 INR Median Monthly Business Income

generated from enterprises

28,578 Teachers

oriented on Career Guidance & Counselling



2 Artisinal Clusters

have been enabled through access to Digital Public Infrastructure (ONDC), enhancing their digital connectivity and market access.

509

Women provided market linkages through women collectives, fostering community support and enhancing socio-economic status

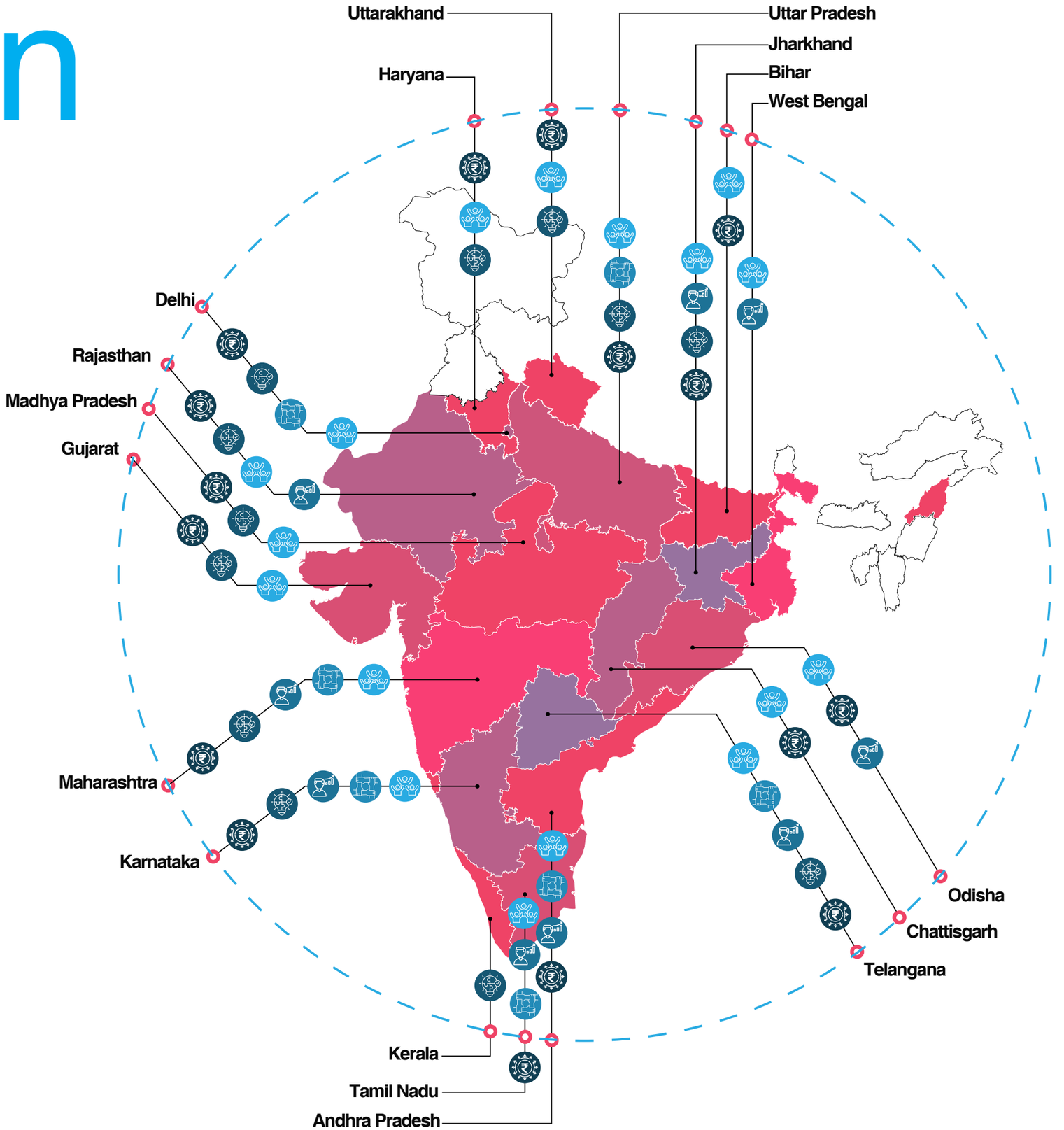
137

Women initiated their business including micro-enterprises and collectives

280

Women supported in artisinal clusters

Intervention Spread 23-24



Make India Capable
Youth Transformation

Community Response Centre
Economic Resilience

Antraprerna
Enterpreneurship

Future Ready Guidance
Career Guidance & Counselling/ 21st Century Skills

Financial Inclusion

Our Impact Stories

It is crucial to gather and present data in a logical and convincing impact narrative throughout time to show real influence on our job. For us, though, presenting these stories is about more than just gathering data. Data, proof, and first-hand accounts are all combined to show our influence. To support our beneficiaries' social, emotional, and cognitive development, particularly in the areas of literacy and communication we want them to be able to speak up and share their voice confidently.

We would like to present you with a few anecdotes that provide context to our experience and give a face to the statistics we achieved in the year gone by.

Empowerment Through Education: An Inspiring Story

Posha Ram, a 19-year-old from Rampura hamlet in Rajasthan's Sirohi district, has always aspired to better his own life and provide for his family. But his aspirations appeared far away, with only a 12th-grade education and no real direction in life. That all changed when a local mobilizer informed him about the Make India Capable Programme.

Posha Ram, driven by curiosity, signed up for a 120-day course at JKLC Sirohi, which is managed by the Head Held High Foundation. He gained the knowledge and self-assurance he needed from the programme to completely change his life. Posha Ram was one of the cohort's poorest students, but his commitment to hard work and determination stood out. He transformed into a different person after mastering teamwork, leadership, time management, and communication.

Despite the challenging training, Posha Ram remained adamant about succeeding. Taking full use of this opportunity, he studied hard and practised new talents for several hours. His tenacity paid off as he finished the course with distinction. The timid and unsettled Rampura youngster had grown into a self-assured, capable young man who was prepared to face the world.

Posha Ram is currently employed at Barbeque Nation in Ahmedabad, where she receives a monthly salary of 10,000 rupees, food, and lodging. In addition to giving him a steady income, this work enables him to financially support his family. By taking on household duties, he has relieved his parents of some of their burdens and provided a good example for his younger siblings.

Posha Ram's story serves as evidence of the transformational potential of instruction and training. He acknowledges the continuous support of the Head Held High Foundation and the JKLC Sirohi CSR team for helping him transform from a young man with limited chances to a young man with a promising future. His tale of resiliency, tenacity, and hope encourages others to see the possibilities in themselves and go after their goals despite all obstacles.

"Posha Ram's transformation showcases the life-changing impact of the Make India Capable Programme."

Posha Ram, Sirohi
(Make India Capable Program)

Rising Above: A Story of Tenacity and Transformation

Sikha was a driven young lady from Haridwar who had to overcome a lot because her family was having financial difficulties. Sikha was compelled to stop her schooling since her father was unable to work and her family of eight depended on meagre sources of income.

It was via Community Mobilisation that Sikha became aware of the IHCL Programme. She chose to join because she saw the opportunity and wanted to learn more about the hotel industry and acquire the necessary skills, with an emphasis on enhancing her English.

Throughout the IHCL training, Sikha showed an amazing level of focus and dedication to her studies, striving for success in her future. Having demonstrated a remarkable 90% attendance rate, she completely committed to the programme, conquering early obstacles and gaining self-assurance.

Sikha gained important leadership and interpersonal skills as well as knowledge about the hotel industry from the IHCL course. Participating in a range of programme events, she demonstrated her enhanced self-assurance and leadership skills.

Following her training, Sikha looked for work in the hospitality industry and was hired as a Crew Member at McDonald's in Haridwar, where she would receive a competitive pay of 12,000 rupees per month. Her story is a motivational example of resiliency, tenacity, and the transforming potential of education in conquering obstacles and following one's goals.

"Sikha embodies dedication and determination, using her training to overcome challenges and build a promising career in the hospitality industry."

Sikha, Haridwar
(trained in the IHCL 45 day
immersive hospitality program)

Crafting a New Future: Resilience and Innovation in Action

Uma is someone who has not let her circumstances define her dreams. Despite facing numerous hurdles, including a childhood accident that required nine surgeries on her leg, she's shown incredible courage and resilience. She recently completed her Pre-University Course (PUC) and trained in handicrafts. She is now on a mission to empower other women, planning to launch a YouTube channel teaching handicrafts to those confined at home. By embracing technology, she is setting herself up for personal and professional growth. Her firsthand experience with challenges has given her invaluable insights, making her a problem-solving powerhouse.

Uma continues to do well today, drawing more people to her beauty salon and expanding her audience with her creative instructions. In addition to improving Uma's professional endeavours, the project has given her the confidence and energy to resolutely pursue her ambitions. All things considered, Uma's life has been greatly enhanced by the HHH programme since it has given her the tools to overcome obstacles, become independent, and create a better future for herself and her family.

"Uma is a testament to courage and resilience, turning personal challenges into opportunities to empower others and grow both personally and professionally."

Uma, Raichur
(One of the 182 women part of the workshop in collaboration with Nasscom to empower women artisans through technology)

Empowered to Succeed: A Story of Hope and Transformation

Despite her family's security, she had difficulties growing up in a household that was both restrictive and financially limited. Before getting married, Dhanavantri had only completed the tenth grade, thus she thought that her options for personal and professional development were limited.

Dhanavantri's dreams were suddenly dashed by tragedy after she first succeeded in creating garlands and then, with her brother-in-law's help, started a roti-making business. After her brother-in-law passed away unexpectedly, she was obliged to return to creating garlands, but her spirit of entrepreneurship did not waver.

Dhanavantri, driven by a desire for autonomy and lifelong learning, learned about the HHH training programme through neighbourhood associations and community outreach initiatives. She enthusiastically joined the programme, seeing it as a means of bolstering her firm, realising its potential to improve her knowledge of government programmes and her proficiency with digital literacy.

For Dhanavantri, the HHH programme proved to be transformational. With her newly acquired digital abilities and her understanding of government programmes such as the Mudra loan, she became more adept at negotiating the challenges of becoming an entrepreneur. By using internet marketing techniques, these abilities helped her increase her clientele and enhance her operations.

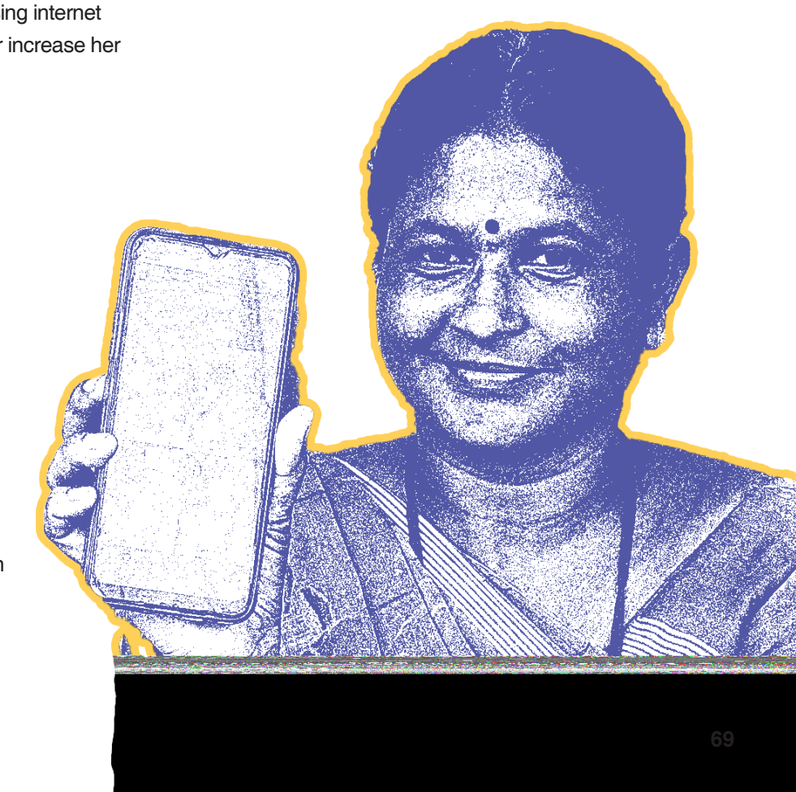
Before the training, Dhanavantri struggled with frustration about her limitations and feelings of drive. But by tackling these issues head-on and giving her the information and resources she needed for both financial independence and company expansion, the program gave her more control. It was a pivotal moment in her life that spurred improvement and moved her closer to empowerment and financial stability.

Dhanavantri's story now demonstrates her increased autonomy and self-sufficiency. She confidently follows her entrepreneurial dreams, building a better future for herself and her family, with the project's improved skills and chances. The project gave her the tools to take determined charge of her financial destiny by enhancing both her business and personal prospects.

The journey of Dhanavantri highlights the revolutionary effect of skill development and empowerment programmes in dismantling obstacles to attain financial independence and construct a better life.

"Dhanavantri exemplifies strength and determination, transforming her challenges into opportunities for growth and empowering herself as a confident entrepreneur."

Dhanvantri
(One of the 182 women part of the workshop in collaboration with Nasscom to empower women artisans through technology)



United by a common purpose and shared determination, we can transform challenges into achievements while bringing our dreams closer to reality.

Anubhav Raj

Have a holistic approach to community development so an organized effort is made to assist a group of people in a community for a wider and a deeper impact.

Jyotsna Rani Mishra

Lead meaningful change for the community and our organization. I'll also be concentrating on developing personally. I think that having this dual focus will help us all succeed as a team and improve my abilities to help us achieve our goals.

Wapangtoshi Jamir

Promote Digital Literacy: Offer training programs to improve digital skills, ensuring that community members can effectively navigate and utilize online resources for personal and professional growth impact.

Neeraj Kumar Jha

Impact the youth positively through:

1. Education and Mentorship
2. Community Programs
3. Partnerships
4. Role Modeling
5. Leverage social media and Technology

Ravi Talwar

Shape a better future for the communities I serve, driven by empathy and dedication. Through collaborative efforts and innovative solutions, I strive to uplift and empower those around me, fostering positive change and sustainable development.

Ninad Wadkar

Provide opportunity to those we serve, driven by my belief that every person deserves the chance to reach their full potential and contribute to the collective progress of our society. Together, we can create lasting change that uplifts individuals and builds a stronger, more resilient society.

Looking Ahead

Pankaj Singh Thakur,
Chief Executive

“Envisioning and Enabling Economic Resilience”

A message from Pankaj Singh Thakur, Chief Executive

As we entered the second decade of our existence in 2022, our journey has embodied the ethos of "Envision & Enable." This period marks a pivotal shift in our approach to addressing poverty, aiming to create a sustainable and inclusive future.

Our North Star has always been Abundance catalyzed by individual Transformation. With this unwavering focus, we are dedicated to actively creating enabling environments to drive this journey forward. We are taking concrete steps to achieve population-scale impact by acting as anchor partners, forming funder collaboratives, and sharing ideas and practices with like-minded organization’s.

From an impact perspective, we have shifted from a focus on Absolute Income Change at the household level to actively driving relative income change in the local economy.
This broader, community-focused approach allows us to address poverty more comprehensively.

A key enabler for this new focus is understanding how Digital Public Infrastructure (DPI) can facilitate upward mobility for people & communities living in poverty. We believe DPI will end the digital apartheid that marginalizes underserved communities and unlock the power of markets to drive prosperity.

As income inequality rises and access to opportunities becomes restricted, we are honing in on two impact streams: Capability and Opportunity. This focus will drive significant impact for people living in poverty, fostering a society where sufficiency and abundance are attainable for all.

Our trajectory is clear. We are committed to scaling our impact, embracing innovative solutions, and fostering partnerships that amplify our efforts. Our vision is a self-reliant, inclusive society where every individual can unlock their full potential.

Thank you for your continued support and belief in our mission. Together, we will create a future of abundance and transformation for all.

About Head Held High

Head Held High has been harnessing the power of entrepreneurship, empowerment, and education for over a decade to weave a transformative fabric that transcends boundaries and breathes hope into lives. HHH's humble beginnings laid the foundation for its remarkable journey today, a tapestry of compelling facts and inspirational stories that vividly illustrate change.

One such story is of a young individual from a rural village who, driven to break free from the cycle of poverty, joined the HHH Make India Capable (MIC) programme. Today, this individual stands tall as a confident, successful person.

This individual is part of HHH's mission to establish a formal, first-generation rural workforce determined to end the cycle of poverty. The lives of rural youth have been transformed through HHH's flagship programme, Make India Capable (MIC) - Youth Transformation Programme, which equips them with the skills needed to secure better employment, increase their monthly incomes, and escape poverty.

The programme's economic pathways have created sustainable livelihoods, enabling individuals to rise out of poverty and foster socio-economic growth within their communities. Beyond economic success, the programme's holistic approach has promoted personal development, enhanced overall well-being, and instilled a sense of purpose and confidence. These empowered individuals uphold established economic pathways and act as catalysts for socio-economic development in their local communities, inspiring others to strive for excellence.

Consider an 18-year-old from a small rural town, whose involvement in the Future Ready Guidance (FRG) project instilled her with confidence and essential job skills. HHH's influence extends beyond isolated success stories. Years of refinement have produced a pathway for aspiring individuals of both genders, leading to self-actualisation, empowerment, and boundless opportunities.
The Future Ready Guidance programme, a cornerstone of HHH's efforts, acts as a springboard for these individuals, providing invaluable insights into the working world and nurturing their sense of purpose and self-awareness.

With newfound knowledge and self-assurance, they embark on their career journeys, breaking barriers and unlocking new opportunities in their fields. The Future Ready Guidance programme at HHH enables individuals to gain confidence and job skills, paving the way for successful careers and inspiring others.

HHH's commitment to gender equality and women's empowerment has significantly improved women's employment prospects, financial literacy, and digital literacy in rural areas. Women who have participated in HHH programmes have demonstrated remarkable gains in self-esteem, financial literacy, and computer literacy. These advancements have opened new career paths and opportunities to start their businesses, enhancing the socioeconomic standing of their communities.

By addressing the unique challenges faced by rural women and nurturing their entrepreneurial spirit, HHH has ignited a spark of change, leading to the creation of first-generation rural women entrepreneurs. The Women Entrepreneurship programme, through mentorship, loan availability, and comprehensive capability building, achieves high rates of entrepreneurship and steady income generation.

HHH's wider impact includes creating jobs and businesses for marginalized communities and fostering stronger, more resilient communities. HHH empowers individuals to become change agents, improving their communities through its programmes. In rural India, HHH's initiatives bring about lasting transformations in the lives of individuals, families, and communities. Transparency, accountability, and unwavering commitment have established HHH as a trusted partner for those seeking to make a difference.

Join HHH in building a society where every individual has access to quality education, fair opportunities, and a sustainable future. Invest in HHH today and script a new chapter of hope, empowerment, and lasting impact.

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Annual Report 2023-2024