

ALIGNED WITH



ANNUAL REPORT

2023 - 2024



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FROM THE DESK OF THE CEO



Dear Friends,

This year has been a remarkable journey for Anudip Foundation as we navigated new challenges and celebrated significant achievements in our mission to empower underserved communities through digital inclusion and skill development. We reached new heights in scale by training 107000 students, 56% of whom were women. We've expanded by opening 10 new centres and focused on inclusivity, training, and placing 970+ Persons with Disabilities (PwDs).

Our donor support base grew with three new additions, including renewed support from 23 previous donors. Our volunteering efforts have yielded outstanding results. We partnered with 16 volunteering clients, mentoring 10,323 students and contributing 1,671.5 man-hours of service through the year.

The market for placements was severely impacted this year with all major IT companies freezing or slowing down hiring at the entry level. We were quick to pivot some of the courses to the BFSI domain and or more sector-agnostic job openings to maintain our commitment of placing 70% of our students in jobs. As hiring trends change, we are exploring industry-partnerships to help us provide relevant and market-aligned programs to our students.

We have embarked on a journey to scale up our Deeptech Academy offerings to 3x in 3 years with support from The Michael and Susan Dell Foundation and other funders. This Academy promises to offer aspirational careers in IT to graduates who remain unemployed and/or underemployed after graduating from college. This provides a level playing field to youth from underserved communities who are not privileged enough to get a great education. In this vertical we continue to focus on cognitive and twenty-first Century Skills.

As the world changes and faces disruption with GenAI and new hiring trends Anudip remains committed to keeping the most needy relevant in today's job market. A big shout-out to our long-standing donors who continue to support us year after year, our employers who work with us to make inclusion in their workplace a reality and the team of volunteers, mentors and advisors who participate in this mission of bringing equitable career opportunities to youth.

Thank you for your continued support and belief in our mission.

Warm regards,

Monisha Banerjee,
CEO, ANUDIP FOUNDATION



FY 23-24: INSIGHTS, IMPACT & INNOVATION



Construction workers trained digitally

10000+



ITI students trained

4500+



PWDs trained with new age skills and employment opportunities

970+



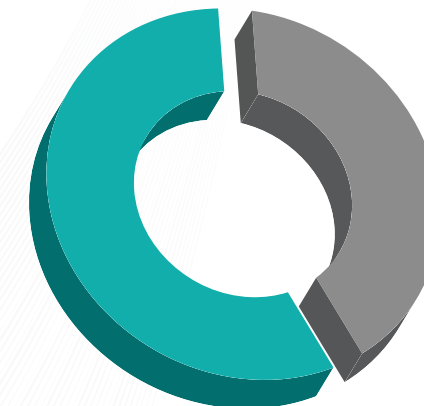
TRAINED

42,949



PLACED

24,294



61%

of the trained candidates successfully placed

MEN-WOMEN PARTICIPATION

Total Impacted

42,949



Men

18843

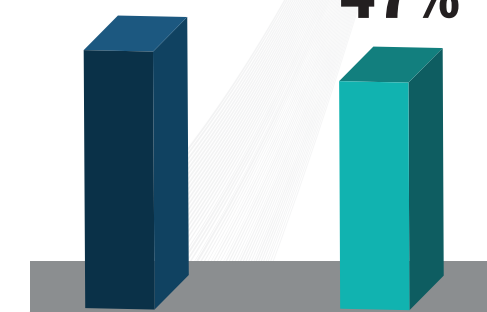


Women

23021

53%

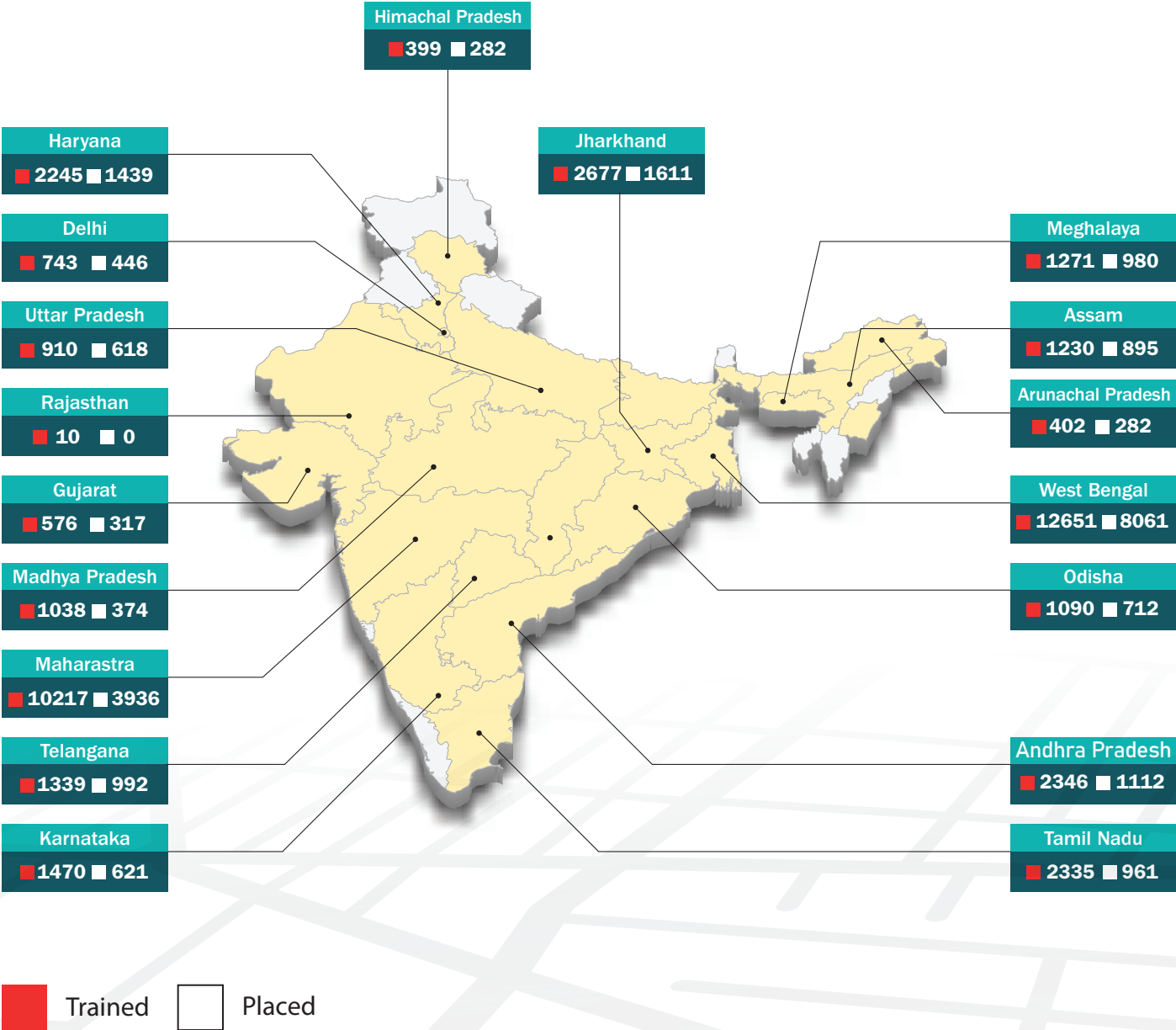
47%



Female impacted

Male impacted

GEOGRAPHY WISE IMPACT



HIGHLIGHTS OF THE YEAR



TRAINING MILESTONES

Trained **42,000+** students.
Impacted **23,000+** women,
comprising **53.60%** of our beneficiaries.



EXPANSION

- Opened **10** new centers.



INCLUSIVITY INITIATIVES

- Trained and placed **973+** Persons with Disabilities (PwDs).



DONOR AND FINANCIAL GROWTH

- Welcomed **3** new supporters.
- Total donations reached **₹59.55 Crore.**
- Renewed support from **23** previous donors.



VOLUNTEER EFFORTS

- Partnered with **16** volunteering clients.
- Mentored **10,323** students.
- Contributed **1,671.5** man-hours of volunteer service.



WORKFORCE DEVELOPMENT

- HR team recruited **454** new hires.



PLACEMENT SUCCESS

- Placed **23,911** students.
- Collaborated with **35** new recruiters.

deepTECH ACADEMY

The DeepTech Academy continues to lead the way in developing agile, creative solution architects equipped to handle emerging digital transformations. This year, we've refined our curriculum to emphasize high-demand skills in Java Full Stack Development, Web Programming, Advanced Java, Data Analytics, and Amazon Web Services. Our program now features innovative teaching methods, including project-first approaches, AI-assisted learning, and collaborative tools.

With courses ranging from 100 to 480 hours, we provide flexible learning options for both graduates and undergraduates from various technical backgrounds. The academy aims to bridge the growing skills gap in the tech industry, preparing participants for roles in software engineering, data analysis, and cloud technologies. By combining technical expertise with soft skills training, we ensure our graduates are ready to launch successful careers in the rapidly evolving tech landscape.

deepTECH ACADEMY COURSES



Java Full Stack Development using Angular



Fundamentals of Java and Web Programming



Advanced Java Programming



Data Analytics (No+Low Code)



Advanced Program on Amazon Web Services

COLLEGE COURSES:



Introduction to Programming



Advanced Java and Web Programming



Data Visualization



Java & Web Frameworks



Python Framework

PROGRAM HIGHLIGHTS:



Diverse Learning Formats:
Online, offline, and blended options



College-integrated courses:
Aligned with semester schedules



Industry Relevant Curriculum:
From basic to advanced technologies



Practical focus: Projects and mock interviews in advanced courses

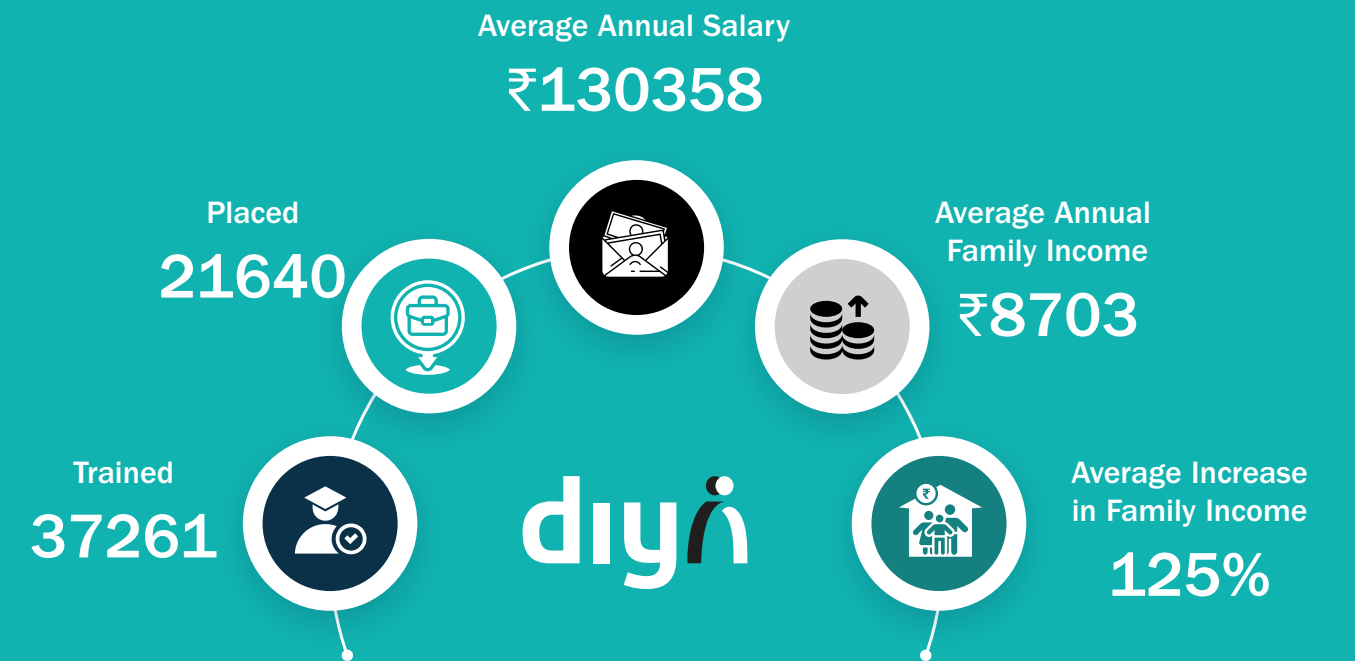
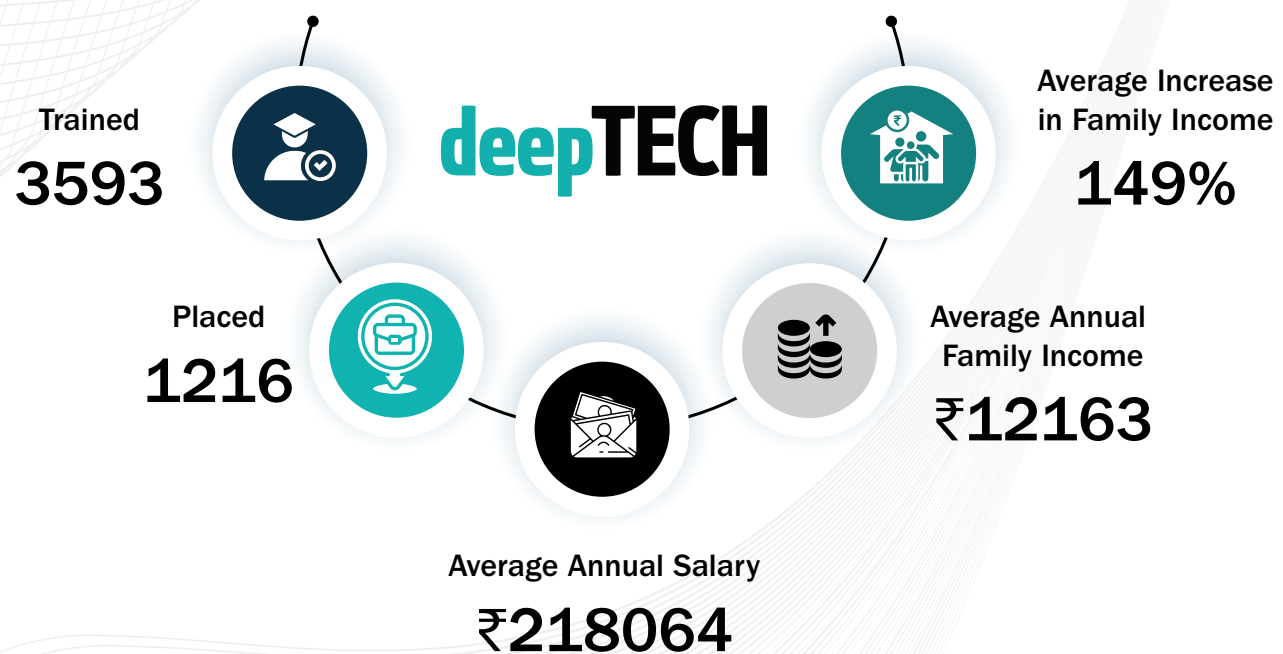
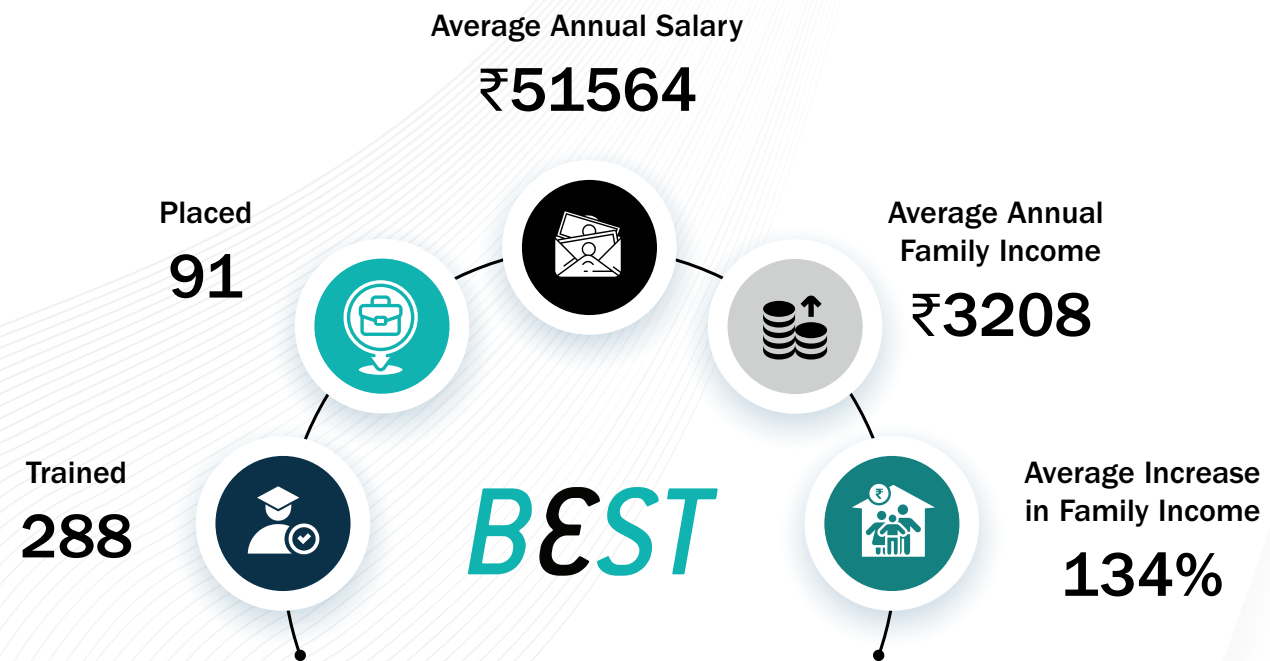


Flexible Eligibility: Options for both graduates and undergraduates



Career Preparation: Courses designed for specific tech roles

PROGRAM WISE IMPACT



POWER OF PARTNERSHIPS

CSR



NEW RECRUITERS



VOLUNTEERING PARTNERS



DONORS SPEAK

“

At Capgemini in India, we are committed to bridging the digital divide. We are happy to partner with Anudip Foundation, a pivotal force in addressing the talent supply-demand gap by empowering underprivileged youth through upskilling. This partnership aims to offer them meaningful job opportunities, thereby enabling them to get the futures they deserve.

Kumar Anurag Pratap

Vice President & Head Corporate Social Responsibility and Sustainability



”



“

What could be better than partnering with Anudip to support their vision for sustainable economic empowerment? It is with great pride that we at Wells Fargo lend support to Anudip's digital divide initiatives that equip so many young people from marginalized communities with skills that will help them create the future they eagerly seek. Fostering sustainable employment and elevating their communities are the final goal as we collaborate to empower bright, young minds with focused, result-oriented skill development programs, strengthening our commitment to building inclusive economies and communities.

Bandana Jha

Head Philanthropy and Community Impact



”

STORIES OF HOPE



Bihar



Certificate in Professional and Future Skills Readiness

ANU KUMARI

Placed at:



Anu Kumari's journey from a small village in Bihar to professional success is a testament to the transformative power of education. Faced with the prospect of early marriage and limited opportunities, Anu's life took a dramatic turn when she discovered Anudip's skills training program. Through determination and hard work, she mastered technology and professional skills, ultimately securing an executive position at Randstad. Her story illuminates how targeted education and support can shatter barriers for young women in rural India, opening doors to unimagined possibilities.

"Today, I'm not just dreaming of a better life - I'm building it with my own hands. To every girl who feels trapped by her circumstances, I say this: Your potential is limitless. With the right skills and unwavering determination, you can reshape your destiny."



West Bengal



Leap Digital Academy's 'Certificate in Service Desk Executive Course

SK MAHFUJ RAHAMAN

Placed at:



Sk Mahfuj Rahaman Biswas, a 21-year-old from Ankri, Hooghly, overcame poverty through education and determination. He enrolled in Anudip Leap Digital Academy's 'Certificate in Service Desk Executive course, supported by Capgemini. With guidance from trainers, Mahfuj developed crucial employability skills. His hard work paid off when he secured a position as a Customer Support Representative at Tata Consultancy Services, earning INR 1.2 lakhs annually. Grateful for the opportunity, Mahfuj used his first paycheck to buy clothes for his family, alleviating their financial struggles.

"Before Anudip, I was a dreamer in Ankri with empty pockets. Now, I'm a TCS professional with a future. Anudip didn't just teach me skills; they showed me how to transform my life. That's the real magic of education."



PARENTS SPEAK

“

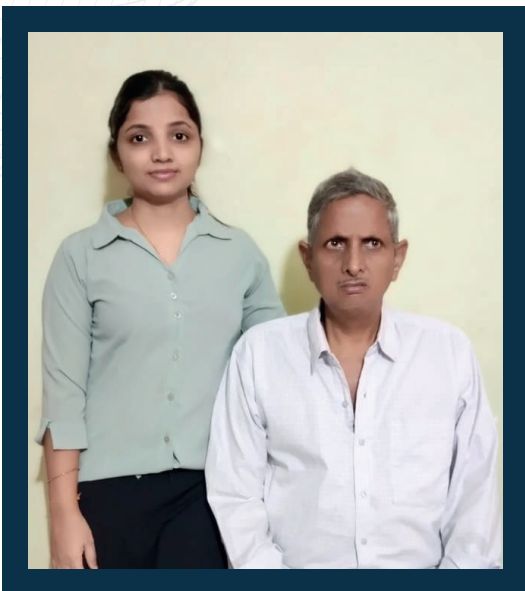
“I am Kanakalata's father. From a young age, my daughter has always been a very bright student. Recently, however, her addiction to social media became a serious concern for all of us. She spent countless hours on platforms like Facebook, YouTube, and Twitter.

We were deeply worried about her increasing screen time and its negative impact on her career plans. Fortunately, one day while browsing Facebook, Kanakalata discovered Anudip's career development programs. Intrigued, she learned more about their offerings and eventually enrolled in the Digital Marketing Certification course, which she thoroughly enjoyed.

Kanakalata found her passion for the subject through Anudip and became deeply engaged in her studies. After completing the training, she received multiple job offers and was hired by SRDC Pvt. Ltd with a competitive salary. A few months later, her ambition led her to apply to and join iMerit Technologies, where she is now thriving in her career.

Kanakalata has made us all very proud. A big thank you to Anudip for transforming my daughter's social media addiction into a successful technology career. She often recommends that her friends take digital literacy courses at Anudip to explore the best career options in today's job market.”

”



Narayan Sahoo

Father of Kanakalata Sahoo, Anudip Alumna,
Digital Inclusion of Young Aspirants (DIYA)

TRAINERS SPEAK

“

“As a Master Trainer for DeepTech, I've witnessed an incredible evolution in both our curriculum and our students. Our program continually adapts to industry needs, integrating cutting-edge technologies like GenAI and ChatGPT. What truly sets us apart is our project-first, application-oriented approach. I've seen students transform from raw talent into skilled professionals ready to tackle the challenges of the tech industry. Our emphasis on hands-on learning, collaboration with industry leaders, and continuous curriculum updates ensures we remain relevant in this fast-paced field. The success stories of our alumni, now in prestigious positions, truly validate our impact. DeepTech isn't just about technical skills; it fosters critical thinking and innovation. It's an honour to be part of a program that so effectively prepares students for a bright future in technology.”

Monalisa Chakraborty

Master Trainer

”



As a Senior Trainer at Anudip Foundation, I've dedicated myself to our BFSI programs, courses for low-income graduates. Over the past twelve years, I've not only taught but also developed curricula, managed simulation software, and organized industrial visits to enhance our students' learning experience. It's immensely gratifying to see our Anudip graduates secure roles in banks and financial institutions, knowing that our tailored programs and hands-on approach have prepared them for success in the BFSI sector.

Dipanwita Mahanta

Senior Trainer in CSR Project (YES BANK)

”

MEDIA SPOTLIGHT: MAKING HEADLINES WITH INNOVATION AND IMPACT!

- ★ The Week, one of the reputed global magazines on an article named Equality, Inclusion and Human Potential featured ANUDIP's initiative to drive women in tech from the margins.
- ★ Outlook, one of the leading media houses, featured an article named Future-Proofing The Indian Workforce covering ANUDIP's FuturePro program.
- ★ ANUDIP's Brand Film Mr. Sharma's Child, a social experiment - gets featured in Republic News India headlined as ANUDIP'S Brand-Film Hits the Chord post its launch on ANUDIP's social media channels on 15th August.
- ★ The Times of India featured "Changing education in India – Quick action needed authored by our CEO Monisha Banerjee on their OPINION page.
- ★ CNN News 18 and First Post featured Anudip Foundation in Change Makers Season 3 to show impact on women's careers through technology skilling.
- ★ Republic News India features "Millennials from the Margins: A Shift in Family Impact Lens" – an article showcasing stories of ANUDIP alumni from various states. These narratives highlight a profound transformation in their sense of responsibility and awareness towards their families and communities, gaining significant media attention.



LEADING THE WAY: AWARDS

2024:

- ★ Winner of Indian Chambers of Commerce Social Impact Awards 2024 for Gender Equality & Women Empowerment.

2023:

- ★ 65th rank out of top 200 NGOs around the globe by the 2023 thedotgood. (formerly NGO Advisor), recognizing our outstanding non-profit practices and innovative approaches in the sector.
- ★ Asia-Pacific Stevie® Silver Awards 2023 for remarkable Innovation Excellence among Non-Profit Organizations.
- ★ People's Choice Stevie Awards for Favourite Companies 2023, honoured by the Asia Pacific Stevie community.
- ★ Great Place To Work® distinction, four years in a row.
- ★ ASSOCHAM Award for Excellence in Skill Development for Industry 4.0, in recognition of the outstanding achievement in the FUTURE PRO program.
- ★ ASSOCHAM CSR & Sustainability Awards for excellence in providing livelihoods to local community - category.
- ★ India's Best Workplaces™ for Women in 2023, securing a place on the prestigious Top 100 List by Great Place to Work India.
- ★ eNGO Challenge 2023, clinching the first place in the Digital Solutions category, a recognition bestowed by the Digital Empowerment Foundation.
- ★ Top 20 NGO to Work For™ in India recognized by Great Place to Work, India.
- ★ Prestigious Gold Award in the 2023 International Economic Development Council (IEDC). 65th rank out of top 200 NGOs around the globe by the 2023 thedotgood. (formerly NGO Advisor), recognizing our outstanding non-profit practices and innovative approaches in the sector!

CULTURE RECOGNITIONS



ANUDIP FOUNDATION FOR SOCIAL WELFARE has earned the prestigious certification from **Great Place To Work®**, **India 2024-2025 four times in a row**. This accolade, in the **Non-profit and Charity Organizations** category, highlights our unwavering dedication to creating an outstanding workplace culture. This prestigious recognition underscores our commitment to fostering a positive and inclusive work environment. At ANUDIP, we believe that a supportive and collaborative atmosphere is the key to driving impactful social change and achieving our mission. We are immensely proud of this achievement and remain dedicated to maintaining and further improving our workplace culture.

COLLEGE PARTNERS & ITI PARTNERSHIP ARRANGEMENTS WITH:

100+

ITIs

70+

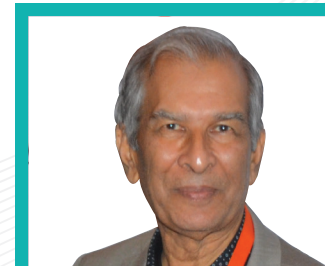
Colleges

1

University

BOARD OF DIRECTORS

Past Directors – as on 31st March 2023 to Present Directors – as on 31st March 2024



Dipak Basu
Chairman



Abhijit Kumar Sen
Director



Sumantra Banerjee
Director



**Jai Narayanaswami
Natarajan**
Director



**Mohan Frank
Solomon Eddy**
Director



Sanjeev Prasad
Director

PARTICULARS OF EMPLOYEES

As required of the section under 217(2A) of the companies Act,1956 and the rules framed there under the directors' state that there have been no employees applicable to this rule during the period under the consideration, and so no comment is necessary in this matter.

DIRECTOR’S RESPOSIBILITY STATEMENT:

As required under section 217(2AA) of the companies Act 1956, the directors state as follows:

That in the preparation of the Annual Account for the year ended of the 31 st March, 2024 the applicable accounting standards have been followed along with proper explanation relating to material departments.

That the directors have selected such accounting policies extent demand applicable and applied them consistently and made judgments and estimates that are reasonable and prudent so as to give a true and fair view of the state of affair of the company at the at the end of the year ended 31 st March,2024 and of the surplus of the company for the year.

That the directors have taken proper and sufficient care for the maintenance of adequate accounting records in accordance with provisions of this Act for safeguarding the assets of the company and for preventing and detecting fraud and other irregularities.

That the Annual accounts year ended 31 st March,2024 have been prepared on a going concern basis.

ACKNOWLEDGMENTS

The Auditors of the company M/S Konar Mustaphi And Associates, will hold office until the conclusion of the Annual General Meeting. Your directors convey their sincere Thanks to the Company’s Employees for their outstanding work and to all bodies and authorities who have extended their support and financial support through the year.

*Together, we have made remarkable strides
in empowering our learners and preparing
them for successful futures.*

VOLUNTEERING

OVERALL VOLUNTEERING DATA (APRIL'23 - MARCH'24)

Total No. of Sessions	Total Contributed Hours	Number of Students Engaged	Number of Volunteer Engaged
971	1671.5	10323	1884

TOTAL NO. OF SESSIONS BIFURCATION

Virtual Sessions	In-Person Event	Exposure Visit
787	168	16

In the past year, Anudip Foundation has been privileged to collaborate with numerous esteemed organizations to conduct a series of impactful volunteering engagements.

ENGAGED VOLUNTEERING PARTNERS



OVERVIEW OF ACTIVITIES

- **Virtual & In-Person Sessions:** Volunteers provided their expertise through virtual platforms and on-site visits, delivering invaluable knowledge and skills to our students and employees.
- **Industrial/Exposure Visits:** Supported by corporates such as Bank of America, Capgemini, Goodera, HDB, Sodexo, and Wells Fargo, students participated in industrial visits, gaining real-world exposure to workplace culture and professional etiquette, crucial for their transition into the workforce.

KEY AREAS OF FOCUS



SOFT SKILLS DEVELOPMENT:

Topics included interpersonal skills, corporate grooming, interview preparation and necessary future skills.



TECHNICAL SKILLS ENHANCEMENT:

Covered subjects such as Java, Advanced Excel, Cloud Fundamentals, AI, and other relevant technologies.



PLACEMENT GUIDANCE & MENTORING:

Provided career guidance and personal mentorship.



SPECIAL DAY CELEBRATIONS:

Engaged students in celebratory activities like Teacher's Day and Women's Day to foster a sense of community and belonging.

NOTABLE HIGHLIGHTS

- **Deloitte Sessions:** Conducted 12 sessions nationwide during their impact month, enhancing the interpersonal skills of 516 students with the support of 78 volunteers.
- **Support from Accenture & Tata Proengage:** 22 sessions upskilled 429 specially-abled beneficiaries on crucial topics such as initiative & self-direction, public speaking, interview preparation, corporate grooming, retention in the first job, pronunciation, government schemes for specially-abled, and job opportunities for PwD students, with the help of 18 volunteers.
- **BOA Synergies Sessions:** Empowered female beneficiaries by enhancing their tech-savviness, soft skills, employability skills, and personal hygiene practices.
- **Support for Anudip Employees:** Volunteering sessions also supported Anudip employees in areas such as programming skills and using technology to make learning fun.
- **Engagements with Goodera's Clients:** Organizations like Allegis India, IDFC, DBS Bank, Lowes, TCL, L&T Hydrocarbon, and IBM conducted various fruitful sessions.

MUTUAL BENEFITS

These engagements have been mutually beneficial, providing:

- **Students:** With practical skills and professional insights.
- **Anudip:** With enhanced educational offerings.
- **Volunteers:** With fulfilling and impactful experiences.



FINANCIALS FY 23- 24

ANUDIP FOUNDATION FOR SOCIAL WELFARE

(A Company incorporated u/s. 8 of the Companies Act ,2013)

CIN : U91900WB2007NPL116269

Rs. In Thousands

BALANCE SHEET AS AT 31st March, 2024

Sl. No.	Particulars	Note No.	MAR '2024		MAR '2023	
			Rs	Rs	Rs	Rs
I.	<u>EQUITY AND LIABILITIES :</u>					
(1)	Shareholder's Fund:	II				
a)	Share Capital		-		-	
b)	Reserve and surplus		82,046	82,046	94,537	94,537
(2)	Non-current Liabilities					
Long - term borrowings	III		-		1,725	
Other Long-term liabilities	IV		15,489	15,489	11,577	13,302
(3)	Current Liabilities					
a)	Trade payable	V	5,887		8,886	
b)	Short term Borrowings	VI	86,906		3,450	
c)	Other current liabilities	VII	26,460	1,19,253	83,111	95,447
TOTAL				2,16,787		2,03,286
II.	<u>ASSETS :</u>					
(1)	Non-current Assets					
a)	Fixed Assets					
i)	Property, Plant and Equipment	VIII-A	17,068		12,042	
ii)	Intangible Assets	VIII-B	-		-	
b)	Other Non-current Assets	IX	10,171	27,240	11,024	23,066
(2)	Current Assets					
a)	Receivables	X	572		17	
b)	Cash and cash equivalents	XI	1,44,750		1,59,117	
c)	Short term loans & advances	XII	7,412		11,441	
d)	Other current assets	XIII	36,813	1,89,547	9,645	1,80,221
Summary of Significant Accounting Policies and the accompanying Notes to the Financial Statements form Integral part.						
I						
TOTAL				2,16,787		2,03,286

In terms of our report of even date attached

For KONAR MUSTAPHI & ASSOCIATES

Chartered Accountants

FRN: 314125E

(S.K. Mustaphi)

Partner

Membership No 051842

Place: Kolkata

Date: 27th of May, 2024

MONISHA BANERJEE
CEO

SUMIT GUHA
CFO

ABHIJIT KUMAR SEN
Director
DIN - 05327489

SUMANTRA BANERJEE
Director
DIN - 00075243

In terms of our report of even date attached

For KONAR MUSTAPHI & ASSOCIATES
Chartered Accountants
FRN: 314125E

(S.K. Mustaphi)
Partner
Membership No 051842

Place: Kolkata
Date: 27th of May, 2024

MONISHA BANERJEE
CEO

SUMIT GUHA
CFO

ABHIJIT KUMAR SEN
Director
DIN - 05327489

SUMANTRA BANERJEE
Director
DIN - 00075243

ANUDIP FOUNDATION FOR SOCIAL WELFARE

(A Company incorporated u/s. 8 of the Companies Act, 2013)

CIN : U91900WB2007NPL116269

Rs. In Thousands

STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 31st March, 2024

Sl No.	Particulars	Note No.	MAR '2024	MAR '2023
			Rs	Rs
INCOME				
1	Grant Income	XIV	6,00,947	5,68,593
2	Service Income	XV	15,918	8,381
3	Other Income	XVI	29,238	40,097
	Total Income		6,46,103	6,17,071
EXPENDITURE				
1	Employee Benefit Expenses	XVII	3,77,200	2,42,079
2	Depreciation	VIII-A	11,652	2,335
3	Amortization	VIII-B	-	1,644
4	Other Expenses :			
	- Administrative Expenses	XVIII	26,206	23,469
	- Training Centre Expenses	XIX	2,37,968	3,06,680
	- Relief & Donation Expenses	XX	5,568	3,720
	Total Expenditure		6,58,593	5,79,927
	Excess of Income over Expenditure being Surplus / (Deficit)		(12,490)	37,144
Summary of Significant Accounting Policies and the accompanying Notes to the Financial Statements form Integral part.			I	

In terms of our report of even date attached

For KONAR MUSTAPHI & ASSOCIATES
Chartered Accountants
FRN: 314125E

(S.K. Mustaphi)
Partner
Membership No 051842

Place: Kolkata
Date: 27th of May, 2024

MONISHA BANERJEE
CEO

SUMIT GUHA
CFO

ABHIJIT KUMAR SEN
Director
DIN - 05327489

SUMANTRA BANERJEE
Director
DIN - 00075243



Independence Day Celebration



Graduation Ceremony



Leaders in Action



Sodexo's Volunteering Meet



YOU CAN HELP

Scan our UPI code from any of the payment apps on your phone to donate for providing a livelihood to someone in need.







For queries  8373069592

anudip
Life. Transformed.

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U.S Office: 14435C Big Basin Way #256, Saratoga, CA 95070

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Our Presence:

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Jharkhand | Karnataka | Madhya Pradesh | Maharashtra | Manipur | Meghalaya | Odisha | Rajasthan | Tamil Nadu
Telangana | Uttar Pradesh | West Bengal

U.S.A | Bangladesh