

ANNUAL REPORT

2015 — 2016



Suraj - CATT 2
Entertainment Service Provider, PVR



Komal - CS&IT 15
Supervisor, Kidzania



Jeetu - CODE 37
Quality Checking Executive, Overcart



Jyoti Pal - CSWC 82
Entertainment Service Provider, PVR



Veer Singh - CSWC 83
Quality Checking Executive, Overcart



Bhawna Dhillo - CSWC 84
Entertainment Service Provider, PVR



Sarfaraz - CSWC 83
Supervisor, Kidzania



Huma - CODE 42
Receptionist, ACN Hospital



Bilal - CSWC 82
Supervisor, Kidzania



Kalpana - CSWC 82
Tellecaller, Connection Pvt. Ltd.



Rohit - CODE 19
Community Mobilizer, ETASHA Society



Jyoti - CODE 56
Office Assistant, Shruti Foundation



Rajni - CS&IT 14
Teacher, CASP India



Teena - CATT 2
Computer Operator, Indian Beautiful Art



Khadiza - CODE 32
Typist, Kelvin Institute



Deepak - CODE 47
Quality Checking Executive, Overcart



Vikas - CODE 42
Coordinator, Prayansh Financial Services



Satbir - CODE 28
Computer Operator, Swadesh Daily Needs



Anoop - CSWC 83
Team Member, Burger King



Laxmi - CODE 56
Office Assistant, Shruti Foundation

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Notes from Meenakshi's Desk

The beginning of this year marked ETASHA's completion of 10 years, a good time for us to look back, reflect and plan ahead.

I believe our biggest accomplishment has been in terms of the impact on mindsets and deep-seated attitudes of trainees as well as other stakeholders in the communities where we work. One heartening figure for instance, is the increase in the number of girls taking up training for jobs: in the first five years, girls enrolling in our programmes were a meagre 29%; this increased to 58% of an almost three times larger base in the subsequent five years! This is a significant indicator of change in the approach to girls and their freedom to work and be independent, and, I believe that the concentrated efforts of ETASHA's community team and faculty in reaching out and persuading parents and guardians have been a major contributing factor.

The number of youth impacted has grown year on year – (see timeline on page) . We have added programs to attract youth with diverse career dreams, and we have extended our reach to more and more communities in Delhi through our own Centres as well as through collaboration with other NGOs.

We have seen a sustained increase in the youth impacted through our programmes. This year we worked with 2677 youth, which is 22.7% higher than last year.

The year also saw the setting up of our third Career Development Centre (CDC3) at Mangolpuri. Following a two month long Need Assessment process, we are working to make this centre into a skills hub for adolescents as well as youth in Mangolpuri.

We have continued to build new partnerships in pursuance of our objective of extending reach of our Vocational Training and Placement programs to other geographies within NCR. In addition to our successful on-going partnerships with SEWA in New Ashok Nagar & Jahangirpuri, Project Concern International in New Seemapuri and Antakshari Foundation in Mori Gate, we began work in Palam with Vigyan Vijay Foundation, with Gyan Chetna in Madangir and with Shanti Sahyog in Govindpuri. We have also finalised plans for working around Kalu Sarai with Sri Ratanlal Foundation.

Career Highway Workshops reached far and wide including Midnapur in West Bengal, Dehradun in Uttarakhand, Anupshahar in UP, Parwanoo in Himachal Pradesh, and, Gurgaon & Manesar in Haryana, in addition to reaching many parts of the NCR region like Sundar Nagri, Welcome Colony, Brijwasan, Om Vihar and NOIDA. This year saw many new relationships developing with NGOs and Government schools.
Finally in our efforts to reach and impact more and more youth, we have designed and developed a program for Capacity Building of Trainers in Employability Skills (CB – TES). The Ministry of Skill Development and Entrepreneurship approved the program in August 2015, we raised funds for training around 70 ITI trainers through the Marathon in November 2015 and have conducted programs for Trainers of ITI s in Delhi & Rajasthan. Apart from ITI s, we have also received requests to conduct the program from a Private VTP and an NGO.

CB- TES thus became ETASHA's fifth vertical in addition to Vocational Training & Placement, Employability Skills Development & Placement, Employability Skills Training and Career Guidance.



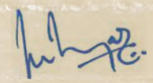
All of this has been made possible by the funding support from many Corporates through their Employee Giving Programs as well as their CSR projects. We have continued to get amazing support from Accenture, Asha For Education-San Francisco, Pitney Bowes Software, Littelfuse, Bain & Co., HDFC Bank, Amdocs and Futures First. Our grateful thanks to all of them, as also, to our many well-wishers who have supported us with their expertise, donations and encouragement.
Going forward, we plan to take a series of major steps for scaling up our work and taking it to much larger audiences.

The first of these, Computer-based Career Guidance, has been made possible through Pro-bono support from Accenture for Development of a Desk-top App. This has enabled us to reduce delivery time and manpower costs to a third and is ready for implementation in 2016-17.

We have begun work on Digitising our Training of Trainer program to develop a blended learning methodology with an effective combination of face to face interaction and use of technology to ensure quality in delivery, while cutting on time and costs.

While there are challenges aplenty, I can confidently say that this is exactly what keeps us going. I hope this year's annual report will give you a sense of the commitment and passion with which the team in ETASHA pursues our dream.

We hope to continue to collaborate with organisations that believe in skilling and empowering youth and helping create a better and fairer India.



About ETASHA

ETASHA

AN NGO TRAINING YOUTH FOR EMPLOYABILITY

ETASHA Society skills youth from marginalized communities for successful careers in the organised sector. We believe that every young person has the potential to excel regardless of their background; all it takes is a nurturing environment, education and quality training.

Why we do what we do?

India with its demographic dividend faces the problem of a major skills gap. While the government has prioritized Skill Development, many jobs remain unfilled, because youth are not available.

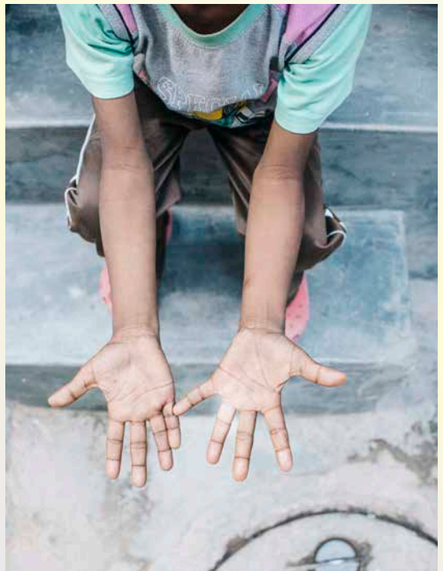
Low income communities are full of unemployed youth who have completed High School; ambitious and unwilling to work as manual labour, they lack skills for employment in the organised sector or are underemployed, working as daily wage labourers or unskilled helpers in the local community for subsistence money. Such youth and their families are likely to remain in the vicious cycle of poverty-malnutrition- ill health.

At the same time there is a growing need for young, energetic, school educated youth with basic skills for entry- level jobs in the service sector in the National Capital Region (as in most of the country) which remains unmet.

In keeping with our vision, for every young Indian to be employable, have self- worth and lead a dignified and productive life, ETASHA's various programs are designed to function as a bridge connecting underprivileged youth to the organized sector of industry.

Who we work for?

Typically, the youth we work with are from families with an average income between Rs. 5000/- to Rs. 10,000/- per month. Fathers are generally auto rickshaw drivers, labourers or vegetable vendors. When mothers work, it is usually as domestic help in neighbouring affluent colonies. They are aged 18 and above, and have completed their schooling from Government Schools or from the National Institute of Open Schooling (NIOS) and are looking for jobs to support their families. Many are able to complete their college education from the School of Open Learning while working alongside.



Our Programmes

Each of our verticals is designed to empower youth, enabling them to make the right choices at the right time.

I. VOCATIONAL TRAINING AND PLACEMENT PROGRAMMES

CSWC
Customer Service and Work Culture

CODE
Computerised Office and Data Entry

CATT
Confidence in Accounting Taxation and Tally

CS&IT
Customer Service & Information Technology

CPCTT
Certificate Programme in Computer Teacher Training

II. EMPLOYABILITY SKILLS DEVELOPMENT AND PLACEMENT FOR ITI STUDENTS

EES
Enhancing Employability Skills

TSAP
Trade Specific Awareness & Placement Programmes

III. EMPLOYABILITY PROGRAMS

MUPSE
Microsoft Unlimited Potential with Spoken English

SEC
Speaking English with Confidence

IV. CAREER GUIDANCE PROGRAMMES

Career Highway Workshop
Career Motivation Workshop
Career Trends

V. TRAINING OF TRAINERS

Capacity Building of Trainers in Employability Skills

Where we work

- **ETASHA runs 3 Career Development Centers in Delhi at Madanpur Khadar, Khanpur and Mangolpuri.**
- **We also collaborate with other NGOs who are looking to impact youth - with Project Concern International (PCI) at New Seemapuri, SEWA at New Ashok Nagar and Jahangirpuri and Antakshari Foundation at Mori Gate.**
- **We provide employability skills training at ITIs in Delhi & Jaipur**
- **Our Career Guidance workshops for students in High school, available in Hindi, English, Tamil, Telegu and Malayalam, are conducted in various parts of the country.**

What makes ETASHA different?

Focus on changing mindsets

In addition to hard skills it is essential to work on behavioural skills and mindset of the trainee. Our experiential, interactive and participatory programs develop skills for jobs and focus on building confidence, positivity and openness to learning. We then coordinate placements for our trainees in the organised sectors

We hope to bring real changes enabling youth to be self-sufficient not just in the work space, but in any social setting.

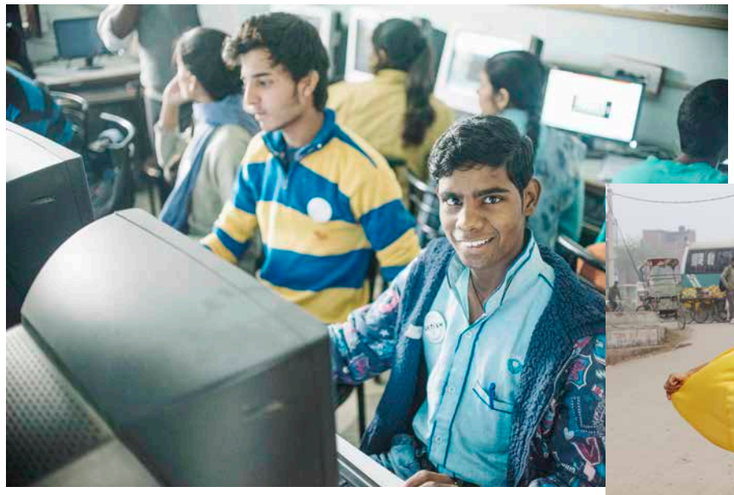
Creating the right environment

Our programmes and processes also provide support and impact the ecosystem of the trainee through training of trainers, home visits, parents meetings, alumni meets, and events like rallies and community career development melas in the community.

Results have included cases like a young boy who stopped stammering and a young girl who has gone alone to Europe for 6 months of all-expenses-paid-volunteering.

Our Curriculum





I can and I will!



Impact of our Programs

On Youth

FROM DRIFT TO FOCUS
Steering youth away from aimless wandering, potential drug abuse and crime to becoming trained and employed, with a regular salary which frequently more than doubles the family income.

FROM LOW SELF-CONFIDENCE TO THINKING "I CAN AND I WILL"
While ETASHA coordinates placement opportunities, trainees are also equipped with skills to look for jobs that fit their interests. Trainees actively network and fix interviews for themselves often finding their own jobs.

FROM SHORT-TERM ORIENTATION TO DEVELOPING A VISION FOR ONE'S LIFE
Trainees begin to think in terms of a planned career path as opposed to a job for subsistence.

FROM "JOB FOR MONEY" TO STRIVING FOR GROWTH
This means reduced attrition and high quality performance in the workplace.

On the family

BETTER EDUCATION OF YOUNGER SIBLINGS
Older siblings working at good, respectable jobs helps give younger siblings a sense of direction and purpose and a good reason to continue in school. Also, as girls start to earn and grow in their jobs, it becomes easier for younger sisters and neighbours to fight the patriarchal norm and complete their education.

IMPROVED NUTRITION LEVELS OF THE WHOLE FAMILY
Better disposable incomes immediately impacts better quality and quantity of food for the family.

The cumulative effect on the whole community is slow but sure. As we continue further, and reach more and more youth within a community, the multiplier effect will make our work easier and the impact more significant.

Impacting youth over the years

2006
Training & Placement
Programmes
19 trained |
100% placed

2007
Training & Placement
Programmes
31 Trained |
94% Placed

2008
Training & Placement
Programmes
383 Trained |
78% Placed

2009
Training & Placement
Programmes
74 Trained |
43 % Placed
Employability Skills
223 Trained
Career Guidance
647 Counseled

2010
Training & Placement
Programmes
142 Trained |
74% Placed
Employability Skills
429 Trained
Career Guidance
656 Counseled

2011
Training & Placement
Programmes
89 Trained |
63% Placed
Employability Skills
1099 Trained
Career Guidance
269 Counseled

2012
Training & Placement
Programmes
284 Trained |
64% Placed
Employability Skills
1057 Trained
Career Guidance
239 Counseled
Training of Trainers
9 Trainers

2013
Training & Placement
Programmes
263 Trained |
68% Placed
Employability Skills
179 Trained
Career Guidance
220 Counseled

2014
Training & Placement
programmes
479 Trained|
70% Placed
Employability Skills
1050 Trained
Career Guidance
548 Counseled

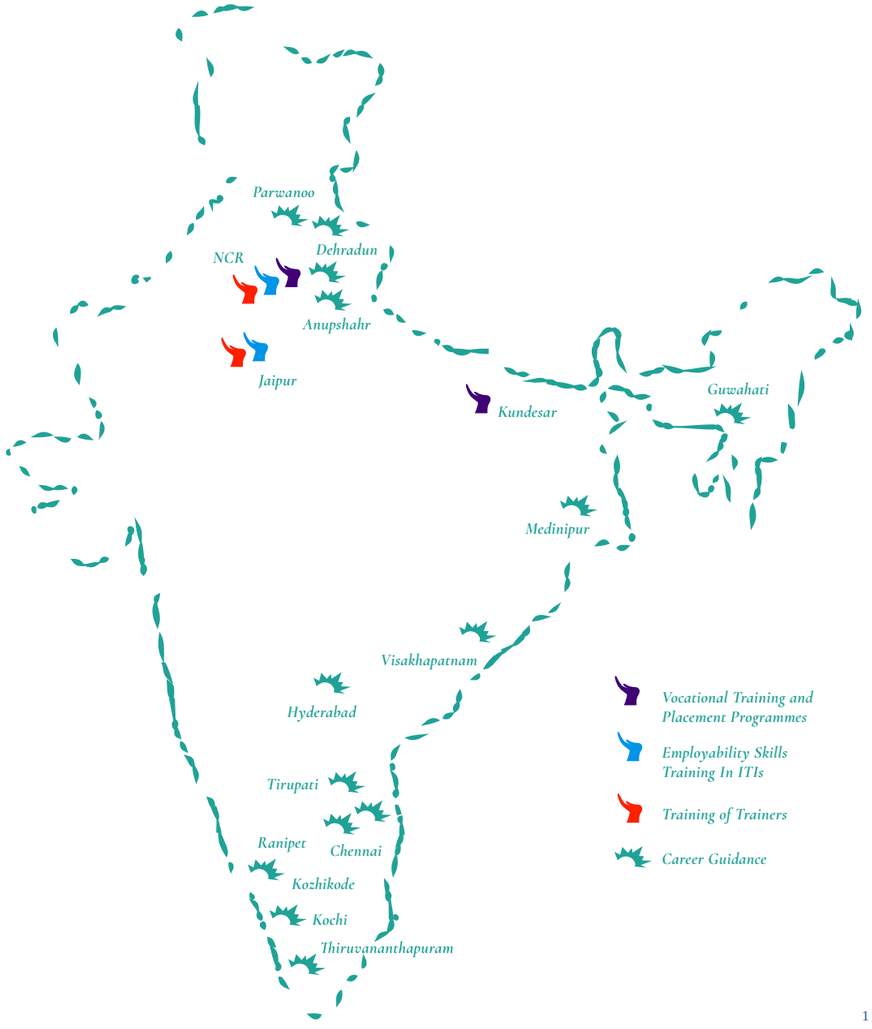
2015
Training & Placement
Programmes
506 Trained|
70% Placed
Employability Skills
1006 Trained
Career Guidance
895 Counseled
Training of Trainers
41 Trainers

The placement rate has been calculated after accounting for dropouts from each batch.

2695 YOUTH IMPACTED IN 2015-16

786 ITI trainees in Employability Skills
895 High School Students in Career guidance
769 Youth in Vocational Training & Placement Programmes
41 Trainers in Capacity Building of Trainers in Employability Skills
204 Youth in Employability Skills

In Delhi we have been working with youth through our three Career Development Centers in Madanpur Khadar, Khanpur and Mangolpuri. We have also partnered with other NGOs in order to increase our reach to other communities and have been able to work in New Seemapuri, Mori Gate, New Ashok Nagar, Jahangirpuri, Govindpuri and Palam.
We are also working with the Industrial Training Institutes to contribute to the national effort to tackle problems of poverty, employment and skills development. This year ETASHA worked with ITI Siri Fort and ITI Arab ki Sarai conducting the Employability Skills Development & Placement Programme which includes Enhancing Employability Skills, Trade Specific Awareness and placement in relevant industries.
We have expanded our reach to Jaipur to help support young people who are looking to join the workforce by providing them high quality employability skills training, and equipping them with the skills, knowledge and attitude to grow in their careers. We worked in ITI Kamal Ratan (Sitapura); ITI, Kamal Ratan (Tonk Road); ITI Bani Park; ITI (Mahila), Bani Park; ITI Jaiman ITI, Shyampuria; ITI Priyanka and ITI Amer.
ETASHA has engaged students in High School and has conducted a number of career guidance workshops at various schools and NGOs in the NCR as well as all over the country.



#StoriesofChange
#ETASHAEmpowers

Payal

Attended the Computerized Office and Data Entry programme (CODE) at ETASHA's partner center at New Seempuri.

She is now a receptionist at Shiksha Kendra.



PRE TRAINING

Payal's day would begin at 4 am every morning. She would cook for the family, wash the dishes, clean the house and then attend school. If the work didn't meet her aunt's expectations, she was beaten up. "*They would scratch me with broken bangles and then beat me*" says Payal, recalling the abuse she was subjected to by her aunt.

Payal's uncle moved into her house after her parents passed away when she was four. But she was thrown out of her own home once her older sister was married. Since then she has lived with four different sets of relatives all of whom have abused her physically and verbally. She eventually moved in with her sister, who wasn't happy to have her. Payal looks after her two year old niece while her sister, a maid, and brother-in-law, a gardener, are at work. For them however, she is just a financial burden, even though she is the only educated person in their household.
"*I joined because I wanted to learn English and Computer, to get a job so that I won't have to depend on anyone anymore".*

DURING THE TRAINING

The constant abuse had left Payal timid and subservient. "*She was very nervous and was trembling when she spoke in the first introduction class" says Ridhi her batch coordinator. "She took 10-15 minutes to speak about herself, and she was shaking the whole time".*

4 months of training could do only a little to ease the trauma of 15 years, but it was a start. Payal herself sees a few changes. "*I would get very anxious and start crying, every time a new person tried to talk to me, and I was very scared to go out anywhere on my own, because I had never left the house on my own. But now I can face people*" she says,.

The individual feedback sessions, have pushed Payal to speak out and stand up to her sister on occasion. Recently, her upper-lip was swollen because of a spider lick, but her sister refused to let her go to the doctor. When ETASHA's Counsellor attempted to reason with her, she refused saying "*we don't believe in medical treatment".* Payal was struggling to eat and after three days when the pain worsened she decided that she had had enough and went to the doctor on her own.

She had never used a computer before joining ETASHA, but at the end of the 4 month programme, she created her own CV and has been using job portals like Monster.com to look for jobs.

POST- TRAINING

Having lived on other peoples' terms her entire life, being employable is a ticket to freedom. She wants to work as a receptionist, and earn so that she can provide for herself. "*I want to wear the clothes of my own choice and fulfill all the little wishes which I haven't been able to do till now."*

Doesn't your family want to marry you off? "*They tell me to take care of my own wedding so right now I'm not bothered. My only aim now is to work and be independent,"* she says. Submissive Payal is emerging a fighter, in her own quiet way.

Dinesh

Attended the Customer Service and Work Culture programme (CSWC) ETASHA's center at Khanpur.

He now works at Café Coffee Day as a team member.



PRE TRAINING

Dinesh always wanted to pursue a career in the hospitality sector, but his family couldn't afford the fees for a Professional Hotel Management course. His father, a school bus driver is the sole bread winner for their family of 6, and Dinesh too wanted to work and contribute to the family income.

DURING THE TRAINING

He already had the smile and confidence, so what did he learn at ETASHA? "*The interview skills classes were really helpful, especially the mock interviews. I normally smile a lot, but the minute I would sit on the chair for the interview, I would get really nervous and the smile would disappear. Practice has helped me gain confidence. I was well prepared for all their questions,"* he says recounting his interview experience.

Dinesh also says he has discovered many positive things about himself in the interpersonal classes "*I would never have imagined that being friendly or trustworthy would be useful for a job. Earlier I would never smile during work because I thought it was inappropriate, but then I learned that having a smile shows positivity and confidence. The anger management session was also impactful "I was easily irritable before but now I am able to manage my anger."*

POST TRAINING

If you ever stop by the Cafe Coffee Day outlet at CR Park you might meet Dinesh. Standing behind the counter with a welcoming smile, he would courteously take your order, and even recommend you go for a combo. "*Chilli cheese toast to go with your iced coffee?"* he says, while explaining upselling, re-enacting what he does at work every day. "*With a smiling face it's easy to suggest and the customer feels happy"* he says. "*I was also complimented for my smile by my trainer when I started working."*

He feels that working at CCD, a job he got during ETASHA's Placement Drive, is a great option for him to learn about the hospitality Sector while pursuing his Bachelors from the School of Open Learning. He believes that he has improved his communication skills and this has added to his confidence. "*There are many foreigners who come to my cafe and I never feel intimidated by their English. I can speak to the customers confidently, and my manager has also noticed this."*

What plans for the future? "*There is a lot of scope for growth in this Sector, and I want to work towards becoming a Cafe Manager in 4 years time. This is my target."* says a determined Dinesh.

Projects in the past year

VOCATIONAL TRAINING & PLACEMENT PROGRAMMES

Project Udaan - 4
Sep '14- Aug '15
250 YOUTH
Delhi
Accenture via CAF

Prerna IV
Jan '15- Dec '15
120 YOUTH
Delhi
Asha for Education

Project Prarambh
Feb '16- Aug]16
20 YOUTH
Delhi
Dessicant Rotors India

Skill Development for Employment
Apr '16- Mar '16
35 YOUTH
Delhi
Microsoft via CAF

Project Kshamata – 2
Apr '15 Oct '15
50 YOUTH
Gurgaon
Bain & Co.

Project Sarthak
Mar '14- Dec '15
198 YOUTH
Gurgaon
HDFC Bank

Pilot Project
Feb '16- Mar '16
20 YOUTH
SEWA Premises Jaipur
SEWA Bharat

Project Udaan 5
Sep '15- Aug '16
324 YOUTH
Delhi
Accenture via CAF

Mar'15 – Mar'16
198 YOUTH
Delhi
Sapient

Women of Substance - March '16- Feb '17
125 GIRLS
Delhi
CFL via Samhita

Project Prerna-5 - Mar '16 to Dec '16
120 YOUTH
(60 Boys & 60 Girls)
Delhi
Asha for Education, SFO

Project Kaushal
Mar '16- Mar '17
250 YOUTH
Delhi
HDFC Bank via Give India

EMPLOYABILITY SKILLS DEVELOPMENT AND PLACEMENT PROGRAMMES FOR ITIs

Project Prabal
Feb '15 to Nov '15
609 YOUTH
ITI AKS, Nizamuddin
Amdocs

Oct '14 - Nov '15
509 YOUTH
9 ITI s in Rajasthan
Pitney Bowes via United Way Mumbai

Project Shakti 2
Oct '14 - Nov '15
385 YOUTH
ITI Siri Fort
Grant from Mr & Mrs Birla

Dec '15 – Dec '16
400 YOUTH
5 ITI s in Rajasthan
Piney Bowes via United Way Mumbai

CAREER GUIDANCE CAREER HIGHWAY WORKSHOPS

179 HIGH SCHOOL STUDENTS
Govt. Schools in Parvanoo (Himachal Pradesh) & Manesar
SNS Foundation

Aug '14 to June '16
1490 HIGH SCHOOL STUDENTS
NGOs in Delhi, Gurgaon, Anupshahar, Medinipur, Dehradun
Marathon '14

EMPLOYABILITY ENHANCEMENT

Aug '15- Dec '15
40 YOUTH
Om Metals premises, Jaipur
Om Metals

SOFT SKILLS TRAINING

Spoken English & Soft Skills Training
Jan '15 to May '15
18 CLASS IV STAFF
Gurgaon
Nagarro Software

CAPACITY BUILDING FOR TRAINERS IN EMPLOYABILITY SKILLS

Capacity Building for Employability Skills Trainers
March 16'- March 17'
75 INSTRUCTORS
Industrial Training Institutes in **multiple states**
Marathon '15

INFRASTRUCTURE

Direct Aid Programme
Infrastructure for updating existing centers
Delhi
Australian High Commission

Jottings from the field

There are many challenges in addition to those of the work place that one faces while preparing youth to be job ready. Our work involves impacting the mindsets of parents, trainees, trainers and recruiters alike. Here are 10 typical statements we hear in the course of our work that reflect the major challenges we face; followed by data and stories depicting the process of overcoming the challenges:

FROM THE PARENTS

1 "हम बेटी की कमाई का कैसे खा सकते हैं?"
(How can we live off our daughter's income?)

This is one of our biggest challenges and we have used various strategies to enable more girls to take up training, work and become self-dependent. Some of these include:

Community outreach through home visits, parents meetings and placement visits.
Organizing events in the community like International Women's Day celebration, Career Development Melas and Certificate Ceremonies, Rallies advocating specifically for Women's Empowerment.

"There is life beyond rotis."



Street Play at ETASHA & SEWA Bharat's certificate ceremony in New Ashok Nagar.



Interactions with girls in the audience during International Women's Day celebrations at Khanpur.

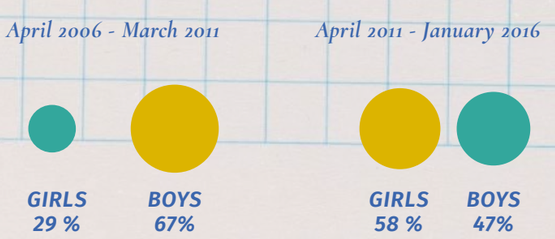


Street Play by ETASHA trainees at Tigri, Khanpur.



Khadiza & her parents talking about why they want their daughters to work at ETASHA & PCI's Community Career Development Mela.

YEAR SPAN



"My mother didn't want me to work. She said that girls in the Rajasthani community don't work. But my father was supportive and ETASHA's community mobilizers were persistent so I finally joined the course."
Ashu, Cashier, Big Bazar.

"For me a job was an opportunity to do something for myself. I told my parents about my facilitators who are working women, how confidently they carried themselves and how independent they were. They eventually agreed to let me work, although reluctantly."
Vaishali, Sales Executive, Adidas.

"Manisha and Monika worked really hard. Their father doesn't like it when they travel, but I insisted. They need to stand on their own feet! They gave several interviews before they found their first job, but they have become much more confident because they handled everything on their own. Once they complete their graduation they can get an even better job!"
Indrani, Manisha and Monika's mother.



Indrani, Manisha & Monika's mother

FROM YOUTH

2 " हॉस्पिटैलिटी की जॉब बेकार होती है। हम घर पे जूठे बर्तन नही उठाते तो वहाँ क्यों उठाएँगे"
(Hospitality jobs are no good. We don't pick up used vessels at home, why would we do it at work?)

We aim to give a young person an understanding of different sectors, the job opportunities available in these sectors, as well the expectations from professionals working in each of these sectors, to enable trainees to work and grow in professions that are best suited to their skills and interests. This includes developing a positive attitude towards achieving targets, performing well, working in a team and good work ethic.

"If my manager can set the tables and pick up the used cups, so can I. In hospitality we have to focus on customer service. I can handle the café on my own and I know how to deal with customers. I was recently promoted to brew master."
Karan, Brew Master, CCD, Moti Nagar.



Karan working at Cafe Coffee Day, Moti Nagar.



Monika during her shift at McDonald's.

"I like my work as I have a supportive team. There is no cooking involved, only assembling. I like that we have to multi task and that everyone works in a team taking turns to perform different duties. Right now I am at the cash register, later maybe I will be in the kitchen."
Monika, Team member, McDonald's

3 "Calling की जॉब नही करनी, उसमे टारगेट होता है"

(I don't want a tellecaller's job, salaries are target linked)

"There is a lot of scope for growth here. It is difficult but, I manage to achieve my targets. My seniors are supportive so I am happy".
Kalpana, Tellecaller, Connection Pvt. Ltd.

4 "जॉब अगर हमने अपनेआप ली तो आपने क्या किया?"

(After training if we find the job on our own, how have you helped us?)

In addition to the placement team's efforts, each of our programmes has a 'Job Club' session. The session involves learning how to use different job portals, how to set up your own job interview and how to differentiate between authorized and unauthorized placement consultants. Trainees are encouraged to proactively network with friends and alumni and to use various online sources as well as newspapers to find their own jobs.



Trainees at the Community Career Development Mela at New Seemapuri.

"We discussed in class about how you have to be aware of the different opportunities available to get a job. I wanted to work as a receptionist and I went to several schools and dropped copies of my resume there. One day when I was returning from an interview, I found that they were hiring at a hospital. I applied and got the job."
Huma, Receptionist ACN Hopsital

"I wanted to work in the hospitality sector, and Maam said I could go to the head office of Cafe Coffee Day on my own and she told me to give Karan's reference, who was a trainee at another center. It worked!"
Vijay, Brew Master, CCD, Rajiv Chowk Metro Station.

"My friend was working at this company and told me about the opening, and I found they had advertised for the position online too, so I applied and after three rounds of interviews I got the job. In the course we talked about the different ways for searching for a job. It was important that I too search in order to find a job which I found interesting."
Yunus, Multi Tasking Staff, Intelligent Communications Systems India Ltd.

5 "हमारे पास ITI का सर्टिफिकेट है अब तो नौकरी पक्की!"

(We have an ITI certificate. Finding a job will be a cake walk)

"I had trade knowledge but was not aware of things related to interviews like greeting the interviewers, waiting for permission to sit down, giving an introduction of oneself, replying confidently to body language, grooming while interview,etc. All these things I learnt from ETASHA's classes and these things were around 90% responsible in getting me clear my interview for a Machine Operator job at a factory in Vishwakarma Industrial Area, Jaipur."
Mohit, Machinist, ITI, Bani Park

"My attitude has changed. As we were motivated to speak in class and to learn from our mistakes, I can admit my mistakes and I try to look for some learning every time. If I don't know something, I never hesitate and I request my boss to explain. After the ITI, I joined a 1 year apprenticeship at REIL as a quality checker.
Mehreen, Electronic Mechanic, ITI

"My confidence level has increased which I observed in an interview at Genpect where I was calm and much more comfortable because I knew how to sit and talk. I also smile more, and am more expressive. I got to know the actual work and how an interior designer can use creative ideas after ETASHA's industry visit to Sushant City project at Kalwar road with Ms. Shruti, an interior designer and now I am really interested to work in my field."
Pooja Jangid, Interior Decoration and Design, ITI Mahila Bani Park



Trainees at ITI Arab Ki Sarai during their orientation.

FROM STUDENTS IN HIGH SCHOOL

6 A: मुझे इंजिनियर बनना हैं B: क्या पढ़ रहे हो? A: आर्टस

(A: I want to be an engineer
B: What are you studying?
A: Arts)

"What after school?" is a question that concerns young people and parents alike, with increasing competition for admissions and for jobs. Most High School Education Systems abroad mandate the provision of Career Guidance, but in India, neither the School Boards nor the Government's Education Policy require a school to ensure systematic career guidance or advice to students.
At the lower socio-economic strata the consequences of this are more acute; without timely career guidance, students either dropout after middle school, because they need to start earning, or those who manage to study till 10th or 12th are ill - equipped for employment or self-employment. The lack of awareness about what to study, and the relevance of the subject in terms of job prospects, is an issue. Our Career Guidance workshops are aimed at equipping youth to find a career path based on their interests, strengths and aptitude.

"The workshop helped us in knowing ourselves because we tend to follow what we hear from other people. It really helped me in knowing myself and knowing the different options I have. It was not that things were told to us, but we analyzed things by ourselves. It was useful for choosing a career in which I can do well and have an interest in. My career options were acting, defense services and Indian Forest Services, so now I am preparing to join the Indian Army."
Siddhith, 17 years, Purkal Youth Development Society, Dehradun.

"The suggestions were not baseless; they were according to our abilities and our interests. It has changed my notion about my career."
Class X student, Belda Gangadhar Academy, Medinipur, West Bengal

"The workshop helped me to understand a lot about myself, and my aptitude in detail. This will help me to plan for the future as there is a lot of competition."
Class X student, Government Senior Secondary School, Parwanoo, Himachal Pradesh



Students before the Career Highway Workshop at a Government School in Parwanoo

FROM THE EMPLOYERS

7 "Freshers जॉब में टिकते नही है"

(Freshers never stick to a job)

"My boss wasn't sure if I would be able to perform. On my first day I was getting confused, and having trouble remembering the rates. Sir didn't think that I could man the snacks counter alone. But I had to prove myself, so I went home and memorized the whole rate list along with all the combos. He was reluctant to put me at the counter by myself, but I convinced him to give me a chance and I didn't disappoint him. The job is hard, but I will get atleast 1 years' experience."
Jyoti, ESP, PVR

"I am enjoying my job, and I am learning a lot too. Because my English is a little better than my seniors I am sent for many client meetings, and I get to interact with a lot of people. As long as I am learning I will continue in this job."
Vinay, Quality Checking Executive, Overcart

"On my first day, I couldn't understand anything. I was supposed to make some entries for products and I was left all on my own. I was thinking of leaving. But I called up Vinay, we discussed the work and figured things out together. Once I got the hang of it, I started learning. I'm going to complete a year at Overcart soon. I made many mistakes in the beginning, luckily I didn't get caught!"
Jeetu, Quality Checking Executive, Overcart



Jeetu & Vinay who are working as Quality Checking Executives at Overcart.

FROM THE TRAINERS

8 कोई जरूरत नहीं friendly environment की! टीचर-स्टुडेंट का relation maintain रहना चाहिए। डंडा जब तक नही पड़ेगा ये सीखेंगे नहीं!

(There's no need to create a friendly environment, the teacher student distance should be maintained. The only way they learn is when we wield a stick)

This year ETASHA introduced a new programme- Capacity Building of Trainers in Employability Skills with the aim of bringing a systemic change within teaching institutions that impacts the youth who are the future workforce.

Attitude change of the participants towards trainees; understanding of the role of an instructor as a mentor to prepare youth for the world of work and to develop an understanding of learners, empathy and patience was the main focus.

In today's fast changing industrial scenario, workers need to be adaptable, creative, flexible, have a positive attitude and be quick learners. Trainers who prepare youth for careers in industry, need to understand and practice this in order to foster the right attitude in their students.

AIM OF THE PROGRAMME

To strengthen an understanding of industry and its requirements from entry-level workers in different trades, increase the ability to prepare and guide students for jobs in industry.
To enhance facilitation skills – methods/ methodologies, pedagogy, various delivery mechanisms,
Develop the ability to deliver content in a simple way.
To enable trainers to use technology to update their knowledge in their field and to make their work easier,



Pilot Project, Training of Trainers at the National Vocational Training Institute (NVTI), Noida.

As an electrician trainer who takes various classes every day, I used to be short-tempered. But now I try to keep myself calm. Instead of getting angry at a trainee for not performing well, I try to understand the problem and rectify it. I also learnt that paying special attention to students who are not attentive in class can get them interested. Some of the other things we learnt are communication skills, a positive attitude, the theory of child mode and adult mode, soft skills, activities, etc"
Pushpender Kumar Sharma, Trade Instructor Electricians, Rajasthan Govt. ITI (Boys), Bani Park, Jaipur.

"Between Module 1 and Module 2, I changed my approach to teaching. I was more confident and focused on the balance between Teacher Talk Time and Student Talk Time. This is important because we are training students for jobs, where they need to be confident, so the classes too should be interactive. I encouraged my students to speak their views and started interacting more with the class. This way, even the students were encouraged to study and work towards their improvement. After this session, I would create activity-based lectures and make it an interactive session thereby increasing efficiency"
Suraj Prakash Sharma, Employability Skills Instructor, Bhushan ITI

"I incorporated the new teaching methods in my classes, added activities and practical learning and the students became willing to stay for longer to attend their classes, which they earlier wouldn't. I've also started teaching my lessons in English in order to improve the trainees' command over the language. I also pay special attention to students who aren't that active in the class. My major learning was to increase Student Talk Time and decrease Teacher Talk Time. I will speak less myself and let the students speak. This way they improve their vocabulary and I get to know what they genuinely know and understand."
Babita, Stenography and Office Assistant Instructor, RVTI, Jaipur

9 एक आदमी क्या कर लेगा?
(An individual can't change things)

In addition to funding support, we are happy to have the support of individuals from various companies who have volunteered with their skills, helping us move ahead in our mission.
For the past year, volunteers from Accenture have been visiting ETASHA's centers, conducting sessions on interview skills, basic maths calculations, and computers. They have also been active participants in ETASHA's rallies, and have conducted photography workshops for the faculty.

"The enthusiasm and will of the trainees towards preparing for a job has motivated us to take regular sessions to help polish them up and it's a wonderful feeling when someone gets placed. It has been inspiring and a great learning experience for us too; how young girls support their families, taking care of their studies and responsibilities at home and also finding time to pursue hobbies. I was also struck by married women who wanted to learn and work to support their children's education."
Purva Sethi, Accenture



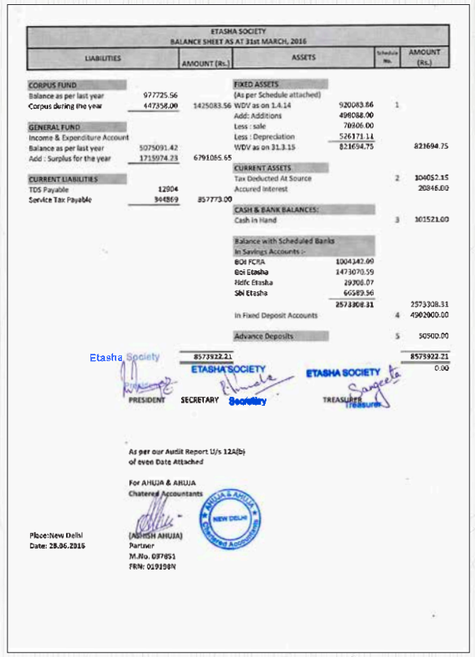
10 NGOs में घपले होते हैं
(NGOs are corrupt)

Not this NGO!
ETASHA complies with all legal obligations required of a registered society, and also commits to adhering to norms of practice as defined by partner organizations.

Here are our financial details:

We have accreditation from

Click here to donate with Give India — Give India Assurance | CAF India | Credibility Alliance Member | India GuideStar ETASHA Membership Number 275



ETASHA SOCIETY
BALANCE SHEET AS AT 31st MARCH, 2016

LIABILITIES		AMOUNT (Rs.)	ASSETS		Schedule No.	AMOUNT (Rs.)
CORPUS FUND			FIXED ASSETS (As per Schedule attached)			
Balance as per last year	977725.56		WDV as on 1.4.14	920083.86	1	
Corpus during the year	447350.00	1425083.56	Add: Additions	496068.00		
			Less : sale	70906.00		
GENERAL FUND			Less : Depreciation	526171.11		
Income & Expenditure Account			WDV as on 31.3.15	823694.75		823694.75
Balance as per last year	5075091.42					
Add : Surplus for the year	1715974.23	6791065.65	CURRENT ASSETS			
			Tax Deducted At Source		2	104652.15
CURRENT LIABILITIES			Accured Interest			20846.60
TDS Payable	12804					
Service Tax Payable	844869	857773.00	CASH & BANK BALANCES:			
			Cash in Hand		3	101521.00
			Balance with Scheduled Banks In Savings Accounts :-			
			BOI FCRA	1004142.99		
			Boi Etasha	1473070.59		
			Hdfc Etasha	29708.07		
			Sbi Etasha	66589.56		
				2573308.31		2573308.31
			In Fixed Deposit Accounts		4	4902900.00
			Advance Deposits		5	90900.00
		8573922.21				8573922.21
						0.00

PRESIDENT SECRETARY TREASURER

As per our Audit Report U/s 12A(b) of even Date Attached

For AHUJA & AHUJA
Chatered Accountants

Place:New Delhi
Date: 28.06.2016

(ABHISH AHUJA)
Partner
M.No. 097851
FRN: 0191984

ETASHA SOCIETY
RECEIPTS AND PAYMENT ACCOUNT FOR THE YEAR ENDED 31ST MARCH, 2016

RECEIPTS	Schedule No.	2015-16 Amount (Rs.)	PAYMENTS	Schedule No.	2015-16 Amount (Rs.)
Opening Balance			Direct Expenses	11	12057471.62
Cash in Hand		38758.71	Indirect Expenses	12	190053.60
Bank balances		963843.87			
Receipts					
Donations	6	2332029.82			
Project Funds					
			Addition in Fixed Assests		496068.00
FCRA	7	4666570.91	Increase in Current Asset		97590.00
Non-FCRA	8	6961264.22	Increase in Fixed deposits		1171000.00
Training Fees	9	749850.00			
			Closing Balance		
Indirect Incomes	10	264049.61	Cash in Hand		106521.00
Sale of Asset		44070.00	Bank		2573308.31
TDS Refund		28845.39			
Increase in current Liability		337591.00			
		16648972.53			16648972.53
					0.00

PRESIDENT SECRETARY TREASURER

As per our Audit Report U/s 12A(b) of even Date Attached

For AHUJA & AHUJA
Chatered Accountants

Place:New Delhi
Date: 28.06.2016

(ABHISH AHUJA)
Partner
M.No. 097851
FRN: 0191984

ETASHA SOCIETY
CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31st MARCH, 2016

EXPENDITURE	Schedule No.	AMOUNT	INCOME	Schedule No.	AMOUNT
			Donations		
Direct Expenses	11	12057471.62	Donation - Give India		560856.82
			Donation - Individual		573990.00
Indirect Expenses	12	190053.60	Donation- Marathon		749825.00
			Project Funds		
Loss on Sale of Asset		26236.00	FCRA	7	4666570.91
Depreciation		526171.11			
			Non-FCRA	8	6961264.22
To Surplus for the year carried to Balance Sheet		1715974.23	Training Fees	9	749850.00
			Indirect Incomes	10	264049.61
		14525906.56			14525906.56
					0.00

PRESIDENT SECRETARY TREASURER

As per our Audit Report U/s 12A(b) of even Date Attached

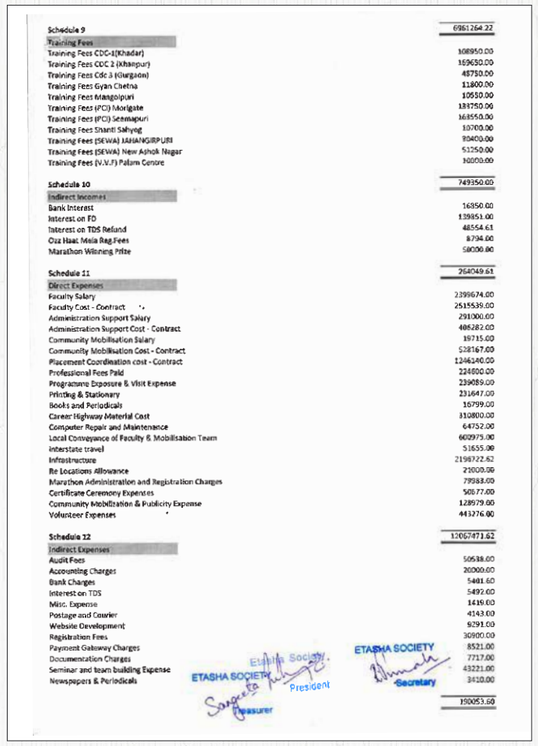
For AHUJA & AHUJA

Place:New Delhi
Date:28.06.2016

[ASHISH AHUJA]
Partner
M.No. 097851
FRN: 0191984

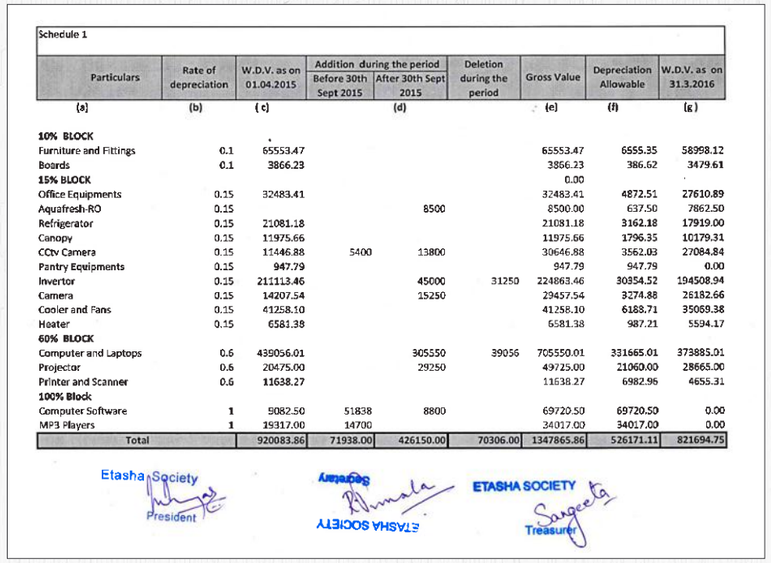
ETASHA SOCIETY
GROUPING FOR THE YEAR ENDED 31st MARCH, 2016

PARTICULARS	AMOUNT IN RUPEES
Schedule 2	
TAX DEDUCTED AT SOURCE	
Tds AY 08-09	15349.00
Tds AY 09-10	9884.15
Tds AY 15-16	14535.00
Tds AY 16-17	65684.00
	104652.15
Schedule 3	
CASH IN HAND	
FCRA	8696.60
Cash- Others	92915.00
	101521.60
Schedule 4	
FIXED DEPOSITS WITH BANKS	
FD BOI	509000.00
SBI Corpus FD	1350000.00
Sweep FD BOI Etasha	3023208.00
	4902908.00
Schedule 5	
ADVANCE DEPOSITS	
Minimum Balance with CC Avenue	1000.00
Security Deposit Rent	89500.00
	90500.00
Schedule 6	
Donations	
Donation - Corpus	447350.00
Donation - Give India	560856.82
Donation - Individual	573990.00
Donation-Marathon	749825.00
	2331029.82
Schedule 7	
Project Funds	
FCRA	
Sapient Consulting Private Ltd	1416520.00
Asha For Education-Projekt Prerna 5	993900.00
United Way of Mumbai -Pitney Bowes 1	980278.00
United Way of Mumbai -Pitney Bowes 2	739797.00
EVS	391885.91
CAF - Accenture(Microsoft)	189692.90
	4666570.91
Schedule 8	
Non - FCRA	
Give India - NDFC	1961768.32
CAF- Accenture Udaan -5	525125.00
CAF- Accenture Udaan -6	1223480.00
Samhita - Capital First Limited	282608.00
United Way of Mumbai -Pitney Bowes 2	764792.00
Australian High Commission	500000.00
SNS Foundation	164990.00
Om Metallo Infragroject ltd.	168960.00
CAF - Accenture (Microsoft)	165692.00
Shri Ratanlal Foundation-Aurobindo Ashram	150000.00
Tata Communications	82306.00
Nagarro Software Pvt. Ltd.	60500.00
DRI	17735.00
Kamal Ratna ITI(Raipur)	15000.00



Schedule 9		6961264.22
Training Fees		
Training Fees CDC-1(Khadar)		108950.00
Training Fees CDC 2 (Khanpur)		159650.00
Training Fees Cdc 3 (Gurgaon)		48750.00
Training Fees Gyan Chetna		11800.00
Training Fees Mangolpuri		10550.00
Training Fees (PCI) Morigate		138750.00
Training Fees (PCI) Seemapuri		168550.00
Training Fees Shanti Sahyog		10700.00
Training Fees (SEWA) MANANGIRPURI		93400.00
Training Fees (SEWA) New Ashok Nagar		51250.00
Training Fees (V.V.F) Palam Centre		10000.00
Schedule 10		**749350.00**
Indirect Incomes		
Bank Interest		16850.00
Interest on FD		139851.00
Interest on TDS Refund		48554.61
Oxz Haat Mela Reg Fees		8794.00
Marathon Winning Prize		50000.00
Schedule 11		**264049.61**
Direct Expenses		
Faculty Salary		2299674.00
Faculty Cost - Contract		2515539.00
Administration Support Salary		291000.00
Administration Support Cost - Contract		486282.00
Community Mobilisation Salary		19715.00
Community Mobilisation Cost - Contract		528767.00
Placement Coordination cost - Contract		1246140.00
Professional Fees Paid		224000.00
Programme Exposure & Visit Expense		239089.00
Printing & Stationary		231647.00
Books and Periodicals		16799.00
Career Highway Material Cost		310800.00
Computer Repair and Maintenance		64752.00
Local Conveyance of Faculty & Mobilisation Team		602975.00
Interstate travel		51655.00
Infrastructure		2198722.62
Re Locations Allowance		21000.00
Marathon Administration and Registration Charges		79983.00
Certificate Ceremony Expenses		50677.00
Community Mobilization & Publicity Expense		128979.00
Volunteer Expenses		443276.00
Schedule 12		**12067471.62**
Indirect Expenses		
Audit Fees		50538.00
Accounting Charges		20000.00
Bank Charges		5401.60
Interest on TDS		5492.00
Misc. Expense		1419.00
Postage and Courier		4143.00
Website Development		9291.00
Registration Fees		30900.00
Payment Gateway Charges		8521.00
Documentation Charges		7717.00
Seminar and team building Expense		43221.00
Newspapers & Periodicals		3410.00
		190053.60

Etasha Society — President — ETASHA SOCIETY — Treasurer — ETASHA SOCIETY — Secretary



Schedule 1								
Particulars	Rate of depreciation	W.D.V. as on 01.04.2015	Addition during the period		Deletion during the period	Gross Value	Depreciation Allowable	W.D.V. as on 31.3.2016
			Before 30th Sept 2015	After 30th Sept 2015				
(a)	(b)	(c)		(d)		(e)	(f)	(g)
10% BLOCK								
Furniture and Fittings	0.1	65553.47				65553.47	6555.35	58998.12
Boards	0.1	3866.23				3866.23	386.62	3479.61
15% BLOCK						0.00		
Office Equipments	0.15	32483.41				32483.41	4872.51	27610.89
Aquafresh-RO	0.15			8500		8500.00	637.50	7862.50
Refrigerator	0.15	21081.18				21081.18	3162.18	17919.00
Canopy	0.15	11975.66				11975.66	1796.35	10179.31
CCtv Camera	0.15	11446.88	5400	13800		30646.88	3562.03	27084.84
Pantry Equipments	0.15	947.79				947.79	947.79	0.00
Invertor	0.15	211113.46		45000	31250	224863.46	30354.52	194508.94
Camera	0.15	14207.54		15250		29457.54	3274.88	26182.66
Cooler and Fans	0.15	41258.10				41258.10	6188.71	35069.38
Heater	0.15	6581.38				6581.38	987.21	5594.17
60% BLOCK								
Computer and Laptops	0.6	439056.01		305550	39056	705550.01	331665.01	373885.01
Projector	0.6	20475.00		29250		49725.00	21060.00	28665.00
Printer and Scanner	0.6	11638.27				11638.27	6982.96	4655.31
100% Block								
Computer Software	1	9082.50	51838	8800		69720.50	69720.50	0.00
MP3 Players	1	19317.00	14700			34017.00	34017.00	0.00
Total		920083.86	71938.00	426150.00	70306.00	1347865.86	526171.11	821694.75

Etasha Society — President — ETASHA SOCIETY — Secretary — ETASHA SOCIETY — Treasurer

ETASHA's documentation is made publicly available, including our audited reports, Society, 12A, 80G, FCRA registration details and we also commit to publishing the following information:

Slab of gross monthly salary (in Rs.) plus benefits paid to staff	Male Staff	Female Staff	Total Staff
< 5000	0	0	0
5000 - 7000	3	0	3
7000-10000	1	1	2
10000-25000	8	14	22
25000-50000	1	5	6
50000-100000	0	0	0
> 100000	0	0	0

Sl No.	Name	Position on Board	Remu-nera-tion
1	Dr. Meenakshi Nayar	President	NIL
2	Ms. Ritu Motwani	Vice-President	NIL
3	Ms. Priyali Prakash	Secretary	NIL
4	Ms. Sangeeta Sharma	Treasurer	1,80,000
5	Mr. Manish Chaudhry	Member	NIL
6	Dr. Cherian Joseph	Member	NIL
7	Hemant Bharat-Ram	Member	NIL
8	Ms. Anita Aneja	Member	NIL
9	Mr. Pramod Patni	Member	NIL
10	Dr. Usha Jumani	Member	NIL
11	Ms. Freda J Swaminathan	Member	NIL
12	Ms. Vimala Ramachandran	Member	NIL
13	Mr. Sanjeev Gupta	Member	NIL
14	Mr. Ian McBride	Member	NIL

National Travel Expenses by ETASHA Society Representativies			
Name & Designation of Staff/ Volunteer/ Board Member	Purpose of Travel	Cost Incurred (Rs.)	Spon-sored (Rs.)
Parul Mehra (skills Development & Coporate Affairs)	Pitney Bowes , Jaipur	13299	13299
Anandita Kar Gupta (Centre Operations manager & Counsellor)	Career Highway	7353	7353
Trisha Pareek (Project Coordinator)	Pitney Bowes, Jaipur	435	435
Shailly Awasthi (Facilitator)	Pitney Bowes, Jaipur	7320	7320
Assise Thankappan (Centre Manager)	CDC-3, Gurgaon	3948	3948
Mukesh Aggarwal (Admistration Supervisior)	CDC-3, Gurgaon	1100	1100
Neha Abraham (Facilitator)	Pitney Bowes, Jaipur	981	981
Nidhi Rana (Facilitator)	Pitney Bowes , Jaipur	981	981
Mini Bhargava (Content Development & Palcement)	Pitney Bowes, Jaipur	982	982
Sukanya Bhagi (Development Counsellor)	Career Highway	8765	8765
Ajda (Volunteer)	Pitney Bowes, Jaipur	1550	1550
Shivani (Volunteer)	Career Highway	1113	1113
Deepika (Volunteer)	Career Highway	1113	1113

Donors and Funders 2015 - 2016

INDIVIDUAL DONORS
Avneesh Saksena
Vijay Toley
Snehal Toley
Moolchand Mehra
Indira Nayar
Aditi Nayar
Usha Soni
Ritu Motwani
Prashant Akshar
Nitin Subash Kashimpuria
Tarun Arora
Dhaval Udani
Kathryn Nicole North
Jitendra Singh
Ajit Jha
Indira Verma
Sudhir Kumar Mathur / Geeta Mathur
Priyali Praksh
Subhash Chander Sarin
Vijay Bhalla
Ritu Motwani / Sanjay Motwani
Jagdish Kumar Motwani
Punit Jain
Rakesh Goel
Salil Jain
Anant Kasliwal
Ms. Sugeeta Chhabra
HELP Your NGO Foundation
Freda J Swaminathan
Sham Sunder & Poonam Chhabra
Usha Jumani (Jumani Foundation)
Mash Audio Visual Pvt.ltd
Satyendra Jain
Dileep Associates
Vinay Bharatram
Pankaj Kanwar
K K Sridhar
Arun K. Mittal
Nithin
Meenakshi Nayar
Sandhya Mandal

FUNDERS FOR PROJECT
Asha For Education
Australian High Commission
CAF – Accenture
CAF – Microsoft
Capital First Ltd.
Dessicant Rotors
HDFC Bank
Kamal Ratan ITI(Jaipur)
Nagarro Software
Om Metals Infraproject Ltd.
Sapient Consulting Private Ltd.
Shri Ratanlal Foundation
Tata Communications
United Way of Mumbai - Pitney Bowes

MARATHON DONORS
Usha Shankar
Futures First Info Services Pvt. Ltd.
Tata Communications Ltd.
Emerging Securities Pvt. Ltd.
Vipla Datta
Veenita Sharma
Usha Bakshi
Dr. Bhawna Sharma

How can you get involved?

Stay informed
Send us an email to subscribe to ETASHA's newsletters at etasha@etashasociety.org to get updates on our work and events.

Employee giving
Become part of the employee giving programme at your company. Get your company and colleagues to support us.

Be a volunteer
Share your time and skills with us.

Be a donor
Your donation will support ETAHSA's ability to work towards its mission of enabling young people to make the right choices at the right time, that they might lead dignified and productive lives. If you would like to donate for a specific purpose, please write to us at etasha@etashasociety.org, or send a note along with your cheque.

DONATION OPTIONS
Visit us at www.etashasociety.org and make an online donation through the donate option or send a cheque made payable to "ETASHA Society" at E 48 Greater Kailash Enclave II, New Delhi – 110048. You can also donate through Give India at www.giveindia.org/m-926-etasha.aspx

CONTRIBUTE FOR CAREER GUIDANCE
Rs. 1200
Can provide high quality career guidance to a child from an underprivileged background.

CONTRIBUTE FOR OUR VOCATIONAL TRAINING PROGRAMMES
Rs. 7000/9000/11500
Can sponsor one young person for one of our three/four/ five- month programmes followed by placement support in a growth- oriented job.

CONTRIBUTE TO OUR GENERAL FUND
To help with expenses of a general nature including seminars & training for the ETASHA Team

CONTRIBUTE TO OUR CORPUS
Help ETASHA become stronger and self-sustaining

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