



**Pudumai
Penn**



Pudumaipenn 2018-2019 Annual Report

“Dear Donors, Sponsors, Volunteers and Other Well Wishers

It is 5 years since Pudumaipenn Foundation was registered and very happy to share the report of its growth with all of you. It is contribution from socially conscious well wishers like you that has enabled the Foundation to create 53 confident women graduates till date. Young women who are following their hearts, working in places of their choice and growing in their career path. We sincerely hope they grow in their careers, contribute to the family/society, become shining role models for girls in similar marginalised back ground and break the norm of society craving only for male children.

Another 110 girls are preparing for their graduation over the next 3-4 years and are getting groomed to financial empowerment.”

VANAJA ARVIND
FOUNDING TRUSTEE



About Pudumai Penn Foundation

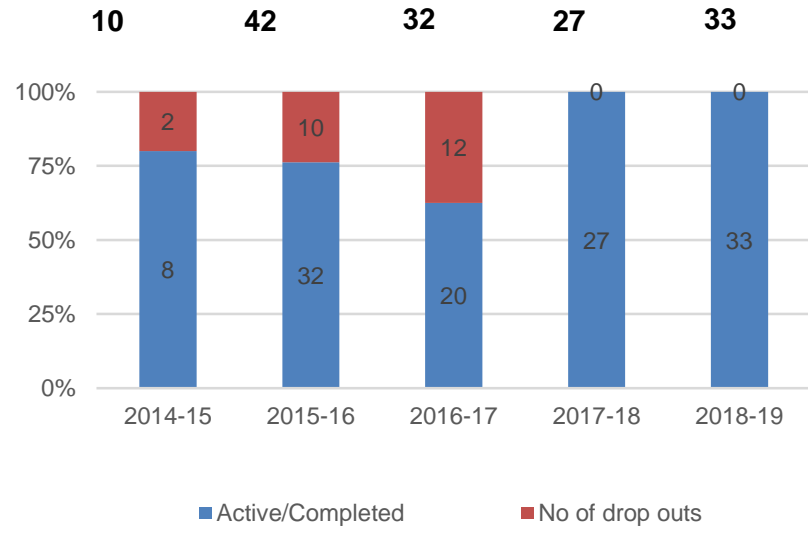
- ✦ Founded in 2014 with the vision to empower girls from underprivileged backgrounds through Education, Training & Mentoring
- ✦ Vision is to empower the young women from marginalised sections of society by fostering all round life skills to achieve personal excellence, career aspirations, economic independence and social impact
- ✦ Administered by a Board of Trustees
- ✦ Supported by Experts, Mentors and Volunteers from academia and industry
- ✦ Completed 5 years of operations in May 2019 and eligible for CSR Funds
- ✦ Has 80g exemption under the Income Tax act

How we help

- ✦ Academic Scholarships : Provide financial assistance for college education and professional sports related training for underprivileged girls.
- ✦ Structured Learning Interventions :
 - ✦ Help improve English language skills, build self confidence and gain a wider perspective of the world
- ✦ Subject specific programs, for example in accounts and finance
- ✦ Computer Proficiency Programs :
 - ✦ Provide hands-on training in applications commonly used in companies.
 - ✦ Train scholars specialising in Information Technology on programming languages
- ✦ Placement support : help secure internships for scholars pursuing IT, CA, etc.

2018-2019 Overview

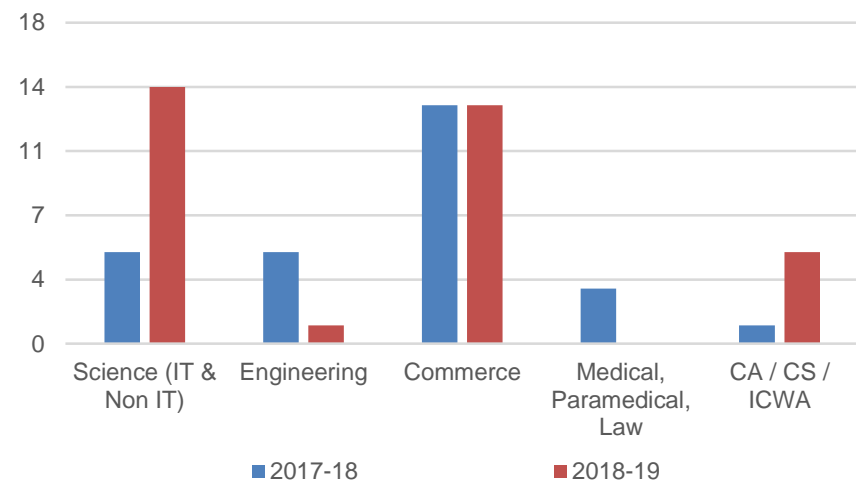
Scholars over the Years



A total of 53 students have graduated and another 67 are currently in college

Summary of Internal workshops/ Expert talk sessions in 2018-19	
No. of workshops (including scheduled workshops until the end of the academic year)	9
Average participation in workshops	>71%

Students graduating in 2019



The number taking up Commerce & Accounts was close to 40%

Summary of Training & Recruitment through External Corporates	
No. of students who underwent Digital training conducted by a leading IT service provider	29
No. of students who completed The Hindu STEP program	31

Scholar Details

Details	2014-15	2015-16	2016-17	2017-18	2018-19
Total Number of students	10	42	32	27	33
Number graduated	8	32	13	NA	NA
Number who have taken up jobs	8	30	—*	NA	NA
Number pursuing higher education	0	2	0	NA	NA
Number yet to graduate	0	0	7	27	33
No of drop-outs	2	10	12	0	0

Comments :

- ✦ The selection process has been refined to reduce drop-outs
- ✦ *Yet to receive job details

Facilities Provided

Our scholars are provided with an environment conducive to learning and modern facilities to help them develop new skills.

- ✦ Computer Lab : Has 11 Internet enabled workstations contributed by generous donors. Enables the scholars to become digitally literate, access information and explore employment opportunities
- ✦ Library : Opened in February 2017 with books donated by well-wishers and supplemented by the addition of books, magazines and newspapers.
- ✦ Foundation Office : The full time office offers a comfortable location for conducting workshops, digital training sessions, conducting interviews and volunteer meetings. Can accommodate upto 25 students at a time.
- ✦ Rented halls : for programs with more than 25 participants, halls are rented.
- ✦ Sports Equipment : Sports scholars are provided with the equipment and nutrition supplements to support their training and development needs

Training Programs

The scholars come from various background and training is essential to help them become employable on completion of their graduation. The programs are in parallel to their graduation and are on weekends.

- ✦ English Language Proficiency :
 - ✦ STEP Program - The Hindu has been generously helping out scholars improve English proficiency via their STEP English language testing, training & certification program. Thirty One students went through an online training program spread over 40 days
 - ✦ Mentorship Program : 17 students were attached to mentors with whom they could practice their English speaking skills

- ✦ External Assessments : These help benchmark progress, recognize achievement and identify areas of improvement. Oral as well as written assessments were conducted and feedback shared with the scholars.

- ✦ Subject Specific Programs : Special commerce classes by experts were organized to help the scholars in specific subjects.

Training Programs

- ✦ Digital Literacy
 - ✦ Computer Proficiency classes covering applications / programmes used in the office environment, email, MS office suite, internet usage etc, are included.
 - ✦ Scholars specialising in IT in their graduation are taught the latest programming languages
 - ✦ In 2018-2019 29 students completed the digital training programme conducted by the volunteers from leading IT Services organisation. This program has helped around 38 students from previous batches get jobs.

Activities conducted by the Leading IT services provider in 2018-19			
Level	Topic	Batch	No of students
Level 1 Digital Training	MS Office	2018-19	29
Level 2 Digital Training	ECommerce	2017-18 & 2018-19	30

Workshops – Soft Skills for Employability

- ✦ An “Employability skills building program” was formalised in 2016 based on responses received to interactive sessions on a range of topics.
- ✦ These programs / workshops are key for the development of young graduates from the marginalised sections of society as their home environments are not conducive for the development of such skills.
- ✦ Some of the topics covered in these workshops include Self awareness and "rise above" mindset, Team work and Interpersonal skills, Goal Setting, Stress management, Interview skills, Work Ethics and giving back etc..
- ✦ Run entirely by volunteers, our soft skills program takes the form of interactive workshops to facilitate active participation by students. These workshops are led by experienced coaches and facilitators who generously give their time to our students. Each student receives around 80 hours of such training during the three years of their graduation.
- ✦ In 2018-19, 9 workshops have been conducted training and we have had a good participation % of more than 71% this year, continuing a very satisfactory trend of increasing participation in all our sessions over the past two years.

Pudumai Penn Scholars Speak

- ✦ *“I want to be a state and national level pole vaulter. My coach and Pudumai Penn are enabling me develop both sports and education, my knowledge of English and other studies...”* **says Usha**, a scholar and a rising star in the states athletics firmament
- ✦ *“After 12th I didn’t have money for higher studies and thanks to the scholarship I am able to pursue a degree”* **says Reva**, a scholar pursuing a computer science degree.
- *“My teachers supported me to stay in school when my family could not afford it. Now Pudumai Penn is helping me by funding my degree. But they are helping me beyond that...before coming here I used to study by rote. Now, I understand what I am learning.”* **says Sita** a scholar pursuing a commerce degree while working part-time

Our Volunteers

Aarti Arvind

Anand Arvind

Annadurai V

Anuradha Ramani (Trustee)

Aparnasri R

Arvind Srinivasan (Trustee)

Bhavani Raghunathan

Chandrasekaran S

Deepti Srivastan

Giridhar Chakravarthi

Gita Muralidharan (Trustee)

Gogulamadhavan R

Jacintha Jayachandran

Jayanthi Sampathkumar

Kalpana R

Lakshmi Krutivasan

Mishika Kumar

Mohan Parvatikar (Trustee)

Mohan Subramanian

Nandakumar S

Natarajan G

Prathima Rajan

Rajini Sriram

Ravishankar R

Sara Kachwalla

Tamilselvan Mahalingam

Thomas T Abraham

Unni Nair

Vanaja Arvind (Trustee)

Vidya Raghu

Vidya Raghunathan



Schools covered in 2018-19

Sl. No	School and Area
1	Govt Hr Secondary Secondary school (Thuraipakkam)
2	Chennai Hr Secondary school (Thiruvanmiyur)
3	Lady Sivaswami Ayyar Girls Higher Secondary (Mylapore)
4	Olcott Memorial Higher Secondary School (Besant Nagar)
5	St. Raphael's Girls Higher Secondary School (Mylapore)
6	Chennai Girls Higher Secondary School (Saidapet)
7	Lady Willingdon Higher Secondary School (Triplicane)
8	Govt Girls Hr Secondary School (Ashoknagar)

Going forward

In the last 5 years we have tested the waters, refined our selection process, increased the number of schools supported, continuously refined our skills development program, developed a predictable model to select suitable students and to create confident young graduates with great potential. We will certainly keep tweaking this model for further improvement as we go forward.

Volunteers contributions by way of conducting the skills development workshops helped to contain the cost and that tribe of experienced Facilitators and Professionals is growing . This year , we received our second Corporate donation from a Chennai based Large Corporation who are impressed with our activities and have promised to contribute for the next couple of years . The cost of education is increasing in India and our contribution to the Tuition expenses of the students will require lot more funding . Predominantly our students have been from Commerce and popular Engineering streams . We need to expand our selection to include more students aspiring for medical, paramedical , Legal and Agriculture disciplines. The cost will certainly increase for 4 -6 years courses hence the Foundation need to increase the budget accordingly.

With this in mind, we ran our first crowd -funding campaign early 2019 successfully and also learnt from the experience.

We have realised the importance of building a strong corpus to provide stable predictable income to the Foundation and also widen its reach within Chennai. With this in mind, this year we are applying for Foreign currency permission to widen our donor base. As we have completed 5 years of service, we are also eligible for CSR funds and we are in the process of applying for such funds. We hope to build a strong Corpus to continue to support 30-40 girls every year. Widening our donor base will help us to increase our services like Self defense/Martial Arts training, suitable Career advice before they move to 11th standard, etc.. and contribute more to strengthen women empowerment

In 2019-20 another 35 students will join us to start their financial empowerment path. The Foundation sincerely hopes that we can continue to depend on all of you for your support to ensure its continuity and growth.

Thank you,
Vanaja



**Pudumai
Penn**



The Pudumaipenn family - 2016



**Pudumai
Penn**



The Pudumaipenn family - 2017



**Pudumai
Penn**



The Pudumaipenn family - 2018



**Pudumai
Penn**



The Pudumaipenn family - 2019



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In the words of the famous Tamil poet & reformer
Bharathiyar

நிமிர்ந்த நன்னடை நேர்கொண்ட பார்வையும்,
நிலத்தில் யார்க்கும் அஞ்சாத நெறிகளும்,
திமிர்ந்த ஞானச் செருக்கும் இருப்பதால்
செம்மை மாதர் திறம்புவ தில்லையாம்;

In English:

Walking with assurance, their heads held high,
Fearless because of their principles,
Filled with pride because of their wisdom
Women of excellence do not deflect from their path.

