

**PABS FOUNDATION: EMPOWERING ORPHANED CHILDREN FOR A BRIGHTER TOMORROW**

# TABLE OF CONTENT

<b>OUR RESEARCH</b>	<b>2</b>
<b>ABOUT PABS</b>	<b>10</b>
<b>MEET OUR TEAM MEMBERS</b>	<b>11</b>
<b>OUR MISSION</b>	<b>15</b>
<b>OUR VISION</b>	<b>16</b>
<b>OUR PURPOSE</b>	<b>17</b>
<b>OUR BACKGROUND</b>	<b>18</b>
<b>OUR OBJECTIVES</b>	<b>22</b>
<b>ACTIVITIES WE DO</b>	<b>23</b>
<b>THE CONCLUSION</b>	<b>27</b>



# OUR RESEARCH

India boasts the world's second-largest population, numbering approximately 1.35 billion individuals. Among this vast populace, about 158.8 million are children aged below six years. A notable subset of this juvenile cohort comprises 30 million orphans, constituting a significant portion of the nation's youth. Regrettably, only 370,000 of these orphaned children find themselves in childcare institutions, underscoring the magnitude of the issue.

As India takes its place as the world's most populous country, it shines a spotlight on its immense and youthful workforce. With a median age of 28, India's population is ten years younger than China's. The country boasts the world's second-largest working-age population, and this demographic advantage is set to persist until 2049. India's potential workforce, totalling a staggering 960 million individuals, presents a remarkable opportunity to harness the true potential of its greatest asset - its people. The nation stands at the precipice of a transformative leap toward generating millions of jobs. However, realizing this potential hinges on a crucial prerequisite: enhancing the employability of its vast human resource pool in anticipation of the evolving





India's employability challenge encompasses two pivotal aspects:

1. Facilitating the transition from potential workers to active contributors to the workforce.
2. Empowering those already in the workforce with upskilling to prepare them for the demands of future jobs.

**580M**  
INDIVIDUALS  
requires



Notably, India faces a low Labour Force Participation Rate (LFPR) at 46%, primarily due to the limited participation of women in the workforce, accounting for only 27%. Simultaneously, a pressing skills gap looms large, particularly exacerbated by the fact that a substantial portion of India's workforce operates within the informal sector, where opportunities for skill development remain scarce.

➤ **Figure 1: 580 million individuals require skilling and employability support**

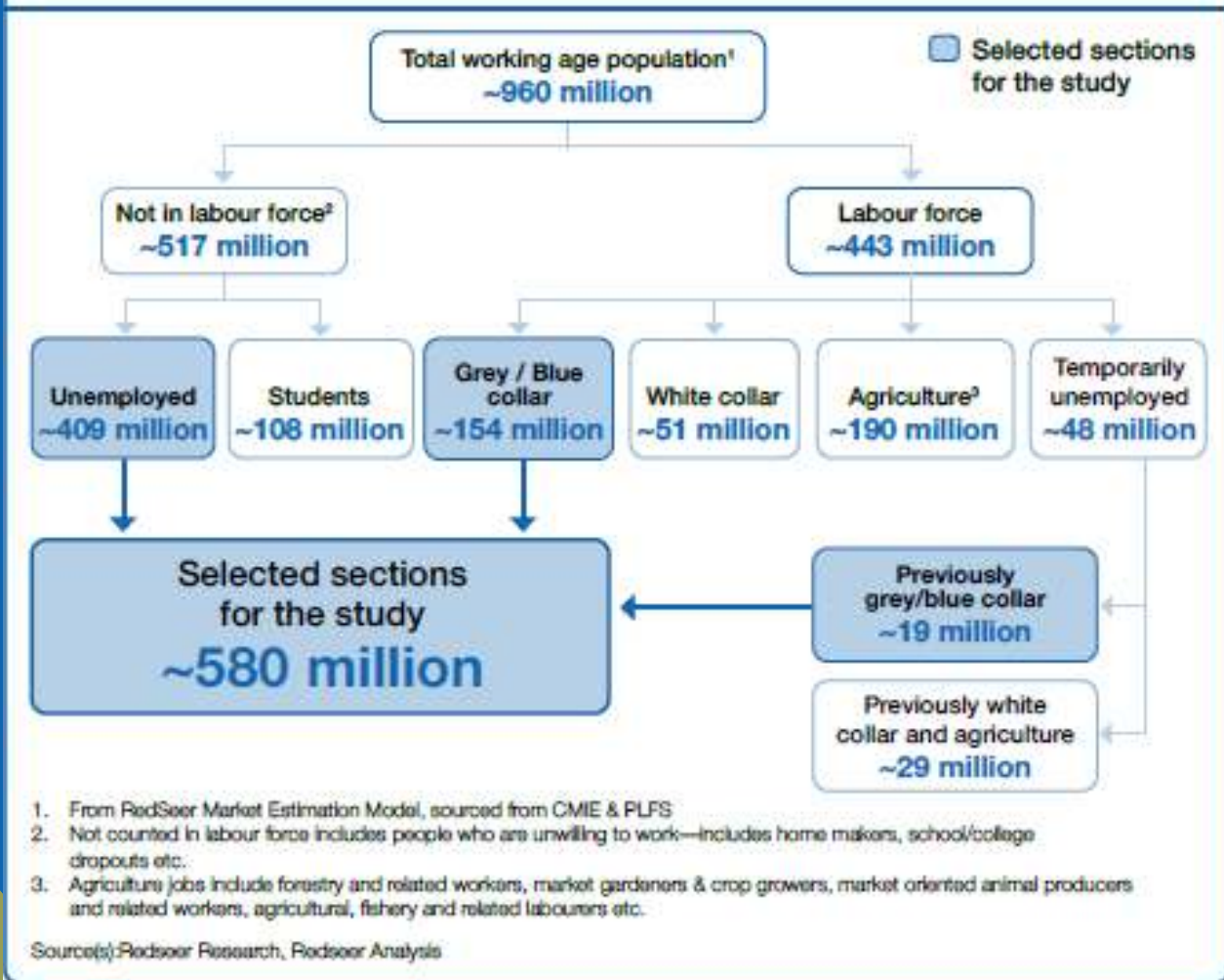


Figure 1: 580M individuals require skilling and employability support.

## The Concern - An Increasing Number of Indian Orphans



An additional 100MN people entering the workforce have the potential to increase GDP by 20% and propel the Indian economy towards USD 4 trillion.

The causes of the increasing number of orphans in India can be attributed to various underlying factors. One prominent factor is the formidable adoption process within the country. A substantial number of children in India become orphans due to their parent's inability to provide for them or the children escaping perilous circumstances. Given that over half of India's population grapples with poverty, many parents opt to abandon their offspring rather than attempt to care for them, as reported by the International Learning Movement (ILM).

In India, a child must be in an adoptive home or orphanage to be considered "legally free for adoption." Unfortunately, this criterion presents a significant challenge, as only 370,000 orphans reside in orphanages or adoption centers. Consequently, more than 29 million orphans remain ineligible for adoption, exacerbating their vulnerable predicament.

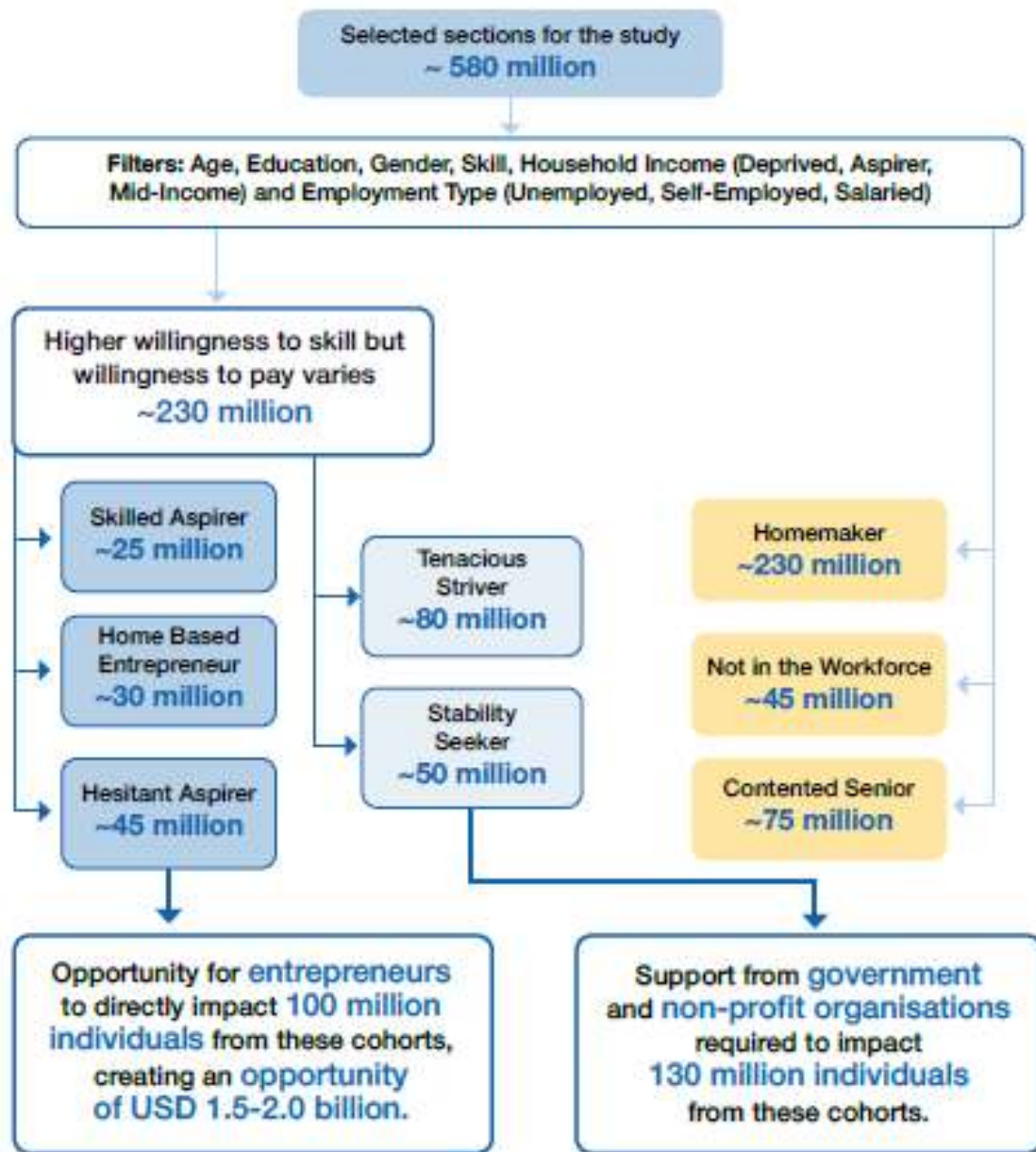
For the millions of orphans roaming India's streets, numerous perils lurk. Foremost among these dangers is the risk of trafficking, as defenseless children become prime targets for exploitation. Despite legal safeguards for street orphans, their physical protection remains inadequate, rendering them highly vulnerable, as highlighted by DW.





The 2022 U.S. Department of State's Trafficking in Persons report revealed that 47% of the trafficking victims identified in India were children, with 59% of these children being female. Young girls are often coerced into early marriages, with a troubling 27% wedded before their 18th birthday. Meanwhile, boys are frequently compelled into joining extremist groups, according to ILM. These harrowing statistics underscore the urgent need to address the challenges faced by India's orphaned population.

➤ Figure 3: 230 Mn individuals have a high willingness to skill



Source(s): Redseer Research, Redseer Analysis

■ Opportunity for entrepreneurs 
 ■ Opportunity for Govt / non profits 
 ■ To be addressed in medium term

Figure 2: 230M individuals have a high willingness to skill



## The effects of lack of upskilling and education in the Orphan section of India



The effects of a lack of upskilling and education in the orphaned section of India are both far-reaching and deeply concerning. Orphaned children already face numerous challenges, including emotional trauma and the absence of a stable family environment. When combined with a lack of access to quality education and opportunities for skill development, these challenges can severely limit their prospects.

First and foremost, the absence of proper education perpetuates the cycle of poverty among orphaned children. Without access to quality schools and teachers, they are denied the chance to acquire essential knowledge and skills. As a result, they often find themselves trapped in low-paying, menial jobs with little hope of upward mobility. This perpetuates the cycle of poverty, leaving them vulnerable to exploitation and limited access to healthcare and other necessities.

Moreover, the lack of upskilling opportunities further diminishes their prospects. In a rapidly evolving job market, where digital literacy and vocational skills are increasingly essential, these children are left at a severe disadvantage. They struggle to compete for jobs and become economically independent, perpetuating their vulnerability.

Additionally, the absence of education hinders their ability to make informed decisions about their health, safety, and overall well-being. This leaves them more susceptible to exploitation, abuse, and health-related issues.



In conclusion, addressing the lack of upskilling and education in the orphaned section of India is crucial for breaking the cycle of poverty, providing them with opportunities for a brighter future, and ensuring their overall well-being. It requires concerted efforts from the government, non-profit organizations, and society at large to create inclusive educational and skill development programs that cater specifically to the needs of these vulnerable children.

**This could be India's moment: it has one of the world's largest workforces, and the median Indian worker is younger than the global average.**





## The benefits of upskilling and education in the Orphan section of India

Education and upskilling hold immense potential to transform the lives of orphaned children in India, offering them a brighter future and breaking the cycle of poverty. In a country where millions of orphans face socio-economic challenges, investing in their education and skill development can be a game-changer.



Firstly, education provides orphans with the knowledge and skills needed to secure better job opportunities. It equips them with essential literacy and numeracy skills, empowering them to become financially independent. This not only improves their own lives but also contributes to the overall development of the nation.

Moreover, education fosters personal growth and self-esteem. It instills values, discipline, and a sense of purpose, enabling these children to lead fulfilling lives. Education helps orphans overcome the emotional trauma of losing their families by providing them with a supportive environment and a chance to build new relationships.

Upskilling, on the other hand, enables them to acquire specialized skills that are in demand in the job market. Vocational training programs can equip them with practical skills, such as plumbing, electrical work, or computer programming, making them more employable and opening doors to various career options.

Furthermore, educated and skilled orphans can become role models in their communities, inspiring others to seek education and break free from the cycle of poverty. Overall, investing in the education and upskilling of orphaned children in India not only benefits them individually but also contributes to the nation's development and social progress. It is an investment in a brighter and more equitable future for all.

## Aspirations of Indian Orphans

Indian orphans, like any other children, harbor dreams and aspirations for their futures. Despite the adversity they face, their aspirations often include:

1. **Education:** Many aspire to receive a quality education, excel academically, and pursue higher studies in various fields.
2. **Career Ambitions:** Orphans aspire to have fulfilling careers and achieve financial stability, allowing them to support themselves and their families.
3. **Independence:** They yearn for independence, both emotionally and financially, to break free from the cycle of poverty and dependence.
4. **Social Acceptance:** Orphans desire social acceptance and recognition, aiming to overcome the stigma associated with their circumstances.
5. **Contributing to Society:** Many want to make a positive impact on society, whether through charitable work or by becoming productive citizens.



## Gaps and Challenges in Meeting These Aspirations



Despite their aspirations, Indian orphans face numerous obstacles:

- 1. Lack of Access to Education:** Many orphans lack access to quality education due to financial constraints, leading to diminished opportunities for career growth.
- 2. Economic Instability:** Economic instability often hinders their aspirations for independence and financial security. The financial challenges to providing kids an education, along with extracurricular activities facilitate stable physical and mental growth.
- 3. Psychosocial Issues:** Emotional trauma and a lack of support systems can affect their self-esteem and ability to pursue their dreams.
- 4. Employment Discrimination:** Orphans may encounter discrimination in the job market, making it harder to secure meaningful employment.
- 5. Limited Networking Opportunities:** The absence of family networks can limit their access to mentorship and career-building opportunities. Likewise, no affiliation with trade schools for young adults seeking skill development courses to make a living.
- 6. Lack of access to Government schemes:** Young adults over the age of 18 have negligible support from the government and often do not have access to take advantage of the few government schemes that do exist for them. They often end up in unmaintained shelters and are forced to survive in pathetic conditions, live with extended relatives who want nothing to do with them, or in the case of women, married off to a stranger.



## The solution to eradicate unemployment and make the orphan self-independent

Eradicating unemployment and empowering orphaned individuals to become self-sufficient in India requires a multifaceted approach that addresses both economic and social challenges. Orphans often face a double disadvantage – the absence of family support and limited access to education and vocational training. To tackle this issue comprehensively, several key solutions must be implemented.

Firstly, investing in quality education for orphaned children is essential. This includes not only formal schooling but also vocational training programs that equip them with practical skills. These programs should be tailored to the local job market's needs, ensuring that orphans have opportunities to secure employment.

Secondly, mentorship and support systems should be established to guide orphaned youth as they transition into the workforce. Mentors can provide valuable career advice, emotional support, and networking opportunities, bridging the gap between education and employment.

Furthermore, public-private partnerships can play a significant role in creating job opportunities for orphans. Government incentives and corporate initiatives can promote the hiring of orphaned individuals and provide them with a stable income.

Microfinance programs can empower orphaned youth to start small businesses, fostering self-reliance and entrepreneurship. Financial literacy training should accompany these initiatives to ensure responsible financial management.

Lastly, creating awareness and reducing the stigma surrounding orphanhood is crucial. Society must recognize the potential and resilience of orphaned individuals, offering





# ABOUT PABS FOUNDATION



PABS Foundation is a nationally recognized non-profit organization, headquartered in Navi Mumbai, Maharashtra. Our mission is to uplift orphaned children across India by nurturing their potential through education and essential skill development. We believe in empowering and educating these children to drive positive change in their lives.

With a holistic vision, the PABS Foundation strives to prepare and guide orphaned children toward realizing their dreams and pursuing promising careers, enabling them to become self-independent individuals.

#### **Government Registration & Tax Details:**

- The Government Registration number of our NGO is AAMCP6987GE20211
- The Tax detail for the CSR funding or donations is AAMCP6987GF20221- 80G; including 80G for tax benefits.
- Our NGO comes under the provision of section 12A of the Income Tax Act, 1961.



# THE TEAM MEMBERS

**Ms. Anushila Das, the Founder.**



Ms. Anushila Das, a finance professional, started her career back in 2006 with Reliance Communications. While she was happily working with different multinational companies and outshined her career aspirations, she always felt responsible towards giving back to the society, for the overall development and better tomorrow thereby making the world a better place for all. She, therefore started a vocational training institute in the year 2008, and over the 13 years of journey, she and her team have developed more than 30 demanding courses as per market standards to make it available Pan India at a very affordable price. She also acquired government affiliations to support the vision and have helped over 10,000 students with their communication & professional technical skill training. Over 3,000 students from her institute have benefitted and obtained their dream professional career and have developed skills to work as freelancers.

She, along with the Power Educare team, also met many orphans from different orphanages. Her institute worked closely with few NGOs and successfully supported many children and helped them start earning a living after having to leave their orphanages at the age of 18. However, while working with these orphanages, Power Educare could understand their needs, concerns, and challenges of survival outside their orphanages. In the year, 2020, she founded PABS, an NGO that seeks to identify and address the issues to support young adults across India and bring about a revolutionary change in their lives, with a vision to empower people with vocational and life skill training to help boost employment. The team PABS has developed all the requisite tools needed and is working on a platform accessible to all at free of cost for all orphan users and accessible to other non orphan at a nominal fee. She believes that knowledge from vocational training along with academics brings an overall development in children and is a powerful tool to bring in a major change in one's life.

## **Dr. Binoy Haridasan (H.C.), the Co-founder.**



He is a thorough professional and a dynamic leader with exceptional leadership qualities, Dr. Binoy holds a Doctoral degree in Human Resource Management (Ph.D.) from the British National University of Queens Mary. He brings three decades of experience with a strong passion for innovation and a drive for solutions, planning, and directing various human capital management initiatives. He has established a performance development and career planning process that utilizes both internal and external development opportunities for employees including mentoring, team leadership, and training sessions. An exemplary performer, Dr. Binoy has been instrumental in building the Employee Value Proposition and believes in driving the organization's Vision.



His education and extensive background along with management abilities, has allowed him to dramatically improve not only human resource departments and functions but also operations. A team player with a penchant for detail, meeting deadlines, and going that extra mile has contributed to the organization's success. He believes and continues to provide input to strategic business issues while implementing forward-thinking HR and talent management strategies. On the Technical ( Operations) side, he had been instrumental in increasing the efficiency of the UHG team to 90% by training them on technical aspects for the Mumbai & Kolkata locations- training more than 350 claims adjudicators. Furthermore, he built a team of trainers under him to cater to the training needs and replicate the same model in other locations in a short period.

He is an effective organizer and planner with a history of exceeding goals and improving the Organization's ROI. He is a brand to reckon with who has played a significant role in shaping people's careers.

# OUR MISSION

**Our mission at PABS Foundation is to empower and educate orphaned children, equipping them with valuable skill sets that significantly enhance their employability prospects. We are dedicated to increasing the employability rate of orphaned children across India through comprehensive skill development initiatives.**



# OUR VISION

At PABS Foundation, our vision is to create a future where orphaned children in India are encouraged and empowered to recognize their aspirations and pursue promising careers. We are committed to fostering an environment that helps these children realize their full potential and aspirations.



# OUR PURPOSE

**Our purpose is to provide orphaned students with a path to self-reliance. We offer the Potenza website's online comprehensive courses free of cost to orphaned students as part of their pre-education journey. Additionally, economically disadvantaged students can access the Potenza website's online courses, which are priced as low as Rs.99, to equip themselves with essential skills for a self-independent future.**





# BACKGROUND

Education has always been the cornerstone of societal development. At PABS Foundation, we believe that education not only imparts knowledge but also fosters critical thinking and resilience. In today's digital age, education is vital for survival and success. In a country like India, where socio-economic disparities persist, education becomes a powerful tool for solving societal challenges.



Some general statistics and trends related to education and upskilling challenges among orphans in India up to that date:

## 1. Lack of Education:

- According to UNICEF, in India, there were around 20 million orphans as of 2021.
- The Ministry of Women and Child Development reported that only about 50% of orphaned children in India had access to education.

2. Dropout Rates: Orphaned children often face higher dropout rates. Dropout rates for orphans were estimated to be significantly higher compared to children with families, particularly after primary school.

3. Vocational Training: A lack of access to vocational training programs was a significant challenge for orphaned youth. Fewer than 5% of orphaned children in India had access to vocational training programs.

4. Employment Opportunities: Orphans who did manage to complete their education often struggled to find stable employment. Many ended up in low-paying and unstable jobs.

5. Gender Disparities: Orphaned girls, in particular, faced challenges related to access to education and employment due to cultural and social factors.

6. Government Initiatives: The Indian government has initiated various programs to address these issues, including scholarships for orphaned children and vocational training programs. However, the reach and effectiveness of these programs varied across different regions.



The Orphan kids need serious support, love, and care. Under the PABS Foundation, as a teamwork, we can bring change in kids' lives, and support and empower them. We can facilitate their overall development which is a long-term process and requires us to put consistent efforts into their changing needs.

We have to provide them with remote facilities with easy accessibility, support them with awareness, easy accessibility of counselors for kids with childhood trauma, general mental health counseling, sex Education, and access to government-certified courses. It will help young adults start earning for living and can continue with their further education without being dependent on anyone. Additionally, girls won't be exploited in the name of Samuhik Vivah.

Currently, we have created all the required pillars to support them in their overall development to ensure kids have ways of earning a living and the knowledge required for survival after leaving their orphanages.



## PERSONA-AGE WISE SKILLING AND EMPLOYABILITY OPPORTUNITY SOLUTION

SKILLING SUPPORT	15-18	19-22	23-25
English Communication	✓	✓	✓
Mobile Application Development	✓	✓	✓
Data Science			✓
Website Development	✓	✓	✓
Statistical Analysis	✓	✓	✓
Prompt Engineering		✓	✓
Programming Languages	✓	✓	✓
Ethical Hacking		✓	✓
Digital Marketing		✓	✓
Artificial Intelligence			✓
Computer Courses	✓	✓	✓

# EMPLOYABILITY SUPPORT

	15-18	19-22	23-25
<b>Freelancing Platforms</b>	✓	✓	✓
<b>Access to Job Portals</b>		✓	✓
<b>Internships</b>		✓	
<b>Course Retraining/ Reskilling/Crash Course</b>	✓	✓	✓





# OUR OBJECTIVES

PABS Foundation, an NGO, seeks to identify and address these issues and bring about a revolutionary change in orphan children's lives. The Orphan section is our main focus of work. We have worked with orphanages to promote interest in computer literacy and train kids with life lessons and communication skills.

However, while working with the orphan kids for a couple of years, we understood their concerns and challenges regarding their survival outside their orphanages.

Here is the list of objectives:

1. Cultivate the latent potential of orphaned children by offering diverse creative opportunities and guiding them to become valuable contributors to society.
2. Provide skill development training alongside essential education through well-equipped PABS training centers, leading to government-certified qualifications.
3. Facilitate job placement and career assistance for orphaned children, enabling them to secure a sustainable livelihood.
4. Extend skill development training to orphanages in remote areas through visits by PABS trainers and volunteers.
5. Develop an easily accessible mobile application or an educational portal for free downloadable skill development training.
6. Achieve comprehensive skill development and sustainable job opportunities for orphaned children.
7. Promote peace, harmony, and societal advancement through cultural activities and public utility initiatives.



# ACTIVITIES WE DO

At PABS Foundation, we are committed to making a meaningful difference in the lives of orphaned youth aged 16 and above. Our mission is to provide them with the skills and opportunities they need to build a brighter future.

Here's a breakdown of the chain of actions we follow to achieve this goal:

## **1. Student Category: 16+ Orphans**

We focus on orphaned youth who have often faced challenging circumstances in their lives. By targeting this specific demographic, we aim to provide them with the education and skills necessary to overcome obstacles and thrive.

## **2. Online Training Platform: A Wealth of Knowledge at Your Fingertips**

Our online training platform is the cornerstone of our efforts. Through a user-friendly interface, our students gain access to a wide range of educational resources. These resources include engaging video content in both 2D and 3D formats, ensuring that our courses are not only informative but also visually stimulating.

## **3. Post Training Government Certification**

We understand the importance of formal recognition for our students' efforts. Upon successful completion of our courses, students receive government-certified qualifications. These certifications are invaluable assets that open doors to a variety of opportunities.

## **4. Job Portal: Connecting Certified Students to Paid Internships**

We go the extra mile by actively assisting our certified students in securing paid internships. Their information is updated on our dedicated job portal, which is accessible to potential employers seeking skilled individuals. This connection between students and the job market helps bridge the gap between education and employment.



## **5. Post-Internship Support: Nurturing Career Growth**

Our commitment to our students doesn't end with internships. Based on feedback from the companies where our students intern, we provide additional support in the form of crash courses. These courses help our students refine their skills and make them even more competitive in the job market. Additionally, we assist in job placements based on the feedback we receive from the companies that have worked with our students.

At PABS Foundation, our activities are designed to provide orphaned youth with the education, skills, and opportunities they need to break the cycle of disadvantage and create a brighter future for themselves. We believe that every orphaned youth has the potential for greatness, and it is our privilege to help them realize that potential. Together, we can make a lasting impact on the lives of these deserving individuals.



# Online Courses We Offer

Under PABS, we offer the below-listed skill development courses digitally:

1. **Communication**
  - a. Learn Grammar
  - b. Professional Communication
  - c. Personality Development and Interview Skills
  - d. Telecommunication
2. **Computer Courses**
  - a. Tally with GST & Accounts
  - b. Professional Excel
  - c. Industrial Excel
  - d. Excel with ChatGPT
3. **Programming Languages**
  - a. C & C++ Programming
  - b. Core Java
  - c. Advance Java
  - d. Basic Python
  - e. Advance Python
  - f. Asp.net
  - g. MYSQL
  - h. PostgreSQL
  - i. SQL
4. **Data Science**
  - a. Data Science with Python
  - b. Data Science with R
  - c. Data Science with SAS
  - d. Data Analytics with Tableau
  - e. Data Analytics with Power BI
5. **Website Development**
  - a. Front-End - HTML, CSS/SASS, JavaScript, Framework (Reactjs/Angularjs)
  - b. Back-End - PHP, C++/Python/Java, Framework (Nodejs, Express/Django)
6. **Mobile Application Development**
  - a. Android
  - b. IOS & Swift
7. **Digital Marketing**
  - a. Executive Level
  - b. Professional Level
  - c. Sales & Marketing
8. **Ethical Hacking**
9. **Prompt Engineering**
10. **Statistical Analysis**
11. **Artificial Intelligence**
  - a. 10 AI Tools
12. **Cyber Security**





By partnering with shelter homes catering to orphaned children aged 16 and above, the PABS Foundation aims to bridge the education gap and facilitate access to our online skill development courses.



With a wealth of expertise in education, human resources, and NGO management, the PABS Foundation is poised to collaborate with government missions and like-minded entities, driving impactful change in the lives of orphaned children across India.



# CONCLUSION

To help Indian orphans achieve their aspirations, we are focused on providing comprehensive solutions. Thus, PABS offers authentic and realistic solutions to address the problems.

Here are the 6 key solutions that we recommend:

1. **Education Accessibility:** Improve access to quality education, including scholarships and mentorship programs, to empower orphans with the skills needed for their chosen careers.
2. **Provision of Quality Education:** To create and provide quality skill development courses via our online Education and upskilling portal.
3. **Life Skills Training:** Offer life skills training to foster independence, including financial literacy, communication skills, and emotional support.
4. **Employment Opportunities:** Promote equal employment opportunities, ensuring that orphans are not discriminated against in the job market.
5. **Mentorship and Counseling:** Establish mentorship programs and counseling services to provide guidance and emotional support for orphans.
6. **Community Support:** Encourage communities to embrace and support orphans, reducing the stigma associated with their status.
7. **Government Initiatives:** Governments can play a pivotal role by implementing policies and initiatives tailored to the unique needs of orphaned individuals.

Thus, our focus extends to orphaned children, who often face unique hurdles in accessing quality education due to infrastructural limitations, lack of guidance, and funding constraints. PABS Foundation aims to bridge this gap by collaborating with government schemes and machinery to uplift orphanages and their residents.

By addressing these challenges and implementing these solutions, we can empower Indian orphans to pursue their aspirations and contribute positively to society. Embracing their potential benefits not only the individuals themselves but also the nation as a whole.

