

ANNUAL REPORT 2020-2021



WHAT'S INSIDE

Covid Relief Response

New programs: HOLA, Arivu Learning Centre, Aalamba Livelihoods Program

Pipal Leaf Livelihood Initiative: New Products

ESTABLISHED IN 2008, HEADSTREAMS IS A NOT-FOR-PROFIT ORGANIZATION THAT WORKS WITH CHILDREN, YOUTH AND WOMEN FROM UNDERSERVED AREAS AND MARGINALISED BACKGROUNDS.

HEADSTREAMS HAS GARNERED A CREDIBLE REPUTATION FOR ITS WORK IN THE FIELD OF PLAY-BASED LEARNING USING SELF-DIRECTED AND EXPERIENTIAL LEARNING APPROACHES.

COMMITTED TO CATALYSING MEANINGFUL LIVELIHOODS, HEADSTREAMS ALSO HAS EXTENSIVE EXPERIENCE IN RUNNING SHGS AND ENTREPRENEURSHIP, AND COLLABORATIVE INTERNSHIPS AND VOCATIONAL COURSES, FOR WOMEN AND YOUTH.

ACKNOWLEDGEMENT

Thanks to supporters and well-wishers of Headstreams who pooled in their resources to support the organisation in its relief work. Headstreams is grateful to Humane Touch, Indian School of Business (ISB) Alumni, Karnataka Jesuit Province, Santokba Premkorba Charitable Trust, Sarojini Damodaran Foundation and SOCHARA for their kind contribution to the people affected by the COVID-19 lockdown. Thanks to the district administration of Kolar, Tehsildar of Malur, PDOs, and the Police department in Malur and Kolar for their support in the response related initiatives.

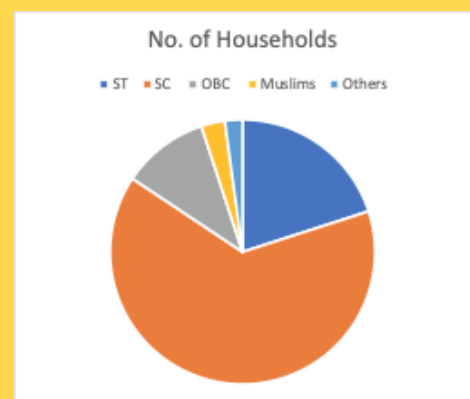
We are thankful to many individuals who donated their smart phones, tablets and laptops to many community children who did not have their personal gadgets but could continue their learning through Headstreams HOLA program with the help of these donations in kind. Special thanks to Budli.in, an organisation who arranged free pickup of devices from donors and refurbished the devices for the underprivileged learners we work with.

Our heartfelt thanks to our corporate funders like Azim Premji Philanthropic Foundation, Atkins, Atlassian and Tata Consultancy Services who have funded our programs this year. Thanks to Adobe for creating a design space with virtual kattoos, miniature clay blocks, a product designed by Headstreams.

COVID RELIEF

With the beginning of the COVID -19 lockdown in mid-March 2020, Headstreams focussed on relief work to support migrant families, out-of-job landless workers, stone quarry workers, elderly families and households with different kinds of vulnerabilities in its work areas. The highlights of the relief work are given below.

- 4483 people were impacted in 80 villages.
- 1311 food and hygiene kits were distributed among vulnerable families.
- In the context of educational disruptions caused by COVID-19, Headstreams trained 300 community volunteers called Headstreams Open Learning Champions, to disseminate learning materials and facilitate learning sessions among children from their communities.
- Printed copies of learning modules were sent out to children who did not have access to devices or the internet and over 2000 children in rural areas and slums of Karnataka benefitted.



Out of a total of 4483 kits distributed, the largest number of kits (84%) was distributed to households of marginalised communities



CERTIFICATE OF EMPANELMENT
CENTRE FOR EXCELLENCE IN CSR

This is to certify that **HEADSTREAMS** having registered address in **No. 2200; 5 E Cross, 17 A Main, H.A.L 2nd Stage, Bengaluru – 560 008** and field offices in **Karnataka** bearing TISS Centre for Excellence in CSR partner no:- **TISS CECSR/19/03/147**, has been subjected to a three step review process of administrative scrutiny, financial due diligence and programmatic assessment in 2020.

This assessment / accreditation / certification is based on information and disclosures made available by this organisation and a four step robust review by the TISS.

This organisation has been empanelled from **07th December, 2020 to 06th December, 2023**(with one month grace extension), for its adherence to *TISS Assessment and Empanelment Standards for Development Institutions in India.*

RECOGNITION

Headstreams has been empanelled by India's premier social work institution, the Centre of Excellence in CSR, Tata Institute of Social Sciences (TISS) for a period of 3 years (vide registration no. TISS CECSR/19/03/147), for its adherence to TISS Assessment and Empanelment Standards for Development Institutions in India. This was done after extensive verification of our financial, programmatic and administrative systems and records.

Headstreams was also recognised as one of the top finalists for engaging most number of volunteers by the Karma awards powered by Goodera. We would like to share the credit of this honour with all our volunteers and supporters.

RURAL YOUTH AALAMBA

Headstreams has been working towards improving the livelihood opportunities of rural youth and women in the Kolar district of Karnataka, through its 'Aalamba' program. The different projects under the Aalamba program are:

- **BACHELOR OF VOCATIONAL EDUCATION (B.VOC)**
- **JEEVANAM COMMUNITY OUTREACH**
- **AALAMBA INTERNSHIPS**

BACHELOR'S IN VOCATIONAL EDUCATION (B.VOC.)

The program is certified by the School of Vocational Education, Tata Institute of Social Sciences (TISS), Mumbai, and offered by Headstreams at its Malur campus in the Kolar district of Karnataka. It is a full-time three-year undergraduate degree cum vocational course. Each individual year is a stand alone certification. It helps students who have completed 12th standard or equivalent, equipping them with a professional degree at a nominal fee. 23 students (1st and 2nd year students) were enrolled to the vocational program in Software Development in 2020 -2021. Skills offered are:

- Generic Skills: English, Computers, Personal Grooming
- Technical Skills: IT & Software
- Vocational Skills: Application of Technical Skills, Projects
- LifeSkills: Jeevanam Outreach, Community Work, Exposure visits



JEEVANAM COMMUNITY OUTREACH

B.Voc. students conducted weekly sessions with community children as a part of weekly Jeevanam project. About 600 community children benefitted from these weekly sessions at a time when their learning in schools stopped due to the temporary closure of institutions as a result of the pandemic. Adequate precautions such as social distancing, wearing of masks, etc. were followed during the sessions.



AALAMBA INTERNSHIPS

The program provided employability skills, English communication skills, and basic computer skills to undergraduate students. Program participants were groomed and prepared for employment by being equipped with industry-specific skills. Two kinds of training offered were the Business Process Services (BPS) and the IT Employability Skills training conducted and certified by the Tata Consultancy Services (TCS). 58 students successfully completed the BPS and IT Employability training in July 2020.



RURAL WOMEN

AALAMBA

Headstreams piloted a new program with a special focus on supporting rural women with limited mobility. The program focusses on providing employment experience and entrepreneurship training.

- **AALAMBA ENTREPRENEURSHIP & LIVELIHOODS PROGRAM**

AALAMBA ENTREPRENEURSHIP & LIVELIHOODS PROGRAM

This program was initiated at Sonapanahatti village (Kolar district) as a pilot program. It focusses on providing employment for supplementary income and entrepreneurship training.

Employment experience is provided by training the participants in the making of miniature terracotta bricks as part of brand Kattoos. A production unit has been set up in the village and regular income generation has commenced. This is our second production unit, the first being in Malur.

For the entrepreneurship training, Headstreams developed a 52-module training program on Entrepreneurship Development. The 90 hours program includes 40 online/ offline self-study sessions (aided by videos) and 12 facilitated workshops.

Seven women from Sonnapannahatti enrolled for this pilot program, which is ongoing. In addition to this, exploration for formation of SHGS in Hosahalli, Chikkakunthur and Doddamalle villages is being explored.



PLAY & HUMAN DEVELOPMENT COURSES

Due to the COVID pandemic, the 'Play & Human Development' academic courses were offered online this year (September 2020-February 2021). Each participant went through 16 recorded sessions and 21 live sessions. Over 70 students from St. Joseph's College, Christ (Deemed to be University) and Mount Carmel College completed the courses successfully. The participants of the program were introduced to play theory and practice, and experienced being play facilitators. The online sessions were facilitated by Headstreams in collaboration with Snehadhara Foundation, Bengaluru. Tackle Caravans could not be held in the community because of the pandemic.



ACADEMIC COURSES

Headstreams has been offering training in play facilitation for the last five years. This year we also conducted our first ever play design workshop.

- **CERTIFICATE IN PLAY & HUMAN DEVELOPMENT**
- **PG DIPLOMA IN PLAY & HUMAN DEVELOPMENT**
- **PLAY DESIGN WORKSHOP**
- **TACKLE CARAVANS**

PLAY DESIGN WORKSHOP

In March 2021, we held our first workshop on Designing Play Resources, along with St. Theresa's College, Ernakulam. It was offered both to the students and faculty as well as other interested person. Over 30 people participated, including special educators, teachers and professors. The workshop was very well-received, with participants saying that it has increased their confidence in working with children and given them new perspective with which to engage with their work.

CHILDREN IN INSTITUTIONS

Headstreams has been working in Government ChildCare Institutions (CCIs) for 3 years now. This project is called the:

- **PLAY AND LEARNING (PAL) PROGRAM**

PLAY AND LEARNING (PAL) PROGRAM

The PAL programme continued into its third year at the Government Observation Home for the Boys and the second year at Government Home for Girls. However, Headstreams had to cease operations in the field in March 2020, because of the declared lockdown. The organisation took it as an opportunity to review the program and create a new set of resources for the Homes, in keeping with its experiences there.

When Headstreams resumed its work at these institutions in July 2020, it was invited to extend its work to the Government Home for Boys as well. As a result, Headstreams now operates in three Homes in Bengaluru.

Through this program, the children at these institutions were introduced to HOLA's self-directed skill-based manuals in Maths & Logical Thinking, Drawing and Colouring, Kannada Reading and Cross Fit. In addition to this, Headstreams also provide Psycho-Education sessions on themes like hygiene, emotional regulation and gratitude. The most popular sessions are the Free Play sessions, where children have the freedom to interact with a plethora of resources (art & craft material, gaming/multimedia, indoor games and puzzles, storybooks, outdoor games, etc). In partnership with other organisations we provided an avenue for gardening (ESAF) and gender sensitisation (Durga).



ARIVU LEARNING CENTRE

In February 2021, Headstreams set up a new activity centre and a community library program at a space in Bengaluru, which has been leased out for free by well wishers of headstreams, Elango R and Arti Elango. This centre offers children from the neighbouring slum areas an open learning space to explore activities like reading, playing, painting, art, craft etc. The Centre also has a good stock of books for children to explore and learn.



CHILDREN IN COMMUNITY

Since schools were closed due to the pandemic situation, Headstreams adapted to work with children in the community. Two new initiatives were launched:

- **HEADSTREAMS OPEN LEARNING ACADEMY**
- **ARIVU LEARNING CENTRE**

HEADSTREAMS OPEN LEARNING ACADEMY

As part of our COVID-19 response, to meet the learning needs of children affected by unprecedented closure of educational institutions, Headstreams started the Headstreams Open Learning Academy (HOLA). HOLA offers free, meaningful self-directed, bi-lingual (English-Kannada) learning courses in a wide variety of topics to underprivileged children. These courses can be done individually, with minimum assistance, at the learner's own pace. They are designed so that a learner can start at a basic level and move up to more advanced levels.

In 2020-2021, these courses were offered to 4500 children. 200 village youth volunteers, called HOLA Champions, were trained to facilitate the sessions. In total, 15 gram panchayats (70 villages) were covered. The HOLA courses were also offered in partnership with other organisations such as Diyaghar, Social Service society - KGF, Maothe land charitable trust - KGF, Focus trust - Bangarpet, Gramvikas trust- Mulbagal and SEED NETWORK- Kolar.

PIPAL LEAF

Headstreams launched an initiative called Pipal Leaf in 2019. The vision of this initiative is to enable and better support meaningful livelihoods for women and youth of rural India.

- **PIPAL LEAF LIVELIHOOD INITIATIVE**

PIPAL LEAF LIVELIHOOD INITIATIVE

The first product prototyped and live in the market under this initiative are the Kattoos Miniature Terracotta Bricks (pipalleaf.in). These are handcrafted miniature clay bricks, an environment friendly substitute to plastic blocks, that provides a way to build and design various art and craft creations, from miniature houses to animals and prototypes. This year, PIPAL LEAF launched the Kattoos D.I.Y. Animal Kingdom Construction Set and three Christmas sets. Along with this, Headstreams began exploring lantana as a possible raw material for other Kattoos products. Towards this, a workshop was conducted by ATREE for Pipal Leaf team, where they learned how to process lantana effeciently. In January 2021, three small Animal packs were also launched.



KATTOOS BEING INCUBATED AT WSP

In August 2020, Kattoos applied for incubation under the Women Start-Up (WSP) program of NSRCEL, an start-up incubation program hosted by IIM B. A one-year long program, Kattoos was successfully selected for incubation from among 10000 applicants after several rounds of vetting. The mentorship provided by WSP is helping us at Kattoos, to understand inroads of business and entrepreneurship, and streamline our production and business development goals.

VIRTUAL VOLUNTEERING

Headstreams engaged with several volunteers who helped to develop simple courses in English on different topics which will help in the academic, career and livelihood skills development of children and youth. Headstreams also organised several corporate volunteering sessions with companies including Atlassian, Adobe, Cisco, Goodera and Verizon Media. Over 300 volunteers were engaged virtually this year



Headstreams has been working in Government ChildCare Institutions (CCIs) for 4 years now. This project is called the:

- **PLAY AND LEARNING (PAL) PROGRAM**

EVENTS

LET'S PLAY CAMPAIGN

'Let's Play' is a virtual campaign to promote play among children and inspire adults and the elderly who have lost their childhood, to relive the child in them through play. This year, we had participation from people of all ages and from different walks of life. Thanks to all of those who volunteered to organise play time with their dear ones and share their stories with us.

I like spending time with kids, and it is very rare that I get time for it. I made use of the Let's Play campaign and organised a play day for children in my neighbourhood. We played games like Pictionary and Charades. These enthusiastic kids and I had great time playing together!"

Mariam C Tharakan, Bengaluru

" Amidst much tension of corona virus and overwhelming burden of work from home, playing together with family brought a rejuvenating and blissful shift. Everyone enjoyed and appreciated group play as it bonded us all even more. The importance of playing and enjoying is underrated by many of us. "

Ashni Shah, Mumbai

RESOURCE CENTRE

Over the years, Headstreams has created a variety of contextually applicable resources. A part of its vision to enable easy access to these via a Resource Centre.

- **HEADSTREAMS RESOURCE CENTRE**

HEADSTREAMS RESOURCE CENTRE

Over the last 13 years, the Headstreams staff along with its volunteers have created playful learning resources across multiple projects. The Headstreams Play and Learn Resources website is a compilation of all these resources. This compilation of activities will soon be available to the public. The user-friendly experience of the site will make it easy for anyone looking to find activities online.

The website was created by volunteers from Tata Consultancy Services (TCS) using the free Drupal software and was ready for uploads on December 8, 2020. With the help of volunteers from VMware and interns from Christ (DEEMED TO BE) University, 800 activities have been onboarded on the site so far.

How it works: Anyone looking for activities for children with a specific criteria can visit our website as a guest. They use the filters to narrow down on the type of activity they are looking for. Then they click on the activity and receive free resources with instructions on how to conduct the activity.

The screenshot shows the 'Headstreams Play and Learning Resources' website. At the top, there is a navigation bar with links: 'Manage activity', 'People', 'My account', and 'Log out'. Below this is a header section with the title 'Headstreams Play and Learning Resources'. The main content area is divided into two columns. The left column contains filters: 'Type of Play' (with options: Game, Craft (3D), Art (2D), Theatre, Music & Movement, Story), 'Type of Activity' (with options: Group, Individual, Pair), 'Materials Required' (with options: Yes, No), and 'Type Of Intelligence'. The right column is titled 'Search Activity' and shows 'Displaying results 1 - 10 of 1208'. It includes a search bar and a table of activities. The table has columns for 'Name of activity', 'Objective of Activity', and 'Download Link'. The activities listed are: 'Egg drop', 'Langodi/ Hop catch', 'Count to 20', and 'Volleyball'.

Name of activity	Objective of Activity	Download Link
Egg drop	To get participants to communicate with each other, voice their opinions and also listen to others in a group using eggs, straws and cello tape.	View
Langodi/ Hop catch	Team members have to escape from the opposite team and try to maintain the majority of the team till the end to win.	View
Count to 20	To count to 20 one at a time without a break.	View
Volleyball	To hit the ball over the net without using the palms of their hands.	View

GOING FORWARD

Since the COVID 19 pandemic seems to have stabilised, we are hopeful that our plans for the coming year will go ahead as scheduled. The lockdowns have only exacerbated the already precarious and uncertain employment situation of many in rural Karnataka. People who had migrated to cities have returned jobless. Factories and small businesses have closed down and agricultural momentum is weak. During our efforts at COVID relief, we met many who have been pushed further into poverty because income sources have dried up. The need of the hour for long-term restoration and rejuvenation, as we perceive it, is supporting livelihoods.

Studies have shown that livelihood diversification can pull families out of poverty. So in the coming year, along with other ongoing projects, we plan to initiate three new programs:

3000 Youth Employment Program: A series of job-readiness courses for youth looking to join their first jobs or improve job prospects

HOLA Fellowship program: A one-year program where select rural youth will be trained in entrepreneurial skills to set up their own education ventures

Aalamba Internship Program: A year-long program for young women, which would provide employment experience, and lifeskill education.

All these programs are targeted at augmenting incomes and supporting livelihood diversification.

We are excited about what this year could bring. We look forward to have you participate with us in whatever capacity you can!



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