

AALAMBA INTERNSHIP PROGRAM ANNUAL REPORT 2021-2022



I. BRIEF INTRODUCTION

Headstreams, a 13-year-old non-profit has been working in the districts of Bengaluru (Urban), Kolar and Bengaluru (Rural) for more than a decade. Founded in 2008, the primary focus of Headstreams has been meaningful learning and sustainable livelihoods for marginalized children, youth and women in under-resourced areas.

AALAMBA INTERNSHIP PROGRAM

PROGRAM RATIONALE

In India widespread unemployment and underemployment are in large part due to constraints on skilling and access to livelihood opportunities.

- One in three youth between the ages of 15-29 are classified as 'Not in Employment, Education or Training' (NEET), of which most (88.55%) are young women.
- Many young women (in the age group of 18-35 years) out of work due to the economic impact of COVID-19.

There is need to tackle the financial and time-related constraints against skilling as well as improve physical access to livelihood opportunities for youth, especially young women in India. In an endeavour to address these issues, Headstreams planned and executed the Aalamba Internship Program from March 2021-February 2022.

STRATEGY

Headstreams devised the Aalamba Internship Program to address this issue.

The objective of the Young Women's Internship Program was to increase employment experience and connect disadvantaged individuals with employment and entrepreneurship opportunities. The aim was to young women participants and have them participate in a 9-month internship program, which would provide hands-on employment experience and entrepreneurship training.

ACHIEVEMENTS

3 SHGs have been set up along with mandated bank linkages; participants have been trained in microfinance transactions

3 Skill Development Centres have been set up, with 42 women finishing the Miniature Terracotta Brick Making (Level 1) training as primary interns.

Post-training, the primary interns have earned a cumulative of Rs. 2,17,345 over the last 5 months (October 2021 – February 2022). A bulk of this was earned by the SHG that began first, the Doddamalle SHG, where the average earnings through stipend was Rs. 2000 per month. This means that the monthly household income contribution (sustained as opposed to seasonal) of most women in the Doddamalle SHG went from Rs. 0 to Rs. 2000.

11 women are halfway through the Experiential Entrepreneurship Course developed by Headstreams.

311 women participated in a one-day asset assessment workshop as secondary interns.

Need for Pivot

The initial plan was to form a group of 30 women (primary interns) from various parts of Kolar. They would undergo employment and entrepreneurship training at the Headstreams Malur Campus for 4 days a week, while doing community work with a group of 10 women each (secondary interns) for the remaining two days of the week, thus empowering these secondary interns as well.

After visiting several villages, 20 women showed interest in this program. Two recruiting orientations were held. Only 10 women turned up, out of which 6 were shortlisted. However, on the day they were to start their internship, only 2 persons showed up. It was found that though several women were deeply interested, they found it difficult to travel to the campus for the program trainings. Poor infrastructure, safety concerns and familial issues were found to be common and significant constraints. In face of this limited mobility, there was an obvious need for opportunities to be available close to their homes.

So it was decided to pivot the program design, to one where the employment opportunities would be provided closer to the homes of the women. This meant a more decentralised program structure with multiple centres at various panchayats. It also indicated significant additional expenditure and a time lag as far as project deadlines were concerned. Nevertheless, this seemed the only feasible way to serve the interests of the beneficiaries. And so the following program design was adopted.

Headstreams would identify three panchayats to work with. At each of these panchayats, a Headstreams women's SHG would be established, of at least 10 members each. This would create a cohort of 30 primary interns.

During the course of setting up the first SHG at Doddamalle (Chikkakunturu panchayat), it was learned that limited mobility meant that most SHG members would be from one or two villages, and reaching out to secondary interns on their own was not feasible. Going back to the drawing board, Headstreams decided to condense the secondary internship into a series of asset assessment workshops, which would reach more than 300 non-SHG women, to enable an awareness of community strength and possible way forwards.

The broad activities under this program can be categorised into:

1. Formation of SHGs
2. Setting up of Skill Development Centres
3. Training for Employment Experience
4. Internship Plan and Sessions
5. Secondary Intern Workshops

Formation of SHGs

Preparation of documents and SHG training sessions: The first step was to get all the SHG related documents ready and put necessary systems in place. This included preparing the SHG Membership Form, the Memorandum of Association, the Loan Form, the Bank Passbook, the Cash Book, the Minute Book and the Attendance Form. In addition, detailed

session plans to introduce Headstreams as an organization, the concept of SHG, and the working of SHGs were also prepared.

Identifying panchayats: In keeping with the new program strategy, we shortlisted and visited 8 panchayats: Chikkakunturu, Masthi, Thrunasi, Dinnahalli, Hasandalli, Huladenahalli, K G Halli and Tekal. We held community meetings and then meetings with women in these panchayats. A small series of activities and discussions to get to know them, their needs and their aspirations was facilitated. After these meetings, we shortlisted 3 panchayats – Chikkunturu, KG Halli and Tekal – as the program areas.

Setting up SHGs: The first panchayat Headstreams initiated work in was the Chikkakunturu panchayat in Doddamale village. At the formation, SHG processes like signing an MoU with Headstreams, creating bank linkages and setting the Memorandum of Association was done. The aspiring members were also vetted by Headstreams to ascertain eligibility (the SHG is for marginalized young women with limited mobility



preventing them from accessing sustainable livelihood opportunities.) Initially the SHG met once a week, with the Headstreams staff facilitating the meetings with workshops on team building, roles and responsibilities, leadership, social responsibility, etc. During this time SHG

representatives were elected, SHG processes of maintaining the savings and minutes books etc. were learned by the women. After this, the SHG began meeting twice a month.

The same process was followed subsequently with the Tekal and K G Halli SHG aspirants. Formalities for Tekal SHG formation began in October and ended in December. Today these two Headstreams SHGs are linked to banks and function largely independently, with Headstreams visiting them once a month for a SHG meeting, to maintain systems, troubleshoot and support. Formalities for K G Halli SHG establishing have begun and it is in process.

In all, 19 meetings have occurred in Doddalmale, 17 in Tekal and 9 meetings in K G Halli.

Composition of SHGs:

Sl.no	Village name	Taluks	No. of women	Caste
1	Doddamale	Malur	11	SC
2	Tekal	Malur	18	SC/ST

3	KG Halli	Malur	18	SC/ST/OBC
Total Number of Primary Interns			47	

Each SHG boasts of an average of 10-20 SHG members so far. All members are in the age group of 18-35 years and most belong to marginalized and impoverished castes and classes and are located in Kolar district. A total of 54 women are part of Headstreams SHGs today. Doddamale saw a beginning with 16 SHG members. Subsequent attrition rendered the number to 9. Reasons for attrition were health issues, pursuing further studies, familial caregiving responsibilities and dissatisfaction with earnings. This March, 4 new members have been added. The same pattern of attrition and increase is expected in the other SHGs as well, in the coming year. Realistically, Headstreams expects that a minimum of 10 active members will be active in the program from each SHG .

Setting up Skill Development Centres



According to the new project plan, each SHG would be anchored in a Skill Development Centre. At

Doddamalle, once the SHG was formed, Mr. Chellapathi (who had supported Headstreams in all their activities thus far) offered that Headstreams could use a part of land owned by him to construct the Centre. He allotted a 20ft x 60ft land to us for construction, for free. After a land survey, the architect drafted a sketch of what is possible. After a series of internal backs and forth, a pragmatic and yet aesthetically pleasing nature-friendly Skill Development Centre is now in place. The women of the Doddamale SHG lent a hand in the construction. They built the lantana windows, the lantana fence and planted the medicinal garden. After the building was constructed, the tables, the trays and other paraphernalia required for production of miniature terracotta bricks was procured. In the months that followed, the women of Doddamale also learned to process lantana sticks. The tools required for this was procured for the Doddamale Skill Development Centre.



At Tekal and K G Halli, the request for place to construct a Skill Development Centre has been submitted to the PDO and president of the Panchayat in February 2022. At Tekal, the women took the initiative and met with the MLA of Malur to make this request. Both panchayats have since scrutinized the agreement and okayed the draft agreement between the panchayat and the SHG. Meanwhile, the SHGs and Headstreams teamed up to find a rented space for hire as the Skill Development Centre. Accordingly, all tools and necessities to begin production of miniature terracotta bricks have been procured for both these Centres as well.



Thus 3 Skill Development Centres have been set up this year: 1 permanent and two

temporaries. The SHGs and Headstreams continue to follow up with the PDOs regarding land allotment and construction of the permanent Skill Development Centre in Tekal and K G Halli.

Training for Employment Experience

After the SHG has been constituted and the Skill Development Centre has been set up, the interested SHG members undergo training of their first employable skill: the making of miniature terracotta bricks. The Doddamale SHG was the first SHG to be trained in this in August 2021. The SHG members first visited the pilot village of Sonapanahatii. They interacted with the women there who produce these bricks and were shown around the production facility. Following this they visited the Headstreams



Malur Campus. Here they underwent experiential training in making of miniature terracotta bricks, and got to see the whole production process of baking, cleaning and segregation for quality control. Many tried their hand at making the bricks and returned confident that this was something they could do. Subsequently, production of miniature terracotta bricks commenced in the Doddamale Skill Development Centre.



In December 2021, the members of the Tekal SHG visited the Doddamale Skill Development Centre for training in making miniature terracotta bricks. The Doddamale SHG members demonstrated this to their peers from Tekal, and many of

Tekal SHG members tried their hand at it. Following this production has begun at the Tekal Skill Development Centre in January 2022. The K G Halli SHG has just undergone the training of making miniature terracotta bricks in March 2022. The training was done by Lalithamma, who is now emerging as the miniature terracotta bricks trainer and a role model for the SHG women.

In December 2021, all the SHGs underwent training in making pen stand-cum-mobile holder made of miniature terracotta bricks and lantana sticks. The SHGs had received their first big order for 2700 of these. Headstreams supported the process by creating the prototypes, getting the order, procuring the raw materials, training the SHG members and supervising the packing and shipping.



In February 2022, the Doddamale SHG was trained in processing of lantana sticks. Lantana is a local fast-growing hardy weed that is abundant in the forests and fields of Kolar district. The processed sticks are used to create various home décor products, furniture and other utility items.

Outcome: Through the production of the miniature terracotta bricks, the pen stand-cum-mobile holder and processing of lantana sticks, the participating SHG women have earned an average of Rs. 2000 per month. Many of them had no steady access to employment before; now they are able to contribute to their household incomes in a sustained manner.

At the Doddamale SHG for example, out of 11 trained members, 5 have never been able to earn before. The other 6 have worked intermittently as daily wage workers. However, work is seasonal, often back-breaking work in the hot sun and for much longer hours (which with commute times takes up the whole day). Often, because of this and other social reasons, families here do not permit women to take on daily wage unless there is no option.

Thus the Aalamba Internship Program comes as a huge relief. It enables the woman to work within the village without compromising on family care, in a safe, healthy environment with basic amenities and nil commute time., and with peers who have grown to be irreplaceable social support. Again and again, we hear through all our workshops, that women of a village, even though they stay next to each other, live very isolated lives. Coming together for the workshop or the internship has catalysed a building of social bridges that they are thriving in. In addition, the women are learning new things (skills and exposure), becoming increasingly confident of their place and purpose. All these advantages draws the women to the Aalamba Internship Program.

Internship Plan and Sessions

Though employment experience was the lynchpin of the program, the internship provided for it only for 9 months. To sustain it in the long-term, the idea was to provide training in entrepreneurial skills so that the women pursue and set up their own income generating businesses. However, our pilot showed us that this is a steep curve for the women to climb in the first year.



It was decided that the sessions on entrepreneurship will be available to the women via WhatsApp. They will receive one session a week. The audio-visual nature of the content design and delivery would ensure that even women with no literacy or poor literacy skills can access and use the content. As needed, there will be facilitated workshops led by Headstreams staff.

Improvising from the experience with the pilot, a very basic experiential entrepreneurship course was designed and executed. The following were the elements of the course:

1. **Weekly Sessions:** The very first video session was a small tutorial in how to use WhatsApp. By the end of the course, all women were proficient in it. There were 10 entrepreneurial video sessions in all.

Each of these videos were scripted, filmed and edited by the Headstreams Open Learning Academy (HOLA) team. These were sent as whatsapp videos, along with worksheets. In addition, there was constant support available for any clarifications needed a phone call away. Apart from this, for the more technical sessions like goal setting and pricing, Headstreams staff visited the SHGs and spent time working on these with them.

2. **Exposure trips:** One exposure trip was organized early in the course, to a local potter's workspace and shop in Maderahalli. Here the women got to see the various ways in which the potter creates his products and conducts his business. The potter demonstrated hand building techniques and wheel throwing. At first many of the members were hesitant to try the wheel. However, after a bit, there was an eagerness to try it. All the women landed up trying their hand at it.



3. **Workshops:** There were two workshops that were conducted as part of the experiential entrepreneurship course. The first was an introductory workshop where they learned how to make a handcrafted product. In this case, it was a paper craft rose. This was conducted by Headstreams and introduced the women to the feeling of achievement in handcrafting something by themselves.



The second workshop introduced the women to basic hand building techniques. This workshop had a local artisan (Parvathamma) who has years of experience as a potter, demonstrating and guiding the learning of various hand building techniques. The women learned how to make a basic diya, a fashionable diya, a duck and a plate. The women went on to make many other things out of their

imagination as well, immersing themselves in the medium.

Outcome of the Experiential Entrepreneurship course:



The women had decided in their goal setting session that they wanted to earn Rs. 1000 to buy three mats for the Skill Development Centre. As they went through the sessions and workshops, especially after learning the hand building techniques, they decided they wanted to do this by making and selling diya. They prototyped these, got customer feedback and prototyped again based on this feedback. They then decided how they should be priced, packed and branded. At the end of the course, they have created 30 handmade diya, packed and branded under the name “Navajyothi”. The members will now try their hand at marketing these to meet their goal.

Primary Intern Case Studies

Name: Bharathi

Place: Doddamale



What Bharathi says: “ Before I used to stay at home. I didn't know anything about money transactions. My husband used to buy everything and I used to cook. But now after joining the Aalamba Internship Programme, I have also started earning. Now I understand the value of money. Before, I had to ask my husband for money to buy the smallest of thing - and I would get scolded for asking! It was very difficult for me to ask for money every time. Now I feel happy because I can buy things without asking my husband for money. I use the money I earn to buy things for my children and pay off another SHG debt. Whatever I earn, I give it to my husband

and my earnings are kept separately. Whenever I need it, I can take it and, when my husband needs it, he will take it. The entrepreneurship session also helped me. Before it, I had no knowledge of business. Now I have friends and I share things with them; we talk freely and learn about the business together. We have also planned to do business together. Before there was no goal I had set for myself,. But after joining here I have learned to set goals and my confidence has also increased. Now I can work and earn, take care of my husband and children. So I can manage both work and home and am so grateful to have got this opportunity to work in my village.

Name: Shivaranjani

Place: Doddamale



What Shivarajani says: Aalamba Internship Programme has helped me a lot. Before I attended, I would just stay at home, without any learning or earning. Now I am very happy to work here and I enjoy spending time with friends. Working here makes my mind fresh and whatever I earn that is helping me a lot. I spend the money I earn on constructing a house for my family. I am so happy that I can contribute to my dream home. My husband is also happy about my work and growth. He is also helping me with the work. I am also helping my husband with small things and sharing responsibilities with him. Apart from working, my knowledge of business has also increased. Before I didn't have an idea about the business. Now I can think of running my own business; know how to run a business. It's only because of the Aalamba Internship Program.

Name: Indra

Place: Doddamale



What Indra says: Before I joined this program, my life was very difficult as my husband was the only one earning. I was not able to go and work because my husband would not give me permission to work outside the village. Besides I have small children to take of. After joining the Aalamba Internship Programme, I am able to share the burdens my husband was carrying. I now have confidence that I can balance both my family and work. Whatever I earn, I use it for my household expenses. I am also saving Rs. 500 for my children's education. I had no idea about business before; now I think I could even start my own.

Name: Samina

Place: Tekal

What Samina is saying: I am happy to be part of the Aalamba Internship Programme. I participated only for 2 days so far, in making the Lantana pen stand and I earned Rs. 500. I used that amount to buy a cake for my sister's son's birthday. I am hoping that I can help my family by working here.

Name: Brunda shree (Bindhu)

Place: Tekal

What Bindhu is saying: After joining this programme, I learnt a lot. I learnt to mingle with people and communicate with them without any fear. I understood how people's think. I also earned a small amount by making pen stands, and I used that amount to help my husband. I wish to continue working here and earn some amount to help my family.

Name: Sharadha

Place: K G Halli

What Sharadha is saying: Before joining this programme, I was idle and without opportunities. But after joining the Skill Development Centre, I was able to earn some money and help my husband. Whatever I earned from making pen stands, I used for household expenses.

Name: Janaki

Place: K G Halli

What Janaki is saying: During covid, my husband lost his job. After joining here, I am able to mingle with people and learn about savings. What I earned, I kept it safe because that was my first earnings after I got married. I want to use it for a good purpose.

Secondary Internship Workshops

We visited 17 villages in Malur taluk and conducted a Sustainable Livelihoods (Asset Assessment) workshop in each village. In all 311 women took part in these workshops. The purpose of this workshop was to enable women to:

1. Become aware of the assets they already have
2. Weigh which assets they are using and which can be leveraged so they can create a better life outcome for themselves
3. Decide on one small change they would like to focus on as a beginning towards that better outcome

These are the names of the villages that were included in the workshops this year.

S.No.	Name of Village	No. of participants
1	Tekal	25
2	Doddamalle	17
3	K.G.Halli	11
4	Banahalli	19
5	Pudisheetyhalli	13
6	Sonapanahatti	10
7	Obbati	12
8	Orgurki	15
9	Balleri	16
10	Janaganahalli	16
11	Haliepalya	19
12	Huligutte	16
13	Katerisonahalli	22
14	Maralahalli	29
15	Mittiganahalli	25
16	Rajanahalli	18
17	Bandahati	12
18	Yalavagulli	14
19	Others	2
Total		311

Outcome of the workshops:

The women were able to identify their strengths and areas for improvement to have a better life. Most of them said, "I wanted to be financially independent and to support my family and provide my children with a better education." Arathi from Janiganahalli said that through Savitha's story (one of the activities in the workshop), she understood that "When we are

facing a problem, we always become preoccupied with the problem itself. We do not think of how to solve it or what is the way to overcome the problem.”

A glimpse of the workshops:

Tekal



In the self-awareness exercise, they said that “After a long time we got some time to spend with friends. We stay in the same place but we won't spend much time together. Here we got this chance to know about us and a little about our neighbours/ friends.”

Some of them are very shy and not opening up but few of them were very active. The response was good and the activities went well except the power walk activity because they were not able to connect that character and they didn't know when to take a step forward. Savitha's story was easily understood.

Doddamalle



K G



Each one was able to identify their strengths and weaknesses. Most said that “we don't have patience and we get angry about everything. So we need to change that character in order to have a better life.” They were able to understand that everyone has their struggles and the need is to overcome by finding the solution together.

In self sculpting activity most of them were able to identify their strengths. Through the Power Walk activity, they understood various socio-political reasons that hold them back. will be back. If they also get support, opportunity and financial help they also can come forward and have a better life.

Banahalli



Pudishettyhalli



In the self-sculpting activity, most of them associated with themselves to nature: “Just like trees give shade and food, I have a nature of helping others without expecting anything in return” etc. Through the Power Walk and Savita’s story, they said, everyone has one or the other problem in their life, but if everyone helped each other we could face the problems with strength.

This workshop helped them to realize their strengths and identify the changes they have to do so their life becomes better. The Power Walk activity helped them understand the importance of social support and knowing various problems in everyone’s life.

Sonapanahatti



The activities went well. They were able to understand how it’s important to utilize the opportunity and social support. And also how to increase money and what are the ways to increase it. They said, “In our families, they won’t allow us to go outside the village to work. So we need more work opportunities in the village itself.”

Obbati



We received poor response from this group, with some participants leaving mid-activity. Mala, one of the few who understood the purpose of the workshop, said “Here the women are not educated. There are no bus facilities, so parents do not send their children to school after std 6th. Instead they are put to work.”

Orgurki



Balleri



Through the Power Walk, the participants understood the importance of social support. They said, “In our families itself, we won’t get support for many things, like going out for a job. If we get that support we also can live independently, without depending on a husband.” The women connected to Savitha's story and understood the problems and opportunities they have.

By this workshop they were able to understand what knowledge and skills they already have to empower themselves. Here some may have skills like tailoring or weaving. The Power Walk and Savitha's story activities helped understand that social and financial support/assets are important to have a better lives.

Janaganahalli



The women said that this workshop helped them to spend some time with their neighbours and friends and also to know about their strengths and weaknesses. Some of them are educated but their husbands are not allowing them to go out for work. Through Savitha's story, they understood that for every problem has a solution and there are more ways to earn money.

Halepaly



The participants asked a lot of questions regarding our program. During the activities however, everyone started leaving the place for various reasons. They didn't show much interest and we weren't able to complete the activities.

Hulligutte



Katerisonahalli



The workshop went well. Everyone was actively involved. Everyone wanted to be financially independent and through this workshop they understood their strengths and weaknesses. The Power Walk activity helped them understand the need and importance of social support. They said that they understand how important it is to help one another. They understood the struggles in Savitha's story and were able to identify the opportunity.

Here, everyone except for two members spoke Marathi at home. The self-sculpting activity went well and most of the associated their characteristics with objects, animals and birds. Through Power Walk and Savitha's story, they understood the need for social support. They identified what they wanted to change to have a better life.

Maralahalli



Mittiganahalli



In the self-awareness activity, one person drew a mountain and said, "Like a mountain I won't say anything even if the others talk about me negatively." Through the Power Walk activity, they understood the need for social support. In Savitha's story, they said if Savitha used those opportunities and skills, she would overcome the financial problems. "In our life also we miss opportunities. We need to identify these."

Here, the women are not aware of business and have no idea about entrepreneurship. Savitha's story went well and they were able to connect it to their lives, saying we also have faced problems like this. They are able to understand the connection between various assets and their well-being. Because of lack of time, we couldn't complete reflection.

Rajanahalli



Bandahatti



Each woman was actively involved in all the activities. The resonated with Savitha's Story and it helped them to think of the necessity of identifying opportunities in their lives, they said. This workshop taught them how to handle situations in their lives, they said.

Secondary Interns: Case Studies

Name : Shyamala M

Village : Tekal

Shyamala was born in KR Puram. She studied till 10th standard. "By attending the workshop I am inspired to be financially independent. In Savitha's story I understood how much difficulties she faced in her life. I understand that we should not miss any opportunity in our life."

Name: Malashree

Village name : Bandahatti.

Malashree was born in Bandahatti village. In her family there are 7 members. She studied till 10th standard. "During covid we were stuck in a problem; all earnings were stopped. Children's education also stopped during the covid time." She took a loan from Dharmasthala SHG to manage household expenses. "Because of this workshop, I learned how to use the time for earning money and how to start my own business," she said.

Name : Girija S

Village : Bandahatti

Girija studied till 10th class after that she got married. In covid time, her family members lost their jobs and they faced a very difficult time. Now she is looking for a job. She is not getting any work. After this training, she understood about her strength and weakness and also about the importance of taking help from her neighbours. She says she now feels confident that she could work and earn something.

PIPAL LEAF LIVELIHOOD INITIATIVE

The AIP program is closely linked to the Pipila Leaf Livelihood Initiative of Headstreams since it provides avenue for employment experience for the interns, as well as provides necessary support for the emergence of independent production units over 3 years for groups that persevere through the internship and expand into this foray.

Background

In 2019, Headstreams began exploring possible sustainable livelihood options that can be offered to rural communities of Kolar District. Out of this emerged the brand Kattoos (from *kattu*, which means “to build” in Kannada). The first marketable product of Kattoos was miniature terracotta bricks.

Kattoos applied for and was shortlisted as part of the IIM B incubator at NSRCEL called Women’s Start Up (WSP 3.0). A highly competitive incubator, being part of it helped us to understand the basics of business, as mentors handheld Kattoos through workshops, seminars and a series of sprints with grant rewards. Kattoos was also part of another incubation process, called Regen Earth. This was organised by Industree Foundation in collaboration with Shrishti School of Design and focussed on learning the basics of social impact enterprises. Being part of both of these incubators was hugely rewarding, and helped mould our understanding of business for social impact, and shaped our strategies through the year.

We had four big launches this year. In all of them, the core values of Kattoos to promote a Do-It-Yourself ethos using natural materials was preserved. Each time it was an opportunity to explore something new, to learn more about our brand and how it is faring with our customers.

The India Series: The India series showcased two Trees of India: the coconut tree and the banyan tree, in a wall art format.



The Diwali Packs: The Diwali pack included an open-ended Mandala wall art and a T-light holder in the shape of an elephant.



The Christmas Pack: This was pack that used a mix of lantana sticks and terracotta bricks to create the backdrop, as well as the animals and people, for a Christmas manger scene.

The re-launch of the gift pack: The gift pack, the fastest moving product of the brand, was re-launched with new packing and design to enable efficiency in the supply chain.



Corporate Gifting: Last year we also began prototyping with Lantana, a wild and fast growing weed that is emerging as a menace to forests and local flora. Like clay, lantana is also found abundantly in Kolar district. This year, we created our first saleable lantana-cum-terracotta product, a pen and mobile stand, that can be customised for corporate gifting. It was encouraging that this led to our biggest order yet, of 2700 pen-and-mobile stands by a corporate partner. The order provided impetus to over 60 marginalised rural women, who created these in a record 20 days.

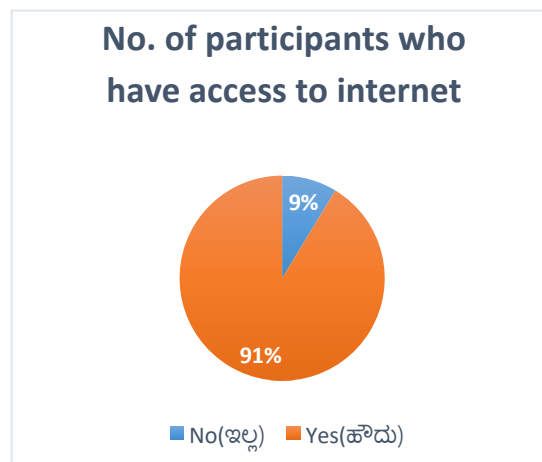
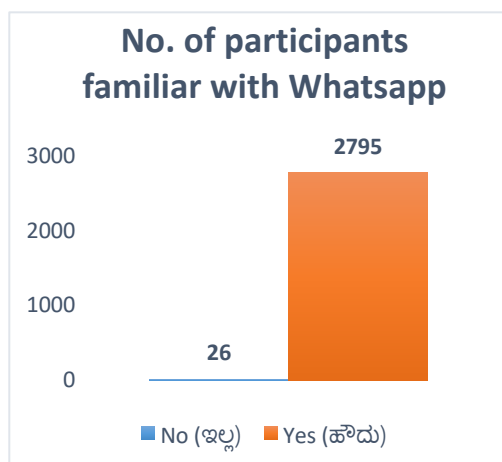
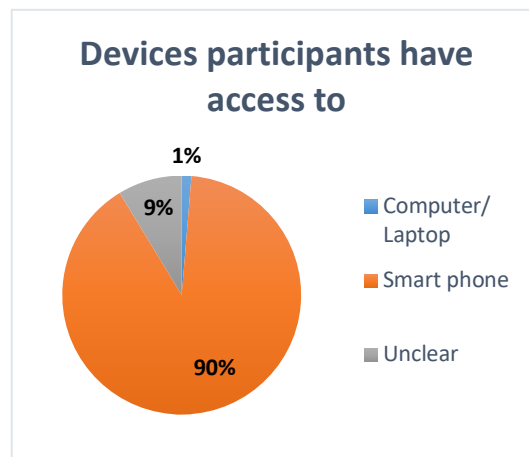
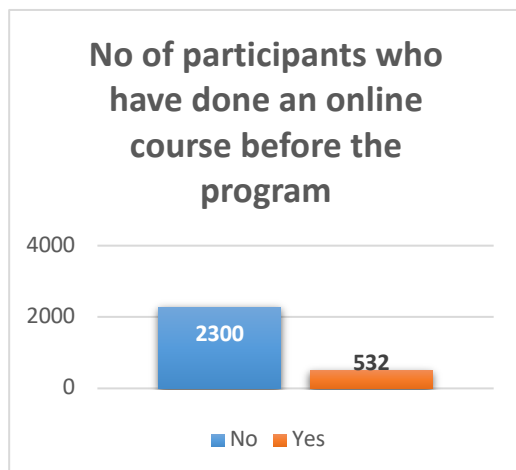
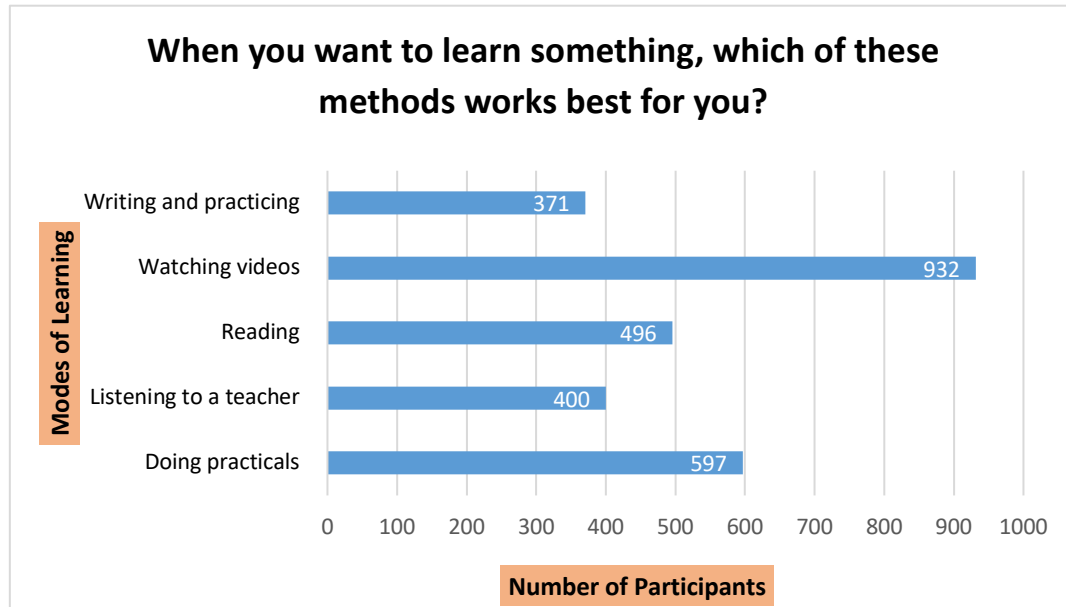
Online Corporate Workshops: Apart from these, an online corporate workshop was prototyped, using Kattoos products, which was very well-received by our clients.



For more information on Kattoos, do visit <https://headstreams.org/kattoos/>

ANNEXURES

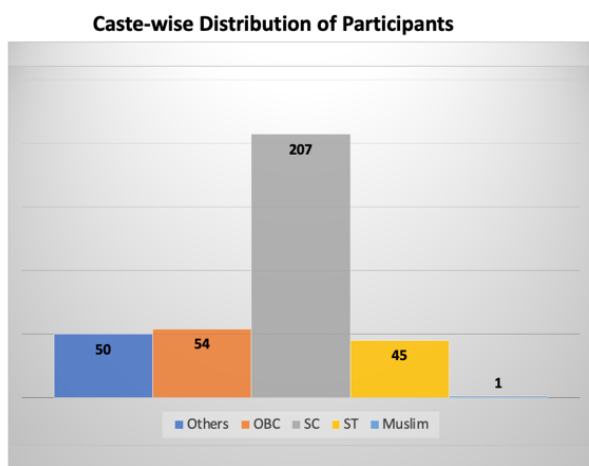
ANNEXURE 1: Profile of Youth registered for Youth Employability Program (Of a sample of 2,832 participants)



ANNEXURE 2: Village and Caste-wise Distribution of Participants of Young Women's Internship Program

HEADSTREAMS AALAMBA YOUNG WOMEN'S INTERNSHIP PROGRAM: PRIMARY AND SECONDARY INTERNS

Total Number of participants.: 358

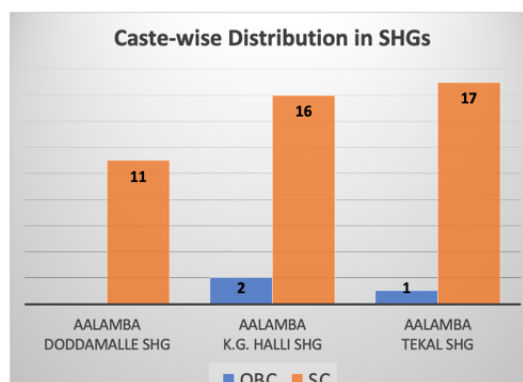
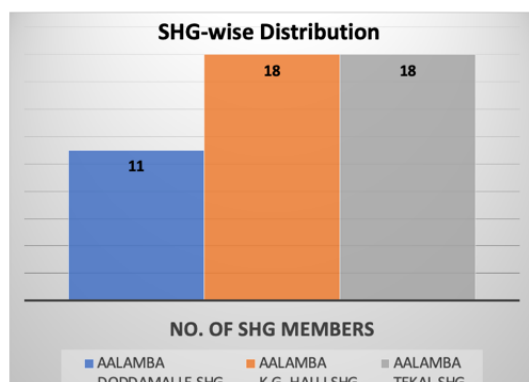


CASTE	NUMBER OF PARTICIPANTS
Others	50
OBC	54
SC	207
ST	45
Muslim	1
TOTAL	357*

*Data for one person unknown

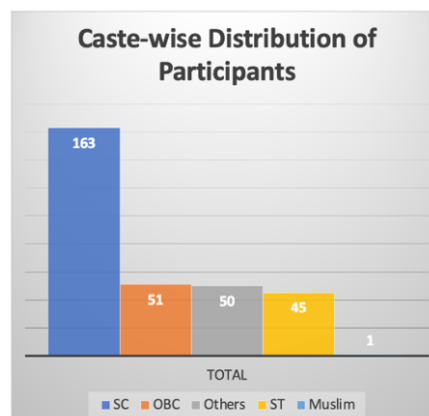
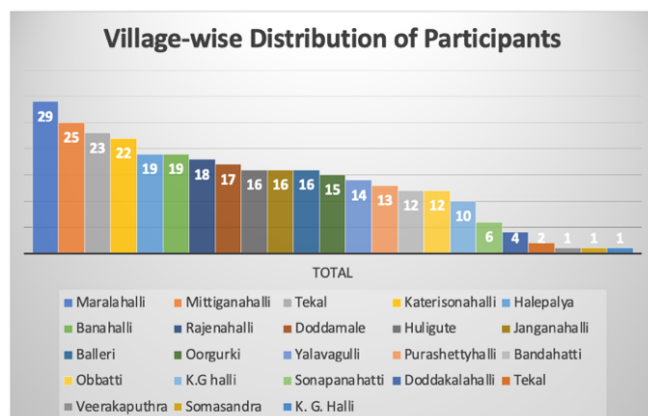
PRIMARY INTERNS

Total No.: 47



SECONDARY INTERNS

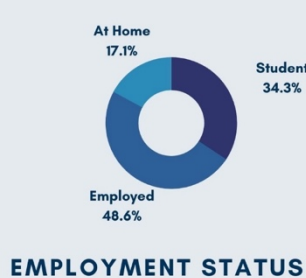
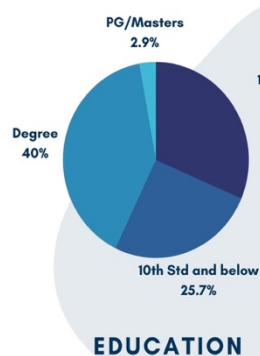
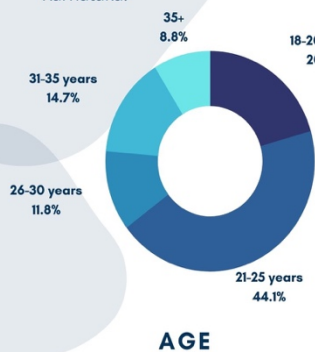
Total No.: 311



ANNEXURE 3: A GLIMPSE OF ANU AKKA'S TACKLE PROGRAM

WHO ARE OUR OPEN LEARNING CHAMPIONS (OLCS)?

OLCs are our budding play facilitators who anchor the Anu Akka's Tackle Program. Here is the demographic break-up of our OLCs across 35 villages in Karnataka.



FEEDBACK FROM OUR CHILDREN



KAVYA
(Tekal)

"I come to play every week without fail."



CHARAN
(Yeluvaguli)

"I love playing badminton. I would not have got a chance to learn this game if not for Anu Akka's Tackle Kit."



CHETHANA AND NADITHA
(Kateri)

"We got to learn new games that we have never played before!"

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NITHYASHREE
(Shyamalabande)

"Thanks to all who bring us toys. WE ENJOY EVERYTHING!"



ARCHANA
(Basapura)

"My dream is to become a badminton player. Now I am able to practice. This will help me achieve my dream."



TEJAS
(Gollahalli)

"We used to watch videos on our mobile phone for fun. Now, we enjoy ourselves playing with all the materials in the kit."

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