



April '24
to
March '25

Annual Report



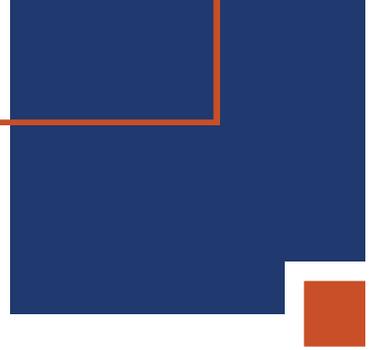


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HIGHLIGHTS OF 2024-25

This report outlines the achievements of Headstreams to empower youth—particularly disadvantaged and marginalised young women belonging to the NEET (Not in Education, Employment or Training) category—to learn and work with dignity and purpose, in 2024-25.

Key Goals

- Improving access to employability skills, for rural youth, especially young women undergraduate students, so they may get better jobs
- Promoting entrepreneurship and self-employment as viable, confident choices, especially for young women in the NEET (not in education, employment or training) category

Impact

1032

Youth

Piloted the Youth Employability & Digital Skilling Program for rural students from 12 Kolar colleges.

40

Women

Provided work-integrated training in handcrafting, digital and financial literacy, lifeskill & facilitation skills.

193

Children

Facilitated themed play-and-learn sessions under the Anu Akka Tackle Program.

319

Adolescent
Girls

Conducted Career Guidance workshops and distributed Career Kits in CCIs across 11 Karnataka districts.



ENTREPRENEURSHIP TRAINING

In April 2024, 5 trainees of the 2023-24 batch completed their training. All were care leavers and received completion certificates. During their training, they learned MS Office, entrepreneurship, handcrafting, facilitation, and financial literacy skills. By the time they left, all had active savings accounts. Post-Program, 3 went onto to take up jobs as Receptionist (₹15K), Salesperson (₹12K), & Chocolate Factory Packing Agent (₹15K). One decided to pursue studies alongside a part-time job (Graphic Design Course + Service Centre (₹14K), and one got married.

EMPLOYABILITY TRAINING

Two senior trainees (2023–24 batch) opted to join a 3-month BOSCH Employability Program covering spoken English, resume writing, and interview prep. Post-training (Oct 2024), one became a support assistant for a special needs child (Rs. 10,500/month), and the other joined Sangeetha Mobiles (Rs. 16,000/month).

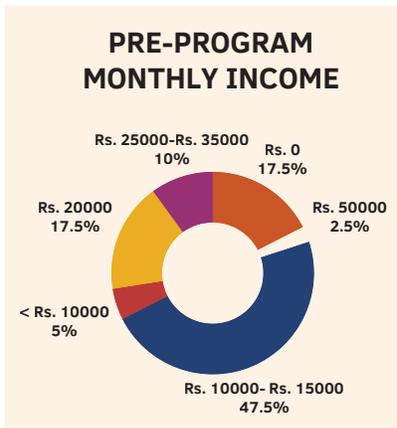


RECRUITING PARTICIPANTS

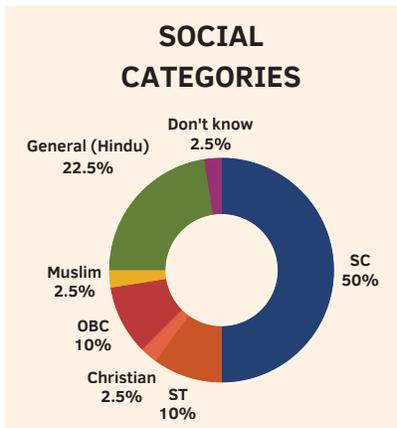
New participants were inducted for the 2024-25 cohort.

- Recruiting Care Leavers: Headstreams partnered with CCIs across Karnataka to identify and induct 12 care leavers into the program.
- Recruiting Young Rural Women: Through local networks, 30 women from five villages in Malur Taluk, Kolar District, joined the training, including 10 aged 18–24.

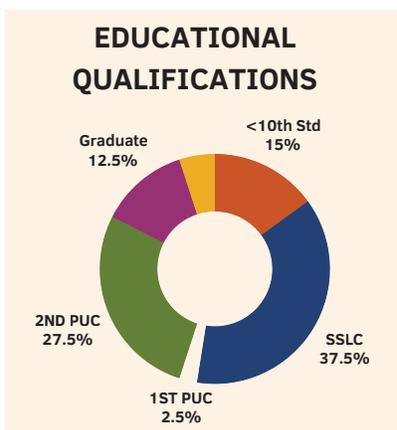
COHORT 2024-25



A total of 40 women enrolled in the program in 2024-25 — 12 Care Leavers and 28 from rural disadvantaged backgrounds. Of them, 23 were aged 18–27, and 17 were above 27.



Most participants have completed SSLC or 2nd PUC, though 15% have not completed SSLC.



17% have no family income and depend entirely on the training stipend, while a few others contribute part of their stipend to support their families.

70% of the participants are from SC, ST, or OBC backgrounds, with a majority from the SC community.

SHG MEETINGS

Entrepreneurship Pathway participants were part of two SHGs— Aalamba K G Halli SHG and Aalamba Yuva Mahila Sangha. These groups met monthly to manage savings, loans, and maintain records, fostering peer support and financial discipline.



ACQUIRING HANDCRAFTING SKILLS

Claywork Skills

The trainees began their handcrafting training by making terracotta beads, jewellery, and tiles. They then worked with stoneware clay to create ceramic candles for Diwali and crafted products for Christmas sales.

In 2024, trainees began wheel throwing with Ms. Pompy of Clay Factor and later continued with Ms. Shilpy of Ceramic Trails, learning to make tumblers, plates, candles, and bowls. In September, Mr. Srinivas introduced K G Halli trainees to terracotta wheelwork, supported by Ms. Manjiri of Ubuntu Arts for prototyping.



The interns were able to participate in 29 sales events this year. The interns set up the stalls and managed the sales. Through this hands-on experience the trainees learned the nuances of talking to customers, setting up stalls for sales, packing and stock checking, computing revenues, etc.



OTHER HANDCRAFTING SKILLS

Soya Wax Products: On September 18, 2024, Ms. Nikhita, founder of DORI, trained trainees in making soy wax candles and fragrance bars. Prototypes were created for the SHG's Diwali offerings, and a product catalog was shared with customers, resulting in orders.

Handcrafted Books with fabric covers: The trainees learned to handcraft fabric books on September 27, 2024, with Ms. Sneha from the Stitchery Room. The books are sold individually or in gift boxes.



Fabric Products & Skills: From January 1-11, 2025, a fabric product-making workshop was held at K G Halli, where trainees created bags and learned applique and embroidery with trainer Mr. Dhanesh.

Crochet Products: The trainees were introduced to the craft of crochet and created bookmarks, christmas decorations and coasters.

Mosaic Wall art: The trainees prototyped and delivered their first ceramic mosaic name boards.



BASIC LITERACY SKILLS

Digital Literacy

The trainees attended a three-day workshop on podcast creation held in June, 2024, led by Mr. Dinesh. Each intern launched a podcast trailer on a theme of their choice. The Digital Literacy sessions also covered laptop basics, managing files, making resumes in MS Word, using MS Excel for inventory and sales, creating PowerPoint presentations, and designing flyers in Canva.

Financial Literacy

The trainees learned about saving, managing income and expenses, and identifying essential vs. non-essential costs. They explored ways to earn money, how to operate a bank account, including KYC, PIN, ATM use, and password security.



OTHER SKILLS

Driving

This year Headstreams explored introducing trainees to driving skills. Two trainees began the training and one successfully acquired a driving license.



PSYCHOSOCIAL WELL-BEING

Group counselling sessions were arranged for the trainees beginning September 2024 by trained counsellors, Ms Jean George and Ms Princy Thomas. The trainees had sessions on the importance of emotional regulation, anger management, establishing boundaries, how to identify trustworthy relationships, how to face their past, etc. through these sessions.

VISITS AND FIELD TRIPS

Visit to the Regional Centre, Department of Handicrafts

On October 29, 2024, trainees attended a function at the Regional Centre to honor renowned potter Mr. Ullaskar De.

Visit to Potter's Market

On December 6th-7th, trainees explored the Potters Market, interacting with artisans. Veteran potter Mr. Ullaskar guided them, while Ms. Kanchanadevi from Clay Station explained tools. Ms. Nalini, a clay business owner from Pondicherry, shared her journey and praised the trainees' enthusiasm.



Outing to MYRADA Centre

On December 31st, trainees from Bengaluru and K G Halli gathered for a one-day retreat at MYRADA Centre in Kolar District, focusing on teamwork and the values of Headstreams.

Trainee Recreation Trip

On March 28, 2025, Headstreams took its trainees on a day trip to Ushiru Resort, where they participated in activities like zip lining, rope courses, swimming, and rain dance. The outing marked the close of their internship, offering a chance to celebrate their camaraderie and reflect on their journey.



CASE STUDIES



BINDU R, 18, a Care Leaver from Kanakpura (Bengaluru Urban), has completed SSLC and is the most educated in her OBC family. Her mother, a shopkeeper, earns ₹20,000/month. She joined the training through a CCI orientation by Headstreams and has learned to make clay products, especially ceramic candles. This is her first experience at earning and managing money, helping her live independently, save, and support her family. Bindu dreams of building a house and going to college, and sees the program as a pathway to new opportunities.

ANJALI V, a 20-year-old from Pemmaddodi village, Malur Taluk, completed her 10th grade and lives with her family on Rs. 20,000 per month. Her goal is to build a house and support her children's education. Despite family opposition and debt, Anjali secretly joined the program. It has helped her pay rent, learn clay molding, teach her children digital skills, and improve her English. She enjoys interacting with others and is determined to keep learning and working.



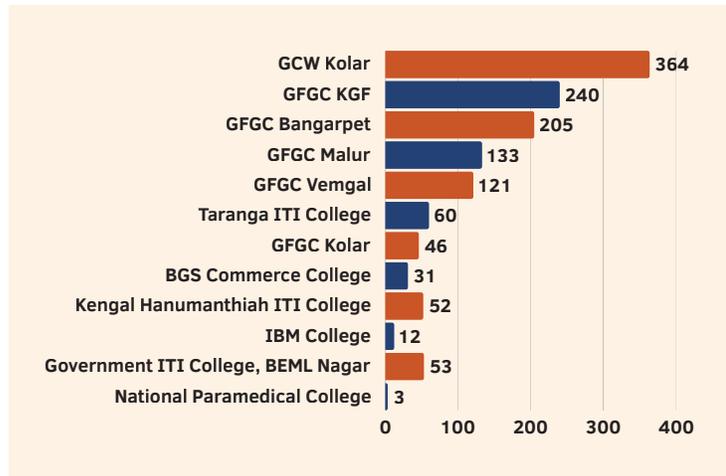
PLAN FOR THE FUTURE

Based on 3 years of experience in training over 29 care leavers and 40 rural women, the 9-month training program will be extended to 2 years from 2025-26, with an emphasis on community skill-sharing.

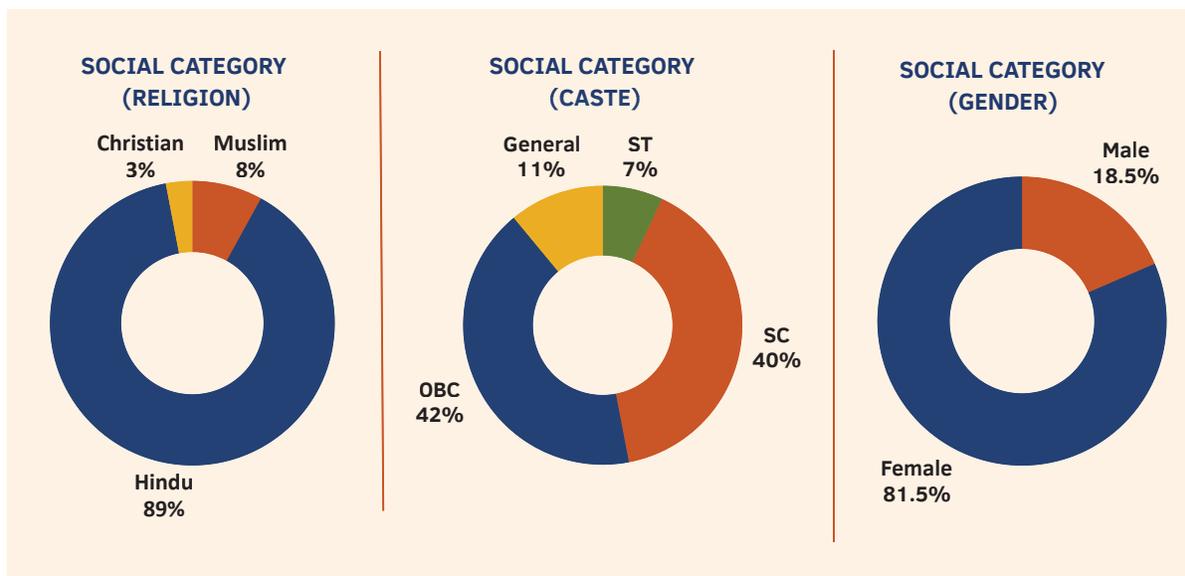
EMPLOYABILITY TRAINING

A total of 1320 students from 12 rural colleges in Kolar District registered for the 100-hour employability course.

Most of the students enrolled were pursuing their B.Com.

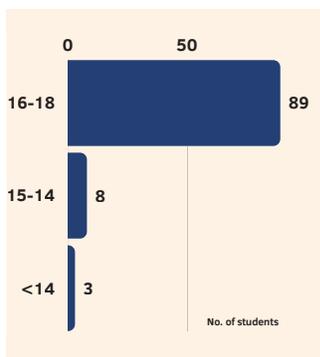


PROFILE OF PROGRAM PARTICIPANTS



DESCRIPTION OF ACTIVITIES

As part of the 100-hour employability course, 14 modules were created in English and translated into Kannada for wider accessibility along with short introductory videos. The mode of delivery was blended face-to-face and digital sessions. Along with soft skills, the modules included those on Digital Productivity Skills (MS Office), Advanced Excel & Power BI, Introduction to AI, Social Media and E-commerce.



Peak engagement was between October 2024 and March 2025. Content was shared via Google Drive for flexible access. WhatsApp groups enabled link sharing, Q&A, updates, peer interaction, and job tips. 858 program participants, from 8 of colleges, took part in an exit assessment conducted in March 2025. 71% were women. 89% scored >90% in the assessments.

CHALLENGES



Holiday-heavy academic calendar: Teachers rushed to complete syllabus, leaving little time for employability courses. Frequent and long holidays disrupted learning momentum and interest.

Few science students: Their schedules are packed with both theory and practicals.

Device access issues: Course is digital-heavy but most students lack laptops/desktops for the more complex technological learnings.

Poor transport: Limited bus services force students, especially women, to leave early, reducing session time.

FEEDBACK

The students created their SMART Plans for their careers. In their feedback, the students said they learned most from the resume writing, communication skills and digital skills sessions. Among the digital skills, Ms Word and MS Powerpoint seemed to be of most interest among the students.



“We learned resume writing, interview skills, MS Office, and Excel through this program. It was very useful. Thanks to Microsoft and Headstreams for this opportunity.”

“I now understand the difference between employment and entrepreneurship, how to set goals, and can create my own resume confidently. Earlier, I depended on others. This has helped me prepare better for interviews.”



I learned resume writing and computer basics like Excel and PowerPoint. I can now confidently make my own resume.”

– Nishandhini, GCW Kolar

“I enjoyed the interview and job interest sessions most. I also learned MS Word and Office, which were new to me. I’m thankful for the opportunity.”
– Hemavthi, GFGC Vemgal



ANU AKKA TACKLE PROGRAM

This year the Anu Akka Tackle Program brought the joy of Play-and-Learn to 500+ children. All the sessions were facilitated by entrepreneurship trainees as part of their training in facilitation skills.

Summer Camp in Bengaluru

Trainees in Bengaluru facilitated a 6-day Summer Camp (April 1–6, 2024) at CJMS School. 60+ children (ages 10–16) from the school and local community participated. Daily skill-based sessions taught children to make saleable products, including Papier mache bowls, jute coasters, clay earrings, quilled hair clips, and fabric bangles. The camp ended with a product display for parents with certificate distribution entertainment and snacks.



Career Guidance and Entrepreneurship in CCIs

Over the year, a career guidance workshop was done in 11 Child Care Institutions for girls. 319 adolescents girls participated and each received a Career Guidance Kit, which contained a booklet (Ready Reckoner) detailing Career Options for drop-outs, after Std X, after Std XII and after graduation. During the workshop, the children learned how to use the booklet and were also introduced to the concept of entrepreneurship through learning how to handcraft block printed handkerchiefs.

Community Sessions in Kolar District

12 themed Play-and-Learn sessions were conducted weekly in 10 locations in villages of Malur Taluk, Kolar District for 190 children. The themes included My Body, Forgiveness, Equality, My Emotions and Helping Others.

LANTANA SKILL DEVELOPMENT PROGRAM

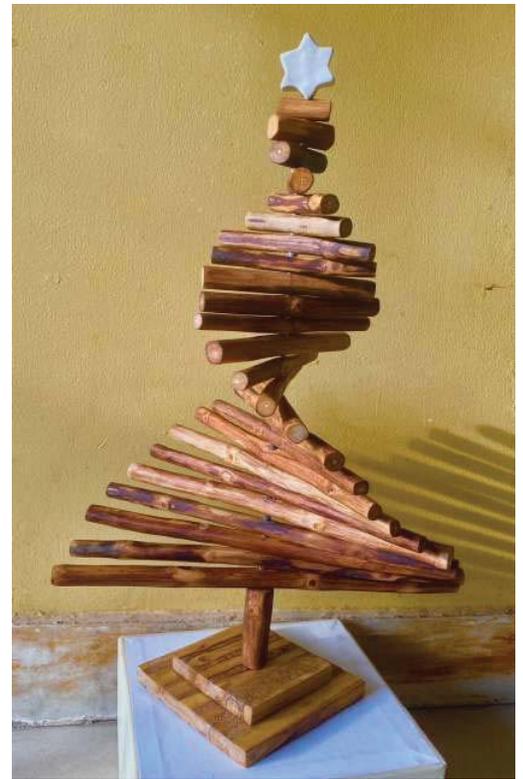
In partnership with the Doddamale panchayat, Headstreams had established a Skill Development Centre in Doddamale, Malur Taluk, Kolar District in 2021. The Centre was renovated this year, to install new lantana processing machines.

Six women underwent training in lantana processing and crafting under Mr. Rahul (ABCD) and Mr. Jonathan Chavan (Joans Arc).

Products created included organisers, hamper baskets, coasters, game boards, chess pieces, and home décor. Trainees experimented with staining, colouring, and using natural materials for processing and finishing.

The Headstreams training team also visited Channapatna artists to explore integrating traditional toy-making methods into lantana work.

The creation of a lantana Christmas tree and the launch of the lantana pen were the highlights of the year.



PARTNERSHIP WITH LOCAL AUTHORITIES

Expansion of K G Halli Creative Skills Centre

To accommodate growing numbers and capabilities, renovations were carried out at the Creative Skills Centre, K G Halli. A small event on May 29, 2024, to celebrate the new spaces and machines in the terracotta production hub, was attended by Panchayat dignitaries, including Mr. Yalappa (President), Ms. Mamatha Sridhar (Vice President), Ms. Manjula (PDO), Ms. Rajeshwari (President, Sanjeevini Mahila Okkuta) and Ms. Shakunthala Moster (Bookkeeper). A Bengaluru apprentice demonstrated wheelwork, and new trainees demonstrated bead-making. Several participants tried their hand at various claywork machines.

DFO Visit

The District Forest Officer visited K G Hall Skill Development Centre, appreciated the trainees' terracotta work and displayed handicrafts, and suggested collaborations with Headstreams.

Launch of Lantana Pen

On March 29, 2025, trainees and women participants of Headstreams gathered at the Doddamale Skill Development Centre to celebrate a year of achievements. Chief guests included Ms. Geetha (GP Member, Doddamale), Ms. Savitharamma (President, Chikkakunturu GP), Mr. Raghavendra Rao (PDO, Chikkakunturu GP), and Mr. Venkatachapati (Key Community Leader, Doddamale). Highlights included a facility tour, skills demo, launch of the lantana pen, performances, experience sharing, and completion certificate distribution, followed by a simple meal.



ORGANISATIONAL ACTIVITIES

SIStra Run

On March 30, 2025, our Bengaluru team kicked off SIStra Run 2025, with our care-leaver trainees leading the 10K and 5K races in a spirited display of unity and enthusiasm

Workshop on Preventing Sexual Harassment at the Workplace

Held on February 7, 2025, the workshop was led by Mr. Shailesh Vaite of SPECTRA for Headstreams staff and trainees in Bangalore and K G Halli. He covered the relevant laws, their purpose, and how to access them. The session was conducted in English, with Kannada translation for the trainees.



Pad Up Distribution:

On May 16, 2024, Ms. Divya from Headstreams participated in the PAD UP event at Bagmane Taurus 3 Amazon center, where over 150 volunteers packed menstrual hygiene kits for distribution. 350 kits were distributed at Child Care Institutions in Sevadhatti, Hubli, KGF, and Channapatna.

Capacity Building Workshop:

On April 30, 2024, Ms. Anne Thomas from Headstreams conducted a workshop at Lamplighters, Dharamshala, focusing on building rural women's entrepreneurial and SHG support capacities.

ORGANISATIONAL ACTIVITIES

Changemaker Workshop

On February 22, 2025, Headstreams held its first Changemaker Workshop. The aim of the workshop was to invite people from all walks of life, who would like to volunteer for a social cause, to begin their volunteering journey. The workshop was held at Indian Social Institute, Bengaluru.

Team Building Activities

On September 17, 2024, the Headstreams team gathered at ISI, Benson Town, for a day of reconnecting with our vision, mission, and values. Through laughter and creative craftwork, we reflected on these core elements, with the highlight being learning Kannada songs that embodied them. On December 20, 2024, Headstreams' teams from Malur and Bangalore held their year-end meeting at Wild Valley Resort, Nandi Hills. The day featured team-building activities, Secret Santa gifts, lunch, pool time, and rain dance before heading home.

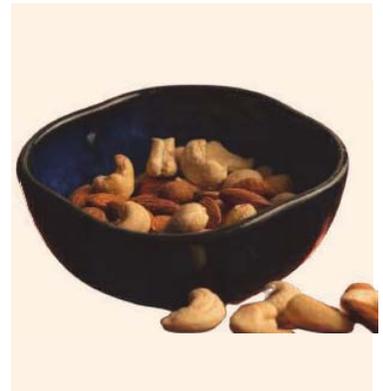


Heartfelt Thanks!

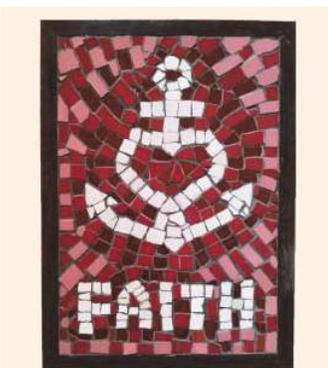
*To everyone who supported us this year,
with their time, resources and cheerleading,
including:*

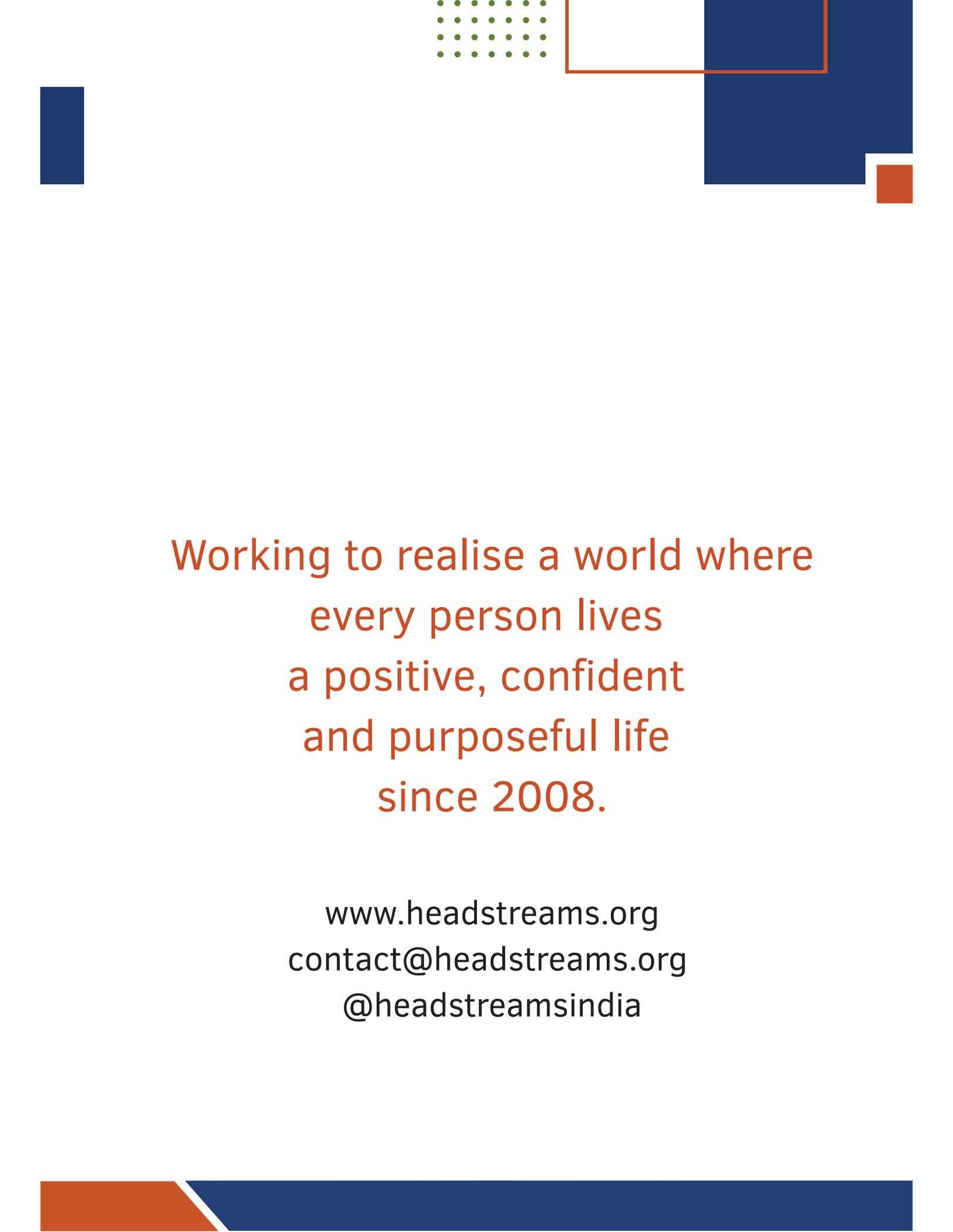


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Working to realise a world where
every person lives
a positive, confident
and purposeful life
since 2008.

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HEADSTREAMS
CONSOLIDATED
Balance Sheet as at March 31, 2025

Amount in Rs.

Particulars		Note	31 March 2025	31 March 2024
I	Sources of Funds			
1	NPO Funds	3		
(a)	Unrestricted Funds		41,88,011	64,19,751
(b)	Restricted Funds		31,66,371	15,15,417
			73,54,382	79,35,168
2	Non-current liabilities			
(a)	Long-term borrowings		-	-
(b)	Other long-term liabilities		-	-
(c)	Long-term provisions		-	-
			-	-
3	Current liabilities			
(a)	Short-term borrowings		-	-
(b)	Payables	4	2,200	8,238
(c)	Other current liabilities	5	2,93,266	2,70,291
(d)	Short-term provisions		-	-
			2,95,466	2,78,529
	Total		76,49,849	82,13,697
II	Application of Funds			
1	Non-current assets			
(a)	Property, Plant and Equipment and Intangible assets	6		
(i)	Property, Plant and Equipment		29,05,083	37,99,365
(ii)	Intangible assets		-	-
(iii)	Capital work in progress		-	-
(iv)	Intangible asset under development		-	-
(b)	Non-current investments		-	-
(c)	Long Term Loans and Advances	7	-	-
(d)	Other non-current assets	8	5,86,238	6,16,238
			34,91,321	44,15,603
2	Current assets			
(a)	Current investments		-	-
(b)	Inventories		-	-
(c)	Receivables	9	33,553	-
(d)	Cash and bank balances	10	38,58,062	33,47,447
(e)	Short Term Loans and Advances	7	93,206	5,000
(f)	Other current assets	11	1,73,707	4,45,646
			41,58,528	37,98,093
	Total		76,49,849	82,13,697
	Brief about the Entity	1		
	Summary of significant accounting policies	2		
	The accompanying notes are an integral part of the financial statements			

As per our report of even date attached

For Simon Rodrigues & Associates LLP

Chartered Accountants

Firm Regn No 007934S/S000065

Thomas Mathai

Partner

Membership No. 052141



For Headstreams

Cherian Alexander

Dr. Cherian Alexander
President

Nitya Thomas

Ms. Nitya Thomas
Treasurer

Naveen I Thomas

Dr. Naveen I Thomas
Secretary

Date : 23-Aug-2025

Place : Bangalore

**HEADSTREAMS
CONSOLIDATED**
Income and Expenditure for the year ended March 31, 2025

Amount in Rs.

	Particulars	Note	FY 2024-25			FY 2023-24		
			Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
I	Income							
(a)	Donations and Grants		17,51,274	1,41,21,771	1,58,73,045	20,69,404	1,18,60,636	1,39,30,040
(b)	Fees from Rendering of Services		3,000	-	3,000	1,45,500	-	1,45,500
(c)	Sale of Goods		3,80,623	-	3,80,623	1,63,841	-	1,63,841
II	Other income	12	3,48,763	-	3,48,763	2,20,390	-	2,20,390
III	Total Income (I+II)		24,83,660	1,41,21,771	1,66,05,431	25,99,135	1,18,60,636	1,44,59,772
IV	Expenses:							
(a)	Material consumed/distributed	13	3,18,392	-	3,18,392	1,53,027	-	1,53,027
(b)	Donations/contributions paid		-	-	-	-	-	-
(c)	Employee benefits expense	14	4,26,183	7,93,547	12,19,730	25,78,343	24,16,398	49,94,741
(d)	Finance costs		-	-	-	-	-	-
(e)	Depreciation and amortization expense	15	7,11,707	-	7,11,707	8,67,176	-	8,67,176
(f)	Other expenses	16	25,91,707	-	25,91,707	27,24,928	5,58,000	32,82,928
(g)	Programme expenses	17	45,807	1,16,61,378	1,17,07,184	3,10,337	75,78,015	78,88,352
(h)	Miscellaneous Expenses	18	6,37,496	-	6,37,496	3,01,413	-	3,01,413
	Total expenses		47,31,291	1,24,54,925	1,71,86,216	69,35,224	1,05,52,413	1,74,87,637
V	Excess of Income over Expenditure for the year before exceptional and extraordinary items (III- IV)		(22,47,631)	16,66,846	(5,80,785)	(43,36,088)	13,08,223	(30,27,866)
VI	Exceptional items		-	-	-	-	-	-
VII	Excess of Income over Expenditure for the year before extraordinary items (V-VI)		(22,47,631)	16,66,846	(5,80,785)	(43,36,088)	13,08,223	(30,27,866)
VIII	Extraordinary Items		-	-	-	-	-	-
IX	Excess of Income over Expenditure for the year (VII-VIII)		(22,47,631)	16,66,846	(5,80,785)	(43,36,088)	13,08,223	(30,27,866)
	Appropriations Transfer to funds							
	Transfer from funds							
	Balance transferred to General Fund		(22,47,631)	16,66,846	(5,80,785)	(43,36,088)	13,08,223	(30,27,866)
	The accompanying notes are an integral part of the financial statements							

As per our report of even date attached
For Simon Rodrigues & Associates LLP
Chartered Accountants
Firm Regn No 007934S/S000065

Thomas Mathai
Partner
Membership No. 052141



For Headstreams

Cherian Alexander
Dr. Cherian Alexander
President

Nitya Thomas
Ms. Nitya Thomas
Treasurer

Naveen I Thomas
Dr. Naveen I Thomas
Secretary

Date : 23-Aug-2025
Place : Bangalore

**HEADSTREAMS
CONSOLIDATED**
Receipts & Payments For The Year Ended 31st March 2025

Amount in Rs.

Particulars	Note	FY 2024-25	FY 2023-24
A. Opening Balance			
Cash and bank balances*		13,41,673	3,60,834
B. Income Received During the Year			
I Donations and Grants		1,58,79,045	1,39,24,040
II Fees from Rendering of Services		3,000	1,40,950
III Sale of Goods		3,47,070	2,02,419
IV Other income	19	3,65,998	3,25,592
Total Income Received During the Year		1,65,95,113	1,45,93,001
C. Other Receipts			
(i). Refund of Deposits like Rental or Advance etc.		30,000	-
(ii). PPE Sold/Discarded/Deleted during the year		-	-
(iii). Fixed Deposit Sweep Out		35,36,644	88,51,425
(iv). TDS Refund		2,04,031	-
(v). GST Collected and to be paid in April		31,497	24,838
		38,02,172	88,76,263
Total (A+B+C)		2,17,38,958	2,38,30,097
D. Expenses Paid During the Year			
I Material Purchased		3,18,392	-
II Donations/contributions paid		-	-
III Employee benefits expense	20	12,27,370	50,15,600
IV Finance costs		-	-
V Fixed Assets Purchased During the Year	6	35,642	3,50,020
VI Other expenses	21	24,95,362	33,04,311
VII Programme expenses	22	1,16,74,234	78,88,352
VIII Miscellaneous Expenses	23	4,14,279	2,96,963
Total expenses		1,61,65,279	1,68,55,247
E. Other Payments			
(i). Advance Paid & Unsettled		72,984	-
(ii). Repayment of earlier excess received		6,038	-
(iii). Fixed Deposit Sweep in		22,45,319	56,33,178
(iv). ITC Balance		20,222	-
(v). GST Liability paid		85,503	-
		24,30,066	56,33,178
F. Closing Balance			
Cash and bank balances*		31,43,613	13,41,673
Total (D+E+F)		2,17,38,958	2,38,30,097

*Note: Cash and bank balances comprises of cash on hand and Balances with banks.

As per our report of even date attached

For Simon Rodrigues & Associates LLP

Chartered Accountants

Firm Regn No 007934S/S000065

Thomas Mathai

Partner

Membership No. 052141



For Headstreams

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Dr. Cheriy Alexander
President

Nitya Thomas
Ms. Nitya Thomas
Treasurer

Naveen I Thomas
Dr. Naveen I Thomas
Secretary

Date : 23-Aug-2025

Place : Bangalore