



ANNUAL REPORT

2022 - 2023

ENHANCING INDIA'S SKILLING ECOSYSTEM



Contents

Message from CEO	3
Introduction	5
The Year That Was	9
Highlights	11
Thematic Areas	13
Entrepreneurship Development for Women	15
Agriculture & Livelihoods	19
Climate Action	23
Volunteers at NSFI	25
Board of Trustees	26
Future and Strategies	26
Partners and Supporters of NSFI	27
Financial Statements	28

Message from CEO



“ **NSFI stuck to the belief that our country's growth still lies in the rural India.**

A decade ago, when we all believed that India's economic growth will provide employment to the youth who are joining the job market, team NSFI stuck to the belief that our country's growth still lies in the rural India. The team believed that the organised sector still will be contributing to the economy and self-employment will remain the 'sweet intersection' of a growing economy and social development.

Thanks to our partners who resonated with our views and stood by us in this year's win-win journey. It has been a great opportunity to be joining hands and contributing to the journey of the 'sabal sakhis' – the women entrepreneurs who are scripting a new story for themselves, their families and for the economic growth of their villages.

This year, we embarked our journey to not only working with rural entrepreneurs, but also logically connecting the rural ecosystem with Corporate Supply Chain for sustainability. We believe these efforts shall contribute to the larger positive and lasting impact that is created by other changemakers in the country.

With an eye for sustenance of social or development impact beyond the boundaries of grant projects on the scale of geographies and timelines, team NSFI is re-scripting the lexicon of social impact interventions. The team is innovating various ways and means of driving change and delivering impact.

Look forward to avenues of lasting impact at scale, in the coming years.



Introduction

National Skills Foundation of India (NSFI) is a not-for-profit organization that builds sustainable livelihoods through program implementation, research and evidence building, policy advocacy, and enterprise incubation for scaled impact.

During its foundation years, NSFI's work involved research and policy advocacy through international partnerships. In its journey of creating development impact, NSFI realized the need for scalable models and evidence-based project designs, mainly because all the projects involved behavioral change impact requirements, which posed a challenge in differentiating perceptions and facts. Against this backdrop, since 2013, NSFI has started building models on the ground, mainly focusing on scaling up. Developing scalable models has been the USP of NSFI. Such models included organizations such as the Agriculture Skill Council of India (ASCI), SkillGreen Global Private Limited, and innovative impact models such as 'Fast Track Entrepreneurship Development,' 'Green Colleges,' 'ShareOn,' and 'Global Agri Connect.' These organizations and innovations have gained traction in the market and impact development for more than ten years.

Since its inception, NSFI has worked in over seven countries and 27 states of India.

Over the last five years, NSFI has been working on the ground on issues ranging from promoting climate-resilient technologies in agriculture to capacity building of FPOs and farmers, women's empowerment by promoting entrepreneurship development, and complementary livelihood opportunities in seven states.



MISSION

To be an organization of excellence that empowers people through entrepreneurship and skill development toward achieving enhanced and sustainable incomes.

VISION

Build capacities and capabilities of people and increase their access to information, technologies & innovations through market and value chain integration.



जय माता दी

Reg No. 2794

YOUR HOST IN THE CLOUDS
WELCOME TO



GREEN VALLEY HILLS

HOME STAY

TRACKING AND CAMPING

9459

98170-90878

GO AHEAD



The year that was

NSFI's interventions this year have predominantly been around women's empowerment, where we have touched the lives of over 3000 women directly by enabling them to become entrepreneurs and complement their existing Income Generation Activities (IGA). NSFI continues to curate projects that focus entirely on supporting women to improve their social and economic status through economic empowerment interventions. We aim to empower women to change their lives, help them create jobs, and improve the condition of their families.

Furthermore, NSFI has undertaken initiatives centered around 'Agriculture & Livelihoods'. These projects aim to engage and empower Farmer Producer Organizations (FPOs) to enhance farmers' well-being. Additionally, NSFI has developed content to advocate for best practices among farmers, improve their capabilities in utilizing climate-smart technologies, foster rural entrepreneurship, and provide farmers with incremental income in our project areas.

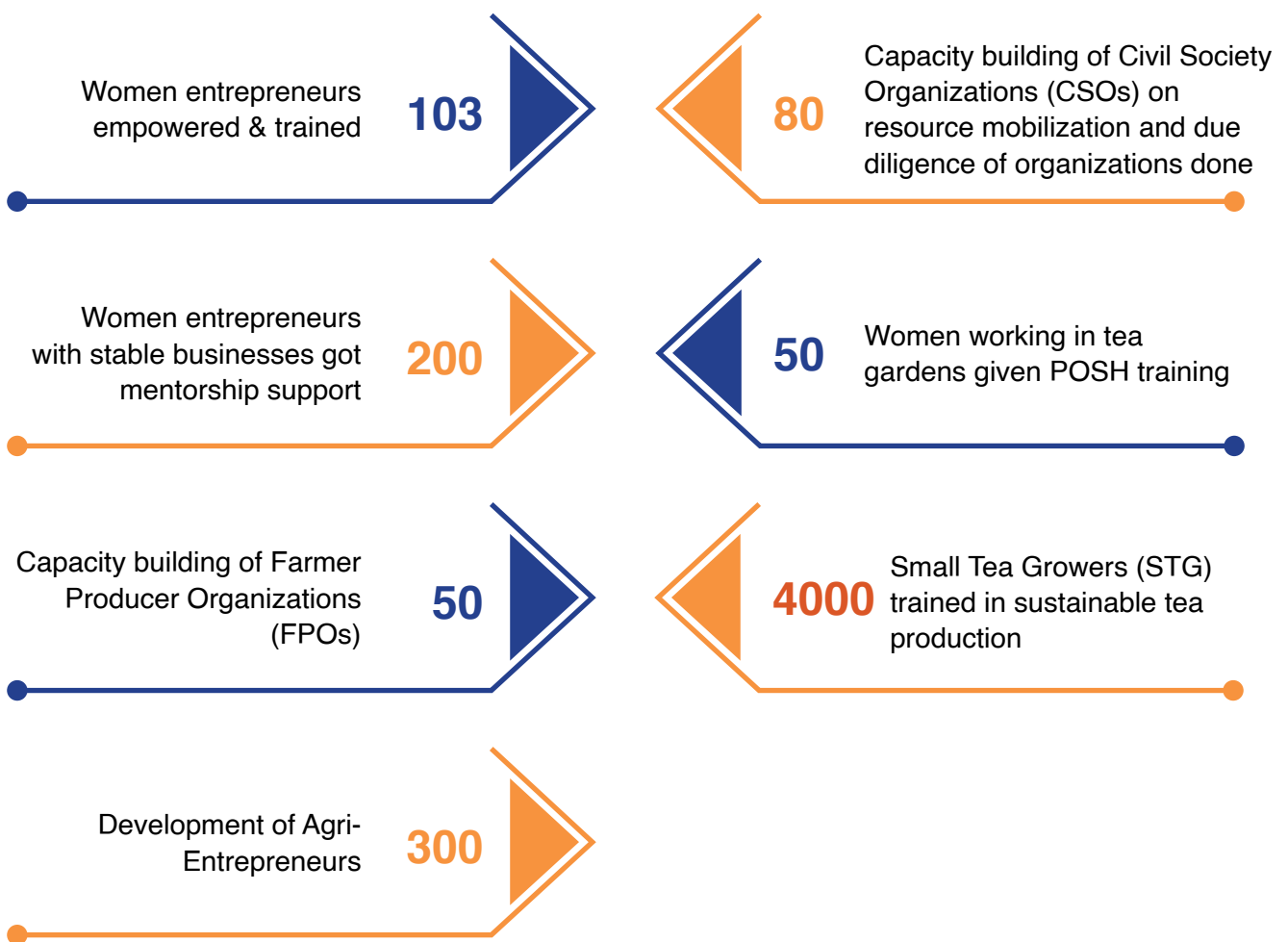
This year, we also explored new places to expand our reach nationwide. We worked in Uttar Pradesh, Telangana, Haryana, Karnataka, West Bengal, Assam, and Himachal Pradesh, carrying on ongoing projects while extending them to new locations. Additionally, we launched fresh initiatives in previously unexplored areas.



Entrepreneurship plays a crucial role in generating income by fostering innovation, creating employment opportunities, and driving economic growth. Entrepreneurship empowers women economically, fosters innovation, and contributes to overall economic growth and development.



Highlights



NSFI won the CSR Times Awards 2022 for its 'Women Economic Empowerment Programme' curated and implemented in three states of India.



Thematic Areas

The organization continues to grow and evolve. Our areas of intervention and focus include:



Agriculture &
Livelihoods



Enterprise Promotion



Climate Action



Gender Equality



Nutritional Security

NSFI's Work in Alignment with SDGs

NSFI's strategy and work are ensured to align with the Sustainable Development Goals (SDGs) to contribute to the global agenda and address the challenges and opportunities related to social, environmental, and economic issues.



SDG 05: Gender
Equality



SDG 13: Climate
Action



SDG 1, 8 & 9:
Agriculture &
Livelihoods



SDG 4, 8 & 9: Digital &
Financial Literacy



SDG 17: Incubation &
Entrepreneurship Development



Entrepreneurship Development for Women

While entrepreneurship development has been a critical agenda at NSFI, since 2018, we have focused mainly on creating equal opportunities for women by promoting entrepreneurship as an income-generation option. We believe that entrepreneurship offers a viable and good opening for women to generate additional income while actively participating in economic activities and decision-making processes. Women's empowerment by providing complimentary livelihood options and entrepreneurship has been our focus in 5 states – Himachal Pradesh, Telangana, Mysuru, Haryana, and Uttar Pradesh.

In Junga, Shimla District, we provided handholding and mentoring support for business development and growth to 150 women entrepreneurs we had established. The objective was to help women stabilize the businesses set up by these women. These women are involved in Pine Needle Handicrafts, Honey Production, Bag Making, Poultry Farming, and Dairy Farming. Setting up stalls in tourist spots, markets, and hotel shops became routine for them.

An initiative titled '**Project Sabala**' was undertaken with support from our corporate partner, AbInBev India Limited. The project commenced in Sanga Reddy and was later expanded to Sonipat and Mysuru districts.

Last year, we started working in Sangareddy and undertook a comprehensive baseline survey to familiarize ourselves with the people and location. Subsequently, we undertook a market study to identify and select Income Generation Activities (IGAs) that would be viable in the region. Among the five trades identified were – Ladies Tailoring & Embroidery,

“ I will never have to rely on unfair intermediaries to earn a living, and the fact that I devised a solution for myself and my family has earned me a new sense of respect and new found belief in myself.

- Madhavi, our very successful floripreneur from Sangareddy, Telangana

Beauty Parlour Work, Tamarind Deseeding, Floriculture, and Goat Rearing. Over 150 women received training in the relevant skills for these IGAs and entrepreneurial training based on NSFI's FastTrack Entrepreneurship Development Programme tailored for rural entrepreneurs. 103 women chose to become entrepreneurs and received support for business incubation, including seed funding, connections to financial institutions for loan facilitation, procurement assistance, exposure visits to markets, and mentoring for business setup. These women are now emerging as inspirations for other women in the region, earning an additional income, improving their lives, and becoming decision-makers for their family and their children.

We explored Sonipat in Haryana and Mysuru in Karnataka to extend his project to other regions. In Sonipat, a medical camp was organized to build an understanding of the community and work for empowerment of women in the area. An extensive market survey was done, and five IGAs were identified as profitable and feasible in the region. Technical skills and entrepreneurship development training was also initiated and will be completed in the coming months.

Achievements

- 1 Over 200 women received technical training and business skills training.
- 2 103 women became entrepreneurs, and women-led enterprises were established.
- 3 On International Women's Day, March 8th, successful women entrepreneurs were invited to inspire these rural women and talk about their journeys.
- 4 Government departments provided support with loans for incubation support and machinery for business setup.
- 5 The tourist season in Himachal Pradesh proved lucrative for the women entrepreneurs, witnessing significant sales growth.
- 6 In 30 women making bags, they received bulk orders that boosted the business.
- 7 40 honey-making women entrepreneurs increased their income and expanded their presence by building stalls in tourist locations.
- 8 Additionally, 40 Pine Needle Handicrafts entrepreneurs increased their income and received high product demand. They innovated by making new products and capitalized on tourists' high demand for these natural fiber-based crafts by setting up stalls in touristic locations and at melas and exhibitions.

Additionally, a **Skill Gap Analysis** study was conducted in Barabanki district, Uttar Pradesh, in partnership with Tanager International to identify contextually relevant market-oriented and skill-based Income Generation Activities (IGAs) for women.

An extensive study was undertaken with 350+ women and Key Village Informants from each cluster in the district in collaboration with Tanager International, an ACDI/VOCA affiliate. For data collection purposes, direct interviews and FGDs were conducted.

It was found that most women were inclined and excited to take up IGAs as part-time revenue and a way of improving their well-being. This further revealed the importance and need for promoting skill development as an integral part of enterprise promotion activity, explicitly focusing on lower-income groups and women in the community. Thus, it reinforced NSF's strategy of promoting skill-building along with enterprise development support and mentorship for business stabilization.

Challenges

1

In HP, sales were high during the tourist season and very low during extreme weather, making their income irregular. To increase sales in the non-tourist season, there is a felt need to expand markets, create new pine needle designs, maintain quality, and search for other sales modes.

2

There is a need for advanced technical training, for example, new and advanced techniques in bag production, which makes the skills of women less in demand.

3

Product quality enhancement and certification: there could be a bigger market for honey if they obtain certification and focus on product labeling and packaging.

4

Mobilizing women with family responsibilities and social restrictions and convincing them to spare time to attend training programs proved challenging.

5

Creating a market for new businesses and customer acquisition was challenging and required team support.



Agriculture & Livelihoods

Over the years, NSFI has dedicated efforts to developing scalable models, notably the Agriculture Skill Council of India (ASCI), SkillGreen Global Private Limited, and Global Agri-Connect (GAC), which focus primarily on agriculture. These entities and organizations have gained traction in the market and have been instrumental in driving development for over four years, making a tangible impact on the sector.

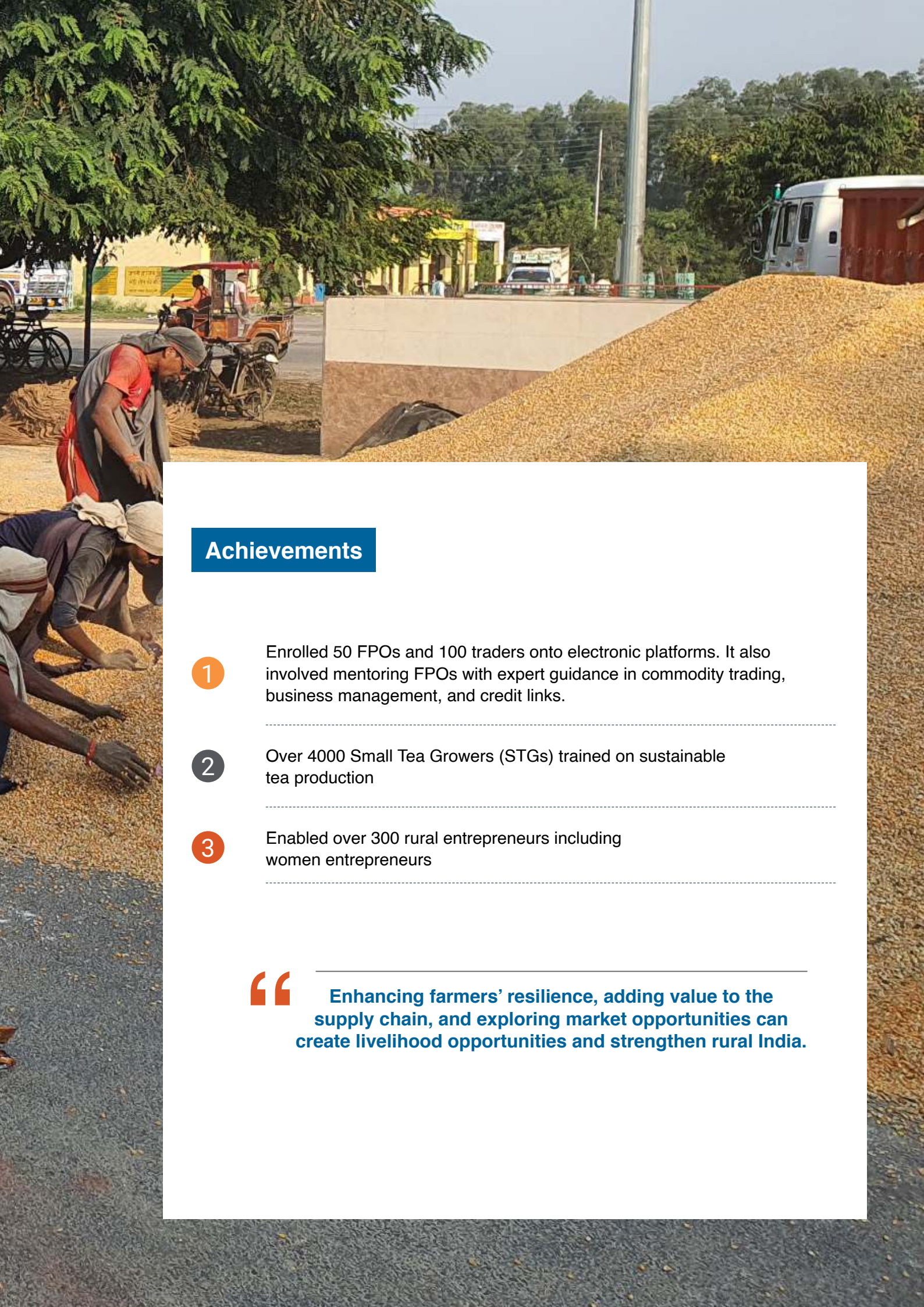
This year, in partnership with BSE (Bombay Stock Exchange), NSFI worked to onboard over 50 FPOs in Etah, Kasganj, Hathras, Shahjahanpur, & Bahraich, Uttar Pradesh. Our work involved capacity-building FPOs to enable access to players in local and distant markets for process and price discovery.

The project aimed to enhance the capabilities of 50 FPOs, and the directors and office bearers facilitated the establishment of 50 entrepreneurs with e-kiosks to integrate agri-commodities into the market and enroll 50 FPOs and 100 traders onto electronic platforms. Additionally, it involved mentoring FPOs with expert guidance in areas such as Commodity Trading, Business Management, and Credit Linkages.

In the tea gardens of Assam and West Bengal, NSFI has been partnering with Trustea, an Indian sustainability code and verification system for the tea sector, which addresses some of these industry challenges. The project aims to improve the livelihood of smallholders and estate workers and address some of the industry's critical challenges, including working conditions, health and safety of tea workers, water pollution, food safety, soil erosion and contamination, gender issues, and the adverse effects of climate change.

NSFI joined IFC in supporting Better Farming Alliance (BLFA) to help farmers expand their farming potential and improve their livelihood. This initiative involved developing and delivering a comprehensive agricultural input, finance, and off-take package for smallholders in select crops, reinforced training and worked on entrepreneurship development.





Achievements

- 1 Enrolled 50 FPOs and 100 traders onto electronic platforms. It also involved mentoring FPOs with expert guidance in commodity trading, business management, and credit links.
- 2 Over 4000 Small Tea Growers (STGs) trained on sustainable tea production
- 3 Enabled over 300 rural entrepreneurs including women entrepreneurs



Enhancing farmers' resilience, adding value to the supply chain, and exploring market opportunities can create livelihood opportunities and strengthen rural India.



Climate Action

NSFI carried out a detailed and in-depth study to understand the impact of the Indo-German Energy Access II Program (IGEN-II) commissioned by GIZ. The study involved collecting and analyzing data on energy users who have been facilitated with loans to access Distributed Renewable Energy (DRE) services and village-level entrepreneurs (VLEs) empowered to turn it into a source of income. Additionally, it involved documenting best practices among energy users and identifying the challenges and opportunities in scaling the model.

The study evaluated the impact of the IGEN II program on five dimensions – inclusiveness, relevance, effectiveness, convergence, and sustainability. The program was found to be inclusive as it reached out to energy users of all demographics, various age groups, genders, residents of remote areas, and individuals from diverse socio-economic backgrounds. 86% being Schedule Castes (SCs) & Schedule Tribes (STs), 52% Other Backward Castes (OBCs) and 76% Below Poverty Lines (BPL) users.

Learnings

1

The program was found to be inclusive as it reached out to energy users of all demographics, various age groups, genders, residents of remote areas, and individuals from diverse socio-economic backgrounds. 86% being Schedule Castes (SCs) & Schedule Tribes (STs), 52% Other Backward Castes (OBCs) and 76% Below Poverty Lines (BPL) users.

2

IGEN-II was found to be highly relevant, with majority households using these energy sources due to unreliable grid power and to ensure uninterrupted power supply for cooking, studying, and other household needs, leading to enhanced productivity and an increase in income. It was assessed that there was scope for improvement in the effectiveness dimension regarding product delivery, waiting period, technical issues with products, and resolution time. Meanwhile, linkages with loan services were found to be quite efficient. The program is also successfully linked with local non-governmental organizations (NGOs), banks, microfinance institutions (MFIs), government programs, and donors. Sustainability was studied in terms of demand sustenance, and 58% of the users opted for repeat purchases of solar products, and 53% expressed their preference for DRE products.

In partnership with Welthungerhilfe, Pravaah, and MGSA, we at NSFI carried forward the task of building capacities of CSOs (Civil Society Organizations) on resource mobilization by creating a common platform that brings together different resources and stakeholders. In this effort, a crowdfunding web-based platform, www.shareon.in was developed by NSFI to raise funds for social action, entrepreneurship, and innovation around water, land, forests, sustainable agriculture, and food and nutrition security.

Creating the platform was an exciting experience, a first for NSFI. After an intensive consultation process with the consortium of partners, we worked with software professionals and companies to build, test, and go live with various website functionalities. Later in the year, the web portal was also marketed through poster campaigns, participation in different events, and brand awareness campaigns on other social media channels.

Achievements

- 1 To strengthen the platform, we built CSOs' capacities on communication and IT tools and public relations outreach through a series of workshops.
- 2 During the project period, 32 campaigns from 27 organizations were facilitated on www.shareon.in
- 3 117 campaigns from 47 organizations were facilitated on other crowdfunding platforms to support domestic fundraising by the CSOs.



Community mobilization, behaviour change communication, and demonstrating the impact of climate-smart technologies in agriculture can play a vital role in helping smallholder farmers adopt sustainable practices and effectively cope with the challenges posed by climate change.

Volunteers at NSFI

Over the years, volunteers have supported us by contributing their expertise in various capacities, contributing diverse skills that benefit our work and programs. This year, we had three professionals from SAP, a German software company. SAP offers employees a pro bono consulting opportunity to share their knowledge, skills, and expertise with not-for-profits and social enterprises, known as the SAP Social Sabbatical Global Engagement Programme.

For four weeks, three professionals from three countries helped us develop a technology-driven tool for the need aggregation of rural entrepreneurs. Together, they devised a systematic process for need aggregation and data collection and made a dashboard to expand their ventures and scale their businesses effectively. The tool they developed is UNIQUE (Understand Needs for Indian Entrepreneurs for Quality Upscaling of their Enterprises), enabling mentors to provide guidance tailored to entrepreneurs' most urgent requirements.



Board of Trustees

- **Sanjeev Asthana, Chairman:** A business leader with 28 years of experience in agriculture, food & retail. Internationally, recognized as a thought leader in areas like Food Security & Nutrition, Sustainability, Agricultural Value Chains, etc. Has been invited by Governments and multilateral institutions to shape policy landscape in food & agriculture. In his corporate career, he ideated, conceptualized, and executed large-scale projects and built businesses and organizations of repute.
- **Nilotpall Pathak:** An Impact Investment Professional with over 20 years of experience in micro-finance and the agriculture sectors. He has helped corporates and Government organizations raise finance resources through innovative structuring of financial products, financial restructuring of business models, business valuations, etc.

Future and Strategies

1

NSFI is committed to fostering sustainable livelihoods by implementing large-scale development initiatives in the upcoming year. We will continue to work to empower women by promoting entrepreneurship as a viable option. We will focus beyond capacity building and seed funding on mentoring, business viability, and its sustenance and expand to new geographies.

2

Moreover, our efforts to address climate change will continue, especially in agriculture. We will actively seek out technologies and innovations, demonstrate their efficacy in the field, promote adoption, and communicate behaviour change among farming communities. We will advocate scaling up successful innovations. Enhancing the agriculture value chain and providing entrepreneurship and livelihood opportunities to farming communities, thereby uplifting their socio-economic status, remains central to our mission.

Partners & Supporters of NSFI



Check out our news & updates on our socials



Financials

BALANCE SHEET AS AT 31st MARCH 2023

	SCHEDULE	F.Y. 2022-23	F.Y. 2021-22
SOURCES OF FUND			
I. FUND BALANCES			
a. General Fund	[01]	62,41,423	63,46,501
b. Corpus Fund	[02]	1,000	1,000
c. Asset Fund		8,53,363	11,37,818
II. LOAN FUNDS			
a. Secured Loans		-	-
b. Unsecured Loans		17,65,000	39,42,026
TOTAL Rs.	[I + II]	88,60,787	1,14,27,344
APPLICATION OF FUND			
I. FIXED ASSETS			
Closing Block Value	[03]	21,02,810	21,02,810
Less: Depreciation		9,93,216	6,59,643
Net Block		11,09,594	14,43,167
II. INVESTMENT		8,94,840	-
III. CURRENT ASSETS, LOANS & ADVANCES			
a. Other Receivables	[04]	13,71,888	2,58,428
b. Loans & Advances	[05]	27,93,516	20,50,051
c. Cash & Bank Balance	[06]	33,08,364	89,60,930
	A	74,73,768	1,12,69,409
Less: CURRENT LIABILITIES & PROVISIONS:			
a. Current Liabilities	[07]	6,17,415	12,85,232
	B	6,17,415	12,85,232
NET CURRENT ASSETS	[A - B]	68,56,353	99,84,177
TOTAL Rs.	[I+II+III]	88,60,787	1,14,27,344

Significant Accounting Policies and Notes to Accounts

[14]

-

-

The schedules referred to above form an integral part of the Balance Sheet.

INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31st MARCH 2023

	SCHEDULE	F.Y. 2022-23	F.Y. 2021-22
I. INCOME			
Grant Income	[08]	2,18,39,117	3,51,64,320
Other Incomes	[09]	18,81,549	80,27,511
Liabilities Written Back		-	-
TOTAL		2,37,20,666	4,31,91,831
II. EXPENDITURE			
Programme Expenses	[10]	2,36,67,444	4,07,03,031
Administrative Expenses		5,978	3,85,300
Balances Written off		1,03,202	
Depreciation	[03]	3,33,573	4,44,291
Less: Depreciation Transferred to Asset Fund		2,84,454	3,79,273
TOTAL		2,38,25,743	4,11,53,349
III. EXCESS OF INCOME OVER EXPENDITURE	[I - II]	(1,05,077)	20,38,482

Significant Accounting Policies and Notes to Accounts [14]

The schedules referred to above form an integral part of the Income & Expenditure A/c.

RECEIPTS & PAYMENT ACCOUNT FOR THE YEAR ENDED 31st MARCH 2023

	SCHEDULE	F.Y. 2022-23	F.Y. 2021-22
RECEIPTS			
Opening Balance :			
Cash in Hand		-	22,174
Cash at Bank		89,60,930	46,55,995
Grant Received	[11]	2,05,02,509	3,84,04,730
Other Income	[12]	19,34,112	75,94,078
Investment Redeemed		-	44,20,558
Loan & Advances		-	5,52,391
TOTAL Rs.		3,13,97,550	5,56,49,926
PAYMENT			
Project Related Expenses			
Programme Expenses	[13]	2,36,67,444	4,07,03,031
Administrative Expenses		5,978	3,85,300
Investment Made		8,94,840	-
Loan and Advances		13,43,899	56,00,666
Repayment of Loan		21,77,026	
Closing Balance			
Cash in Hand		-	-
Cash at Bank		33,08,364	89,60,930
TOTAL Rs.		3,13,97,550	5,56,49,926

Significant Accounting Policies and Notes to Accounts [14] - -

The schedules referred to above form an integral part of the Receipts & Payment A/c.

National Skill Foundation of India

C-507 Nirvana Courtyard, Nirvana Country, Sector 50
Gurgaon, Haryana – 122018

www.nsfindia.org | Phone: +91-124-4058848, 4058849 | Email: info@nsfindia.org