

ANNUAL REPORT

2007 - 2008

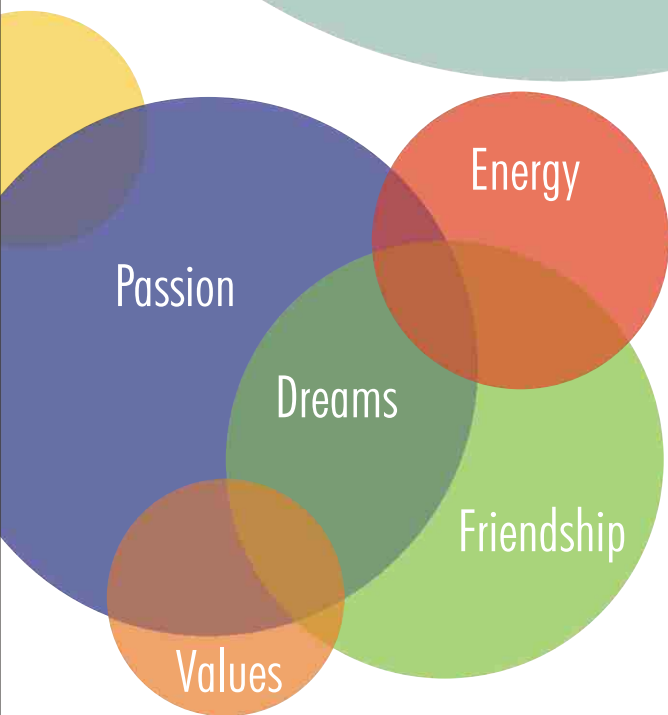




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Mission, Vision, Approach



MISSION

Our Mission is to build safer, healthier and productive communities of young people capable of supporting self-directed growth and positive citizenship.

VISION

Our Vision is to be an end-to-end community based solutions provider in linking quality learning and sustainable livelihoods for vulnerable communities of children and young people.

APPROACH

We facilitate exchange of resources, opportunities and competencies between businesses, communities through public-private partnerships that contribute to long-term and sustainable livelihood development benefitting the difficult-to-reach sections of young people.



FROM THE DESK OF THE CHAIRPERSON

The year has witnessed several exciting challenges and with it innovative responses, each of them leading to the next level of organic growth of the CAP's hallmark programs and services in linking learning and livelihoods for youth at-risk. The focus has been on investing in "building leadership for quality and growth".

Firstly, bringing all our innovations and successfully demonstrated models under one umbrella of the Workforce Development Initiative has been both gratifying and challenging. The Academic-Vocational-Occupational continuum providing suitable pathways to adolescents and youth at various levels of vulnerability has emerged as a demonstrated model fit and ready for replication and scale up. Partners too have bought into the concept and finalised investments in taking the model forward in the coming year including MSDF & Plan International. Business Mentors, Corporates, International Donor Agencies and Citizens have moved in to propel our agenda to a reasonable level of maturity and growth.





Secondly, the Employability Training Model itself has moved significantly both laterally to cover many more categories of deserving youth in some of the remote corners across the country as well as vertically in terms of newer course offerings and innovative best practices for quality facilitation of employability skill development. The initiation of the ISO process and the establishment of Employability Exchanges at Delhi, Mumbai, and Ranchi are testimony to the institutionalisation efforts undertaken. USAID is a key partner along with several other corporate social responsibility program including Microsoft and Tata Steel.

Thirdly, the development of more contextual and learner friendly content for learning and training has been a major step forward. Digitisation of Pre-Vocational Education and development of the Life Skills Toolkits have been major milestones with support from Alcatel-Lucent and International Youth Foundation through the QUEST Alliance.

Fourthly, investments in developing leadership from within continued at a hectic pace led by the senior management team. This is perhaps our greatest asset as we get ready to move into the accelerated growth pace in the coming years. The senior management team and the project management teams have responded to the challenge and the results are very encouraging.

Fifthly, on the Citizenship Base Development agenda, we had another new and international chapter established in the UK with leadership from Honourable Anjali Paul launched their very successful first fund raising event in Birmingham in March and highlighted the very socially conscious and generous spirit of Indians in the United Kingdom. Besides this, citizen supporters like Murli Yadathi of the Carmen and Murli Yadathi Foundation from the United States of America have made significant contributions to help set up our first 20,000 square feet integrated community learning centre at Patancheru of Medak District in Andhra Pradesh.

Last but not the least, our greatest inspiration and support has come from the young people themselves. They have worked hard to help us understand their changing needs and challenges in their journey trying to balance education, work and family life. The many consultative meetings and discussions with young leaders and alumni have provided continuous insights into gaps in programming and new opportunities for innovative responses.

Even as the year that has gone by has given us even greater strength to strive harder, learn and grow, the year ahead seems already filled with exciting challenges and unprecedented growth potential. We rededicate ourselves to strive to help deserving young people help themselves and build a stronger, productive and positive India.

We sincerely thank all our partners and the young people for supporting us in this endeavour.

Dr. Nalini Gangadharan
Chairperson





Academic Stream Program

Getting ready to Learn again



For us at CAP, this was a year of expansion & main streaming of our access and quality education initiatives under the academic stream in line with our theme of building leadership for quality and growth.

BRIDGE SCHOOL

Under the access program, we consolidated our non residential bridge school program for out of school children in 14 low income communities of Outbullapur and Kukatpally municipalities of Greater Hyderabad. Simultaneously we expanded this program to 18 new communities where we have phased in this year as part of our Child Centered Community Development(CCCD) program with support from Plan International- India Country Office. We also increased our coverage of school improvement program focusing on improving the quality of education and stakeholders participation in government schools towards development of a Vision Document.



These exercises also led to the formation of School Development Committees in the government schools as a platform for whole school-community development. These committees, led by a school head teacher and with representatives of children & youth councils, mothers groups, parents, teachers, and communities as its members, are also being developed as significant centres for protection of children, crime prevention, building better relations with the communities, networking, resource mobilization, and advocacy activities.

The Teen Channel Adolescent Bridge School Program continued to improve their performance in terms of results of students and geographical expansion of the program. 76% of the 467 children who appeared in their tenth standard board exams from project communities completed their high school and enrolled for higher academic and vocational education.

SUPPORT TO MADRASA

Around three years back, we had treaded on a very challenging path of providing very difficult-to-reach children of muslim minority communities access to formal education by using the platform of madrasas as part of our overall Academic stream agenda but without interfering with their religious education. The



positive response and demonstrated results from 13 pilot madrasas led us to sign a two year formal MoU with the Sarva Siksha Abhiyan-Andhra Pradesh (SSA-AP) to scale up the program at the state level. The sheer speed at which the program expanded in the State this year was, at times, quite frightening. But the confidence and hope with which the madrasas came forward and the enthusiasm with which SSA-AP reciprocated by extending its schemes to madrasas was exhilarating and morale boosting.





"I participated in the School Visioning Exercise as a member of our child council. In this, parents, children and teachers participated. In this Visioning Exercise we worked in three to four groups and discussed the problems faced by children in the school and community and the action that can be taken to address the same".

Mounika, 6th standard, Kalawathi Nagar

"We have benefited a lot from this training. I have attended both the trainings. In the first level it gave us the confidence to handle subjects like Science, Social, English and Maths. In this training it has helped us to teach in fun way and also through stories and songs which a child likes the most. We need more trainings and request CAP to organize more training for us"

**Sk. Shaheen
Nellore**





"After attending the first training program, I learnt many things and was able to incorporate them in my teaching. T.L.M. and activity based teaching, which I learnt through the second training, has made me a very confident person and will definitely implement in my Madrasa. Request the organizers to organise more training programs as we are able to learn new techniques"

Masrath Fatima
Madrasa Islamia Arabia Ishatul Quran
Haliya, Nalgonda District
Teen Channel





CAP, with support from USAID and in collaboration with the SSA-AP this year, moved from its role of direct implementer to that of an interlocutor between the SSA - AP & the Madrasas, to bring them together and to build trust between them. The program has yielded positive results with the SSA-AP signing an MoU with 581 madrasas and reaching out to around 37000 children.

The year also witnessed the issuing and implementation of a series of Government Orders by the office of the State Project Director, SSA/AP with respect to the extension of some of its schemes to the Madrasas, resulting in these Madrasas receiving support from SSA in the form of Teacher Volunteers' Honorarium, Teaching Learning Material Grant for teachers, provision of mid day meal and text books for children, etc.

Besides the role of an interlocutor, CAP focused on developing and providing teaching-learning support material for the children in the form of work books/activity books in Telugu, English and Science and building capacities of the Madrasa teachers in the delivery of formal education.



In the process, a resource group of 45 members from among the Madrasa teachers and SSA-AP's field functionaries were identified and developed through capacity building workshops and exposure visits to take the program forward. Other institutions and organizations like Maulana Azad National Urdu University, Jamia Mila Islamia, Vikramshila, SARD, Nalanda also participated and contributed in the program.

The mid term review of our Child Centred Community Development (CCCD) and Madrasa Education projects undertaken by Plan International - India & USAID-India respectively this year provided affirmation of very positive outcomes besides helping in consolidating the Review findings and charter our future directions.





"Children are very happy to be a part of Children councils. Their active participation is seen in mobilization of drop out children to join school, peer counselling, family visits and other awareness generation activities. Children, of late, have become assertive and are raising questions without hesitation in class, which they see as a positive indicator of self confidence and openness to learn. They are confident that they can bring about a change in their communities over time. The increase in discussions and interactions in the classroom has been credited to the formation of child councils in schools."- Mid Term Review Report by Plan India.





In response to Asha Kiran members' requests and suggestions, CAP has initiated the process of offering degree level courses to CAP Alumni and young people by setting up a Degree College in Hathnoora Mandal and an Institute for Hotel Management at Pattancheru, both in the Medak district of Andhra Pradesh, affiliated with the Osmania University. These two colleges will start functioning from the academic year 2008-09.

Aside from education, and keeping in line with the CCCD Approach, we also worked with the communities on other aspects of early child care development, promoting livelihoods through employability skills development and self help groups, promoting child rights protection, and their participation through child councils and HIV/AIDS prevention.

Under the Madrasa program, 10 Employability Training Centres across 10 districts of Andhra Pradesh were set up to demonstrate & develop employability skills among the youth from the Muslim minority community. 1817 youth were trained in ITES, Customer Relations & Sales and Hardware with around 80% trainees secured placements in companies like Spencer's, Tata Indicom, Karvy, Vodafone, Hindustan Unilever, Narayan Hospital, Taj Jewellers, Apollo Hospital, Ameens Electronics, Honda Motors, Eureka Forbes, Adarsh Motors and Infotech with average salary ranging from Rs. 3000/- to 4500/-per month.

All this was possible with the passion, commitment and leadership demonstrated by our team across various levels. Besides, the dreams, enthusiasm and hard work of children, young people and communities, not

only enabled us overcoming the challenges and bottlenecks but has also given us immense confidence and energy to scale newer heights of further innovation, outreach and mainstreaming with greater zeal in the coming years.

Gurpreet Bhatia,
Director-Projects

Child Centered Community Development

"CAP takes a very systematic and constantly analytical approach to helping younger children to move out of work and older children to balance work and education until they have achieved external education qualifications and long-term work. The Bridge schools program for those under 12 years where in rapid learning method enables them to join mainstream school, and Teen Channel program for drop out adolescents (boys and girls) which facilitates integrated learning opportunities (academics, life skills, career exploration) in a flexible manner that enables them to attend the program as well as engage in non-exploitative family supporting jobs has brought substantial and tangible changes in lives of children at individual and family level and the graduates have a strong sense of their achievements. It is seen as the most need based, evolved, useful, replicable and scalable program. The integrated approach including academics and life skills is a boon to children and parents."

Excerpts from the evaluation report conducted by Comic Relief on program supported through Plan International.



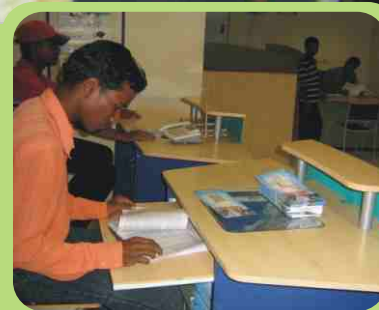


CAP has always been full of magical moments. The last year's moments of magic came alive when the Honorable Ms. Anjali Paul visited India during the WDI launch exclusively to announce her commitment to CAP Foundation. Soon, a board was formed and the registered CAP UK chapter was launched; A inaugural charity ball organized in Birmingham by CAP UK was a huge success .

Another major milestone is the support for the proposed CAP Foundation's campus at Patancheru with support of Murlidhar Yadati, a philanthropist of Indian origin from California.

Vanaja Banagiri, Director
Communications & Citizen Base Development





Vocational Training Program

Building Skills



INTERMEDIATE LEVEL VOCATIONAL TRAINING

Under the Vocational Education program, CAP started its second Intermediate (+2) level Vocational Junior College in Pattancheru, the first being at Shapurnagar (Outhbullapur municipality) in greater Hyderabad (New courses in Accounting & Taxation, Computer Graphics and Animation, and Construction Technology were introduced in addition to the ongoing courses of Computer Science, Automobile Engineering, and Hotel Operations. 218 students accessed the program with on-the-job training this year with 96% successfully completing the courses.

The capacity building of the Teen Channel and secondary government school teachers on how to use the digitized for pre-vocational career orientation modules, besides other academic aspects, and initiation of its use by the students has received favourable response from the students as well as teachers.

Dr. Atchamamba & Mrs. Rama Gopalakrishnan
Program Managers

"It is a unique approach combining life skills careers and academics in a very attractive way"

Srinivas, Head Master, R.P.Colony School

"This methodology will be very helpful to students who are joining after discontinuing education for some years. They enjoy learning this way"

Vishwanath, Coordinator, Jagatgirigutta
Teen channel Centre



For nineteen year old **Satyavathi**, it was a dream come true when she got a job at Hotel Taj Banjara at Hyderabad. Satyavathi was in 9th class when she had to drop out from school due to her family's financial problems. For one year she had to stay at home and help her mother with house-hold work. Around that time

Satyavathi came to know about CAP Foundation's Teen Channel Program and spoke to her parents. While her mother agreed, it took her some time to convince her father as he was not very keen on her resuming her studies. She joined CAP's Teen channel program at Shapurnagar and secured Second division in their 10th Board exams. After completing 10th class, teachers encouraged her to continue her studies and she joined the two year Hotel Operations course at CAP Vocational Junior College at Shapurnagar. She did her on- the-job- trainings at Hotel Basera and Country club. After completing her two year vocational course in first class she joined the Magna Food Counter as a Steward and then moved on to join the a five star Hotel.







Occupational Training Program

Getting Ready to Work



EK MOUKA - WORKFORCE DEVELOPMENT INITIATIVE

The Ek Mouka - Work Force Development Initiative was launched on 18th April 2007. This was a year of institutionalization and consolidation of the Ek Mouka programme as part of our growth strategy.

In 2007-08 we worked in 11 states and reached out to nearly 30000 youth across these states. The target groups of School Drop outs, migrants, youth displaced due to green field projects, adolescents and youth working in hazardous industries, and women vulnerable to trafficking, have accessed this programme across the urban areas.

The consolidated Socio Economic Profile of the youth trained is as follows:

- 57% of the trainees are male while 43% are female trainees of the Ek Mouka program with ratio of females distinctly higher in southern states.
- More than half of the trainees in the program are in the age group of 17-20 years, the prime age for getting into the work world. Majority of them in this age group are boys. 31% of the trainees are in the age group of 21-25 yrs, and majority in this category are women. 18% of the trainees are above 26 years and this segment has people who come for training support to transit from informal sector to formal sector.
- 52% of the trainees have attained formal education up to the 10th standard. 37% have either enrolled or completed the + 2 level of education and only 11% of the trainees are at various levels of graduation. Most of those who are pursuing or have completed graduation have done so through the Open University system.
- The overall placement percentage moved up to 80% from 76% last year with Telecom, Insurance and Retail sectors being the predominant employer categories followed by call centers and data entry business operators. Average salaries were in the range of Rs. 3500/- while close to 20% did receive offers of salaries over Rs.5000/-

On 25th March 2008, we conducted a learning conference of the Ek Mouka program in Hyderabad. This was attended by 80 mid level managers from across the country. The sectoral council members across the country in ITES, Hospitality, Retail, Customer Relations and Sales, Automobile Servicing, and Health Care sectors provided their inputs to the curriculum and shared their expectations from the students passing out of this program. The conference also provided a platform to bring together the partners of Ek Mouka to provide

strategic direction to the programme. It further strengthened the efforts to work closely with the industry representatives to understand the latest trend of the entry level work force market and update its curriculum to meet the expectations of the industry.

The 3 tier system of the program, with the Workforce Development Initiative as the apex body for designing and project management, the Employability Exchanges at the ground level for monitoring and supporting the Employability Training Centers (ETC), and the ETCs for implementing the designed programme, has taken shape. Three EE's have been established at Delhi, Mumbai and Ranchi.

The partners in this program include-Corporates, NGOs and Government agencies.

Among the International and National NGOs, USAID, Tata Steel Rural Development Society, American India Foundation, Michael & Susan Dell Foundation, Christian Children's Fund and Plan International-India country office support our Ek Mouka Work force Development Initiative. Partnerships with local NGOs were forged at the field level to identify the youth at the most vulnerable places including NBJK in Jharkand and SARD in National Capital Region. SAATH, an NGO in Gujarat that CAP partnered with to build local capacities, is now implementing the programme independently.

Among Corporates that supported the Ek Mouka Employability Training initiative Tata Steel, Reliance Haryana SEZ Ltd., Reliance Energies, Moserbaer Trust, Tata Consultancy Services, Arvind Mills, DLF, JUSCO, Ballarpur Industries Ltd, Microsoft, Lucent Alcatel, POSCO India were some of the partners this year with CAP on the employability programme.

The Gujarat Urban Development Mission and Rajasthan Mission on Livelihoods besides the Tamil Nadu Women Development Corporation were the major government partners.





In all, The year 2007-08 was an exciting journey comprising of a mix of challenges and the excitement after overcoming the challenges. This year the efforts have been to bring in more predictability in the operations with the help of systems and processes. As a first step towards this, an MIS was developed for obtaining timely information on a common platform, and helping in decision making.

The second step was in designing the procedures for the ISO 9001:2000 certification. The major challenge encountered was to retain the flexibility and human touch in dealing with the students while ensuring that systems and procedures are followed. The Ek Mouka program was expanded to new states like Gujarat and was strengthened in Tamil Nadu.

A moment of satisfaction was when we found organizations which partnered with CAP have built their capacities, and today, share the same space as equal partners in major programs.

It gives me immense thrill and also a great sense of responsibility to lead a team of over 400 people working for the Ek Mouka WDI programme across the 11 states.

Madhuri, Director-Operations





For **Sonu**, who is the daughter of rag pickers from Sultanpuri, life meant starvation and endless hours of manual labour at a construction site. There were days when she worked as a rickshaw puller and her three brothers worked for paltry sums in factories. When she heard of the Ek Mouka program, she enrolled for the course. Several of her relatives made fun of her decision but regardless of their discouragement, she went ahead and joined the programme. She put her heart and soul in it with the intention of getting a decent employment and completed it successfully. She cried the day she got through the interview and secured a job as a sales girl in a marketing company for a monthly salary of Rs. 4500/-. "I owe my financial security to this programme. But for this, I would have been struggling on the streets even today".

Shiv Sant is all of 22 but when he speaks of his life and family responsibilities, he sounds a decade older. Life, as they say, is the biggest teacher. He was 13 when he lost his father to the cruel hands of death. "He went to the factory one day and never came back alive. It was the most tragic moment for my mother and me. My three sisters were too young to understand the impact it would have on our lives." Shiv dropped out of school and took up his father's job as a daily wage earner in a metal factory. "Though I was grateful to God that we didn't have to starve, I often wondered if it was possible to do some short term course to get a better job. But I had no money." Luckily for him, the mobilization drive of CAP came to their community. "I couldn't believe I didn't have to pay anything. But I had nothing to lose and everything to gain. So I took up CRS course. It was an amazing experience. The life skills I learnt taught me to look at every thing in a positive way. I gained confidence to talk to people." Today, he works in an insurance firm as a representative and earns Rs.7,000 per month as salary. "But my incentives have so far exceeded my salary," he says grinning from ear to ear.

Preeti Sharma's life was all about domestic chores after she had completed her 10th standard. Her father earned a meager salary which was just about enough to make ends meet for his family of six. At 16, Preeti found herself helping her mother cook, clean and look after the house hold work. "Whenever I looked at my father and his tired face at the end of the day, my heart would sink. If only I could do something to help him out financially! And whenever my mother would lament over the lack of a son I would feel like dying." But everything changed when a friend of hers dragged her to CAP ETC. I took up ITES and got a job in a span of 6 months. It was like a magic wand had transformed my life. I earn Rs.6000/- a month as a data entry operator. I keep asking my mother if she still misses having a son," she says with a smile. Preeti has completed the Employability Training Programme from Chalera in NCR.

Furkhan belongs to a big Muslim family with 12 members. His father Khan Shab is a barber. Furkhan was an intelligent student and a keen learner. But due to financial problems in the family he could not continue his education after 10th Class. After completing matriculation, he started looking for a suitable job but was unable to find one. He came to know about the Employability Training Center run by CAP Foundation at Dadri and following the road show, enrolled himself in the Hospitality course. After successful completion of the Hospitality course, he was placed at McDonalds. Now he is





very happy to contribute to his father meager earnings and plans to pursue higher education while continuing to work.

Sachin is a boy belonging to a family of 7 members. His father Mehaundra is a farmer. His family was unaware of the importance of education in life. All his family members were illiterate and he had a difficult time convincing them to let him pursue his education as they wanted him to be a farmer instead. He wanted to study, build his career and achieve his goals. One day while roaming near the Dadri railway station, he met one of his old friends who was on his way to work. His friend told him about the Employability Training Center at Dadri run by CAP Foundation with support from Moeserbaer and USAID.. After attending a counseling session, he decided to join call centre executive training. During the course, he learned a lot about the BPO industry and their working requirements. The facilitator at the center helped him to enhance his communication and behavioral skills and there was a complete change in his personality. There was a lot of increase in his confidence levels and he was finally able to convince his parents of his decision to enter the modern job market instead of becoming a farmer. After successful completion of the course, he was placed with Bajaj Alliance Life Insurance Co. He earns a handsome salary and his family is now proud of their son as they now realize that education will help their child grow up in life.

Shivaji Kokhni's favourite facilitator is Sushma ma'am in Mumbai's Kamraj ETC. "She is the one who taught me to hold my head high. She told me to respect myself and that only then will others respect me. That is one lesson I'll hold very dear to my heart for the rest of my life because it has changed my world completely." Shivaji's life is a typical Mumbai poverty stricken one. Deprivation was a way of life for him and his three younger brothers and four older sisters. But Shivaji was the one who wouldn't stop looking for answers to the questions that life threw at him ever so often. Born to an auto driver father and a perpetually ailing mother, Shivaji's quest came to an end when CAP volunteers reached his door step during a mobilization camp. Today, he works as a telecaller for Airtel after having completed his CRS course. "But for CAP, I would have ended up as a daily wage earner. I still can't believe I earn Rs.7000 a month, a sum my father can never dream of."

Sanjay Bhavdage works as a sales promoter for Airtel after having completed his CRS course in Mumbai ETC. "The best thing I've learnt in the course is to maintain my pleasant attitude irrespective of the treatment I get from my customers." He has been working for the last six months and his financial situation has already stabilized quite a bit. "I feel good that I am being able to help my parents clear off all the debts they had made to get my two elder sisters married." That, coming from a 21 year old speaks a lot for his sense of responsibility. "No, I was completely wasted and useless before I came here," he says.

STUDENTS VOICE

Pradeep a student of the first batch of the ITES course at Dadri ETC shared his view and quoted "I always had a bad opinion on the NGOs; I always thought that NGOs come and do nothing, make money and go. But this program has totally changed my views. CAP Foundation is doing real good work and after joining here I have also made a promise to myself that after graduating from here, I will also contribute to this in some way some day after I grow up in my professional life.





Sonam a student of Surajpur ETC quotes "I had lot of hesitation initially to mingle with boys as I belong to a typical UP family, I was never allowed to come out of house and take any training program, but I could join the Ek Mouka training program due to efforts of CAP team visiting my house and counseling my parents. Now I am a proud employee of Panasonic".

"I can't describe how happy I was when I got a job in McDonald's as a crew member. I am earning Rs.4800 per month ; I will make things better for my family now. Thanks to Ek Mouka" says Vimal Rajput a Hospitality student from Chalera ETC.

"I am delighted and proud to hold this cheque of Rs. 100000 which I have earned as my incentive along with salary as an insurance executive with ICICI Prudential. I owe this to Ek Mouka, I am only a 10th STD drop out, the training has changed my life" says Prem a student from Sultanpuri ETC.

PARENT'S QUOTES

"Thanks, ETC, for making a dream come true says..." Mr. D. Ashok Kumar

father of Deenadayalan an automobile student. "As poor farmer I could not educate my son much. After passing his school final examination, he joined the Automobile course and learnt well. He is now working in the field of quality checking in IBEX Company, Maraimalai Nagar. I am proud of him."

Murali a Multiskill student. "As a poor milkman, I could not send my son for higher education .But, my son has learnt a lot from the electrical and electronics course that he attended and is working in UCAL Machine Tools Ltd., Maraimalai Nagar. I am very happy that he will come up in life".

VISITOR'S COMMENTS

"In my view, it is a step towards fulfilling a great social responsibility; it is great to see the positive attitude & motivation levels of the learners. We strongly believe as long as there is belief and right attitude, nothing can stop learning from happening. It is an honor to partner & work with such a committed team & organization".

Dane Fischer, Director, Office of Social Development, USAID



"Ek Mouka program has been very successful in addressing the burning topic of poverty alleviation and forced child Labour"

The Minister for Labour **Mr. George Fernandez** on his visit to Sultanpuri ETC

"It's amazing to see the youth full with confidence and energy; I wish this program could be taken to other parts of the world"

Ms. Sue Bevington (Senior HR Microsoft Redmond office)

After seeing the results of first two batches at Kadma and Burmamines, we now feel that the investment is worth it and is achieving good results.

Ms. Shakthi Sarma, Chief, Education, JUSCO

MENTOR'S VOICE

Boys and girls are learning life skills and are given excellent input in basic culture. Their employability is truly good.

P.Arunachalam, Head-HR, UCAL Machine Tools Ltd., Maraimalai Nagar

Youth coming from the Employability Training Centre are capable of doing the assigned work to the satisfaction of the superiors. The credit goes to the wonderful program and the great effort by the Foundation.

Beven Vinodh, Manager, TVS-Sundaram Fasteners, Mahindra World City, Chengalpattu at Paranu

EMPLOYER'S QUOTES

"Ek Mouka" initiative is clear about the importance of soft skills, such as interpersonal communication, teamwork and work attitudes or habits. It is providing the skills and networks that enhance employability among disadvantaged populations"

Mr.Subhadra Jha, Manager HR, M/s Devyani International

"Good to see so many young people aspiring to make it big. Finding the right employees from training programs like Ek Mouka is an asset for us, I wish them all the best" says **Mr. Alok**, Manager McDonalds.

"I find the students very active and I congratulate CAP team for making such an effort. The students are very competent and I find that EK MOUKA students are more focused in their work. They fulfill all their duties, reach targets and are doing good" quotes **Mr.Yogesh**, Manager, Lifestyle

The facilitators are helpful and the program has good infrastructure. I feel they are energetic and disciplined. My purpose of visiting this institute is to recruit some students for working as sales executive for MAX NEWYORK LIFE INSURANCE. My visit has been fruitful.

Mr. Lambodhar Moharana, Recruitment Officer
Max New York Life Insurance





COMMENTS OF BUSINESS MENTOR

Ideas are everywhere and freely available. However, to implement them and make a difference in peoples life isn't the easiest task. Everyone must come and see it is happening here. I wish the best for CAP Foundation.

Mr. Vivek Biswal, Managing Director, OPGC

This is a really commendable program. I would like to express my sincere thanks to all the members of CAP Foundation, for their efforts and great job. Imparting training to the students in such a remote place like Duburi is appreciable.

**Mr. Tapan Kumar Rout, Secretary
Suryansh Hotel**





Ek Mouka Employability Program

Special Projects Under Occupational training

It's been a great year for all of us at CAP, a Year of building leadership for quality improvement & growth with continued innovation.

Providing access to new economy job opportunities for youth in very difficult to access regions and in high migration prone areas under the Employability Skill Development program has been very successful and highly appreciated. This has been accomplished by customizing the model to the emerging economy scenario in and around the tribal areas and developing newer and more effective practices in business mentor networking

With support from USAID & IYF, under the QUEST Alliance, we also digitized our life skills toolkit this year. The primary goal of CAP's Digital Life Skills Toolkit (DLST) software was to enable level-one Employability Skills Training facilitators to understand and teach / facilitate / deliver the life skills content by becoming familiar with 20 Life Skills and Workplace Readiness Skills that focus on the abilities and behaviors that enable individuals to adapt to and deal effectively with the demands and challenges of life and work, thereby giving them the capacity to engage in healthy, fulfilling and productive lives.

One of the special projects has been the Employability Training Program for tribal youth initiated by CAP Foundation in association with Nav Bharat Jagriti Kendra at Jarkhand with the support of America India Foundation. The program has focused on "Safe Migration" with Employability skills for rural tribal youth. The program has tapped unreached and at-risk category of young people. The program spread across 8 centers with 30 training facilitators covered 1951 students in one year period with male-female ratio being 60:40. Of these, 73% of the trainees were provided placement support. 3% differently-abled candidates were also trained and placed. Doing programme may not be a very difficult task but the rural nature of the Jharkhand makes it very special. Lack of facilities, infrastructure, and communication network makes execution of programme that much difficult. For example traveling mere 110 kilometers will consume almost 4 hours and there is no train facility between Ranchi and Hazaribagh, the second largest district in Jharkhand.

As part of its Corporate Social Responsibility, JUSCO, Jamshedpur has identified education, vocational training and employability training as thrust areas for community engagement. JUSCO Ek-Mouka is an outstanding example of a visionary public private partnership between JUSCO and CAP for tribal and disadvantaged youth at Jamshedpur.





JUSCO, provides infrastructure facility and critical participation of the corporate sector for sustainability. The purpose of the program is to create capacity within young adults, from below poverty line and economically challenged families in Jamshedpur to harness the opportunities that a rapidly growing economy offers them. JUSCO has partnered with CAP Foundation in September-07 to provide Employability Training Programs

Employability & Entrepreneurship program in Kalinganagar, Jajpur, Orissa with the support of Tata Society for Rural development Services (TSRDS) was initiated to provide Livelihood support for the displaced families and youth of the area. The program aims to provide skill development livelihood training, entrepreneurship training, and placement support in the direct and immediate periphery of Kalinganagar, Orissa for creating livelihood opportunities to meet the livelihood needs matched with emerging labour market opportunities. The 3 year program focuses on displaced tribal youth and plans to provide 3000 livelihoods and has covered 793 youth in the first year through training and placement. The Program has already started demonstrating positive results. The placement support has helped the beneficiaries create assets when no other financial assistance was forthcoming. With increased earnings the purchasing power has gone up and the beneficiaries express

their confidence. Majority of the beneficiaries who intended to migrate were provided safe migration support and job placements either at Bhubaneswar or Cuttack. At the very minimum estimate the additional employability prospects created in these youth and their ability to access decent jobs has brought in significantly additional incomes into these families and communities.

THE CAP - MICROSOFT UNLIMITED POTENTIAL COMMUNITY TECHNOLOGY SKILLS PROGRAM

Continuing in its efforts to link learning and livelihoods, CAP has partnered with Microsoft to work with communities of marginalized and deprived young people. CAP-MSUP CTSP is a project that aims to provide IT skills coupled with life skills and work readiness programs to particularly those vulnerable to trafficking and those who lack access to high quality learning and employment opportunities. Under this partnership 34,899 youth have been reached with approximately 85% placements reported. In this endeavour, CAP works with 16 Non-Governmental Organisations and 23 Community Based organizations including leading organizations such as PRAYAS, AITSEC, NATSAP for implementing the program. Training of Trainers programs in Life Skills Curriculum covering 240 skill training facilitators were conducted.



Mega-Heta, the program for Livelihood Development Centers (LHDCs) in Sri Lanka continued to reach a maturity stage during this year. A Program of Plan Sri Lanka in association with CAP Foundation. Mage-Heta is a pilot project that is being executed at Sri Lanka. It is an end-to-end community based solution which links quality learning and sustainable livelihood for vulnerable communities of young people. Sri Lanka is the first international destination of the Livelihood Development Centre (LHDC) with centers at Anuradhapura, Kurunegala, Monaragela and Hambantota. The programme in Sri Lanka works on a tri-partite relation between CAP Foundation (Technical partner), PLAN Sri Lanka (Funding Partner), and the Local Partners (NGOs) who are chosen to carry out the implementation work. Over a period of two years, fourteen batches of employability training were conducted at 4 LHDCS centers (Hambantota, Kurunegala, Anuradhapura and Moneragla) to provide Market driven skill training courses. 1678 young people completed the training successfully with 82% placements.

Innovation has become the norm for CAP and led to value addition in the form of digital life skill tool kit, digitization of content and certification of training facilitators etc. The organization has also moved from a result oriented approach to process oriented approach resulting in our initiative to go in for the ISO-9001 certification process. The effort has produced amazing results with dynamic project leaders & teams in various regions of India taking up the challenges both in terms of sustaining quality and growth. I thought ISO would be a headache but it has become medicine for me as also to others; I could see the importance of CAP Foundation wearing the ISO CAP. Healthy competition is also been injected into the system through EEs and ISO procedures. These have added true value to the organization's efforts at quality improvement.

Clarity and collaboration amongst the senior management team leaders was a great contributing factor to the organization's success this year. Challenges increased with the new leadership role I assumed as Chief of Quality and Training. In turn it helped me to prepare myself to foster leadership at various levels to ensure quality work delivery. Personally, I feel good that a reasonable amount of time and energy has been spent on developing second level leaders at the field who are being groomed to assume larger responsibilities as project team leaders and program directors in the coming year.

It is amazing that we have crossed so many miles in the short span of a year. We are able to look back at the year with smiles and satisfaction.

**Ankathi Ashok, Director
Quality & Learning**





Abhimanyu Sahoo comes from a very poor family and lives in a small village named Jenapur. His father is an agricultural wage labourer. His is a family of six. Given the his father's meager income and the fact that he was the eldest in the family, there was an obvious need for him to work. After passing 10th class, he had to support the family and had to take on to his father's footsteps when it came to choosing an occupation as his qualification opened no other doors for him. One day while he was at work, he got information about CAP Foundation. The very next day, Abhimanyu went to the centre and met the facilitators and in spite of his parents apprehensions, he joined the mobile repairing course. The course in his own words opened up a new world for him. He says that apart from the technical know-how he feels extremely empowered by the awareness he gained of the market, people and options. He now works for KENT Minerals as a Sales Executive and earns Rs 2500/- per month. He is content that he is looking after the family as well as enjoying his new life.

She is **Debaki Kundu** a 20- year old girl from a very small village named Kabatabandha. Her father is a petty shop- keeper and his income is less than Rs. 2,000 a month. She has to support a family consisting of eight members, two of whom are at school and one at college. Her father can hardly make ends meet. When her father expressed his inability to pay her fees, she had to stop her education after matriculation. Then she decided to join Cap Foundation (ETC) to achieve her dream. At first she was scared to interact with the faculty as well as with others in the group. It was the training and the friendly behavior of the faculty that created confidence within her and contributed to her evolution into a professional. She attended the BSPA (Bed Side Patient Attendant) course. Now she feels that "I am fortunate to have been a part of CAP (ETC) which attracts students from every nook and corner of the community. The facilitators are noble soul. They take keen interest in our success. I think I am making rapid progress. My dream was fulfilled soon after and I made my career in hospital".

NEW PROJECT

Michael & Susan Dell Foundation has come forward to support a pilot project to demonstrative our Teen Channel, Vocational Courses and Employability Training programs as a continuum of services in Andhra Pradesh and Tamil Nadu under the project "CAP Teen Channel - Ek Mouka Learning Continuum Center. In doing so, young people can

afford more than one and better options to choose from for academics, vocational and employability training at the same time rather than having access to only one program at a time. It will also serve to demonstrate replication and scalability of the model to mainstream education and high school vocational training service providers.





FINANCIALS

Financially, Fiscal Year 2007-08 was hugely successful in CAP's history. Annual contributions and revenue surpassed the INR 10 million mark during the year. We have been able to maintain our low administrative overheads.





A.Ramachandra Rao & Co. Chartered Accountants



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Hyderabad - 500 029.

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email : arrandco@gmail.com

Auditor's Report

**To,
The Board of Trustees,
CAP Foundation,
Hyderabad.**

We have audited the accompanying Balance Sheet of CAP Foundation as of 31st March 2008 and the related statement of Income and Expenditure and Receipts and Payments for the year ended on the date annexed thereto. These financial statements are the responsibility of 'CAP Foundation' management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in India. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the over all financial statements presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of CAP Foundation as of 31st March 2008, the results of its activities and the results of cash flows for the year ended on that date, in conformity with the accounting policies. The supplementary information in Schedules '1 to 11' and Notes to Accounts are presented as additional information for the purpose of understanding the financial statements. Such information has been subjected to the audit procedures applied, in relation to the financial statements taken as a whole.

This report is furnished solely for the purposes of use by the Board of Trustees of CAP Foundation for their consideration and submission of the same to the donors to CAP Foundation and it is not to be used for any other purposes, or referred to in any other document, or distributed to anyone other than the members of the Board of Trustees of CAP Foundation and their donors.

Place: Hyderabad,
Date: 22.08.2008.

For A. Ramachandra Rao & Co.,
Chartered Accountants

P.S.R.V.V. Surya Rao
Partner
M.No.202367



CAP FOUNDATION
HYDERABAD
BALANCE SHEET AS ON 31 st MARCH, 2008

LIABILITIES	Sch. No.	Amount	Amount	ASSETS	Sch. No.	Amount
Capital Fund				Fixed Assets	4	13,549,524
Reserves & Surplus :				Fixed Deposits with Bank	5	12,737,583
From Previous Years		30,742,386				
Add: Excess of Income over Expenditure		15,451,601	46,193,987			
Loans & Advances				Loans & Advances		
HSBC Microcredit loan			14,235			
Current Liabilities & Provisions				Current Assets,		
Statutory Liabilities	1	835,394		Cash In Hand	6	161,103
Other Liabilities	2	6,131,456		Cash at Bank	7	22,526,532
Income received in adv.	3	2,000,000		Loans & Advances	8	3,350,102
		8,966,850	8,966,850	Deposit	9	838,200
				Accrued interest	10	1,313,258
				TDS receivable	11	699,771
			55,176,073			55,176,073

for A. Ramachandra Rao & Co.,
Chartered Accountants

for CAP Foundation



P.S.R.V.V.Surya Rao
Partner

Date : 22.08.08
Place: Hyderabad

Chairperson



CAP FOUNDATION
INCOME AND EXPENDITURE A/C FOR THE YEAR ENDED 31.03.2008

EXPENDITURE	AMOUNT	AMOUNT	INCOME/DONATION/GRANT/CONTRIBUTION	AMOUNT	In Rs AMOUNT
PLAN SPONSORSHIP	14,813,376		PLAN SPONSORSHIP	15,552,006	
PEPSI MICROCREDIT	249,690		PEPSI MICROCREDIT	-	
MICROSOFT	3,217,754		MICROSOFT	6,000,000	
AIF - CUDDLORE	298,091		AIF - CUDDLORE	1,840,783	
AIF - KANAYAKUMARI & KOLLAM	831,645		AIF - KANAYAKUMARI & KOLLAM	1,311,929	
AIF - JHARKHANAD	2,697,519		AIF - JHARKHANAD	4,107,659	
BSSS	71,269		BSSS	716,014	
PLAN SL	1,458,505		PLAN SL	2,115,557	
LUCENT TECHNOLOGIES	3,541,021		LUCENT TECHNOLOGIES	3,533,213	
INTERNATIONAL YOUTH FOUNDATION	6,324,615		INTERNATIONAL YOUTH FOUNDATION	5,193,536	
USAID MADRASA	9,305,661		USAID MADRASA	9,668,753	
USAID NATIONAL WORKFORCE DEVELOPMENT	20,391,378		NATIONAL WORKFORCE DEVELOPMENT	21,017,176	
FORA NORMAL	2,344,423				
TATA-RDS	3,097,277		TATA-RDS	4,000,000	
GUJRAT URBAN DEVELOPMENT MISSION	871,242,34		GUJRAT URBAN DEVELOPMENT MISSION	6,285,500	
ILO MUMBAI	46,935		ILO MUMBAI	850,000	
MOSERBAER	272,752		MOSERBAER	516,142	
RELANCE	565,041		RELANCE	1,211,000	
GENPACT	12,200		GENPACT	80,000	
ILO DELHI	48,449		ILO DELHI	147,000	
DLF INDIA	842,445		DLF INDIA	800,507	
CRAIN ENERGY INDIA	289,297		CRAIN ENERGY INDIA	320,000	
DIST. RURAL DEVELOPMENT AUTHORITY-IKP	284,775		DIST. RURAL DEVELOPMENT AUTHORITY-IKP	583,800	
DIST. RURAL DEVELOPMENT AUTHORITY-YOUTH SERVICES	463,949		DIST. RURAL DEVELOPMENT AUTHORITY-YOUTH SERVICES	490,625	
CHRISTIAN CHILDREN'S FUND	1,895,623		CHRISTIAN CHILDREN'S FUND	1,646,875	
TAMILNADU CORP. FOR DEVELOPMENT OF WOMEN LTD	426,544		TAMILNADU CORP. FOR DEVELOPMENT OF WOMEN LTD	-	
VOCATIONAL JUNIOR COLLEGE	1,088,217		VOCATIONAL JUNIOR COLLEGE	1,944,300	
CONFEDERATION OF INDIAN INDUSTRIES	403,518		CONFEDERATION OF INDIAN INDUSTRIES	300,000	
NATIONAL MINERAL DEVELOPMENT CORP.			NATIONAL MINERAL DEVELOPMENT CORP.	311,657	
PEPSICO	104,255		PEPSICO SANGAREDDY	100,000	
MAHINDRA WORLD CITY	131,301		MAHINDRA WORLD CITY	400,000	
OTHER ADMIN EXP	5,275,482		OTHER DONATIONS-LOCAL	3,209,254	
			SCOPE INTERNATIONAL (MURLI & KARMEN YADATHI FOUNDATION)	10,331,416	
				104,584,702	
DEPRECIATION		89,485,433			
EXCESS OF INCOME OVER EXPENDITURE		1,966,205	INTEREST INCOME		2,318,537
		15,451,601			
		106,903,239			106,903,239

for CAP Foundation

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Chairperson

for A. Ramachandra Rao & Co.,
Chartered Accountants

P. S. R. V. V. Surya Rao
Partner
Date : 22.08.2008
Place: Hyderabad



CAP FOUNDATION
HYDERABAD
RECEIPTS & PAYMENTS FOR THE YEAR ENDED 31.03.2008

RECEIPTS	AMOUNT	PAYMENTS	AMOUNT	AMOUNT
OPENING BALANCES				
CASH	50,575			
BANK	18,383,844			
PLAN SPONSORSHIP		PLAN SPONSORSHIP		14,836,260
PEPSI MICROCREDIT		PEPSI MICROCREDIT		229,690
MICROSOFT		MICROSOFT		2,936,875
AIF - CUDDLORE	1,840,783	AIF - CUDDLORE		241,958
AIF - KANAYAKUMARI & KOLLAM	1,311,929	AIF - KANAYAKUMARI & KOLLAM		680,008
AIF - JHARKHANAD	4,107,659	AIF - JHARKHANAD		2,677,019
BMSS	716,014	BMSS		48,269
PLAN SL	2,115,557	PLAN SL		1,461,575
LUCENT TECHNOLOGIES	3,533,213	LUCENT TECHNOLOGIES		3,398,853
INTERNATIONAL YOUTH FOUNDATION	5,193,536	INTERNATIONAL YOUTH FOUNDATION		5,456,590
USAID MADRASA	9,668,753	USAID MADRASA		8,997,158
USAID NATIONAL WORKFORCE DEVELOPMENT	21,017,176	USAID NATIONAL WORKFORCE DEVELOPMENT		18,603,442
OTHER DONATIONS-FCRA		FCRA NORMAL		2,377,329
TATA-RDS		TATA-RDS		2,967,104
GUJRAT URBAN DEVELOPMENT MISSION	6,285,500	GUJRAT URBAN DEVELOPMENT MISSION		7,202,546
ILO MUMBAI	850,000	ILO MUMBAI		46,935
MOSERBAER	516,142	MOSERBAER		273,390
RELANCE	1,105,277	RELANCE		565,041
GENPACT	75,468	GENPACT		12,200
ILO DELHI	147,000	ILO DELHI		50,487
DLF INDIA	1,820,829	DLF INDIA		842,445
CAIRN ENERGY INDIA	283,744	CAIRN ENERGY INDIA		241,722
DIST. RURAL DEVELOPMENT AUTHORITY-IKP	583,800	DIST. RURAL DEVELOPMENT AUTHORITY-IKP		312,155
DIST. RURAL DEVELOPMENT AUTHORITY-YOUTH SERVICES	490,625	DIST. RURAL DEVELOPMENT AUTHORITY-YOUTH SERVICES		514,045
CHRISTIAN CHILDREN'S FUND	1,477,247	CHRISTIAN CHILDREN'S FUND		1,931,045
TAMILNADU CORP. FOR DEVELOPMENT OF WOMEN LTD		TAMILNADU CORP. FOR DEVELOPMENT OF WOMEN LTD		430,075
VOCATIONAL JUNIOR COLLEGE	1,944,300	VOCATIONAL JUNIOR COLLEGE		1,084,471
CONFEDERATION OF INDIAN INDUSTRIES	263,882	CONFEDERATION OF INDIAN INDUSTRIES		404,918
NATIONAL MINERAL DEVELOPMENT CORP.	311,657	NATIONAL MINERAL DEVELOPMENT CORP.		-
PEPSICO SANGAREDDY	89,700	PEPSICO SANGAREDDY		82,755
MAHINDRA WORLDCITY	400,000	MAHINDRA WORLDCITY		120,301
OTHER DONATIONS-LOCAL	3,204,516	OTHER ADMIN EXP		5,288,945
SCOPE INTERNATIONAL (MURLI & KARMEN YADATHI FOUNDATION)	10,331,416			84,275,606
BAHARATIYA SAMRUDHI	273,494			
FIXED DEPOSITS RECEIVED	3,639,910			
LOANS & ADVANCES	1,377,158	FIXED ASSETS		13,116,299
INTEREST INCOME	1,548,419			
TDS RECEIVED		DEPOSITS		548,550
HSBC LOAN ASSETS RECOVERED	40,420	HSBC LOAN LIABILITY PAID		611,059
	687,600	BY CLOSING BALANCES :		
		Cash		161,103
		Bank		22,526,532
TOTAL	121,239,149	TOTAL		121,239,149

for CAP Foundation

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Chairperson



for A. Ramachandra Rao & Co.,
Chartered Accountants

Surya Rao

P.S.R.V.V.Surya Rao
Partner

Date : 22.08.08
Place : Hyderabad



SIGNIFICANT ACCOUNTING POLICIES AND NOTES TO ACCOUNTS

PRESENTATION OF FINANCIAL STATEMENTS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The accounting policies are broadly on the basis of policies laid down by the Board of Trustees of CAP Foundation considering the normally followed accounting procedures as in the case of similar organizations like CAP Foundation. The significant accounting policies of CAP Foundation are given hereunder:

1) BASIS OF ACCOUNTING

The financial statements are prepared under accrual method of accounting and as going concern, in accordance with Generally Accepted Accounting Principles (GAAP) prevalent in India.

2) Policies

Accounting of expenditure are based on organization policies on Travel, Advances, Purchase of capital assets/Services, Insurance for employees and capital assets, HR and general finance and accounts

3) FIXED ASSETS

- a) Fixed assets are stated at cost and Net of accumulated depreciation. CAP Foundation capitalizes all costs relating to acquisition and installation of properties and equipments
- b) When the assets are disposed off or written off during the year, the Net block value of the assets will be deleted from the Fixed asset
- c) Fixed assets received as donation in kind are accounted in the books of account at the market price prevalent on the date of receipts and included in the fixed assets.
- d) Fixed assets procured and used for the purpose of any specific program on behalf of the relevant donor and which are agreed upon to be returned to the donor are shown as separate group in the fixed assets schedule. They are accounted at cost at the time of purchase and shown as transfer to donor at on appropriate time as agreed upon. They are continued to be shown at a nominal





value of Rs 1/- as long as its program is carried on. However no depreciation provided on these assets.

- e) Fixed assets having an original cost of Rs.5,000 are charged to revenue in the year of purchase
- f) Depreciation on assets purchased during the year has been provided at the rates applicable from the date of purchase to the end of financial year
- g) Fixed assets are comprehensively covered from the date of purchase of assets and for all other assets for 12 month period
- h) Depreciation on property and equipment is provided on the written down value method based on following rates:

<u>Category</u>	<u>Deprecation</u>
Furniture	10%
Office Equipment	15%
Vehicle	15%
Computers	60%

4) INVESTMENTS

Investments are in fixed deposits of schedule banks and are are stated at face value of amount invested. The investments in fixed deposits are made as temporary investment. They are cashed as and when funds are required for the objects of CAP Foundation. Interests accrued on fixed deposit are classified as Current Assets.

5) EMPLOYEE BENEFITS

- a) Contributions to PF are accounted on accrual benefits
- b) As per organization's HR policy no leave encashment is allowed for any unused leave during the year
- c) Organization does not have any gratuity liability as on date of balance sheet
- d)) Employees are comprehensively covered with regards to accidents in India and as well as for employees who travel overseas on business related visits and also for those employees who stay overseas on deputation





6) LOANS AND ADVANCES

- ❖ Balance of Loans and advances (Asset) comprises of :
 - a) Imprest available which includes advance yet to be used or yet to be settled by the field staff given to pursuit the objectives of CAP Foundation.
 - b) Loans and advances, both assets and liabilities, included amounts received from lenders which are in turn to be lent to the beneficiaries of the programs of the foundation. These are accounted in the balance sheet as fund received and utilize under trust. Interest earned and paid on these loans are accounted through income and expenditure account.

7) CURRENT LIABILITY

Current liability comprises of statutory dues payable and outstanding expenses for services received or committed to be received.

Provisions are based on services received or statutory payment payable. The excess or deficit provision made will be known when actual liabilities are ascertained.

8) INCOME FROM GRANTS, DONATIONS AND CONTRIBUTION

Grants, Donations and Contributions received for the purpose of pursuing the project related activities will be accounted as and when they are received.

Income Recognition:

Income for the year has been recognized and apportioned in as much as duration of the project during the year. The balance amount has been deferred to the subsequent financial years.

Expenditure Recognition:

If the expenditure exceeds the grant received and the grant period has not expired, such excess of expenditure over income will be deferred. On the other hand if the expenditure is less than the grant received and the grant period has not expired, such excess will be deferred as excess of income over expenditure





9) FOREIGN CURRENCY TRANSACTION

- a) Grants /donations received are converted at the prevailing rate as on the date of receipt into the bank
- b) Travel related expenditure are converted at the prevailing rate as on the date of expenditure incurred
- c) Exchange difference on account of purchase/sale of foreign currency for the purpose of travel are accounted to respective accounts

10) ACCRUED INTEREST

Interest accrued is based on the estimate made by CAP Foundation is accounted at the year end. The difference if any in the estimate as compared to actual interest that will be determined and accounted in the year in which is actually received or on maturity of deposit or otherwise cashed

11) OTHER INCOME

Other income includes Interests earned on Savings banks accounts and on Fixed deposits in schedule banks

12) RESERVE AND SURPLUS

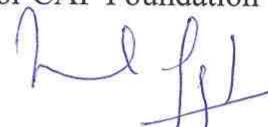
Reserve and surplus refer to the excess of grants Etc., received over expenses incurred for the objects of CAP Foundation during the year. The amount will be carried forward as excess of income over expenditure, subject to accumulation and utilization of the same for the objects of the CAP Foundation.

As per our report of even date

For A.Ramachandra Rao & Co.,
Chartered Accountants
P.S.R.V.V.Surya Rao
Partner



For CAP Foundation


Chairperson

Date : 22.08.2008
Place : Hyderabad

CAP FOUNDATION PARTNERS



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