

ANNUAL REPORT

FY' 24-25



ASPIRE

Letter from Managing Director

Dear Readers

I'm proud to present our Annual Report, highlighting a year of growth, transformation, and our unwavering commitment to building a more inclusive workforce.

This year, we focused on youth employability, skill development for persons with disabilities (PWD), LGBTQ+ inclusion, and women's empowerment. Our reach now spans 21 states and 100+ districts across India, impacting diverse communities and opening doors to opportunity.

We envision a future where every young person has the skills and confidence to thrive, where PWD youth are valued in the workplace, the LGBTQ+ community participates with pride, and women lead change.

Our progress is made possible by our dedicated team, supportive partners, and resilient communities. As you explore this report, we hope you'll see how our programs turn potential into progress.

Thank you for believing in our mission. Together, we're shaping a more equitable and empowered future for all.

Regards,
Subrata Dutta
Managing director
The George Telegraph Group



Message from CEO

Dear Readers

I am honored to present our Annual Report, offering a comprehensive overview of our initiatives and impact over the past year. Our journey has been one of growth, transformation, and unwavering commitment to fostering a more inclusive and empowered workforce.

This year, we have strengthened our focus on youth employability skill development, empowering persons with disabilities (PWD) by integrating them into the workforce through sector-specific training, LGBTQ+ communities to become proud of developing a new world and advancing women's empowerment. Our work has expanded in pan India, 21 States and over 100 districts to reach diverse communities and ensure that individuals - regardless of background or ability - have access to opportunities that unlock their full potential.

We envision a future where every young individual is equipped with the 21st Century skills and confidence to succeed, where PWD youth are seamlessly integrated into workplaces that recognize and nurture their talents, LGBTQ+ communities join in the workforce with pride and where women stand empowered as key drivers of economic and social change. Through our initiatives, we have built stronger partnerships, driven systemic change, and created sustainable career pathways for thousands of individuals.

Our work would not be possible without the dedication of our passionate team, the invaluable support of our partners, and the resilience of the communities we serve. As you read through this report, you will see how each of our programs contributes to this vision - ensuring that skill development translates into meaningful employment and sustainable livelihoods.

We remain committed to scaling our impact, driving innovation, and championing inclusivity in the workforce. Thank you for your continued support, partnership, and belief in our mission. Together, we are creating a future that is equitable, sustainable, and filled with opportunity for all.

Regards,
Sanjib Kumar Das,
CEO & Executive Director, George Telegraph Group & George College
Of Management & Science (GCMS)



Overview

As a key division of the George Telegraph Group, the George College of Management & Science and George Telegraph Training Institute both play a vital role in driving societal progress through its Corporate Social Responsibility (CSR) initiatives. These initiatives are strategically designed to equip youth with industry-relevant skills, promote environmental sustainability, uplift underprivileged communities, and contribute to broader social impact programs. The college offers comprehensive skill training in technical and vocational fields such as electronics, hospitality, and soft skills, developed in collaboration with industry experts to enhance employability. Environmental sustainability remains a core focus, with green campus initiatives, community outreach programs, and partnerships with environmental NGOs fostering eco-conscious mindsets.

Beyond education, the college actively supports underprivileged communities by providing free or subsidized training, scholarships, and community development projects aimed at improving quality of life. Its social impact programs extend to health and wellness camps, women empowerment initiatives, and disaster relief efforts, addressing critical societal needs.



Vision

To foster a sustainable, inclusive society where practical skills drive opportunity and empowerment for all.



Mission

Empowering youth and communities through skill-based training, sustainable practices, and inclusive growth initiatives.



Goals

We provide skills training to enhance youth employability while promoting sustainability through eco-friendly initiatives. Our programs empower underprivileged groups and equip individuals with digital and financial literacy for economic independence.

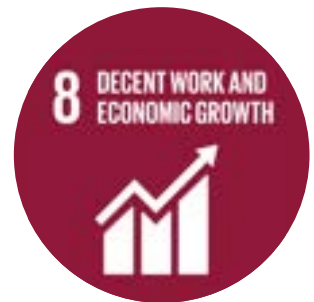




George College's CSR interventions span multiple sectors, including:

- Livelihood Development
- Women Empowerment
- Digital & Financial Literacy
- STEM Education
- Inclusive Healthcare
- LGBTQ & PWD Empowerment

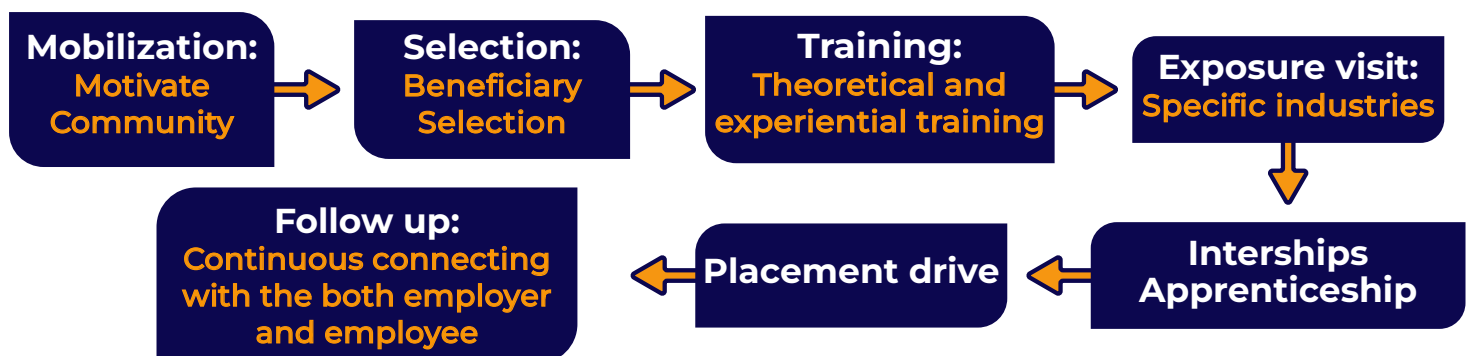
These initiatives are strengthened through strategic collaborations with corporate entities, government agencies, and NGOs, leveraging shared expertise and resources to maximize impact. Through its holistic and far-reaching CSR efforts, George College of Management & Science and George Telegraph Training Institute not only empowers youth with essential skills but also fosters a more inclusive, sustainable, and socially responsible youth, financially empowered future, aligning with the **SDG 2** aims in create Zero Hunger society by fostering financially empowered society, **SDG 5** Gender Equality and **SDG 8** Decent Work and Economic Growth overarching mission of the George Telegraph Group.



Key Highlights

- **75%** of youth successfully secured employment through the program.
- **67%** of women achieved financial independence by securing employment through the training program.
- **Empowered PWD and LGBTQ+ students** with career readiness skills, fostering their social inclusion and professional growth.
- Established partnerships with **12 Sector Skill Councils**, covering key industries such as **IT/ITES, Automotive, BFSI, Telecom, Electronics, Healthcare, Retail, Beauty & Wellness, and more.**
- Collaborated with **24 prestigious colleges and universities** to deliver industry-aligned, placement-backed programs.

Project Life Cycle



Our Presence In India

GEORGE TELEGRAPH
SINCE 1920

George College of Management & Science



- 21 States
- 100+ Districts



Our CSR Approach - Sustainable Outcomes - Long Lasting Impacts

1. Mobilizing students through community mobilizers :

- Conducting awareness campaigns, door-to-door visits, and community meetings.
- Addressing concerns, assisting with enrolment, leveraging local influencers for outreach.

2. Organizing seminars, social activities, and targeted marketing:

- Informing about training programs and career opportunities through seminars.
- Ensuring broad awareness and high enrolment through targeted marketing.

3. Comprehensive counselling sessions:

- Providing personalized guidance on career paths and program benefits.
- Addressing individual concerns, aligning expectations.

4. Thorough screening process:

- Check the requirements of the training.
- Look for candidates who are underprivileged or below the poverty line in the society
- Ensuring selection of suitable and committed candidates who are really in need of the job.

5. Parents' meetings:

- Informing parents about training programs and career opportunities.
- Gaining parental trust and support for sustained student participation.

6. Streamlined admission process and demo class sessions:

- Demo classes for verification of interested candidates to reduce the drop out percentage.
- Showcasing facilities and teaching expertise to foster enthusiasm.

7. Comprehensive approach to training:

- Attendance maintenance through interesting classroom sessions and activities as a candidate should maintain more than 85% attendance.
- Conducting fortnightly internal assessments.
- Holding regular PTMs, soft skill classes, placement orientation sessions, industrial visits, and OJT.

8. Tele callers and counsellors maintain the relationship with students as well as parents:

- Ensuring continuous communication and support post-placement.
- Addressing any concerns or queries and providing guidance as needed.

9. Assessment through Sector Skill Councils and internal exam cells:

- Benchmarking training against industry standards.
- Maintaining evaluation standards for meeting industry requirements.

10. Certification through Skill Sector Council or joint certification of the donor company and The George Telegraph:

- Aligning training with industry standards.
- Enhancing employability with recognized certifications.

11. Certification ceremony:

- Celebrating students' achievements and providing certificates.
- Facilitating networking opportunities with potential employers.

12. Brief PTMs for placement orientation:

- Providing guidance on job search strategies, resume writing, and interview techniques.
- Fostering students' confidence and readiness for employment.

13. Robust placement support services:

- Establishing partnerships, organizing job fairs, and mock interviews.
- Offering resume workshops, career counselling, and ongoing mentorship.

14. Three months of post-placement hand-holding:

- Providing regular check-ins, feedback sessions, and workshops.
- Offering networking opportunities and career advancement guidance for sustained success.

15. Audits: Periodic Audits post project impact report.

16. SROI: We measure and submit SROI (Social Return On Investment) report to the donors for every project we execute.



Our CSR Initiatives



Project KIRAN: Empowering Women Through Skills and Independence

In collaboration with Kolkata Police, Project KIRAN is driving meaningful change by equipping women with essential skills in driving, tailoring, and self-defense. This initiative goes beyond skill development—it fosters financial independence and personal security, with over 62% of participants achieving economic self-sufficiency. By acquiring these critical life skills, women gain the ability to secure employment, support their families, and navigate society with confidence. Project KIRAN represents a significant step toward a future where every woman has the resources to shape her own path, ensuring both financial stability and personal safety. This initiative celebrates the resilience, self-reliance, and determination of its participants—strong, skilled, and empowered to create sustainable change that foster the SDG 5 Gender Equality Project.

Impact : Over 62% of women trained through Project KIRAN have achieved economic self-sufficiency, gaining the skills and confidence to lead independent, empowered lives.



nasscom
foundation

Creating a Better World with NASSCOM Foundation

In collaboration with the NASSCOM Foundation, George College of Management and Science (GCMS) is committed to advancing inclusive education by empowering differently-abled students through specialized skill development programs. Operating across Hyderabad, Bangalore, and Pune, this initiative bridges the gap between education, employability, and independence, ensuring equitable opportunities for all. By fostering an inclusive learning environment, the program provides tailored training modules, assistive technologies, and industry-aligned resources, enabling participants to build essential skills that enhance their career prospects.

The training curriculum includes Integrated Digital Literacy and Professional Data Entry, equipping students with digital proficiency and workplace competencies aligned with industry demands. Beyond technical skills, the program emphasizes confidence-building, self-reliance, and career readiness, ensuring sustainable pathways to employment and financial independence. Looking ahead, GTTI and NASSCOM Foundation remain dedicated to expanding access to quality education, fostering a society where differently-abled individuals can thrive in an inclusive and diverse workforce.

Impact : Through specialized training in digital literacy and data entry, the GTTI-NASSCOM initiative empowers differently-abled students with the skills and confidence needed for meaningful employment and independence.





Vocational Training at Veedol Auto Mechanic Academy (VAMA)



The Veedol Auto Mechanic Academy (VAMA) is committed to empowering underprivileged communities by providing industry-aligned vocational training in Automotive Service Technology for 2-wheeler, 3-wheeler, and 4-wheeler vehicles. This initiative focuses on developing a skilled workforce for the automobile industry while fostering entrepreneurship and self-employment. Through a comprehensive curriculum, the program strengthens industry collaborations, equipping participants with the technical expertise and business acumen necessary for career advancement over 75% youth got employed through this program.

The training program integrates hands-on technical skills, covering modern automotive technologies, troubleshooting, and diagnostics, along with safety protocols. Additionally, it emphasizes soft skills and business fundamentals, ensuring that trainees are well-prepared for both employment and entrepreneurial ventures in the evolving automotive sector. Ensuring the sustainability of the youth and nurturing the SDG2 (Zero hunger) and SDG8 (Decent work & Economic Growth). VAMA's holistic approach bridges the skill gap, enhances employability, and contributes to the sustainable growth of the automobile industry.

Impact : Over 75% of youth trained through VAMA have secured employment, gaining the technical and entrepreneurial skills needed for sustainable livelihoods and economic growth.



Into Employment: Bridging the Gap Between Youth and Job Markets

Into Employment is an initiative by Children International, dedicated to preparing young people for local job markets by providing scholarships, technical training, job readiness, and life skills. This initiative ensures that participants can transform aspirations into tangible career opportunities, equipping them with the necessary skills to thrive in competitive industries. By fostering access to education and vocational training, the program empowers youth to build sustainable livelihoods and contribute meaningful changes in their communities.

Despite the ongoing economic challenges post-pandemic, "Into Employment" has maintained a lasting impact, ensuring that many young people remain well-positioned for emerging job opportunities. This year, the program aims to expand its reach, addressing youth unemployment in slum areas in Kolkata and adjacent districts of Kolkata—a challenge driven by limited access to vocational skills, and ensure the financial growth for their family. Through job placements, business mentorship, and cooperative models, the initiative has successfully supported 62% of participants in securing employment, paving the way for greater economic independence and sustainable career growth.

Impact : Into Employment has enabled 62% of its participants to secure jobs, empowering underserved youth with skills, stability, and sustainable career paths.





NeoSkills Centre: Empowering Communities Through Skill Development

Neo Metaliks Limited (NML), a leading producer of high-quality Pig Iron, is dedicated to fostering learning, innovation, and skill development. As a registered training partner, NML has taken significant strides in empowering women and youth in Durgapur through industry-aligned skill training. The NeoSkills Centre serves as a hub for vocational training in Retail, Food & Beverage, Tailoring, Phlebotomy, and Beautician courses, equipping participants with essential skills to enhance employability and self-reliance.

Through a comprehensive mobilization strategy, including college seminars, community outreach, and door-to-door engagement, the program ensures maximum participation from low privileged communities. By bridging the skill gap and promoting sustainable livelihoods, NeoSkills Centre continues to strengthen the local workforce and contribute to economic growth in the region.

Impact : NeoSkills Centre has empowered women and youth from underprivileged communities in Durgapur with industry-relevant skills, boosting employability and fostering self-reliance.



Linde: Transforming Lives Through Skill-Based Livelihood Programs

Linde, a global leader in industrial gases and engineering, drives sustainable social impact through its CSR-led livelihood initiatives. Focused on empowering underprivileged women, Linde offers market-relevant training in Driving, Healthcare, Phlebotomy, and Patient Relationship roles across multiple cities. The program fosters self-reliance, economic stability, and barefoot entrepreneurship, enabling women from marginalized communities to build independent careers. Integrating technical expertise with experiential learning, it includes mental health support, life skills, and industry awareness, making graduates job-ready. With a 72% employment rate, Linde's initiative bridges the skill gap, ensuring women gain the tools to succeed.

Impact : Linde's livelihood initiative has empowered underprivileged women with job-ready skills, achieving a 72% employment rate and fostering economic independence.



Skilling & Livelihood Program – Mjunction

The Skilling & Livelihood Program, a CSR initiative of MJunction Services Limited, provides employment-linked skill training for youth (18-28 years) under Women Empowerment and Inclusive Community Development. Implemented by George College of Management and Science, it equips participants with industry-relevant skills, ensuring 70% secure meaningful employment.

The program follows a structured mobilization process with outreach, counseling, and inclusion campaigns. Training covers classroom sessions, hands-on practice, soft skills, interview preparation, and industry visits for holistic career readiness. Despite placement and retention challenges, it has successfully placed individuals across sectors. By bridging the skill gap and empowering marginalized groups, the initiative fosters economic growth and social transformation.

Impact : MJunction's Skilling & Livelihood Program has enabled 70% of trained youth to secure meaningful employment, driving social inclusion and economic transformation.



SMART-T (Tech Mahindra Foundation)

SMART-T" is an employment-linked skill development program for youth (18-28 years) in Kolkata, connecting them with industry opportunities. A CSR initiative by Tech Mahindra Foundation, implemented by George College of Management and Science, it equips youth with industry-relevant skills, aiming for 70% job placements.

The program includes community outreach, classroom training, practical exposure, and soft skills development. Sessions cover theory, mock interviews, guest lectures, and industry visits to ensure job readiness. Despite placement challenges, 63 trainees have been placed, with ongoing efforts to improve employment rates.

By tackling socio-economic barriers, SMART-T drives workforce development, economic growth, and social upliftment.

Impact : SMART-T has equipped Kolkata's youth with industry-ready skills, successfully placing 63 trainees and driving inclusive workforce development and economic upliftment.





Skilling & Livelihood Program – Noida Power Company Limited

The Skilling & Livelihood Program, a CSR initiative by Noida Power Company Limited (NPCL), empowers underserved communities through industry-relevant skill training. Implemented by NSDC, it offers vocational training in Domestic Data Entry Operations, Assistant Electrician, and Retail Sales Associate, focusing on employability and economic independence for youth in Greater Noida.

The program includes mobilization, classroom training, practical sessions, industry visits, and certification assessments. With a placement-driven model, it has trained 298 individuals, achieving 70.33% placement in reputed companies. Through industry partnerships, it strengthens workforce development and economic growth, reflecting NPCL's commitment to social upliftment and sustainable impact.

Impact : Empowered 298 underserved youth with industry-relevant skills, achieving over 70% job placements and fostering economic independence in Greater Noida.



HPCL-NSDC IELTS Training Program

The HPCL-NSDC IELTS Training Program, implemented by The George Telegraph Training Institute (GTI), enhances English proficiency and employability for youth in Bathinda, Punjab. With high migration due to limited local opportunities, the initiative equips individuals (18-28 years) with IELTS skills, improving prospects for higher education and global careers.

The program includes classroom sessions, mock tests, interactive learning, and individual mentorship. With 65% of candidates successfully booking passport appointments, it provides study materials, personalized feedback, and industry-standard assessments. This initiative empowers Punjab's youth with 21st-century skills, fostering socio-economic mobility and sustainable livelihoods.

Impact : Enabled 65% of youth participants in Bathinda to advance toward global opportunities by enhancing English proficiency and facilitating passport appointments for international careers.



Metso

Metso-II CSR Skill Development Program

The Metso-II Skill Development Program, a CSR initiative by Metso Outotec India Pvt Ltd, was implemented in Odhav, Ahmedabad, in collaboration with The George Telegraph Training Institute (GTTI). It aimed to enhance employability for low-privileged youth through vocational training in Domestic Data Entry Operations and Domestic IT Helpdesk Attendant roles.

The program emphasized bridging the skill gap, empowering marginalized groups, and fostering economic growth. A total of 185 candidates were trained, with 65.85% of female trainees securing jobs. With a 70.33% placement rate, graduates found roles in IT, finance, retail, and customer service, earning ₹1.5–3L per annum. Through industry collaborations and post-placement support, the initiative reaffirmed Metso Outotec India's commitment to workforce development and social empowerment.

Impact : Trained 185 underserved youth in Ahmedabad, achieving over 70% placement and empowering female trainees with a 65.85% job success rate in diverse sectors.



Pride in Progress with IOCL

The George Telegraph Training Institute (GTTI), in collaboration with Indian Oil Corporation Limited (IOCL), has launched a dedicated skill training center for LGBTQ+ individuals in Dadar (East), Mumbai. Implemented with NSDC and Hamsafar, India's largest pride community NGO, this CSR initiative promotes equal opportunity by providing industry-relevant vocational training for financial independence.

Designed to break barriers in education and employment, the program equips participants with technical expertise and soft skills for career growth. By fostering inclusivity and workforce diversity, GTTI and IOCL set a model for empowering marginalized communities and ensuring dignified livelihoods.

Impact : Established a pioneering skill center in Mumbai to empower LGBTQ+ individuals with vocational training, promoting inclusivity, financial independence, and dignified livelihoods.



In collaboration with CESC, the IT, Warehouse & Facility Management Program empowers 262 women with industry-specific skills for financial independence and career growth. It provides technical training in IT support, warehouse operations, and facility management, ensuring hands-on experience and workplace readiness in traditionally male-dominated sectors.

With 50% of participants securing jobs, the initiative fosters self-reliance and economic stability. Many graduates have become role models, challenging gender norms and driving social change. By creating sustainable livelihood opportunities and an inclusive workforce, this program paves the way for resilient and independent futures.

Impact : Empowered 262 women with technical skills in male-dominated sectors, achieving 50% job placements and fostering economic independence and gender equality.



Bridge Skill Development Program – A BOSCH & George Telegraph Initiative

In collaboration with Bosch, The George Telegraph Training Institute (GTTI) is enhancing youth employability through the BRIDGE Program, a short-term skill development initiative for job-seekers aged 18-25, including 10th/12th pass students and college dropouts. A total of 138 students have enrolled.

The three-month program includes two months of classroom training and a one-month on-the-job internship (OJT), covering life skills, spoken English, computer proficiency, interview techniques, and industry-specific knowledge. With strong placement support, graduates secure jobs across diverse industries, fostering economic independence. This initiative reinforces Bosch and GTTI's commitment to workforce development and national skill-building efforts.

Impact : Trained 138 youth through the BRIDGE Program, equipping them with essential skills and internships, leading to improved employability and economic independence.





IT Skill Development & Grooming Program – Code Clouds Initiative

In collaboration with Code Clouds, this IT Skill Development & Grooming Program aims to enhance technical proficiency and professional readiness among 15 students aspiring to build careers in the IT sector. The program provides industry-aligned training, equipping participants with essential IT skills, while also integrating soft skills and professional grooming sessions to ensure a well-rounded learning experience.

Beyond technical expertise, the initiative focuses on personal and professional development, preparing students for interviews, workplace interactions, and career progression. Through comprehensive training, mentorship, and industry exposure, this program empowers participants with the confidence and skill set needed to excel in the IT industry, reinforcing Code Clouds' commitment to nurturing future-ready professionals.

Impact : Equipped 15 aspiring IT professionals with technical and soft skills, boosting their confidence, employability, and readiness for successful careers in the tech industry.



Driving Women's Equality in the Workplace with Hero MotoCorp

Empowering women through education and jobs strengthens both the economy and society. George Telegraph, in collaboration with the Automotive Skills Development Council - India and Hero MotoCorp, is training women in Kolkata, Bhubaneswar, and Guwahati for better employability. Our CSR programs drive gender equality and inclusive growth for a brighter future.

Impact : Trained women across Kolkata, Bhubaneswar, and Guwahati in automotive skills, advancing gender equality and fostering inclusive economic growth through employability.





Healing Dreams: George Telegraph & Narayana Health's NEET Endeavor

George Telegraph Training Institute, in partnership with Narayana Health, is launching a CSR initiative to support underprivileged students and NEET aspirants. With expert coaching from Narayana Health doctors, we aim to equip students with the skills and confidence to succeed. This initiative bridges educational gaps, empowers rural youth, and paves the way for a brighter future in medicine.

Impact : Empowered underprivileged NEET aspirants with expert medical coaching, bridging educational gaps and opening pathways to careers in healthcare.



Opportunity Beckons: NRL Collaborates with George Telegraph

NRL is a subsidiary of BPCL, a large PSU in oil and gas sector. NRL is setting up training centres for preparation of Govt. jobs mainly in Indian Army and Police in collaboration with the George Telegraph as training partner across the areas of North Bengal and Assam with first training centre at Ranidanga Kalaram High School. More than 100 RKHS school passed students are getting classes in competitive exam in their own school premises.

Impact : Enabled over 100 students in North Bengal to prepare for government jobs through on-campus training, boosting career opportunities in the Army and Police sectors.



Key Insights

Women Empowerment & Financial Independence:

- Trained women in driving, tailoring, and self-defense, leading to 62% economic self-sufficiency.
- Equipped 262 women with IT, warehouse, and facility management skills, enabling them to enter masculine sectors with dignity.
- Trained women in healthcare, phlebotomy, and driving, with 72% securing employment and fostering barefoot entrepreneurship.

Inclusive Education & Skill Development for Marginalized Communities:

- Provided Integrated Digital Literacy and Data Entry training for differently-abled youth across Hyderabad, Bangalore, and Pune, promoting employment opportunities.
- Established Pride in Progress (IOCL) for LGBTQ+ communities skill training center, breaking barriers in education and employment.

Youth Employability & Workforce Development:

- Enrolled 138 future job seeker youth in short-term training, ensuring industry-relevant skills and job placements.
- SMART-T placed 63 trainees and continues to address socio-economic barriers in employment.
- Into Employment focused on job placements and business mentorship, with 62% of youth securing employment.

Vocational Training & Industry Collaboration:

- Trained youth in Retail, Food & Beverage, Phlebotomy, and Beautician courses, supporting economic growth in Durgapur.
- Provided automotive service training, with 75% employment success, fostering entrepreneurship in the automobile sector.

IT & Digital Skills Training:

- Trained and established, preparing them for industry-specific roles.
- Metso-II CSR Skill Program in Gujarat trained 185 candidates, achieving 70.33% placement in IT, finance, and retail.
- HPCL-NSDC IELTS Training Program in Punjab trained youth in English proficiency, enabling global career opportunities.

Comprehensive Mobilization & Outreach Strategies:

- Programs included door-to-door outreach, college seminars, industry visits, and community counseling, ensuring maximum participation and retention.
- Strategic corporate partnerships (e.g., CESC, Linde, Bosch, NASSCOM, IOCL) enabled sustainable skill-building and long-term employability solutions over 10k youth from pan India
- Special focus on gender inclusivity, marginalized communities, and youth employment, aligning with SDG 5 (Gender Equality), SDG 8 (Decent Work & Economic Growth), and SDG 10 (Reduced Inequalities).

From Rejections to Career Success

Kurlekar Sujeet, a Bachelor of Management Studies (BMS) graduate from Naigaon, Palghar, grew up experiencing the joys of childhood. However, life took a challenging turn upon embracing their true identity. Throughout their academic journey, Sujeet faced bullying and societal bias, yet remained determined to rise above adversity. Focusing on academic excellence, they used education as a tool to overcome prejudices and pave the way for a brighter future.

Sujeet faced numerous job rejections despite his academic qualifications. His community background became a barrier to securing stable employment, leaving him struggling to find the right career opportunity. Determined to change his circumstances, Sujeet enrolled in the Front Office Course at The George Telegraph Training Institute (GTTI), a joint venture with M-junction's Skilling & Livelihood Program.

Through classroom training, experiential learning, soft skills development, interview preparation, and industry visits, Sujeet gained the confidence and expertise needed to thrive in the corporate world. His dedication and the program's holistic career readiness approach led him to secure a job as a Front Desk Office Manager at Endover Institute, with a salary of ₹4lacs per Annum. Today, Sujeet is financially independent and proud of his achievements, and Sujeet becomes a role model for their society. Grateful to M-junction and GTTI, he now looks forward to a stable career and a brighter future, proving that skill development can truly transform lives.



A Journey of Determination and Empowerment

Maitri Chatterjee, a graduate from the class of 2022, found herself at a crossroads when job opportunities remained elusive despite her academic achievements. Coming from a humble background—her father working as an agricultural labourer—Maitri felt the pressing need to support her family while securing her own future.

Her turning point came when she learned about the EKLAVYA CESC Skill Academy at Tollygunge through a former student. Seizing the opportunity, she enrolled in the Basic IT with Advanced Excel course, determined to enhance her employability and transform her circumstances. Throughout her training, Maitri demonstrated unwavering resilience. She tackled every challenge with determination, using each hurdle as a stepping stone towards personal and professional growth. Upon completing the course, Maitri was selected by Aminia, a renowned restaurant chain, for the role of Floor Manager. She now earns a monthly salary of ₹12,000 plus attractive incentives, enabling her to contribute significantly to her family's financial stability.

Today, Maitri stands as a shining example of how access to skill development and the right opportunities can empower young individuals—especially women—to realize their dreams. Not only is she supporting her family, but she is also planning to pursue higher studies, continuing her journey of growth and empowerment.

Maitri's story reflects the transformative impact of our programs and the enduring spirit of those we serve.



Reflection

- Women face societal discouragement and skepticism in fields like driving, logistics, and commercial cab services. To mitigate this situation, conduct awareness campaigns to change perceptions, role model interaction from successful women professionals, organize PTM for generating awareness and ensure safe learning environments with female instructors where possible.
- Many women face opposition from families in pursuing careers in tailoring, beauty services, or healthcare. Organize community sensitization sessions, involve family members in counseling programs, and showcase success stories of women who have broken these barriers.
- Many youth struggle to balance unpaid training with household duties or income - earning responsibilities. Introduce stipends or travel allowances, provide flexible training schedules, and offer onsite childcare support to enable better participation.
- Finding inclusive employers and ensuring workplace acceptance remains a challenge. Develop sensitization programs for companies, celebrate the pride month, organize seminars in the companies, create LGBTQ+ employment networks, and provide post-placement support to ensure a smooth transition into the workplace.
- Many candidates, especially from marginalized backgrounds, struggle with job placement, relocation, and workplace adaptation. Establish dedicated placement and migration teams, provide end-to-end mentorship, and conduct regular follow-ups to support students through job transitions and relocation challenges.

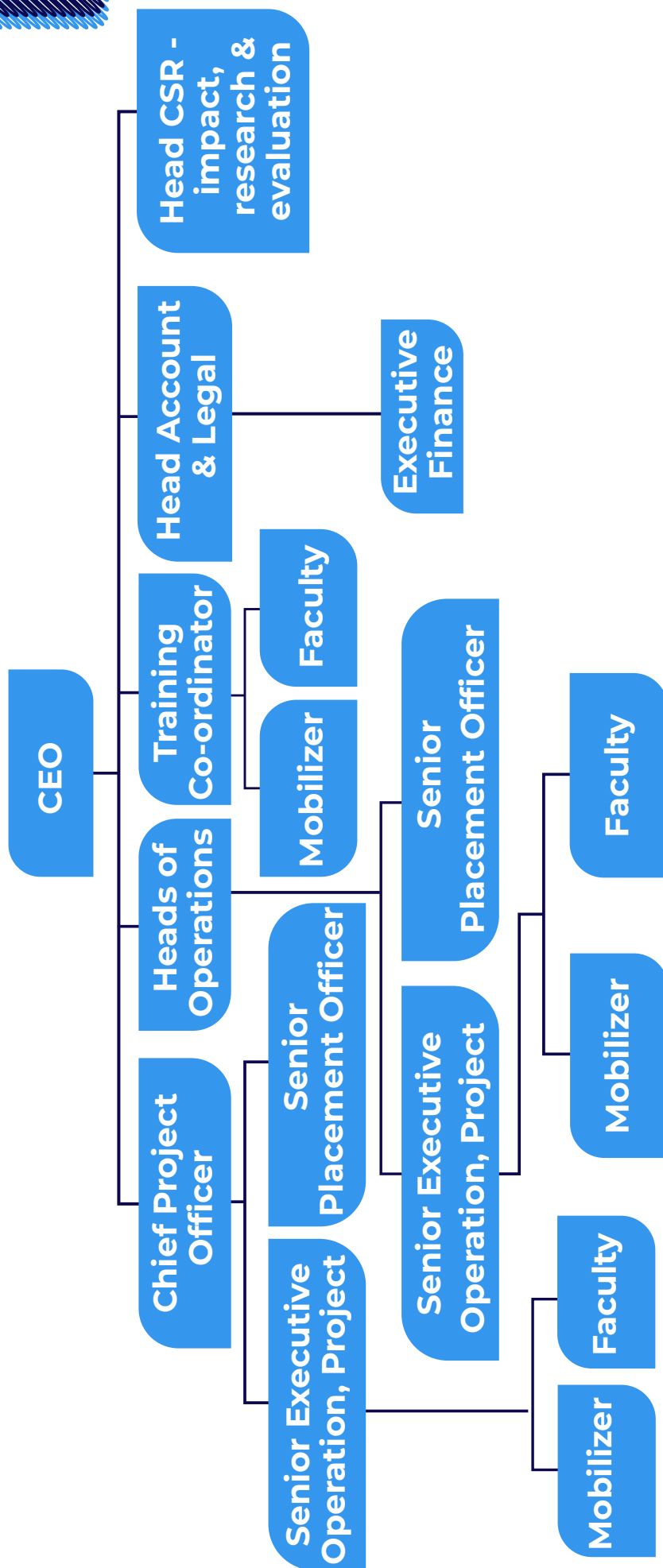
Recognitions and Awards

George Telegraph CSR Projects (GCMS & GTTI) received the prestigious India CSR Award at the 14th CSR Leadership Summit in New Delhi for their impactful work in livelihood generation and women empowerment. Presented by Padma Shri Subhash Palekar, this national recognition celebrates their commitment to uplifting marginalized communities through innovative training programs.

Additionally, GCMS has been honored under the Best Women Empowerment CSR Projects category at the India CSR and Sustainability Conclave 2024 for our groundbreaking "Pink Taxi" initiative, implemented in collaboration with Linde. This initiative has played a pivotal role in empowering women through skill training and economic independence. The award was presented by Dr. Bhaskar Chatterjee, a key architect of Corporate Social Responsibility (CSR) in India, known for his instrumental role in framing CSR guidelines for Public Sector Enterprises (PSEs) in 2010 and the inclusion of Section 135 in the Companies Act. These accolades reaffirm GCMS's dedication to creating meaningful, scalable, and inclusive social impact.



Organogram



Governing body



Subrata Dutta, Chairman : A visionary leader driving growth, innovation, and community empowerment through education, skill development, and impactful CSR initiatives.

Anirban Dutta, Member (General Secretary- IFA) :

A leader, played a pivotal role in shaping the institution's strategic vision and operational excellence.



Sriranjani Joshi, Secretary : An ingenious person, with a steadfast commitment to direct and expand the impact in skill development and vocational education.

Sashi Baheti, Member : Spearheading George Telegraph's work, focusing on inclusion, sustainability and community development.



Gaurav Baheti, Treasurer : A frontliner and visionary with a strategic approach to financial planning and resource management.

Vidhika Dalmia, Member : A leader played a crucial role in defining the institution's strategic vision and driving operational excellence.



Message from Partner

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George College of Management & Science



We are pleased to collaborate with George College of Management and Science, part of the esteemed George Telegraph Group, for our Eklavya – CESC Skill Academy Project, a CSR initiative of CESC Limited. Over the past years, their steadfast commitment to empowering students through skill development and career readiness has been exceptional. Through their high-quality training programmes, they have equipped participants with industry-relevant skills and the confidence to excel, significantly contributing to the growth of a skilled, confident, and employable youth workforce. We deeply value this partnership and look forward to advancing our shared mission of fostering inclusive development.

Nipa Saha Sharma

General Manager, CSR, CESC



Thank you for your valuable support and collaboration on our recent CSR skill development project. With your help, we successfully trained 180 participants, equipping them with job-ready skills that will positively impact their communities. Your commitment to social responsibility is truly inspiring, and we're proud of what we've achieved together. We look forward to future opportunities to make a meaningful difference. Thank you once again for your continued trust and partnership.

Ms. Piyali Sen

Bal Raksha Bharat

We truly appreciate your support in our recent CSR skill development initiative. With your commitment, we successfully trained 316 participants — empowering them with practical skills and brighter futures. We value this partnership and look forward to creating even greater impact together.

Piya Nandi

Lead CSR, mJunction



We are proud to partner with George College of Management and Science, part of the esteemed George Telegraph Group, for our Skill Development Program at the Neo Skill Centre, Durgapur — a CSR initiative by Neo Metaliks Limited. This impactful collaboration has delivered high-quality training to unemployed youth, equipping them with industry-relevant skills and the confidence to build successful careers. Their commitment to empowering the next generation has played a key role in shaping a skilled and job-ready workforce. We truly value this partnership and look forward to continuing our shared mission of creating inclusive and sustainable development.

Akhilesh Narayan Shukla

Company Secretary & Legal Head, NeoMetallicks



Our experience working with George Telegraph has been truly rewarding. Their grassroots approach to skill development is remarkable, and together, we are creating meaningful alternative livelihoods for women and persons with disabilities.

Tanmoy Mukherjee

Manager-Administration, Linde





PANKAJ R K GUPTA & ASSOCIATES
Chartered Accountants

Turnover Certificate

429,260,330

Particulars	FY 2023-24	FY 2022-23	FY 2021-22
George college of management and science	6,05,53,990.00	4,76,50,595.00	4,56,18,397.00
George Telegraph Group (All Foundations)	433,101,620.00	429,260,329.81	353,494,546.76
Total	49,36,55,610.00	47,69,10,924.81	39,91,12,943.76

FOR PANKAJ R. K. GUPTA & ASSOCIATES
Chartered Accountants



PANKAJ GUPTA
PROPRIETOR
Membership No. 302195
Firm Registration No.327901E

Delhi, 05-02-2025
UDIN: 25302195BMJLU5167

Our Academic Partners



Our Knowledge Partners



Our Placement Partners





-: Our CSR Presence :-

Agartala | Ahmedabad | Aizawl | Alipurduar | Asansol | Aurangabad | Bardhaman
Bankura | Bangalore | Basirhat | Bhangor | Bhubaneswar | Birbhum | Bokaro
Chandigarh | Coochbehar | Dakshin Dinajpur | Darjeeling | Dehradun | Delhi | Dimapur
Durgapur | Gangtok | Greater Noida | Guwahati | Howrah | Hyderabad | Jalpaiguri
Jamshedpur | Jhargram | Jaipur | Kalimpong | Kolkata | Malda | Midnapore | Mumbai
Murshidabad | Patna | Pune | Purulia | Ranchi | Rishikesh | Shillong | Siliguri
Srinagar | Tawang | Varanasi

GEORGE TELEGRAPH GROUP

Corporate Office : 31A, S.P. Mukherjee Road, Kolkata - 700025

For Collaboration:

 **9836869666**



George Telegraph CSR Projects



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