

ANNUAL REPORT

IHOPE
2021



International Haven of
Practical Education, Inc.
www.ihopecit.org

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THANK YOU

On behalf of the IHOPE Board of Directors (USA) and the CTE Trustees (Hyderabad), I am privileged to express deep gratitude to all the financial contributors, volunteers, and supporters of this project. With your sustained financial support year after year and moral encouragement, we have provided employable technical skill training to young people and helped change the trajectory of their lives. Thank you.

May Allah SWT give its *ajr* to you both here and hereafter. Ameen Jazakallah Khairan

Mohamed A. Rawoof
President & Founder

FOREWORD

IHOPE, a nonprofit corporation based in New York, sponsors the Community Institute of Technology (CIT) in Hyderabad, India. CIT offers employable technical and computer skills to socio-economically marginalized students who have dropped out of school .

IHOPE Charter

Vision

Encourage the socio-economic development in the underprivileged minority communities through vocational education.

Mission

Serve the needs of underprivileged minority students for vocational education and training, to enhance their economic empowerment free of any cost by establishing and operating not-for-profit centers, funded mainly through private supporters.

Core Values

Foster the universally accepted values that all people are born equal and should have equal opportunity for personal and professional growth and skills and knowledge to reach their full potential.

Objectives

- Eliminate child labor, youth abuse, focusing on education, technology, and resettlement of deprived minority youth.
- Strive against discrimination and harassment based on gender, Caste, and religion.
- Strive against corruption and to make students aware of their constitutional and legal rights.

Board of Directors

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Jaber Hussain, Ex-Chairman & Honorary Board Member

Irshad Khan, Ex-Chairman & Honorary Board Member

PROGRAMS

The Community Technical Education Trust, created and registered in Hyderabad, India, supervises CIT's day-to-day operations. The Board of Trustees communicates with community leaders, government officials, and political figures.

Board of Trustees

Mohamed A. Rawoof, Ph. D, M B A, Chairman

Mir Mujahid Ali, Vice Chairman

Mir Hasan Ali, Treasurer & Secretary

Dr. Mohammed Kamaluddin, Board Member

Dr. Mohammed Abdul Rafeeq, Board Member

Community Institute of Technology (CIT), an accredited college, opened its doors in 2011, located in BNK Colony, Mir Alam, Hyderabad. It offers modular employable training of NCVT/DGE&E – Ministry of Labor, Government of India. For each training program, there is a basic course and an advanced course. The college emphasizes workshop training and offers two hours of workshop for each hour of classroom teaching. CIT has two functioning departments:

Automobile Repair Technology (ART): ART consists of 12 months full-time training from 9 to 5, six days per week. An optimum class size is 20 students. Each course has two sections (A and B), as well as a remedial program for those who have dropped out of school, a basic course for Junior students, and an advanced course for Seniors. The Department of ART produces both Automobile Mechanical and Electrical Technicians. So far, the program has produced 661 technicians. There is a great demand for these technicians and our students often get a job soon after graduation. They earn a lucrative salary after a year of commercial experience, both nationally and internationally.

Girls' Academy of Tailoring (GAT): GAT Offers employable commercial training to underprivileged girls who have had little or no access to education. The Academy is furnished with commercial Juki sewing machines and offers MES courses in the Garment Sector. It takes three months each, full time (or six months, part time) to complete the basic and advanced courses in tailoring. GAT also offers an internship program to make commercial high-quality garments. After this training, the students can start their own tailoring business or get a job quickly at higher wages.

There are two locations of GAT. The older site is in Bahadurpura, across from Nehru Zoo Park, Hyderabad. GAT II is located in Golkonda Fort, Hyderabad. Thus far, 534 girls have graduated from GAT I & II.

CIT: AUTO REPAIR TECHNOLOGY



The leased facility of 5,700 sq. ft. has two classrooms, two multimedia classrooms, four workshops, double-car garage for repairs, computer room, office, and staff room. Each day, students spend two hours in a classroom lecture and discussion and four hours in a workshop to practice what they have learnt in theory. ART courses lead to one-year diploma program. There are three courses in the ART diploma, of four months each that lead to one-year diploma program.

REMEDIAL COURSES FOR THOSE WHO HAVE DROPPED OUT OF SCHOOL

(Maximum 20 students in each A & B sections)

Students are enrolled in the remedial courses in Technical English, General Mathematics, Physical Sciences, and Engineering Drawing. After successfully completing the courses, the students are promoted to a Junior Technical course.

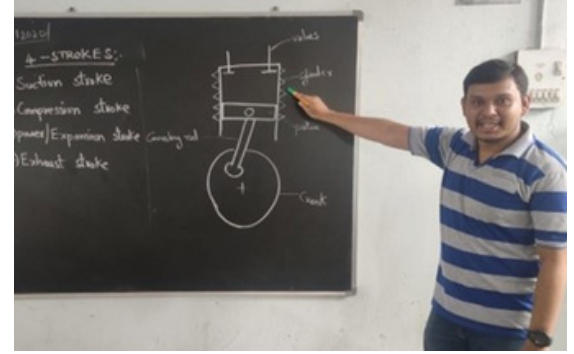


JUNIOR STUDENT PROGRAM

(Maximum 20 students in each A & B sections)

This course introduces students to the automobile industry in general and specifically their roles and responsibilities as an auto service technician.

Theory classes are taught in a multimedia classroom with Internet connectivity and equipped with a computer, color TV, and speakers. The equipment is used to show videos that demonstrate the working of various automobile systems.



The course discusses functionality of various automobile systems, and their respective parts and components, including:

- Internal combustion engine for petrol and diesel fuels
- Conversion of thermal energy into mechanical form
- Gear box and Power Transmission system
- Lubrication and cooling systems
- Brakes and steering system

Junior students practice in four workshops equipped with a live model:

- Internal combustion engine, 6 & 8 cylinders
- Gear box
- Brakes and steering
- Chassis, wheels, and tires

For effective 'learning-by-doing,' students work in small groups of five on an assigned workshop problem. This provides each student with direct, hands-on learning for four hours every day. This model of training is unique and may not exist anywhere else in India.



SENIOR TECHNICIAN COURSE

After achieving sufficient basic knowledge and experience regarding motor vehicles, the students can learn highly advanced or specialized technician skills, as well as take on management roles while undergoing the Senior training under 'Senior Technician Course.'

The department is equipped with a two-car service garage, along with the power and hand tools required for a commercial garage. The garage also has two live cars for student practice. Seniors also learn computer technology for web-based information, diagnostics, and databases.



MECHANICAL

(Maximum 20 students)

In this part of course, students can enhance their knowledge and technical ability in automobile repair technology.

Students are taught about complete inspection of vehicle prior to service and repair, followed by possible solutions to the existing problems. They are also taught about engine repair, overhauling and tuning. Students learn and practice general servicing, wheel alignment and wheel balancing.



ELECTRICIAN

(Maximum 20 Students)

The automobile electrician course deals with electrical systems used in engine management, transmission, and entertainment. Automobile maintenance service and repairs require sufficient knowledge and experience in electric and electronic devices and systems. The students are trained in how to setup electric installations and network equipment, and the functioning of sensors.



STUDENT SUPPORT

Students are provided with a free uniform, which includes:

- Two pairs of overalls
- Hard hat
- Goggles
- Safety shoes

Free lunch is also provided to underprivileged students at both ART & GAT Departments



STIPEND

Financial assistance is provided to the needy students to pursue the career of their dreams. The stipend reduces the financial burden on students and covers expenses for travel, housing and food. Stipends also encourage students to continue their education for future career development.



FREE COACHING TO STUDENTS FOR HSC EXAMINATION

Nationally, only 17% Muslims complete high school compared to the national average of 26%. It is sad that 83% of the youth end up as auto rickshaw and car drivers, fruits, flowers, and vegetable vendors and casual day laborers.

Free coaching is provided to both CIT and other students so that they may earn a high school diploma and move on to post-matriculation education and skill training. Coaching is provided in English, math, and science. CIT also helps in paying the HSC Board Examination fee.

GIRLS ACADEMY OF TAILORING

Statement of Need:

Families who live in marginalized neighborhoods face serious challenges, including low levels of education resulting in unemployment and poverty. For these families, the only source of income is casual labor. While girls attend elementary public schools, they often dropout as teens, and learn no employable skills. Parents will marry off their teen daughters, but the economic status of the bride doesn't change. The groom is another day laborer. This cycle of poverty and lack of employable skill persists generation after generation without intervention on behalf of the girls.

BASIC SEWING OPERATION TRAINING

(Full-time 3 months, Half-time 6 months)

This course is designed for the beginner sewing students who have never sewn before, and for those who have some basic sewing skills but would like to refresh their skills. During the training, students learn fabric cutting, using sewing machines, and seams, and basic sewing construction techniques. The students are also introduced to various sewing tools and taught how to use them. All the necessary tools and supplies are provided to each student to practice as a beginning seamstress.

Students are trained in sourcing the materials, as well as basic cutting and sewing operations:

- Reading a pattern and taking measurements
- Selection of fabric & notions
- Reading patterns and cutting techniques
- Learning to use sewing machine
- Using various sewing tools
- Garment construction (shirts, trousers, pajamas, kurta, shalwar kameez)



The academy is furnished with commercial Juki sewing machines (made in Japan). These electronic machines are fast, user-friendly, self-lubricating and multi-functional. The academy is well equipped for basic sewing training with a single needle embroidery machine, cutting machines, and three manikins. Students are also introduced to various sewing tools and taught about how to use them.



SKILLED SEWING OPERATION TRAINING

(Full-time 3 months, Half time 6 months)

The advanced sewing course includes specialized skills:

- Darts, pleats, curves, and corners
- Cuffs, collars, pockets
- Necklines, bindings, and plackets
- Hemming methods including no-sew and blind hems
- Professional seam finishes
- Methods of pressing



After completing training, graduates may start their own shop to sew different type of clothes such as petticoats, blouses, zari (embroidery) work on sarees, etc. They can also start sewing businesses from their homes to get orders from the neighborhood. These options generate a decent regular income for the graduates.

INCUBATOR FOR INTERNSHIP PROGRAM

The Commercial Tailoring Incubator is fully equipped with Jack single needle and special machines as In Lock, Over Lock, Flat Lock stitches. It also has button holer, and button attacher machines for mass production and commercial iron board for finishing operation.

The incubator has a commercial design to manufacture two products:

- Branded Shirt-Making Line
- Quality T-Shirt Making Line

Benefits:

- Gain valuable work experience
- Develop commercial skills in making quality products
- Interaction directly with customers, sales people, and businessmen
- Earn higher wages as professionals



HELPING STUDENTS WITH DISABILITIES AT CIT

The UN Convention on the Rights of Persons with Disabilities includes those who have long-term physical, mental, intellectual or sensory impairments and can't effectively participate in society on an equal basis. We are aligned with Mr. Mohammed Yousuf's EquallyAble Foundation, USA, which empowers young people with disabilities globally. By providing access to equipment, education, and employment, Mr. Yousuf enables them to be self-sufficient.

The management of CIT makes special efforts to attract and train boys and with disabilities. However, our facility cannot currently accommodate physical impairment such as mobility and visual impairments ,as there is no elevator and there are safety concerns related to dealing with electric machines and tools. We recruit students who have disabilities such as:

- Hearing Impairment (HI)
- Intellectual Disability (ID)
- Speech or Language Impairment (LI)
- Deafness Disability (DD)
- Psychological/Emotional Disability (P/E D)

These students can handle industrial machines, equipment and tools, and may be trained as automobile mechanics and sewing operators. The parents of our special needs students, in collaboration with CIT instructors, are motivated to enroll and engage them in the training programs until completion.

CIT started enrolling the EquallyAble students at both ART and GAT in 2017. In the last six years, many students were enrolled though only 21 boys and 52 girls (total 73 students) completed the training successfully. All of the boys are employed and working. Most of the girls need more support to secure a job or get a sewing machine than GAT can provide.

Executive Director, Mr. Mohsin Ali Khan of Hyderabad Assoc. of Washington Metro Area visits CIT annually. During his visits, he meets all EquallyAble boys and girls and encourages them to work hard and motivates them to succeed in their chosen career. He has been unable to visit recently due to the pandemic. After his visit in March 2019, he wrote:

"It was moving to interact with students at both facilities and in particular the efforts your staff and you have done over the last few years to train EquallyAble students. The number has increased as shown in your report. I was emotionally struck with their motivation to work for a better life. ... I urge all who visit Hyderabad to take timeout and visit these facilities. Our visits mean so much to the staff and more importantly to the students. It demonstrates you care for those who are in need and provides even more motivation to improve. "

CONTINUOUS QUALITY IMPROVEMENT

The modern concept of continuous quality improvement has been launched at both Automobile Repairs and Girls' Tailoring Departments. A Senior Instructor is in charge of the program. He will conduct meetings with staff and help them in implementing quality improvement methodology.

We offer student-centered training where 'EVERY STUDENT SUCCEEDS AT CIT'. In order to achieve this motto, we have strengthened teaching, learning, and its classroom infrastructure.

A. SMART* Teaching

- Distributing lecture notes to students in the form of PowerPoint slides
- Reviewing the lecture, the next day by asking questions
- Calculating the class average of each and every exam and comparing the averages

B. SMART Learning

- Paying attention to the 'special students', who need extra attention
- Meeting with failing students
- Making special consideration to the students have missed class on the previous day(s)

C. SMART Classroom

- Using multi-media classroom that must be equipped with Internet, computer, and TV
- Demonstrating technical concepts through slides, movies, and live models
- Capturing students' attention by asking questions while teaching

**SMART:
SPECIFIC
MEASURABLE
ACHIEVABLE
RELEVANT
TIMELY**

Examinations

There are three monthly examinations and a final examination at the end of the semester for each class. The college in charge will announce the dates of the examinations at the start of the semester.

- Examination Questions: Classroom examination, one hour; objective test workshop, two hours; Objective Test: Multiple Choice, True - False, Matching, Completion (Fill in the blank), Short - Answer Essay, Problem Solving (Math).
- Grading: The students are to receive their scores as soon as possible, but no later than three days after the examination.
- Class Average: The class average of each examination is calculated. The top three and lowest three scores are identified.
- Student Counselling: The class instructor will counsel the students who place in the lowest three. The college in charge may be involved and will offer them extra help in the classroom and after 4:30 PM

Class Instructor's Responsibility/SMART Teaching

First, the class average reflects partly the quality of instructions and the ability to draw and hold the attention of students and his/her ability to explain the subject matter clearly. An instructor's goal is to improve the averages in the successive examinations. As well, those who scored in the bottom three must improve in the next examination.

SMART Goals

SMART Teaching requires setting up SMART Goals. Each instructor is asked to select one of the following SMART goals and develop it for a month. In the second month, they are to pick another SMART goal, and so on. This ensures Continuous Quality Improvement.

SMART Goals:

- Improve my communication style
- Improve my lesson planning
- Improve my behavior with students
- Improve my delivery of lesson

Students Counseling

The class instructor will counsel and coach students so that they can perform better. The counseling areas include:

- Poor performance
 - Writing
 - Reading
 - Slow/extra help
- Socio-economic background
 - Education of father, brothers, etc.
 - Profession of father
 - Place to study
- Chronic late comers
- Undisciplined students
- Financial hardship, supper & breakfast
- Cleanliness and upkeep
- Too shy to talk/over talkative
- Handicapped/ physical, emotional, & mental

Instructor's/Counselors Role

- Act like a close friend; show fatherly/brotherly consideration
- Find a quiet and private place for a meeting
- Tell the student that you want to help him/her
 - Academically and otherwise
 - Personal information remains confidential
 - Be available to talk 24/7
- Give the student your telephone number for an emergency consultation
- Try to win his/her confidence in you
- Arrange a meeting with parents if needed

ENDOWMENT TRUST

Authorized by the Board of Directors, a special Committee was set up to establish an Endowment Trust Fund starting in the year 2020 to fund the programs on a continuing basis for years to come (Insha Allah). The Bylaws of IHOPE, Inc. were accordingly amended, at the Board meeting on October 4, 2020. The investment account of the Trust Fund is set up at Securities America, Inc. [12325 Port Grace Blvd., Lavista NE 68128], serving as investment advisor, and the account is carried with National Financial Services LLC.

A unit donation of US\$ 786 has been set-up for donors to offer a "Hadiyah of Sadaqa-Jariah" to their loved ones, since the principal amount in the Trust Fund would never be used for funding day-to-day operations. Only the income from the investments would partially support the annual budgets of CIT, Hyderabad. A goal of 1,000 units has been set. Alhamdulillah's, so far 64 units have been received.

FINANCIALS

CIT BUDGET FOR 2022 (January – December)

SL.N O	PARTICULARS	AUTOMOBILE REPAIR TECHNOLOGY (ART)	GIRLS ACADEMY OF TAILORING ZOO PARK (GAT 1)	GIRLS ACADEMY OF TAILORING GOLCONDA (GAT 2)	TOTAL
1	A. STAFF SALARIES	1,649,970	396,270	287,280	2,333,520
2	B. OTHER EXPENSES	781,649	599,709	23,760	1,405,118
3	C. WORKSHOP EXPENSES	122,100	124,212	69,300	315,612
4	D. STUDENTS SUPPORT	2,282,236	20,460	12,250	2,314,946
	GRAND TOTAL (Rs)	4,835,955	1,140,651	392,590	6,369,196
	USD	69,085	16,295	5,608	90,988

AD HOC PANDEMIC FINANCIAL AID

FINANCIAL SUPPORT TO CIT STAFF AND STUDENT FAMILIES DURING THE COVID LOCKDOWN

The college was locked down for more than two months in 2021. The Board of Directors decided to offer 40% of the salary to all staff except two members who remained full time during the lockdown period.

Similarly, most of our student families received financial help depending upon the size of the family. We distributed an amount at the rate of 10 Kg rice per person per month. For example, if there are six members in a family, the parents were provided with the equivalent cost of 60 kg of rice per month..

REPAYABLE, INTEREST-FREE STUDENT LOAN

Many of our students were doing part-time jobs to support their families during the pandemic. As a result, a few students were coming to the college at noon after work and a few students started leaving in the afternoon to go to work. Our instructors reported this irregularity to their parents, who explained that the students had to support the family to meet day-to-day expenses.

In view of the prevailing circumstances, our Board members decided to offer them a student loan to be paid back without interest. Because CIT is not licensed like a bank to provide loans, the loans were managed by a microfinance organization called MACCS, Mutually Aided Cooperative Society, Charminar Branch.

CIT sends the names of the applicants and the loan amount to MACCS, who further screens the applicants and disburses the loan amount and responsibly collects it back. The loan program was very helpful in keeping students in training full time.

STUDENT AID BASED ON THE COLLEGE ATTENDANCE

Knowing fully well that over 80% of our students come from below poverty level and depend on parents' daily earnings, the Board offered them financial aid based on college attendance. If a student has 90% or better in a given month, he will get Rs. 1000 for that month. Similarly, for over 80% and 70% attendance, the aid is Rs. 800 and Rs. 600, respectively. This incentive has been very effective.

STUDENT TESTIMONIALS

I am 'Mohd Manzoor' S/o. 'Mohd Rizwan' age above 21 years. I was high school dropout student in the year 2016, came to know about Community Institute of Technology and immediately took admission into Automobile Technician course. I was under training for complete 1 year, and have successfully completed the course and became a skilled car mechanic. Due to this I manage to get job in the local city market with salary of Rs. 10,000/- per month. Later on after getting enough work experience I started my own workshop and make myself able to earn Rs. 30,000/- to 40,000/- monthly which makes me able to take over my home responsibilities (Alhamdulillah). Now I am very thankful to CIT for mentoring me and making me such skilled professional in the automobile field.

I am 'Mohd Ghouse' S/o. 'Mohd Nayeem', when I was 16 years old school dropout, I joined Community Institute of Technology to learn Automobile Mechanic Course. After 1 year training, I successfully completed the course and got placement in 'Hyundai Service Center' as Skilled Automobile Technician with salary of Rs. 22,000/- per month. I am very grateful to the CIT team for making me such kind of professional in automobile mechanic field.

I Myself 'Mohd Zameer' S/o. 'Mohd Afzal' age above 18 years, never went to school nor madrasa for studying due to family financial problem. My parents took me to Community Institute of Technology for making me a 4-wheeler mechanic and making me capable of earning in my future. When I was newly joined in CIT, I don't have any kind of basic knowledge. But during the training at CIT I not only learned basic maths, English but also I learned a lot about car mechanic works. I successfully completed full course and became skilled car mechanic in the year 2019. CIT staff also helped me to get full time job which makes me capable of earning Rs. 10,000/- monthly. I thank all of the management of CIT from the depth of my heart for making me a skilled working personality.

Myself 'Arbaz Ahmed' S/o. 'Nisar Ahmed' SSC pass, age 19 years. I was school dropout student and I enrolled into 'Automobile Technician Course' in CIT in October-2018. I had successfully completed my Automobile Technician course form CIT and became skilled car Technician. Also I got full time employment at 'Tata Motors' Workshop as a car technician with salary package of Rs. 13,000 /- Per Month with the assistance of CIT. I am successfully financially supporting my family (Alhamdulillah) and I am glad to express my gratitude and I am thankful to the management of CIT for giving me such opportunity to become skilled technician and getting employed.

Myself 'Shabana Begum' after passing my SSC board examination, I took admission in 'Girls Academy of Tailoring'. I had good experience of learning and also other facilities and I am continuing my tailoring career at home and earn upto 4,000/- to 5,000/- per month. I got readymade garments order from outside shops. I am very happy and glad with my decision it was very helpful for me.

Myself 'Raziya Sultana' D/o 'Wahid ul Rahman' I joined Girls Academy of Tailoring. After completing my graduation for the sake of learning tailoring experience and I got a good and the best experience with the finishing fine tailoring also I received so many orders from factories and I earn Rs. 200/- per day. At the time of lockdown, this experience of tailoring is very helpful for me. I am thankful to my staff and I am very happy with my decision to join GAT.

I am 'Noorain Anjum Siddiqui' B.Com graduate daughter of 'Munawwar Ahmed Siddiqui' after my graduation; I took admission in girls academy of tailoring and really got benefit with this decision. I had a good experience of learning there, I got to learn so many things beyond my expectations. They not only teach us but also encourage us to polite well and the result was amazing. We got finishing in our stitching and my family members, friends and relatives are also impressed that they too want to take admission into Girls Academy of Tailoring. After completing the course, I started stitching at my home, and then got a job in boutique with salary of Rs. 8,000/- per month plus home stitching Rs. 10,000/- per month. I am really happy with my decision of taking this class, it really helped me.

I am 'Sabina Begum' a student of Girls Academy of Tailoring for the academic year of 2016. I completed 6 months tailoring course but I am in practical work not stop my work and another paper work with my knowledge and monthly salary of Rs. 4 to 5 thousand. I really thanked to Girls Academy of Tailoring for giving me work and knowledge. I really respect my teachers.

EQUALLY ABLE (DISABLED) STUDENT TESTIMONIALS

Myself 'Mohd Aleem' S/o. 'Mohd Jahangir' age 19 years having disability of hearing and communication. I was school dropout student and I enrolled into 'Automobile Technician Course' in CIT in October-2017. I had successfully completed my Automobile Technician course from CIT and became skilled car Technician. Also I got full time employment at local private Automobile Workshop as a car technician with salary package of Rs. 15,000 /- Per Month with the assistance of CIT. I am successfully financially supporting my family (Alhamdulillah) and I am glad to express my gratitude and I am thankful to the management of CIT for giving me such opportunity to become skilled technician and getting employed. I am also glad to say that from my savings I have purchased used vehicle (Tata Indica 2009) for my personal and family use. Moreover, CIT management encouraged me to appear and successfully pass SSC board examination in the year 2020. And now I am on track for my further education along with employment.

I am Huma Ibrahim, D/O of Mohd Ibrahim. I have upper lip problem and I am a slow learner. After completing my intermediate I took admission in girl's academy of tailoring. I got good skills and experience in tailoring field from this center. It was very helpful learning in this institute as staffs was very supportive and encouraging. After completing the course from GAT, I started stitching from my home and also was able to earn income of about Rs 3000 to Rs 4000 per month. I am very thankful for the management of this institute for giving me an opportunity to get become garment maker.

STUDENT LOAN

I am grateful for the student loan given by CIT. This loan helped my family business of selling Bedsheets. My family bought more varieties and earned more money. Thank you very much for your interest-free loan.
- Mohd. Abdul Abrar

I want to show my gratitude towards institute because of the loan given by the institute of Rupees 20,000/- which is favorable for a small (Ladies Garments) business through we earn more income so that I am grateful to you sir thank you so much for helping to earn more money by giving the loan amount
- Mohd. Hussain