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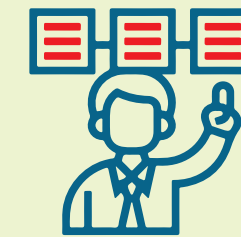
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Our Strengths



End-to-End Capabilities



Subject Matter Expertise



**Trusted Partner
For State Schemes**



**Sustainability and
Scalability**



Legacy Brand



**Complete Student Life
Cycle Coverage**



Our Leadership



Rustom Kerawalla

Founder and Chairman



Kavita Sahay Kerawalla

Vice-Chairperson



Raj Kumar Ahuja

Group President and
Group Chief Financial Officer



Ravi Srivastava

Group General Counsel



Y. Murali Krishna

Group Chief
Human Resource Officer



Suresh K P

Senior Vice President
Procurement



Sachin Gupta

Senior Vice President
& Company Secretary



Shirish Kalamkar

Chief Technology Officer



VINESH MENON

CEO | Human Development
Social Impact & Solutions

Honours and Recognitions



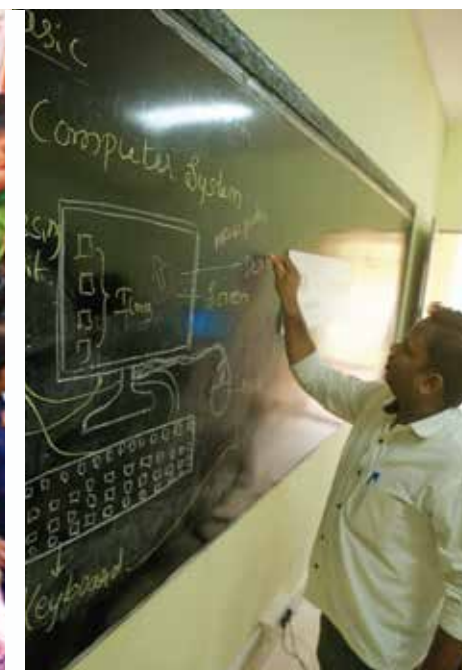
“ In order to ensure that future generations are skilled, employable and prosperous, success in the essential sectors of Education and Skilling is crucial for a developing nation.

Ampersand Group's End to End, Technology-led and Scalable solutions for democratic access to education, employment and entrepreneurship opportunities, enable us to create powerful on-ground impact, thus making us a partner of choice for every step of the Education to Work journey. ”



Rustom Kerawalla,
Founder and Chairman, Ampersand Group

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Our Raison D'Etre

We, at the Ampersand Group, are driven by the aim to transform lives by enabling livelihoods. We aim to create equal opportunities for all, regardless of socio-economic background, geographic locations or gender.

We strongly believe that a strong democratised Education and Skill Training system is crucial for a nation, in order to ensure that its future generations are skilled, employable and prosperous.

Our end-to-end, innovative, sustainable, scalable and inclusive technology-led solutions for education, employment and entrepreneurship opportunities help us create powerful on-ground impact at an individual and community level, thus enabling intergenerational progress and transforming lives.

We seek to leverage our pedigreed private sector expertise to partner with the government and other public sector institutions in the Public Private Partnership (PPP) model to address Sustainable Development Goals. In this manner, we aspire to contribute to nation building.



The Ampersand Advantage

Enabling livelihoods. Transforming lives.



2004

1st school established in Goregaon, Mumbai.

2017

24 VIBGYOR schools up and running across 7 cities with 34,000+ students enrolled.

Metamorphosed into a robust professional organisation, with in-house capability and end-to-end solutions for School Operations and Management.

Education, Consulting and Skilling (ECS) business set up to provide end-to-end operations and management solutions to government schools in India and Africa.

2006

VIBGYOR becomes a professionally managed network of schools.

2018

Initiated Early Childhood Care and Education (ECCE) services with the operation of 550+ Balwadis in Mumbai and a pilot of 25 Anganwadis in Nasik.

Initiated education services like Teacher Training as Continuous Professional Development (CPD) for government and private bodies.

First project of School Operations & Management (O&M) for state government-owned schools of JNPV (Maharashtra) and Adarsh School (Punjab) won under the PPP model.

EdTech services, such as digitalisation of academic content and remote healthcare clinics commenced.

Self Defence Training in Haryana

Empowering girls to become safe and confident, thereby helping bridge the gender divide.

Girls in India are often the target of harassment and physical attacks, leaving them vulnerable, hindering their participation in public life. Taking cognizance of this, the Government of India has set up a self-defence training programme for girls under the Samagra Shiksha Abhiyan, called the Rani Laxmibai Aatma Raksha Prashikshan. Under this programme, girl students receive martial arts training, encompassing various techniques derived from Judo, Taekwondo, Wushu, Boxing and Karate by certified trainers, over a period of 3 months. We are the Project Implementation Partner for this scheme in the state of Haryana. In the academic year 2021-22, the training started getting implemented in 800 state-board schools in Haryana with our operations and training expertise leading the initiative on ground.



CPD Training Programme In Assam

Helping teachers upgrade their skills to address students' learning needs better and be in sync with new-age teaching tools.

Our online teacher training programme was conducted for 824 teachers from Assam. It was spread over 90 hours, divided into 36 modules, in which teachers learnt about Microsoft Office and ICT tools, health and nutrition, safety practices in school and 21st century pedagogical approaches. Teachers were also exposed to issues related to adolescence and sensitised to the spectrum of special needs in students. The programme succeeded in helping teachers become in sync with the internationally recognised best practices of teaching and in being enabled as lifelong learners.



Adarsh Schools

Creating access to quality education for students in rural Punjab.

In association with Punjab Education Development Board, we handle the operations and management of 3 schools in rural Punjab. This project endeavours to make quality education accessible to students in rural areas, through a scripted curriculum, well planned academic calendar, regular linguistic remediation, use of digital platforms and constant periodic assessment at all levels. Our intervention has led to positive outcomes for these schools on several tangible parameters, viz., regularity in attendance of children, lower dropout rate, higher levels of teacher presence, etc. Our offerings in Adarsh Schools include Building As a Learning Aid (BALA), Visual, Auditory and Kinesthetic learning (VAK), Physical Education Cards (PEC), ERP and the use of Digital Assets.



Our Journey

2022

36 VIBGYOR schools operational with 43,000+ students

VIBGYOR ECCE centres operational with 6500+ pre-primary students

Strengthened our presence as a leading partner for **government-led** projects

- 680+ Balwadis managed across Mumbai.
- Leading provider of **Vocational Training under NSQF**, reaching 2,85,000+ students.
- **Self-Defence Training** conducted at 1,200 schools in Haryana.
- Lead partner on several **Skill Development projects**, reaching 4,500+ candidates.
- **Karnataka Creche project** started, with the launch of 83 Smart Creches in the state

2019

33 VIBGYOR schools set up across 10 cities with 46,000+ students enrolled.

2020-21

Successfully transitioned to **online and hybrid model of teaching** during the pandemic.

Expanded work in the government sector through the PPP model, as a preferred partner for the Government of India (GOI).

- O&M of 2 more **Adarsh** schools under PPP model added in Punjab.
- Teacher Training conducted in the digital mode for 1000+ teachers in J&K and Assam.
- Partnered with GOI to implement **Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY)** and **National Skills Qualification Framework (NSQF)** programmes.
- Pilot of 5 smart Anganwadis initiated in Uttarakhand.

Data includes owned as well as managed schools and consultancy projects

The Ampersand Impact



We strive to generate powerful on-ground impact, by creating equality of access and opportunity in the education, skilling and healthcare domains, thus enabling livelihoods for all.



18+
Years of
Service



300+
Projects
Undertaken



4,550+
Cities and
Villages Reached



1.2 M+
Lives
Touched

Highlights*

40 K12 schools | 50,000+ students

800+ ECCE centres | 32,000+ students

Vocational training at 3,600+ schools | 2,85,000+ students

4,500+ candidates trained in skill development projects

DDU-GKY Healthcare Project in Patna

Enabling skill development and employability of rural youth through short-term skill training projects and placement opportunities.



We are the Project Implementation Partner for the DDU-GKY programme of the Ministry of Rural Development in providing vocational training to the youth in various states across India. These short-term skill training courses act as a bridge between skilled labour and industry vacancies and cover every step of the enrolment to training to internship to placement journey. As part of this training, students learn the basics of CPR, First Aid, Pathology, Bio-Waste Disposal and Management, along with practical exposure about how to check a patient's blood pressure, heartbeat, pulse, etc. In addition to this, students are also coached in IT and soft skills, to ensure job-readiness of the candidates. In the DDU-GKY Project in Patna, we achieved 96% placement for our candidates from the first batch.

Smart Creches in Karnataka

Creating a nurturing early childhood care and learning ecosystem to help young learners grow and thrive.

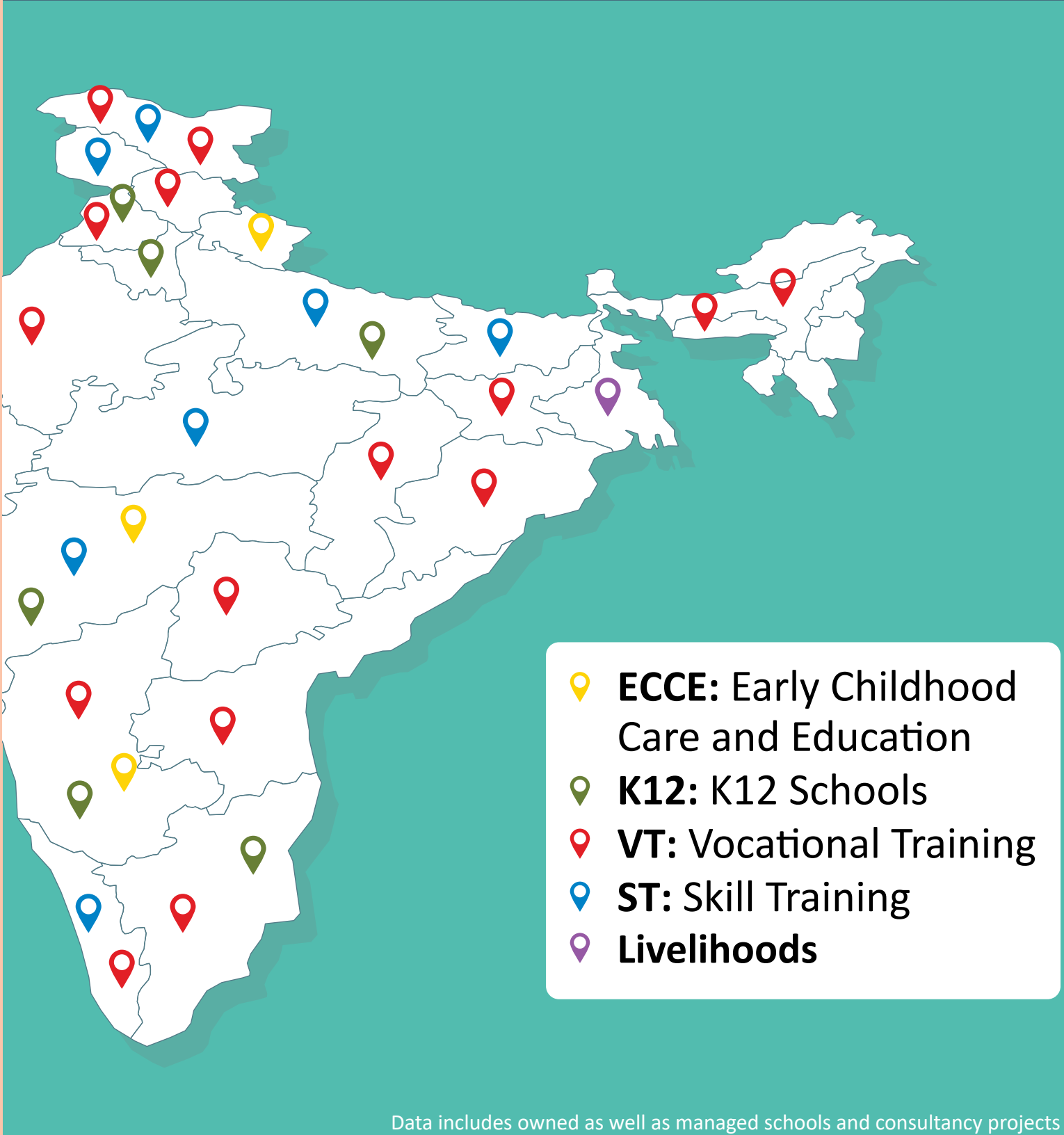
As Project Implementation Agency with the Karnataka government, we, at Ampersand, partnered with the Karnataka Building & Other Construction Workers Welfare Board in 2022 to set up creches for children aged 6 months-6 years of their workers who are registered with the welfare board. These creches were set up to address the vulnerabilities which children of construction workers face and to enable access to quality learning resources, so each child can learn, grow, thrive and get school ready. We currently operate 83 smart creches with 83 teachers and 83 helpers, across Karnataka, with 2500+ children enrolled.



Vibgyor Schools

Providing quality K12 education with a focus on holistic development.

With 36 schools present in 13 cities across India, VIBGYOR is counted among the leading network of schools in the country. VIBGYOR offers a variety of boards for its students to choose from, including ICSE, IGCSE, IB and CBSE. Keeping in mind the needs and challenges of our times, VIBGYOR creates a holistic experience of learning for students, which blends academics, sports, performing arts and experiential learning through ed-tech, state-of-the-art infrastructure, optimum student-teacher ratio and an academic curriculum that incorporates global best practices as well as NEP 2020.



The Ampersand Commitment

Education to Work, with you every step of the way

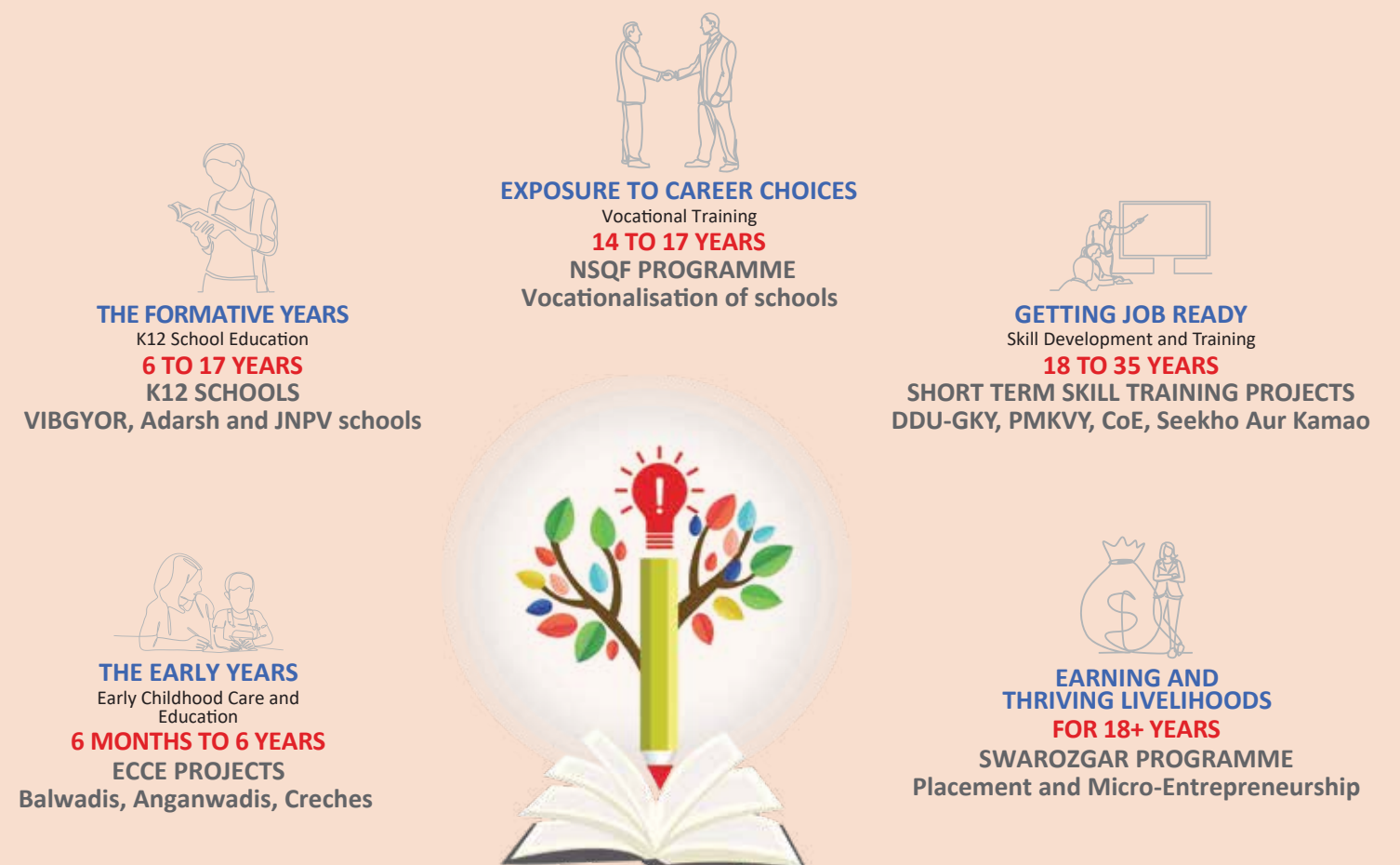


Our Impact Stories

We, at Ampersand, are preferred partners with state and central governments for projects which have a direct and sustainable impact at the grassroots level. This is achieved by enabling democratic access to resources for age-appropriate and vocation-relevant learning, training, upskilling, mentorship and employment. Our collective success in the execution of each project is meticulously recorded, for both qualitative and quantitative outcomes. Here are a few case studies where our interventions were able to achieve remarkable transformation of lives at an individual and community-level.



Education to Work Journey



Enabling Through State-of-the-art Technology And Modern Infrastructure



END GOAL:

Transforming Lives by enabling livelihoods and a better quality of life for individuals, families and communities.

Our Services

We, at Ampersand, provide integrated, end-to-end solutions for education, skill development and livelihood generation. Through our interventions in these domains, we seek to propel the nation towards progress and individuals towards fulfilment.



Consulting

The areas of Business Operations and Financing across Industries.
Our Step-by-Step Consultation Process

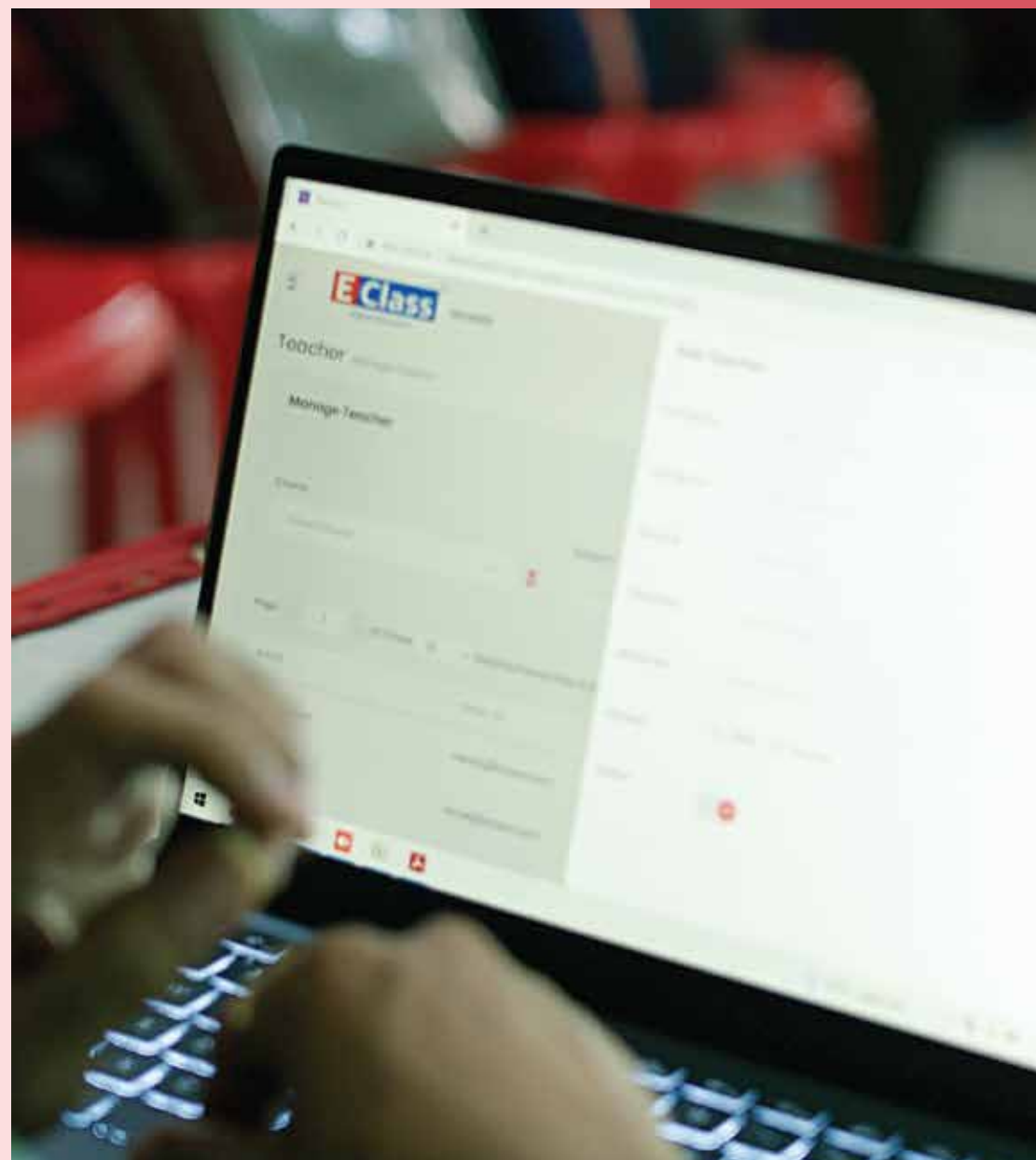
- Need-Gap analysis of current situation on-ground
- Research (quantitative and qualitative) and analysis of global best practices
- Identification of stakeholders involved
- Programme / Solution design
- Approach and methodology
- Proposal
- Pilot
- Phase-by-phase roll out
- Project monitoring and evaluation



Edtech

For students and teachers in all locations, of all backgrounds

Our Edtech Solutions digitise education and its delivery, thereby making it accessible to all students of India. These solutions are implemented in our private schools, while also being made available to schools we partner with to run and operate under several government-led projects. We have a centralised team which develops digital learning content for pre-primary learning, K12 learning, teacher training and vocational training. A phygital learning infrastructure and hybrid teaching model, based on cutting edge technology, is enabled to ensure anytime, anywhere learning, implementable in schools across India.



Education



Skill Development & Livelihoods



Technology & Consulting



Healthcare

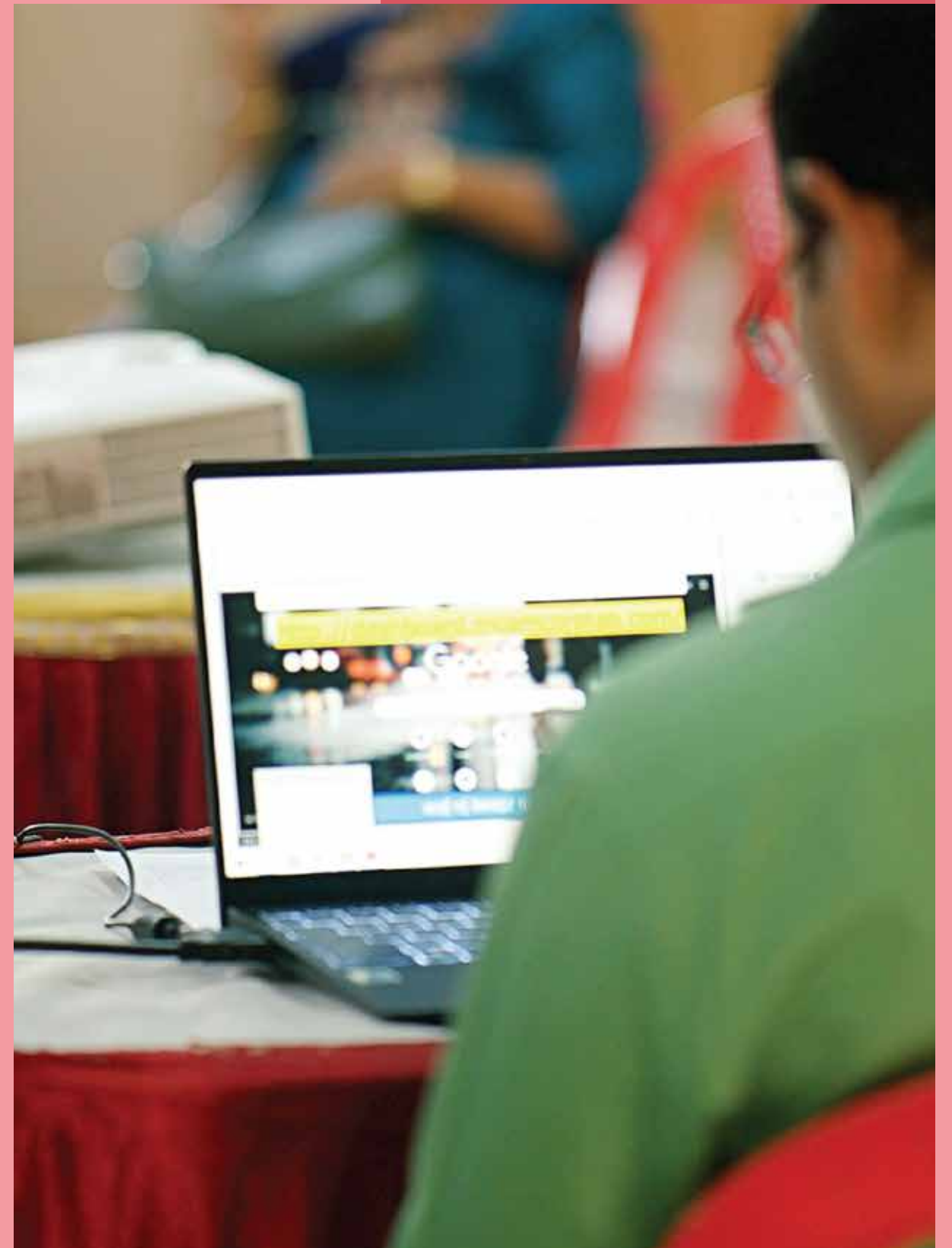


Infrastructure



Allied Services

Education



Technology & Consulting



Early Childhood Care and Education (ECCE)

For children aged 6 months - 6 years

Our services in ECCE include the operations and management of Creches, Balwadis and Anganwadis for government-led projects, along with VIBGYOR Kids and VIBGYOR Roots in the private sector. Through these initiatives, we provide a stimulating play-based learning environment for children, focussing on their safety, health, growth, natural learning potential and school readiness. This initiative helps us achieve the twin objectives of social welfare and human development, by providing age-appropriate stimulation, infrastructure development and phygital interventions, so that every child can learn, thrive and grow.



Centres of Excellence

For candidates to be trained in a sector relevant to their geographic area

As PPP partners with the government, we set up skill development centres that offer adults training in sectors like tourism, hospitality and healthcare. Centres of Excellence optimise the utilisation of local resources and trade opportunities relevant to their geography. Sustainability being a key goal, local youth receive training, internship and placement or micro-entrepreneurship opportunities, and this helps the community at large to progress as well.



Livelihoods

Aimed at boosting micro entrepreneurship and creating livelihood opportunities, our sustainable solutions are built under the government-led Swarojgar initiative. Our training plus micro-entrepreneurship projects include electric vehicles for e-commerce delivery as well as Healthcare, Beauty and Tailoring to ensure livelihoods for women entrepreneurs.

Our training includes mentorship to aspiring candidates, technology, infrastructure and utilities as well as financial support for micro-entrepreneurial ventures under schemes like ASPBEDC, PMEGP and MUDRA.



Vocational Training

For high school students in grades 9 to 12, in state-run schools

The vocational courses aim at giving students exposure towards possible career fields and are delivered through a mix of theory sessions, practical exposure, industry visits and interaction with industry veterans.

These trainings are carried out by quality trainers recruited, trained, monitored and mentored by us. Students enrolled in the vocational courses are given end of the year assessments and certification as per National Skills Qualification Framework (NSQF) guidelines, along with counselling, guidance and placement opportunities for those 18 years and above of age.

We also run Incubation Centres that offer detailed practical hands-on training and function as a finishing school or a refresher course in vocational training. This initiative aims to provide more in-depth training and practical exposure in vocational subjects like Healthcare, Retail, Automotive under the GOI's Samagra Shiksha Abhiyaan and boosts a candidate's prospects of employment or further study in their chosen subject.



Skill Development

For adults aged 18-35 years from marginalised or Below Poverty Line (BPL) backgrounds

To provide skill training to Indian youth and enable placement and entrepreneurship opportunities, we partner with the government for Deen Dayal Upadhyaya Grameen Yojana (DDU-GKY), Pradhan Mantri Kaushal Vikas Yojana (PMKVY), and Seekho aur Kamao programmes. We also run programmes under Recognition of Prior Learning (RPL) scheme, which focuses on reskilling professionals. To enable these, we offer an integrated solution that ties Institute, Industry, and Individual Stakeholders. Sectors such as Healthcare, IT-ITeS, Retail and Security are covered in these trainings.

We help set up the training infrastructure and conduct community mobilisation activities to reach potential candidates. The trainings are conducted with a mix of theory and practical sessions, along with lodging and boarding.

All candidates are also trained in IT and communication skills, to get them job ready and to enable on-the-job success. Post training, assessment and certification, support is provided to enable internship, placement and micro-entrepreneurship opportunities.

K12 Education

For children aged 6-17 years in private and state-owned schools

We create a holistic learning environment in VIBGYOR schools, addressing academic, athletic and artistic development of students. We also offer end-to-end school operations and management services to state-owned schools, with the promise of quality education and empowerment of the youth of the nation. As a part of our K12 services, high quality academic content is created by subject matter experts and delivered through a technology integrated, hybrid model of learning, strengthened with teaching aids to enhance learning experience. We ensure continuous professional development of teachers and a state-of-the-art knowledge and physical infrastructure to make learning holistic and effective for students, regardless of their backgrounds. We also provide a strong Learning Management System (LMS) for student assessments, MIS for student and teacher attendance monitoring and a robust ERP for real-time tracking of student progress.



Other Services

Continuous Professional Development (CPD)

For teaching and non-teaching staff

In order to enable life-long learning for teachers' professional growth, we have developed a new-age CPD Programme where all teaching and non-teaching staff have the opportunity to expand their knowledge base and upgrade their skills. Our CPD trainings are conducted in the online and blended modes, with several specialised modules, like Teacher and Staff Registration, Teacher Assessment and Certification, Teacher Career Progression and Reporting & Analytics.



Academic Content Services

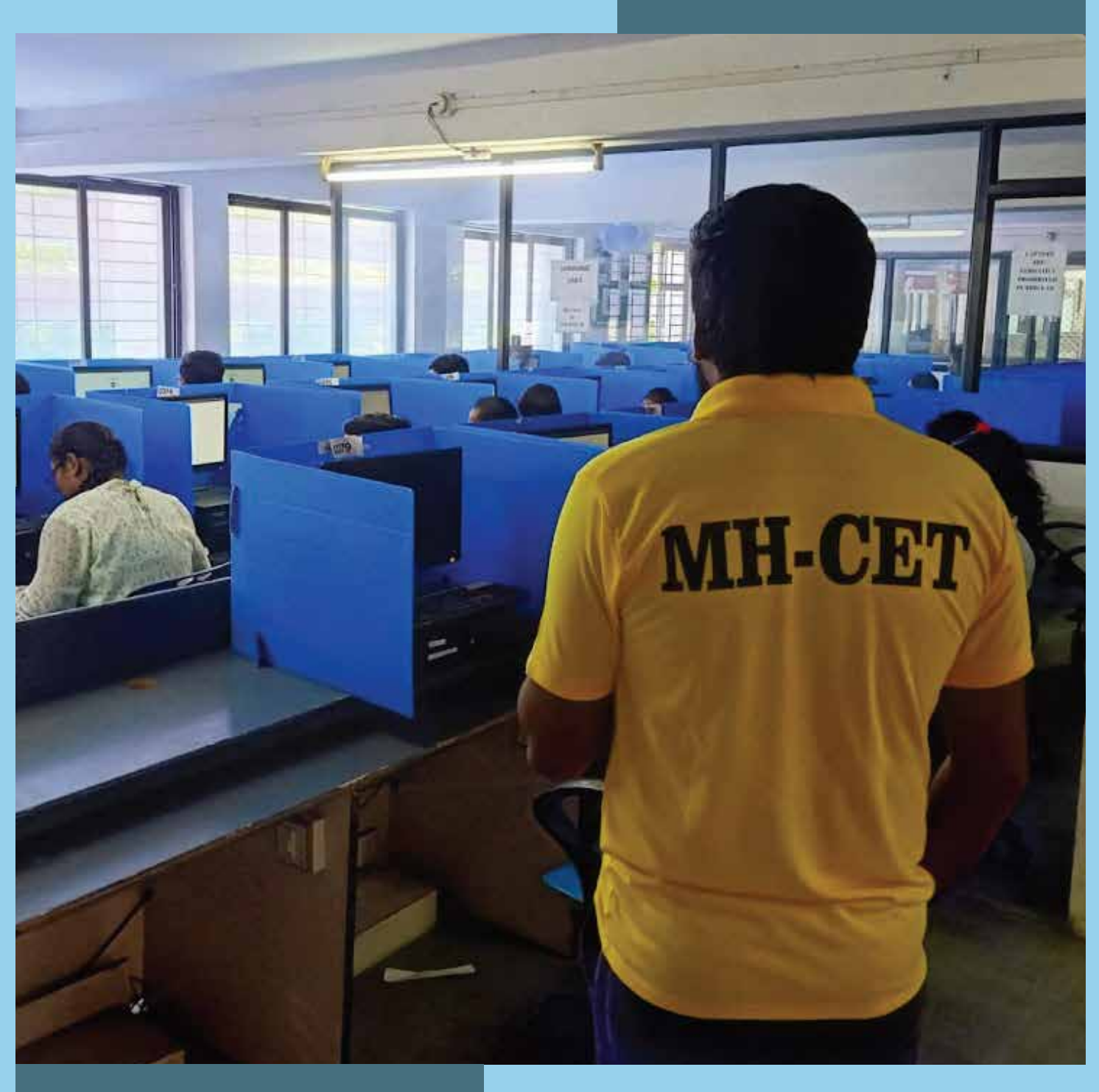
We develop high quality academic content which is used in our private school. The very same content is used in government-led initiatives which Ampersand Group collaborates on. Our academic content is developed by veteran academicians, with wide experience in understanding age-appropriate curriculum, latest pedagogical techniques and the needs of 21st century learners. Our academic content is sensitive to the needs of contextual learning and is adaptable to vernacular sensibilities, catering to the needs of students for all locations and backgrounds.



Skill Development & Livelihoods

Online Assessments

As a partner with central and state education departments, we conduct Online Assessments for Recruitment and state-level Competitive Examinations. Our solutions are end-to-end, comprising candidate registration, exam venue booking, platform development and customisation, conducting of exam and announcing results. Our secure and streamlined process comprise centre booking, help desk maintenance, operations and deployment of CET applications.



School Management Systems

We offer robust and deep expertise in the technology domain, we develop and deliver several tech-led solutions for management of school data and student progress, like Learning Management System (LMS), Enterprise Resource Planning (ERP) and Management Information System (MIS). These solutions are easily accessible anytime, anywhere, on a single platform and lead to smooth monitoring of student and teacher attendances, along with real time tracking of student progress.



Allied Services

We provide services for every aspect of a student's journey at school. These include School Merchandise (including uniforms, shoes, books, learning aids, laboratory equipment and stationery), Sports and Performance Arts Training, Transportation and Hospitality services.



Command and Control Centre (CCC)

We offer CCC services to state schools within a network. A CCC is a single platform designed to integrate all centre operations. It provides centralised monitoring and control of all school activities and key performance indicators within a state through a secured IT platform and helps state bodies take immediate decisions based on analytics provided on the dashboard. With state-of-the-art infrastructure that offers real time monitoring, remote tracking and data sharing to all stakeholders, it acts as the nerve centre for all schools in a state.



ICT Solutions

Our Information Communication Technology solutions encompass various digital services, catering to the software and hardware needs of various projects. We enable Smart Classrooms, which are equipped with interactive teaching devices that can be used as a Smart TV, DVD Player, Projector, White Board or Camera for virtual projection. Its pre-loaded academic content is brought to life through rich animations, making learning an engaging, interactive and stimulating experience. Among our other ICT services, we provide computer lab supplies for schools, a digital library with anytime access to learning resources, and create SaaS (Software as a Service) solutions to solve existing market challenges like English proficiency and teachers' acclimatisation to digital technology.