

IIDA Executive Report for Financial Year 2020-2021:

What a bizarre year it has been! With Covid 19 rampaging around the world, all businesses/companies/education institutions had to close over long periods physically, and IIDA was not exempted.

Lockdown

This meant that within the period of 2 to 3 months IIDA had to transition from years of physical teaching to online training through virtual classrooms. And our staff adapted well. Throughout the initial lockdown our administrative and teaching staff managed to successfully continue operating and providing education for the underprivileged. Staff and Board meetings, too, were held virtually. It is with great pride that I can say that even with over half the academic year being conducted online (a completely new teaching medium for many) IIDA was still able to carry 424 Students through successfully.

NSDC Partnership

This year saw a great triumph for IIDA in that we became a full-fledged NSDC partner. We were able to offer not only our own students NSDC qualifications but also began to register other training institutions with NSDC through our IIDA. This will not only bring future income but also further IIDA's goal of having a training centre in every district of India.

Recruitment

Of course, the major struggle was recruitment. Since the majority of IIDA's student recruitment comes from physical canvassing, promotion lockdown in India severely inhibited this. We were still able to enrol 424 students which, in light of the overall situation, was a great success.

Saving Measures

The reduced number of students led directly to reduced income for the organisation. This led the Board and senior management to the decision of reducing salaries temporarily across the board. So as to make sure IIDA was still supporting the staff during this time, it was decided that senior management would take 25% pay reduction and then a reducing percentage was deducted from the different salary tiers. The lowest tier receiving a maximum 10% reduction. We could reverse the decision when we received support from overseas donors for Corona-19 affected students.

Community Outreach

During and after the first lockdown, IIDA committed itself to helping in the communities where its centres are, as well as with the destitute migrant workers who were abandoned during this time. With the help of local volunteer groups IIDA provided shelter and food to migrants who were trying to return to their native homes. IIDA also initiated a food distribution program at the Day Care centre in Besant Nagar and in the Pallavaram

community. Later in the year, with the generous help of Links International and Opportunity International, the organisation was able to provide one month's groceries to 100 families and financial relief to 400 students with fee subsidisation. This was a great success and we are very thankful for the generosity of our donors.

Outlook

Through disaster comes Hope. Through struggles come innovation. The last year has been an extreme challenge for IIDA. It has been amazing to see the staff adapt and overcome. Their dedication was seen in the acceptance of salary reduction without the workload reducing. Their adaptability was seen in the manner that they were able to switch to online training and still bring all the students through successfully. The coming year will continue to bring challenges, as the world continues to be gripped by COVID 19 and lockdowns are imminent. The IIDA family will put its best foot forward to continue to help and empower the underprivileged.

J. P. Osborne

COO IID Association