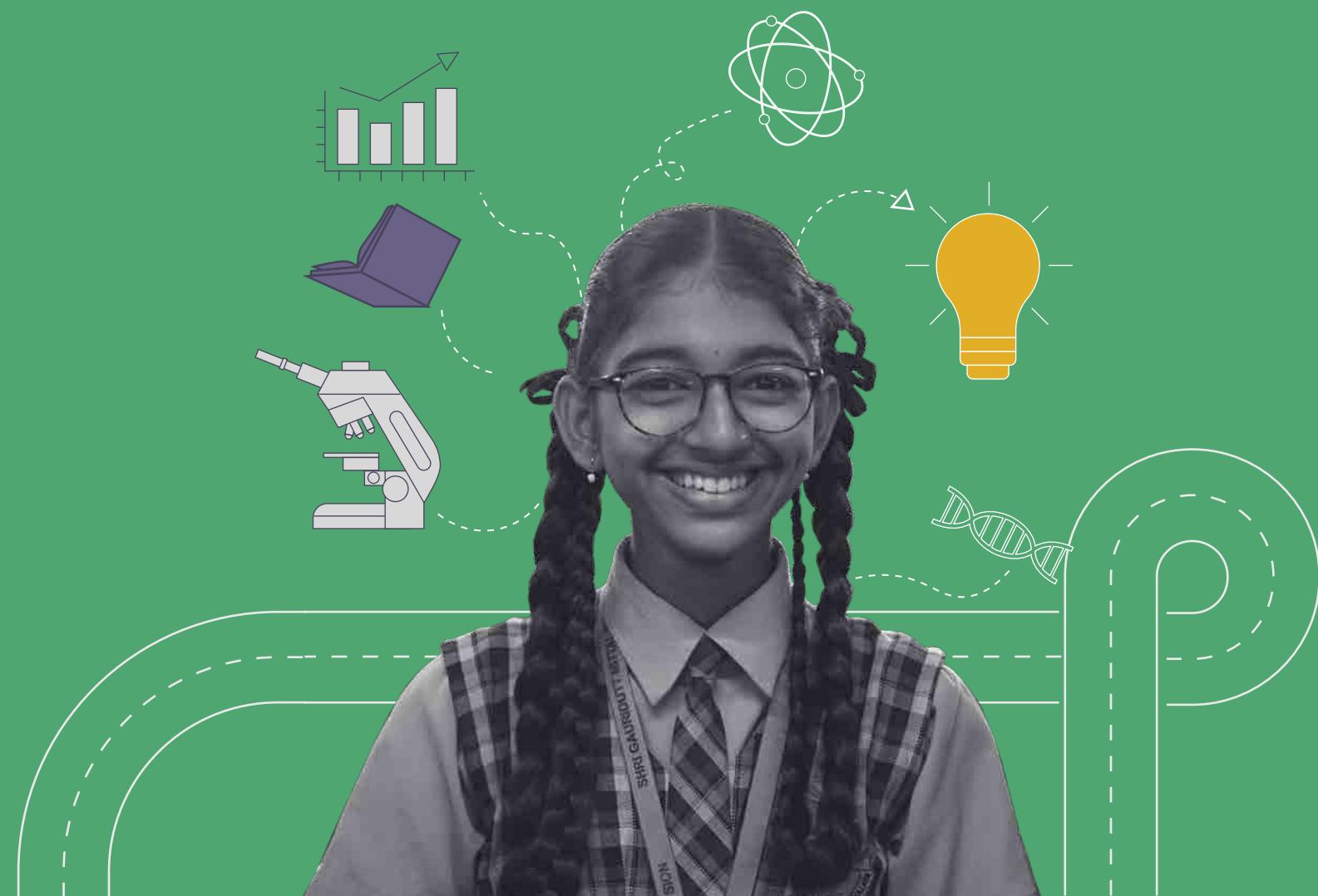




Transforming Futures Through Changing Systems

Annual Report 2023-24 | 11th Year



Our annual report is a simple yet bold representation of Antarang's legacy and ongoing work. We use thin-lined pathways signifying **career pathways** connecting each spread of the Report to the other.

Silhouettes profile the diverse stakeholders that we interact with and depict the depth and breadth of our impact as the Team understands, integrates, and transforms lives - **at a systemic level**.

We have added colourful touches of the Antarang doodles to resonate with our uplifting spirit, while our Team's **resilience and relentless hard work** form the hallmarks of our people at every step of the way.

What does Systems Change Mean for Us?

Build Infrastructure

- A curriculum and materials for career readiness
- An ecosystem of NGOs, industry, and parents

Build Capabilities with Stakeholders

- A trained cadre of career facilitators
- Resources to monitor and implement intervention

Build Metrics and Impact

- Track and report progress against a set framework
- Ensure initiatives are relevant as per the industry



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Our Director's Message

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Our Future Outlook

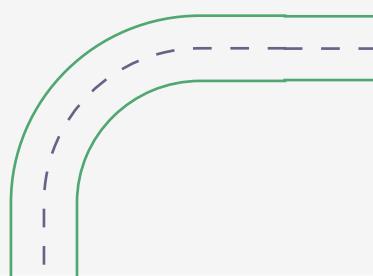
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10

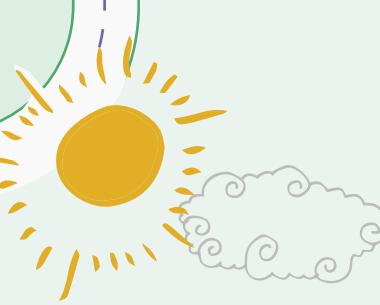
Financials

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Our Director's Message

2023-24 was special in so many ways...



Antarang found its true **flying wings** and felt a lot more confident in our voice.

11 years and 3,50,000 students later, we are confident in our voice when we say that...

Young people's aspirations matter...

Career facilitators in the classroom make these aspirations blossom...

Parents give fuel to aspirations...

Teachers and school heads give them wings and...

Industry makes them all possible.



We have **worked closely with state and local governments and have been inspired and motivated by their commitment** to enable their students to make aspirational career transitions. We have taken **pride in our alumni** entering career pathways as varied as data science, wealth management, nursing, politics and education. We have been humbled by the **determination of parents** who are willing to buck societal norms and take pride in their girls excelling in the NCC. We are **secure in the comfort of a team that sticks together**, argues, debates, challenges, cares and celebrates together. We are **grateful for a board of trustees and advisors who have our back** even as they hold us to high standards of accountability. We are fortunate to have **partners and supporters who are as excited for equitable futures** as we are.

In the words of the poet, Subramanya Bharathi; so much of the world we constructed around us believed in the equity that needs to be the norm in the world.



The crow and the sparrow are of us,



The sea and the mountain are of us,



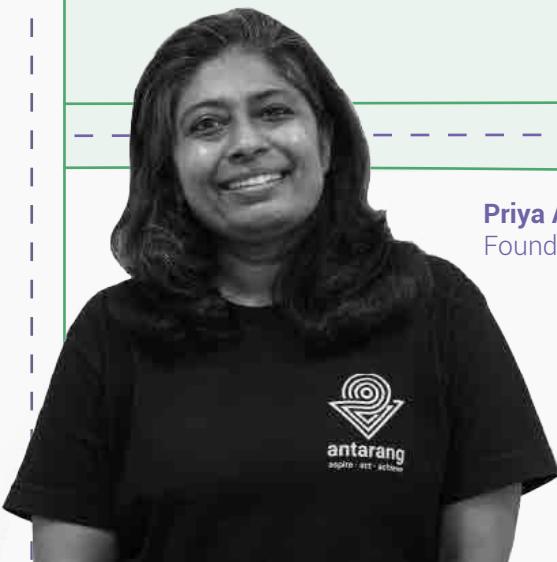
It is ourselves everywhere we see,



And the heart dances with delight....

With gratitude for the year and with excitement for the next.

Ensuring that every student has...the knowledge and resources to pursue their dreams



Priya Agrawal
Founder - Director



Our Leadership Team

Senior Leadership



Priya Agrawal
Founder - Director



Rita Pani
Advisor and Founding Member



Kavita Gunderia
Joint CFO



Urmila Sampath
Joint CFO



Swati Mohan
Director - Programs



Priyanka Sanghaj
Director - Programs and Product Development



Rapti Mukherjee
Lead - Talent and Culture



Priyanka Sharma
Lead - Communications and Fundraising



Zeenat Valli
Lead - Youth Development and Partnerships



The power of having the freedom to make a choice

Board Members and Advisory Council



Priya Agrawal
Founder - Director



Ajay Kelkar
Leadership Coach



Anuj Gandhi
Founder - Plug and Play
Entertainment



Vivek Talwar
Founder and Director -
Chrysalis
Director General,
CSCAPES



Amita Chauhan
Board Member -
SVP India



Archana Chandra
CEO - Jai Vakeel
Foundation and
Research Centre



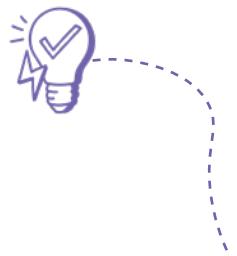
Alka Nalavadi
Partner - AZB & Partners



Rizwan Koita
Co-founder - CitiusTech,
Co-founder and Director -
Koita Foundation



Aleem Jivraj
COO - Global Markets
(Asia ex-Japan)
& Global FX & EM
at Nomura



Youth Advisory Board



Abhishek Thakur
Grade 12 Completed



Harsh Dubey
Account Manager -
Airtel



Mahima Choudhary
Project Coordinator -
Imarticus Learning
City Tour Guide,
Nine Tours



Parita Malvia
Freelance Educator



Prachi Mishra
Founder - Project Nilay,
Co-founder - Safe Odisha
For Her



Rinki Yadav
Relationship Manager



Soumya Chintakindi
Second Year -
Environmental Studies,
Krea University



Tanisha Agrawal
Grade 12 Student



Pavitra Yadav
Second Year
BCom Student



Our Year in Highlights

Jan 2023 - Mar 2024



January 2023

We started the year with celebrating National Youth Day with our alumni!



March

Expanded **our program to Dharashiv (Osmanabad)** for the academic year 2023-24.



May

We became a knowledge partner for experiential learning in 130 schools in the Palghar district through a MoU with KMCT.

February

We launched our CareerAware and CareeReady programs for the first time in Nagaland in collaboration with YouthNet to deliver an integrated career guidance program for grades 9 to 12.



April

Antarang turned 10! We had a blast with our first #10 celebrations event!



June

We officially launched our Career Guidance, Exposure, and Readiness Program in Goa, with the **Hon'ble Chief Minister, Dr. Pramod Sawant**.



We also signed an MoU with the Government of Haryana.



July

We trained over 275 facilitators across Maharashtra, Rajasthan, Nagaland, and Goa.

September



Educate Girls aimed to provide career and livelihood awareness to out-of-school girls in six districts of rural Rajasthan. Our team conducted training for over 90 preraks (facilitators), equipping them with a comprehensive career awareness curriculum to prepare them for their role in the project.



November

Our newest cohort of the Youth Advisory Board for 2023-25, consisting of 9 members, joined us!

August



We launched our CareerAware and CareeReady Programs in Maharashtra for the year 2023-24 with MSCERT!

October

We got Gold certified!
We got a Gold Seal of Trust from Give.



December

We concluded the year by celebrating the completion of our first year in Nagaland!



Bridging the gap between school-to-work



January 2024

We celebrated the National Youth Day by hosting a panel on the 'Future of Work' for our youth and Alumni!

March



We kick started our program in Nagaland for the new academic year by training our facilitators to prepare them to hit the ground running!

February



We held year-end Facilitator Celebrations across our geographies as our programs wrap up from 2023-24!

Our Certifications



Gold Seal of Trust | Give.do

Highest seal of trust based on due diligence and verification checks for 48 parameters that cover organisational capability



GuideStar Gold Certification | Guidestar

Advanced Level Seal issued after due diligence of legal & financial compliances and sharing these transparently in the public domain

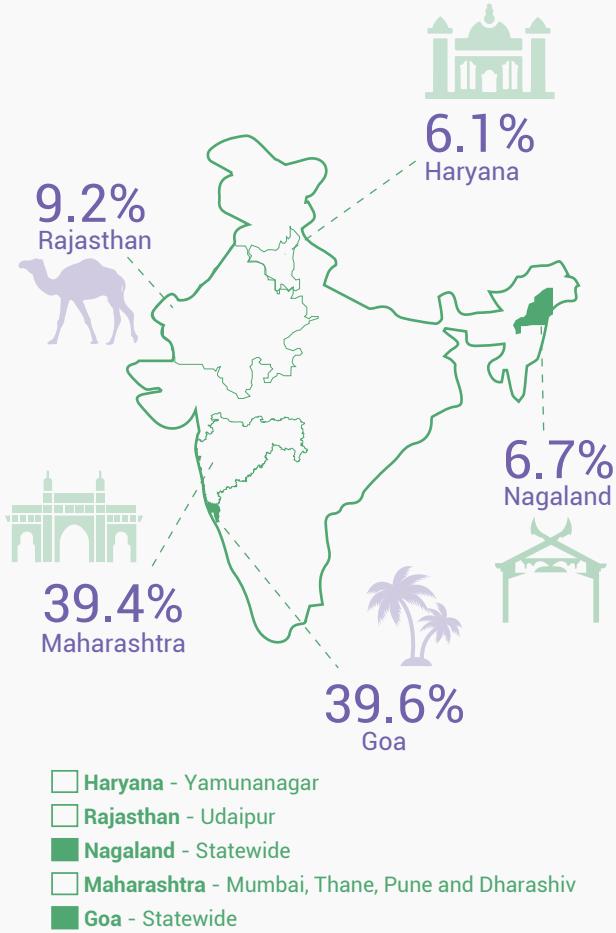


...systemic change

Our Students across Geographies and Grades

Who are Our Students?

Geography-wise Distribution



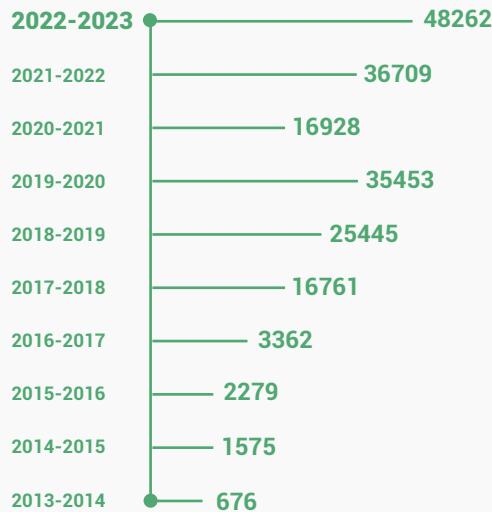
FY 23-24

1,45,422 Students reached
1,394 Schools

232 Facilitators



Students Impacted



Bringing systemic change with the Antarang careers model.....

Grade-wise Distribution



Gender Distribution

52.0%
Female



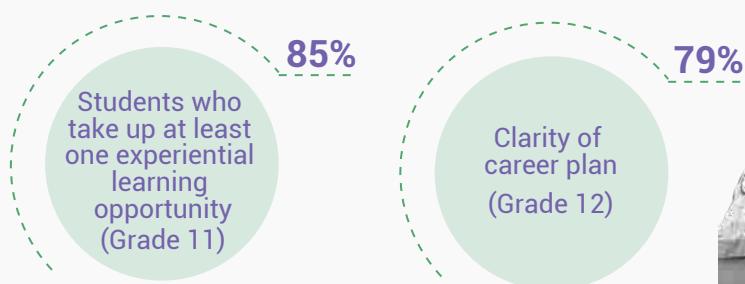
47.1%
Male



CareerAware - Grades 9 and 10



CareeReady - Grades 11 and 12



Nagaland Goa Maharashtra Rajasthan Haryana

	Nagaland	Goa	Maharashtra	Rajasthan	Haryana
Awareness of 5 or more career choices (Grade 9)	65%	62%	47%	32%	NA
Clarity of career plan (Grade 10)	87%	84%	84%	77%	87%
Students who take up at least one experiential learning opportunity (Grade 11)	NA	81%	87%	95%	NA
Clarity of career plan (Grade 12)	NA	74%	83%	NA	87%

Aspirations turning...

...embedded in school curriculums

What are Our Students Doing after Grades 10 and 12?

Measuring the Impact of Increased Career Awareness and Guidance by Tracking What Matters Most: Transitions.

We've always believed that every student deserves a clear and supported pathway to their future. While India has made remarkable strides in achieving near-universal primary education, we know the journey doesn't stop there. The real challenge lies in ensuring that students successfully transition through secondary and higher secondary education. With a Gross Enrolment Ratio (GER) of only 57.6% for higher secondary education, far too many students drop out just as they're stepping into their potential.

In 2024, we conducted Transition Tracking to better understand the journeys of our students who completed grades 10 and 12 and participated in our CareerAware and CareeReady programs.

This survey has helped us do what we do best: refine our programs, advocate for systemic change, and create better pathways for young people. Covering regions like Mumbai, Pune, Osmanabad, Udaipur, Nagaland, and Goa, we've gathered insights that will shape how we support students in transitioning to higher education, vocational training, or employment.

Key Findings

After Grade 10

91.4%

Students transitioned to EEET.

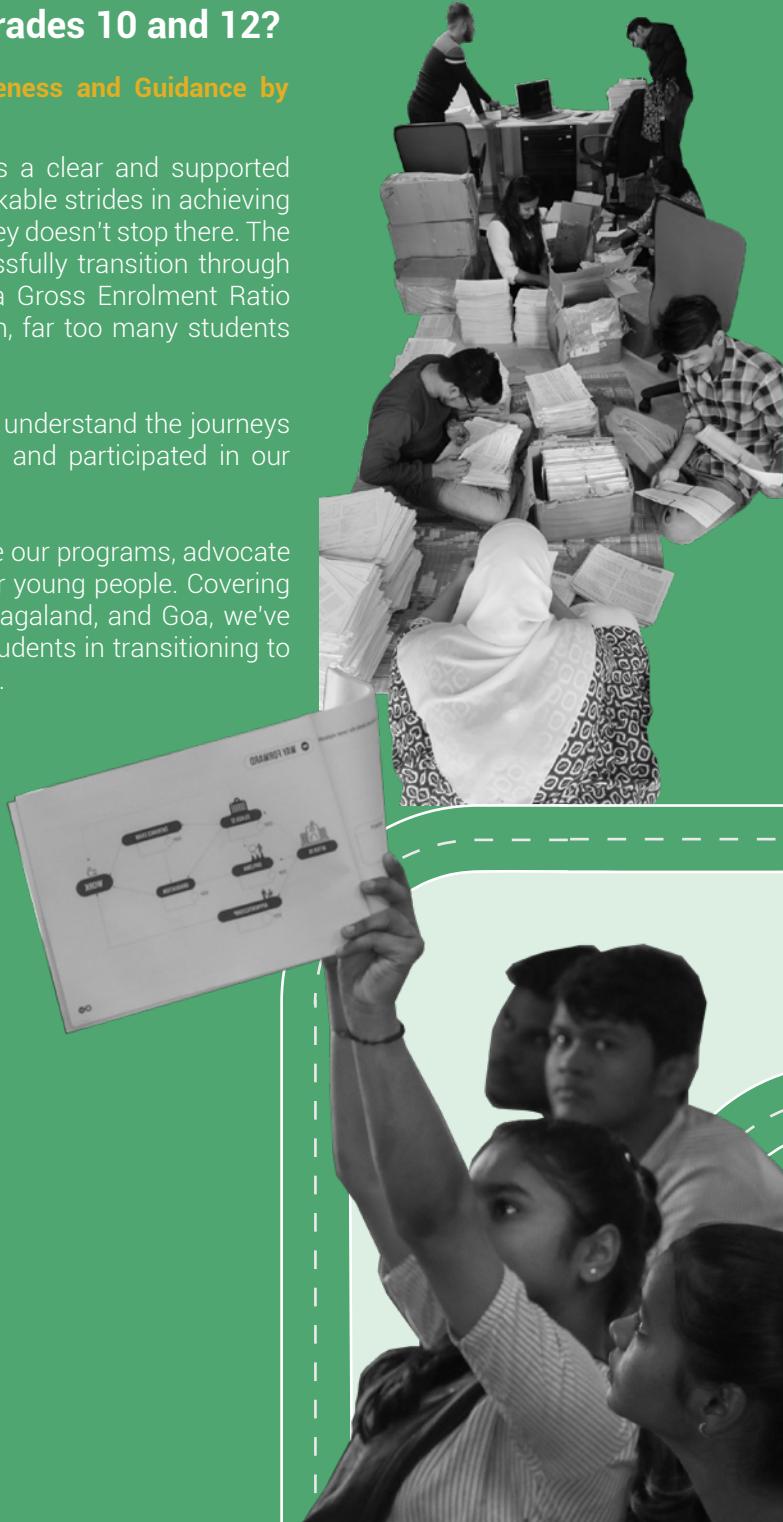
79.2% is the national average.



After Grade 12

86.3%

Students transitioned to EEET.



Government Partners

17+



Industry Partners

24+

- JPMorgan Chase & Co.
- Aditya Birla Foundation
- Tata AIA Life Insurance Ltd.
- Tata TSG
- iVolunteer
- Croma

Donors

14+

- J. P. Morgan
- UBS
- Parle
- EMpower
- A.T.E. Chandra Foundation
- Empowerment Foundation
- Chintu Gudiya Foundation

Fidelity Asia Pacific Foundation

Shaikh Jaffer and Nematullah Ebrahim Family Foundation (SJNEFFL)

Bharat Bijlee

Dasra Deloitte
OKI HDFC

NGO Partners

4

- Educate Girls
- KMCT
- Dharma Bharati Mission (DBM)
- TAP



We Achieve System-level Implementation through Partnerships with Government Bodies and Institutions

State	District	MoUs or Permission Letters	Tenure
Maharashtra		MSCERT	Feb 2023 - Apr 2024
	Mumbai	BMC	Feb 2021 - Jun 2026
	Thane	NMMC	Jun 2023 - Apr 2024
		BNCMC	Jun 2023 - Apr 2024
	Pune	PMC	Jun 2023 - Apr 2024
		PCMC	Jun 2023 - Apr 2024
		Pune Samaj Kalyan	Jun 2023 - Apr 2024
		Osmanabad ZP	Jun 2023 - Apr 2024
	Osmanabad	Osmanabad Samaj Kalyan	Jun 2023 - Apr 2024
		Directorate of Education	Apr 2023 - May 2026
Goa	All districts	Directorate of School Education	Nov 2022 - Dec 2026
Nagaland	All districts	Udaipur District Education Office	Jun 2023 - Apr 2024
Rajasthan	Udaipur	Directorate of School Education	Jun 2023 - May 2025
Haryana	Yamuna Nagar	Yamuna Nagar District Education Office	Jun 2023 - May 2024



Dalberg

For over a decade, we have been walking alongside students, parents, educators, and partners, ensuring no one has to navigate their journey alone. This year, an external evaluation by Dalberg Global Development Advisors gave us a moment to pause and reflect on how far we have come—and how far we have to go.

Our Impact: The Difference We have made Together

We've seen the power of what happens when pathways are clear. The Dalberg evaluation validated the outcomes we see every day in our classrooms and communities:

Immediate Gains

Our students experience a 25-percentage point (pp) increase in career awareness, a 5 pp rise in goal-setting, and a 37 pp improvement in understanding educational pathways.

Lifelong Impact

Even years after they leave our programs, our alumni tell us they are more focused, confident, and resilient. Only 14% are NEET (Not in Education, Employment, or Training)—less than half the national average.

Systemic Change

With government partnerships across 1,400 schools and programs like Goa's statewide teacher training, our work now reaches over 140,000 students every year.

Looking Back: What We have Learned

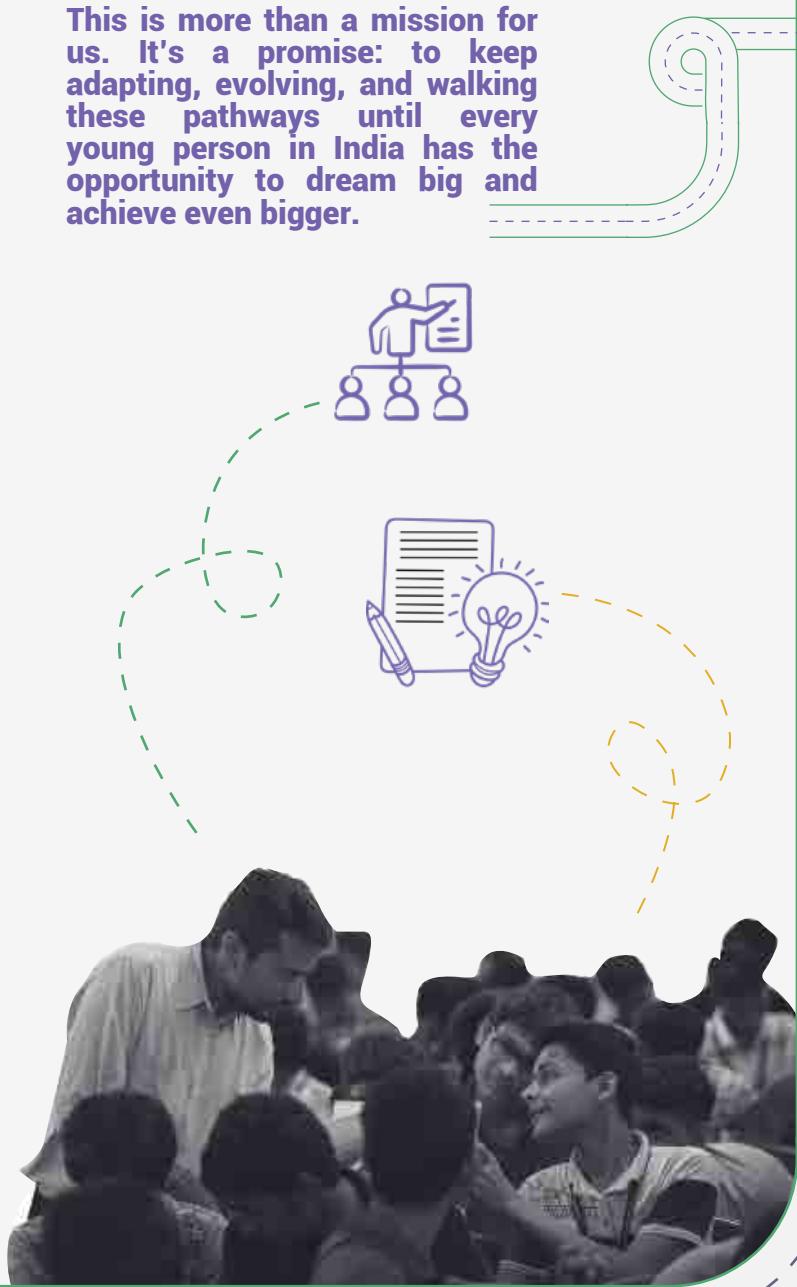
- Involving parents and employers even more deeply in the process.
- Using smarter tools to monitor and evaluate what works.
- Embracing technology and pushing for gender equity to reach every youth.

Looking Ahead: The Path Forward

Dalberg reaffirmed our approach—**"I Do, We Do, You Do"**—as the key to scaling our impact sustainably.

Now, we're doubling down on collaboration, working hand-in-hand with governments, civil society, and industries to ensure that every institution we touch is equipped to guide their students, long after we are gone.

This is more than a mission for us. It's a promise: to keep adapting, evolving, and walking these pathways until every young person in India has the opportunity to dream big and achieve even bigger.



Our History



Why We Started - The Reason behind Antarang's Systems Change Journey

In 2012, a group of young adults—the first in their families to complete high school—were discussing their futures with mentors who had been supporting them since their pre-teen years.

This conversation and the actions that followed led to the foundation of Antarang as an organisation dedicated to bridging gaps in awareness, aspirations, and skills, ultimately providing marginalised youth with access to aspirational careers in the formal sector.

What are We Solving at a Systems-level for the Most Disadvantaged Youth: The Youth Productivity Crisis

India's youth face a critical challenge: 33.5% of the country's 400 million young people are Not in Education, Employment, or Training (NEET).

While India's annual GDP growth hovers around 7%, it obscures low youth labor force participation (45.8%) and high wage inequality, fueled by a largely informal labor market. In 2022, the top 10% of the population held 77% of India's wealth.

This inequality, combined with a hierarchical education system that prioritises stereotypical vocational options in government schools, reinforces cycles of low-wage work and poverty. With one in three young people in the NEET category—including a significant number of young women—the social and economic repercussions could be severe if left unaddressed. **This inequitable transition from school-to-work among marginalised youth is the problem Antarang is tackling through existing systems.**

Socially and economically disadvantaged young adults remain unaware of emerging career paths. Our data reveals that 75% of adolescents from government schools in Mumbai and Pune are aware of fewer than seven traditional professions, most of which seem unattainable due to a lack of essential skills to compete in the exam-driven selection process. Nearly 48% of India's 240 million+ adolescents drop out before completing high school, drastically reducing their prospects for entering careers that offer social and economic mobility.



Antarang seeks to answer a pivotal question as we serve economically disadvantaged students aged 14 to 25:

How can we empower young adults to aspire and achieve work that promotes socio-economic mobility, breaking their cycles of intergenerational poverty?



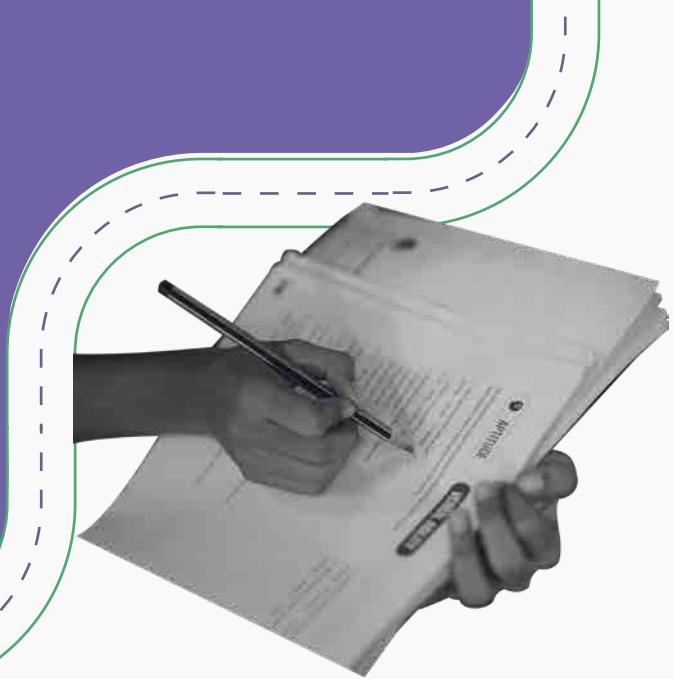
Our Vision

We envision a world in which every young person is passionately, productively, and positively engaged in a career of their choice.



Our Mission

By 2030, we will help 25 lakh youth between Grades 9 to 12 (14 - 18 years old) through the formal education system to ensure that they stay in education and are on a trajectory to a career of their choice.



The Antarang Careers Model

We address India's employment crisis by integrating career education into public schools, offering a comprehensive solution that empowers young people, education officials, and the system with awareness, ability, access, and support.

Our Careers model is a 4-year intensive career awareness and readiness model that is delivered as part of the high school curriculum by a cadre of trained career facilitators which includes secondary school teachers and young professionals.

Intensive School-to-Work Transition Program to Enable Increased Transition, Enrolment and Aspirations

In School Career Facilitator

24/7 Support via Chatbot



Grade 9 14 sessions	Grade 10 6 sessions
Self - Aware Career Choices	Transition to 11th/ Diploma
<ul style="list-style-type: none"> • Self Awareness • Career Awareness • Counseling 	<ul style="list-style-type: none"> • Selection of stream, college, and course • Post-exam transition support and tracking
CareerAware	

Grade 11 14 sessions	Grade 12 6 sessions
Career Plan + Work Skills	Enrollment into Degree/ Diploma, Apprenticeship
<ul style="list-style-type: none"> • Experience of careers • Formation of career plans A and B • Work skills and Ethics awareness 	<ul style="list-style-type: none"> • Selection of course, program and pathway • Post-exam transition support and guidance
CareerReady	

Alumni Engagement

- Career Workshop
- Mentoring
- Job Shadowing
- Career Bootcamp

CareerAware (Grades 9 and 10)

CareerAware lays the foundation for students to make informed, self-aware career decisions.

In **Grade 9**, the focus is on building self-awareness through tools that help students explore their interests, understand their aptitudes and acknowledge their realities. They are then introduced to over 50 career pathways across 12 industries, providing them with a broad understanding of opportunities. By aligning their personal strengths with emerging career options, students create their first individualised career plans. **The agency and empowerment that students feel as they build their own career plans gives them a sense of ownership and possibility over their futures.**

In **Grade 10**, students refine these plans, gaining clarity about their next steps. They are guided through the transition from high school to higher secondary education, vocational training, or other pathways aligned with their career goals. **One-on-one counseling sessions with students and their families ensure that career choices are both well-informed and supported.**

CareeReady (Grades 11 and 12)

CareeReady builds on the foundation of CareerAware, focusing on employability skills and workplace readiness.

In **Grade 11**, students deepen their career exploration through **hands-on experiences such as exposure visits, projects, and skill-building sessions**. They develop essential employability skills, including workplace ethics and effective communication, preparing them for real-world challenges.

In **Grade 12**, they fine-tune their career plans and are again supported in their transition to higher education, technical education, entrepreneurship or employment-whatever is in line with their career plans.

Throughout this four-year journey, there are opportunities for one-on-one meetings with their career facilitators, and their parents and families are co-opted into their journeys.



	What will I be doing in that year?	in Which College /Institution
Year 1	Take admissions in Grade 11 Arts Attend events and interact with professionals in their field. Volunteer at events in college/school	Option 1 - XYZ College Option 2 - ABC College
Year 2	Complete Grade 12 Continue to practice my skills and attend workshops on graphic designing	Find out organizations/institutes who organize workshops
Year 3	Do a Diploma/Vocational course in Graphic Designing	Option 1 - DEF College/Institute Option 2 - GHI College/Institute
Year 4	Continue Diploma and take up Internship	
Year 5	Start doing working or do independent projects	

Outcomes of Our Careers Model

By the end of the program, students emerge empowered with:

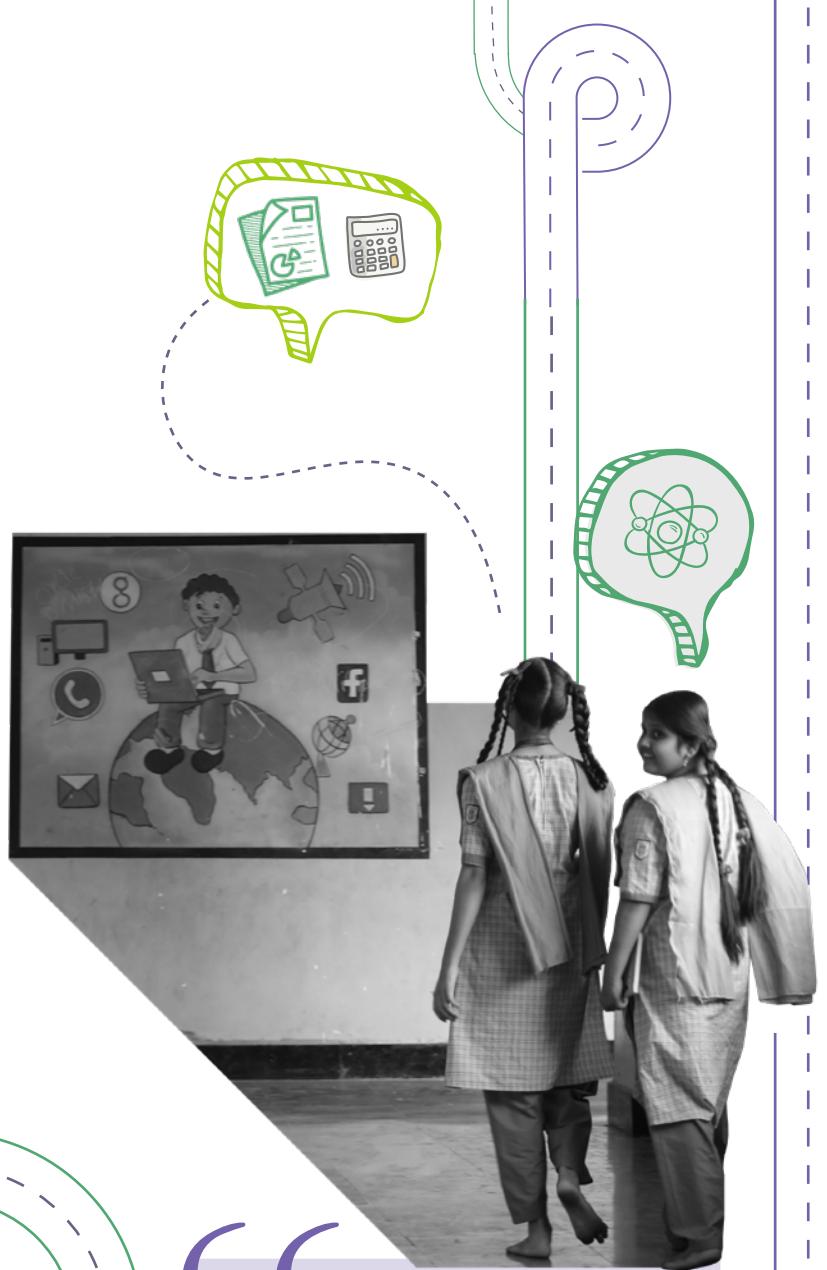
Self-awareness: A clear understanding of their interests, aptitudes, and realities, validated through psychometric tools and counseling reports.

Career Awareness and Exposure: Insight into 50+ career options across 12+ industries, broadening their horizons and aspirations.

Career Planning: An actionable roadmap for their future, tailored to their strengths and goals.

Employability Skills: Practical knowledge of workplace norms, ethics, and interview techniques.

Parent and Counseling Support: A network of guidance and encouragement, ensuring students feel supported in their choices.



I was studying in grade 12 when my mother passed away. She was my sole motivator and cheerleader who pushed me to achieve my dreams. I was devastated and didn't have any support to further my studies. But I didn't stop and let my mother's efforts go to waste. I would teach students at a nearby school from 12pm to 6pm after which I would go for computer lessons at an NGO. It was over here when I came across the Antarang team. **At that point, I didn't know what I wanted to do. During the 3 months of my time with Antarang, I learnt so much. They polished me and brought back my confidence.**"

Combining career guidance, skills, ...





Human Capital: Profiling Our Team (or Antarangis as We are Fondly Called!)

Fundamental to our approach is the transfer of power and ownership to youth across the design, delivery and governance of our program.

30% of our team is Antarang alumni and the average age of our team is 27. Our work is vetted and guided by a Youth Advisory Board with 9 young adults between the ages of 16 and 25.

Working groups with 50% representation of alumni are part of the design and development team that reviews curriculum and outcomes annually and makes relevant updates.

The average age of our leadership team is also under 35. This is a conscious decision to ensure we stay closely relevant to youth issues.

Our Board is 50% women and multicultural. Women constitute over 60% of our leadership. Our volunteers - spanning between ages 19 and 63 - are women. Many of these women hail from small towns and rural areas, reflecting the diverse backgrounds of the students we serve.

The Youth Advisory Board has a 95% representation of young people from marginalised communities across the country.

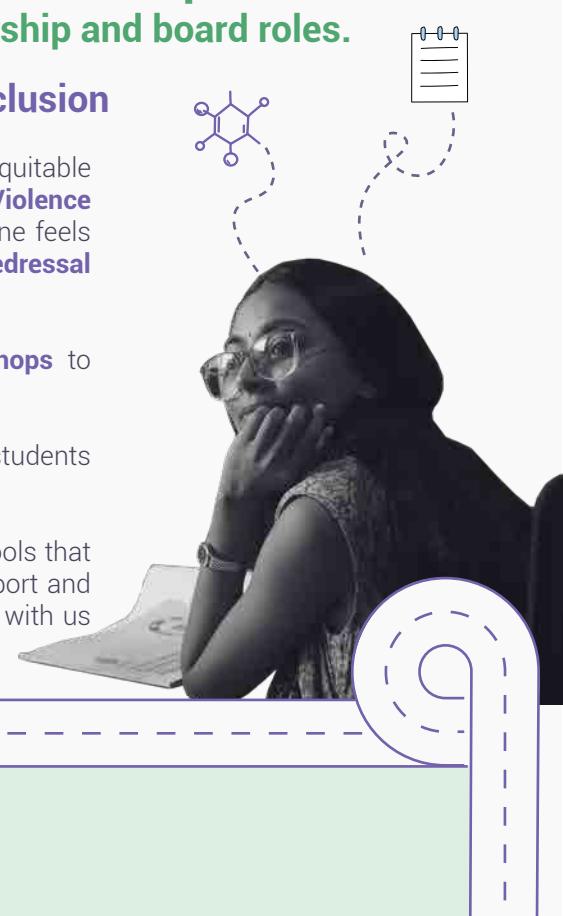
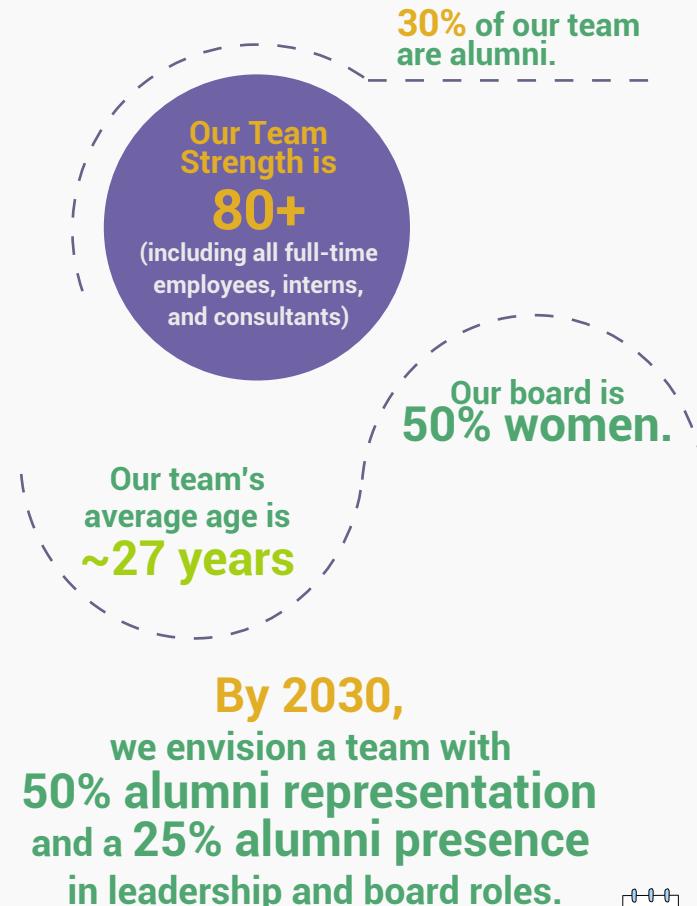
Policies and Structures Supporting Diversity and Inclusion

We have a range of policies designed to promote a safe, inclusive, and equitable work environment. Our **No Discrimination Policy**, **Zero Tolerance for Violence Policy (PoSH/PSEA)**, and **Student Protection Policy** ensure that everyone feels safe and respected. There are also clearly laid out **complaint and redressal mechanisms** as well as avenues for providing education and support.

We also conduct regular **Diversity and Inclusivity Awareness Workshops** to educate and sensitize our team members.

Our **Internship Hiring Policy** is intentional. We hire from our Alumni or students from similar socio-economically disadvantaged backgrounds.

Our **Facilitator Hiring Policy** is also designed to source from applicant pools that are similar to the communities that we work with. We provide them support and track their learning journeys to make sure they are growing in their roles with us and beyond.





Aligning with Our Stakeholders and Building Bridges for Aspirational Futures

Our approach to career readiness is deeply rooted in collaboration. By engaging students, parents, educators, government bodies, industry professionals, and alumni, we work across generations, mindsets, and social strata to build an inclusive ecosystem that nurtures aspirations and bridges the gap between education and employability.

Students: Owning Their Futures

For many young people, the journey toward career awareness begins with a spark of possibility. We empower students—many of whom are first-generation learners from marginalised communities—to uncover their potential and take control of their futures. **With guidance, they transform into role models, inspiring peers and families and challenging intergenerational cycles of poverty.**

Teachers and Career Facilitators: Career Champions

Teachers and career facilitators form the cornerstone of our model. These individuals, including school educators and young graduates trained by Antarang, bring career guidance to life in classrooms. They create safe spaces for students to dream, explore, and plan, and they play a pivotal role in sensitising schools to the aspirations of their students. We have trained over 1,400 career facilitators, teachers and school heads across 25 districts to support students in making informed career decisions. **Teachers and school heads are often the primary mentors for students, especially those who lack role models in their immediate circles.** We also work with the school community to sensitively address stereotypes and biases, encouraging aspirations that can break intergenerational poverty cycles.



Parents: Partners in Progress

Parents are key stakeholders in shaping career choices, particularly in underserved communities where traditional mindsets can limit aspirations. **Through one-on-one counselling and group sessions, Antarang engages over 100,000 parents, equipping them to advocate for their children's aspirations and helping normalise conversations about careers.** Parents also play a critical role in partnering with schools and local industries to enable opportunities, particularly for young women, making aspirational work the norm.

The School Ecosystem and Government: Enabling Structures

Collaborating with school heads, state departments, and district administrations, we integrate career readiness into educational systems. We work with the Departments of Education, Skill Development and Entrepreneurship, Tribal Affairs, Women and Child Development, and Labour and Employment to coordinate efforts that enable disadvantaged young adults to access career pathways. **Students are empowered to leverage government schemes, and as of August 2024, Antarang has signed eight MoUs with government bodies to advocate for informed transitions.** Bureaucrats, policymakers, and educators become champions of school-to-work transitions, promoting an inclusive vision for young people's futures.

Local Industries: Creating Pathways

Engagement with local industries is vital for providing students with real-world exposure. **Our Partnerships with over 250 employers in districts like Mumbai and Thane enable students to gain valuable work experience through internships and job placements.** With 48% of students successfully placed in employment, these partnerships are critical, especially as studies show that entry-level workers often prefer local jobs to reduce travel costs. By bridging education and employability, industry collaborations not only benefit young people but also strengthen local economies.



Alumni: Relatable Role Models

Alumni play a transformative role in inspiring and mentoring the next generation. An alumni cell partners with over 50% of our graduates, who act as mentors and advocates, opening doors for younger peers. **Their stories of success serve as tangible proof of what is possible, creating a cycle of inspiration and opportunity.**

NGO Partners: Strengthening the Ecosystem

Shifting deeply entrenched socio-cultural norms requires time and trust. While we bring expertise in career guidance, we rely on the credibility of local NGOs to engage parents, community leaders, local panchayats, and elders. **These partnerships, spanning 16 NGOs across various districts, have been instrumental in breaking barriers** and easing the pathway for young people into new career opportunities. Together, we create sustainable ecosystems that support aspirational futures for youth.

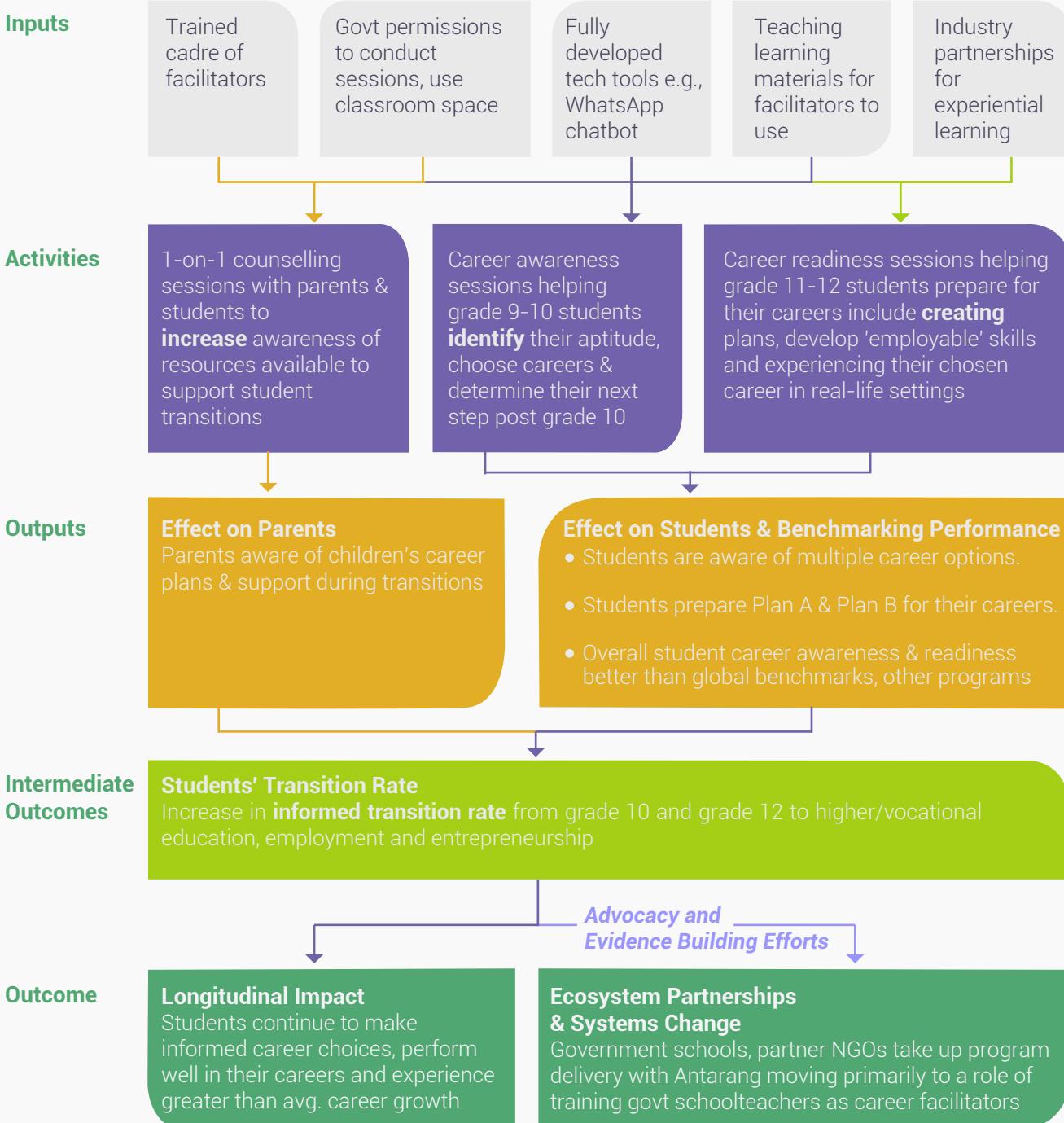
Our Donors

Our donors are integral partners in transforming the lives of young people. With a shared commitment to creating meaningful impact, they not only provide financial support but also actively engage with our programmes, contributing their expertise and insights. **Many of our donors are multi-year partners who believe in fostering long-term change, enabling us to scale our efforts and innovate.**



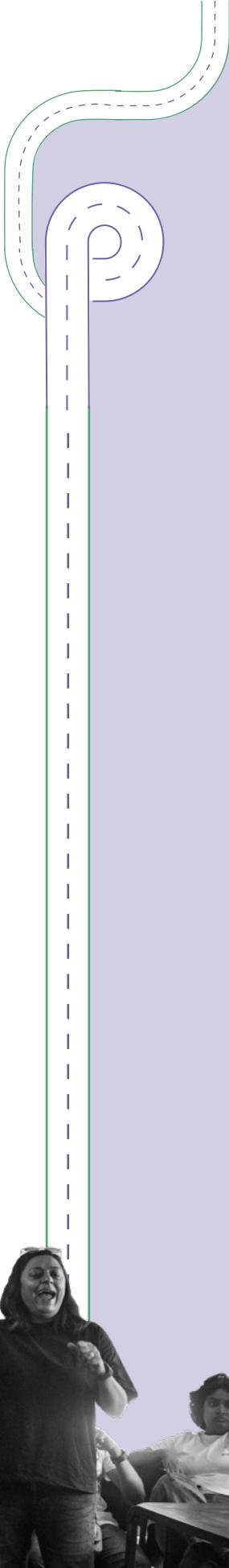
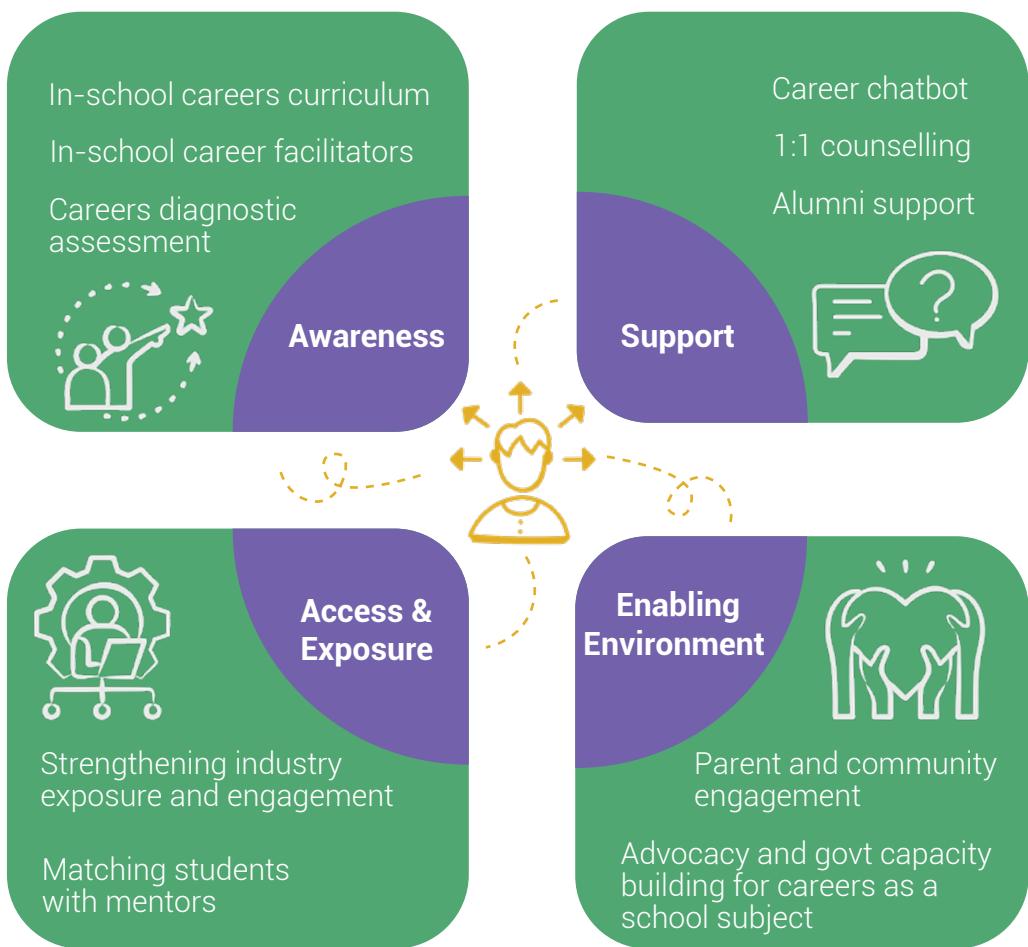
Our Theory of Change

If adolescents are made aware of the multitude of career opportunities available to them, are able to make informed career choices and are supported by an enabling ecosystem that includes their school, parents and industry; then they will transition into productive careers of choice after school.



Our 360° Systems Change

We use a 360 degree systems change approach to deliver this vision and give students all the tools they need to enter aspirational career pathways.



Our Facilitators' Experiences

“

I have witnessed many happy moments during my sessions. I remember one class where the students were asked to share their hobbies and interests. There were so many interesting hobbies that I had to research them.

It is essential to build an understanding towards career decision-making from an early stage. This helps a child to take their career seriously. Nowadays, careers are diverse, and with the advancement of technology, there are new developments every day. Therefore, it is crucial to learn about various paths to prepare for choosing the right one when the time comes.

I started my journey as a Career Facilitator in year 2023, and my experience has been great so far. The best part is getting to interact with students who are equally interested in their careers. Everyone is so creative that it inspires me every day. **I love my job as a Career Facilitator, as it helps children become confident about their careers and bright future ahead.**

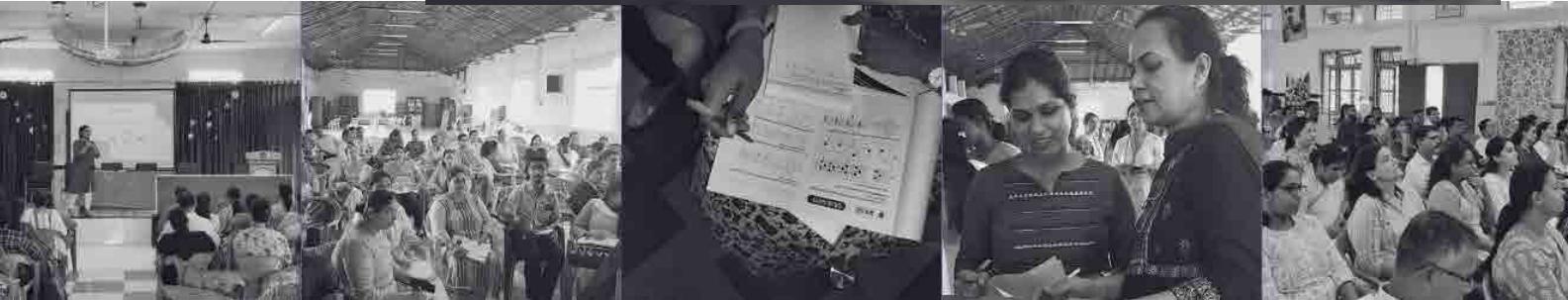
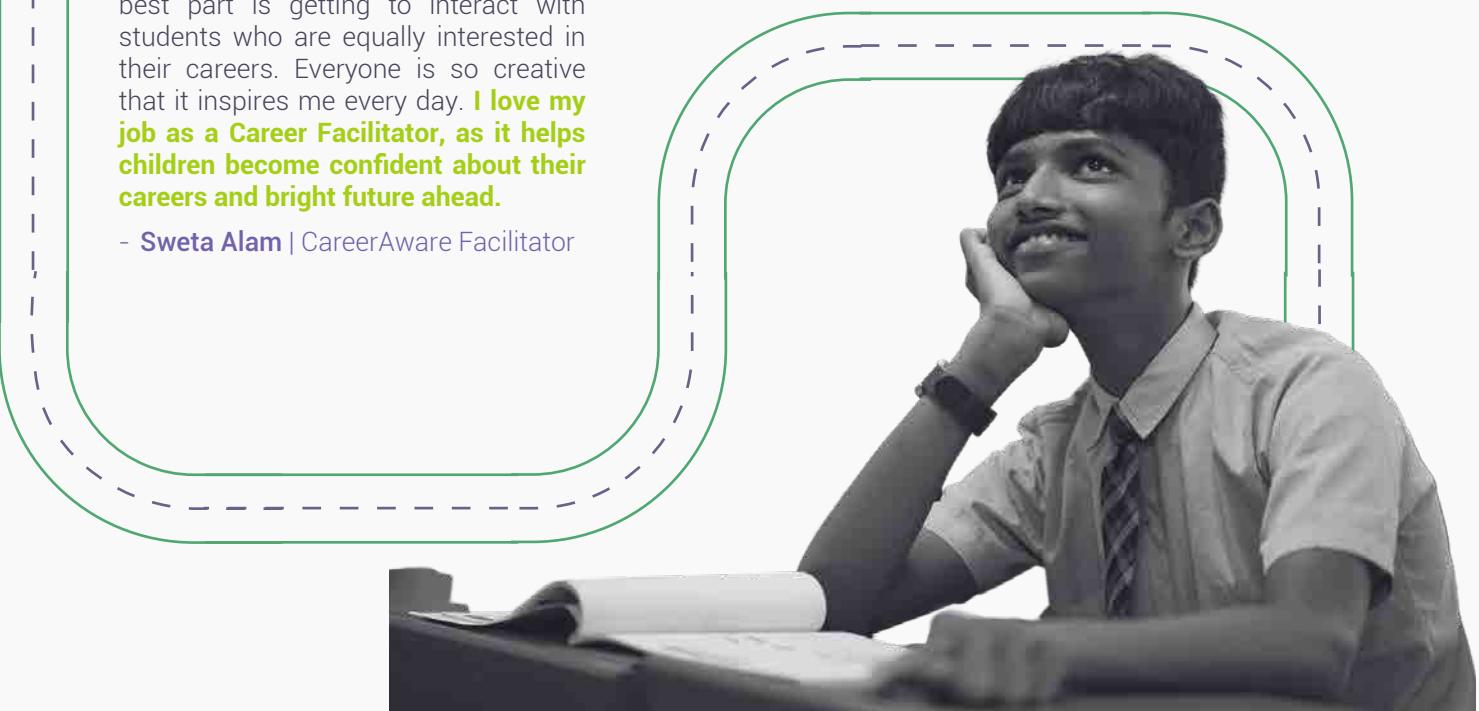
- Sweta Alam | CareerAware Facilitator

When we started the program, students were very curious about various careers and courses, which automatically creates an environment in the classroom - where students themselves ask questions - what are the options, what can we do, what are the fees for courses, what is the salary - which made us (as teachers) also read and learn more to keep updated and give them the answers to the questions they asked.

They also started searching on Google to find answers and come and tell it to me. They basically are trying to find out their own liking and what they enjoy. Any job whatever they take up, isn't only from the salary and promotion perspective. They know now that they have to enjoy the hours that they put into it. Your energy, and your attitude needs to be positive - and that is what I found out through the program - that these things develop only when students make an informed choice of their own.

- Rohan Manelkar

”



Geography-wise Highlights for 2023-24

Maharashtra

441 Schools
55,430 Students



Rajasthan

113 Schools
12,965 Students



Nagaland

151 Schools
10,739 Students



Haryana

111 Schools
8,993 Students



Goa

485 Schools
55,487 Students



Pan-India

1,394 Schools
145,422 Students



New Geographies Entered in 2023-24



Goa State



Nagaland State



Haryana State - Yamuna Nagar District



Maharashtra State - Dharashiv District (Erstwhile Called Osmanabad)

Continuing Geographies



Maharashtra State - Mumbai, Pune, and Thane Districts



Rajasthan State - Udaipur District

Goa A Model for Career Education across India

Nestled between sprawling coconut trees and long, picturesque coastlines, Goa is known for its vibrant culture and natural beauty. Divided into two districts and 12 talukas, it holds a unique charm.

But beneath its idyllic exterior lies a powerful ambition: to empower its youth with the tools they need to make informed career choices. Our journey with Goa began in 2020 with a small pilot of our career guidance program. **What started as a localised initiative quickly captured the attention of the state government, showcasing how impactful career education could be when integrated into the school system.**

In March 2023, we took a monumental step forward with the signing of an MoU with the Directorate of Education, Goa. This agreement, part of the Hon'ble Chief Minister Dr. Pramod Sawant's vision, sought to implement a state-wide **Career Awareness and Readiness program** for students in grades 9-12 across all government and aided schools.

The program's official launch on June 13, 2023, in the presence of the Chief Minister, was a proud moment, not just for Antarang but for Goa itself.



Transforming the future of India's youth with systemic change

A Landmark Approach

What made Goa different for us was its ambition to create a systemic change. **For the first time, Antarang shifted from deploying its own facilitators to a Training of Trainers (ToT) model**, where we trained **631** secondary and higher secondary teachers across **497** schools in Goa.

These teachers became career facilitators, delivering the program directly in their classrooms while staying engaged through monthly **Peer Learning Communities (PLCs)**.

This innovative approach aligns with the National Education Policy (NEP) mandates, addressing key goals such as improving Gross Enrollment Ratio (GER) into higher education and creating a career facilitator for every school cluster.



Media Recognition

तोरसे हायस्कूलमध्ये करियर विषयक कार्यशाळा

■ टीम दैनिक हेराल्ड

हरमल, दि. २१ : तोरसे येद्योल लाहौद
रामसिंग मेमोरियल सरकारी
भाष्यामिक शान्तेत करिअर विषयक
भाष्याद्विस्तर कार्यालया नुकतीच येप्याता
आली.

यादे अयोजन गीता राज्य संस्कृतन परिषद व प्रतिष्ठान केन्द्रिया अंतर्गत अमृतन, यात नक्की ते बारावीपर्वी यात वपत्राटी कोरेस आहेत त्यात पांडुपुस्तकी अभ्यास व भौक्तिक्य परीक्षा असतात.

एतदाचा विद्यारथ्यस द्वाही परीक्षेत
कली मुग मिळाल्यास द अंगेकून्सार
विकाळ धोये अवघड बनल्यास, या
विशेष कोसलेच्या सहाय्याने करियरात
निवृत्त शक्ती. द्वाहीत कमी मुग
मिळाल्यास विद्यारथ्यांना असेहे सही
उपलब्ध होते. शक्तीत, व्यात
मरिविन्सर यांची वारंवारीलोकी

A group of students in school uniforms (blue blazers and white shirts) are standing in two rows behind a table, smiling for a group photo. The table is covered with a white cloth and has some items on it, though they are not clearly visible. The background shows a classroom setting with a blue wall and a whiteboard.

तोरसे : करियर विषयक मार्गदर्शन कार्यशाला महाभागी विद्यार्थी मुने य
मस्तिष्कात् विषयक गणकी उद्देश्य सोबत प्रियकर्त्ता उत्तम प्रसन्न व स्वास्थ्य

वैलिंग, लिहिंग श्रावणगम, प्लावर, फैशन डिजाइनिंग, स्टेनोग्राफर, सेक्रेटरियल आदि कोर्सेस आहेत. असतात, असे कार्यक्रम सहाय्य अधिकारी मेशेल लोपीस यांने सांगितले.

प्याराल लौपीस यांनी सांगिले, हा अभ्यासक्रम अंतर्गत पॉडॉक्युलेशनफेटी दिग्यरी अभ्यासक्रम व अध्ययन पर्वीडिग्युलेशन परिलक्ष, प्रजेक्टक्स क्वोर्टेसचे अध्यायजन केले जाते राहिलेले राहिले अभ्यासक्रम व उच्च मार्गदर्शक विद्यालये असून, यात विद्यार्थ्यांनी कूऱ्यांना आहे यांना मार्गदर्शक मरावण.

Our efforts were featured in **The Indian Express** and **Dainik Herald**, amplifying the reach of our message. Stories from educators like Mr. Uttam and our Program Support Officer, Ms. Merly Lopes, highlighted the program's transformative power in shaping students' career decisions.

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Industry Exposure and Practical Learning

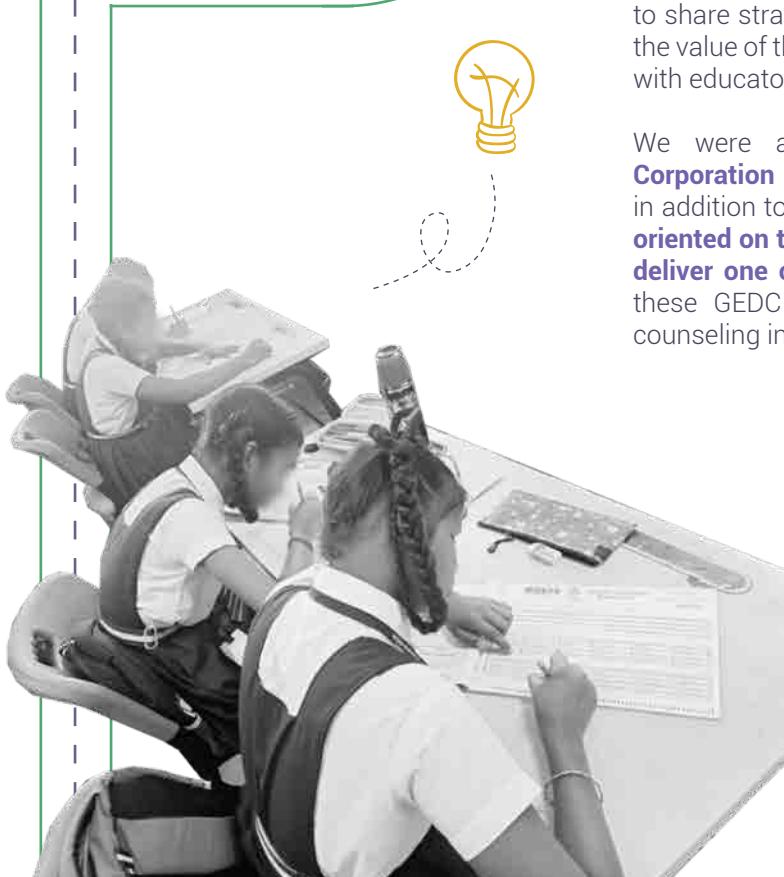
With **80+ career videos, exposure visits, and expert talks from local industries**, students gained practical insights into diverse career paths. This real-world exposure was a critical component of bridging the gap between academic learning and career readiness.

Teacher Engagement and Peer Learning Communities



The **Peer Learning Communities (PLCs)** were a resounding success, with over **70 government school teachers and 370 government-aided school teachers** attending voluntary meetings to share strategies and progress. Such high attendance reinforced the value of the program and demonstrated how deeply it resonated with educators.

We were also requested by **Goa Education Development Corporation (GEDC)** to train their counselors on career counseling in addition to the SEL counseling. **More than 400 counselors were oriented on the program - and their eagerness and enthusiasm to deliver one on one counseling was heartening.** In the next year, these GEDC counselors will also play a bigger role in career counseling in all schools across Goa.





My name is Neha*, and I study in the 9th Standard at Balram Residential High School. I am very thankful to my career teacher, Damodar Sir, as he really helped and guided me. **Earlier, I had no idea what a career was; I didn't even think about it. But then, as Damodar Sir conducted career classes for us, I learned a lot about what a career is and why it is important for us.** Sir really motivated us, and I realised what I can do for my future and what my capabilities are. My career aspiration is to be a doctor, and Sir told me what my next steps can be. First, I'll get distinction in my 10th-grade board exams and will choose the science stream for 11th and 12th. At the end of 12th, I will take the NEET exam to get admission to university.

One session I liked a lot was the career planning session that Sir conducted; it really gave me a lot of clarity on what to plan for and how to plan for my next steps.

- Grade 9, Goa



Ensuring
systemic change so that every student has the knowledge and resources to pursue their dreams

Nagaland Elevating Career Guidance in the Hills of the Northeast

With more than 70% of its population residing in remote, isolated areas, Nagaland state's education system operates uniquely, adapting to its terrain with staggered school calendars to accommodate varying climates and topography.

Less than 1.5% of Nagaland is urban and children reside in remote rural districts. 1 in 10 people in Nagaland live in small, isolated villages. Young children are sent off to stay with friends and relatives in Urban Dimapur, Kiphire or in district headquarters - where they help the host families as free domestic labour in return for their stay and food.

The state has no public transportation system and even fewer roads - getting from one district to another is time and resource intensive. **Our team travels hundreds of kilometers on treacherous roads on their two-wheelers to get from one school to the other in the interior districts of Nagaland.**

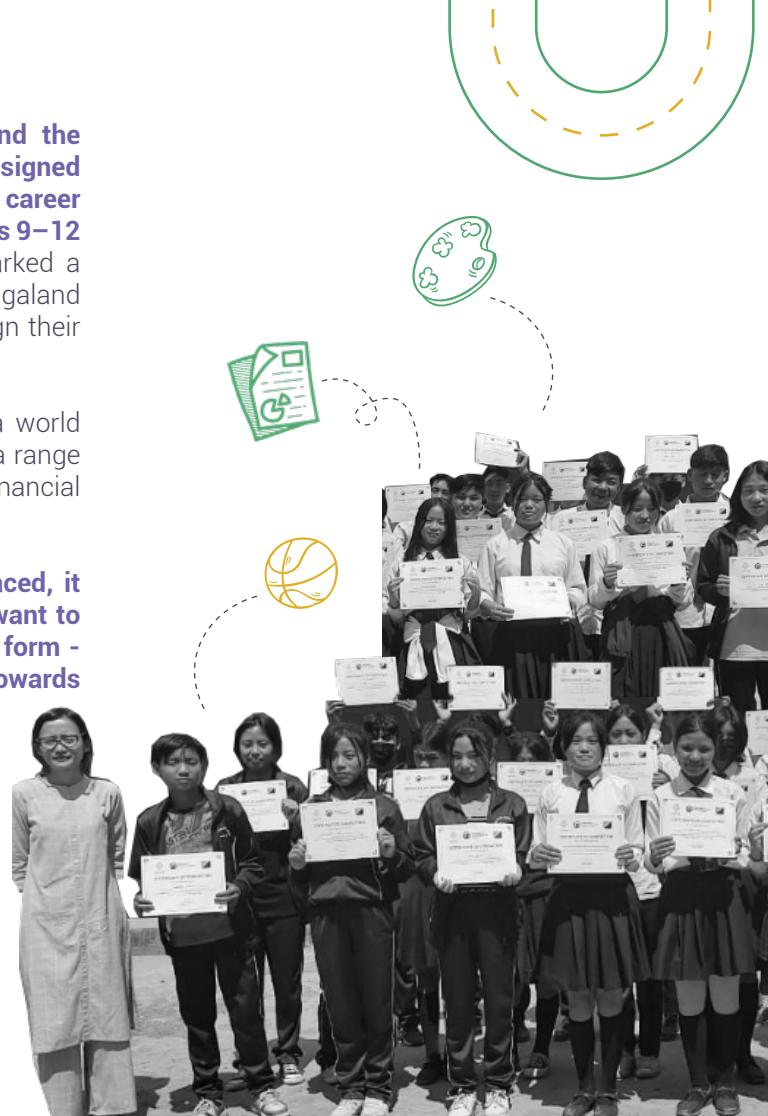
Nagaland is also an agricultural economy. The state lacks access to health care, transport, education and basic infrastructure. There is a belief that development and progress is only possible for those with the means to go out of the state.



In November 2022, in partnership with YouthNet and the Department of School Education (DoSE), Nagaland, we signed a five-year tripartite MoU to implement an integrated career awareness and readiness program for students in grades 9–12 across all government schools in Nagaland. This marked a significant step towards empowering the youth of Nagaland with the tools to make informed career choices and align their aspirations with emerging opportunities.

Our programs open their and their students' eyes to a world beyond government jobs and helps build aspiration for a range of careers that include digital media, ITeS, Health Care, Financial Services and Conservation help.

When Nagamese youth get educated and are well placed, it starts a self-fulfilling cycle of prosperity - a majority want to go back to their beautiful state and give back in some form - either by starting new businesses or by contributing towards the development of the state.



Teacher's Day Celebrations



Nagaland's celebration of Teachers' Day brought our team face-to-face with key stakeholders, including **the Advisor and Minister of School Education and SCERT, Dr. Yhome**. These conversations reinforced the importance of integrating career readiness into the state curriculum and were bolstered by consistent support from the Principal Director, School Education.

Empowering youth for a successful future with systemic embedding of career programs

Community Impact in Mon District



Amid an outbreak of dengue in Mon District, our regional manager was approached by the District Magistrate for assistance in relief efforts. **Collaborating with Dasra and Empowerment Foundation, we distributed mosquito nets and repellents to our students, extending our commitment to student welfare beyond career guidance.**

Facilitator Training and Head Master Orientation

We trained 75 facilitators to deliver the career awareness and readiness program across the state. Alongside this, we oriented 109 school principals through an online session, equipping them with insights into the 'why, how, and what' of our program, gearing up for a successful year ahead.

While we look for recent college graduates to be employed as Career Facilitators, 90% of our facilitators in Nagaland hold either a Masters degree or have a PhD and have been unable to find employment.



Yamuna Nagar District, Haryana Opening New Career Pathways for the Youth of India's Breadbasket

Yamuna Nagar has a very Low Enrolment Rate In Higher Education. While 76% of students in Haryana enrol in secondary education (Grades 11 and 12), **out of these 76% of students enrolled in secondary education, only 31% enrol in higher education. The Gross Enrolment Ratio in Higher Education is 33%.**

The district faces High Youth Unemployment with 17.5% of the 15-29 years age bracket students lacking employment as against a national average of 10% (PLFS 2022-23). **The youth of Yamuna Nagar lack awareness about career opportunities they can access.**

10% of youth in the age group of 17 to 18 in Haryana were enrolled in a vocational training centre or other such vocational courses. (2023 ASER Report.) According to the Haryana NSQF Report 2022-23, **only 10.5 % of Grade 12 students across Haryana have done a vocational course via NSQF.** Yamuna Nagar District lacks employment opportunities including jobs, paid internships, apprenticeships, etc., which makes enrolment into vocational education a challenge as they see no pay-off. There is also a **lack of upskilling opportunities for 21st-century skills** such as Web designing, Data analytics, Hotel management, etc.

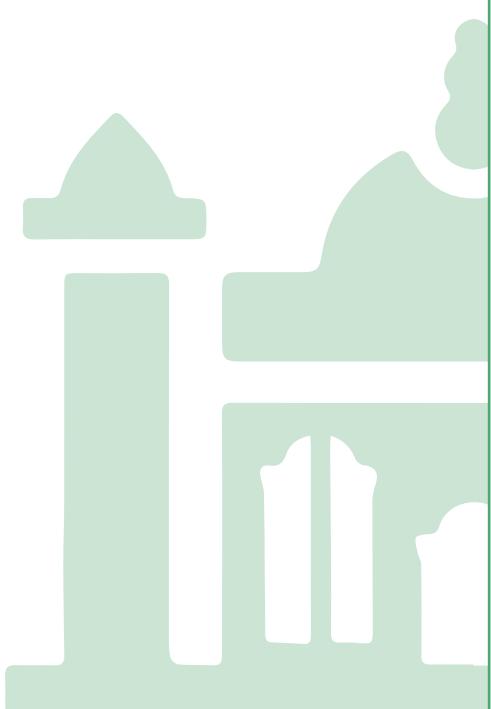
Yamuna Nagar District throws up a **dichotomous challenge**. There is a low **parental involvement** in career decision-making for both girls and boys. All the same, teachers and parents are large influences on student decision-making.

We signed a 2-year MoU with the Department of Education, Government of Haryana in June 2023 to enable students from grades 9, 10, 11, and 12 between 2023-25 to identify and pursue career pathways of choice.

In Yamuna Nagar, a district characterised by its mix of urban and rural schools, education takes a step forward with digital smartboards in every classroom—bringing technology into the heart of agricultural landscapes.

Enabling

India's most disadvantaged youth to transition from education to employment



Participation at PM SHRI's Inauguration and Exhibition



On October 25, we participated in the inauguration and exhibition event of PM SHRI in Rohtak. The event showcased our impact in enabling Haryana's adolescents to pursue careers of their choice. **Key stakeholders, including state program officers, district education officers, and school heads, actively engaged at our exhibit.**

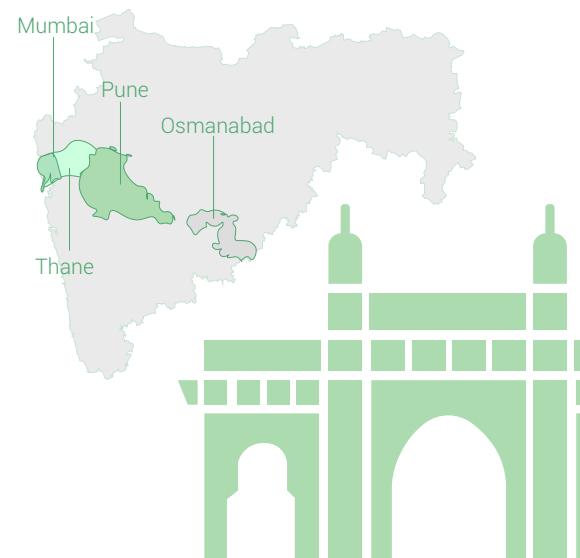
PM SHRI is a flagship initiative aimed at nurturing cognitive skills and career readiness, perfectly aligned with our mission.

Maharashtra A Legacy of Empowerment

Maharashtra has been at the heart of our journey since inception. Starting in Mumbai and Thane, where we began our mission. We expanded to Pune in 2014 as community centres and launched the CareerAware program in 2017. Since then, we have steadily grown our impact across schools in the state.

Over the years, we have built strong partnerships and implemented innovative programs, positioning ourselves as a trusted partner in career guidance and readiness for Maharashtra's youth.

MSCERT Launch in Pune



In a milestone moment for the academic year 2023–24, the **Maharashtra State Council of Educational Research and Training (MSCERT)** officially launched our **CareerAware** and **CareerReady** programs in four districts across the state. This endorsement certified the programs as critical tools for fostering career awareness and readiness among students. The event garnered media attention, with **Indian Express** featuring the initiative.

Psychometric Test Training with Masoom



In collaboration with Masoom, an NGO working with night schools in Mumbai, Pune, and other districts, we conducted specialised training sessions. These workshops focused on equipping Masoom's staff with the skills to administer psychometric tests that assess students' interests, aptitudes, and realities, empowering educators to guide their students more effectively.

Jalosh Shikshancha in Pune



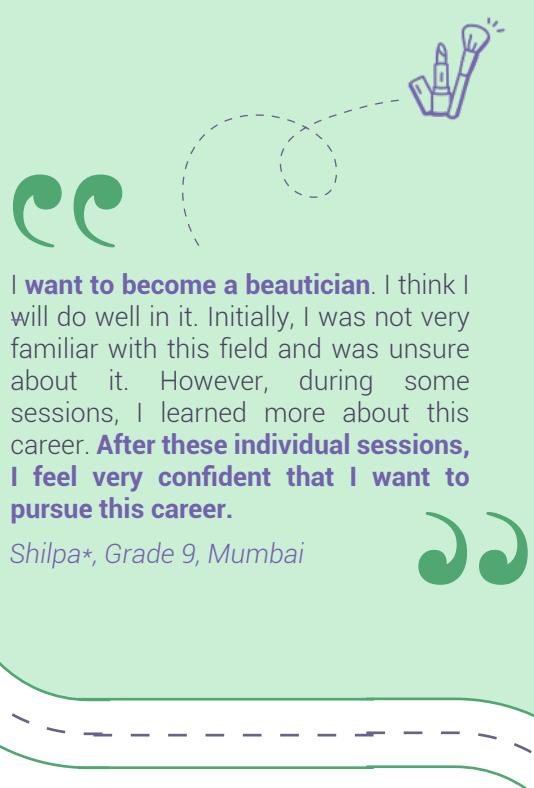
We served as the knowledge partner for Jalosh Shikshancha, a two-day event organised by the Pimpri Chinchwad Municipal Corporation (PCMC) on January 23–24, 2024. The event celebrated the achievements of students, teachers, and schools in Pune. Our Pune-based facilitators led engaging showcases that highlighted the importance of career readiness and aspirations.

Special Feature: Dharashiv (Osmanabad), Maharashtra

Osmanabad, officially known as Dharashiv, is a district tucked away in the southern part of Maharashtra. Known for its rolling hills, sprawling agricultural lands, and serene landscapes, it is home to eight talukas: Osmanabad, Tuljapur, Omerga, Lohara, Bhoom, Kallamb, Paranda, and Washi.

While its natural beauty stands out, Dharashiv also faces persistent challenges that come with being classified as an Aspirational District.

Antarang's decision to expand here is driven by a vision: to demonstrate the transformative impact of career guidance in regions where access to resources and opportunities is limited. **By shifting from urban hubs like Mumbai, Thane and Pune to the predominantly rural Dharashiv, our goal is to empower students through holistic career education, bridging the stark gap in awareness and possibilities that young people in rural areas face.**



I want to become a beautician. I think I will do well in it. Initially, I was not very familiar with this field and was unsure about it. However, during some sessions, I learned more about this career. **After these individual sessions, I feel very confident that I want to pursue this career.**

Shilpa*, Grade 9, Mumbai

Dharashiv District, Maharashtra Making an Impact in Year One 2023-24

The year 2023-24 marked the beginning of our work in Dharashiv. Our career education program reached 59 schools, making this the first Aspirational District in Maharashtra and India where our model was scaled.

School Leaders as Champions



From the very beginning, school heads recognised the value of career guidance. Their steadfast support throughout the year was evident as **100% of them provided recommendation letters** to ensure the program continues. This collective voice emphasised the program's relevance and impact.

This was not just a test of the program's adaptability but also a step toward proving its universality in any geography.



Support from Government Stakeholders

Key institutions in the district, including the **District Institute of Education and Training (DIET) and the Samaj Kalyan Department, endorsed the initiative wholeheartedly**. Both have recommended integrating career education into the high school curriculum—a crucial step toward institutionalising the program.

The District CEO has also advocated for making "Career" a formal subject in schools, along with equipping teachers to become trained career facilitators. This vision aligns perfectly with our long-term goal of creating self-sustaining career education systems.

A Foundation for Long-term Change

Over the next three years, we will continue our partnership in Dharashiv, focusing on training secondary school teachers as Career Facilitators. This approach ensures our program becomes an integral part of the district's education system, creating lasting impact.

A Home for Antarang



In a significant milestone, we established our first local office in Dharashiv, reinforcing our commitment to being a part of this community and serving its youth more effectively.

Moments that Moved Us



On June 9, 2024, we conducted an orientation session for over 60 school headmasters (HMs), Block Education Officers (BEOs), and government representatives that kicked off the program.

Building Trust and Collaboration

In December, a second orientation session brought together over 60 stakeholders, including the District Education Officer and Cluster Heads. Through this session, we laid out the program's details—its classroom sessions, its long-term goals, and its importance. This transparency built trust, paving the way for deeper collaboration with local authorities.

Enabling aspirational school to work transitions for our youth



Udaipur, Rajasthan

Nurturing Aspirations in the Desert State

In the culturally rich landscape of Udaipur, we have been at the forefront of providing career and livelihood awareness for the past 5 years.

The dropout rate for secondary education is 10.47 in Udaipur against a national average of 7.65 - with highly gendered outcomes.

Since employment opportunities are perceived to be limited especially due to the distances in the blocks that are away from urban Udaipur, students either enroll into hospitality related courses or migrate out of the district.

Only about 24% of Rajasthan's youth transition into higher education after grade 12, deeply limiting the number of youth who can pursue a career that enables them to significantly improve their social and economic status. The dearth of job opportunities in the region, and an education system devoid of career-readiness skills/ industry relevant skills, further adds to low employability amongst the youth.

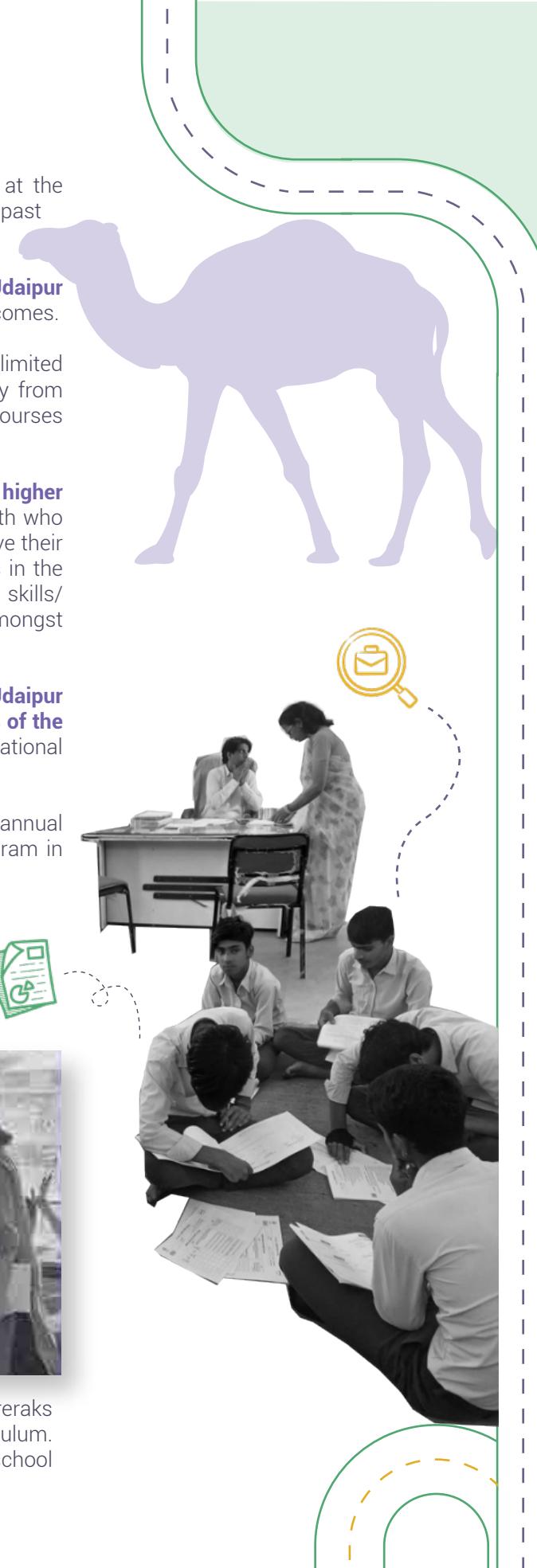
We have been working with the district education office, Udaipur over the last 6 years with promising results. More than 80% of the students successfully transition post grade 10 in higher/ vocational education.

Udaipur District Education Officer (UDEO) entered into annual partnerships with Antarang to implement CareerAware program in Udaipur schools between 2019-20 and 2021-22.

Educating Out-of-School Girls



Collaborating with Educate Girls, we trained over 90 preraks (facilitators) in a comprehensive career awareness curriculum. These preraks worked in six rural districts, mentoring out-of-school girls to aspire and work toward meaningful careers.



National Youth Day Career Mela



On January 12 (National Youth Day), we partnered with RSCERT and [unicef](#) to organise Career Fairs across 65 schools in Girwa and Badgaon Blocks. 25 facilitators designed and conducted these fairs, engaging students and exposing them to diverse career opportunities and pathways. The fairs aimed to inspire informed decisions and provide actionable guidance for students' career journeys.



My name is Lakshmi.* I study in grade 9 in a government school in Titardi. I live with my family- My father, mother and two brothers. My father runs a shop- a general store. I participated in **Antarang Foundations Career Guidance program** where **Kanchan Ma'am guided us**. She taught us that there are 4 steps in choosing your own career. First know yourself, second know about different careers, third planning careers and fourth building career skills. For learning about ourselves, she told us that we should know 2 things about ourselves- Ruchi (interests) and Kshamata (aptitude). Ruchi is what I like and Kshamta is what I am good at.

I really liked the session most where I got to learn about my interests. I would like to have a career in a creative field and be a Fashion Designer or a Graphic Designer.





Vision 2024-25

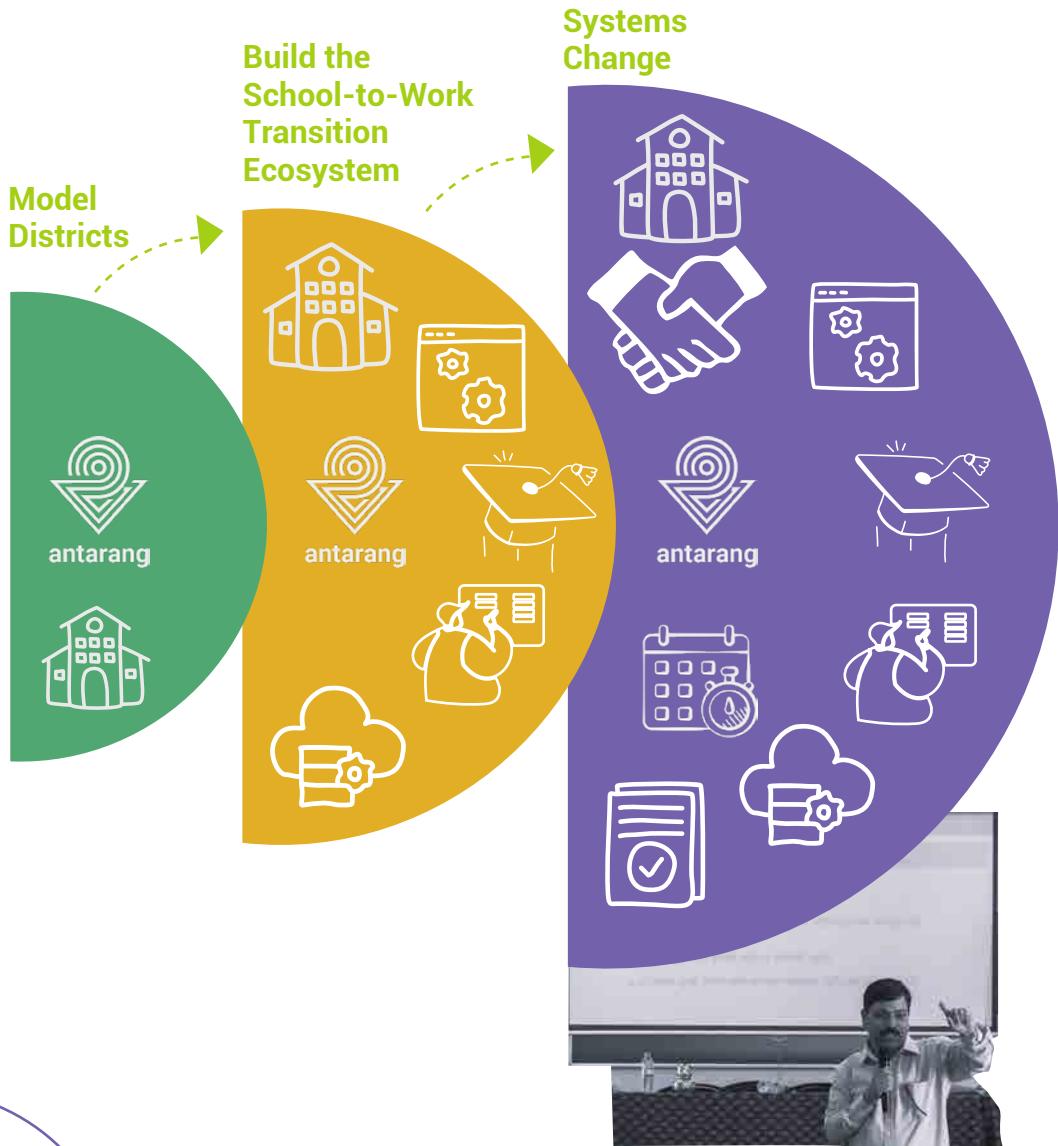
We will maximise impact nationwide by enabling the Government to:

Make career education a part of the high school curriculums for all students across India.

Recruit, train, and appoint career facilitators in high schools across India so that every student has access to career guidance.



Future Outlook



SCHEDULE-VIII

Registration No. E-29907

ANTARANG FOUNDATION

As per our report of event date:

For M/s Jigar M. Shah & Associates
Chartered Accountants
(Firm Registration No. 133094W)

Jigar Shah
Proprietor
Membership No. 140185

Place: Mumbai
Date: 6th September, 2024

For and on Behalf of the Board
Anterang Foundation

478

Nohid Shahvir Nooreyzedan
(Trustee)

Place:- Mumbai
Date:- 6th September, 2024

Place:- Mumbai
Date:- 8th. September, 2024

SCHEDULE-IX

ANTARANG FOUNDATION

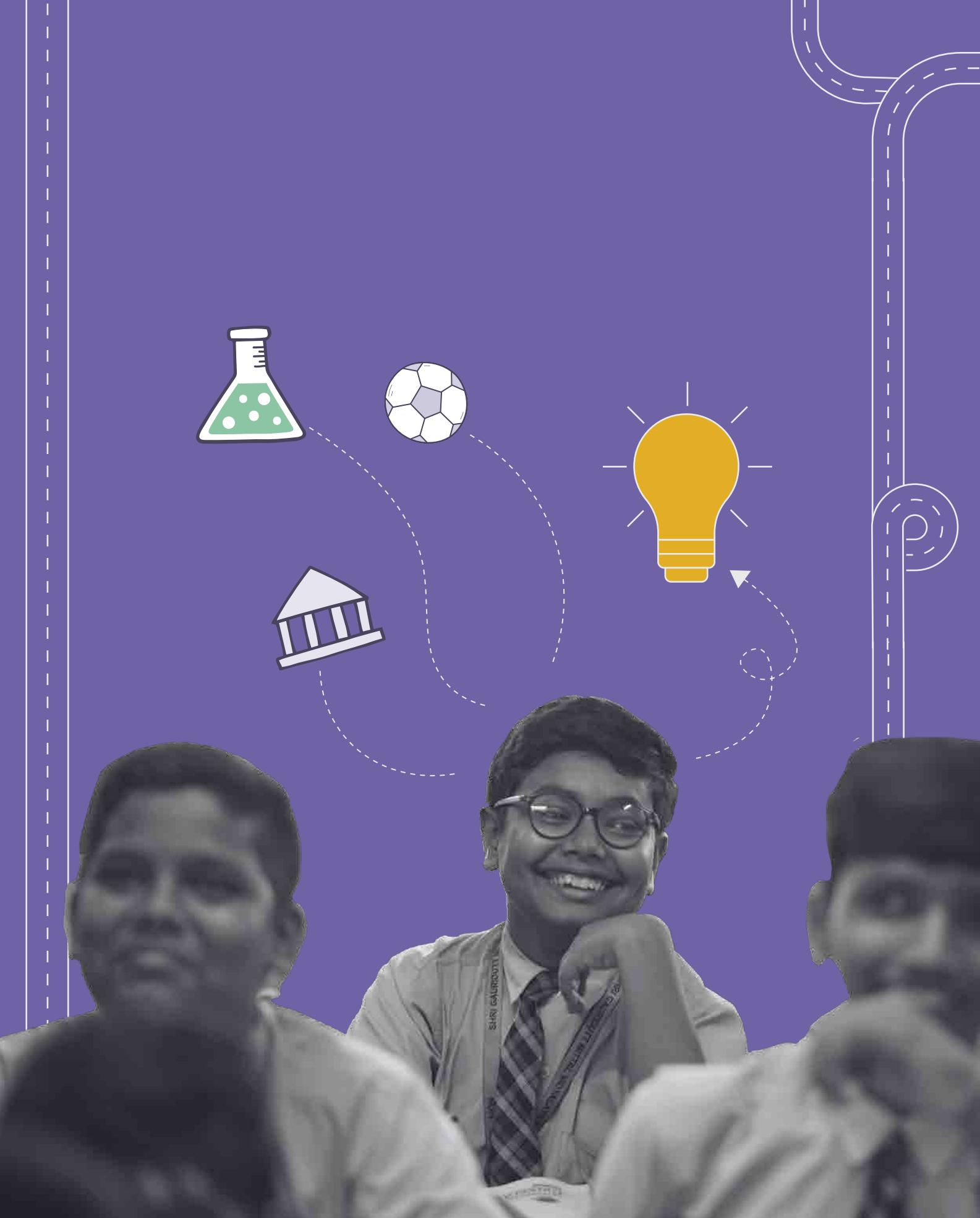
Registration No. E-29802

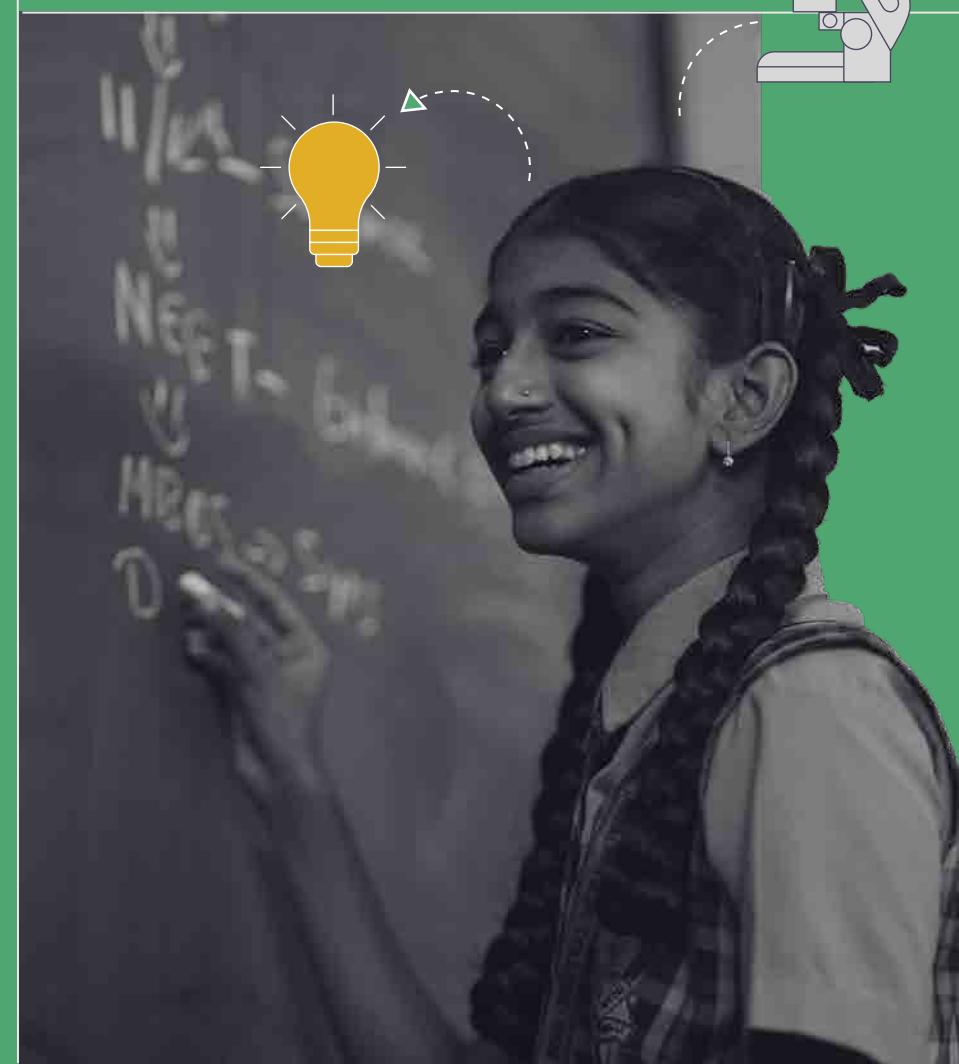
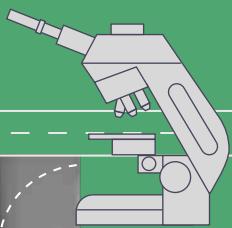
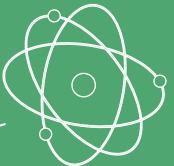
Income & Expenditure Account for the Year Ended 31st March, 2024

FY 2022-2023 (Rs)	Expenditure	Sch No.	FY 2023-2024 (Rs)	FY 2022-2023 (Rs)	Income	Sch No.	FY 2023-2024 (Rs)
			(Rs)	(Rs)			(Rs)
	Expenditure in respect of Properties				Rents		
	Rent, Taxes, Cesses				Accrued		
	Repairs & Maintenance				Received		
	Salaries						
	Insurance			24,15,130			
	Depreciation			1,44,390			
					Interest		
					Accrued		
					Received		
						16,10,386	
						25,44,390	
					On Securities - NIL		
					On Fixed Assets - NIL		
					On SII Bank Account - 23,52,908		
					On Bank FDR Account - 10,01,879		
11,90,305	Ramification to Trustees		16,85,000				41,54,782
	Legal Expenses				Other Income		
3,00,446	Audit Fees		3,22,500	18,14,286	Donations Received		
							20,37,189
	Amount Written off				Grants Utilized		
	Bad Debts				Utilized Grants		
	Loan写off						10,21,14,923
	Irrecoverable Rents				Income from other Sources		
	Others				Cost recovered for Training centers		
12,307	Miscellaneous Expenses		38,037				
	Bank Charges		38,037		Transfer from Reserves		
2,52,418	Depreciation		3,10,663	(46,02,426)	By Deficit carried over to Balance Sheet		1,27,45,292
			3,10,663				
	Expenditure on objects of the trust						
1,40,39,302	(a) Religious		4,02,19,525				
	(b) Education						
	(c) Medical Relief						
34,000	(d) Relief of Poverty						
4,59,31,034	(e) Other Charitable Objects		9,85,83,663				
60,50,129	Establishment Expenses		10,88,09,178				
6,78,70,549	Total		12,17,50,520	6,78,70,549	Total		12,17,50,520

/A per our report of even date

For M/s Jigar M. Shah & Associates
Chartered Accountants
(Firm Registration No. 133094W)Jigar Shah
Proprietor
Membership No. 140185Place:- Mumbai
Date:- 6th September, 2024For and on Behalf of the Board
Antarang FoundationPriya Agrawal
(Trustee)Rohid Shahvir Nopreyjan
(Trustee)Place:- Mumbai
Date:- 6th September, 2024Place:- Mumbai
Date:- 6th September, 2024





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