



# Transforming Futures Through Partnerships

Annual Report 2024-25 | 12th Year





Antarang's 12-year legacy is built on strong partnerships, the essential foundation for sustainable change. Our annual report is a representation of these partnerships.

As we strengthen the career readiness ecosystem- district by district, state by state - leading to better school-to-work transition rates and better employment outcomes for young adults, we are grateful for the plethora of stakeholders who contribute to building a community for lasting, sustainable impact.

Our Team's resilience, the distinctively upbeat Antarangi spirit, and relentless hard work form the hallmarks of our team, united by the vision of helping young people discover possibilities beyond what they see.

The dominant visual element in the Report is the very indigenous Gond Art-styled hands reaching out to each other signifying the joy and necessity of steadfast partnerships and collaboration at every step of the way.

Credits to Ekibeki for the beautiful Gond Art visuals created for Antarang Foundation.

## What does Systems Change Mean for Us?

### ○ Build Infrastructure

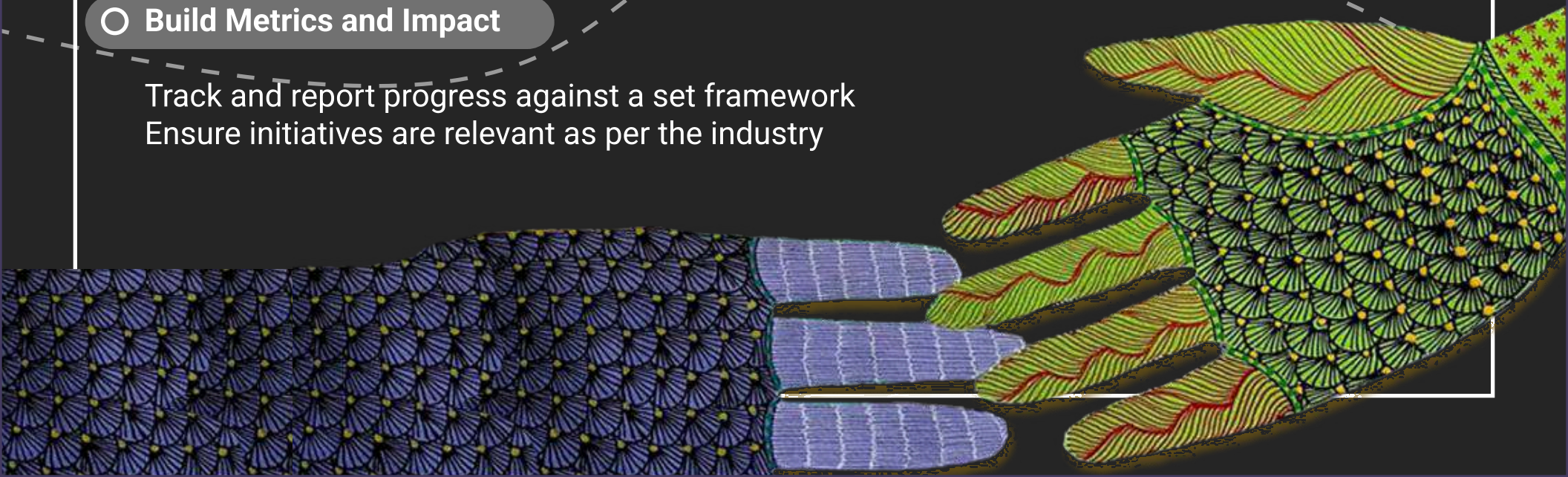
A curriculum and materials for career readiness  
An ecosystem of NGOs, industry, and parents

### ○ 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



## 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.

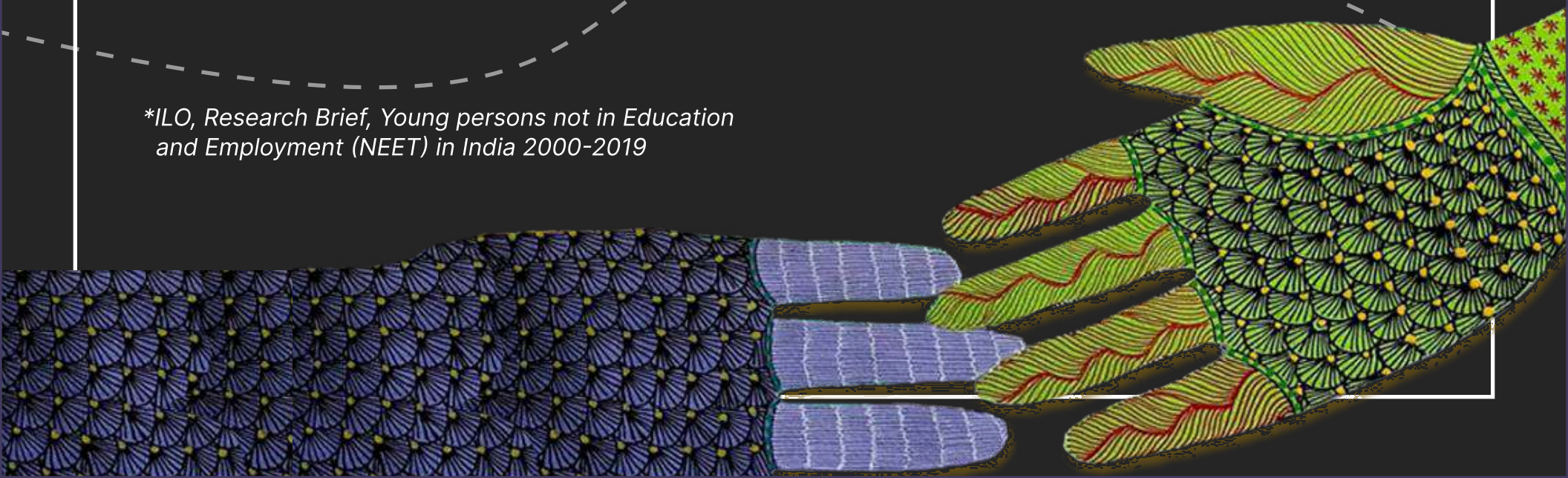
## What are We Solving at a Systems-level for the Most Disadvantaged Youth:

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 marginalized youth is the problem Antarang is tackling through existing systems.

*\*ILO, Research Brief, Young persons not in Education and Employment (NEET) in India 2000-2019*



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Message**

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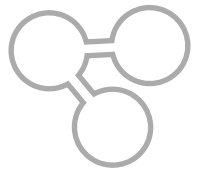
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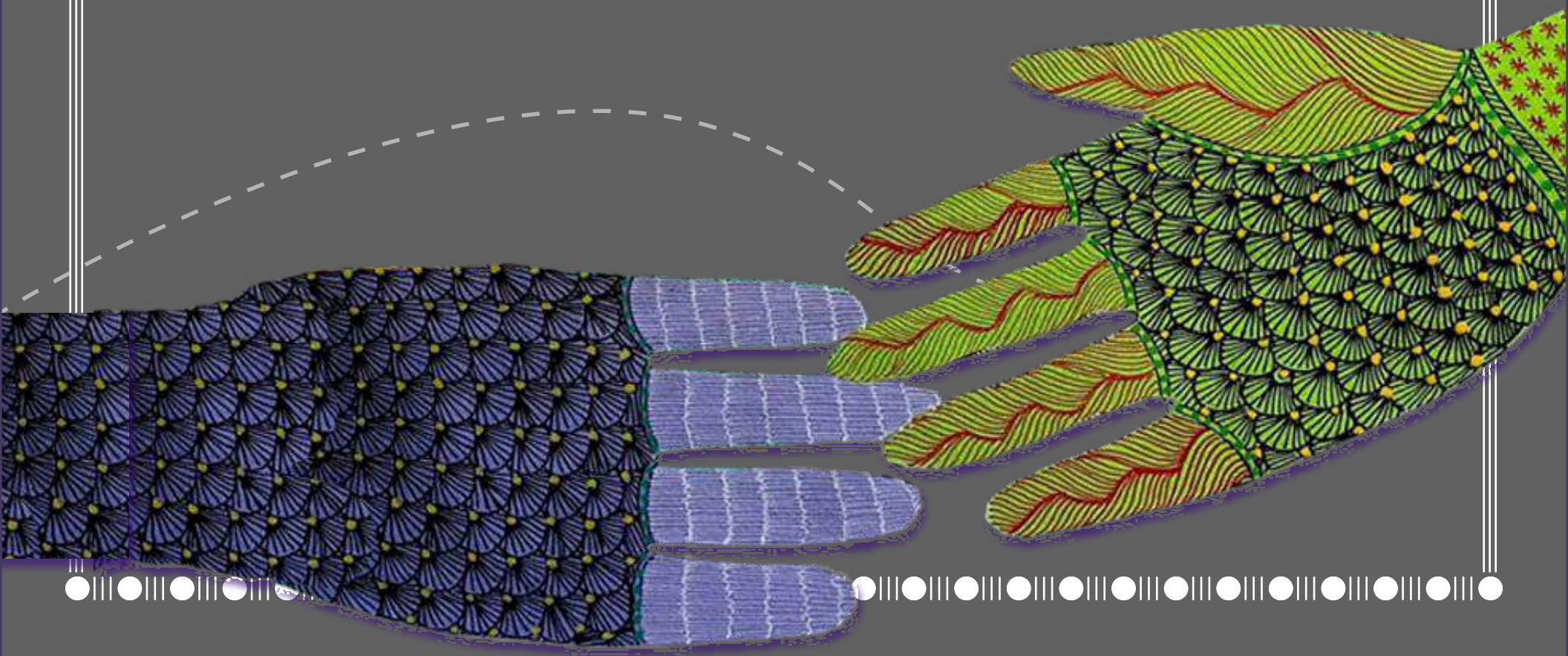
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*Section One:*  
**Our Director's  
Message**





"Priyaji, when we achieve massive impact in the state, I will have the face to give you an interview; right now, we as the state have not done much" - that is how a conversation with a senior state education official went when I requested him on behalf of a leading media house for an interview. This is what 2024-25 looked like for Antarang with all partnerships - **each one of us, as stakeholders, felt like peers on a challenging yet shared journey to ensure that every high school student in five states across India is in career pathways of choice.**

What stood out in the year for me was the **trust and camaraderie with each one of our partners - whether state, local governments, our amazing board, school heads, funders, NGO peers, industry partners or parents.** It felt like a shared cross to bear - helping our youth to enter career pathways that will help them earn well and live lives that seem like progress.

What stood out in the year for me were **the many interactions with our board members - both our senior board and our youth board.** Our Trustees and our Advisors have been engaged co-travellers, and our youth board has been wise and insightful, pushing back and supporting the momentum as required.

What stood out in the year for me was the **clarity and conviction of the entire team - our North Star was always visible even in the cloudiest of nights.** Is every student in a career pathway? Are our alumni earning well and moving up the socio-economic ladder? Do our facilitators and secondary school teachers turned Career Facilitators feel confident that they have the most relevant and updated information to guide students? Are schools tracking post-school transitions as much as pass percentages?

What stood out were the **deep friendships and solidarity with our funding partners.** From vetting pitch decks to celebrating our outcomes, helping us frame our research reports to guiding us on leadership development - they have been true comrades.

What stood out was a strengthened secondary school community with like-minded leaders from the education sector and a global community of sector leaders who shared the joys of small wins in a world otherwise ravaged by strife and despair.

I look forward to 2025-2026; not because the momentum is strong, but more because of the beautiful relationships that are sure to strengthen and develop.

**Thank you for being a supporter - each of you matters.**

**-Priya Agrawal,**  
*Founder & Director,*  
Antarang Foundation





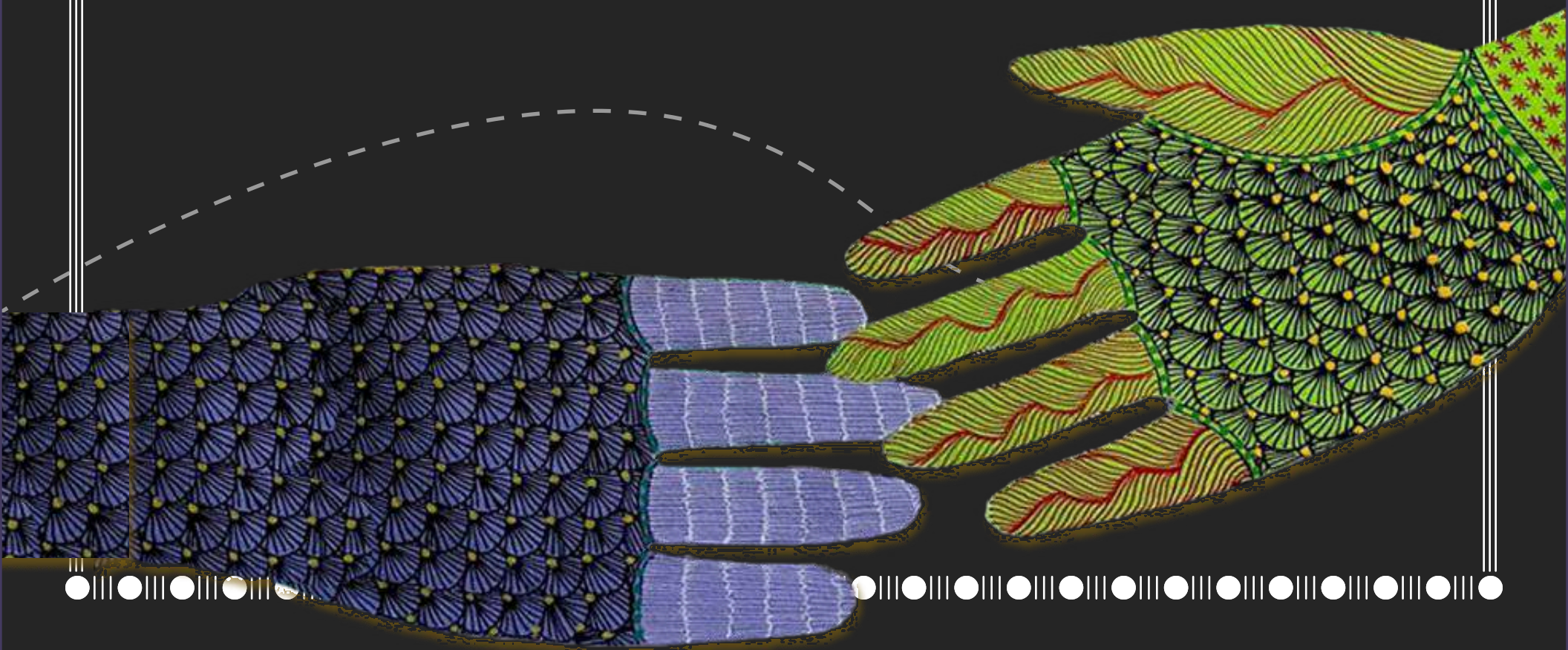
A world where every young adult  
is productively, passionately and  
positively engaged in careers of  
choice, leading communities out  
of intergenerational poverty.

*Aligned with and delivers on SDGs:  
quality education (4) - Goal: 4.3  
decent work & economic growth (8) - Goal: 8.6*





*Section Two:*  
**Our Theory  
of Change**







## Partnerships and joining hands

What if every young person had the clarity, the support and the tools to navigate their future with confidence?

The Antarang Careers Model is a bridge we build along with state governments that connects secondary school students to aspirational work and socio-economic mobility.

### Who we are and what we do

**Founded in 2013**, Antarang bridges the gap between education and high growth careers, ensuring that all students are in career pathways of choice.

We have a **phased approach** to ensure every young person has the information and guidance they need to enter careers. Our objective is to **integrate career education into the high school curriculum** so that all adolescents have access to quality career guidance. We make this possible by showcasing impact in model districts, building the career readiness ecosystem in each state and then working with the state education departments to integrate career readiness as part of the high school curriculum.

We work with state governments in select model districts to build a bridge between school and work by **embedding a 4-year, high-quality, geographically customized, actionable career readiness model for grades 9 to 12 students in high schools across the country**, delivered by a cadre of trained career facilitators. That means **bringing together critical stakeholders who influence the journey of young adults from school-to-work** - parents, teachers, school heads, local industry, and peer role models.

Using the results from these model districts, we showcase success to the **state's Department of Education** and build the ecosystem - curriculum,



training, parent and peer role model engagement modules and seamless connections to local industry for industry exposure.

In parallel, we have started working with the **state's Council for Education, Research and Training** to institutionalize career education as part of the state high school curriculum.

### The 4-Year Career Readiness Model

The 4-year integrated career education curriculum is divided into 2 phases:

**CareerAware** equips students from grades 9 and 10 with the tools to build self awareness, career awareness and clarity of career plans.

**CareeReady** works with students in grades 11 and 12 to provide core employability skills training, hands-on career exposure, and enable informed and aspirational transitions post school to higher/vocational education or work, as per the students plans.

Both programs are run as part of the high school curriculum by a **cadre of trained career facilitators that includes secondary school teachers and young professionals**.

Even after successfully transitioning from school-to-work, **structured alumni support continues, supported by local industry partners** who provide hands-on work experience and continue to build relevant employability skills.

That way, our integrated four-year career readiness model addresses two critical dropout points after Grades 10 and 12 by preventing students becoming defined as "not engaged" in education, employment, entrepreneurship, or technical training (NEET) early in their lives. Combining offline resources such as **student career workbooks, OMR-based career diagnostic tools, and a 24/7 career chatbot**, we enable personalised career guidance even in remote areas with limited digital access.

**When adolescents know where to go and what to do, they feel hopeful and confident, seeing a clear direction.**

## A brief history of forging relationships that has shaped our work in communities and institutions over the last 11 years

The problem that Antarang is solving piece by piece is large - **103 million youth in India are Not in Education, Employment, Entrepreneurship or Technical Training (NEET)**. It epitomizes lost potential for the country. NEET status early in life forecasts compromised mobility outcomes life long. **A significant portion of this NEET population are women and young people from marginalized communities** - which also indicates that the equity gap may not be filled in yet another generation.

Hence we cannot do it alone. **The solution needs to be the result of many forces working together** - strong partnerships and expanding collaborations across sectors — from schools and corporates to NGOs and philanthropic donors — each contributing uniquely to the mission of enabling young people to make informed and confident career choices and enter career pathways that will help them break out of inter-generational poverty.

### 2013-14

- *It all began at the **night schools in Mumbai**, in **partnership with Masoom** - who understood the system and we brought in the career expertise.*
- *The next big step — working with **Aangan in the Juvenile Justice System** - in the Dongri home, where we recognised that we may not have the expertise to work with deep vulnerabilities.*
- *Our **first ever community batch at Mahalaxmi** — that's where the real magic began!*

### 2014-15

We deepened our **collaborations with community organizations like Aangan, SNEHA and CCDT**, reaching vulnerable youth where they were.

**Partnerships with TATA Power and Forbes Marshall** opened doors to schools and industry — laying the foundation for mentorships, exposure visits, and skill-based learning that would shape our future approach to career readiness.



- Those first few calls with Municipal Corporation of Greater Mumbai (**MCGM**) – we were nervous but so excited to finally be on someone’s radar!
- Setting foot in **Brihanmumbai Municipal Corporation (BMC) offices** felt like the start of something real.

#### As a result:

We grew from a small Mumbai initiative into a multi-centre movement – expanding to **15 centres across the city** and stepping beyond Maharashtra to **Varanasi**. Through **JobReady and CareeReady**, the team guided over **1,500 students** toward purposeful careers, marking a year of bold expansion and deeper impact.

## 2015-16

We **built on collaborative DNA**, partnering with **28 organizations** including corporates, NGOs, and schools – supported by 31 donors. The year saw the launch of **World of Exposure with Muktangan**, testing a hypothesis that early career exposure - as early as grade 8 - through year-long career exploration would lead to better post school outcomes.

*“MCGM, TMC, NMMC – suddenly we were talking more acronyms!”*

- We began juggling **Pune Municipal Corporation (PMC) and Pimpri-Chinchwad Municipal Corporation (PCMC) meetings** back-to-back. Mumbai to Pune days were normal.

#### As a result:

We strengthened our foundation across Mumbai – reaching **3,509 in-schools students** through **CareerAware** and **1,233 youth** through **CareeReady community centres**. Together, over **4,700 young people** took meaningful steps toward informed, confident career journeys.

- By 2015–2016, we were lighting up many more government schools – CareerAware by day, JobReady by night!

## 2016-17

In an effort to embed career education as part of the high school system and include post-school transitions as a critical success metric for secondary education, we began our journey of working deeply with state education departments. We signed an MoU with **RMSA (Rashtriya Madhyamik Shiksha Abhiyaan)** to deliver CareerAware in Mumbai’s night schools and collaborated with MCGM to bring career guidance to BMC schools across the city.

#### *That first MoU with Rashtriya Madhyamik Shiksha Abhiyan (RMSA) – we had our official moment!*

*CareerAware in BMC night schools – real impact, one classroom at a time.*

*Those chai-fueled evenings at MCGM offices... legendary.*

#### As a result:

We deepened our roots across **18 centres in Mumbai**, reaching communities where guidance mattered most. **783 youth graduated** from the CareeReady program, and a growing network of **450 alumni** stayed connected – contributing to a **cumulative reach of 8,400 students** since inception.

- 2016–2017 saw us everywhere – from community corners to college classrooms – reaching more youth than ever before - across Mumbai and Pune and Varanasi!

## 2017-18

A year of exponential growth, we reached **15,000+ youth** through collaborations spanning government, corporates, **NGOs, and colleges**. With **158 industry partners, 13 NGOs, and 8 colleges**, the organization expanded to **Pune and Udaipur**, introduced data-driven tools, and launched its first **LGBTQ+ CareeReady batch** – setting a benchmark for inclusive, systemic impact.

- Every government stakeholder meeting ended with someone saying, ‘let’s make this bigger.’ And we did.”

#### As a result:

We expanded our reach **2X from the previous year**, guiding 17,105 adolescents and youth across Mumbai, Pune, and Udaipur.

"2017–2018 was when we truly went national — Mumbai, Pune, and even tribal hostels in Udaipur joined the Antarang family!"

## 2018-19

"CareerAware, CareerReady, and World of Exposure — the trio that powered dreams!"

"That was the year Starbucks and L'Oréal entered our world — our alumni were shining!"

"CareeReady was the buzzword in our corridors."

We saw steady growth and deeper collaboration — with **14 NGO partners**, **9 colleges**, and over **150 corporate partners**, including **61 new employers**. Through partnerships with **7 government bodies** across Maharashtra and Rajasthan, Antarang expanded CareerAware's footprint, reaching new school systems and strengthening its role in state-level career guidance.

### As a result:

- We reached **25,225 students**, with **53% girls** leading the way.

*Our biggest leap yet — 25,000+ students, Powai Hub launch, and dreams growing stronger across three states!*

## 2019-20

Our partnership ecosystem flourished — with **153 corporate partners** supporting the CareeReady program and **525 graduates** stepping into full-time, part-time, or self-employment roles. **From Starbucks to The Taj Mahal Palace**, each partnership reflected a shared belief in youth potential and the power of inclusive, dignified work.

Starbucks, Taj Mahal Palace, Gouri Goodies — from cafés to five-stars, our alumni were everywhere."

"We were learning to say 'Udaipur DEO' in one breath!"

### As a result:

We grew 4x from the previous year and reached over **80,000 young people** across **Mumbai, Pune, Udaipur, and Varanasi**, empowering **83% first-generation learners** through career guidance.

"We reached over 80,000 young adults — so close to our 100K dream!"

"Our students came from Mumbai to Udaipur to Varanasi — the dream was going places."

"83% first-generation learners — every classroom was full of firsts."



2020-21

**This was a year that tested resilience and redefined collaboration.** The first COVID wave - where nothing was predictable. Through partnerships with **MCGM, Microsoft, IDFC Foundation**, and over **10 NGO and corporate allies**, we continued to persuade students to stay in education and find careers.

In addition to responding to immediate and urgent requests, we reached **10,000+ vulnerable families** with food supplies and medical relief and **launched digital innovations like the 'Nantar Kay' WhatsApp Career ChatBot** to keep career guidance and job search accessible during lockdowns. Even amidst the pandemic, collective action enabled learning continuity, mentorship, and hope across communities.

*"The year we all became logistics experts — ration drives, mask drives, and Zoom drives!"*

*"'Nantar Kay?' was the question on every WhatsApp!"*

**As a result:**

We worked with **94,000+ adolescents**, counseled **47,760 students** and their parents **one-on-one reassuring them of their futures**. The need of the hour was employment and incomes, so Antarang enabled **1,600+ successful education and employment linkages** for students and their families.

*"Even in lockdown, we reached 94,000+ students — online, strong, unstoppable."*

*"Feed Dharavi in 8 days — 5,500 families reached."*

*"650+ data recharges — no student left disconnected."*

2021-22

**This year marked our shift from program partnerships to system-level alliances.** Working with **BMC, NMMC, TMC, PMC, PCMC, Udaipur DEO, and Goa's Education Department**.

An innovative collaboration with **Tamil Nadu's Department of Education and The Education Alliance** saw the development of a statewide Career Guidance framework.

The year also saw strengthened partnerships with youth - Youth ambassadors ensured that over **48,000 people were convinced to take the vaccine to end the pandemic**.

*"Career guidance in 7 government bodies — we were officially everywhere!"*

*"Tamil Nadu called — and suddenly, we were co-writing a state curriculum!"*



"Back to schools, back to smiles — 7,000+ sessions in one year!"

"Our Student Support Ambassadors persuaded over 14,000 youth to get back to education as the world was slowly recovering — youth leading youth."

"Our ChatBot became everyone's counsellor — 15,000+ curious minds guided."

## 2022-23

Partnerships with the governments of Maharashtra, Goa and Rajasthan strengthened - while the "**Nantar Kay**" ChatBot supported **3.1 lakh youth** with real-time career guidance.

"423 schools, 13,000+ sessions — our facilitators deserved medals."

"The chatbot just wouldn't stop pinging — over 3 lakh users!"

### As a result:

We grew 4x from the previous year and reached over **80,000 young people** across **Mumbai, Pune, Udaipur, and Varanasi**, empowering **83% first-generation learners** through career guidance.

"50,000+ students reached — partnerships made it possible!"

"11 powerful allies — sector and government walking with us."

"Our ChatBot guided 3 lakh users — tech with a human heart."

## 2023-24

**We deepened our systemic impact** — partnering with YouthNet and the Department of Education, Government of Nagaland - training **90+ facilitators** across **six districts of Rajasthan**, collaborating with **250+ employers** to achieve **48% student placements**, and partnering with **five state and district governments**.

"From Mumbai to Rajasthan to Goa — we were officially a cross-country team."

"Rajasthan State Council of Educational Research and Training (RSCERT) partnership —reaching a potential 2.5 million students very soon!"

"Osmanabad teachers becoming Career Facilitators — total proud parent moment."



"Yamuna Nagar joined the family  
— hello, Haryana!"

"250+ industry partners — talk  
about networking goals!"

**As a result:**

We expanded our footprint to **five states** and **1,394 schools**, **232 facilitators**, **3.5 lakh+ young people** directly .

With a **near-equal gender split** (52% female, 47% male) and strong representation across Grades 9–12, the year marked growth into **Goa, Nagaland, Haryana, and Dharashiv**, alongside continued impact in **Maharashtra and Rajasthan** — reflecting our evolution into a truly pan-India career guidance movement.

"New pins on the map! Goa,  
Nagaland, Haryana, Dharashiv."

"1.45 lakh students in a year —  
our biggest leap yet!"

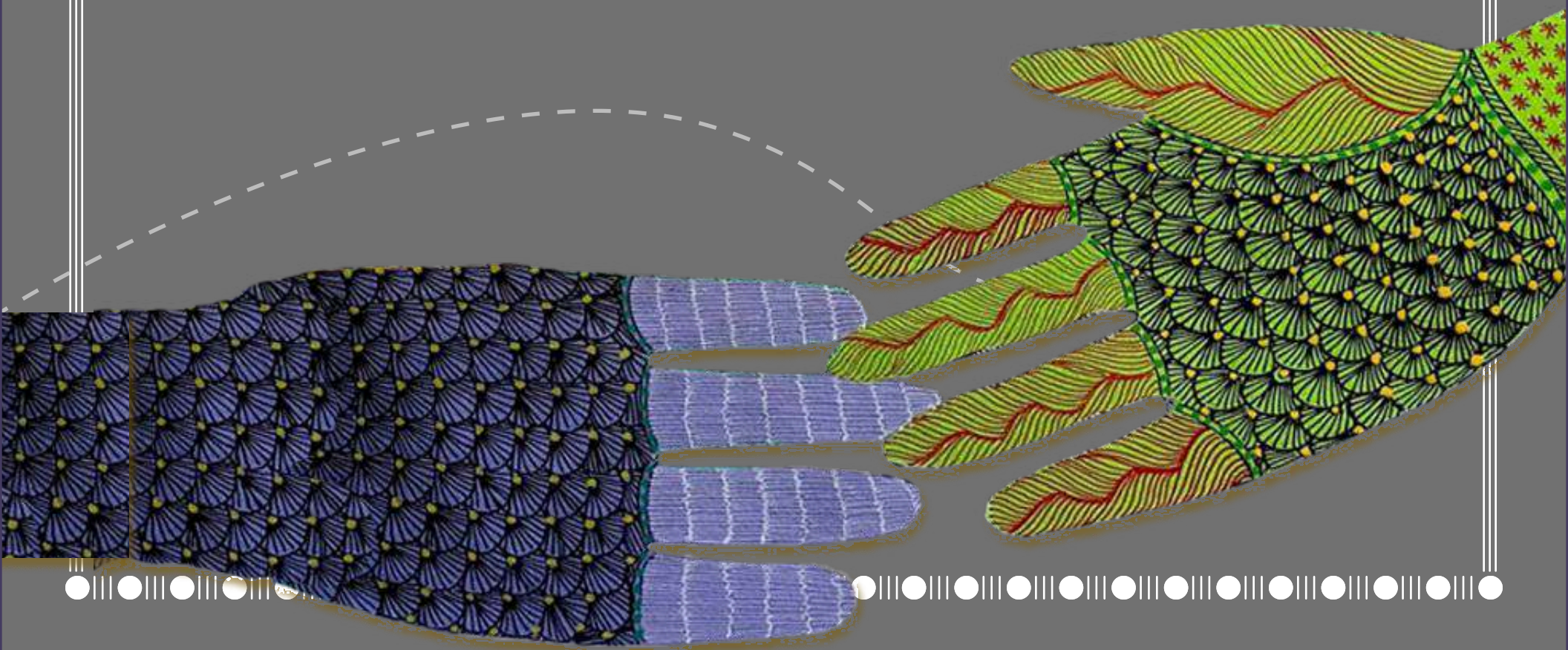
"We celebrated our first year in  
Nagaland — a milestone moment."





*Section Three:*

# Geographies & System Adoption





## Why We Started: The Reason Behind Our 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.

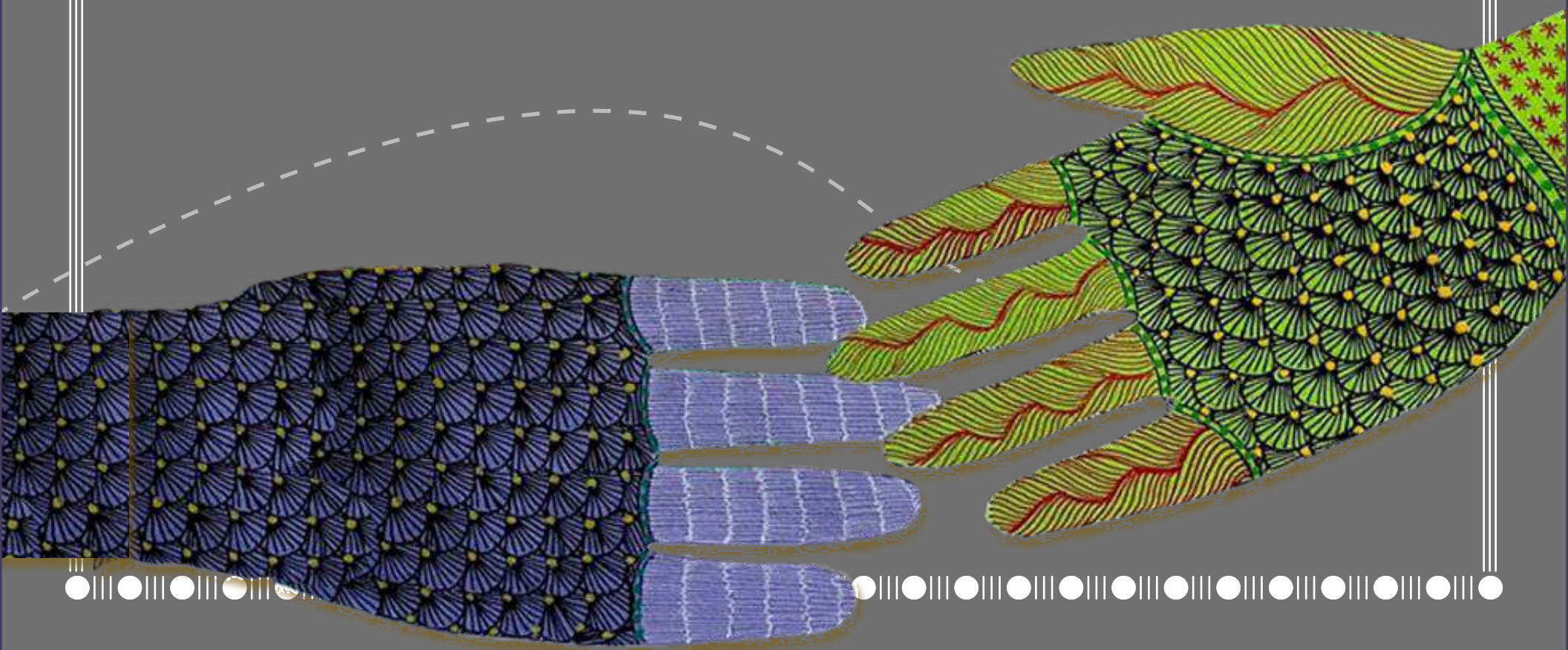
This conversation and the actions that followed led to our foundation as **an organization** dedicated to bridging gaps in awareness, aspirations, and skills, ultimately providing marginalized youth with access to aspirational careers in the formal sector.





# Maharashtra:

Mumbai, Thane,  
Pune & Dharashiv







### Partnerships with Government Bodies and Institutions in Maharashtra:

- **Pune:** PCMC
- **Mumbai:** MCGM, MSCERT [Thane and Dharashiv (Osmanabad) Districts]
- **Thane:** NMMC, BNCMC, TMC, MBMC
- **Dharashiv (Osmanabad):** ZP, Samaj Kalyan



# 53,242

*Students impacted*



## The ecosystem we have built

### Industry Exposure Pilot in Mumbai and Pune bringing careers to life!

Industry exposure sessions continued in October 2024 with Grade 12 students, offering them insights into different industries to help them make informed career choices.

### Career Counselling for Secondary School Students in collaboration with Municipal Corporation of Greater Mumbai (MCGM) continued for the 7th year in a row.

- CareerAware for Grades 9 and 10 students in Brihanmumbai Municipal Corporation (BMC) higher secondary Schools began from April 2024 onwards.
- MCGM valued the guidance we provided to students through counseling to complete the college admission process.
- As on 15th August 2025, **24,042 students from Grade 9 and 17,084 students from Grade 10 have benefited from Antarang's Career Readiness Model.**

### An MSCERT Partnership

Maharashtra State Council of Educational Research and Training (MSCERT) responsible for curriculum development, textbooks, and teacher training for schools in Maharashtra- consulted us in defining career pathways for students passing out of 10th and 12th grades.

**That consultation resulted in the addition of a new Career Pathways web page on their FYJC 11th Admission Process 2025–26 Portal.**

### MBMC teachers training and orientation- A Big First for Maharashtra!

**A day-long exercise, we conducted our first Teacher Orientation with Mira Bhayandar Municipal Corporation (MBMC) on career guidance.**

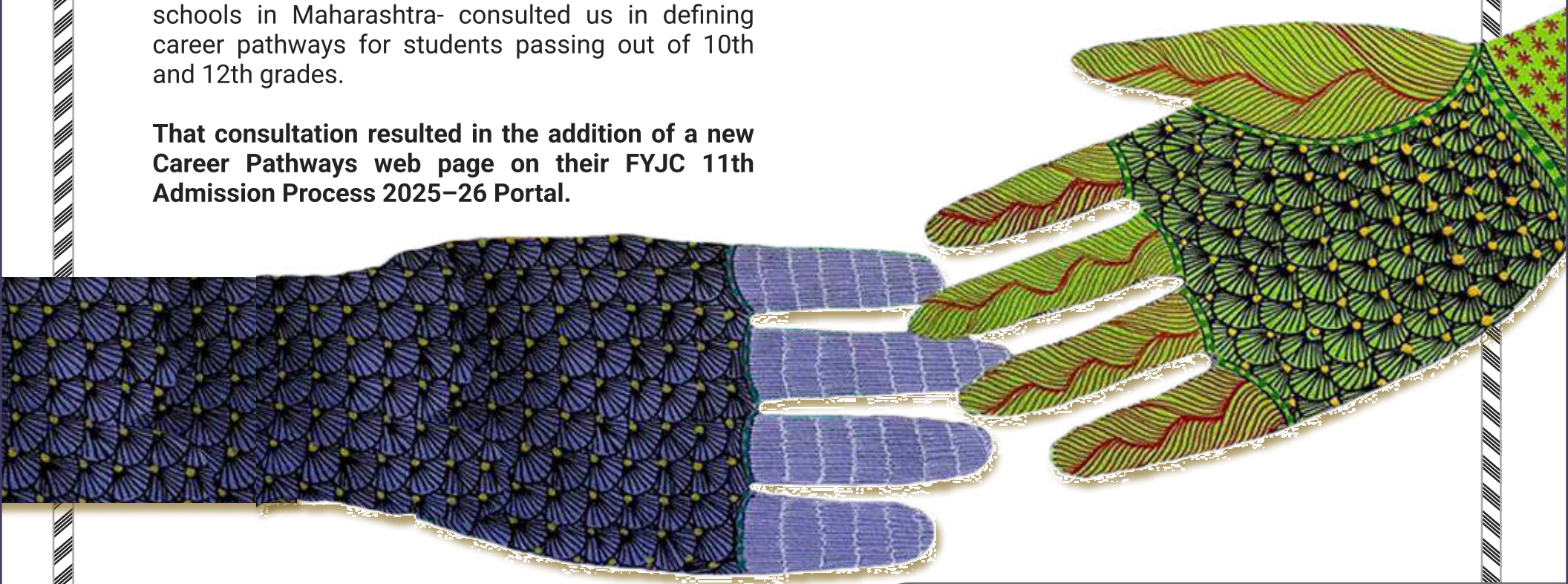
**This marked a major milestone—** as government school teachers in Maharashtra are being trained to guide students on their career journeys.

**With the Deputy Commissioner's guidance,** 25 secondary school teachers came together to understand their crucial role in shaping young futures. **This also caught the attention of local newspaper publications.**

*This is just the beginning towards building stronger career ecosystems in all districts of Maharashtra!*

### First MCGM Alumni Reunion!

School pride is real - and MCGM school alumni did not want to be left behind. We our partnered with MCGM's Education Department to host the first virtual MCGM Alumni Reunion in December 2024 – **an unforgettable gathering where students reconnected with cherished school memories and strengthened bonds under the Alumni Cell Initiative.**





## From Wadala to a PhD in the US: Vijaykumar's Antarangi Flight:

Vijaykumar Naidu's journey began as a high schooler in Wadala and has taken him all the way to a PhD at the University of North Texas. His story is one of aspiration, persistence, and seizing the right opportunities at the right time, supported by guidance and a commitment to building skills along the way.

It wasn't an easy path- balancing undergraduate and graduate studies, gaining experience in pharmaceutical and biotech, and moving quickly when opportunities arose. Yet, Vijay's story is a reminder of why keeping the aspirations of young adults at the center of our work matters. Seeing him share his journey at our first-ever "friend-raising" dinner in San Francisco inspired everyone in the room and reaffirmed the power of guidance, preparation, and bold dreaming.

*"Still, dreaming's the point.  
It's how we become. Before we build, we imagine;  
before we act, we picture what could be."*

— Suleika Jaouad

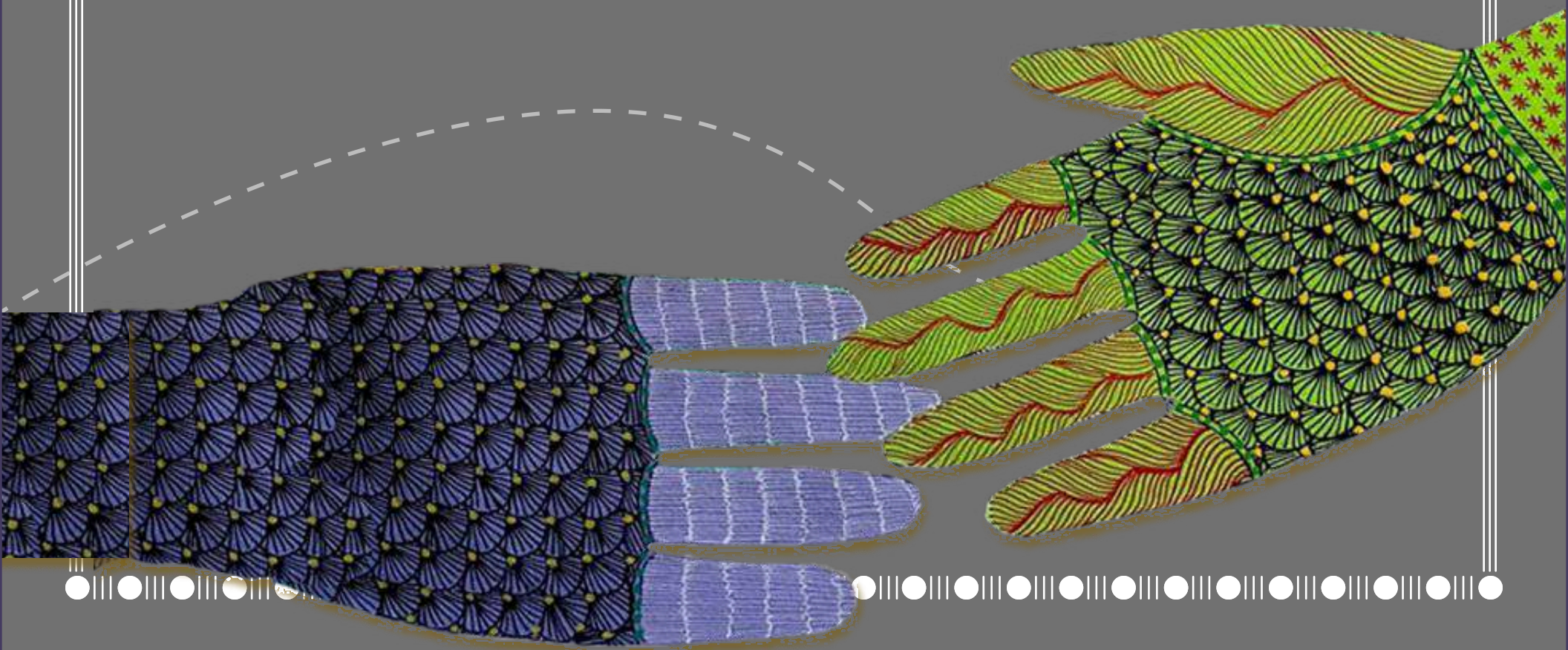
## From Clarity to Confidence: Namrata's CareerAware Journey

Namrata studied at Charkop Sector 1 Marathi BMC School and was introduced to Antarang's CareerAware in the 9th grade. Growing up, her family faced financial challenges- her father works as an electrician, her mother is a homemaker, and she is the eldest of four sisters. Being the eldest motivated her to set a strong example and make her parents proud. CareerAware helped Namrata understand her strengths, and the aptitude tests showed that engineering could be a path she was capable of pursuing. It gave her the clarity she needed to rule out what wasn't right and focus on what was.

Today, Namrata is a third-year B.Tech student in Data Science at Osham Utpal Institute of Technology. Engineering fees were high, but with scholarships, she managed the financial hurdles. The program helped Namrata gain the confidence to take ownership of her choices and her future. Her advice to other students is simple: stay connected with your teachers, believe in yourself, and keep going even when it feels overwhelming. This is why Antarang trains secondary school teachers as career facilitators in several states.

**#MyCareer**  
**MyChoice**

# Goa: Statewide







Partnerships with Government Bodies and Institutions in Goa:  
Directorate of Education: July 2025 - May 2026



5,724  
*Students impacted*

## We launched a new workshop model in Goa!

**We intensively engaged with the most critical stakeholder in Goa- Our Program Support Officers (PSOs)** who form the bridge between the Goa Education department officials and Antarang.

- Hiring and Training of New PSOs
- PSO Engagement during Diwali and Christmas Break (Via presentations' creation, Career Next steps cross checking, Poster Creation)
- 254 secondary School Teachers and Youth trained as Career facilitators trained in Goa (across 2 quarters )

## We partnered with the Goa Education Development Corporation (GEDC)

A Government of Goa Undertaking, GEDC was established to promote and assist in the rapid and orderly development of educational institutions, services and facilities in the state of Goa to develop a competitive, flexible and value based education system for the people of Goa.

- In accordance with a directive from the CM office, Master Resource Persons from the GEDC were trained to deliver 1:1 counselling to all grade 12 students in Goa.

## And we engaged with Parents!

**Parents shape futures—and we're made sure they're part of the conversation.** At Government High School across North and South Goa; our team led interactive parent sessions that got everyone talking—literally! From skits and videos to candid discussions, parents opened up about their role in their children's career choices.

## Impact of the above collaborations in Goa over 2024-25: Transition Tracking Report highlights

**92%**

Completion Rate

**1,852**

1:1 Counselling

**2,575**

Parents Interaction

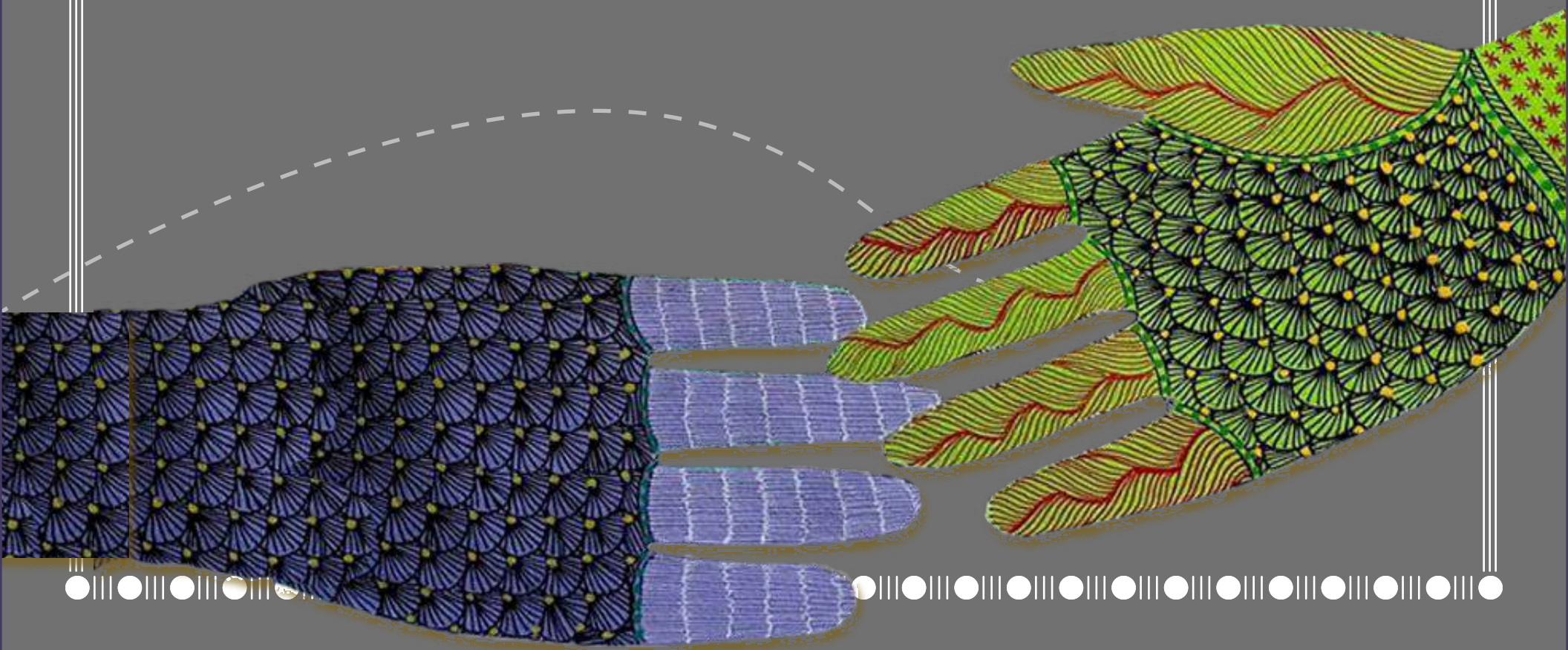
"...When I was 10 years old, I wanted to be a doctor. In class ten, when I attended Nitin sir's career session, I learnt about interests, careers and aptitude..."

-Sonam. S. Velip

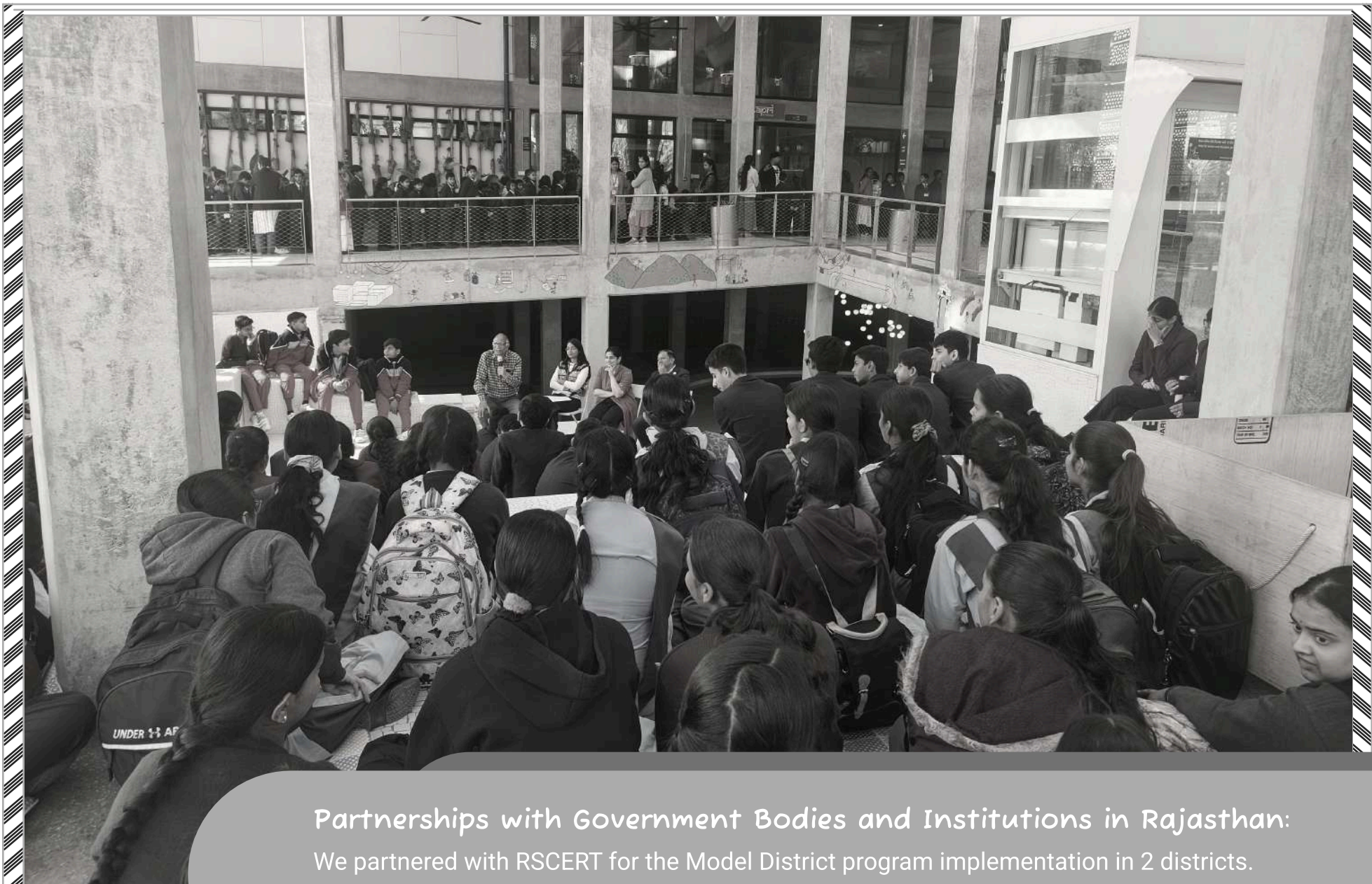


# Rajasthan:

## Udaipur







Partnerships with Government Bodies and Institutions in Rajasthan:  
We partnered with RSCERT for the Model District program implementation in 2 districts.

- **Udaipur:** June 2025- March 26 | **Dungarpur:** June 2025- March 26



# 10,891

*Students impacted*



Our role in Rajasthan is even more crucial as we not only help spread awareness around career pathways but also play a role in changing the stereotypes around education and employment opportunities for adolescents and young adults from deeply gender biased, low-income communities.

## The ecosystem we have built - Comprehensive Career Education Model | Rajasthan under the leadership of RSCERT supported by UNICEF and Antarang Foundation

### Picture this!

Grade 10 students in over 17,500 schools across the state of Rajasthan sitting in front of their smart boards in their classrooms or halls, listening intently to skilled Career Facilitators as they discuss how to plan the next steps for their careers after the 10th grade! After seven years of working in the Udaipur district, we took another significant step by collaborating with the **Rajasthan SCERT as the technical expert; and UNICEF to build a career readiness ecosystem anchored in government high schools.**

We have taken concrete steps towards the high school system adopting the model - the components that have been integrated include :

**A Careers text book - Safar - that guides students through career choice**

**600 job cards** that clearly map out career pathways in sectors that have current and future potential

**Conducted statewide webinars** that help students make informed transitions post class 10 and 12

**Launched and learnt from a pilot intervention** on what career education would look like for the most marginalized in Alwar district.

**Trained teachers** on using the career resources and guide students in each of the high school classrooms

**Trained a cadre of State Resource Group (SRG) professionals as Career Facilitators** - they will now function as master trainers to roll out the Career Facilitator training across the state.

### Rajasthan's State-wide Career Mela 2025

On February 10, the Rajasthan Department of Education and Samagra Shiksha Abhiyan hosted a statewide Career Mela, creating a vibrant space for career exploration for students from Grades 9 to 12.

Schools across the state came alive with career stalls, industry expert talks, alumni interactions, and hands-on career guidance sessions—bringing students and parents closer to informed career choices. The Mela sparked conversations about "Mera Career Meri Choice" engaging students in meaningful career discussions. The RSCERT Director and team even visited one of the Udaipur schools where Career Mela was organised.

In 110 schools in Udaipur, where we are supporting the implementation of the Career Guidance Program, our facilitators and Program Support Officers played a key role in ensuring students had meaningful career-related experiences. Additionally, members of the State Resource Group (SRG), who received in-person training from us in December, successfully conducted the Career Mela in their cluster schools. They used resources like students' workbooks, posters, and job cards developed by RSCERT to deliver career guidance sessions.

With principals, teachers, alumni, industry leaders, and government officials coming together, this Career Mela showcased the power of coming together for our youth!

From the career guidance classes, I have discovered that I am interested in becoming an artist, and I want to get my B.F.A in the future.

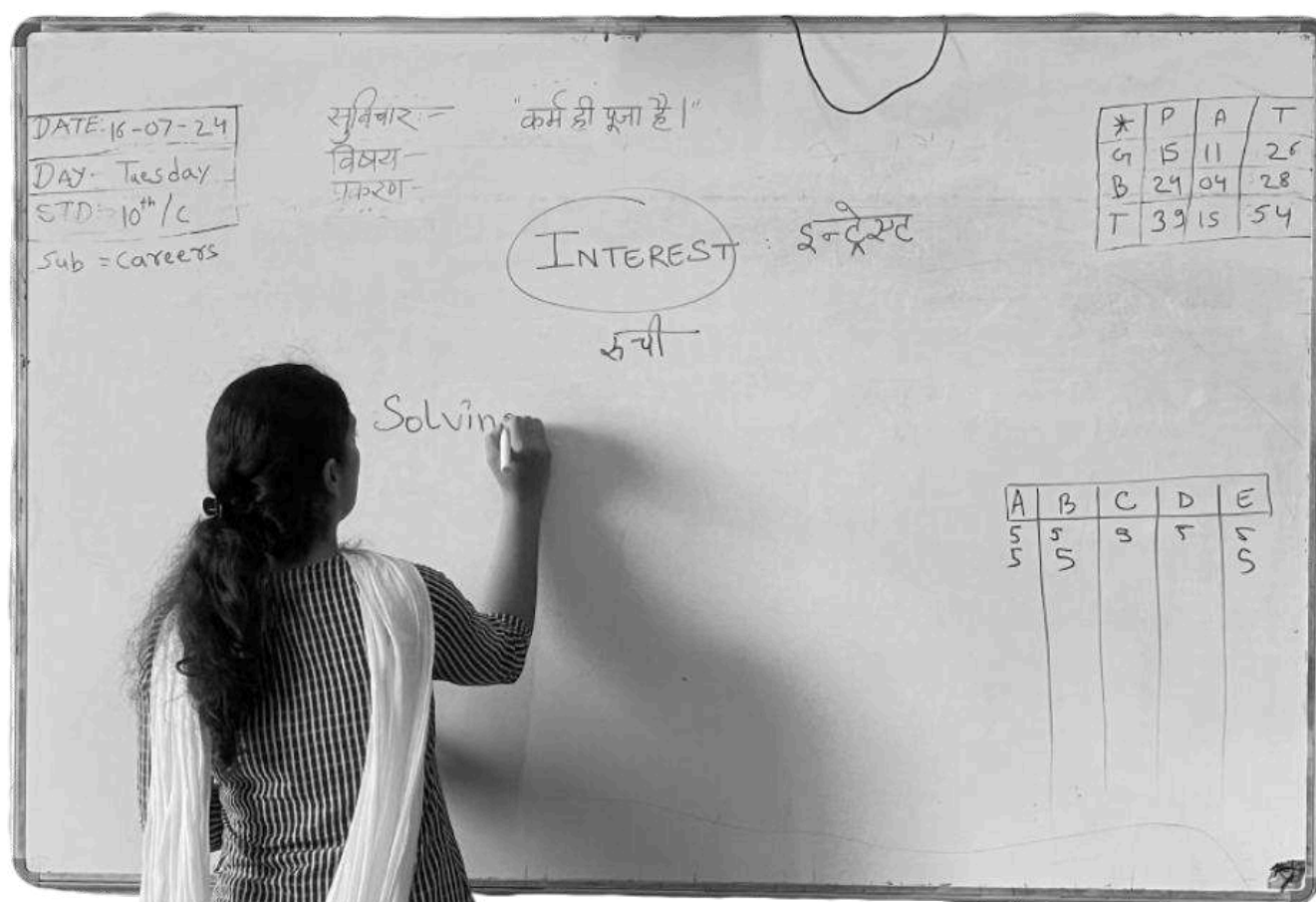
*-Antarang Alumni Student*

I have learnt from the career guidance programme that I can opt for arts and be recruited as a police officer in the future. I've noticed a change in myself - I can approach my teachers with more confidence and create new lists related to career awareness.

-Antarang Alumni Student

There were 7-8 girls with me whose families made them discontinue their education, and I wish their families spoke to the teachers about their education, and helped them the way my family is, because there's a lot that girls can achieve in their lives.

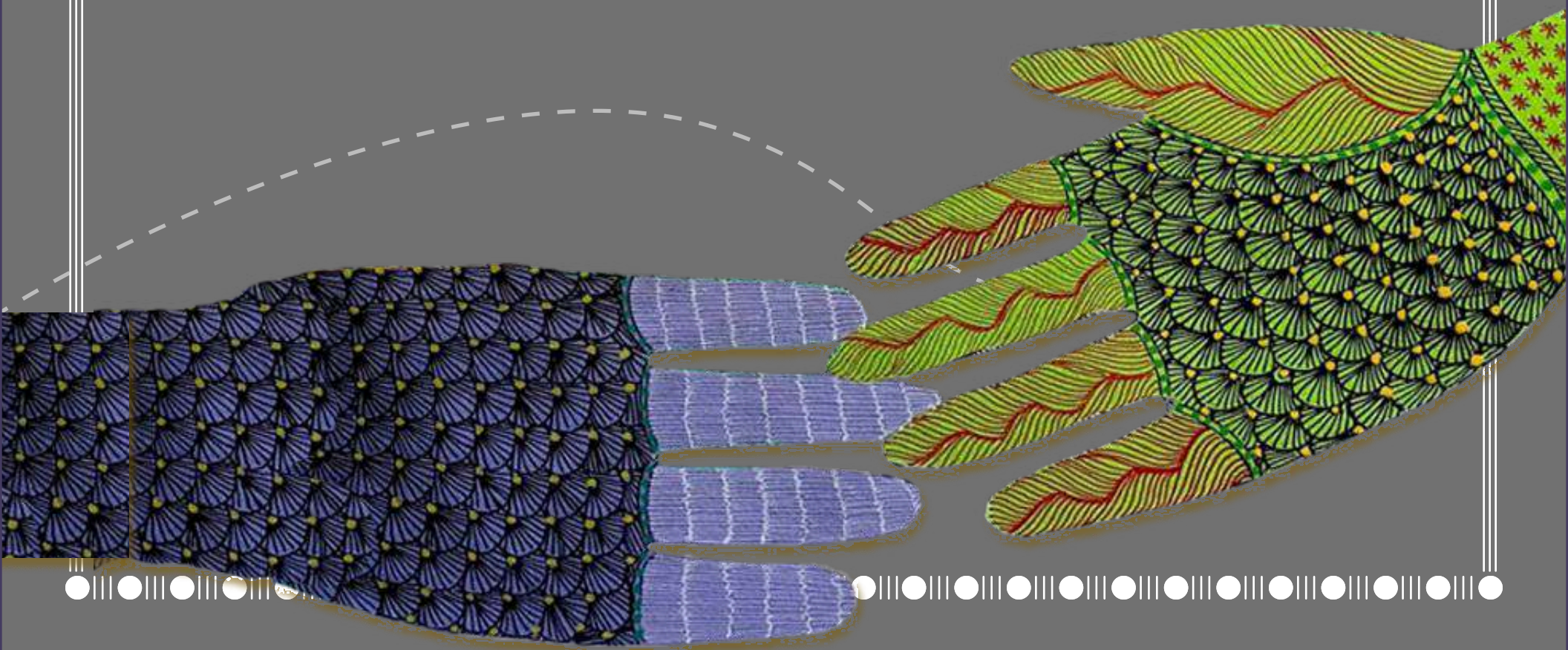
-Antarang Alumni Student





# Nagaland:

## Statewide





Partnerships with Government Bodies and Institutions in Nagaland:  
All districts: Directorate of Education: November 2022 - October 2027



19,226  
*Students impacted*



"One of the biggest challenges confronting the state at this point in time is unemployment. So it became very very critical for us to ensure that the kids were aware of what are the various career paths that are available to them... We are sure that the kids will now take a proactive step in terms of, you know, accessing more knowledge with regards to the career path that they were interested in. I think that would be the single biggest impact that this program has created."

-Shri Thavaseelan K., IAS

-Commissioner & Secretary to the Governor, Nagaland & Rural Development  
Former Principal Director, Department of School Education

In 2023, we collaborated with Samagra Shiksha, Government of Nagaland and YouthNet to roll out a landmark initiative to bring **structured career education to all 17 districts of the state**. This statewide implementation reached **all 30,000 students enrolled in grades 9 to 12 in Nagaland** equipping them with the clarity and confidence to shape their futures.

Our team travels hundreds of kilometers through challenging infrastructure, navigating treacherous roads on their two-wheelers to get from one school to the other in the interior districts and conduct career education sessions.

The impact is not just in numbers, it's in transformed lives. Career education is changing the trajectory of Nagaland's youth.

### Towards Systems Adoption: Training of Block Resource Persons as Master Trainers

- We conducted a **3-day career counselling training for 83 Block Level Resource Persons in Kohima**.
- BRPs now train state career teachers for the academic year 2025-26.

### Another first in Nagaland, now being replicated across other states- A Multi- Stakeholder Round Table

**74 PSOs trained: One of the many first steps in a long journey of change in Nagaland!**

**We trained 74 of our newly recruited Program Support Officers (PSOs) to lead career guidance efforts across the entire state of Nagaland.**

These local champions guide high school teachers and youth—nurturing aspirations and preparing them for the world of work. **From engaging with industry experts to embracing powerful local stories, they're equipped not just with tools—but with purpose.**

Education and School to Work Transitions involve multiple departments in the government. In a first, our Jt. Executive Director Swati Mohan led a **round table meeting where the Heads of the Nagaland Board of Secondary Education (NBSE), School Education, Directorate of Education and Samagra Shiksha came together to draft the career education model and guidelines for the state.**

"One funny moment I had with them was when my students requested that I talk to their math teacher and take over his period as well. The teacher overheard them and offered me his period too! (PS: I assure you; they didn't get scolded for that.) Last but not least, when I tried to recap last year's career class we took, the students surprisingly remembered the three main things: IAR. I'm glad to be experiencing such moments.

The first day started off really well . . . the students were very attentive and responsive. A funny thing that happened was that the students talked about the program and the challenges in their local dialects with their peers, not realizing I could understand too. When I responded in their dialects in another session, their reactions were worth watching. These students are amazing!

To my surprise, some students from Grade 10, who were in class 9 last year, rushed to me, saying, "Miss, we miss you and were eagerly waiting for you to come and teach us." Their response made my day, and I had a great session with them."

*-Career Facilitator,  
Nagaland*

**86% Students**

successfully transitioned into further education, employment or training

**That's 18% higher than  
the national average!**

**10% or Less**

Attrition rate

**80%**

Schools reached

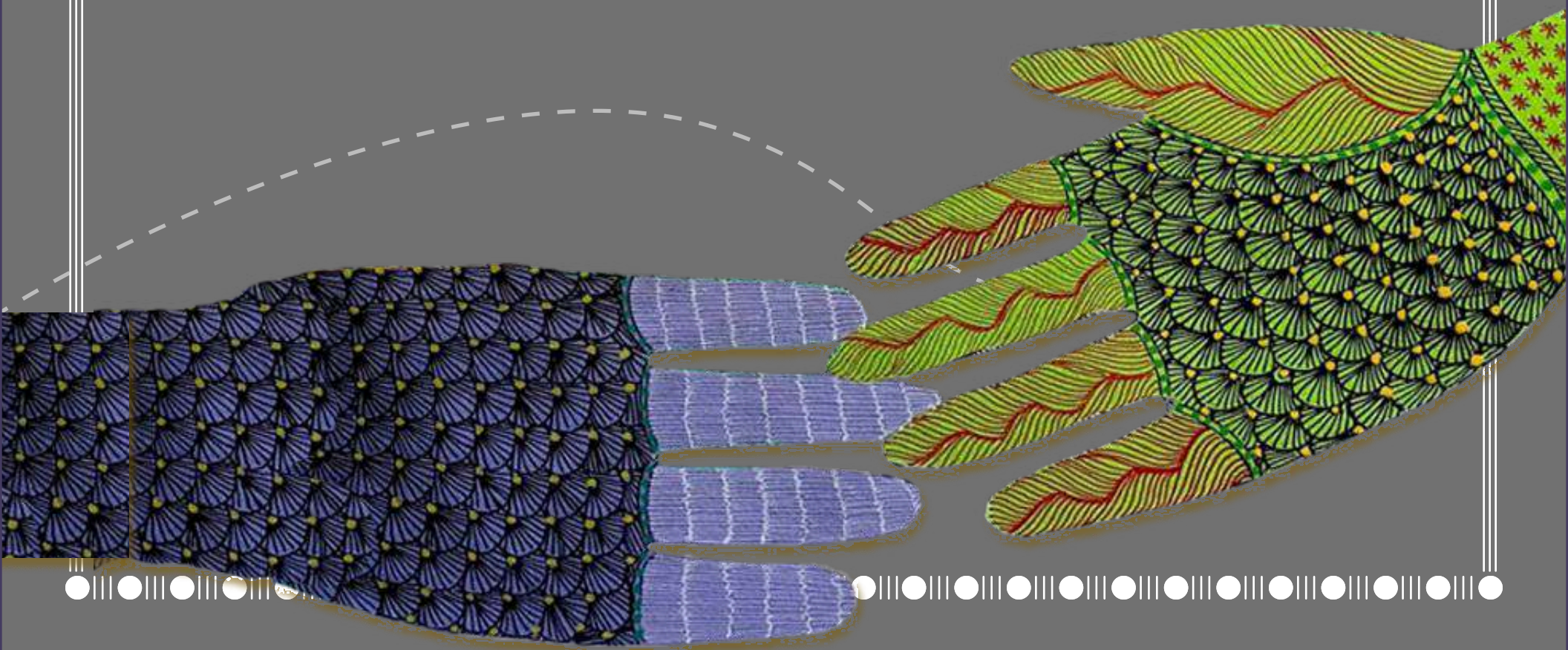
**> 90%**

Facilitators retained

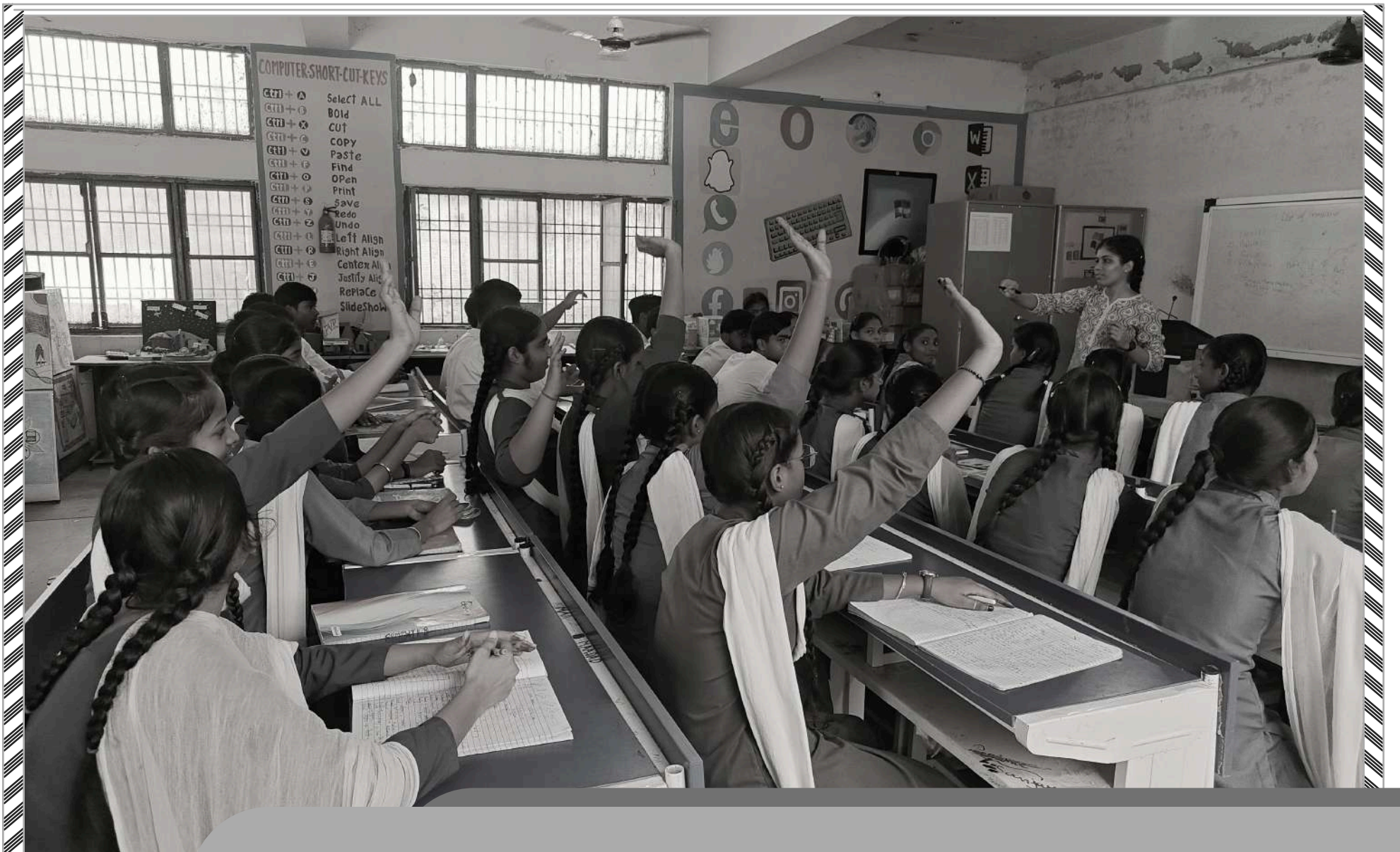


# Haryana:

## Yamuna Nagar







Partnerships with Government Bodies and Institutions in Haryana:

Yamuna Nagar: Yamuna Nagar District Education Office: August 2025 - June 2027



21,946

*Students impacted*



Our journey in Yamunanagar began in 2023, with an MoU signed with the Haryana Department of Education for a two-year partnership.

### Digital Firsts

With **smartboards** already in every classroom, Yamunanagar became our first district to implement a digital curriculum.

Year Two of the Model in Yamuna Nagar district: Inovating Locally, Accelerating Ahead!

We rolled out our 4-year model for grades 9–12!

### Career Walls in pilot schools:

We introduced fun, engaging posters to showcase diverse, new-age careers. With a focus on breaking stereotypes, we **ensured gender representation to inspire students beyond traditional roles.**

“Har sapna paayega apni manzil ka noor, Kyuki Antarang ke sath, Informed career ke sapne... sach honge zaroor.”

-Shoyab Shikari

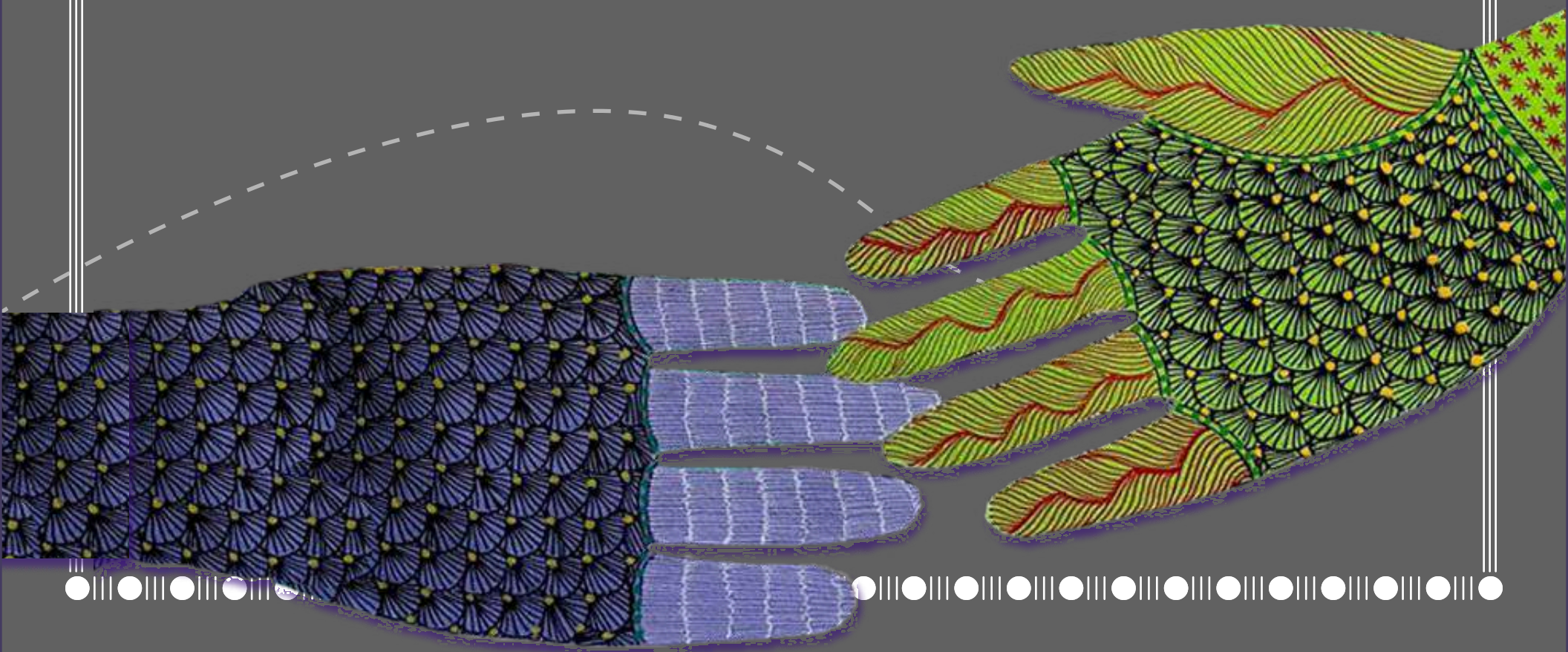
Lead, Finance, Antarang Foundation



*Section Four:*

**THRIVE:**

*Future of Work*







Thrive-The Future World of Work Event - 22 March 2025 - jointly hosted by Antarang Foundation, Youth Ki Awaaz, Pune Municipal Corporation (PMC), and key stakeholders in the education and skilling ecosystem!

There has been considerable anxiety and excitement around what the future of work will hold for students in high schools today. These students will enter the workforce when the full effects of AI (Artificial Intelligence), climate change, and geopolitical dynamics have taken root.

To assuage this anxiety and help young adults prepare for this changing world of work, we hosted a series of dialogues with industry leaders, young adults, and government education officials.

The series culminated in a one day event hosted by the **Pune Municipal Corporation** for students from Pune’s high schools and colleges.

Thrive: The Future World of Work brought together students, government officials, educators, nonprofits, and industry leaders in Pune - a city known for its youthfulness and innovation.

44

Stakeholders across government, industry, and civil society convened in one space

Future Focus

Students and educators gained clarity on industries and skills to focus on over the next 5 years

276

276 students exposed to future-of-work themes in an interactive, youth-led format



The event aimed to explore how India's young workforce can thrive in an AI-driven, rapidly evolving world.

**The power-packed event was designed not only to introduce students to emerging career pathways but to ignite critical conversations around the future of work, digital careers, and the skills youth need to navigate them.**

**A Digital campaign was launched post the event - #KaamKiBaat** - inviting young people across India to share their unique lived realities of work, their aspirations, challenges, and the systemic forces shaping their career paths

## Mapping The Student Pulse

From the start, the "Career Wall" and "Future of Work" prompts encouraged students to jot down their aspirations, questions, and reactions, immediately creating a two-way energy in the room. Whether it was scribbling dreams on Post-its or pausing at casting their votes on polls and reading what their peers envisioned, this space became a buzzing hub of curiosity.

## Policy Alignment: The Foundation of THRIVE

THRIVE was conceptualized to align with key national policies, fostering a skilled and future-ready workforce for India.

**Mr. Mahesh Palkar, Director of Education, Schemes, Government of Maharashtra** delivered the inaugural address and spoke about policy-level support for youth development, the need for relevant skilling, and the role of nonprofits and civil society in career-readiness.

**Panel discussions moderated by our staff member Sonal Ghodge, an Antarang Alumnus and Senior Associate- Partnerships and Sustainability, featured Mr. Puneet Vyas- Managing Director, UBS; Ms. Apoorva Kulkarni- Founder, LinkIn Moves; Mr. Roshan Jaiswal- an Antarang alumnus and currently an Associate with Green Communities Foundation; and Mr. Mahesh Palkar- Director of Education, SCHEME.**

The discussion spotlighted:

- the rising importance of transferable skills for critical thinking, adaptability, and resilience;
- the need for digital readiness even in non- tech sectors;
- communication and adaptability in remote or hybrid environments; and
- personal stories from alumni navigating new professional realities.

## A Spotlight Session: The Creator Economy & Digital Entrepreneurship

Akash Deore, Editor and Head of Product, Play to Potential podcast and an Antarang alumnus, shared how curiosity and the courage to ask questions reshaped his career journey.

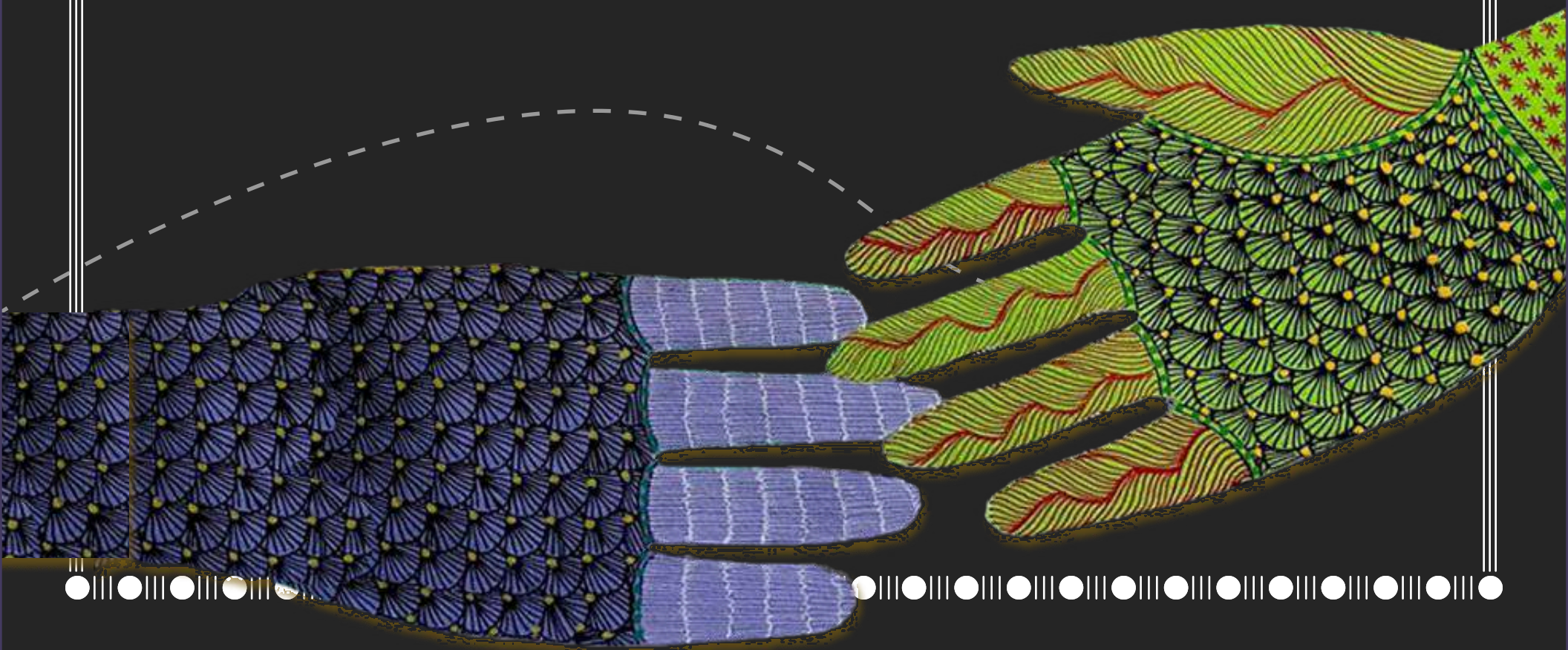
*"I interviewed for an Office Administrator role. During the chat, my interviewer mentioned podcasts. I had no clue what those were! But I was eager to learn. That moment of curiosity of saying 'I don't know, but I'm open' changed everything. Today, I head Product and content for a top podcast. All because I asked one question."*

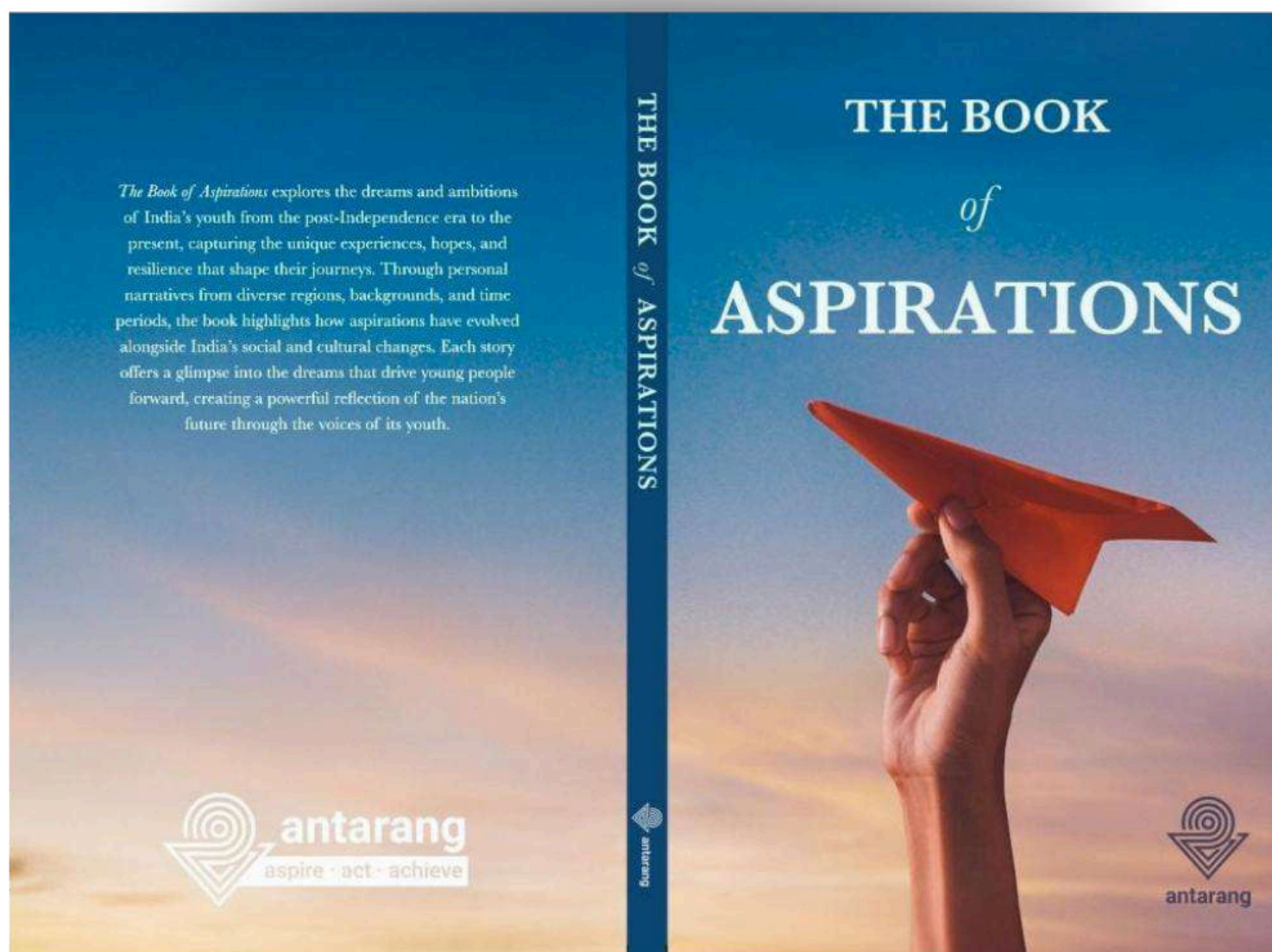
*- Akash Deore*





*Section Five:*  
**Book of  
Aspirations**





## Celebrating the Power of Dreams – The Launch of the Antarang Book of Aspirations!

We turned 10 years old in 2023. And to mark the milestone, we launched a **Book of Aspirations- a collection of heartfelt stories from people of all ages, backgrounds, and communities, showing how aspirations shape lives and inspire resilience.** It celebrates the dreams that drive us, the hope that fuels us, and the courage to rise. These stories capture the struggles, setbacks, and strength of individuals who refuse to give up, reminding us that the journey matters as much as the destination.

What was special, was that eight young adults were trained as researchers, conducting interviews across Mumbai, Pune, Haryana, Nagaland, and Goa.

The process of listening to stories and inspiring story telling was anchored by Dr Raviraj Shetty, Co-Founder of Narrative Practices India Collective.

At the launch event, we were joined by three incredible panelists Mrunal Patgaonkar , Rishikesh J. and Tasleem - who have been featured in the book.

They shared their inspiring journeys, career experiences, and thoughts on aspirations. Their insights made this event even more meaningful, highlighting the importance of perseverance and dreaming big.

**Our editors Smit and Shalini, and designer Parvathi N Venkitaraman brought the book to life.**



**Here's a note from one of the youth interviewers - Laxmi Mandal, Economic Analyst & Governance Fellow:**

*"Book of Aspirations by the Antarang Foundation was a journey that has been nothing short of transformative. The BOA team provided us with excellent training, helping us understand the project's purpose and the impact it seeks to create.*

*Through this initiative, I had the privilege of conducting interviews with inspiring individuals who have excelled in their fields—people who faced immense challenges, yet stood tall and gave their best to the world. Each story I encountered was unique and filled with powerful lessons. Listening to these narratives not only inspired me but also reaffirmed my belief that resilience and determination can overcome any obstacle. Every story taught me something valuable, making my own journey more meaningful.*

*I am deeply grateful for the opportunity to contribute to this book and to be part of such a unique initiative. Here's to the power of stories and the change they can bring to the world!"*





## Balamdina Toppo

Despite a difficult life, 39-year-old farmer Balamdina Toppo from Asro, Jharkhand, channels the attitude of Chulbul Pandey - the fearless action hero from the 2010 movie Dabangg. Like her hero, Toppo remains cheerful and resilient despite the hardships she has endured: poverty, social stigma for being fatherless, and the heart-breaking loss of her husband just a few years into their marriage.

She once dreamed of becoming a nurse, a dream she set aside—but not her will to build a better life for herself, her two children and her mother in law who depend on her. Between sowing crops and tending cattle, she carves out time to learn new skills on YouTube, from cooking to embroidery and crochet.

Today, her dream is to help her daughter achieve aspirations she herself had to let go of. The Chulbul Pandey in her never backs down!

## Lidwin Barboza

Way back in the early 1960s, when fewer than 3% of people invested in post office schemes\*, Lidwin Barboza - not yet 18 and barely out of school - took her first job as a librarian and began saving half her salary. "I would invest Rs 50 in the post office, give my mother Rs 40 for household expenses and keep Rs 5 for myself," she recalls.

She went on to serve for decades in the Indian Railways, retiring as an Office Superintendent (Typist). Throughout, she invested in savings and shares, determined to live independently after retirement.

Now 79, she lives comfortably - and without regrets - on her savings. Her advice to the younger ones in her family: Save money, invest for the future, and then enjoy life.

Pursuing your dreams isn't a sprint—it's a lifelong marathon. Fuel up wisely, just like Barboza did.







## Peruva

In the 1960s-70s, Kerala had the highest literacy rate in India, yet its per capita income remained among the lowest. The 'Gulf boom' that would later fuel Kerala's economy had not yet arrived.

In the small village of Peruva, 35 km from Kottayam, a young boy named Sunil Yesudas grew up in a modest palm-leaf house, without electricity or running water. His father, the only one in the family with formal education, was away in the army. Sunil attended a local Malayalam school, where he developed a love for math and science—subjects he knew he wanted to pursue. Inspired by the only engineering student in his village, Sunil charted his own path to becoming an engineer.

His journey eventually led him to be part of the team behind the iconic Scorpio and, more recently, the Vande Bharat coaches.

But the journey was never easy...

## Ankita Gupta

Since the first census in 1901, Haryana has consistently had one of the lowest sex ratios in India. When Ankita Gupta was born in a small village in Haryana around the turn of the millennium, there were only 861 girls for every 1000 males. While the ratio peaked at 923 in 2019, it dropped again to 910 in 2024. This gender imbalance is rooted in deep patriarchy, which also affects workforce participation - one in two men are employed, but less than one in six women have a job.

Ankita was expected to be a housewife, taking care of her family and young son. But she wanted more - she wanted to be someone beyond just a wife and mother. Despite being ridiculed and told she wouldn't get far, she defied the odds.

Today, she brings her own kind of change in every class she leads at Antarang, making a real difference.







## Chenbemo

During the lockdown, Chenbemo was faced with losing everything.

But the script wasn't over yet (kahaani abhi baaki hai mere dost) for this young Naga entrepreneur.

Failure is not something to be feared, he learnt, though the journey was not easy.

## Sarika Pachalkar

2019: The same year Gully Boy brought Mumbai's street rappers to the forefront, Sarika Pachalkar, from a remote village in Dadra and Nagar Haveli, took to YouTube to create her own videos.

In just six years, she's making her own music videos and getting her village to vibe to Adivasi songs instead of the usual Bollywood tracks.

## Aileen

Aileen studied psychology and became a psychiatrist, a dream she had long nurtured. Her journey took her from the quiet streets of Goa to the bustling pace of Mumbai. At first, everything felt overwhelming—the fast life, the challenge of learning Marathi, the chaos of navigating the local trains. It wasn't easy to adjust to a city that never slowed down.

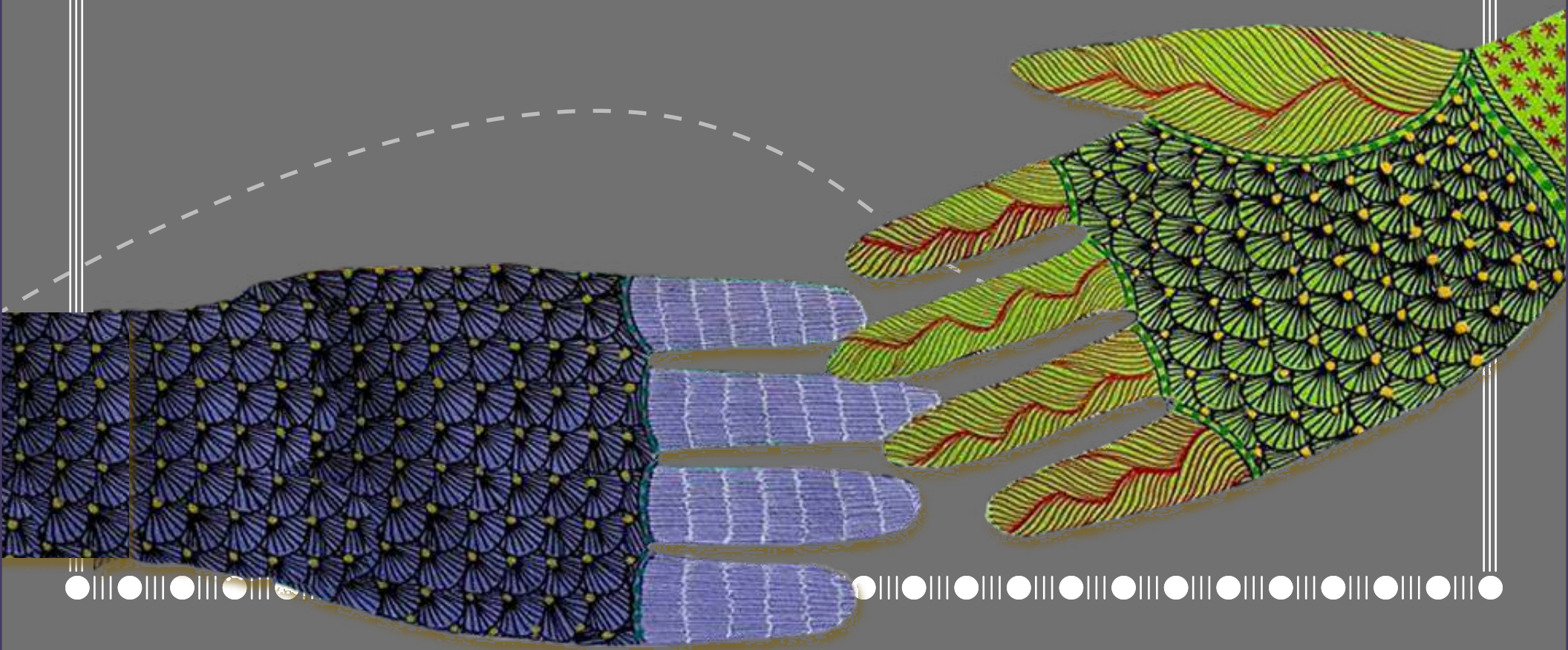
But she found her rhythm. She built friendships, forged meaningful relationships, and slowly, the city that once felt foreign began to feel like home. Yet, deep down, she always knew her heart belonged to Goa. She envisioned a future where she could give back to the place that shaped her, a place that held her dreams.

And no matter how far she went, she knew one thing for sure: her journey would eventually bring her back home.





*Section Six:*  
**Research &  
Evidence**



We measure outcomes and impact  
in Three Stages: Short, Medium and Long term.

Short Term | Students Learning Outcomes

Baseline (At the start of the Program) Vs. Endline (At the end of the Program)

Grade 9

- % of students will have at least one career choice aligned with their interest and strength
- % of students will have awareness of 5 or more careers

Grade 10

- % of students will have clarity of career plan post grade 10

Grade 11

- % of students will take up at least one experiential learning opportunity
- % students will awareness of 5 and more Career Readiness skills

Grade 12

- % of students have clarity of career plan post grade 12th

Medium Term | Program Impact

A random sample-based survey to understand the quality of the students' transition

Post 10th and 12th

- % of students stay in EEET (Education, Employment, Entrepreneurship or Training)

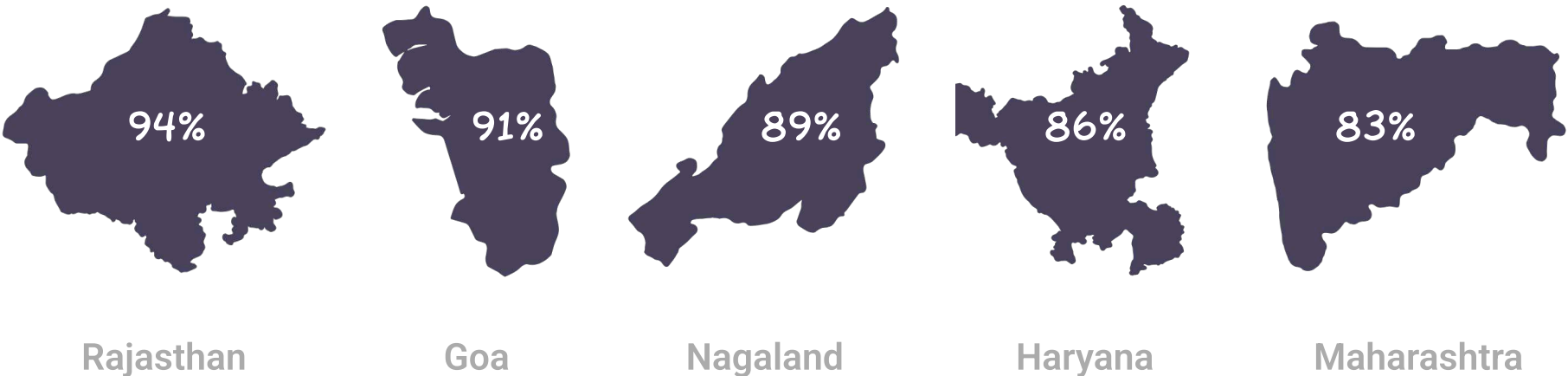
Long Term | Program Impact

Living wages 3 years/ 5 years/ 10 years after program

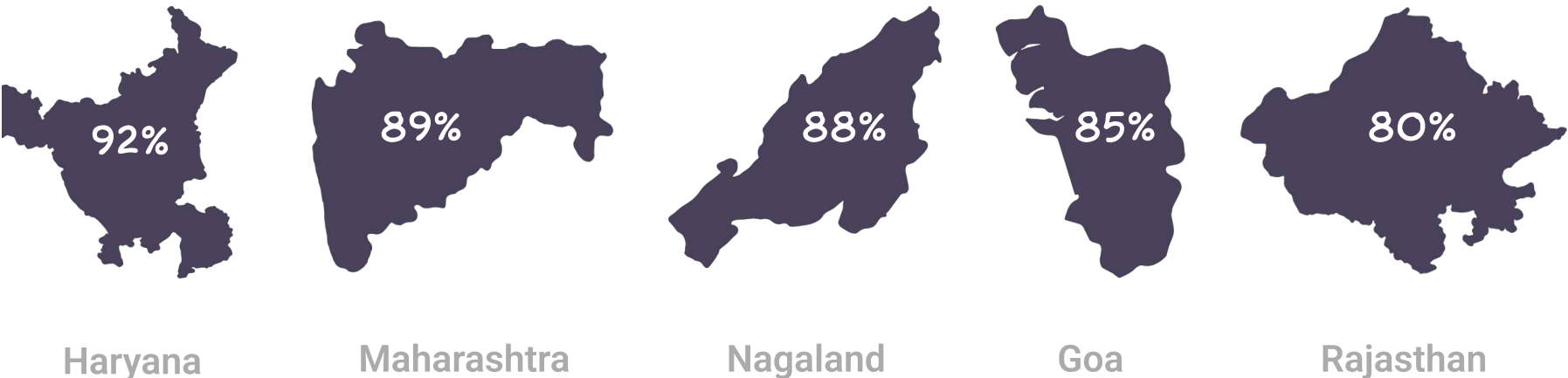




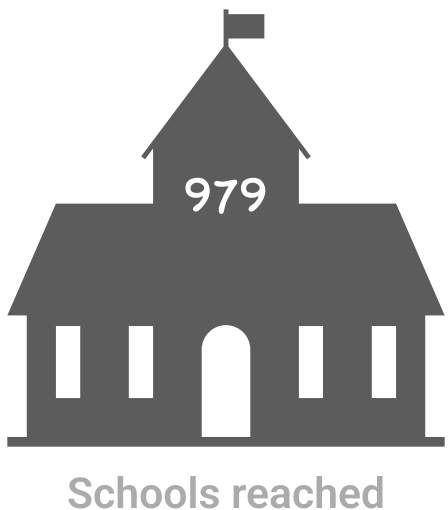
Clarity of career plan (Grade 10)



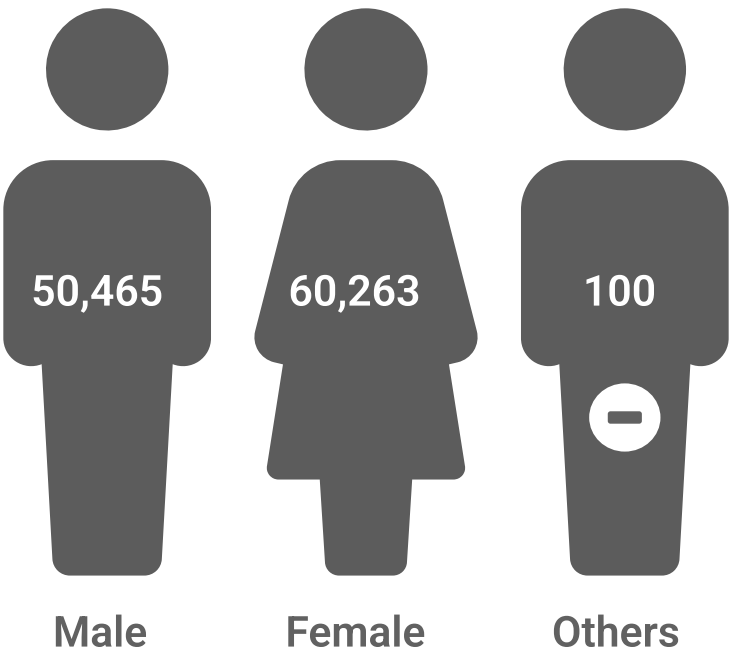
Students who take up at least one experiential learning opportunity (Grade 11):



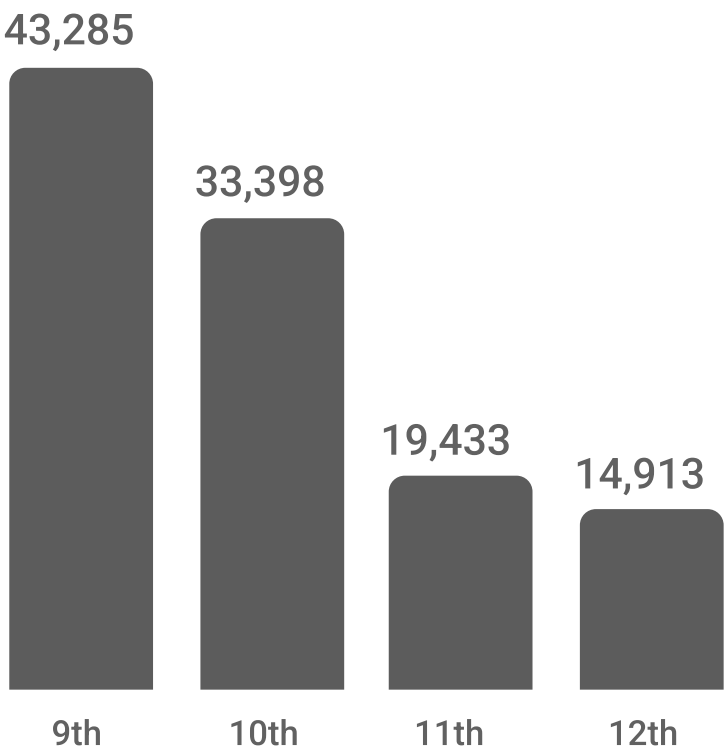
Reach



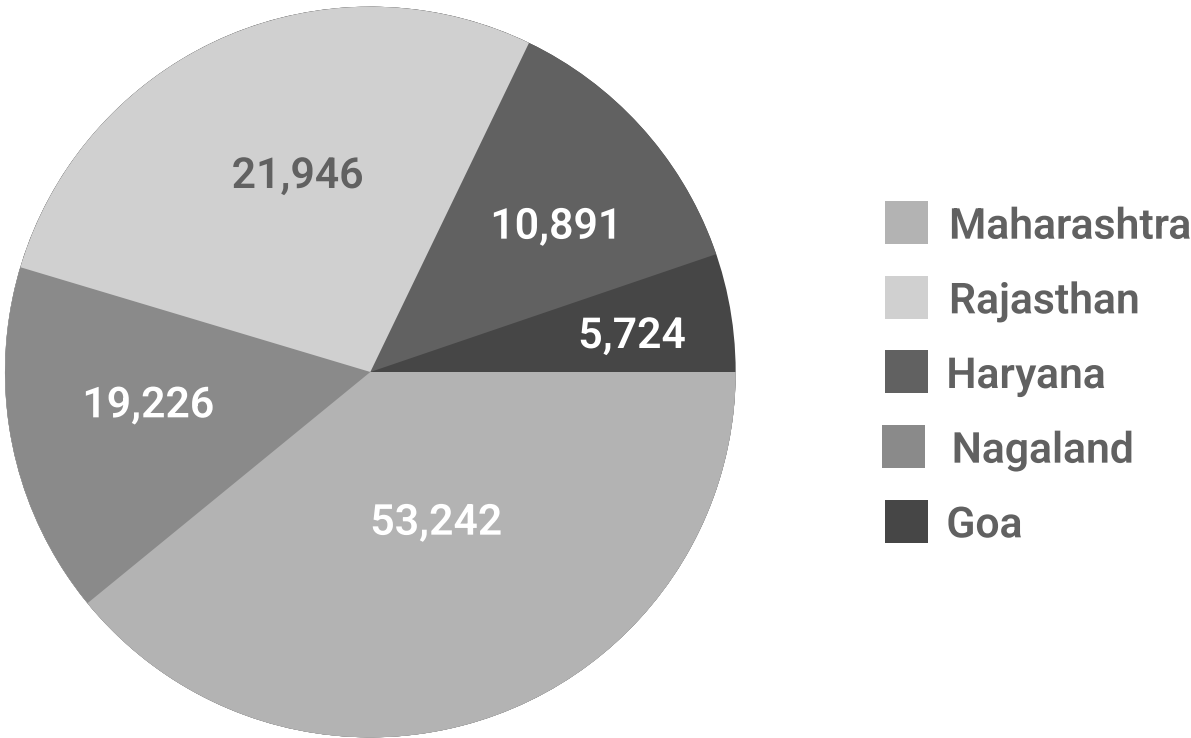
Grade-wise distribution:



Grade-wise distribution



Geography-wise distribution (students)





Show- Model Districts:

Build awareness and relevance for ‘career readiness’ with sessions by trained facilitators, connects local industry + role models

Build proof of concept for career education by impacting

25

Model Districts

85.75%

Students transitioned to EEET after 10th

81.05%

Students transitioned to Education after 10th (national average to compare 75.1% \*)

972+

Schools

85.56%

Students transitioned to EEET after 12th

74.79%

Students transitioned to Education after 12th

150k+

Students

Teach- Support Ecosystem/ Building the Ecosystem:

Create a suite of open-source products that schools/ NGO players can use to enable aspirational school to work transitions.

84

NGO partners

124

Industry partners

200+

In-house facilitators trained

We learn from our model districts to build the ecosystem of that geography in career education. Three states career education curriculum and unit design.

Built a suite of tech-enabled products - a student facing Chatbot, Facilitator-training LMS and dashboards that track progress.

Conducted longitudinal research to assess the long-term career trajectories and Antarang’s alumni

\*( Source: UDISE+ 2024-25)

## Embed - Enabling Systems Adoption:

Partner with state governments to embed career education as a subject in high school, nurture and track informed and aspirational transitions from school to work

Goa, Nagaland  
and Rajasthan

~INR 20 CR

integrate the comprehensive career education model in high school curriculum.

in budgets unlocked by Rajasthan for student materials and career facilitators





## Robust tech-led tracking

Monitoring implementation and ensuring quality on-ground is at the heart of Antarang's success.

**Our Research and Learning team uncovers trends that guide our work with India's youth and hold both rigor and purpose.**

A technology backbone drives smooth classroom experiences and dashboards that work without a glitch, and learning platforms that young people log into. **From CRMs to learning management systems, from analytics dashboards to data security – our Technology & Product team turns ideas into scalable solutions, ensuring seamless integration, and building the tools that help us shape brighter futures for young people.**

We collect data from students, school heads, facilitators and program teams, safely encrypt and store it with access only to those that need to work with it; and **aggregate the data as dashboards** made visible to various internal and external stakeholders to aid in decision making. **All this is powered using a Salesforce enabled back-end.**

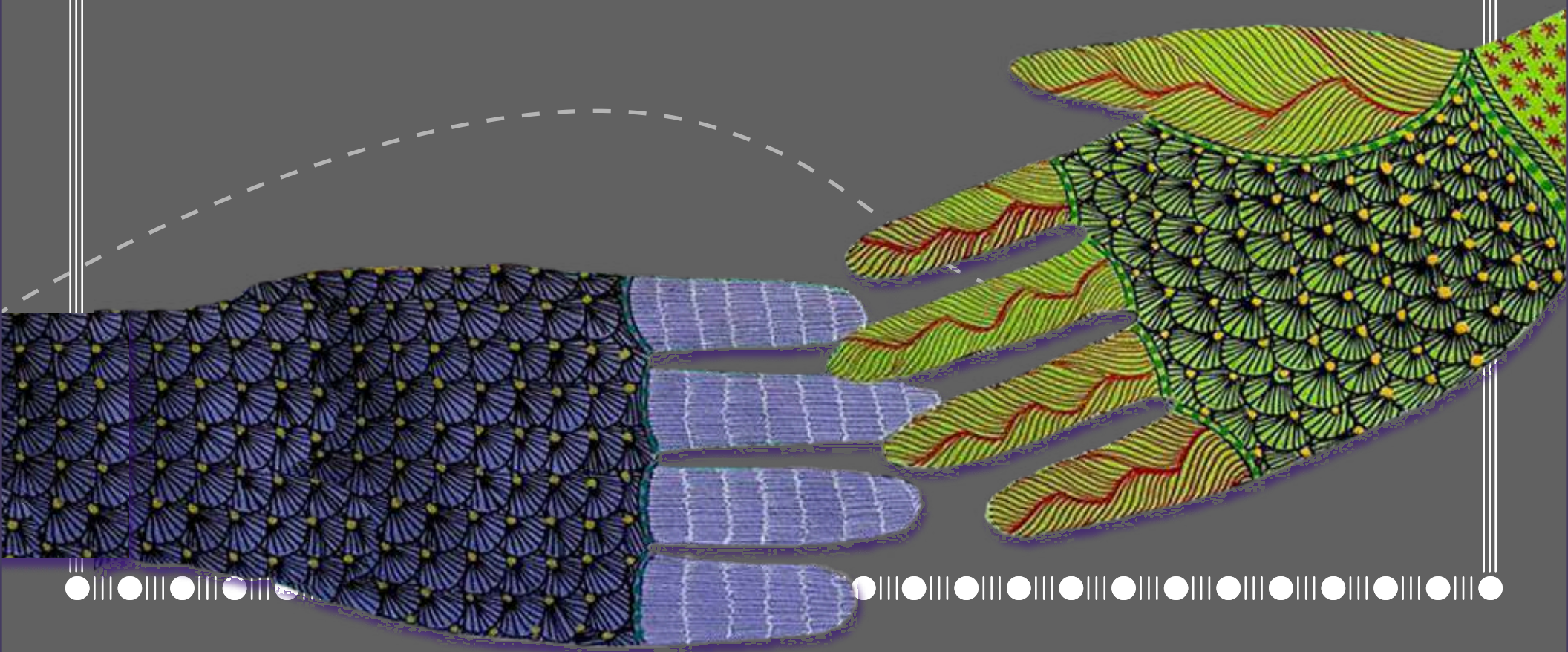
### What are our students doing after Grades 10 and 12?

The Antarang Transition Tracking Survey is an annual process to monitor students' progress into Education, Employment or Training (EET) pathways post Grades 10 and 12 and ensures that our students are making informed school-to-work transitions.

It also helps us better understand the journeys of our students post intensive career education and helps us to refine our programs, advocate for systemic change, and create better pathways for young people. We are hopeful that state governments will soon integrate transitions as a core secondary school success metric.



*Section Seven:*  
**Board &  
Leadership**





## Board of Trustees



**Priya Agrawal**

*Founder-Director of  
Antarang Foundation*



**Vinay Hebbar**

*Executive Vice-President at  
Harvard Business Publishing*



**Nohid Nooreyezdan**

*Senior Partner at  
AZB & Partners*



**Deepak Jayaraman**

*Leadership Coach | Discreet  
Sounding Board | Curator -  
Play to Potential Podcast*

## Advisory Council



**Rita Pani**

*ESG Consultant & Senior  
Advisor | Co-Founder,  
Antarang Foundation*



**Amita Chauhan**

*Board Member &  
Philanthropist*



**Kavita Nair**

*Board Member |  
Advisor | Entrepreneur*



**Anant Bhagwati**

*Partner at The  
Bridgespan Group*



**Dhimant Bakshi**

*CEO of Imagicaaworld  
Entertainment Limited*



**Sanjay Ubale**

*Ex Director, Gates Foundation  
Ex-CEO Tata, Ex- IAS*



**Ajay Srinivasan**

*Former Chief  
Executive at Aditya  
Birla Capital Limited*



**Anuj Gandhi**

*Founder & CEO Streambox  
Media Founder - Plug &  
Play Entertainment*



**Vivek Talwar**

*Founder-Director:  
Chrysalis Director  
General: CSCAPES*

## First-ever Board Dinner

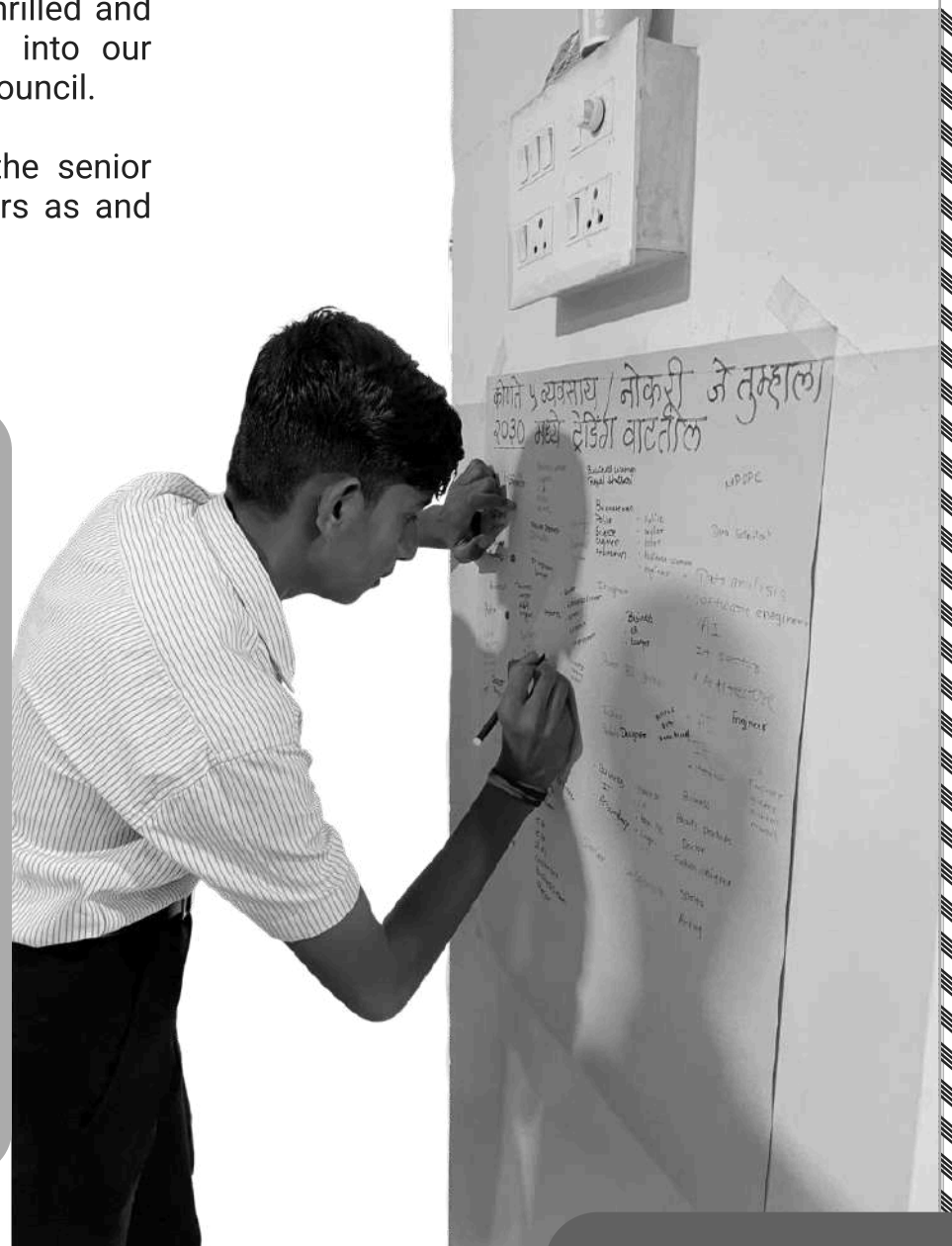
As Antarang is growing in size, so is the size of the governance body - both the board of Trustees and the Advisory Council. As the impact and reach of the organisation broadens and deepens, the need for specialised inputs and general management advisory support also grows. We are thrilled and grateful to have welcomed several new members into our extremely invested and engaged board and advisory council.

While the board of trustees meets every quarter, the senior leadership team meets the advisory council members as and when required.

"Antarang has given an amazing platform for career selection and is an important step towards building our great nation. Personally for me it is a new perspective on the challenges and way to navigate them step by step..."

**-Dhimant Bakshi**

*Advisory Council & CEO of  
Imagicaaworld Entertainment Limited*





Senior Leadership



**Priya Agrawal**

*Founder-Director of  
Antarang Foundation*



**Priyanka Sanghai**

*Jr. Executive Director*



**Swati Mohan**

*Jr. Executive Director*



**Kavita Gunderia**

*Sr. Finance Advisor*



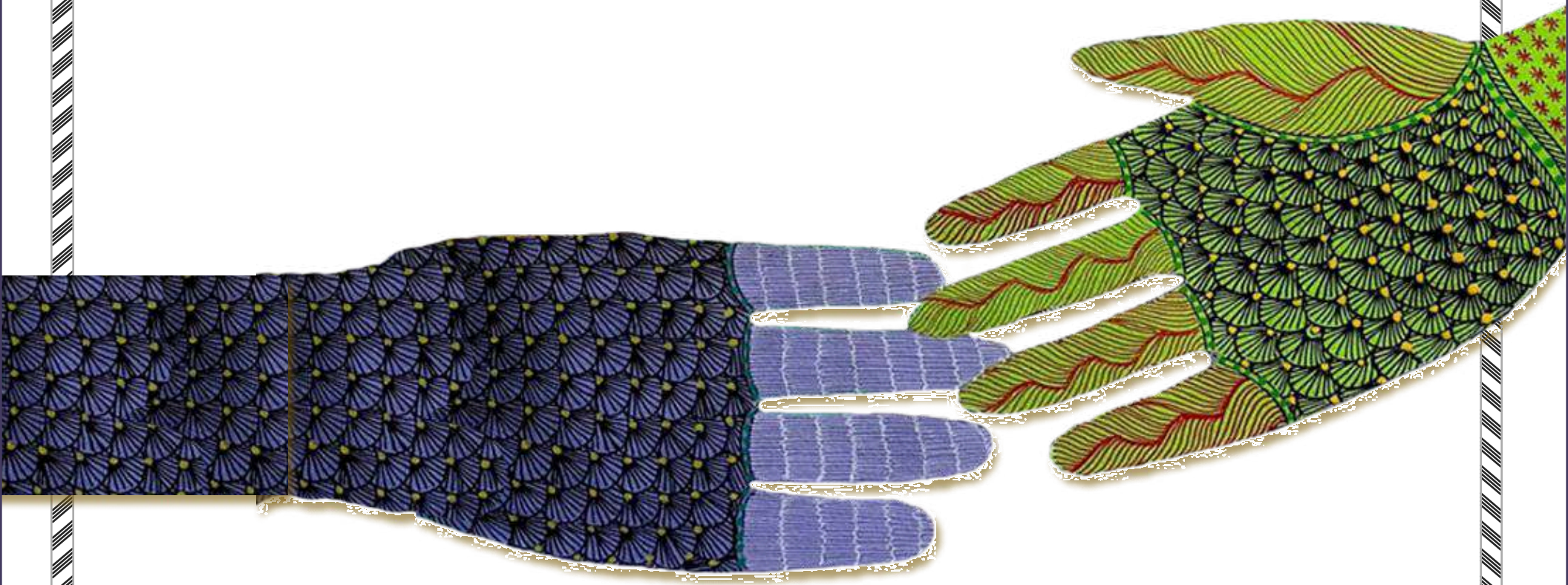
**Urmila Sampath**

*Sr. Finance Advisor*



**Rapti Mukherjee**

*Director, Talent & Culture*



## Our Youth Advisory Board (YAB)

**We've always believed that young people are our driving force.** With that approach in mind, our Youth Advisory Board aka YAB- A whole board of youth governs our work - they hold similar roles and responsibilities as a regular advisory board.

This is a unique body that ensures that youth perspectives remain at the heart of our decision-making, helping us design programs with young adults, not just for them.

### What does the YAB do?

- Advise Antarang org-wide on programmatic strategy and outcomes and ensure a strong youth voice in all programmatic decisions
- Be part of the Antarang governance framework
- Represent us at external events and support with fundraising pitches and meetings.
- Represent the wider Antarang Alumni community to gather their voice and feedback and share it back with the organisation. Support in Alumni Engagement.
- Be advocates and influencers for youth choice and self reliance

**As we grow and scale, the practice of engaging in youth voice through YAB will continue to be in our DNA.**

Because when young voices lead, the future becomes more inclusive, empathetic, and impactful.

### Meet our YAB!



**Abhishek Thakur**

*Grade 12 Student*



**Harsh Dubey**

*Account Manager  
at Airtel*



**Mahima Choudhary**

*Project Coordinator at Imarticus  
Learning City tour guide at Nine Tours*



**Rinki Yadav**

*Relationship manager at  
Aviva Life insurance*



**Soumya Chintakindi**

*3rd Year Environmental Studies  
Student at Krea University*



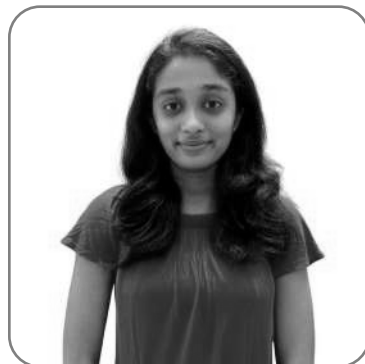
**Prachi Mishra**

*Founder, Project Nilay, Co-  
founder, Safe Odisha for Her*



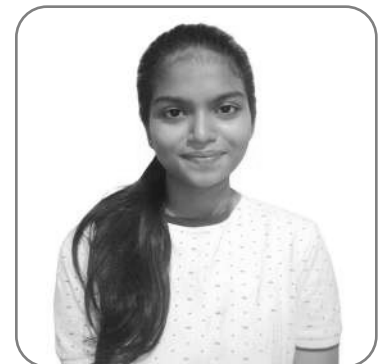
**Parita Malvia**

*Freelance Educator*



**Tanisha Agrawal**

*Grade 12 Student*

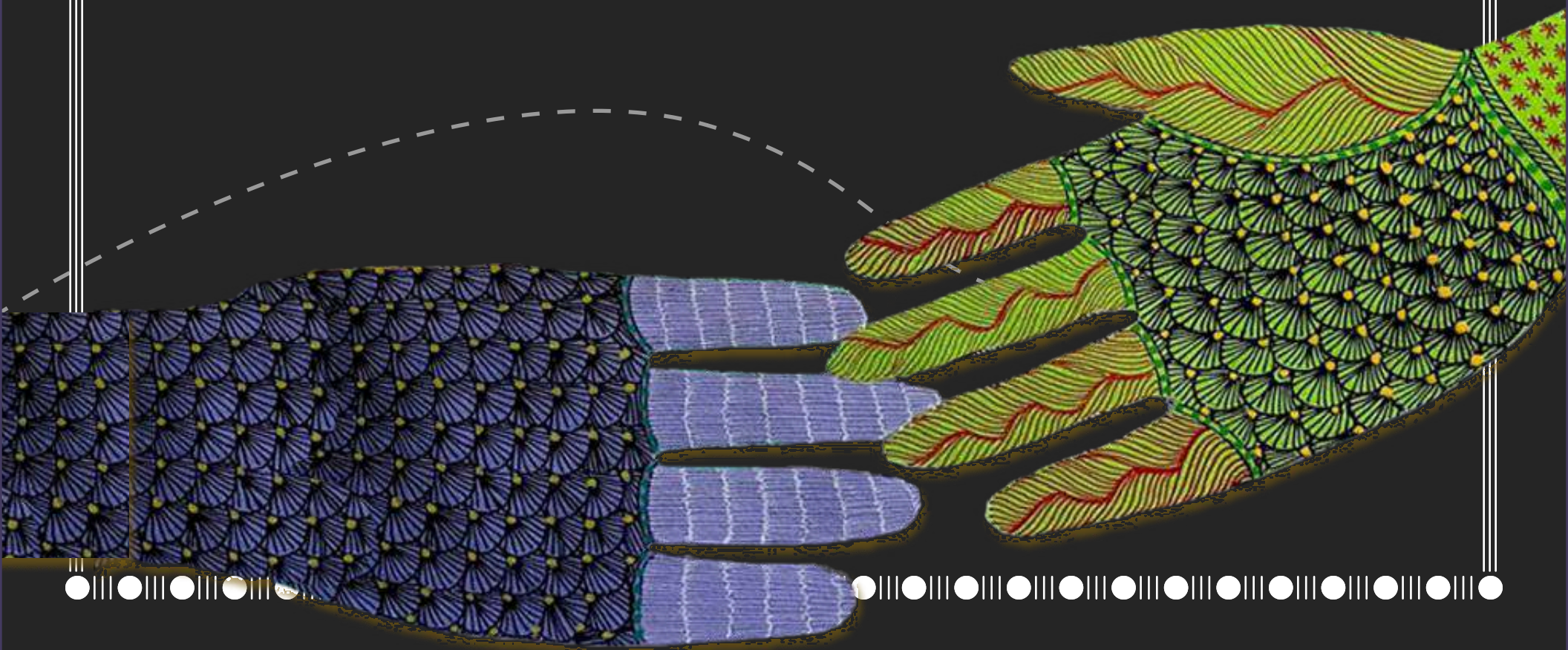


**Pavitra Yadav**

*2nd Year, BCom Student*



*Section Eight:*  
**Organization  
Profile**







*A gender-diverse team with strong representation of young adults with the lived experience of the problem we are solving.*

**We have always been a champion of representation, diversity and inclusion as an organization. A talent imperative has been to grow and transition to a decentralized organization without losing sight of our culture or diversity, which lies at the heart of being an Antarangi.**

### *Actions we took*

1. Think local and creative
2. Keep an eye on diversity
3. Just listen
4. Make decisions collaboratively
5. Be fully Compliant -  
PoSH, Student Protection, Data Protection



We became Great Place To Work® Certified™ for the first time in June 2024!



The average age of the organisation is ~25 years

and we serve youth from ages 14 to 28. Thus the youth voice has always been deeply embedded in our ways of working.

30% of our team comprises youth from socio-economically disadvantaged backgrounds

as we want to role model that youth can thrive if given the right opportunities.

Here are some indicators that the GPTW Survey Report stated that we outperformed the sector average:

- Making a difference
- Counting on people to cooperate
- Being made to feel right at home when new

## Rising Strength & Simultaneous Decentralization

**From ~170 staff members in 2023 to ~350 in 2025**

From two office locations, Antarang's staff grew to 350 across seven office locations.

**From 33% to ~50%**

Org-Wide Central-to-State ratio with increasing decentralization

1/3rd of our staff are alumni of our CareerAware and CareeReady programs.

Our young staff under the age of ~30 lead large government trainings.

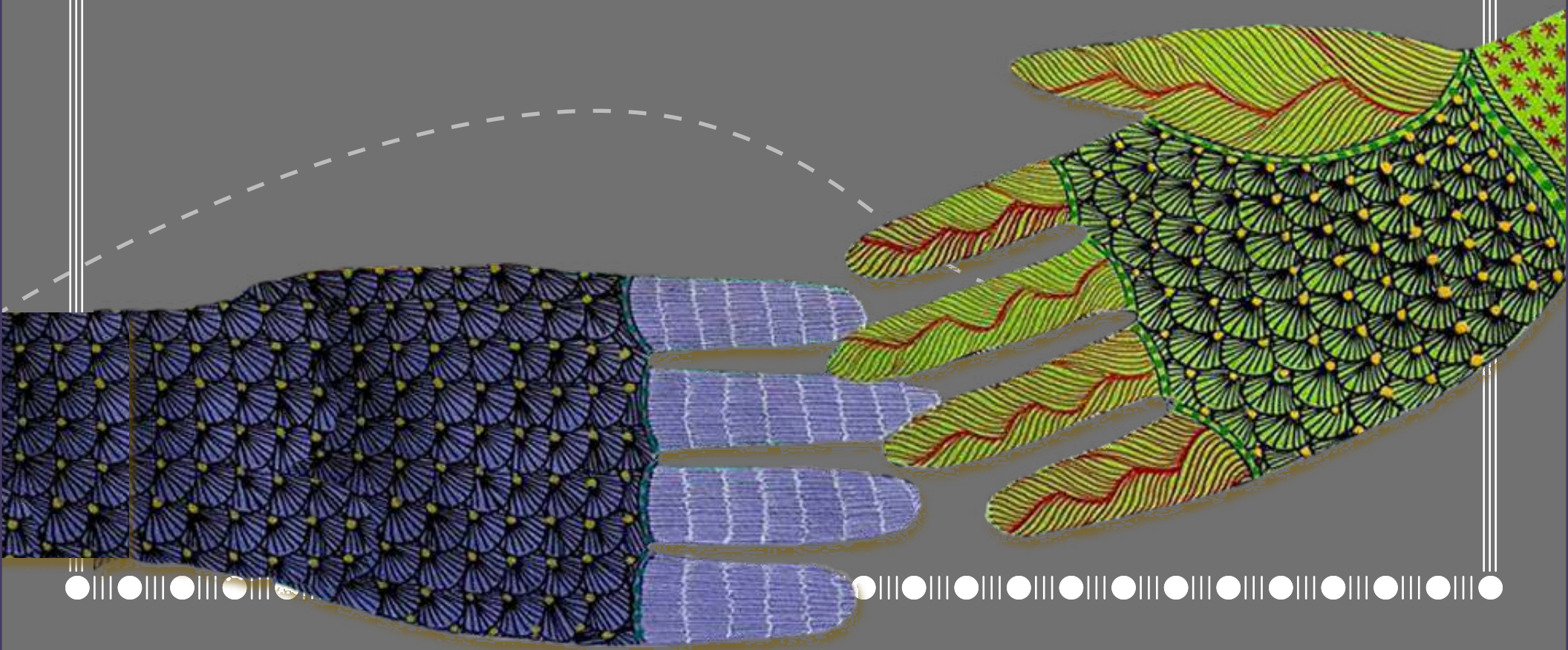
Our Senior Leadership team is 100% female.

These are a testament to the Antarang culture: positive and inclusive, with ears to the ground, always.





*Section Nine:*  
**Our Funders  
& Partners**







A gender-diverse team with strong representation of young adults with the lived experience of the problem we are solving.

Antarang is both grateful and proud to have had several stable and long term partnerships with funders, peer organisations and several government bodies.

### Our donors in 2024-25

#### Donors

Parle Biscuits Pvt Ltd

Parle Products Pvt Ltd

Salesforce.com India  
Private Limited



## Donors

SJNEFFL

A.T.E Chandra Foundation

Bharat Bijlee Limited

EMpower - The Emerging  
Markets Foundation

Empowerment Foundation

EPAM Systems India  
Private Limited

Fidelity Asia Pacific Foundation

Harvard Business School  
Publishing India Private Limited

HIL Foundation

J P Morgan Services  
India Private Limited

KPMG Global Services  
Private Limited

Leela Bharat Foundation

OKI India Private Limited

UBS Optimus Foundation India

UNICEF

Yuwaah





Our NGO partners in 2024-25



**KMCT**

*Since 2023 for Experiential learning and AF 2.0*



**Masoom**

*2013-15, 2020-21 for CA program, 2024-25 for AF 2.0 psychometric testing*



**Yuwaah**

*2018-19*



**Reality Gives**

*2017-20 for CR program, 2024-25 for AF 2.0*



**Angel Express**

*2018-21 for CR program, 2024-25 for Experiential learning*



**DBM**

*2019-20 for CR program, 2022-23 for AF 2.0, 2023-25 for Experiential learning*



**TAP**

*2023-24 for Chatbot back-end information*





Government partnerships in 2024-25 (all the local state and district bodies that Antarang has partnered with)

Maharashtra



MSCERT

Gabha Samiti Approval for Thane & Osmanabad District: 2025-26

Pune



PCMC

June 2025- March 26

Mumbai



BMC

5-year long MoU (2021-26)

Osmanabad



ZP

June 2025- March 26



Samaj Kalyan

June 2025- March 26

Thane



NMMC

June 2025- March 26



BNCCMC

June 2025- March 26



TMC

June 2025- March 26



MBMC

June 2025- March 26

# Rajasthan

We have permission received via RSCERT for the program implementation in these two districts.  
We work in 3 blocks this year.



**Udaipur**  
**Girwa & Badgaon**  
*June 2025- March 26*

**Dungarpur District**  
**Dungarpur block**  
*June 2025- March 26*

# Nagaland



**Nagaland MOU**  
*November 2022 - October 2027*

# Haryana



**Haryana MOU**  
*August 2025 - June 2027*

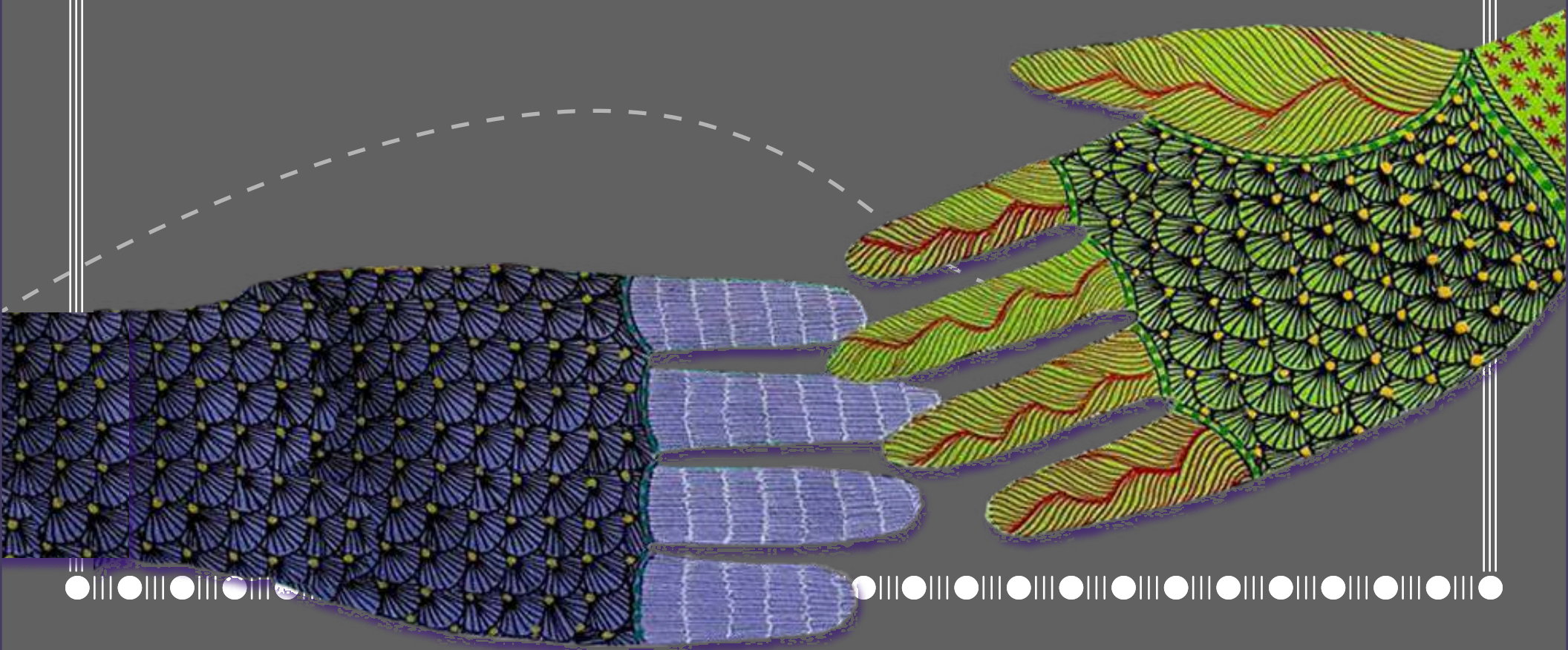
# Goa



**Goa MOU**  
*July 2025 - May 2026*



*Section Ten:*  
**Antarang's  
Influence**





# ANTARANG FOUNDATION'S YOUTH EMPOWERMENT INITIATIVE

NDTV



## Changemakers Season 5 | Antarang Foundation Is Giving Nagaland's Youth the Power to Choose

### Antarang's Impact was featured as part of The Changemakers Season 5 on NDTV!

To highlight the power of career guidance in Nagaland where remote terrain and limited access make school-to-work transitions challenging, NDTV's The Changemakers Season 5 featured our work in the North East regions of India.

### Represented India during the United Nations General Assembly week in New York City as part of the Motwani Jadeja Impact Fellowship.

The Motwani Jadeja Fellowship is a unique initiative designed in partnership with Dasra to enable leaders to showcase their work at global platforms. In September 2024, 2 of our senior leaders represented India and our work with local governments to enable social and economic mobility - Priya Agrawal and Priyanka Sanghai participated in and contributed to various forums in and around UNGA. We were among fourteen remarkable nonprofit impact

leaders from India who had the privilege of representing our country during the United Nations General Assembly week in New York City. This transformative experience fostered important discussions, and inspiring events, and provided an opportunity to connect with global changemakers, including insights from esteemed leaders.

### Antarang at the 'Women in Finance' event hosted by EMpower - the Emerging Markets Foundation

The event focussed on encouraging women leaders in the male-dominated industries of banking and finance to lead philanthropic investments in gender; intentionally moving the needle of women's labour force participation in India.

### Our Founder-director Priya Agrawal made a plenary address at Global Ashoka Get Wiser Summit.



The Summit is a pivotal dialogue on redefining success in the social entrepreneurship ecosystem!

### Priya Agrawal spoke at UNICEF Yuwaah Annual Summit.

Priya's talk focused on the importance and power of Career Education on improving long term labor market outcomes for youth in India.

### JPM introduced Antarang to the Global Career Readiness Education Network.

This is an ambitious two-year initiative that aims to forge a thriving network of professionals and organizations dedicated to supporting career education practitioners and educators. **Antarang is one of 8 organizations from 10 countries (and the only one from India) participating in the two-year Global Career Education Forum.**

The community meets online every month and in person once a year to discuss different aspects of scaling through government, universalization of metrics for career education, employer engagement - with each member playing the role of a peer and a practitioner expert.

### An enduring partnership with SVP.

In a freewheeling chat with Amita Chauhan and Deepak Jayaraman of SVP, our Founder Director, Priya Agrawal spoke about Antarang's experience as SVP Mumbai's first investee, Antarang has scaled 10x since the beginning of the partnership, thanks to a donor-investee relationship rooted in mutual respect, shared goals, and an unwavering commitment to learning and growth.

### Articles and Publications: India Development Review (IDR) Answers

**"Does India's New Internship Scheme Miss the Mark?"** In a Feb 13, 2025 IDR article, our Founder-Director Priya Agrawal opined into the Central Government's new internship scheme, highlighting its intentions and effectiveness.

**Mentoring Matters:** Our Founder-Director Priya Agrawal spoke at the Mentoring Summit in Bangalore on the need for one on one mentoring for young adults and the role it plays in developing their career journeys.

### Crafting Antarang's story in an Art Workshop with Eki Beki Association

We had an enriching art workshop with EkiBeki Association. They preserve traditional art forms like Gond art while supporting tribal and rural artisans. The workshop brought our team together to brainstorm creative ideas that reflect Antarang's values and journey. We created taglines and designs that will be transformed by talented tribal artisans into beautiful Gond art and digitized for our offices.

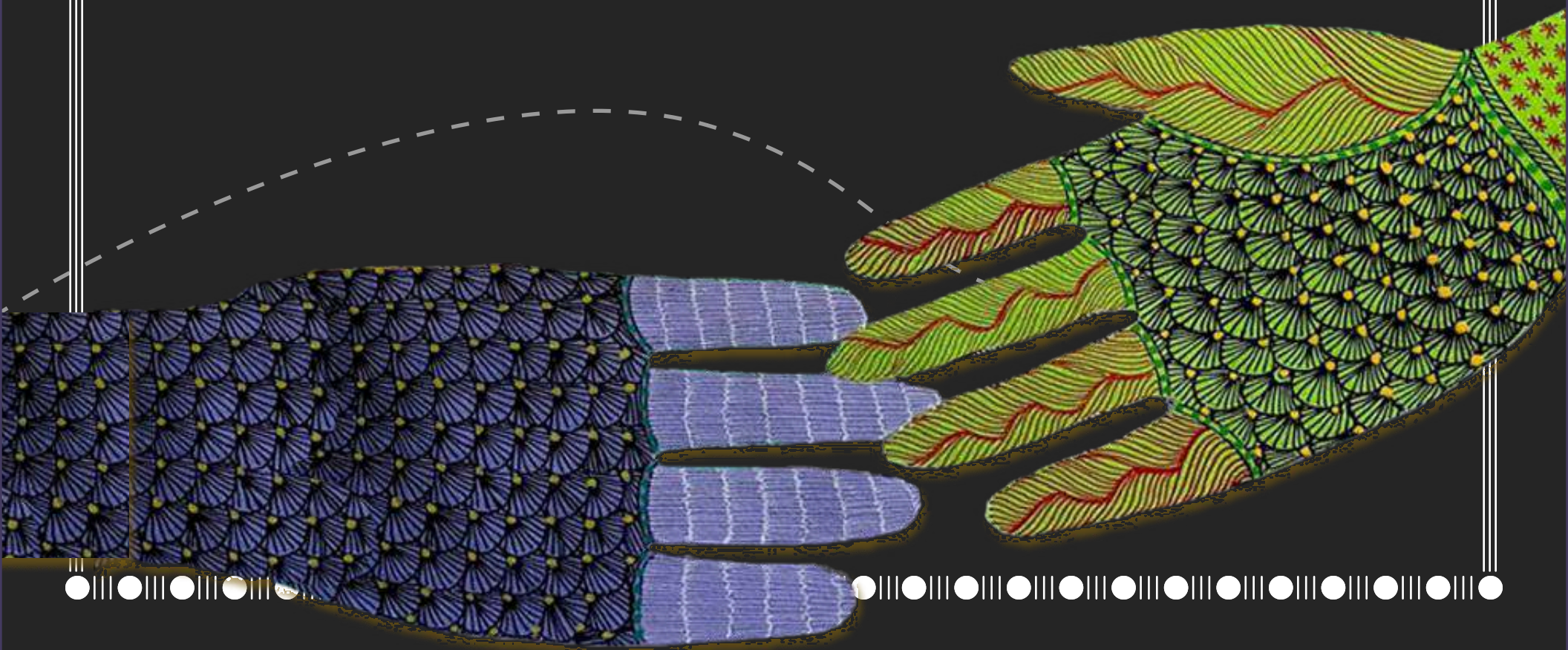


### Cross-exchange of experiences and learnings with Common Purpose!

In an impactful session with global leaders through Common Purpose, a global non-profit working with leaders across continents, we reflected on how Antarang has navigated challenges—adapting, persisting, and staying committed to the future of India's youth. **What stood out?** The recognition that the challenges we face in enabling equitable futures for young adults —are not just local but global. While our geographies may differ, our challenges and purpose unite us.

**Where many students are the first in their families to pursue education beyond school, and career awareness remains low, this film captures our efforts to bring structured career education to 30,000 students of Nagaland and strengthening the ecosystem.**

*Section Eleven:*  
**Looking Ahead**

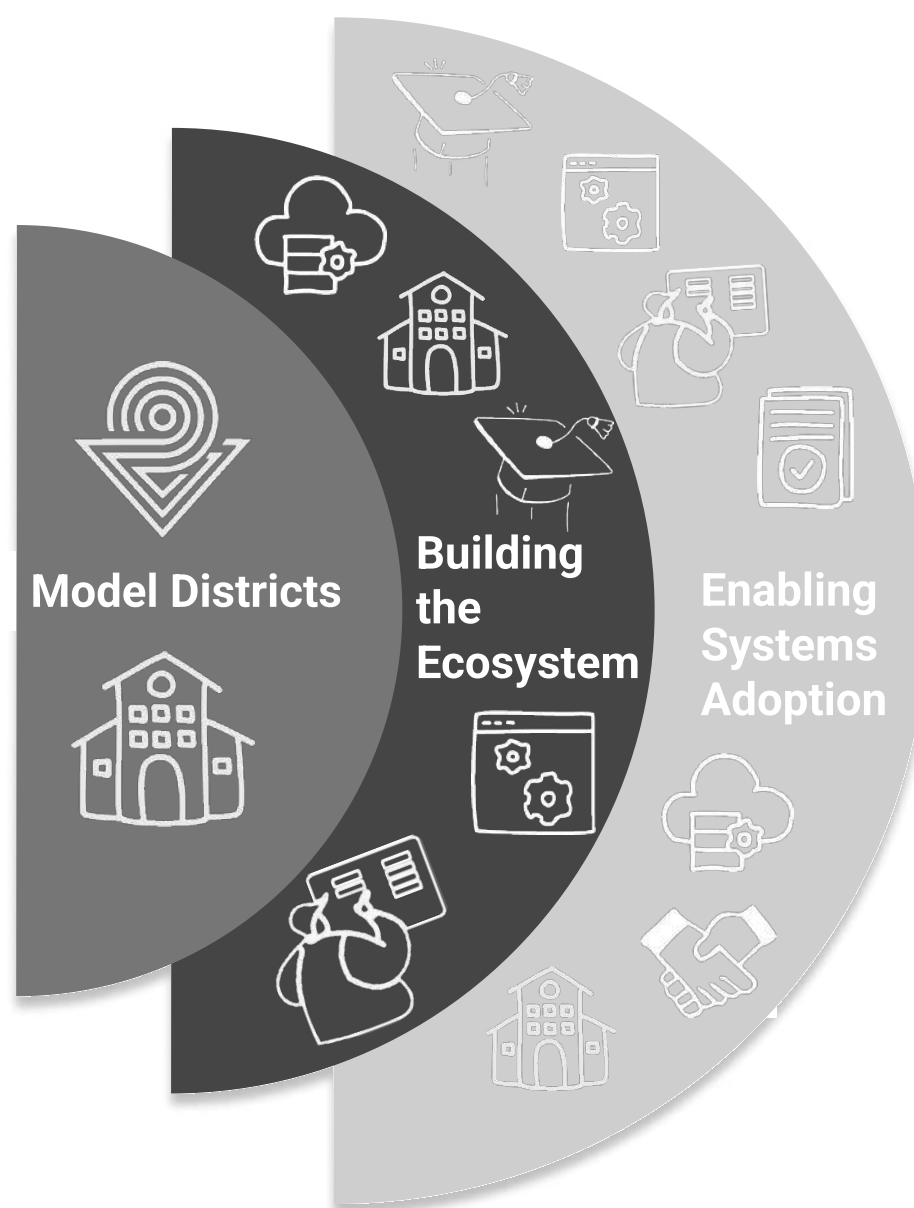




**Show:**  
Model districts proof of concept

**Teach:**  
Support ecosystem  
create suite of tech enabled open-  
source products

**Embed:**  
Systems adoption partner with  
state governments to embed  
career education part of  
curriculum



## Our priority for 2025-2026

### 1. Showcase proof of concept

by delivering the end to end model in 25 model districts across the 5 states of Maharashtra, Goa, Rajasthan, Haryana and Nagaland.

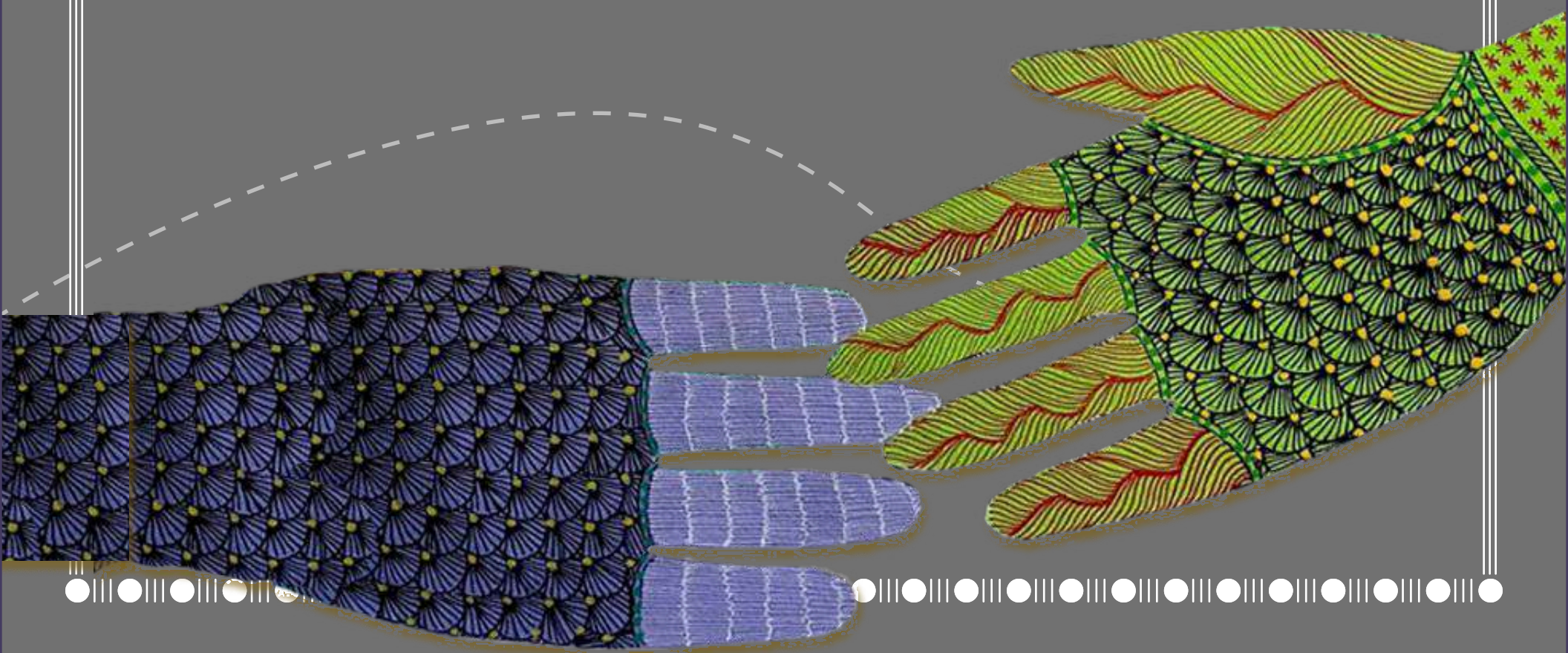
### 2. Build the career readiness ecosystem in partnership with peer NGOs and SCERTs of each state -

curriculum, training, a cadre of career facilitators, tech-enabled student and facilitator facing products, dashboards and evidence.

### 3. Embed career education as part of high school curriculum

in partnership with state governments.

*Section Twelve:*  
**Financials**





**ANTARANG FOUNDATION**

SCHEDULE- VIII

Registration No. E-29807

**Balance Sheet as on 31st March, 2025**

31-Mar-24 (Rs)	Funds & Liabilities	Sch No.	31-Mar-25 (Rs)	31-Mar-24 (Rs)	Property & Assets	Sch No.	31-Mar-25 (Rs)
1,17,54,230	<b>Trust Funds or Corpus</b>		1,17,54,230	-	<b>Immovable Properties</b>		-
-	Balance as per Last Balance Sheet		10,000	-	Balance as per Last Balance Sheet		-
1,17,54,230	Add:- Received During the Year		1,17,74,230	-	Addition/ Deletion during the year		-
-				-	Depreciation during the year		-
-	<b>Other Earmarked funds</b>			-			
-	Depreciation Fund		-	-	<b>Investments</b>		-
-	Sinking Fund		-	-	In Mutual Funds		-
-	Reserve Fund		-	2,57,48,387	In FDR		1,71,52,010
27,75,146	Fixed Assets	A	36,25,503	2,57,48,387			1,71,52,010
27,75,146			36,25,503				
-	<b>Loans (Secured or unsecured)</b>				<b>Fixed Assets</b>	C	
-	From Trustee		-	29,71,423	Balance as per Last Balance Sheet		31,34,675
-	From Others		-	18,90,194	Addition/ Deletion during the year		26,54,338
-			-	(17,26,942)	Depreciation during the year		(19,48,862)
-			-	31,34,675			38,40,151
53,05,880	<b>Liabilities &amp; Provisions</b>		56,30,437	-	<b>Loans (Secured or unsecured)</b>		-
-	For Expenses		-	-	Loans scholarships		-
1,49,71,712	For Advances	B	88,98,210	-	Other loans		-
-	For Grant received		-	-			-
10,39,865	For Sundry Credit Balances		4,47,192	-			-
21,000	* Statutory Dues		21,000	-	<b>Grants Receivable (Refer Sch G Point No. 3)</b>		25,07,284
2,13,38,457	Refundable Deposit		1,49,96,839	-			-
-			1,49,96,839	-	<b>Advances</b>		-
3,68,35,815	<b>Income &amp; Expenditure Account</b>		2,40,90,522	41,630	* To Trustee		-
-	Balance as per Last Balance Sheet		(39,41,915)	-	* To Employees		-
(1,27,45,292)	Less:- Appropriation		2,01,48,607	-	* To Contractors		-
2,40,90,522	Add:- Surplus/(Deficit) as per I&E Account			2,30,388	* To Lawyers		-
				4,12,000	* To Others		8,62,635
				2,67,208	Security Deposits		4,55,000
				13,12,667	Prepaid Expenses		11,38,895
				22,63,893	Amount with Government Authorities		9,11,537
				-			33,68,068
				-	<b>Sundry Debtors</b>		-
				-	Professional Fees Receivable		-
				2,87,94,642	<b>Cash &amp; Bank Balance</b>		-
				-	In Savings Bank Account		2,36,44,139
				26,758	With the manager		-
				2,88,21,400	Cheques on Hand		33,527
					Cash on Hand		2,36,77,666
5,99,68,356	<b>Total</b>		5,05,45,179	5,99,68,356	<b>Total</b>		5,05,45,179

As per our report of even date

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

*Jmshah*

Jigar Shah  
Proprietor  
Membership No. 140186

Place:- Mumbai  
Date:- 29th August, 2025



For and on Behalf of the Board  
Antarang Foundation

*Priya Agrawal*

Priya Agrawal  
(Trustee)

Place:- Mumbai  
Date:- 29th August, 2025

*Nohid Shahvir Nooreyzedan*

Nohid Shahvir Nooreyzedan  
(Trustee)

**ANTARANG FOUNDATION**

SCHEDULE- IX

Registration No. E-29807

**Income & Expenditure Account for the Year Ended 31st March, 2025**

FY 2023-2024 (Rs)	Expenditure	Sch No.	FY 2024-2025 (Rs)	FY 2023-2024 (Rs)	Income	Sch No.	FY 2024-2025 (Rs)
	<u>Expenditure in respect of Properties</u>				<u>Rent</u>		
-	Rate, Taxes, Cesses		-	-	Accrued		-
-	Repairs & Maintenance		-	-	Realised		-
-	Salaries		-				
-	Insurance		-		<u>Interest</u>		
-	Depreciation		-	16,10,386	Accrued		10,68,630
16,95,000	<u>Remuneration to Trustees</u>		20,84,000	25,44,396	Realised		25,40,499
				41,54,782	On Securities - Nil		36,09,128
-	<u>Legal Expenses</u>		-		On Loans - Nil		
3,22,500	<u>Audit Fees</u>		3,27,000	6,98,334	On SB Account - 23,65,859		
	<u>Amount Written off</u>			20,37,189	On Bank FDR Account - 12,12,407		
-	Bad Debts		-		Income Tax Refund - 30,862		
-	Loan Scholarships		-		<u>Other Income</u>		87,277
-	Irrecoverable Rents		-		<u>Donations Received</u>		19,59,974
-	Others		-	10,21,14,923	<u>Grants Utilized</u>		
					Utilized Grants (Refer Sch G Point No. 3)		10,89,75,343
	<u>Miscellaneous Expenses</u>				<u>Income from other Sources</u>		
38,037	Bank Charges		19,486	-	Cost recovered for Training centers		
					<u>Transfer from Reserve</u>		
3,10,663	<u>Depreciation</u>		2,76,699	1,27,45,292	<u>By Deficit carried over to Balance Sheet</u>		39,41,915
			2,76,699				
	<u>Expenditure on objects of the trust</u>						
-	(a) Religious		-				
4,02,19,525	(b) Education	D	2,63,82,392				
-	(c) Medical Relief		-				
6,85,83,653	(d) Relief of Poverty	E	7,59,17,441				
	(e) Other Charitable Objects						
			10,22,99,833				
1,05,81,142	<u>Establishment Expenses</u>	F	1,35,66,619				
12,17,50,520	<b>Total</b>		11,85,73,638	12,17,50,520	<b>Total</b>		11,85,73,638

As per our report of even date

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

*Jmshah*  
Jigar Shah  
Proprietor  
Membership No. 140186

Place:- Mumbai  
Date:- 29th August, 2025



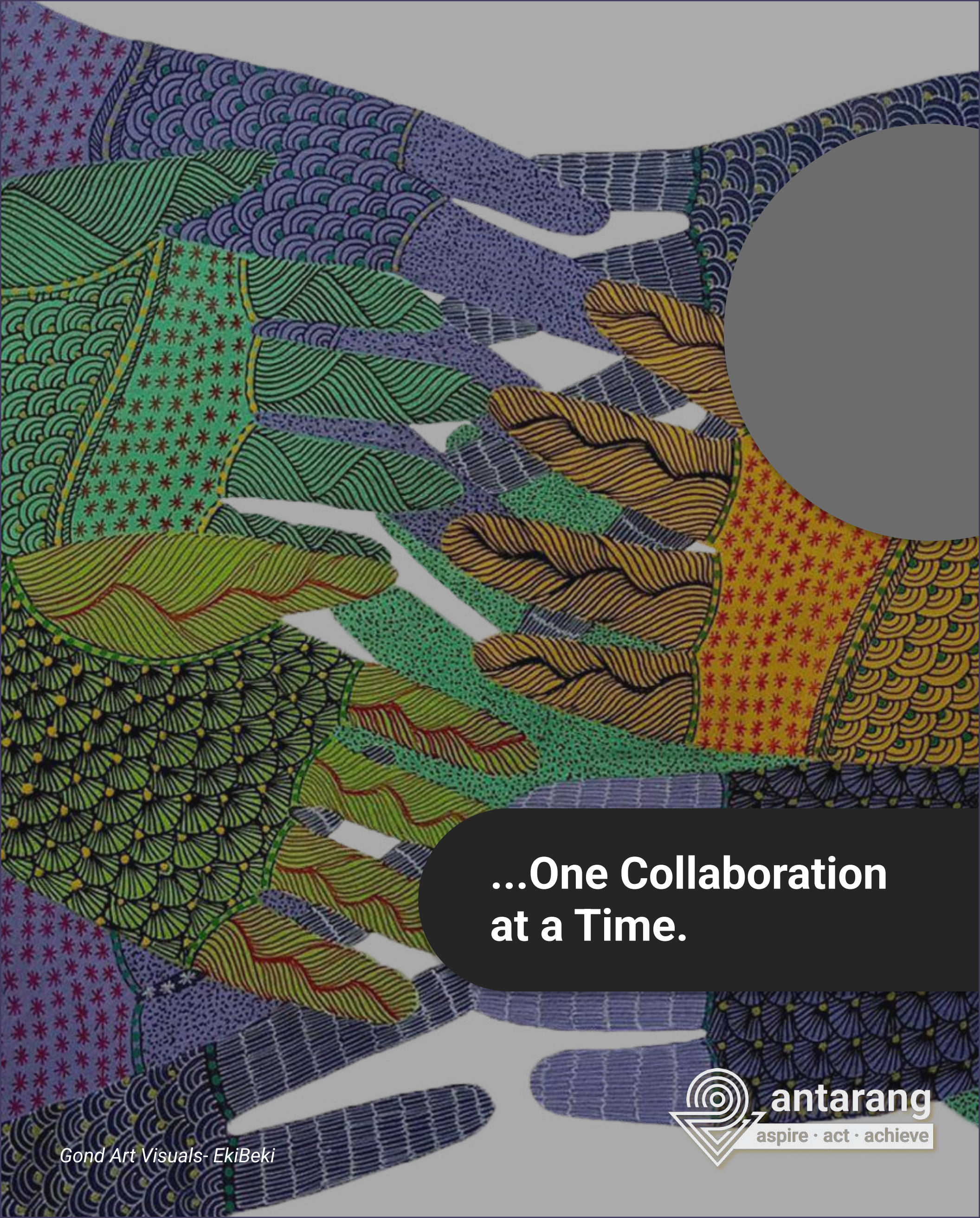
For and on Behalf of the Board  
Antarang Foundation

*Priya Agrawal*  
Priya Agrawal  
(Trustee)

Place:- Mumbai  
Date:- 29th August, 2025

*Nohid Shahvir Nooreyzedan*  
Nohid Shahvir Nooreyzedan  
(Trustee)





**...One Collaboration  
at a Time.**