

Antarang envisions a world where every young adult is productively, passionately, and positively engaged in a career of their choice, and help their families and communities move out of intergenerational poverty. The Antarang career model caters to youth aged 14-18 from India's poorest public schools. The co-curricular model, which is integrated into the public school education system, addresses the main challenges young adults from low income communities face and helps them make aspirational and informed transitions from school to work.

Our work within the framework Global Career Readiness Initiative

Since 2018, Antarang has created a career readiness ecosystem benefiting over 350,000 students. Their model features an interactive curriculum, 1300+ facilitators/teachers across five states, government and NGO collaborations, employer partnerships, parent engagement and technology for personalized guidance. In 2021, they aligned with India's National Education Policy 2020, developing a four-year model and training 750+ teachers/Master Resource persons in Goa, Nagaland and Rajasthan. 91% of Antarang students are in education, employment or training.

Organization's related priorities

By 2030, our focus is to integrate career education into the public school education system for 10 million students by:

- Training a cadre of career facilitators within the school education system who will deliver careers education to all high school students in 5 states.
- Building strong and evidence based career readiness products for stakeholders such as youth, schools, industry and parents.
- Leveraging technology to offer customised student support.
- Ensuring an integrated mechanism to track and review school to work transition outcomes.

Priorities for community engagement

- Seek peer review and validation of our youth employment model.
- Collaborate on innovative career education delivery methods.
- Jointly develop a predictive model for high-quality, equitable career readiness.
- Strategize on gaining government support for career education.

Partnerships & Alliances

- Public-private partnerships including State Education Departments of Nagaland, Goa, Haryana, Maharashtra, and Rajasthan, working collaboratively to strengthen career readiness initiatives.
- NGO Alliances, including UNICEF, Adhyayan, YouthNet, KMCT, and Asude Foundation supporting programme delivery, capacity-building, and community engagement.
- Employers, including the Confederation of Indian Industry in Goa facilitating exposure visits and expert speaker sessions.

India Landscape

Antarang Foundation



Data - Transition From School To Work (India)

Indicators for youth between 15 - 24 years old

Labor Force Participation Rate (OECD, 2022)	Share Of Youth Not In Education, Employment Or Training (ILO, 2022)		Unemployment Youth (ILO, 2023)	
29% total	11.2% male	41.8% female	17.4% male	16.6% female

Current State of Career Readiness

- **National Education Policy 2020** promotes holistic, multidisciplinary education with vocational training, experiential learning, and 21st-century skills.
- **National Curriculum Framework 2023** integrates career guidance and vocational ed into school curricula, supporting practical skills and career awareness.
- **Ministry of Education Guidelines on Career Education** direct schools to offer structured career guidance, strengthen counselling, and build educator capacity for effective career planning.

Emerging Trends

- **Technology-Enabled Back-End** delivers customised career reports for each student at scale
- **WhatsApp Career Chatbot** provides a user-friendly tool that sends weekly action-oriented nudges for students and their parents, reinforcing guidance beyond the classroom.
- **Learning Management System:** Modularises training, upskilling, and certification of career facilitators, ensuring consistent quality and reach of career education.

Challenges and Gaps

33.5% of India's 400 million youth are Not in Education, Employment, or Training (NEET).

Barriers include:

- Young people lack clear information about the range of educational and career opportunities available to them.
- There are too few trained counsellors or mentors to provide personalised, reliable career guidance.
- The school system currently focuses mainly on pass rates, with no clear ownership or coordinated support for helping students transition successfully to their next steps.

Recommendations

- Develop a structured, grade-wise career ed curriculum with assigned timetable hours, delivered by a trained cadre of specialised teachers.
- Establish robust, year-on-year measures to track and report student transition outcomes.
- Map local industries to schools to enable practical exposure and real-world career insights.