

Antarang Foundation



India

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 2013, Antarang has created a career readiness ecosystem benefiting over 450,000 students directly. Their model features an interactive curriculum, 2000+ facilitators/teachers across five states, government and NGO collaborations, employer partnerships, parent engagement, and technology for personalized guidance. Since 2021, they aligned with India's National Education Policy 2020, developing a four-year model and training 1000+ teachers/Master Resource persons in Goa, Nagaland and Rajasthan and unlocking over 1.73 million USD as government funds. 84% of Antarang students are in education, employment or training compared to the national average at 72%. Antarang Alumni earn an average of USD 2,888 annually in comparison to the national average of USD 1981.

Organizational priorities

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

- Building a national playbook to integrate Career Education in all high schools in India.
- Training a cadre of career facilitators within the school education system who will deliver careers education to all high school students in 10 states.
- Building technology-backed and evidence-based career readiness products for stakeholders.
- Ensuring a systemic mechanism to track and review school to work transition outcomes.
- Ensuring differentiated career education pathways that respond to the diverse barriers young people face.

Evidence of Impact

Independent research by Dalberg Advisors shows that Antarang's career education programs improve students' career awareness and transition outcomes. Program data shows a 25-percentage point increase in students aware of four or more career options, a 5-percentage point increase in students with a stated career goal, and a 37-percentage point increase in students who understand the education required after Grade 12 to achieve their goals. These gains translate into stronger transitions: 96% of Antarang students transition into further education after Grade 10, compared with 76–78% nationally and 60% of Antarang students make informed post-secondary transitions, compared with 51% among non-participants. Longer-term tracking shows 16% of Antarang alumni are Not in Education, Employment, or Training (NEET), compared with ~30% nationally. Recent longitudinal evidence further demonstrates strong labour market outcomes: 64% of alumni are employed (vs 53.5% nationally), with female employment rates reaching 55% (vs 33% nationally). Alumni also experience meaningful income gains, earning on average ~45% above the national average, alongside increases in both individual and household income over time.

System-Level Impact: Career guidance has been embedded as a co-curricular activity in 9,000+ government schools across five states and unlocked government budgets of over 1.8 billion USD. Through a teacher-led model, the program has launched statewide in Goa in 490+ schools, supported by 1000+ state resource persons trained and 750+ school leaders oriented. State governments—including Tamil Nadu, Punjab, Rajasthan, and Haryana—have also sought Antarang's technical guidance on designing and scaling career guidance systems (Dalberg Advisors, 2024).

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 program delivery, capacity-building, and community engagement.
- Employers, including the Confederation of Indian Industry in Goa facilitating exposure visits and expert speaker sessions.

India Landscape

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Data - Transition From School To Work (India) Indicators for youth between 15 - 24 years old

Labor Force Participation Rate (PLFS, 2026)	Share Of Youth Not In Education, Employment Or Training ("NEET") (ILO, 2024)		Unemployment Youth (ILO, 2024)	
56% total	10.3% male	39.0% female	15.0% male	17.2% 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.
- **The Central Ministry's Career Advisor App, 500+ Career Cards [Information]** and Tamannah Aptitude test mandated for implementation across states

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

- 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 for Leaders *Shaping Career Education Policy and Practice*

- Accredit structured career education and guidance across grade levels, with dedicated timetable hours and trained staff.
- Track and report student transition outcomes over time, including progression into further education, training, or employment.
- Strengthen school-employer partnerships to give students practical exposure to real-world career pathways.