

ENDLINE REPORT

2024-25

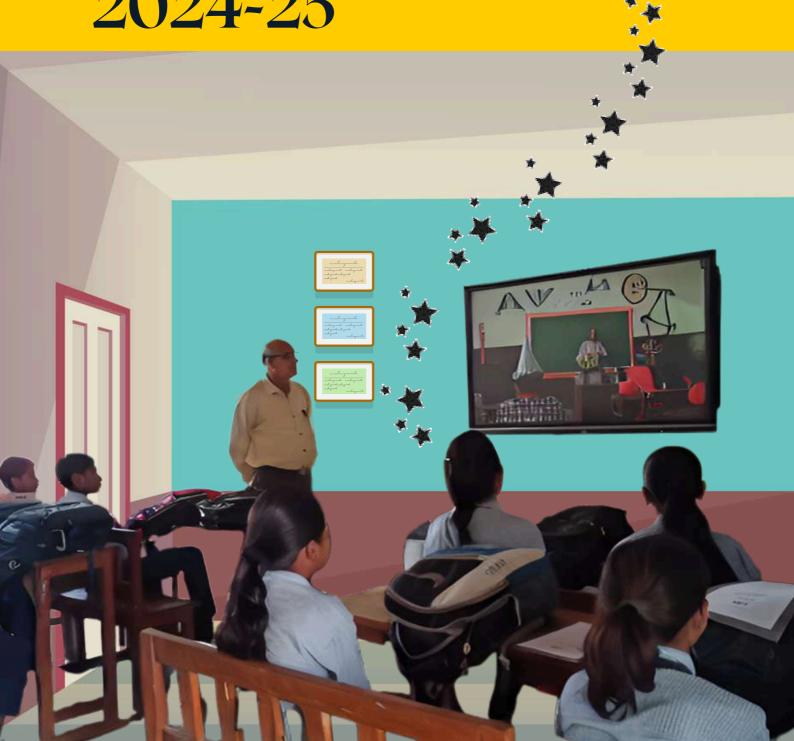
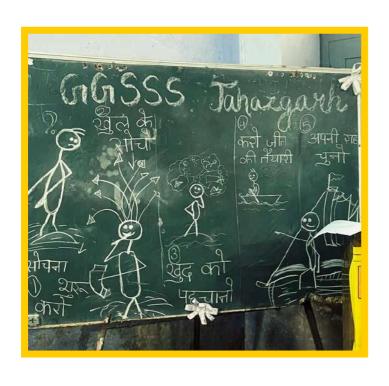


TABLE OF CONTENTS



ABOUT THE PROGRAM

1

ENDLINE PROCESS

2

EXECUTIVE SUMMARY

3

DISTRICT PROGRAM
- JHAJJAR

4

DISTRICT PROGRAM
- HARIDWAR

STATE PROGRAM - MP

NGO PARTNERSHIPS 7

ACKNOWLEDGEMENTS 8



ABOUT CAREERSHALA

Careershala is a career guidance program for young adults, 15–19yr olds, aiming to empower them to make informed career decisions through exposure to various careers that match their interests and skills.

The program is driven through teachers and facilitators and focuses on building their capacity to guide students in making informed choices.



The program is based on 5 steps to make a career choice, supported by curated career content, reflection tools, exposure events and facilitator capacity building.

Sochna shuru karo

01

a. Sparking interest to learn about the world of careers

b. Building exposure to different careers

Khul ke socho

02

Identifying careers of interest and making a subject choice for Grade 11

Khud ko pehchano

03

- a. Reflecting on one's skill and interest by experiencing careers
- b. Learning the process of making a choice

Karo jeet ki tayyari



Making a plan to reach the chosen career

Apni raah chuno

05

Getting connected to support and opportunities after school



ABOUT CAREERSHALA

Program components -

- Classroom Sessions: 6-9 sessions in a year (total 40 learning hours) provide a space for peer discussion, inspiration, career exploration and self-reflection.
- Role Model Samvaad: real time interaction with professionals from various fields help students connect their aspirations to tangible career pathways and be inspired.
- Vidyarthi Career Manch: end of the year showcase where students present their learning and choices with confidence in front of their peers, teachers, parents and officials.

Program impact -

The impact of Careershala program on students is measured on following parameters -



Confidence to make a career choice for self and to talk about careers with others (9-12th)



Career Awareness of careers in various sectors (9-10th), of careers aligned to one's interests and skills (11-12th)



Plan of action to build exposure, knowledge and skills while in school to reach the chosen career (11-12th)

Apart from these, some gradewise objectives like subject choice in 10th and skill identification and career choice in 11th grade are also helpful to understand program impact.

ENDLINE PROCESS

Endline assessments were undertaken for all projects at the end of their cycles to evaluate objective wise impact across 9th–12th grades. An inclusive sample set of schools was carefully selected and non–program members were involved to ensure process sanctity.

Parameters for selecting schools: a sample of 20–40 schools was selected across blocks maintaining a proportionate blend of various factors such as:

- a) high, medium and low engagement
- b) co-ed and only girls
- c) high secondary and senior secondary schools
- d) urban, semi-urban and rural







Components of Endline evaluation

- Written assessment: 20min assessment digitally conducted on Kobo tool facilitated by team members
- Focus Group Discussion: detailed discussion in small groups of 8-10 students
- Teacher interviews: 1-1 conversations with teachers on their experience & feedback about the program and support provided

Schools selected	Students assessed	FGDs conducted	Teachers interviewed	Days taken	People involved
15-20%	4197	22	31	3-4/project	23





Learning on the intended objectives were assessed by asking engaging, reflective questions listed below

Impact observed	Questions asked to evaluate	Validation
 Share your feeling about making a career choice in 1 word Rate your confidence on a scale of 1-4 where 1: no confidence and 4: full confidence, about - making a career choice talking to others about career choice 		Feelings are feelings!
 Career awareness How many careers do you know about? Name 3 careers each in sports, arts, traditional and new age careers. 		Connection with the category mentioned
Stream choice (10th)	 Which stream have you selected for 11th grade? Why? Did you fill the 'subject choice worksheet'? How did it help? 	Reasons like interest, performance in the subjects, alignment with career choice, availability etc.
Skill awareness (11th)	 Mention top 2 skills you have with reason List careers connected to your skills 	Reasons like experience or taking feedback from someone, connection of careers with skills
Career Choice (11-12th) • Have you made a career choice? • Which careers did you choose? Why?		Reasons like interest, skills, family opinion, financial consideration etc
Planning (12th)	 Share details of course, college, entrance exam and skills required to be built in school. Do you have a plan B? 	Correctness of information shared





EXECUTIVE SUMMARY

SCOPE OF WORK

In 2024–25, Careershala program was executed in partnership with **District and State governments through teachers**. They executed the structured 4year gradewise program with the help of training, guiding resources and execution support.

This year AEF also ventured into **community spaces via NGO partnerships** and piloted a variety of programs like supporting community facilitators to conduct program in limited schools, building career awareness of facilitators and direct execution of the program for small batches of youth.

Snapshot of all Careershala projects in 2024-25

Partnership		Year	Schools/ Facilitators	Students / Youth
	Jhajjar, Haryana	2022	176 schools, 357 teachers	14000
Gov	Haridwar, Uttarakhand	2023	137 schools, 191 teachers	16000
	Mhow, MP	2024	19 schools, 45 teachers	7000
	SwaTaleem, Haryana	2024	3 schools, 2 facilitators	198
	iSaksham, Bihar	2025	100 facilitators (eduleaders)	
NGO pilot	Project Potential, Bihar	2025	22 facilitators (youth mobilizers)	
	Navjyoti Foundation, Delhi	2025	Direct execution pilot	80
	Vidya and Child, Noida	2025	Bootcamp	40

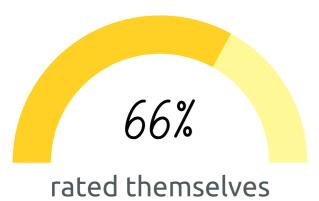
Cumulative observations and insights are shared in this summary followed by detailed project wise chapters.

CONFIDENCE

Confidence to make career choices on their own is an important <u>representation of student agency</u>.

Students were asked how confident they feel in making a career choice for themselves, where 1: no confidence and 4: full confidence.

Observations



on 3+ out of 4

- Students in Jhajjar and Mhow (MP) rated themselves higher on confidence than Haridwar (51%)
- Almost no one rated themselves on '1 – No confidence' in Mhow.
- More students (77%) in NGO projects rated themselves on 3+

1 word feelings of students about making a career choice





Baseline

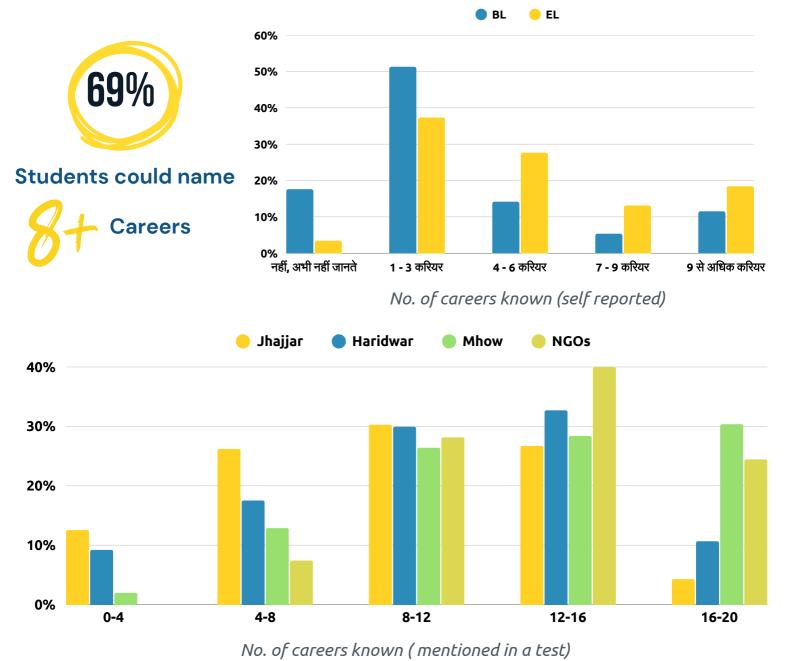
Endline



Students are able to articulate their feelings more clearly with less 'irrelevant' responses.

CAREER EXPOSURE *

Career exposure is a critical aspect of the program driven across 9th and 10th grades through curated career content. Students were asked to name 3 careers in various categories like sports, arts, traditional and new age careers.



Observations

- There is a clear increase in career awareness from baseline to endline
- Students in Mhow schools and NGO projects: Swa-Taleem schools and Project Potential youth could articulate more number of careers.

CAREER EXPOSURE

Names of various careers mentioned by students



Unique Careers Mentioned

Ethical Hackers	Sculpture Artist	Boutique Owner	Beautician	Umpire
Youtuber	Hair Stylist	Illustrator	Musician	Poet
Nutritionist	Logo Designer	Influencer	Textile Printer	Boxer
Vlogger	Gym Trainer	Yoga Trainer	App Designer	Archaeologist
Animator	Al Specialist	Gamer	Madhubani Artist	Bank Accountant
Pottery Business	Para Commander	Youtuber	Jewellery Designer	Tour Guide
Trader	Actor	Blogger	Live Painter	DJ
Model	Robotics Engineer	Powerlifter	Automation Specialist	K-pop Idol

CAREER PLAN

Focus on making a plan of action in 12th grade has made students more aware of opportunities after school and motivated them to take actions towards it.

However, they still need more support with entrance procedures and preparation of the same.

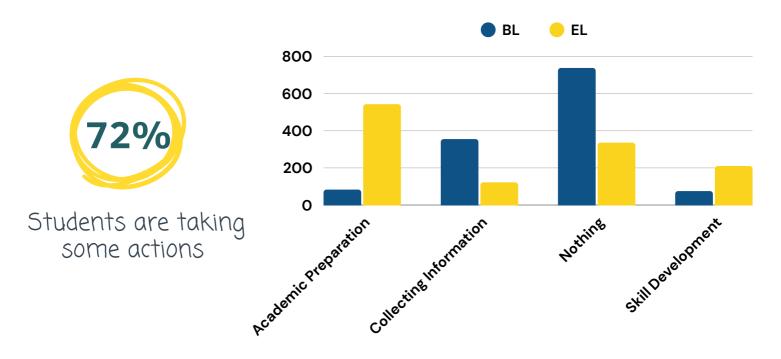
41% students could mention 3+ components of career plan

Course	60%
✓ Collogo	61%

% of students answered correctly

★ College
★ Entrance Exams
★ Skills
6/%
42%
49%

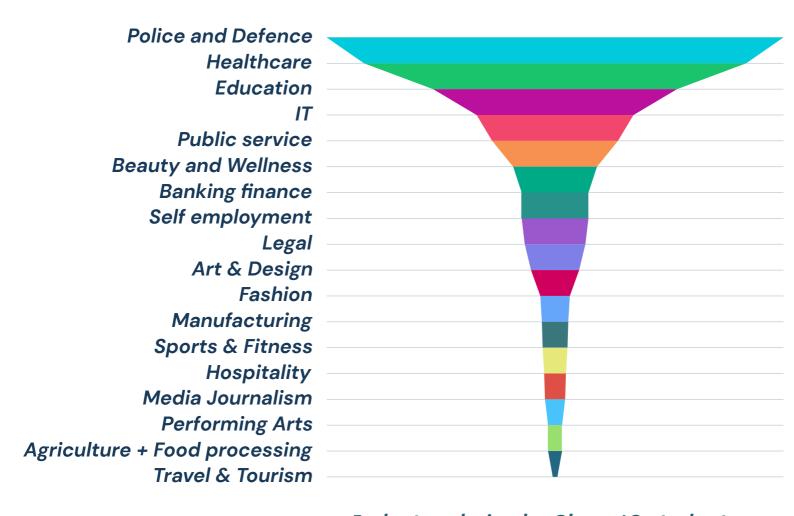
88% students shared that their clarity of how to get to careers of their choice has increased.



Increase from baseline shows students feeling motivated to take action after the program

CAREER PLAN

Industry level Trend (Class 12)



Industry choice by Class 12 students.

On having a plan B



Students of *Class 12 have*identified a second career choice
in case their first choice doesn't

work out



STUDENT VOICES

very interested in Math or Science. I was thinking of choosing Arts but wasn't sure if it would allow me to join the defense field. After reading the career cards, I got clarity and now feel confident about my stream and career choice.



Kashish Nagla, Class 10 GHSS Nagla salaroo (Block Narsan)



le CareerShala mein bohot kuch seekhne ko mila, jisse humein apne career ki pehchaan hui. Iske baare mein humein pehle pata nahi tha ki main kya kar sakti hoon, mere andar kaun-si khoobi hai, yeh sab hum yahan pe jaan paaye. Maine apne career ko khud pehchanna seekha, aage main aur bhi kuch kar sakti hoon, yeh sab maine yahan pe seekha. Ab main kuch business karna chahti hoon, jaise ki silai, jisse main logo ko apne career ki pehchaan dikha sakoon. Mere andar kya hai, yeh hum logo ko bata bhi sakte hain aur karke bhi dikha sakte hain.

Ruma - Youth Volunteer, Project Potential

Rant to become an Art Therapist, but initially, I didn't have enough knowledge about careers in the art and design industry. Through the Pratibha Manthan program, I explored various career options and gained valuable insights. The career card was especially helpful, and, I also got the opportunity to experience my skills through projects.



Hansika, Grade 12th student GSSS Barhana, Jhajjar

PROGRAM EXPERIENCE





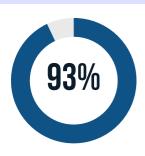
FOUND RESOURCES HELPFUL

career cards, workbooks, and teacher manuals were highly useful in enhancing students' career knowledge.



FOUND TRAINING EFFECTIVE

in preparing them to conduct sessions effectively in their classrooms. (both in-person and online trainings)

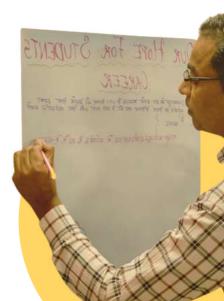


FELT SUPPORTED BY TEAM

participants rated the support including video materials, calls, and school visits as highly useful

Students are now more aware of diverse career options and actively exploring their interests. They openly ask questions and engage in discussions without hesitation. Through sessions and activities, as a teacher, I have also gained insights into fields like Coding and Beauty & Wellness, which has increased my confidence in guiding students. The career manual has been a useful tool in structuring sessions and facilitating open conversations.

Rajesh Kumar GSSS Gochhi, Beri, Jhajjar



TEACHER VOICES

🧡 l feel confident in facilitating the CareerShala classes. This program has provided me with clarity about many career options and opportunities available for my students. I noticed that in the interior areas, students were only aware of traditional careers (Mukhya Careers), but now they are being exposed to a wide range of career paths. The role model activity has been particularly motivating for them. This program is helping them believe that they can achieve something and make progress in their careers.

> Swarnlata Manju- Teacher Shiksha Sadan Intercollege Mahawar KalanRoorkee

The Kal Ke Kirane program empowered students with various skills and career awareness, helping them develop an independent perspective on their future. Initially, my question was what happens after providing the critical skills? Career awareness filled this gap, making the journey more meaningful.

During Career Manch and Role Model Interactions, students' curiosity highlighted the program's significance. This initiative gave them the opportunity to think beyond limitations, recognize their potential, and break societal barriers. It created a safe space where they could come together and envision their careers with confidence.

> Manisha Dhiman Careershala Program Facilitator (Swataleem)

PP Before the program, students were passive, but now th<mark>ey are actively thin</mark>king about their careers and exploring opportunities. They ask career-related questions, like a teacher's journey or courses to become a teacher. The program has increased my confidence in supporting students' careers. It's been positive to link studies with CareerShala, especially with stream choice clarity for 10th graders. The training was helpful, providing updates from different schools, and I enjoyed the chance to share experiences.

> Shweta Sehgal Rajkiye Uchtar Madhyamik Vidhyala Nagla Salaroo, Narsan

INSIGHTS



- Career exposure has increased, lead to students feeling more confident of their ability to make a choice and aspiring for diverse careers.
- Inclination towards conventional careers
 is still prominent like police and government
 jobs
- New age careers are gaining interest like trading, youtuber, vlogging and gamer.
- Local careers often remain underexplored,
 like agriculture in Jhajjar and working in
 local factories and tourism sector in
 Haridwar.
- Students have become motivated to take actions, they are learning and building their skills in school.
- Clarity of next steps have increased, students are more aware of their actions in and after school to reach careers of their choice.
- NGO programs fared better on career outcomes, where team supported the facilitators directly or conducted the program.



JHAJJAR, HARYANA

ABOUT PROGRAM

Pratibha Manthan – as Careershala is called in Jhajjar, Haryana – was our first district level program and saw its 2nd year of execution this year after the pilot in 2022. This academic year, 9th grade was also included in the program making it a 4-year career guidance program for 176 district high and senior secondary schools.



No of Blocks	5	No of Schools	177	Teachers nominated for program	366	Students reached
BEOs oriented	5	Principals oriented	177	Teachers onboarded	366	14000



teachers across grades conducted 3-6 Pratibha Manthan sessions in their classes along with conducting events for career awareness in their schools

208

Role Model Sessions conducted across 152 schools



Schools organized annual Showcases

ENDLINE PROCESS

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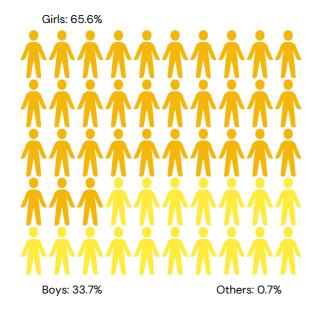




Schools selected	No of students assessed	FGD conducted	Teachers intervied	Days taken
39 (22%)	2206 (15.7%)	12	19 (5%)	4



STUDENT PROFILE

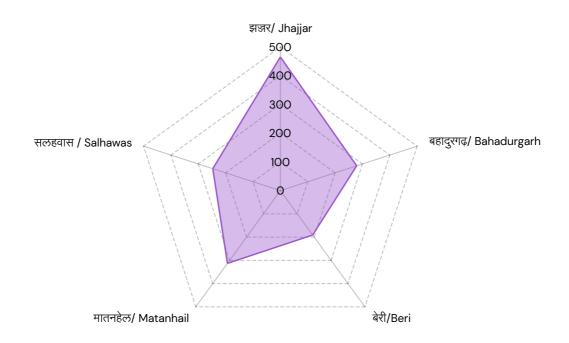




Gender wise

Grade wise

Endline assessment was conducted with 2206 students. Visuals here represent their spread across gender, grade and blocks.



Block wise

*Beri, Salhawas and Matanhail are majorly rural blocks while Jhajjar and Bahadurgarh are urban with denser populations. At the end of the year, more students are feeling **confident**, they are able to articulate their feelings with increased clarity than at the start of the year (43 vs 26 diverse feelings recorded).



Q. How do you feel about making a career choice?



Yeh karykram hame bhaut acha laga isse vidhyarthi me bhi kafi confidence aaya hai

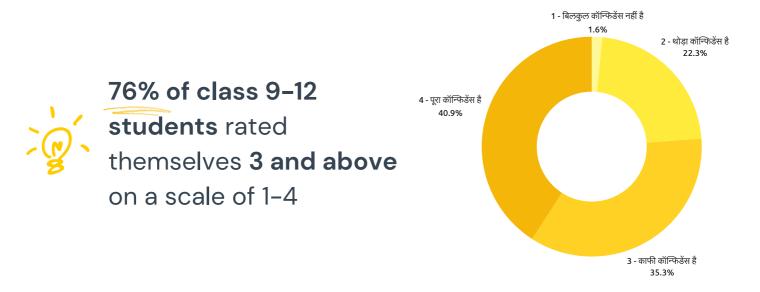
Renu - Class 12th Student GSSS, Dubaldhan 99

ndline

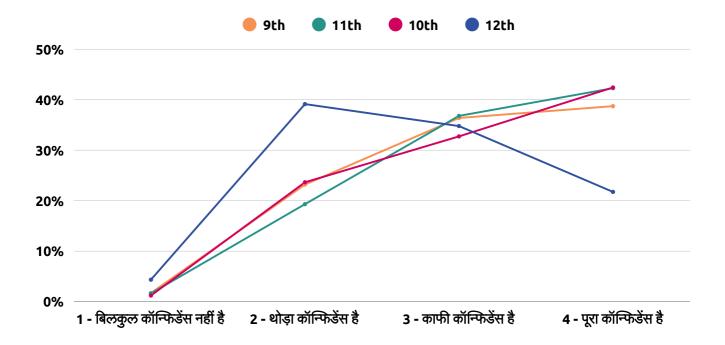


IMPACT - CONFIDENCE

Students were asked how confident they feel in making a career choice for themselves –



Confidence of 9-11th graders is more towards 3&4 while that of 12th graders is inclined towards 2&3 out of 4.



There was not much difference observed between confidence range shared by girls and boys.

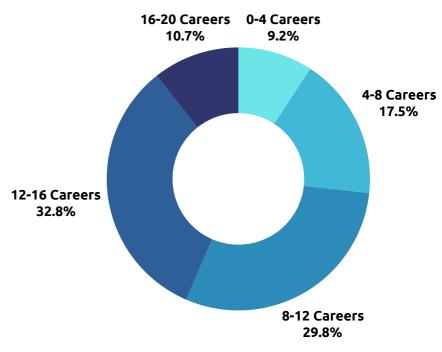
IMPACT - CAREER AWARENES

Grade 9-10



61.3% Students can name 🖊 🕂 Careers

Students of 9th and 10th grades were asked to name careers across different categories like art, sports, healthcare, traditional and new age. Here is the score of their responses:



Overall career awareness results show that:

- There is a **clear increase in career awareness** from baseline to endline and also from grade 9 to 12.
- Traditional and Sports categories are most known to students in Jhajjar. They scored high on these categories. In sports however, most students are aware of player and coach careers.
- Students could name fewer New Age careers. Careers like trader, youtuber, vlogger, gamer and artist of specific forms (lippan, madhubani, mosaic etc) are emerging trends.
- **Urban blocks** scored better than rural blocks. Rural block of Salhawas particularly scored low on career awareness.



IMPACT - CAREER AWARENES

Careers mentioned



Top 3 Traditional Careers

Top 3 Non-Traditional Careers

Teacher

Police

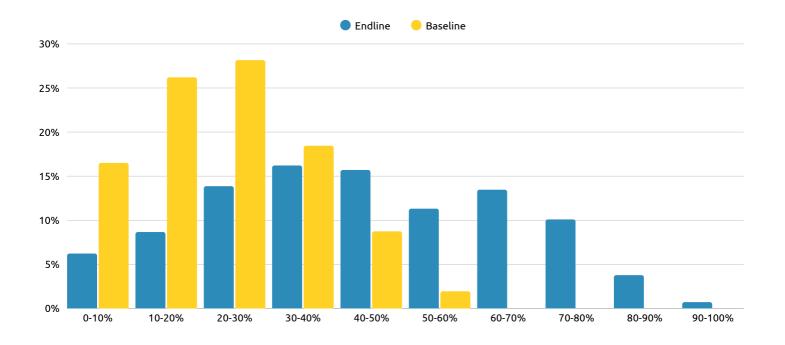
Business person Scientist Youtuber

Some Unique Careers

Ethical Hacker	Sculpture Artist	Cartoon Artist	Beauty therapist	Sanitation worker
Crime investigator	Robotics Engineer	Interior designer	Graphic designer	Artist - Origami, Lippan, Mosaic
Nutritionist	DJ	Magician	Rapper	Psychologist
Vlogger	News anchor	Film Maker	Sports doctor	Animator
Youtuber	Event Manager	Al specialist	Toy designer	Boutique owner
Fast food business owner	Self defense trainer	Share market trader	Cyber security expert	Marriage registrar
Firefighter	Shooter	Nail artist	Comedian	Minister

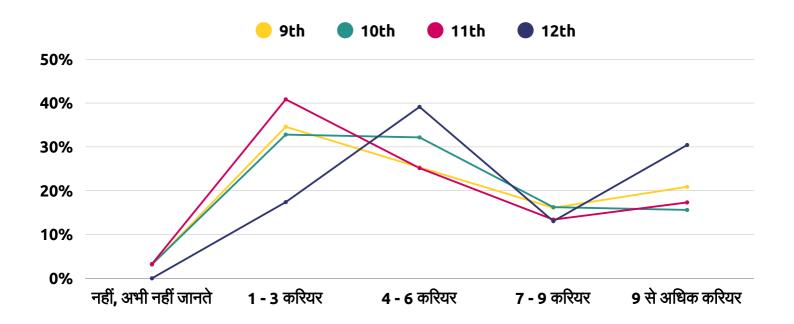
IMPACT - CAREER AWARENEŞS

Shift from Baseline to Endline



Students scoring >50% in a career awareness test increased after program

Gradewise trend



Students of Grade 12 reported that they are aware of more number of careers

IMPACT-STREAM SELECTION



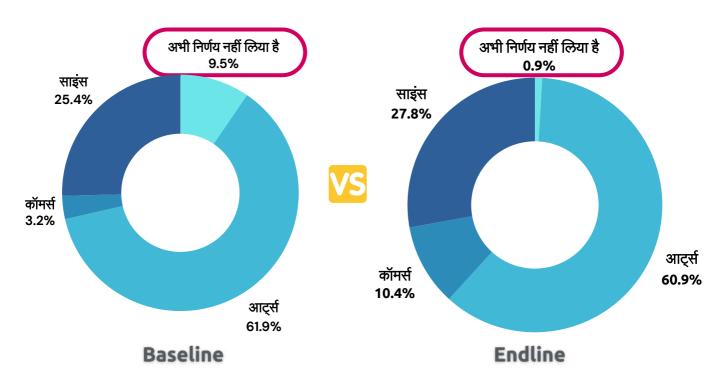
Grade 10



of 10th-graders chose & supported their stream choice with valid reasons

Students were asked about the stream they want to select in grade 11. Their responses were validated on the basis of reasons like interest, performance in the subjects, alignment with career choice, availability of opportunity etc.

Shift from baseline to endline of all the valid responses -



🤎 🤍 Main Arts lena chahti hu kyuki mai in subject me achhi hu. Mujhe pata chala h ki hm ek career me apna bahut career bna sakte hain . Or mujhe acha laga ye sab soch kr jaise mai food making me apna bahut career chun sakti hu 🛭 🧡

> Khushboo Raj, Class 10 GGHS JAHANGIRPUR

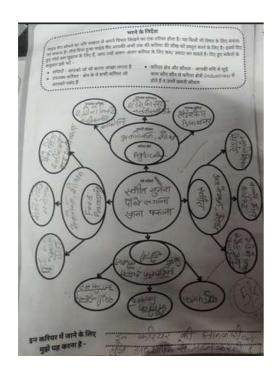
eel I get to know which stream is best for me, I get to know about the skills which is good in my likable career, I get to know about different Carees. I have chosen Commerce stream because I want to do business 99

> Shivam Ujjainwal, Class 10 GSSS LUKSAR

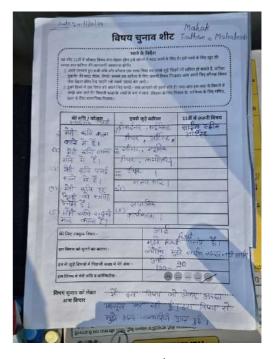
ENABLER-REFLECTION TOOLS

Grade 9-10

Students in class 9&10 filled Mind map and Stream selection Worksheet respectively to reflect on their learning during sessions.



Mind Map



Stream selection Worksheet



of students reported to recieve the following help through these tools -

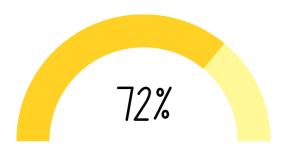


Awareness of more career options

Stream Selection

Clarity of choice

Understanding of their interests



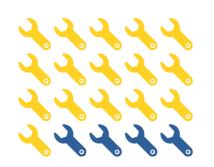
Students filled the worksheets in their class



IMPACT-SKILL IDENTIFICATION

Grade 11

Students of 11th grade were asked to select two skills they believe they possess and share reason for the same. Their responses were validated on the basis of sharing an instance of experience, reflecting on it or getting feedback from others (friends, family, teachers etc). They were further asked to share careers connected to their skills.





78.7% students were able to **share their** skills with a valid reason

87.6% students with right skill articulation can mention at least 1 career connected to their skills

A glimpse of student responses

Mujhe apne ye gun aaspas se mere janne walo se pata chala. Jaise mujhe pata chala ki m acha bolti hu logon ko ache se samjh sakti hu. meine apne aaspas ke logon ko kafi achi tarah se conversation ki h. Kuch bhi problem ho mere sath walo ki m solve kar deti hu. Muskan, GSSS Kablana – want to become a psychiatrist/ advocate 99

I talk to many peoples and every time in mind some creative ideas generated. I want to go in Engineering because there is many opportunities to learn anything.

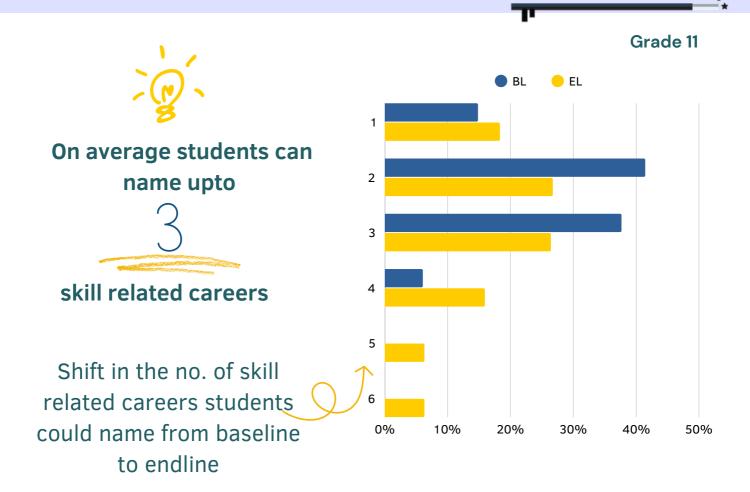
Manish, GSSS ASAUDHA

🧡 ek bar maine Kisi ko takleef me dekha toh acha mehsoos na hone par maine unki help ki hai, jb koi hmse kisi topic ke bare me puche to use us topic k bare me puri jankari dena. Police officer because in this career we can help others people in difficult situations. Communication and leadership skills

Priyanshi, GGSSS MATAN - want to become a police office



IMPACT-SKILL IDENTIFICATION



1C. गहराई से सोचें, आपमें कौनसे कौशल हैं? मुख्य 2 कौशल चुनें।	₹	=0	leaned - Kaushal	se jude careers	₹	-
प्रबंधन/लीडरशिप कोशल: दूसरों को मार्गदर्शन देना, लोगों को एक साथ लेकर चलना संबंध कोशल: दूसरों के साथ अच्छे रिश्ते बनाना, मदद करना, बातचीत करना	ArmyOfficer	Police Officer	Navy Officer	Air Force Officer		
संचार/कम्युनिकेशन कौशल: अच्छे से बोलना, लिखना, सुनना तार्किक/समाधान कौशल: समस्याओं को हल करना	Teacher	IAS Officer	IPS Officer	Civil Servent	Anchor	Psychologist
प्रबंधन/लींडरशिप कोशल: दूसरों को मार्गदर्शन देना, लोगों को एक साथ लेकर चलना रचनात्मक/क्रिएटिव कोशल: नए और आकर्षक विचारों को बनाना और प्रस्तुत करना संबंध कौशल: दूसरों के साथ अच्छे रिश्ते बनाना, मदद क्रना, बातचीत करना	Doctor	Nurse	Police Officer			
प्रबंधन/लाडराशप काशल: दूसरा का मागदशन दना, लागा का एक साथ लेकर चलना संचार/कम्युनिकेशन कौशल: अच्छे से बोलना. लिखना. सनना	Bank Manager	Commerce Teac	Hotel Managem	Air Hostess	Marketing Profe	
संबंध कौशल: दूसरों के साथ अच्छे रिश्ते बनाना, मदद करना, बातचीत करना संचार/कम्युनिकेशन कौशल: अच्छे से बोलना, लिखना, सुनना तकनीकी कौशल: विभिन्न तकनीकों या उपकरणों का सही तरीके से उपयोग करना	Beauty and Wel	FashionDesigner	Dance Teacher	Motivational Spe		
तकनीकी कोशल: विभिन्न तकनीकों या उपकरणों का सही तरीके से उपयोग करना संबंध कौशल: दूसरों के साथ अच्छे रेश्ते बनाना, मदद करना, बातचीत करना	Beautician	FashionDesigner	NailArtist			

Glimpses of few responses we received

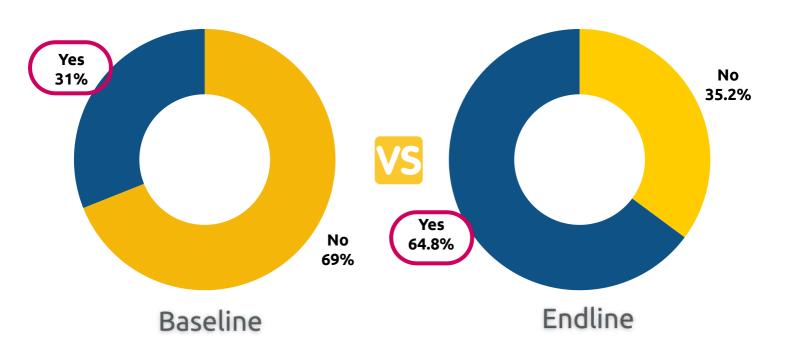


IMPACT - CAREER CHOICE



The primary focus of Grades 11–12 was to encourage students to start making informed career choices. They were asked if they have made a choice and their reason behind it. Their response was validated on the basis of interest, skill alignment, consideration of career opportunities and personal situation.

Increase in number of students who have made a choice with valid reason





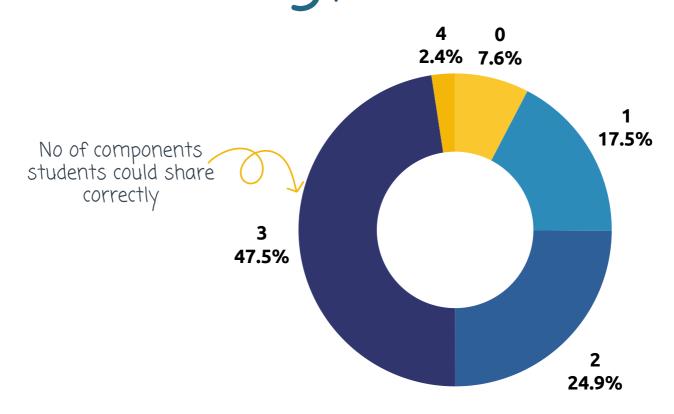
of students felt that Pratibha Manthan helped them in making a choice This is how they articulated the support -

- Career awareness: various options available around
- Understanding of self: interests and skills
- Improving decision-making abilities

IMPACT - CAREER PLAN

Grade 12

When asked about details of their plans after school, like the course they want to pursue, institute, entrance exam etc, 49% students seemed to be aware of 3+ components of the career plan



4 Components of Career Plan

% of students answered correctly

*	Course	62.89%
*	College	61.28%
*	Entrance Exams	40 29%
	Skills	67.58%

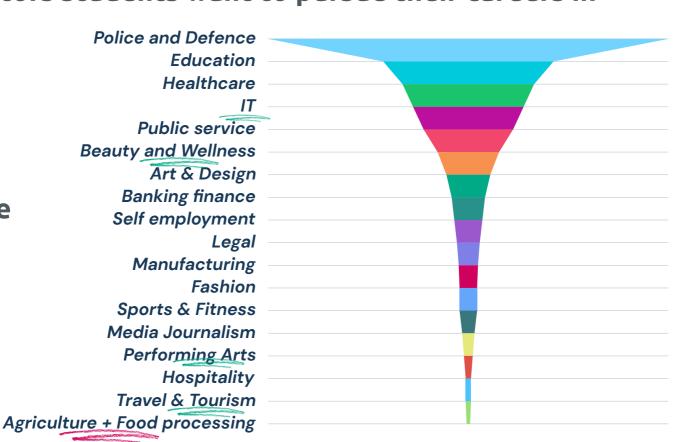


Students also shared that they have identified a second career choice in case their first choice doesn't work out



IMPACT - CAREER PLAN

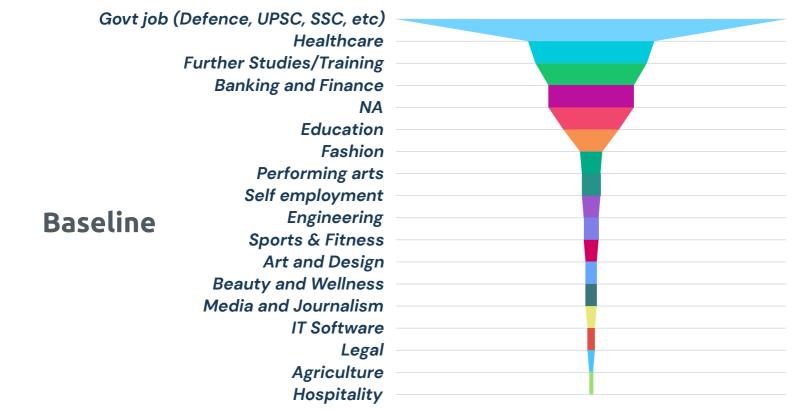
Sectors students want to pursue their careers in





Endline

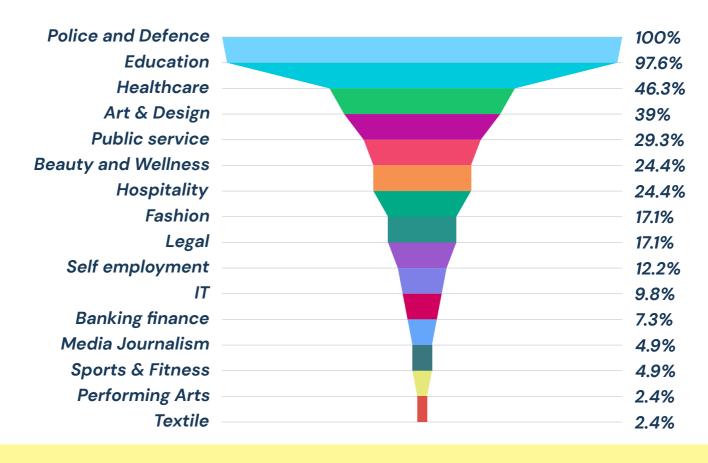
- Police & Defence and Govt jobs remain the top most choice
- Increased interest in IT, Beauty & Wellness, Performing arts and Travel & tourism (absent in baseline)
- Agriculture remains a less popular option even when most prominent



IMPACT - CAREER PLAN

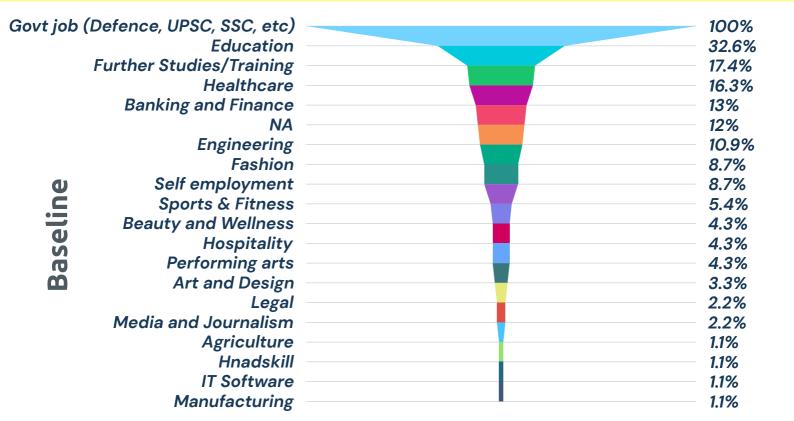
Choice of sector as Plan B

Grade 12





Choices for Plan B in Endline assessment has spread out indicating students being aware and ambitious towards a diverse range of career opportunities



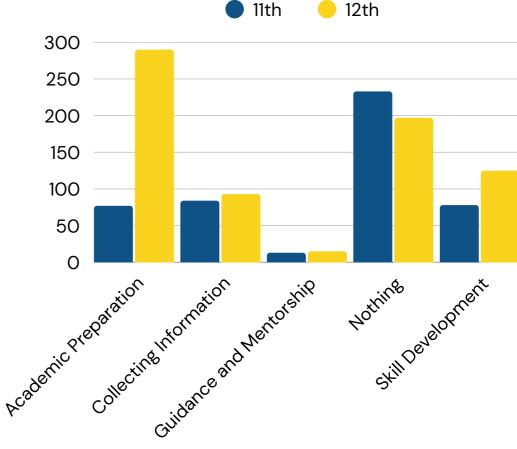
CAREER RELATED ACTIONS

Grade 11-12



Student in class 11 & 12 are taking some action towards their career, as compared to 40.7% in Baseline

Actions taken by students of class 11 & 12



Career choice	6C. अपने चुने हुए करियर में जाने के लिए आप अभी क्या तैयारी कर रहे हो? (उदाहरण के लिए: internet से जानकारी ढूँढना)
Police	Hm jb bhi police officer ko dekhti hu to m bhi police officer se baat kr ke ki police officer bn ne k liye kya kre
Fashion designer	Silai kar rhi hu 12th ke bad fasion disainer ka course bhi kru gi our majar bnne ka liye ma commerce subject padh rhi hu
Food cafe	Cooking at home
Army, BSF	Running
Airhostess	Spoken english ki taiyyari
Doctor	1.m doctor bnna k lia padhai kr rhi hu 2. M p.w s padhai kr rhi hu 3.mena kuch doctor s bhi jankari prapt ki h . 4. Google s bhi help l rhi hu
Makeup artist	Make up ki practice



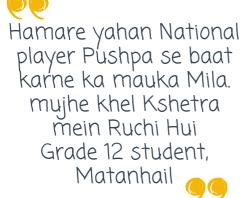


ROLE MODEL INTERACTIONS

Role Model Interactions have been a great source of inspiration, excitement and curiosity in students. Here are a few examples of people invited as role models to various schools



Role Model Interactions Done



♠Priya Khurana, Career counsellor in Delhi

★Monu, Manager, Punjab National Bank

뭊 Basanti, Beauty Therapist

🛧 Anju, Bronze medalist in martial arts

Geeta Sindhu, Phd in Hindi (Gold medalist)

🔆 Sunita, Aanganwari supervisor

★Dr.Neelam, Ayurvedic doctor

♦Dr. Tulsi, MD, Oncologist

★Neha, Social worker

Vishal, Judicial Magistrate

★Sarika Bansal, C.A.

Surender Chetri, Indian Army Officer

⊁Sunita, Haryana Rozgar Vibhaag

Mridula, B. Ed/HTET/NET/CTET/GATE Qualified

★Tannu Kumari, Topped the school with 95%

🔭 Rampratap Sharma, Haryanvi poet

🔭 Amit Kumar - Gym Trainer

★Annu - Delhi police

Different Role Models interacting with students

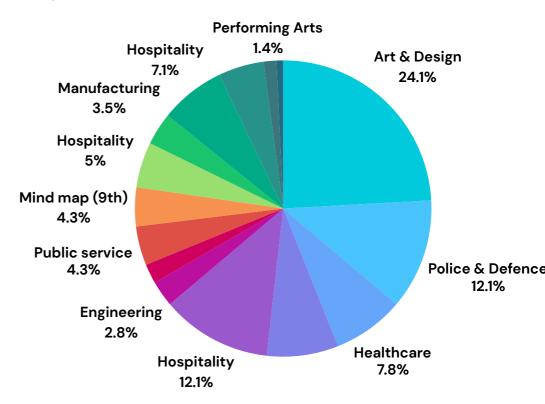


STUDENT CAREER SHOWCASES

At the end of the year, students presented their learning about the following during 'Vidyarthi Career Manch' in their schools -



Schools did showcase



CHa maine apna career present kiya tha or sbke samne bolne se mujhe bhut jyada himt mili apne career ko aage badhane ke liye Anjali, Grade 11, GSSS Mehrana



Glimpses of Student Career Showcase



STUDENT VOICES

Career cards ki madad se maine Chef aur Anchor jaise careers explore kiye, lekin Professor banna mujhe sabse zyada inspire kiya. Research aur Mind map banane ke baad, maine decide kiya ki Hindi Professor banna hai. Pratibha Manthan program se mujhe sahi jaankari mili aur mere career ko lekar clarity mili. Ab mujhe zyada confidence feel hota hai aur main apni skills ke baare mein aur jaan'na chahti hoon taaki apne sapne ko pura kar sakun."

Sushma – Grade 9 Student, GGHSS Barhana, Jhajjar

"I want to become an Art Therapist, but initially, I didn't have enough knowledge about careers in the art and design industry. Through the Pratibha Manthan program, I explored various career options and gained valuable insights. The career card was especially helpful, and Ritu Ma'am's guidance made a big difference. With the support of resources and activities, I also got the opportunity to experience my skills through projects. This not only boosted my confidence but also gave me a space to share my learning and experiences with my peers."

Hansika Grade – 12 Student, GSSS Barhana, Jhajjar

TEACHER FEELINGS



of teachers feel that they have understood the program, received support for its implementation, and feel confident in executing it in the classroom.



Students are now more aware of diverse career options and actively exploring their interests. They openly ask questions and engage in discussions without hesitation. Through sessions and activities, as a teacher, I have also gained insights into fields like Coding and Beauty & Wellness, which has increased my confidence in guiding students. The career manual has been a useful tool in structuring sessions and facilitating open conversations.

Rajesh Kumar - Teacher, GSSS Gochhi, Beri, Jhajjar

Career conversations have begun—earlier, students paid little attention, but now they actively think about what will bring them financial security. An increase in career awareness has been a major impact. I've heard students say, 'So many different kinds of lab technicians exist,' and 'Even hospitals have dhobis!' They are now aware that the medical field includes AYUSH, Unani, and veterinary sciences.

Seeing their curiosity grow has been inspiring!

99

Mrs. Seema - Teacher, GSSS Badli (3225)

LEARNING

Suggestions from Students to Enhance the Program

- Publicize about Pratibha Manthan through advertisements, songs,
 videos
- Use more videos in the program
- Simplify the worksheets
- Ideas like career quiz, competition, career exam
- Give a Pratibha Manthan book/ syllabus
- Support WA groups after 12th
- Personal support to students unable to identify actual college,
 process for entrance



PRATIBHAMANTHAN IN NEW

प्रतिभा मंथन कार्यशाला का आयोजन

जिला स्तरीय प्रतिभा मंथन कार्यक्रम उन्मुखीकरण कार्यशाला आयोजित

संवाद न्यूज एजेंसी

झज्जर। प्रतिभा मंथन कार्यक्रम के तहत ाला स्तरीय प्रतिभा मंधन खंड शिक्षा अधिकारी उन्मुखीकरण कार्यशाला जिला शिक्षा अधिकारी कार्यालय में आयोजित

प्रतिभा मंथन प्रोग्राम मैनेजर मजतवा ने सभी खंड शिक्षा अधिकारियों का स्वागत ""प्रतिभा मंथन कार्यक्रम के उद्देश्य पर अपने विचार रखे। कार्यशाला के दौरान प्रतिभा कार्यक्रम के उद्देश्य, पिछले वर्ष की वार्षिक प्रगति रिपोर्ट और आगामी वर्ष की वार्षिक योजना साझा की गई। इस दौरान प्रतिभा मंथन कार्यक्रम का छात्रों पर क्या प्रभाव पड़ा है? और विद्यालय में छात्र किस प्रकार के करियर का चनाव कर रहे हैं ? सवालों पर विचार विमर्श किया गया।



इक्जर डीईओ कार्यालय में कार्यशाला के दौरान उपस्थित आयोजक। क्षेत्र प्रायोज

खंड शिक्षा अधिकारियों ने प्रतिभा मंधन कार्यक्रम संबंधित सवालों आप विचार करते हुए नए अकादमिक सत्र के लिए सझाव दिए। जिला के 177 विद्यालयों में चल रहे प्रतिभा मंधन कार्यक्रम के माध्यम से कक्षा 9, 10, 11 और 12 में पढ़ने वाले विद्यार्थियों को अपनी रुचि, कौशल के आधार पर करियर का चुनाव करने में

मदद मिल रही है। इस अवसर पर कार्यशाला दौरान बहादुरगढ़ खंड शिक्षा अधिकारी मुन्नी देवी, डॉ. विजयवाला अहलावत, रतींद्र सिंह, रूपेंद्र नांदल, जिला एफएलएन संयोजक डॉ. सुदर्शन पुनिया, बीआरसी रमेश चौहान, शेर सिंह मेहताब सिंह प्रतिभा मंधन टीम सदस्य परिणीता, उत्कर्ष आदि मौजूद रहे।

Glimpses from media coverage

बेहतर समाज के निर्माण में शिक्षकों की अहम भूमिका, मोटिवेट होकर करें अध्यापनः डीसी

करियर स्पोर्ट कार्यक्रम में डीसी ने विद्यार्थियों को दिए सफलता के टिप्स। मेहनत और जुनून से जीवन में मिलती है सफलताः डीसी प्रदीप दिहया। विद्यार्थी रुचि के अनुसार करें करियर का चयनः डीसी। विद्यार्थियों के करियर मार्गदर्शन में प्रतिभा मंथन का सराहनीय प्रयासः डीसी

समाज के निर्माण अध्यापकों का बेहद अहम रोल है। अध्यापकों को विद्यार्थियों के अरुवापको को विद्यालयों के सर्वाचीन विकास के लिए मेरिक्ट (प्रिरण के साथ) होकर करवें करना चाहिए। जीवन में सरफलता का कोई शॉटकट नहीं होता च जीवन में मेहनत के दम पर ही और बहुना जा मातना के दम पर हा आग बढ़ता जा सकता है। होसी प्रदीप द्विता ने मृहकार को पीएम को गवर्मेंट शार्स स्वतिक्दर सेकेडरी स्कूल में प्रतिभा मंचन एनजीओ द्वारा आवोजित कारकर स्पोर्ट करवंद्रम के दौरान

संबोधित किया। रायाध्या करा। इतियो ने कहा कि प्रतिभा मंचन हारा विद्यावियों को उनकी रुचि के अनुसार करियर बनाने का मार्गदर्शन देने का चेहद सराहनीय कार्य किया

अध्यापको च विद्यार्थियो को

जा रहा है।
ऐसे प्रवास बच्चों के जीवन में
स्वस्तात को राह को खोलते हैं।
डीसी ने विद्याधियों को प्रीतः करते
हुए कहा कि जीवन में चीजों को
सकारात्मक उर्धक से देखींग तो स्वाध्यालक उराक सं स्वाध्याल जीवन में सकारात्मक परिवर्तन होंगि। उन्होंने कहा की जीवन में किसी ना किसी कार्य का जुनून होना चाहिए, क्योंकि जुनून हो जीवन में ईसान को महानत करने के लिए प्रेरित करता है।

टीचर्ग के माध किया संवाद डोसी प्रदेप दिश्वा ने इस अवसर पर टीपर्स के साथ संवाद किया। अध्यापकों ने डोसी ने कई ठरह से प्रानी के जवाब हासिल किए।





हमादे अलाह सीमी ने भी जिले में वक अन्तराध द्वारत ने या जिल म एका के स्वर को और बेहतर यनाने : लिए टीचर्स से मुझाय मरि। मो ने कहा कि विद्यार्थियों का हतर पविष्य मुनिश्चित करने के रिनए हर संभव प्रयास किया जाएगा।

बच्चों हुए प्रेरित डीसी प्रयोग दक्षिण ने इस अवसर पर बच्चों द्वारा लगाई गई प्रदर्शनी का

अवलोक्स भी किया। विकासिंदी ने क्षेत्रतर आकर्षक य प्रेरक प्रदर्शनी बनाई थी। विद्याधियों ने प्रदर्शनी के जरिये अपनी रूपि के क्षेत्र में करियर बनाने भी अवश्रोधाओं को जारिर किया जिसे देखकर हीसी ने विद्यापियों के उत्पाह की तारीफ

मरकार की खेतनर योजनाएं सरकार का बहुतर पाजनाए हीसी ने कहा कि मुख्य - 100 के अनेक खेजनाएं हैं तो सरकार ह चलाई जा रही हैं। उन्हेंनि कहा ह सरकार इस विधार्णियों के हित् अनेक योजनाएं चलाई जा रही हैं व सरकारी स्कूटों में शिक्षा के स्वर को और योजर बनाने की दिशा में नितंतर महत्वपूर्ण कदम उठाए जा

योजना बनाने के लिए प्रेरित किया

जिला प्रशासन की ओर से प्रतिभा मंचन कार्यक्रम का आयोजन हो रहा

संवाद न्यूज एजेंसी

झज्जर। जिला प्रशासन की तरफ से . अलोहोमोरा एजुकेशन फाउंडेशन और एपीसीपीएल झाड़ली के सहयोग से झज्जर के सभी 177 राजकीय वरिष्ठ माध्यमिक विद्यालयों में प्रतिभा मंधन कार्यक्रम चल रहा है। इसके माध्यम से विद्यालयों में पढ़ रहे विद्यार्थियों को स्वयं को जानने समझने के साथ कॅरिअर अवसरों के बारे में जानकारी हासिल करने का मौका मिल रहा है।

प्रतिभा मंधन कार्यक्रम के तहत राजकीय वरिष्ठ माध्यमिक विद्यालय बरहाना, राजकीय कन्या वरिष्ठ माध्यमिक विद्यालय, बादली और राजकीय माध्यमिक विद्यालय बरहाना में विद्यार्थी कॅरिअर मंच आयोजित किया गया। विद्यार्थियों ने कॅरिअर से संबंधित प्रतिभा मंथन कार्यक्रम के तहत बनाए गए मॉडल और अपनी भविष्य योजना का प्रस्तुतिकरण किया।

कार्यक्रम के दौरान खंड शिक्षा अधिकारी मुन्नी देवी ने कहा कि प्रतिभा मंधन कार्यक्रम के माध्यम से विद्यार्थियों को उनके खुद की समूह के आधार पर



प्रतियोगिता के विजेता विद्यार्थी स्टाफ के साथ। जंतः क्रिला

कॅरिअर का चुनाव करने में मदद मिल इस कार्यक्रम के माध्यम से कक्षा 12 के विद्यार्थियों की आगे की योजना के कार्यान्वयन में मदद मिल रही है। प्रस्तुतिकरण के दौरान शिक्षकों, अभिभावकों व विद्यार्थियों ने सवाल पूछे। इस दौरान शिक्षकों ने भी बच्चों को भविष्य को योजना बनाने के लिए प्रेरित किया। इस दौरान विद्यार्थियों ने अलग-अलग कॅरिअर व स्वयं का रोजगार शुरू करने के बारे में अपने विचार रखे। प्रतिभा मंधन

टीम से जवाद, समृद्धि, श्वेता, इफला अंजली ने कार्यक्रम के उद्देश्य के बारे में लोगों को जानकारी देते हुए विद्यालय में प्रतिभा मंधन कार्यक्रम के सफलतापूर्वक आयोजित करने के लिए विद्यालय की सराहना की।

इस मौके पर प्राचार्य रोहताश दहिया, राजीव कटारिया, संगीता, विजय खत्री, विद्यालय के शिक्षक ऋतु मलिक, मुनेश, सीमा देवी, वलजीत सिंह

प्रतिभा मंथन कार्यक्रम : करियर मंच में विद्यार्थी रुचि, कौशल व कलाओं को कर रहे प्रदर्शित



कारकीय स्कूम में अवस्थित वार्यक्रम के दोना सब के द्वारा नकर सर कारत का आवर्षक्रम करने के बार में मिलार को आविकारी काले हिंगा अविकारी करते हैं स्वार में स्वार कार्यक्रम के तिला में मिलार की कार्यक्रम के तिला मिला आविकारी को अराम अरितार के प्रेस में मिलार के कार्यक्रम के तिला मिलार कार्यक्रम के तिला मिलार कार्यक्रम के तिला कार्यक्रम कार्यक्रम के तिला कार्यक्रम कार्यक्रम के तिला कार्यक्रम के तिला कार्यक्रम कार्यक्रम के तिला कार्यक्रम कार्यक्रम कार्यक्रम कार्यक्रम के तिला कार्यक्रम कार्यक्रम के तिला कार्यक्रम कार्यक्रम के तिला कार्यक्रम कार्यक्रम के तिला कार्यक्रम का

प्रतिभा मंथन शिक्षक प्रशिक्षण के माध्यम से शिक्षकों को मिल रही है करियर के बारे में नई जानकारी-राजेश कुमार

झज्जर (शौकीन कोटला) नए अकादिमिक सत्र की शुरुआत करते हुए जिला झज्जर में चल रहे प्रतिभा मंथन कार्यक्रम के तहत खंड बज्जर और बेरी के शिक्षकों का राजकीय वरिष्ठ माध्यमिक विद्यालय, दुजाना में प्रतिभा मंथन शिक्षक प्रशिक्षण आयोजित किया गया। प्रतिभा मंथन शिक्षक प्रशिक्षण की शुरुआत करते हुए जिला शिक्षा अधिकारी श्री राजेश कुमार ने सभी शिक्षकों का स्वागत करते हुए %प्रतिभा मंथन कार्यक्रम% के उद्देश्य पर अपने विचार रखे। जिला अज्जर 177 विद्यालयों में चल रहे प्रतिभा मंथन कार्यक्रम के माध्यम से कक्षा 9, 10, 11 और 12 में पढने वाले विद्यार्थियों को अपनी रुचि, कौशल के आधार पर करियर का चुनाव करने में मदद मिल रही है। तेभा मंथन कार्यक्रम जिला झज्जर

में एक सफल कार्यक्रम रहा है

जिसका सफलतापूर्वक शिक्षक अपने विद्यालयों में कार्यान्वयन कर रहे हैं।

शिक्षक प्रशिक्षण के दौरान खंड

योजना को साझा किया गया। इस दौरान प्राचार्य श्री रामवीर पाराशर प्राचार्यों ने अपने विचार रखते हुए शिक्षक प्रशिक्षण में भागीदारी



ने अपने विचार रखते हुए कहा कि प्रतिभा मंथन कार्यक्रम के माध्यम से छात्र को पता चल जाता है कि उसकी रुचि किस काम में है और वो जीवन में क्या क्या काम कर सकता है। शिक्षक प्रशिक्षण के दौरान प्रतिभा मंथन कार्यक्रम की वर्ष की वार्षिक रिपोर्ट चर्चा की गई और आगामी वार्षिक

करने वाले सभी सभी शिक्षकों को धन्यवाद दिया। इस दौरान जिला शिक्षा अधिकारी श्री राजेश कुमार, खंड शिक्षा अधिकारी श्री अशोक कादयान, प्रतिभा मंथन सदस्य मुजतबा, जवाद , नियति, जिशान, स्वेता, खंड बेरी और झज्जर के नामांकित शिक्षक झज्जर मौजूद रहे।





HARIDWAR, UTTARAKHAND

ABOUT PROGRAM

Careershala – as the program is known in Haridwar, had its pilot year last year and has entered its first year of full implementation this year. It cover all six blocks of the district, providing career guidance program for students in grades 9 to 12.



No of Blocks	6	Principals oriented	100	Teachers nominated for program	224	Students reached
No of Schools	166	Schools implementing program	137	Teachers onboarded	194	16000



teachers across grades conducted 3–6 Careershala sessions in their classes

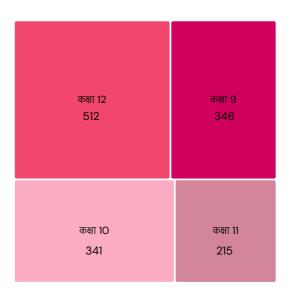




Schools organized annual Showcases

STUDENT PROFILE

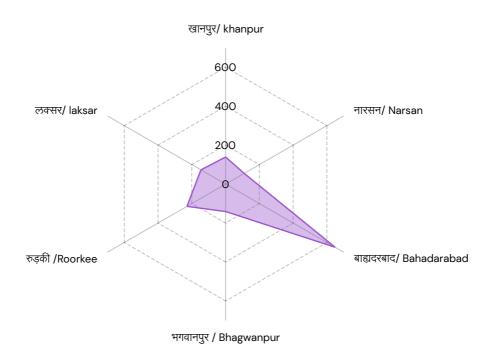




Gender wise

Grade wise

Students spread across gender, grade and blocks with whom the endline assessment was administered



Block wise

*Laksar, Khanpur and are majorly rural blocks while Roorkee, Narsan are urban with denser populations.

PROGRAM FEELINGS - STUDENTS



INSIGHT: Students are able to articulate their feelings about making a career choice more clearly.





Paa rhe tha, Career ke baare mei sochne ke liye samay nhi nikaal paa rhe tha, Careershala ne humme woh sochne ka samya dia aur career chunne mein help ki hai

Meenakshi - Class 12th Student Bhagwan Shankar Inter College, Khanpur

Beautiful Nervous Motivated Excited Confused Best Confused Clear Tensed Confident Better Curious Dar Good Proud Hopeful Happy Acha Difficulty Positive

Baseline

Endline

PROGRAM FEELINGS - TEACHERS

Teacher feeling about the program



The Careershala program has been extremely helpful for both students and teachers. It helped me build a stronger connection with my students. They now openly discuss their career aspirations, and I feel more confident in guiding them. Earlier, many chose Math, assuming it had better career prospects, but after the sessions, they are exploring diverse options with more confidence. The online trainings were incredibly useful, and I feel more confident in supporting students with career decisions.



Priyanka Sharma – Teacher Shiksha Sadan Intercollege Mahawar Kalan, Roorkee



of teachers feel that they have understood the program, received support for its implementation, and feel confident in executing it in the classroom.

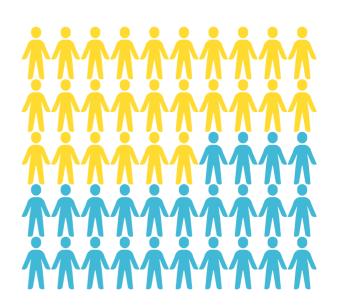
IMPACT - CONFIDENCE

Grade 9-12

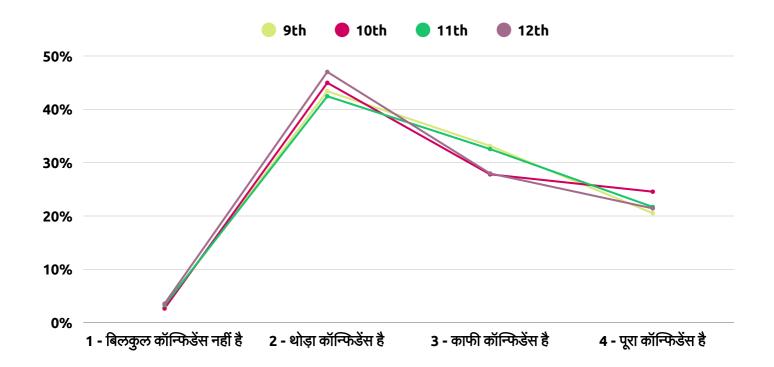
Students were asked how confident they feel in making a career choice for themselves -



55% of class 9-12 students
feel confident in making a
career choice and having
career related conversations



Confidence spectrum is mostly uniform gradewise. However, grades 9th and 11th feel slighlty higher confidence than 10th and 12th grades.



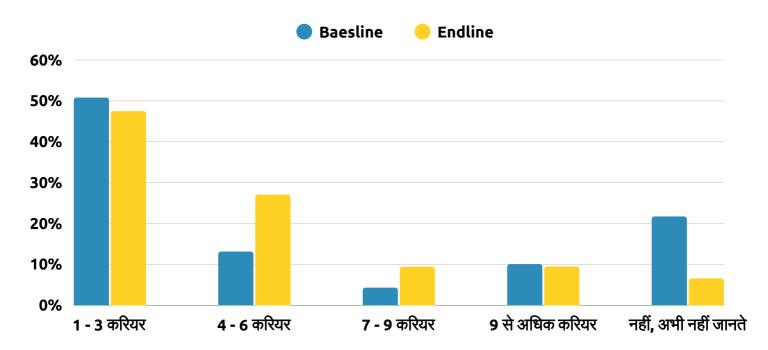
IMPACT-CAREER AWARENESS



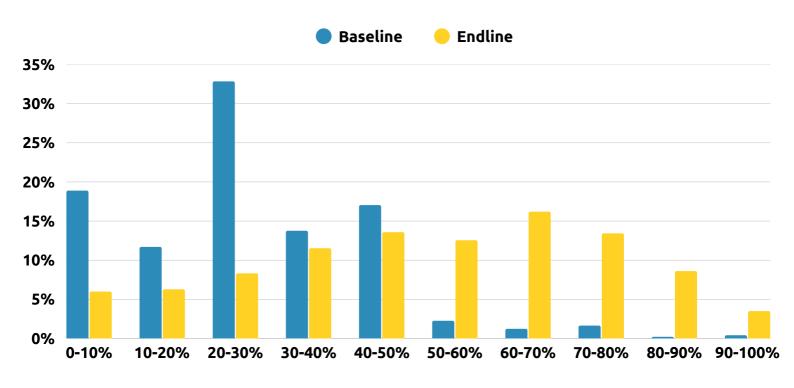
Grade 9-12

The first graph shows a self-reported increase in the number of careers known from BL to EL. The second graph validates this, as it reflects an improvement in career awareness scores based on students the test responses about various careers.

No. of Careers known



Career Awareness Score



IMPACT - CAREER AWARENESS

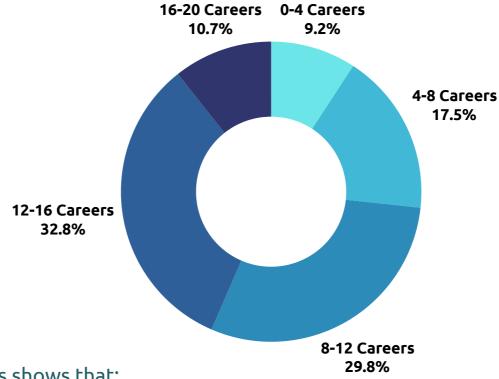
Grade 9-10



73%) Students can name 8

8+ Careers

Students of 9th and 10th grades were asked to name careers across different categories like art, sports, healthcare, traditional and new age. Here is the score of their responses:



The results shows that:

- Traditional and Kala categories were the most explored, with the highest scores, indicating strong awareness.
- New Age careers, such as YouTuber, Vlogger, and Gamer, were particularly popular, reflecting the growing interest in digital and online professions.
- However, Sports saw the least awareness, with students mainly identifying careers like player and coach, highlighting limited awareness in this category."



IMPACT - CAREER AWARENESS

Career Names

Grade 9-10

Top 3 Traditional Careers mentioned:

♦ Doctor

Police Officer

Teacher

Top 3 Non - Traditional Careers mentioned:

Fashion Designer

Youtuber

Sports Player



Unique Careers Mentioned



Ethical Hackers	Sculpture Artist	Boutique Owner	Beautician	Umpire
Youtuber	Hair Stylist	Illustrator	Musician	Poet
Nutritionist	Logo Designer	Influencer	Textile Printer	Boxer
Vlogger	Gym Trainer	Yoga Trainer	App Designer	Archaeologist
Animator	Vlogger	Gamer	Madhubani Artist	Bank Accountant
Pottery Business	Para Commander	Youtuber	Jewellery Designer	Tour Guide
Trader	Actor	Blogger	Live Painter	DJ
Model	Robotics Engineer	Powerlifter	Automation Specialist	K-pop Idol

IMPACT-STREAM SELECTION

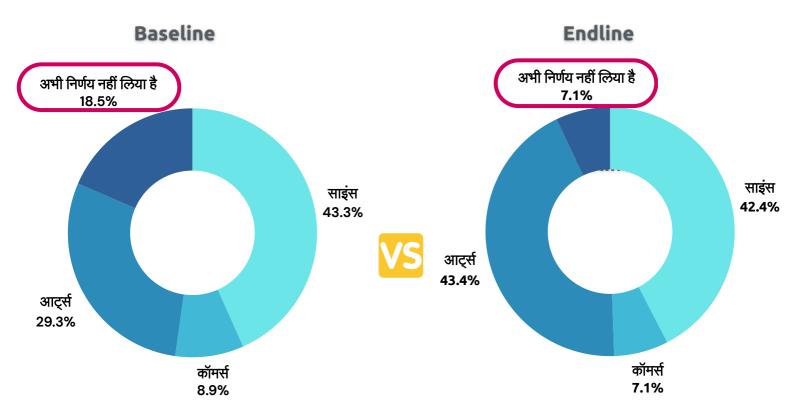






of 10th-graders chose & supported their stream choice with valid reasons

Students were asked about the stream they want to select in grade 11. Their responses were validated on the basis of reasons like interest, performance in the subjects, alignment with career choice, availability of opportunity etc.



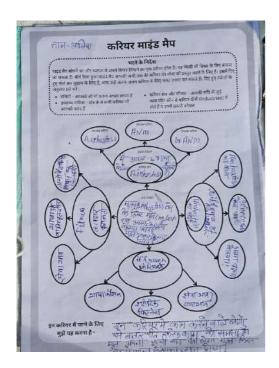


I was confused about which stream to choose since I wasn't very interested in Math or Science. I was thinking of choosing Arts but wasn't sure if it would allow me to join the defense field. After reading the career cards, I got clarity and now feel confident about my stream and career choice.

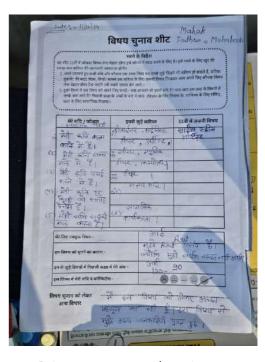
ENABLER-REFLECTION TOOLS

Grade 9-10

Students in class 9&10 filled Mind map and Stream selection Worksheet respectively to reflect on their learning



Mind Map



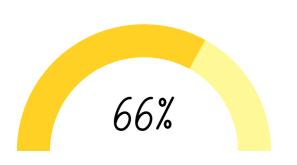
Stream selection Worksheet



of students reported to recieve the following help through these tools -



- Career Awareness
- **Further Steps**
- Self- Awareness
- Stream Selection



Students filled the worksheets in their class



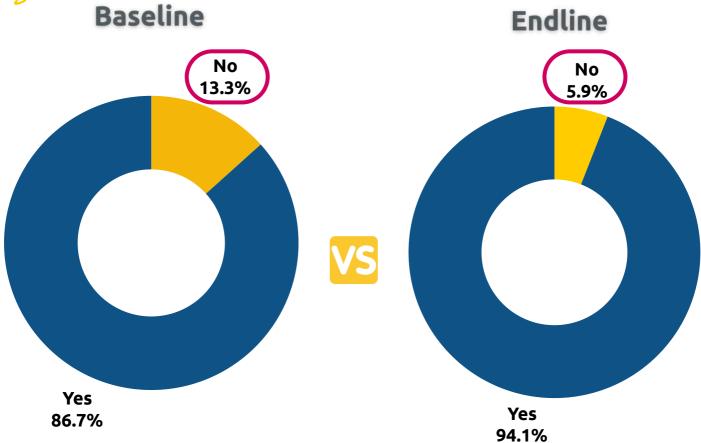
IMPACT - CAREER CHOICE

Grade 11-12

The primary focus of grades 11-12 was to encourage students to start making informed career choices, and the shift in the data indicates a positive shift in their career decision-making process from BL to EL.



We asked students if they have made a career choice:





of students felt that careershala helped them in making a choice. This is how they articulated the support -

🗼 Career awareness

Clarity about their career path

Boosting confidence and motivation

motivation

Improving decision-making abilities

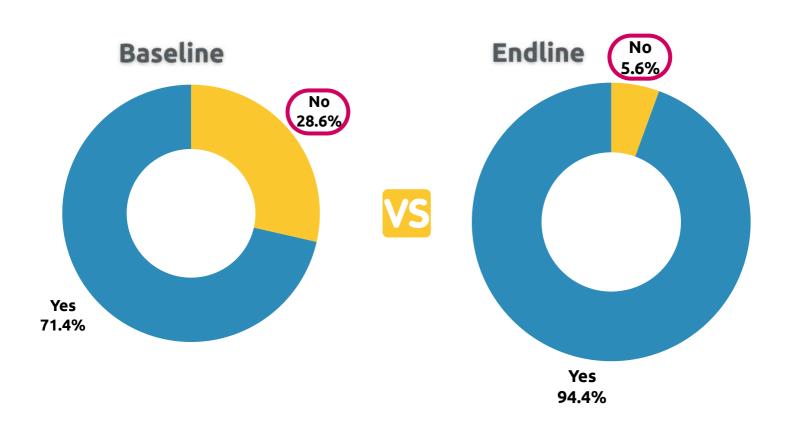
Enhancing self-awareness

IMPACT-SKILL IDENTIFICATION



Grade 11

Students were asked to select two skills they believe they possess. A positive shift has been seen in Endline of students who were aware about their skills



They were also asked to reflect and shared real-life examples backing their skills:

One student shared,

Tab maine ek event mein JCB ka working model banaya tha aur vigyan competition mein present kiya, tab mujhe laga ki main ek creative insaan hoon jise technical cheezon mein gehri ruchi hai aur main usse asaani se kr leta hun.



Another student shared,

10th class mein mera dost fail ho gaya tha aur woh apne aap mein ummid kho chuka tha, phir maine usse samjhaya ki yeh zindagi ka ek padav hai, aur usse motivate kiya ki padhai shuru kare. Maine uski madad ki aur usse wapas padhne ke liye prerit kiya. This student reflected on his relationship building and leadership skills and wants to become a teacher.



IMPACT-SKILL IDENTIFICATION

Grade 11

Students were asked to select two skills they have and then write careers related to those skills in both Baseline and Endline. The data shows a significant shift in students' ability to link skills with careers (name atleast 1 skill related career)-





1c. गहराई से सोचें, आपमें कौनसे कौशत हैं? मुख्य 2 कौशत चुनें।	Skill related careers			
संबंध कौशल: दूसरों के साथ अच्छे रिश्ते बनाना, मदद करना, बातचीत करना प्रबंधन/लीडरशिप कौशल: दूसरों को मार्गदर्शन देना, लोगों को एक साथ लेकर चलना	Police	Advocate	Doctor	Teacher
रचनात्मक/क्रिएटिव कौशल: नए और आकर्षक विचारों को बनाना और प्रस्तुत करना संबंध कौशल: दूसरों के साथ अच्छे रिश्ते बनाना, मदद करना, बातचीत करना	Business	Teacher	Police	0.00
रचनात्मक/क्रिएटिव कौशल: नए और आकर्षक विचारों को बनाना और प्रस्तुत करना संबंध कौशल: दूसरों के साथ अच्छे रिश्ते बनाना, मदद करना, बातचीत करना	Makeup Artist	Doctor	Teacher	Tourist Guide
संचार/कम्युनिकेशन कौशल: अच्छे से बोलना, लिखना, सुनना तार्किक/समाधान कौशल: समस्याओं को हल करना	Business	Teacher	Job	Police
संबंध कौशल: दूसरों के साथ अच्छे रिश्ते बनाना, मदद करना, बातचीत करना संचार/कम्युनिकेशन कौशल: अच्छे से बोलना, लिखना, सुनना	Doctor	Nurse	Pharmacy	Biology Teacl
संबंध कौशल: दूसरों के साथ अच्छे रिश्ते बनाना, मदद करना, बातचीत करना रचनात्मक/क्रिएटिव कौशल: नए और आकर्षक विचारों को बनाना और प्रस्तुत करना	Beauty Parlour	Police	Doctor	Painter
संबंध कौशल: दूसरों के साथ अच्छे रिश्ते बनाना, मदद करना, बातचीत करना तार्किक/समाधान कौशल: समस्याओं को हल करना	Motivator	IAS Officer	Teacher	Judge
संबंध कौशल: दूसरों के साथ अच्छे रिश्ते बनाना, मदद करना, बातचीत करना संचार/कम्यनिकेशन कौशल: अच्छे से बोलना. लिखना. सनना	Makeup Artist	Tuition Teacher	Teacher	Doctor

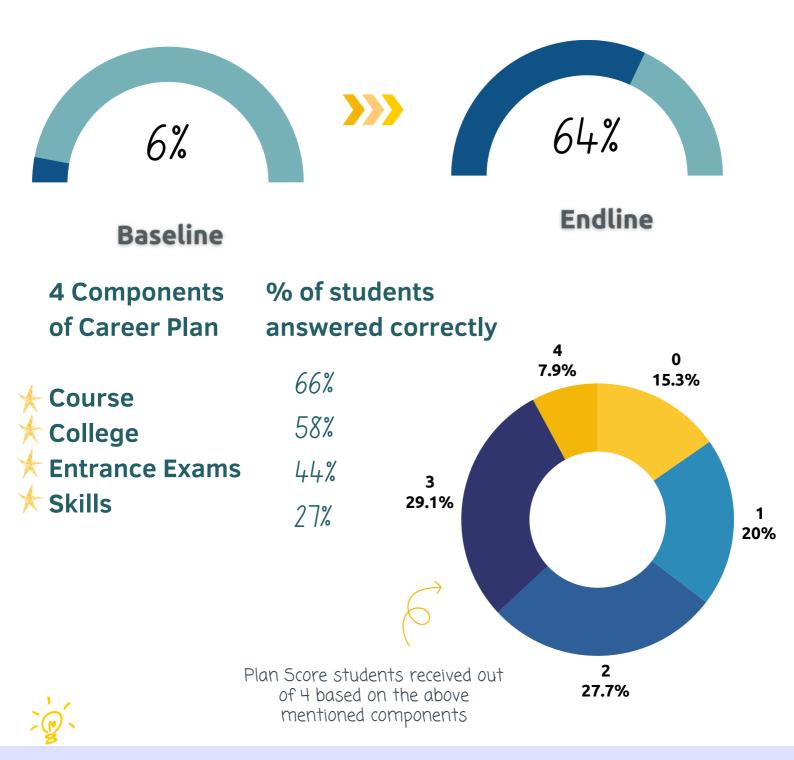




IMPACT - CAREER PLAN



The career plan awareness increased notably from BL to EL, with 64% of students being aware of 2 + components of the career plan out of 4 main components (college, course, entrances and skills)

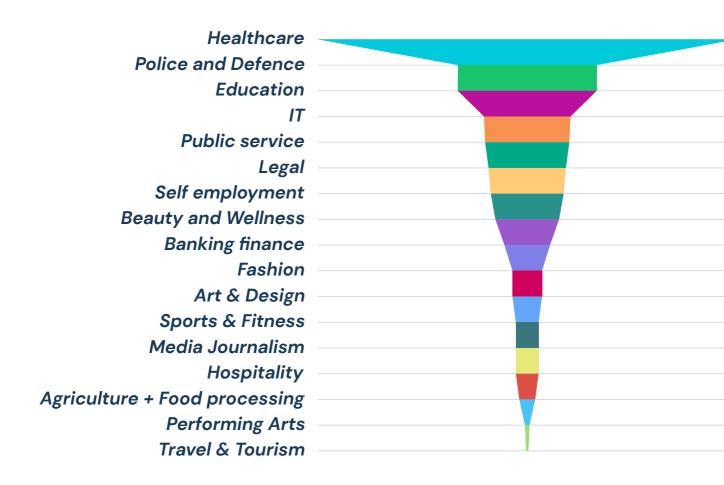


^{**}Students from Roorkee block scoring 3+ (which is 70%) outperformed the average score of students from all other blocks, which stands at 36%.

IMPACT - CAREER PLAN

Grade 12

Career Choice - Industry level Trend



Industry choice by Class 12 students.

Second Career Choice



Students of *Class 12 have*identified a second career choice
in case their first choice doesn't
work out

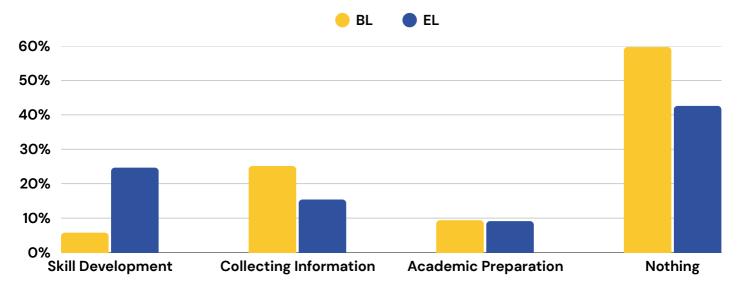


CAREER RELATED ACTIONS

Grade 11-12



Student in class 11 & 12 are taking actions in the form of collecting information, developing skills or academic preparations





Career Choice	8D. अपने चुने हुए करियर तक पहुचने के लिए आप अभी क्या तैयारी कर रहे हैं?
UPSC	General knowledge ke question ki preparation
	NCERT book read,
UPSC, Police	Current question, maths and class 6 and 12th ncert book read
Lawyer	12th mein 70% lana fir CLAT ka paper pass krna
Bank manager	Abhi toh 12th class padhne ke saath computer course Sikh rahi hu
Doctor	NEET ki taiyari
	Beautician: mein yah course sikh rahi hun
Beautician, teacher, lawyer	Teacher: Main apne ghar pr bacchon ko tution padha rahi hun

During the FGD conducted in Nagla Salaroo School, Roorkee, students shared about the career related action they are taking like:

focusing on their diet, staying fit by running & going to gym, selling their handmade products to nearby people, learning from their neighbor how to run the tailor shop Practicing their skills like mehndi and hairstyling on family.

ROLE MODEL INTERACTIONS

Here are few good examples of Role Models invited:



Role Model
Interactions Done

Ravi Dutt: Former District School Coordinator

Vinod Kumar: Railway Technician

Seema Arya: Police Inspector

눚 Sanjay Singh: Subedar

Sunny Kumar: BSc Agriculture

Anshul Chaudhary: Lawyer

🌟 Mamta: NGO worker

Dhirendra Vashisht: Ayurvedic Doctor

🗶 Dr Manjul Dhiman: Professor

🖊 Gauri Sharma: Kathak Dancer

KK Gupta: Chief Education Officer



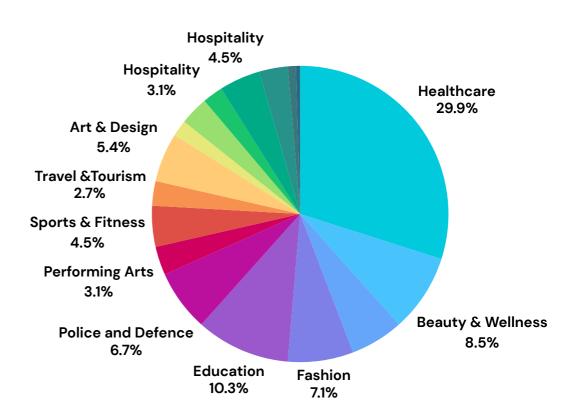
Different Role Models interacting with students



STUDENT CAREER SHOWCASES .



Schools did showcase





Glimpses of Student Career Showcase

















STUDENT VOICES

Careershala sessions ki madad se mujhe pata chala ki khud ka business karne ke liye investment kaise karte hain, ek shop kaise start ki ja sakti hai, aur customers ko attend kaise karte hain. Mere cousin bhai ki ek clothing shop hai, jahan main free time mein jaakar kaam seekhta hoon aur samajhta hoon ki yeh sab kaise hota hai. Mujhe ab apne next steps clear hain aur main apne goal ko achieve karne ke liye aur bhi ready feel kar raha hoon."

Ajeem - Grade 9 Student, GHSS Liberheri

Per I have always been inclined towards skill-based careers, but I wasn't sure how to pursue them. Through the sessions, I learned that I can turn my skills—like Mehendi design, stitching clothes, and cooking—into real career opportunities. During the showcase, I felt a newfound confidence. Talking about my family, I shared, 'Mere ghar me sab kahte hain, kya kar logi turn ye Mehendi laga ke, kapde sil ke, kuchh nahi kar paogi. Lekin mujhe ab vishwas ho raha hai ki main bhi apni in kaamon ki wajah se sach me kuchh kar paungi.' This realization was emotional for me, and it was a truly overwhelming moment.

Saniya Grade – 11 Student, National Kanya Inter College, Khanpur

TEACHER VOICES

Peel confident in facilitating the CareerShala classes. This program has provided me with clarity about many career options and opportunities available for my students. I noticed that in the interior areas, students were only aware of traditional careers (Mukhya Careers), but now they are being exposed to a wide range of career paths. The role model activity has been particularly motivating for them. This program is helping them believe that they can achieve something and make progress in their careers."

Swarnlata Manju- Teacher Shiksha Sadan Intercollege Mahawar Kalan, Roorkee

Pefore the program, students were passive, but now they are actively thinking about their careers and exploring opportunities. They ask career-related questions, like a teacher's journey or courses to become a teacher. The program has increased my confidence in supporting students' careers. It's been positive to link studies with CareerShala, especially with stream choice clarity for 10th graders. The training was helpful, providing updates from different schools, and I enjoyed the chance to share experiences.

Shweta Sehgal Rajkiye Uchtar Madhyamik Vidhyala Nagla Salaroo, Narsan

आर्य इंटर कॉलेज में आयोजित किया गया रोल मॉडल संवाद

हरिद्वार (बद्री विशाल)। आर्य इंटर कॉलेज बहादरबाद में रोल मॉडल संवाद करवाया गया। आर्य इंटर कॉलेज बहादराबाद के प्रिंसिपल राज्द्र कुमार द्वारा अमेरिकन इंस्टीट्यूट के ओनर नितिन शर्मा को विद्योर्थियों से वार्ता हेत् आमंत्रित किया गया था। नितिन शर्मा ने अपने छात्र जीवन, कठिनाइयों, सफ्लुताओं के बारे में बातचीत की, उन्होंने कहा कि छात्रों को अपना एक करियर गोल अवश्य बना लेना चाहिए, और उसपे मेहनत करके आगे बढना चाहिए। सभी विद्यार्थियों के लिएं आवश्यक है कि वे स्वयं की पसंद के अनुसार ही काम का चुनाव करें। विद्यार्थियों ने नितिन शर्मा से एग्जाम के डर को कैसे दूर करें, पढाई में मन कैसे लगाएं, माता पिता से करियर के बारे में कैसे बात करें, जैसे बहुत सारे सवाल पूछे।करियर सपोर्ट प्रोग्राम करियरशाला के अंतर्गत हरिद्वार जनपद में विद्यार्थियों को कक्षा 9 से ही उनके करियर के लिए जागरूक किया जा रहा है तथा दुनिया में उपस्थित अनेक अवसरों से अवगत कराया जा रहा है।

विद्यार्थियों को करियर के प्रति शुरू से ही रहना चाहिए गंभीर



करियर का चुनाव और उससे जुड़ी बातचीत सभी विद्यार्थियों के लिए एक व्यक्तिगत विषय होता है। उक्त विचार नेशनल कन्या इंटर कालेज, खानपुर के प्रबंधक डॉ. घन्यश्याम गप्ता ने "करियर शाला" का उदघाटन करते हुएँ व्यक्त किये। उन्होंने कहा कि छात्रों के मन में करियर से संबंधित अनेक भावनाएं, मान्वताएं, भ्रातियां, महत्वाकांक्षाएं एवं सवाल होते हैं। "करिवर शाला" विद्यार्थियों के बेहतर भविष्य के लिए उपयोगी सिद्ध हो रहे हैं। प्रधानाचार्यं बलराम गुप्ता ने बताया कि स्कूली शिक्षा के दौरान शिक्षा विभाग एवं अलोहोमोरा एजुकेशन फाउंडेशन नई दिल्ली के सहयोग से 'करियर शाला'' कार्यक्रम विधालय की गृह विज्ञान प्रवक्ता मीन यादव व विज्ञान अध्यापिका नूतन के मार्ग दर्शन में सुचारू रूप से गतिमान है। विद्यार्थियों ने कार्यशाला में अपनी-अपनी रूचियों एवं कौशलों की पहचान कर अपने

कैरियर सम्बंधित विचारों का एक माइंड मैप चार्ट पेपर के माध्यम से तैयार किया है। कार्यक्रम को सफल बनाने संबंधित स्टेप-सोचना शुरू करो, खुल के सोचो, खुद को पहचानो, करो जीत की तैयारी, अपनी राह चुनो आदि पर कैरियर शाला मैनेजर मुजतवा एवं प्रोजेक्ट मैनेजर श्वेता सिंह व उनकी परी टीम का महत्वपूर्ण योगदान रहा है। सानिया, मानसी, रविता, आशु, पारूल, अरिता, प्रियांशी, प्रीति, मुस्कान, विशाखा, दीपाली, खुशी, रितिका, ईंशा, शिवानी, अलका, प्रियँका, भावना, सुहानी, आशा, व राजिया द्वारा मेहंदी, नेल आर्ट्स हेयर स्टाईल मैकअप किंग डाइटिशीयन, सिलाई, फैशन डिजाइनर, सेल्फ डिफेन्स संबंधित स्टॉल लगाये गये। इस अवसर पर तरूणा, स्वाति, विपाशा, अंजली कामिनी, दिपांशी, आंचल, खुशी, बुशरा, वैष्णवी, वॉशका, चांदनी, स्वीटी, नीत, नीशा, आर्या, पलक, इंशिका, मानसी, आदि रहे।

भगवान शंकर इंटर कॉलेज में कैरियर शाला मंच का आयोजन

रुड़की बद्री विशाल। छात्रों को अपनी रुचि व क्षमताओं ने छात्रों को अपने भविष्य के सोमवार को भगवान शंकर इंटर के अनुसार विषय कैरियर का कॉलेज त्गलप्र खानप्र में चुनाव करने के लिए प्रेरित किया



कॅरियर शाला मंच का आयोजन सरस्वती वंदना व स्वागत गीत किया गया। जिसमें सभी छात्र-छात्राओं ने बढ् चढ्कर हिस्सा लिया। इस आयोजन में कैरियर शाला हरिद्वार जिले की मैनेजर श्वेता व प्रशांत विजिट पर आए। श्वेता मैडम ने सभी

और सभी छात्रों द्वारा बनाए गए स्टॉल पर जाकर छात्र-छात्राओं से अपनी रुचि व क्षमताओं के अनुसार किए गए कैरियर कार्यशाला मंच पर बातचीत की। विद्यालय छात्राओं द्वारा

की प्रस्तुति की गई। विभिन्न क्षेत्रों से संबंधित स्टाल छात्रों द्वारा लगाए गए, जिनका अवलोकन भी श्वेता मैडल द्वारा किया गया। वहीं विद्यालय के प्रधानाचार्य अनिल कमार शर्मा प्रति जागरूक रहने व विभिन्न कैरियर संबंधी सही चुनाव के विषय में बताया। विद्यालय में नीरज कुमार प्रवक्ता गणित ने कक्षा-11 व 12 के छात्रों का कैरियर मार्गदर्शन किया तथा सुमित पंवार ने कक्षा-9वी, 10वीं र्के छात्रों को करियर संबंधी जानकारी दी तथा नीरज कुमार ने विद्यालय में कैरियर संबंधी पेटिका का आयोजन किया। इस अवसर पर विद्यालय का समस्त स्टाफ विमलेश कुमार शास्त्री, विकास, जितेंद्र, मर्नोज, आलोक, श्रीमती विजेता, कुलबीर, अशोक आदि मौजुदँरहे। उक्त कार्यशाला में छात्र-छात्राओं ने बढ-चढकर हिस्सा लिया।

आर्य इंटर कॉलेज में आयोजित किया गया रोल मॉडल संवाद



हरिद्वार। आर्थ इंटर कलिंज दरकद में रोल मॉडल संवाद करवाय गया । आर्थ एंटर कॉलेज बहादराबाट के प्रिंसिपल राजेंद्र कुमार द्वारा अमेरिकन इंस्टोट्यूट के ओनर नितिन शर्मा को विद्यार्थियों से वार्ता हेतु आमंत्रित किया यदा था। नितिन शर्मा ने अपने छात्र जीवन, कठिनाइयों, सफलताओं के बारे में बातचीत की, उन्होंने कहा कि छात्रों को अपना एक करियर गोल अवश्य बना लेना चाडिए, और उसपे मेहनत करके आगे बदना चाहिए। सभी विद्यार्थियों के

लिए आक्श्यक है कि वे स्वयं की पसंद के अनुसार ही काम का चुनाव करें। विद्यार्थियों ने नितिन शर्मा से प्रण्डाम के हर को कैसे दूर करें, पहुर्द में मन कैसे लगार्ग माल पिल में करिया के की में कैसे बात करें, जैसे बहुत सारे सवाल पुछे। करियर सपोर्ट प्रोग्राम करियरशाल के अंतर्गत हरिद्वार जनपट में विद्यार्थियों को कथा ० से ही उनके करियर के लिए ागरूक किया जा रहा है तथा दुनिया में उपस्थित अनेक अवसरों से अवगत

वों तक आते आते एक सही निर्णय शे सकें। करियरशाला का उद्देश्य है कि विकासी अपने प्रतिपत का निर्माण आपने रुचि और कौशल के आधार पर लें। यह करपंज्ञम जिला शिक्षा प्रशासन और यलोडोमोरा एजकंशन फाउंडेशन के रोल मॉडल कार्यक्रम करियरशाल शिक्षक, दरिन्दर कीर तथा संशोल कमार द्वारा आयोजित करवाया गया तथ करियरशाला टीम के सदस्य पीटनी. सनीता और स्थेता उपस्थित रहे ।



Glimpses from media coverage

छात्राओं को करियर का चुनाव करने की बारीकियां बताईं

लक्सर, संवाददाता। खानपुर के नेशनल कन्या इंटर कॉलेज में शुक्रवार को छात्राओं के लिए एक ु दिवसीय करियर काउंसलिंग कार्यशाला आयोजित की गई। कार्यशाला में छात्राओं को भविष्य में सही करियर का चुनाव करने से संबंधित बारीकियाँ समझाई।

शुक्रवार को प्रबंधक डॉ. घनश्याम गुप्ता ने शिक्षा विभाग एवं अलोहोमोरा एजुकेशन फाउंडेशन नई दिल्ली के सहयोग से आयोजित करियर काउंसलिंग कार्यशाला की शुरुआत की। उन्होंने कहा कि पढ़ाई बाद करियर का सही चयन बहुत

महत्वपूर्ण जिम्मेदारी है। इसमें जरा सी भूल का असर पूरे भविष्य पर पड़ता है। कार्यशाला की प्रोजेक्ट मैनेजर मुजतबा ने कहा कि करियर चुनते समय हमें दो चीजों पर फोकस रखना होगा। पहली कि हमारी ज्यादा रूचि किस चीज में है और दूसरा कि हमारा सबसे बेहतर प्रदर्शन किस क्षेत्र में रहा है। प्रोजेक्ट मैनेजर श्वेता सिंह ने बताया कि करियर का चयन करने से पहने हमें अपने सीनियर के अनुभव जरूर सुनने चाहिए। इससे पता चलेगा कि किस क्षेत्र में जाने के लिए कौन सा रास्ता सही है। . नाचार्य बलराम गुप्ता ने कहा वि

करियर का मतलब सिर्फ पैसा कमाने से नहीं है। हमें यह भी देखना है वि इसमें अपने घर, परिवार, समाज और देश के लिए हम क्या कर रहे हैं। प्रवक्ता मीनू यादव ने बच्चों को कौशल में वृद्धि करने के तरीके

कार्यशाला में तरूणा, स्वाति, कावशाला में तरूणा, स्वात, विपाशा, अंजली, कामिनी, दिपांशी, आंचल, खुशी, बुशरा, वैष्णवी, वंशिका, चांदनी, स्वीटी, नीत्, नीशा आर्या, पलक, इंशिका, मानसी, निधि, साक्षी, नीलम, कशिश, खुशी खटाना, अवनी, आरज् और करूणा ने प्रशिक्षण लिया।



शामिल छात्राएं। • हिन्दुस्तान

LEARNING

The students have provided valuable feedback on how to improve the CareerShala program. Their suggestions are grouped into the following broad categories:

- **Expansion to More Schools:** Students expressed the need for the program to be implemented in a larger number of schools to reach a wider audience and benefit more students.
- Skill-Specific Sessions: There is a demand for specialized sessions covering various skills, including computer literacy, singing, dancing, fitness, trading, time management, stress management, and online business. This would help students explore diverse career avenues.
- ★ Community Sessions on Career Awareness: Students suggested organizing community sessions that focus on career awareness, which would give them a better understanding of different career paths and opportunities available.
- ★ Direct Online Access for Students: Students highlighted the importance of having online portals or apps that provide direct access to resolve career-related queries, share information, and explore international opportunities.





MHOW, MADHYA PRADESH

ABOUT PROGRAM

collaboration where Careershala would be executed in 3 districts - Bhopal, Indore and Dewas. However, this year due to administrative challenges, the program could only get piloted in 1 block of Indore: Mhow. The program was shortened with awareness and planning in focus to accustom with delayed timelines.



No of Schools	19	Teachers nominated for program	49	Students reached
Principals oriented	19	Teachers onboarded	45	7000



teachers across grades conducted 3+ (out of 4) Careershala sessions in their classes

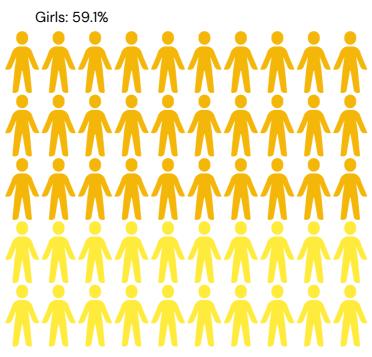


Schools conducted atleast 1 session



Schools organized annual Showcases

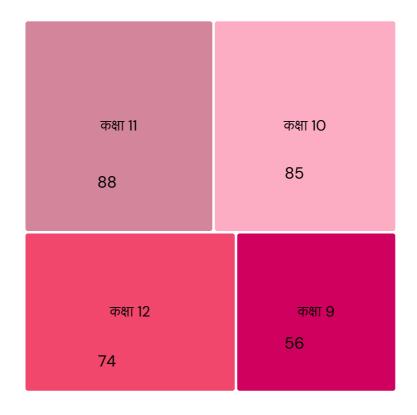
STUDENT PROFILE



Boys: 40.5%

Gender wise

Students spread across gender, grade and blocks with whom the endline assessment was administered



Grade wise

PROGRAM FEELINGS - STUDENTS.



INSIGHT: Students are able to articulate their feelings about making a career choice more clearly.

Baseline VS Endline

Reflecting **Excited** Informed Kaamvabi Quiet

Maine jab se careershala mei bhaag lia hai, mjhe bohit saare naye careers jaise doctor, fashion artist, aur business ke baare mein pata chla saath hi in mei aage bhadne ke liye bhi ideas mile.

-Class 10 student, GHSS Hasalpur



PROGRAM FEELINGS - TEACHERS

Teacher feeling about the program



Yeh program vidyarthiyon ke liye atyant labhdayak aur ruchiakar sabit hua. Iss program ke dauraan vidyarthiyon ne naye rojgar ke avsar aur apne bhavishya ki manzil tak pahuchne ke aasaan raaston ko jaana. Alohomora team ne is program ke sanchalan mein poori tarah se margdarshan aur sahyog pradan kiya.



of teachers feel that they have understood the program, received support for its implementation, and feel confident in executing it in the classroom.

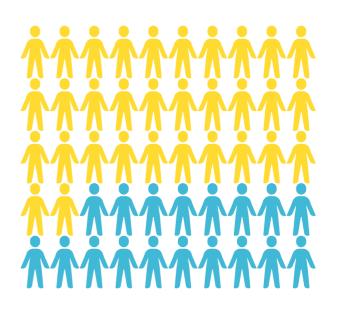
IMPACT - CONFIDENCE



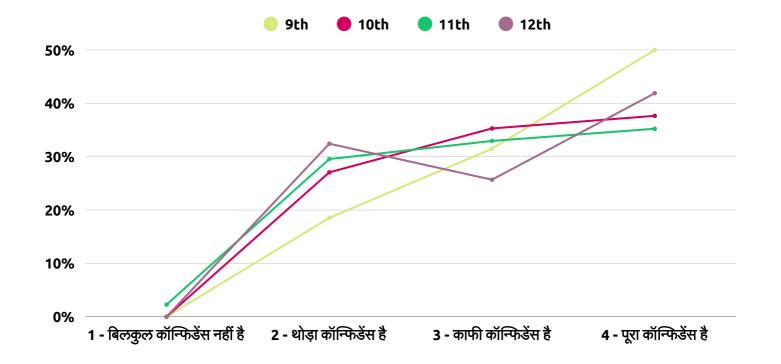
Students were asked how confident they feel in making a career choice for themselves -



64% of class 9–12 students
feel confident in making a
career choice and having
career related conversations



The confidence spectrum shows a mostly uniform distribution across grades. However, 9th grade students report the highest confidence in their career choices, with 50% feeling fully confident.



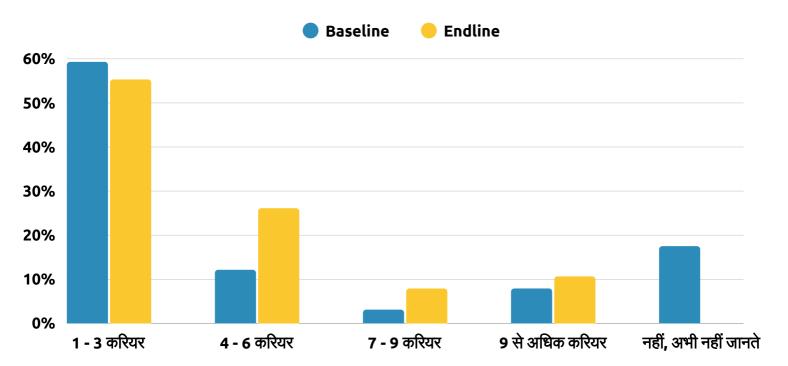
IMPACT - CAREER AWARENESS

Grade 9-12

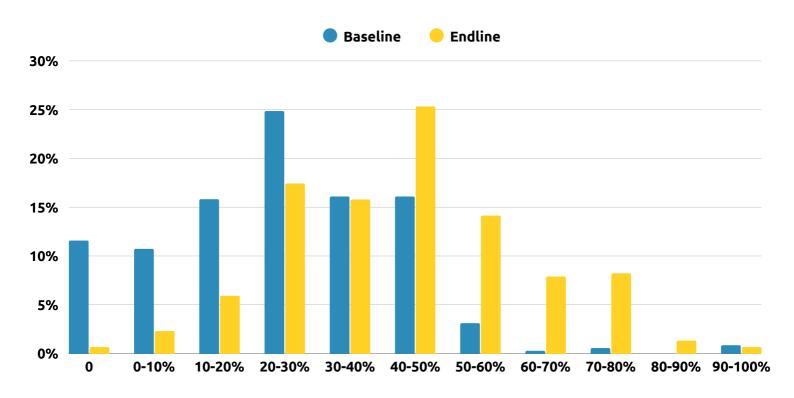
Career awareness of students has increased, and they are able to articulate a diverse range of careers.

This is getting reflected in the graphs below, where first is a shift in self-reported number of careers and second graph reflects an improvement in students score in a career awareness test.

No. of Careers known



Career Awareness Score



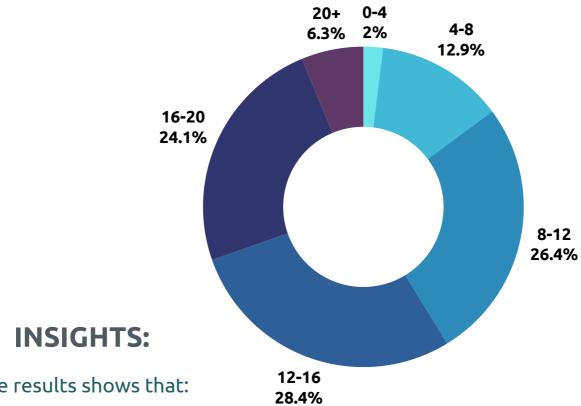
IMPACT - CAREER AWARENES



Students can name

Grade 9-12

Students of 9th and 10th grades were asked to name careers across different categories like art, sports, healthcare, traditional and new age. Here is the score of their responses:



- The results shows that:
 - Traditional and Kala categories were the most explored, with the highest scores, indicating strong awareness.
 - New Age careers, such as YouTuber, Vlogger, and Gamer, were particularly popular, reflecting the growing interest in digital and online professions.
 - However, Sports saw the least awareness, with students mainly identifying careers like player and coach, highlighting limited awareness in this category."



IMPACT - CAREER AWARENESS

Grade 9-12

Career Names

Top 3 Traditional
Careers mentioned:
Police Officer
Doctor



Top 3 Non - Traditional Careers mentioned: Fashion Designer



Engineer

Entrepreneurship

Unique Careers Mentioned



Al Specialist	Cloth Designer	Freelancer	Organic Farmer	Builder	
Ayurvedic Doctor	Coach	Furniture Designer	Pot Designer	Embroidery Artist	
Asha Worker	Comedian	Gamer	Sailor	Cameraman	
Author	Counselor	Gym Trainer	Weaver	Forensic Expert	
Artisan	Entrepreneur	Hair Stylist	Musician	Blogger	
Bank Manager	Dairy Farmer	Influencer	Nail Artist	Drone Operator	
Cybersecurity Expert	MRI Machine Operator	Jewelry Designer	Trader	Boutique Owner	
Beautician	Dietitian	Dancer	Vlogger	Dubbing Artist	

IMPACT-STREAM SELECTION

Grade 10

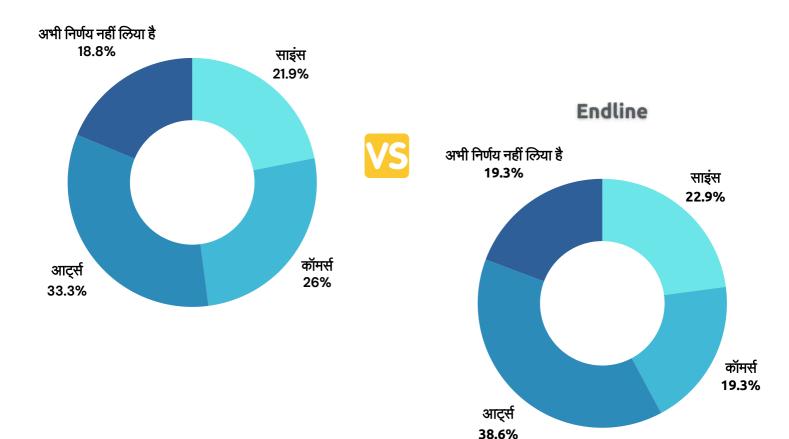




of 10th-graders chose & supported their stream choice with valid reasons

Students were asked about the stream they want to select in grade 11th. Here's the shift from baseline to endline of all the valid responses (stream choice supported with reason) -

Baseline

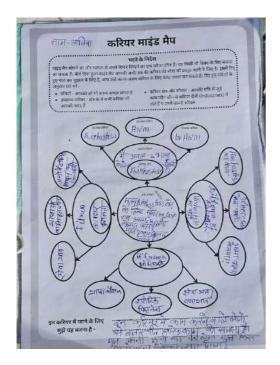




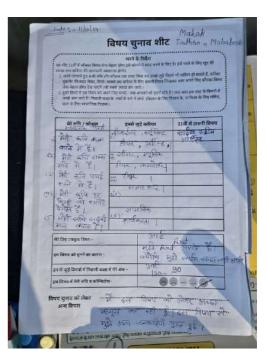
ENABLER-REFLECTION TOOLS

Grade 9-10

Students in class 9&10 filled Mind map and Stream selection Worksheet respectively to reflect on their learning



Mind Map



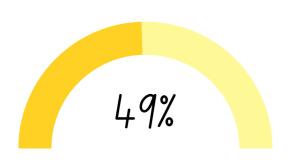
Stream selection Worksheet



of students reported to recieve the following help through these tools -



- Career Awareness
- **Further Steps**
- Self- Awareness
- Stream Selection



Students filled the worksheets in their class



IMPACT - CAREER CHOICE

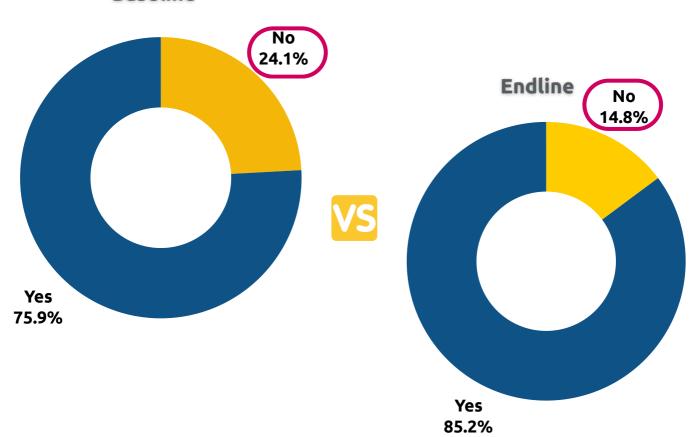
Grade 11-12

The primary focus of grades 11–12 was to encourage students to start making informed career choices, and the shift in the data indicates a positive shift in their career decision–making process from BL to EL.



9% more number of students shared at the end of the program that they have made a career choice for themselves.







of students received help from the CareerShala program in selecting their career. The *program supported* students in several key areas:

Career awareness

Clarity about their career path

Boosting confidence and

motivation

Improving decision-making abilities

Enhancing self-awareness

IMPACT - CAREER PLAN

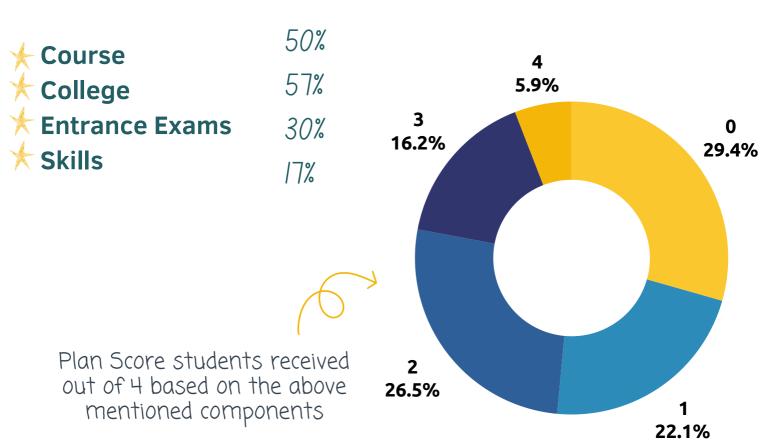


Grade 12

The career plan awareness increased notably from BL to EL, with 48% of students being aware of 2+ components of the career plan out of 4 main components (college, course, entrances and skills)



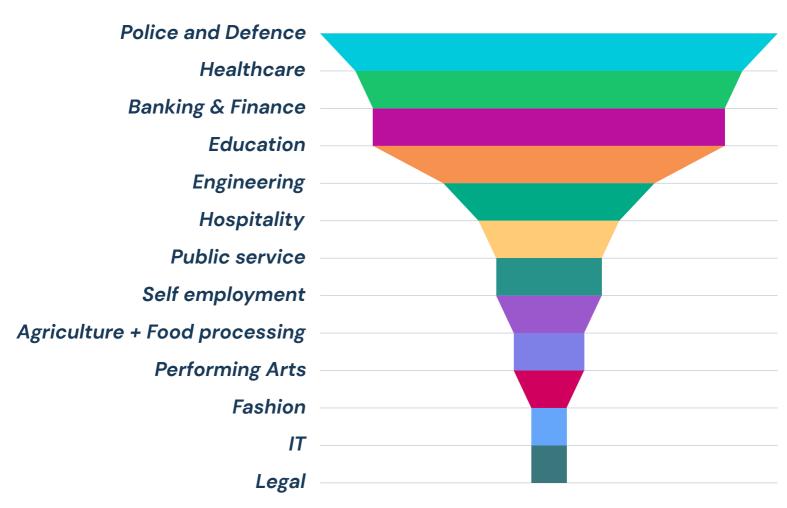
4 Components % of students of Career Plan answered correctly



IMPACT - CAREER PLAN

Grade 12

Career Choice - Industry level Trend (Class 12)



Industry choice by Class 12 students.

Second Career Choice



Students of *Class 12 have identified a*second career choice in case their

first choice doesn't work out



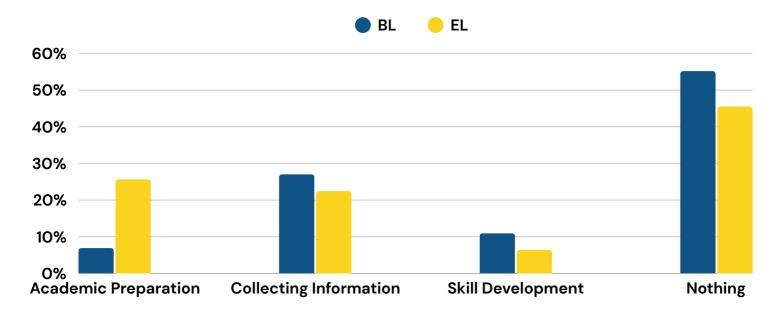
CAREER RELATED ACTIONS

Grade 11-12



Student in class 11 & 12 are taking actions in the form of collecting information, developing skills or academic preparations

Type of actions taken





15. स्कूल के बाद आप किन करियर में जाने का सोच रहे हैं?	21. अपने चुने हुए करियर तक पहुंचने के लिए आप अभी क्या तैयारी कर रहे हैं?		
IPS	General Knowledge padhna		
Farming	Practice and improvement		
Event Manager, Lab Technician, Trader	Internet se jankaari lena/ Teachers se poochna		
Doctor	Neet ki taiyaari		
Police, Teacher	padhai, jankaari prapt kar rahi hu		
Police	career ke baare me sochna aur career ki taiyaari karna		



Suggestions from Students to Enhance the Program

The students have provided valuable feedback on how to improve the CareerShala program:

A recurring suggestion is to increase the number of sessions and make them more frequent

Many students have highlighted the need for more subject-specific information and career options.

Several suggestions emphasize the potential for enhancing the program with the help of technology, particularly through online classes and using videos for career guidance.

Even if this pilot could get executed at a very small scale this year, but the teachers and students of MP showed high potential of learning, which was visible in their response during training and also in impact numbers. We hope to take this learning and impact to larger number of students in MP next year.



STUDENT CAREER SHOWCASES ;



Schools did showcase



Glimpses of Student Career Showcase



PROGRAM VOICES-STUDENT

Through CareerShala sessions she discovered her passion for the education sector and aspires to become a teacher. She actively reflected on her skills and strengths, recognizing how they could contribute to her journey as an educator. To further explore her vision, Harshada created a detailed chart outlining the changes she aims to bring to her future classroom and, eventually, to the broader education system



Harshada -Grade 11 Student GHSS Girls Mhowgown

Pe Arjun is an aspiring Kabaddi player, dreams of competing in the Pro Kabaddi League. He is deeply committed to his sport, practicing every day and participating in as many tournaments as possible to assess and improve his skills. Through CareerShala, Arjun has mapped out his journey from the school level to SGFI Nationals, understanding the steps required to reach higher levels of competition. Additionally, he recognizes the value of the certificates and achievements he earns along the way, as they will not only support his athletic career but also open opportunities for him in the fitness industry.



Arjun - Grade 12 student, CM Rise Mhow

PROGRAM VOICES-TEACHER

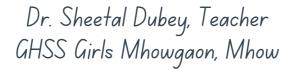
I conducted career guidance sessions for my students at the Govt. Hss Bhagora, and I am delighted with the positive impact of the CareerShala program. The program provided expert guidance, interactive tools, and personalized support, helping my students clarify their career goals and explore new opportunities.

Throughout the program, I observed a significant improvement in the student's confidence, motivation, and self-awareness. The consistent support and resources from the CareerShala team played a crucial role in the student's growth.

I sincerely thank CareerShala for their invaluable contribution in shaping the future of our students.

Rita Singh, Teacher GHSS Bhagora, Mhow Indore

Kaksha 9vi se 12vi tak ke vidyarthiyon ko career card, career manch aur anya gatividiyon ke madhyam se unke career vikalpon ki jaankari mili. Unhone vikalpon ko samjha aur sahi vikalp chune kar tayyari ki prakriya ko samjha. Worksheets, charcha aur shikshak-vidyarthi samvaad ne bachchon ko apni jigyasaon par vichar karne aur sahi disha mein sochne ka avsar diya. Program ne bachchon ki jigyasaon ko shaant karne aur sahi marg par prashnon ka uttar dena saral bana diya. Main team CareerShala ko is prayas ke liye dhanyavaad deti hoon, jisne bachchon ke liye naya drishtikon aur margdarshan diya.







NGO PARTNERSHIPS

INTRODUCTION

AEF, in its attempt to take the Careershala program to larger number of youth, collaborated with other non-profit organizations working in varied contexts.

This year different types of pilots were undertaken according to the contexts of the partner NGO.





Empowering tribal girls from KGBV schools

Pilot in 3 schools of Jind, Haryana



Uplifting families in rural Bihar from poverty through youth leaders

Career bootcamp for youth mobilizers



Enabling voice & choice for rural women in Bihar

Facilitator workshop round 1





Summer camp for school students



SWATALEEM JIND, HARYANA

AEF <> SWATALEEM

The Careershala pilot, in collaboration with Swa-Taleem, began in October 2024 with the training of 2 facilitators who implemented the program in 3 KGBV schools in Jind, where girls face significant challenges due to limited opportunities and support. Through structured career exploration, the program reached 150+ students across Grades 9 to 12, helping them make informed career choices.



No of Schools	Facilitators onboarded	Students reached		
3	2	200+		

8-9

Careershala sessions conducted in all grades across schools between November-January



Role Model Sessions conducted



Schools organized annual Showcases



"Mera vichar aapko block se lekar villege me har school me ye lecture hona chahiye pure bharat ke bache aage bad ske bina kisi confusion ke apna sapna pura kar ske"

99

Anjali - Class 10th Student KGBV, Safa Kheri



ine

IMPACT - CONFIDENCE

(NSIGHTS

In the **baseline**, most Grade 9-12 students showed **confidence** in making an informed career choice between **85% to 100%**, whereas after career exploration, in the **endline**, confidence levels ranged from **76% to 94%**, reflecting a more realistic self-assessment.

Baseline

85%-100%

VS

Endline

76%-94%



percentage range reflecting confidence showed by Grade 9-12 students towards making a career choice percentage range reflecting confidence showed by Grade 9-12 students towards making a career choice



"Mujhe mere career ke baare mein jaankari mili aur unko paane ka tarika bhi samajh aaya." 99

> Nidhi- Class 11th Student KGBV, Safa Kheri

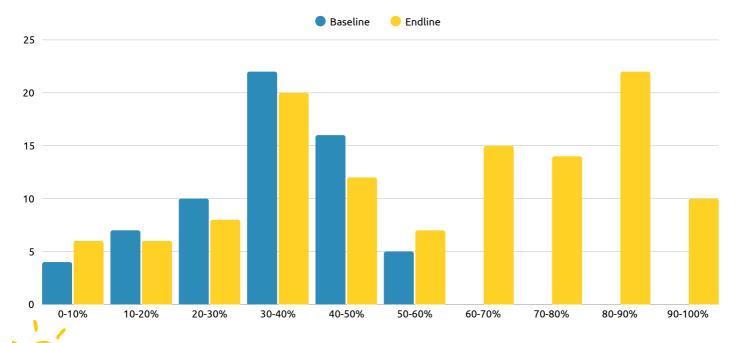


IMPACT - CAREER AWARENESS

INSIGHTS

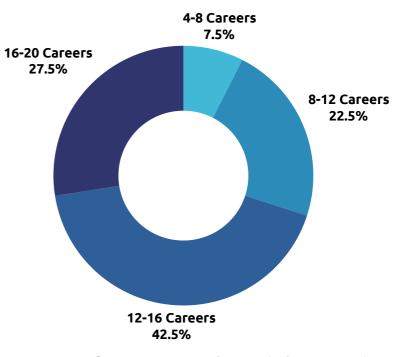
We asked students to name careers across different categories and scored their responses. The results show that:

Students are highly aware of traditional careers like police, teacher and doctor and creative careers but have low awareness of modern fields like IT, data science, digital marketing, UI/UX, and animation, highlighting a critical exposure gap.



Shift in students career awareness score from Baseline to Endline





No. of Careers students (Class 9-10) can articulate

IMPACT - CAREER AWARENESS

Careers mentioned by students



Top 3 Traditional Careers mentioned:

★ Doctor

Police Officer

Govt officer

Top 3 Non - Traditional Careers mentioned:

Tour Planner

★ Coach

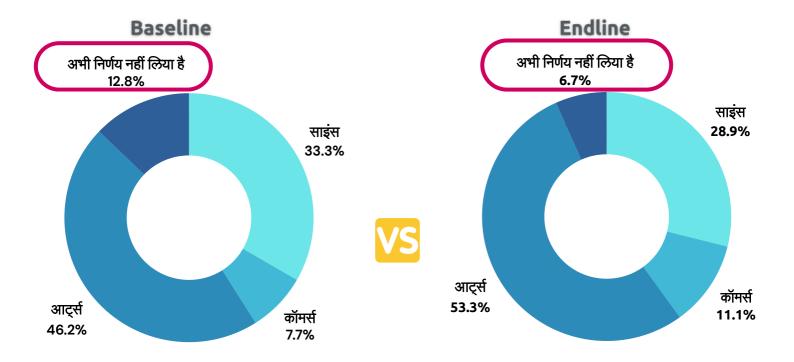
Developer



IMPACT-STREAM SELECTION



6.1% more students have chosen a subject stream for themselves



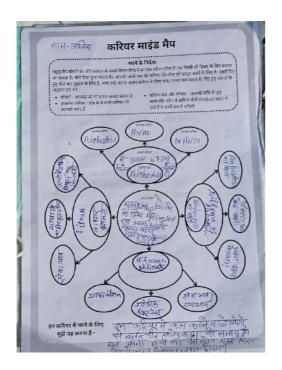


of 10th-graders could support their stream choice with valid reason like their interests, strengths, and future career aspirations, indicating they made informed decisions based on personal goals and career opportunities.

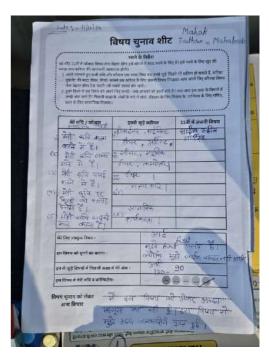


ENABLER: REFLECTION TOOLS

Students in class 9&10 filled Mind map and Stream selection Worksheet respectively to reflect on their learning



Mind Map



Stream selection Worksheet



of students reported to recieve the following help through these tools -



- Career Awareness
- **Further Steps**
- Self- Awareness
- Stream Selection



Students filled the worksheets in their class



IMPACT-SKILL IDENTIFICATION



Grade 11 Students were asked a question – "गहराई से सोचें, आपमें कौनसे कौशल हैं? मुख्य 2 कौशल चुनें।"

In baseline, **16/17 students** could identify their skills while in Endline, **17/21** students could identify skills that'll be useful for building a career.



students could also name at least \leq careers related to their skills

. 0) 3 .))	Teacher,			
संचार/कम्युनिकेशन कौशल: अच्छे से बोलना, लिखना, सुनना तार्किक/समाधान कौशल: समस्याओं को हल करना	pulice			
तार्किक/समाधान कोशल: समस्याओं को हल करना		Teacher	Police	Doctor
	"lps .			
संबंध कौशल: दूसरों के साथ अच्छे रिश्ते बनाना, मदद करना,	Lower			
बातचीत करना	.army ."	IPS	Lower Rank	Army
सिंबंध कौशल: दूसरों के साथ अच्छे रिश्ते बनाना, मदद करना,	"PT.	DI ' IT '		
बातूचीत करना ताकिक/समाधान कोशल: समस्याओं को हल करना संबंध	ITELS not	Physical Trainer	11 Specialist	Police
तााकक/समाधान काशल: समस्यां आ का हल करना सबध				
कौशल: दूसरों के साथ अच्छे रिश्ते बनाना, मदद करना,	Teacher			
बातचीत् केरना	Judge	Teacher	Judge	
संबंध कौशल: दूसरों के साथ अच्छे रिश्ते बनाना, मदद करना, बातचीत करना प्रबंधन/लीडरशिप कौशल: दूसरों को मार्गदर्शन	Doctors			
बातचीत करना प्रबंधन/लीडरशिप कोशल: दूसरों को मार्गदर्शन	IPS and			
देना, लोगों को एक साथ लेकर चलना	teachers	Doctor	IPS	Teacher
_	Single			
संबंध कौशल: दूसरों के साथ अच्छे रिश्ते बनाना, मदद करना, बातचीत करना प्रबंधन/लीडरशिप कौशल: दूसरों को मार्गदर्शन	doctor			
बातचीत् कुरना प्रबंधन/लीडरशिप कौशल: दूसरों को मार्गदर्शन	police			
देना, लोगों को एक साथ लेकर चलना	teacher	Doctor	Police	Teacher

Glimpses of few responses we received



Mujhe apni ruchi aur kaushalon ke baare mein aur clearity mili, jo pehle nahi thi.

— Swati Grover, Class 11 KGBV

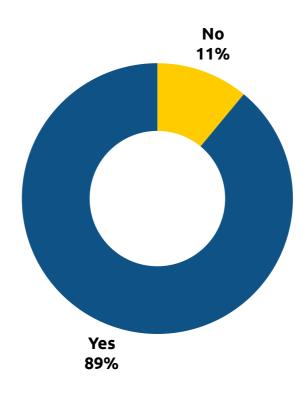


CAREER CHOICE





The EL reflects that at the end of the program, 89% of Class 11-12 students have made their choice, showing a positive outcome.



When asked if the program supported them in making a choice



of students received help from the CareerShala program in selecting their career. The *program supported* students in several key areas:

Career awareness

Clarity about their career path

Boosting confidence and motivation

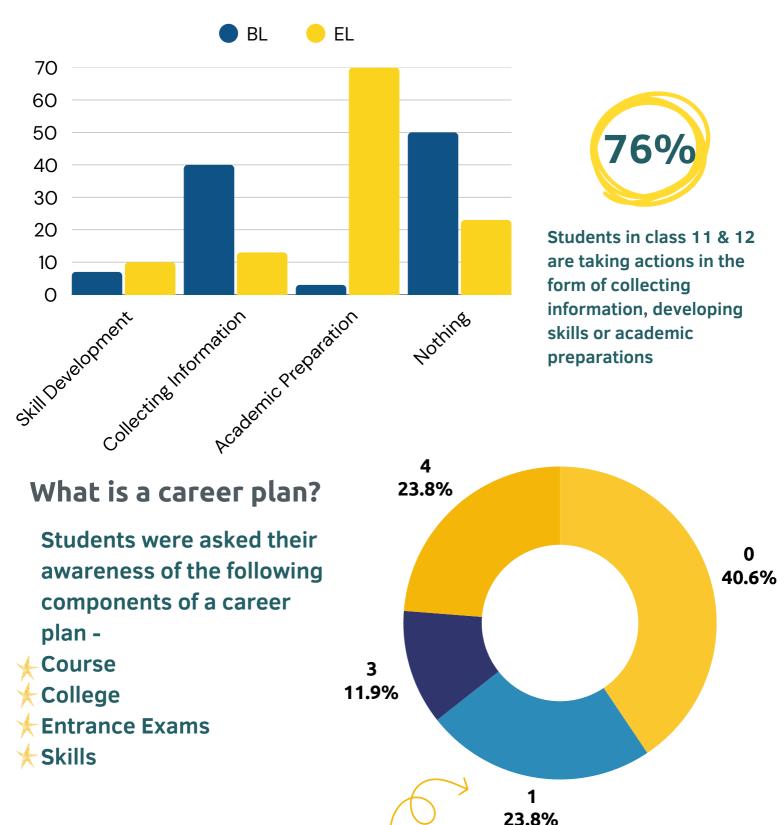
Improving decision-making abilities

Enhancing self-awareness

CAREER PLAN



Career Actions taken by class 11-12 students



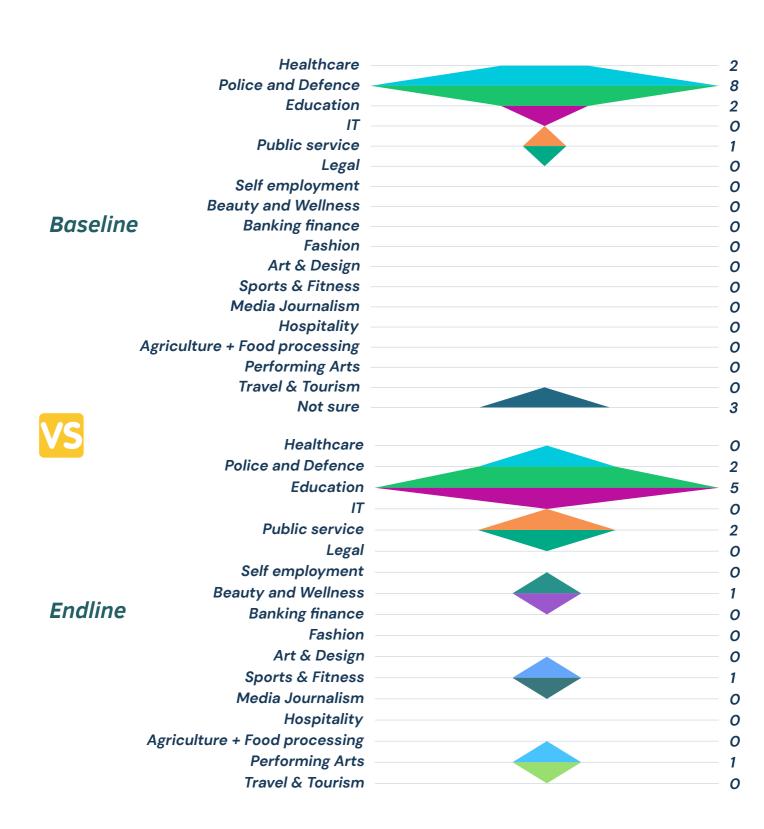
no of components students are aware of

On avg 57% students can name a course, entrance exam and skills, whereas only 30% could name colleges

CAREER PLAN

Industry level Trend (Class 12)

Student Interest in Police & Defence and Education remained strong, though slightly reduced by endline. While fewer students showed interest in Healthcare, new emerging interests were seen in Beauty & Wellness, Performing Arts, and Sports, indicating a diversification of career aspirations.



ROLE MODEL INTERACTIONS

Here are few good examples of Role Models invited:



Monika (school Head)

Mohit Kumar (Air Force)

Ramesh Chandra malik (school principal),

Suresh Kumar (school Incharge)



PP "Mujhe role model session bohot pasand aaya. Unke safar se seekhne ko mila ki mehnat aur lagan se sab possible hai."

> - Simran, Class 12 KGBV

Pe Role model ne jo apne sapno ke liye struggle kiya, usse mujhe bhi himmat mili apne career par dhyan dene ki.

> - Khushboo Tanwer, Class 11 KGBV

Different Role Models interacting with students







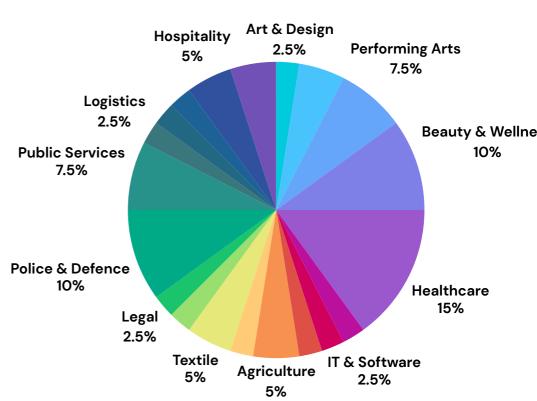




STUDENT CAREER SHOWCASES



Schools did showcase



Career Manch ne mujhe naye career options ke baare mein sochne ka moka diya.

> – Renuka Mehra, Class 12, KGBV



Glimpses of Vidyaarthi Career Manch









FACILITATOR EXPERIENCE





The Kal Ke Kirane program empowered students with various skills and career awareness, helping them develop an independent perspective on their future. Initially, my question was—what happens after providing the critical skills? Career awareness filled this gap, making the journey more meaningful.

My experience was enriching, both personally and professionally. During Career Manch and Role Model Interactions, students' curiosity highlighted the program's significance. This initiative gave them the opportunity to think beyond limitations, recognize their potential, and break societal barriers. It created a safe space where they could come together and envision their careers with confidence.

Manisha Dhiman Careershala Program Facilitator

करियरशाला" में काम करना एक प्रेरणादायक अनुभव रहा। बच्चों में आत्मविश्वास बढ़ा, वे करियर को लेकर जागरूक हुए और अपने भविष्य के बारे में गंभीरता से सोचने लगे। इस सफर में मैंने सीखा कि सही मार्गदर्शन से बच्चों में बड़ा बदलाव लाया जा सकता है। यह पहल बच्चों को उज्जवल भविष्य की ओर ले जाने वाली एक सशक्त नींव है।

Sumithra Devi Careershala Program Facilitator

LEARNING

The students have provided valuable feedback on how to improve the CareerShala program. Their suggestions are grouped into the following broad categories:

- More Career Videos & Digital Resources Students suggested adding career-related videos in the tabs and providing easy online access to career information through an app or portal.
- Regular Role Model Interactions More frequent Role Model Samvaad sessions with professionals from different fields to provide real-world insights into career opportunities.
- ✓ Interactive Career Exploration Activities Students requested more engaging activities like career quizzes, gaming-based learning, and real-world exposure visits.

While this pilot was conducted in a short duration (Nov-Jan), some diversity in career awareness and motivation towards taking actions is a positive development. It also generated useful insights on execution support for the team. We look forward to taking the program even more strongly to larger number of students ahead.





Project Potential

PROGRAM PROGRESS

This program, in partnership with Project Potential, will be focused on empowering youth in Kishanganj district, Bihar, by providing career support and access to livelihood opportunities, breaking the cycle of intergenerational poverty. As a pilot to understand the program's scope, we organized a four-day bootcamp for youth mobilizers graduating from the Rural Youth India Leadership Program.



The pilot aimed to enhance their career awareness, support immediate career decisions, and strengthen the mobilization team's counseling skills through capacity building. A total of **22 participants** attended the bootcamp. The bootcamp focused on three key areas:

- 1. <u>Career Awareness</u> Understanding youth aspirations, different career types, the decision-making process, and exploring career options across 21 industries.
- 2. <u>Skills & Interests</u> Identifying personal skills and interests using tools like the Kaushal Sheet and understanding their connection to career choices.
- 3. <u>Making Informed Choices</u> Using structured methods like the Career Chunao Sheet and mind mapping to shortlist career options, plan actionable steps, and receive feedback.

The bootcamp concluded with high energy and valuable insights to refine our approach for the next phase of the project.

PARTICIPANT EXPERIENCE





GAINED KNOWLEDGE ON HOW TO MAKE CAREER CHOICE

Participants gained clarity on their next steps in their career journey through this program.



Baseline



indline



IMPACT - CAREER AWARENESS



REPORTED INCREASED CAREER AWARENESS

gaining more insights into career options and opportunities through the program.





Participants can name

8 + Careers



68%

Participants can name

8 Careers



of YMs received help by awareness tools

Help received with: Career Awareness

k Further Steps

Self- Awareness

Stream Selection



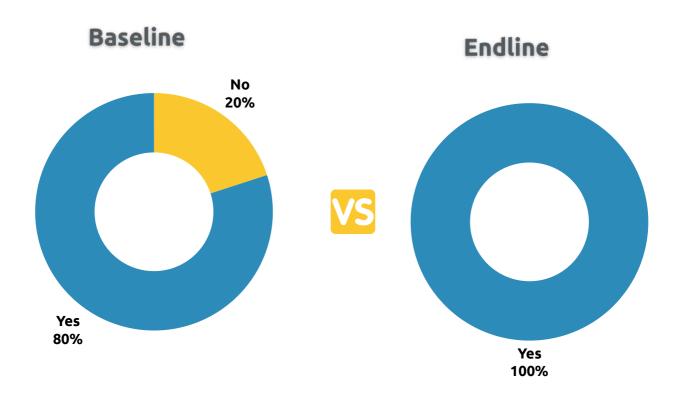
IMPACT - SELF AWARENESS



REPORTED SKILL AWARENESS

identified their strengths and skills through the program, enhancing their self-awareness.

Youth mobilizers were asked a question – "गहराई से सोचें, आपमें कौनसे कौशल हैं? मुख्य 2 कौशल चुनें।"



They were also asked to reflect and shared real-life examples backing their skills:

A Youth mobilizer shared,



में अपने पंचायत में एक लाइब्रेरी इनॉग्रेशन किया तब लोगों ने मुझे एक लीडर के तरह बताया लोगों ने मुझे कहा आप अच्छे कर। रहे हो आप एक अच्छे नेता हो



IMPACT - CAREER PLAN

The career plan awareness increased notably from BL to EL, with 95% of mobilizers being aware of 2^+ components of the career plan



Baseline Endline

What is a career plan?

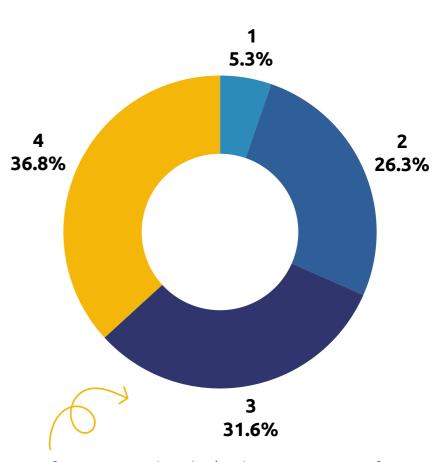
Students were asked their awareness of the following components of a career plan -

Course

College

Entrance Exams

Skills



no of components students are aware of

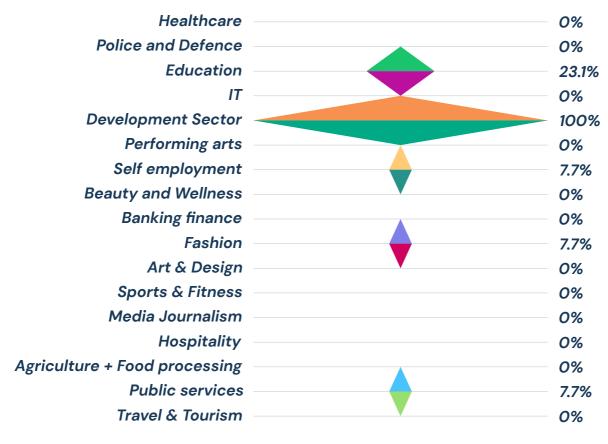
On avg 81.5% participants can name a course, college and skills, whereas only 47% could name entrance exams.

IMPACT - CAREER PLAN



Career Choice - Industry level Trend

Most YMs expressed interest in the development sector, while a few also chose education, self-employment, fashion, and public services. No responses were recorded for technical, creative, or emerging sectors.



Industry choice by Participants.

Second Career Choice



Compared to 64% participants pre workshop, 95% identified a second career choice in case their first choice doesn't work out



YOUTH MOBILIZER VOICES

इस कार्हयशाला में बहुत कुछ सीखने को मिला, जिससे हमें अपने करियर की पहचान हुई। इसके बारे में हमें पहले पता नहीं था कि मैं क्या कर सकती हूँ, मेरे अंदर कौन-सी खूबी है, यह सब हम यहाँ पर जान पाए। मैंने अपने करियर को खुद पहचानना सीखा, आगे मैं और भी कुछ कर सकती हूँ, यह सब मैंने यहाँ पर सीखा। अब मैं कुछ बिजनेस करना चाहती हूँ, जैसे कि सिलाई, जिससे मैं लोगों को अपने करियर की पहचान दिखा सकूँ। मेरे अंदर क्या है, यह हम लोगों को बता भी सकते हैं और करके भी दिखा सकते हैं।

> Ruma - Youth Volunteer, Project Potential

इन ५ दिनों से पहले, जो मेरे करियर को लेकर भ्रम था, वह इस कैंप को अटेंड करने के बाद हल हो गया है। लेकिन आगे और काम करने की ज़रूरत है। मुझे सबसे अच्छी लर्निंग यह लगी कि सभी प्रतिभागी अपने करियर के बारे में सोच रहे थे, लेकिन उसे प्लान कैसे करना है, उसे स्टेप बाय स्टेप कैसे बाँटना है, और इसमें अलग-अलग चीजों को कैसे ध्यान में रखना है - यह सब वे यहाँ सीख पाए। एक पल के लिए प्रतिभागी खुद को भी झाँक पाए कि उनमें क्या स्किल्स हैं, वे कहाँ खड़े हैं, और क्या कर सकते हैं - यह उनके लिए सबसे बेहतरीन सीख थी। 'खुद को पहचानो' वाली एक्टिविटी हो रही थी, तो वह सबसे बेस्ट मोमेंट था। इसमें हम सोच भी रहे थे, खुद एक्टिविटीज कर भी रहे थे, और वहाँ से हमें यह अहसास हुआ कि हमारे अंदर तो ये गुण हैं, जिन्हें हम पहले पहचान नहीं पाए थे। इस बूट कैंप में हमें कई अलग-अलग टूल्स के माध्यम से सिखाया गया है। मैं चाहूँगा कि इन टूल्स का इस्तेमाल करके मैं खुद बैठकर, प्रैक्टिस करके, अपने करियर का एक बेस्ट प्लान

Rohit - Youth Coordinator Project Potential



I-Saksham, Bihar

PROGRAM PROGRESS

This program, in collaboration with I-Saksham, aims to empower young girls in Bihar to develop career awareness and make informed career decisions. The initiative is designed to build the capacities of Eduleaders of I-Saksham to equip 'kishoris' with the knowledge, skills, and resources necessary to make informed career choices in the districts of Jamui and Begusarai.



Academic year 2024-25 in a glance

Dec O Need Analysis visit

Interviews with Eduleaders, Kishoris, I-Saksham team and local entrepreneurs conducted in Begusarai

. 1

Jan Program & Training Design

Program outcomes & timeline laid

First part of training designed

Feb

3 Day career awareness workshop conducted in Jamui & Begusarai

100 Eduleaders

April/

Program Facilitator training - (tentatively)

May 2025

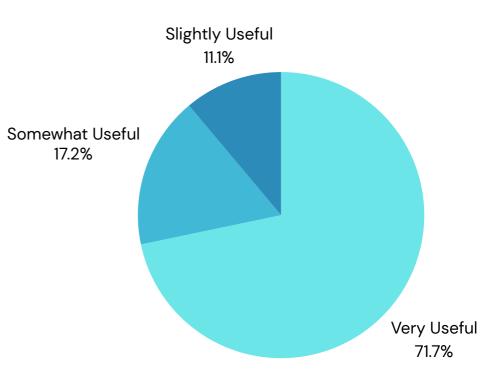
100 Eduleaders 300 + Kishoris



WORKSHOP OUTCOMES



71% of the participants found the workshop to be 'very useful' in gaining more insights into career options and opportunities through the program.



Key Learnings from the Workshop

Participants highlighted the following as their main takeaways:

- Understanding the difference between facts and opinions in career decision-making.
- Gaining awareness about various career options and realizing that career options are not limited to traditional paths.
- Learning about self-employment and its possibilities.
- Understanding the process of making career choices and the importance of setting goals.



of Participant
Eduleaders agreed that
similar career
workshops should be
held for other
Eduleaders.



LEARNING & WAY AHEAD

Participants plan to apply their learning in the following ways:

- Guiding adolescents (Kishoriyan) in their communities about career options.
- Starting their own businesses based on their interests.
- Sharing knowledge with others in their circles.
- Using career selection techniques for making their own career choices.

Key ideas for the future program training & implementation based on participant suggestions and team observation:

- Regular Career Exposure Participants want frequent career sessions (monthly or quarterly) and revision sessions after three months to reinforce learning.
- **Simplified Career Content** Need for simpler career booklets, a glossary of career names, and more focus on local career opportunities relevant to their context.
- Interactive & Reflective Learning More Q&A, small tests, and reflection time within sessions to ensure deeper understanding.
- Extended Support Interest in online follow-ups, parental engagement, and additional training to help them guide others in their communities.
- Better Session Structure Requests for fewer topics per session, more time for discussions, and an option to revisit key learnings over multiple days.



NGO Partnership, Delhi,

ABOUT PROGRAM

The Careershala Bootcamp, held in February 2025 in partnership with Navjyoti India Foundation and Vidya & Child, engaged around 120 students total from Classes 9 and 11. The 6-day camp was based on AEF's idea World + Self = Career, helping students explore the world of careers and understand themselves better. Class 9 students focused on discovering different career paths, while Class 11 students worked on connecting their interests and strengths with real-world opportunities to make informed career choices.



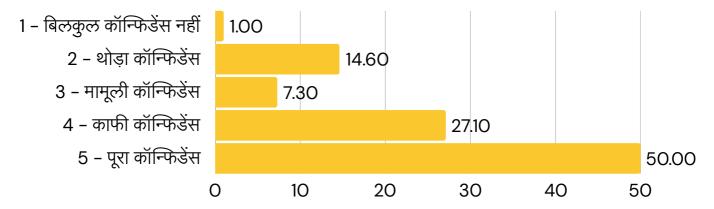
PROGRAM DETAILS

O 2 Organizations
O B Days Boot Camp
O 120 Students participated
O 96 Endline responses

DATA INSIGHTS

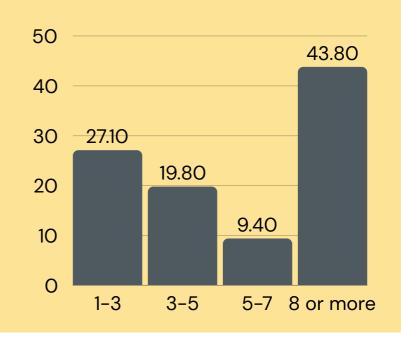
CAREER CHOICE CONFIDENCE

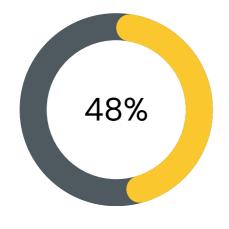
 75.5% of students reported high confidence (rated 4 or 5) in making career choices. In the baseline students described their feeling as good and bad but in the endline students shared words like confident, scared and confused etc.



CAREER EXPLORATION

- 50%+ students explored 5+ new careers during the 6-day bootcamp.
- Students top career interest Include Education, Beauty & Wellness, Healthcare, Police & Defense, and Fashion.





NET PROMOTER SCORE

- 72% rated the program 8 or above on a 10-point satisfaction scale
- We have achieved a Net Promoter Score (NPS) of 48%.

ACKNOWLEDGEMENT



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FOR PARTICIPATING IN THE ENDLINE

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