

Antarang CareerAware Program

The primary objective of the **CareerAware (CA)** intervention is to facilitate an adolescent's awareness of one's self, followed by an awareness of the many career options open to him/her in the non-exploitative sector.



Awareness of self and career options



Decision making on suitable career choice



Defining their career plan and course of action

CareerAware - program at a glance

- Deciding on the choice of a career is a very confusing and trying time in the life of a 15 year old adolescent!! With very limited exposure to various career options, the choice of appropriate educational next steps also becomes a tricky question to answer. Compounded to this, if the adolescent belongs to a low income family, he/she may not have access to appropriate sources of information or role models to guide him/her through this difficult phase. According to statistics, while 86% of Indian students are very concerned about which option to choose for higher education, 92% of them don't get any career-related guidance from their schools (India Today 2017).

- The CareerAware program guides the students in making career choices, through the following process:
 - CareerAware uses an easy to navigate tool that guides the adolescents towards understanding themselves, their interests and abilities through **customized psychometric tests**
 - The next step is exposing them to the many career options open to them, the qualifications and aptitude requires for the pursuing different careers.
 - They are then guided on then planning their own careers by marrying the above two, which finally translates into a self-defined career plan. The results are presented in the form of a template which can be used at any point later in life to decode their aptitudes and suitable career options
- The tool is administered by **trained facilitators** through a series of activities and experiences.
- Once the tool is administered, the counsellors come back after 2 weeks to **counsel students one on one**, with the help of individual career counselling reports. Their queries are solved and advised on next steps.

CareerAware
conducted across
353 schools in
Mumbai, Pune and
Udaipur

23,935
students
facilitated

71% students
could identify
career options in
line with their
psychometric
profiles

60% students
displayed clarity of
career plans at the
end of the program

2018 -19 Impact in a brief



CareerAware at Malwani Municipal School

23,935

Students were a
part of
CareerAware

52%
girls

3

Number of cities
where the
programme
was executed

13348

Hours of
content
delivered

91%

students
equipped with
self-awareness
to recognize
their interests
and abilities

71%

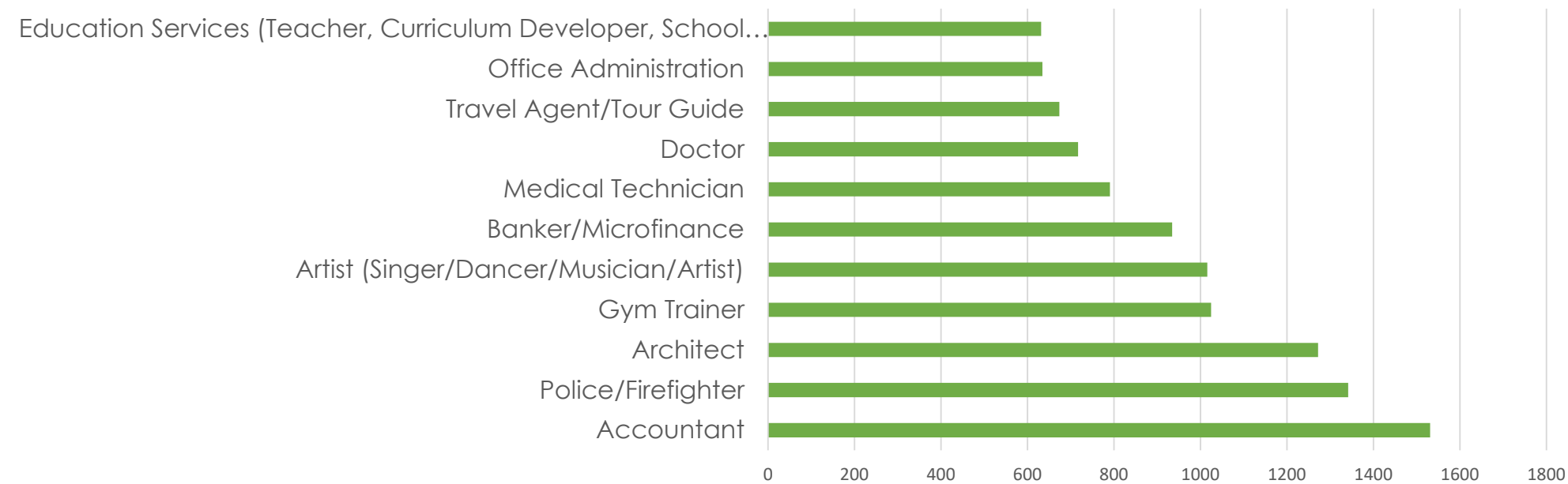
students could
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Student choices

Top Career Choices post program



93%
of students agreed
with the career
recommendations
provided by the
program



Suhasini, is a 9th std. student
from Malad Municipal
school

Before going through the
CareerAware program, she
thought of working with a NGO

After completing the program she
became aware that her interests
and aptitude are well suited for the
police service. She is now
determined to crack the UPSC and
become a IPS officer

92%
of students rated
the program '4 and
above' on a scale
of 1 to 5,



Vishal is a 9th std. student
from Gondhavli MPS school

Before going through the Career
Aware program he aspired to
become an engineer. However his
family cannot afford his college
fees that this stage

After completing the program, he
became aware of alternative
routes to become an engineer. He
has now decided to pursue a
diploma in mechanical
engineering after 10th grade

Engaging School Heads

- Recognising the importance of seeking Headmaster buy-in to ensure maximum student response to the CareerAware implementation, an **orientation session** was conducted with all the Headmasters from Municipal Corporation of Greater Mumbai schools. Head Masters were apprised of the criticality of career guidance and career counselling for ensuring that students stay invested in education and make the transition to higher education.
- **Ward level events were** also conducted for schools, wherein, expert speakers were invited to address the students and speak to them about potential career options in fields such as banking, media etc.
- These events aimed at giving practical understanding of work life in various fields, creating awareness of a career lens amongst students in deciding future educational options, as well as apprising the government officials of the program progress.
- A **survey** conducted with principals of 19 schools indicated that 100% of the Headmasters believed that career guidance was an extremely critical component of education, with close to 37% stating that the children should be exposed to this kind of program at least bi-annually.

“The students greatly benefited from the CA program, and we look forward to having Antarang in our school again, next year!!” -- Salahuddin Nizamuddin, Principal, Chembur Station School.

“The sessions were very engaging and our students are very happy and excited with the information they received over the course of the CA program”--Nita Thakre, Principal of Vile Parle Municipal School (East).

CareerAware
orientations
attended by
100
headmasters



Students and school staff at a ward level event