

SHIKSHANGANGA FOUNDATION



ANNUAL REPORT 2024-25

Prepared and Presented by
Mr. Samrat Pawar

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Founder's Message



Samrat Pawar

Founder, Shikshanganga Foundation

Our journey has been one of purpose, resilience, and impact. With empathy, equity, belongingness, and transformational leadership at our core, we've empowered thousands of students and mobilized hundreds of youth leaders across Maharashtra.

Each step we take is guided by our mission to nurture empathetic and professional leaders for a better tomorrow.

I'm grateful for your unwavering support and dedication. Together, we are transforming education and building a more just and inclusive future. Let's continue to lead with purpose and inspire change with compassion.

On 1st May 2025, the Shikshanganga Foundation proudly marks 5 years of socially impactful operations and building leaders.

This milestone reflects our unwavering commitment to educational equity and youth empowerment across India.

613 Collective Youth

Youth are the primary drivers of impact at our organization. To date, 613 official alumni have successfully engaged with Shikshanganga's initiatives, collectively transforming the lives of thousands across communities.

6,467 Students

Through our social impact programs, we have collectively reached 6,467 students across Maharashtra, creating meaningful and enriching learning experiences. Our students primarily come from historically marginalized communities and low-income families, where access to quality education is often limited





Organisation Overview



Shikshanganga is a Pune, Maharashtra-based nonprofit organization, founded in 2020 as a collective youth movement under the visionary leadership of Mr. Samrat Pawar, an alumnus of Teach For India and Fergusson College, Pune. Established with the purpose of transforming India's educational and social development landscape, Shikshanganga is driven by the belief that empowered youth can lead systemic change.

Vision

Each student in India will be an empathetic and professional leader one day.

Mission

Empower 10 million youth from underserved communities with quality higher education, career readiness, and entrepreneurial development by 2050.

Core values



Empathy

We understand and respond to the unique challenges of every student and community with compassion and care.



Equity

We ensure fair and equal access to quality education, resources, and opportunities, especially for those from developmentally challenged backgrounds.



Belongingness

We create inclusive spaces where every individual student, youth, or staff team member feels valued, respected, and empowered to contribute.



Impact Highlights

In 2024-25, a dedicated team of 107 youth actively contributed to three of our flagship programs: EmpowerED, ExperiencED, and the National Integration Program, driving social impact through education and leadership.



ExperiencED Program

ExperiencED is a weekly classroom-based workshop program run for 3 months and conducted in 7 schools this year, reaching over 1,500 students through engaging and experiential sessions. A total of 107 trained youth facilitators successfully completed the program, guiding students in developing essential life skills like communication, teamwork, empathy, and leadership.

The program created joyful learning spaces and helped both students and facilitators grow personally and socially. Schools appreciated the interactive approach, and many students showed increased confidence, self-awareness, and a deeper understanding of their communities.

July - 2024 Cycle (67 Youth)

Academic & Skill Development Progress

Conceptual Understanding

Area	Progress
Systems Thinking	+42%
Root Cause Analysis	+31%
Design Thinking Basics	+47%
Pitching Social Ideas	+40%





Leadership and Personal Growth

This program significantly helped youth with their leadership and personal growth, based on the data reported by the youth participants

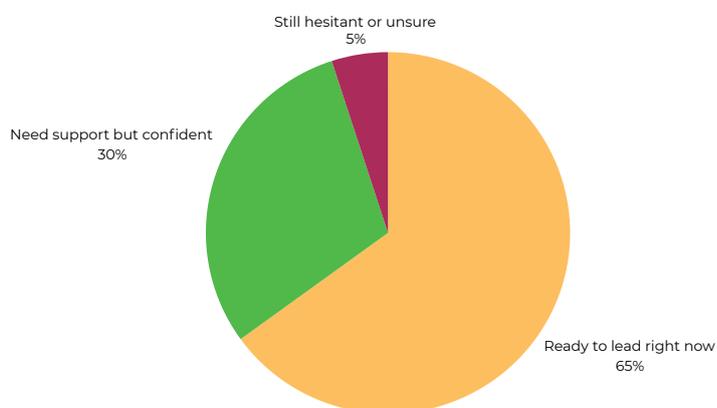
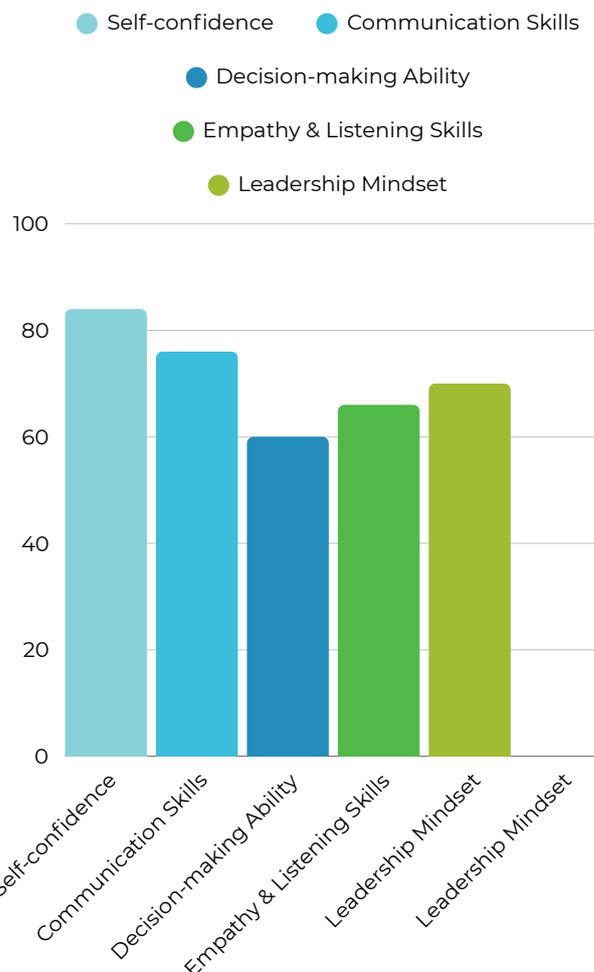
Social Awareness & Community Orientation

From 44% to 92% of youth awareness raised about community issues

88% of youth have created social project ideas by endline of the cycle.

Youth Agency & Confidence in Taking Action

Willingness to Lead Community Projects



Understanding community challenges, especially social and educational challenges, was an important part of youth development; it significantly ready to come into action.



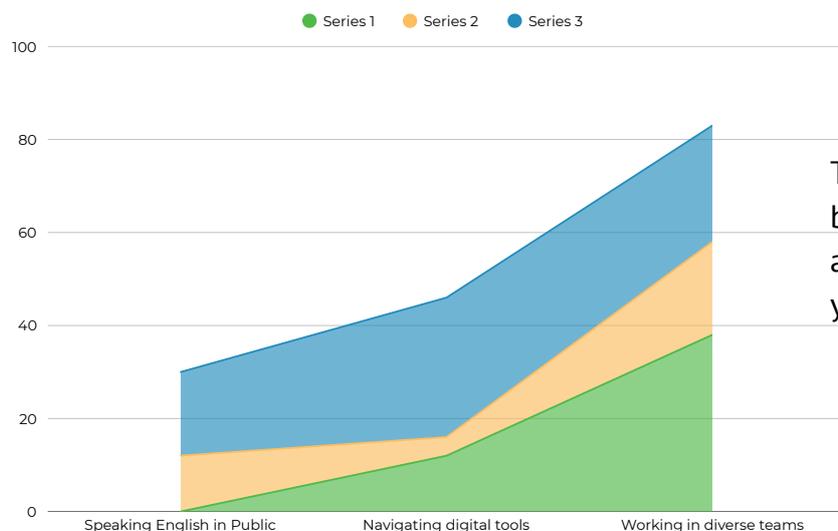
Satisfaction and Program Relevance

Average Program Rating: 4.7/5

Net Promoter Score (Would you recommend to a peer?) - **96 % Responded YES**



Language, Digital, and Collaborative Skills



This hybrid/virtual setup also built digital literacy, especially among rural and semi-urban youth.

Quantitative Summary

Total Youth Participant	67
Completion Rate (%)	100%
% Youth with Better Leadership Competency	70%
% Youth Designing Social Action Ideas	88%
Avg. Personal Growth Score (5-point scale)	4.2
Youth Who Feel Empowered to Lead (endline)	95%



December 24 Cycle (40 Youth)

Academic & Skill Development Progress

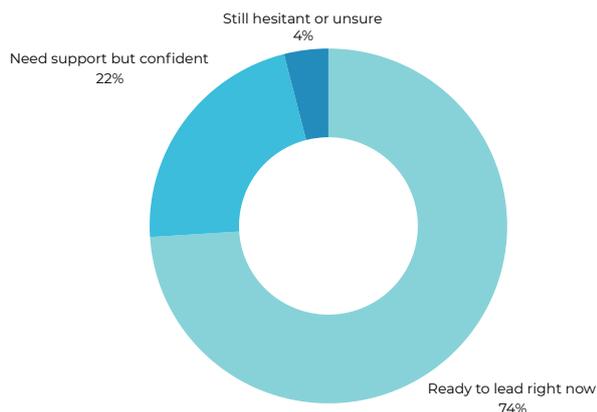
Conceptual Understanding

Area	Progress
Systems Thinking	+41%
Root Cause Analysis	+28%
Design Thinking Basics	+51
Pitching Social Ideas	+45

Significant academic skill growth is observed across cohorts, particularly in problem-solving and design thinking.

Youth Agency & Confidence in Taking Action

Willingness to Lead Community Projects



Leadership & Personal Growth



Many youth cited Shikshanganga as the first experience where they felt “heard,” “valued,” and “motivated to lead.”

Social Awareness & Community Orientation

From 49% to 95% of youth awareness raised about community issues

93% of youth have created social project ideas by the endline of the cycle.

Average Program Rating: 4.7/5

Net Promoter Score (Would you recommend to a peer?) - **96 % Responded YES**

Quantitative Summary

Total Youth Participant	40
Completion Rate (%)	100%
% Youth with Better Leadership Competency	82%
% Youth Designing Social Action Ideas	93%
Avg. Personal Growth Score (5-point scale)	4.6
Youth Who Feel Empowered to Lead (endline)	96%



EmpowerED Program



EmpowerED is a virtual teaching and mentoring program that supports students aged 15 to 18 from underserved regions and communities across Maharashtra. The program offers contextualized support in academic learning, skill development, and career readiness.

Trained youth volunteers serve as teaching-mentors, working closely with each student through a holistic development approach. In addition to academic support, the program helps students secure admissions to premier higher education institutions, access financial aid and scholarships, and receive continuous guidance for their personal well-being and career advancement. At its core.

EmpowerED aims to bridge gaps in excellence, resources, and opportunities for disadvantaged learners, enabling them to thrive in a competitive and evolving world.

Overview of Program

Components	Details
June 2024 - Mentors	15
December 2024 - Mentors	15
Total Students	30

Students from different geographies within Maharashtra were part of this program, ranging from Grade 5 to 10. They received regular classroom learning sessions ,approximately 20 sessions per classroom per month.



National Integration Program

Kerala - 2024 (Summer)

The National Integration Program (NIP) in Kerala, held from 11th to 21st May 2024, was a vibrant youth-led initiative aimed at promoting cultural exchange, community service, and national integration. Preparations began in March with volunteer selection and team building at Fergusson College Hills, followed by a bonding trek to Visapur Fort to foster teamwork and enthusiasm. A detailed planning session at the Panah Centre, Pune, included activities to enhance coordination and creativity, culminating in the distribution of official NIP t-shirts.



The tour commenced with travel from Pune to Ernakulam, Kerala, with stops in Madgaon, Belgaum, and Aluva. In Kerala, volunteers engaged in impactful community service at Captain Social Foundation, where they learned to assemble wheelchairs an enriching hands-on experience in teamwork and mechanical skills. Environmental awareness was promoted through a Periyar River cleaning drive, during which volunteers collected seven bags of garbage.



A highlight of the visit was school renovation work, including vibrant wall paintings and thorough cleaning of school grounds and drains. Volunteers creatively painted murals that would bring joy to local students and helped restore cleanliness to the premises. The tour concluded with a cultural exchange program, where volunteers showcased Maharashtrian traditions through folk songs, dances, and local snacks, dressed in traditional attire. Their performances and hospitality were warmly received by the Kerala community, highlighting the unity in diversity ethos.

The National Integration Program not only fostered leadership, empathy, and cultural pride among youth but also left a tangible impact on the communities visited. Through collective action, creativity, and cultural immersion, NIP Kerala 2024 (Summer) stood as a testament to the power of young changemakers in building a unified and inclusive India.

Pondicherry - 2024 (Summer)

In June 2024, Shikshanganga's National Integration Program (NIP) team embarked on a transformative learning journey to Pondicherry, hosted by the Sristi Village Foundation. The 11-member youth team, trained in planning, leadership, and personality development through sessions at Savitribai Phule Pune University and Fergusson College, actively engaged in the tour with great enthusiasm and discipline. Their journey began from Pune to Tindivanam, filled with bonding, joy, and curiosity about rural innovation.

The core experience revolved around the Sristi Village Foundation, known for its inclusive practices for individuals with intellectual and developmental disabilities. Participants immersed themselves in diverse activities such as organic farming, permaculture, multi-layer cropping, sustainable agriculture, and vocational training initiatives like bag making. Mornings began with farming, yoga, and interaction with local trainers like Mr. Monish, who offered insights into sustainable living practices.

A key highlight was the interaction with the foundation's visionary founder, Mr. Karthikeyan Ganesan, whose life's mission of building inclusive, self-reliant communities deeply inspired the team. The group also learned from the school principal, Mr. Ganesan, and engaged in hands-on learning and cultural exchange with students and staff.



It was not only a platform for integration but also a step forward in nurturing socially responsible, empathetic young leaders across India. The Pondicherry NIP proved to be a deeply impactful journey, one of learning, collaboration, and national unity through grassroots exposure.

The tour wasn't just educational; it included visits to local towns and celebrated Yoga Day, reflecting the program's "4 Pillars" of Education, Culture, Society, and Tourism. These experiences helped broaden participants' worldviews while fostering unity in diversity.

The tour culminated with shared reflections, feedback, and immense gratitude for the meaningful connections and grassroots learning.



Kerala - 2024 (Winter)

The National Integrity Program (NIP) organized by Shikshanganga in December 2024 was a transformative 10-day experiential journey to Kerala that promoted cultural exchange, unity, and youth leadership. Held from 11th to 21st December, the program brought together passionate young leaders to explore Kerala's rich traditions across cities like Ernakulam, Alappuzha, Trivandrum, and Aluva. Through immersive activities, participants engaged in cultural performances, food exchanges, leadership workshops, and community service, nurturing empathy, adaptability, and effective communication.



Planning meetings at Fergusson College and Arai Hills laid the groundwork for organizing responsibilities, travel logistics, and activity planning. Committees were formed to ensure smooth execution, covering finances, entertainment, and daily engagement. The participants also performed service activities at Savitribai Phule Pune University, reflecting the program's core values of humility and selfless service.



The program's highlights included collaborative dance and music performances, workshops, hands-on learning sessions, and meaningful cultural immersion experiences. Culinary exchanges allowed participants to cook and share regional dishes, building camaraderie and mutual appreciation.

NIP Kerala strengthened relationships with local communities and fostered deeper understanding among participants from diverse backgrounds. Through this program, Shikshanganga not only promoted national unity but also empowered youth with skills and values essential for empathetic leadership.

Participants left with enriched worldviews and a stronger sense of responsibility toward building an inclusive and united society.

Culture In Action



Monthly Culture Spaces

Over twelve months, we hosted eight organization-wide culture spaces that fostered connection, learning, and celebration. Activities like sharing circles significantly promoted individual and collective well-being.



Feedback Survey

Two structured feedback cycles were conducted to synthesize participant experiences and understand their evolving needs. Insights from these cycles guided us in refining our culture-building practices and support systems.



People Wellbeing Support

Our team actively reached out to every participant through calls, in-person meetings, group check-ins, and on-ground observations. This ensured continuous, contextualized support for their personal and professional well-being.



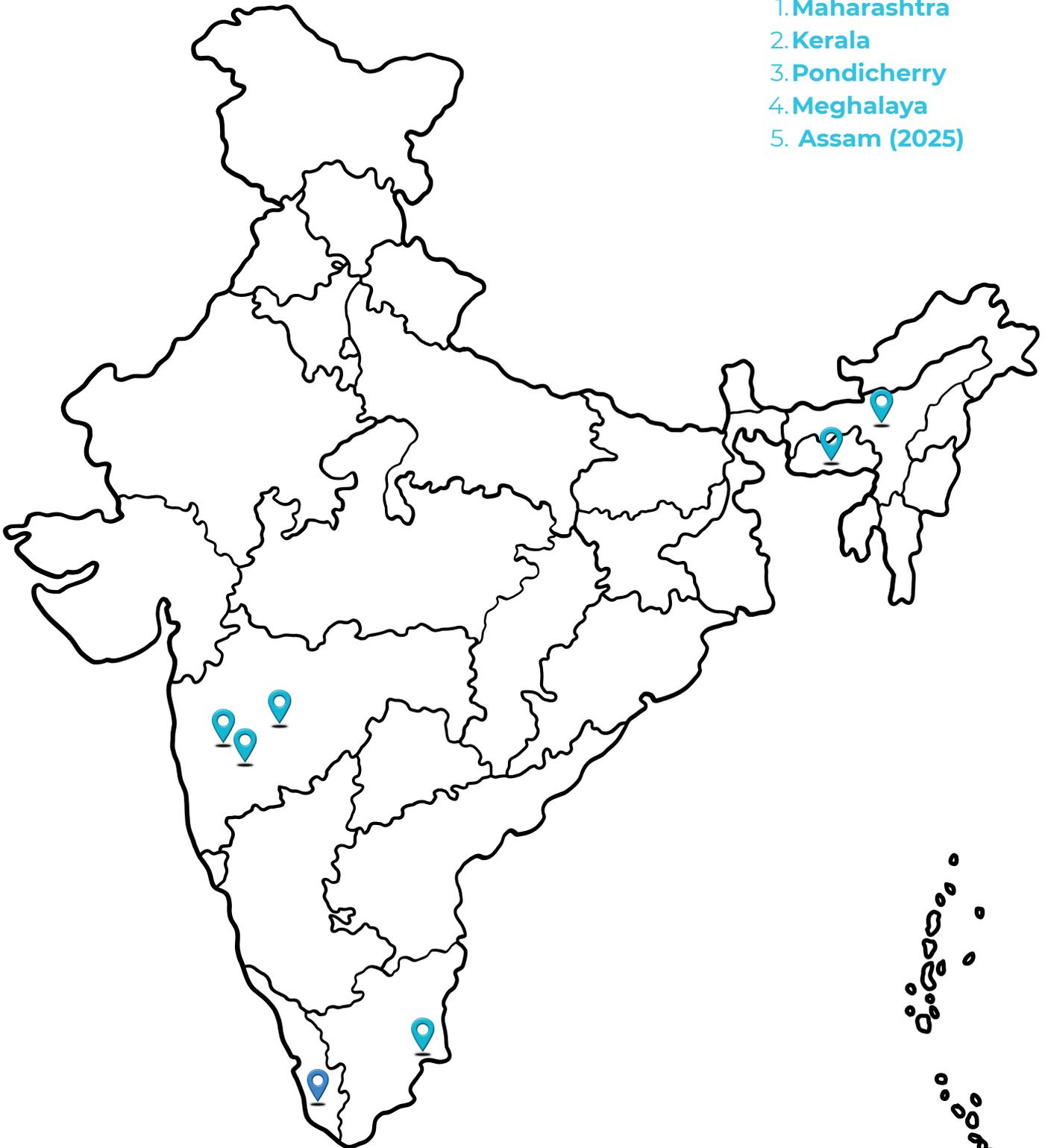
People Centricity

We committed to keeping all organizational structures, policies, and practices people-centered. This approach ensured a smooth, empathetic, and inclusive experience for everyone engaged with Shikshanganga.



Collective Presence So Far

1. Maharashtra
2. Kerala
3. Pondicherry
4. Meghalaya
5. Assam (2025)



മിസ്സിലാ
പോണ്ടിച്ചേരി



Leadership In Action

These leaders guided the organization with deep empathy and resilience, maintaining strong alignment with its vision, mission, and core values. They proved that leadership does not always require extensive experience sometimes, the passion to lead is enough to drive a movement forward.



Samrat Pawar

Leadership and Program Operations Office

samrat@shikshanganga.org



Riya Ballal

People and Culture Operations Office

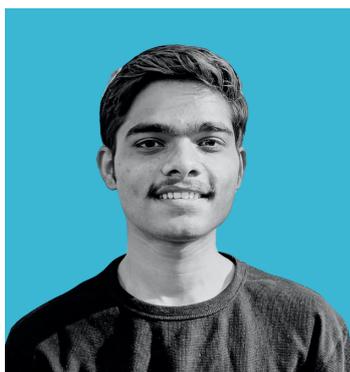
riya.ballal@shikshanganga.org



Ayush Bhoyar

The Change - ExperiencED Program

ayush.bhoyar@shikshanganga.org



Ruturaj Mundhe

National Integration Program

ruturaj.mudhe@shikshanganga.org



Contact Us



+919421969736



operations@shikshanganga.org



shikshanganga.org



Pune, Maharashtra

Thank You

