

THE STEP BULLETIN

July, 2025



From the editor's desk:

Dear Readers,

As we turn the pages of this edition, we pause to celebrate milestones, small wins, and everyday actions that keep our purpose alive. This quarter marks 20 years of Aajeevika Bureau — a journey of standing beside migrant workers, young people, and their families, building livelihoods anchored in dignity and hope.

From Pride Month conversations to our growing work and study with young women in formal jobs, from team huddles that sharpen our approach to powerful stories of change from our classrooms — each piece here reminds us why we do what we do.

We hope these stories inspire you, encourage you to share, and remind you that change, when sown in the right soil, can be harvested for generations.

Thank you for walking this journey with us.

*Mona Agrawal
STEP Academy, Aajeevika Bureau
Udaipur Rajasthan*

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20 Years of Aajeevika Bureau — A Journey of Livelihoods, Dignity, and

Hope

This year, Aajeevika Bureau marks 20 years of walking alongside migrant workers and communities — building pathways for secure livelihoods, dignified work, and brighter futures.

STEP Academy, one of Aajeevika's key initiatives, has grown hand-in-hand with this journey — skilling thousands of young people, opening doors to formal jobs, and supporting local enterprises.

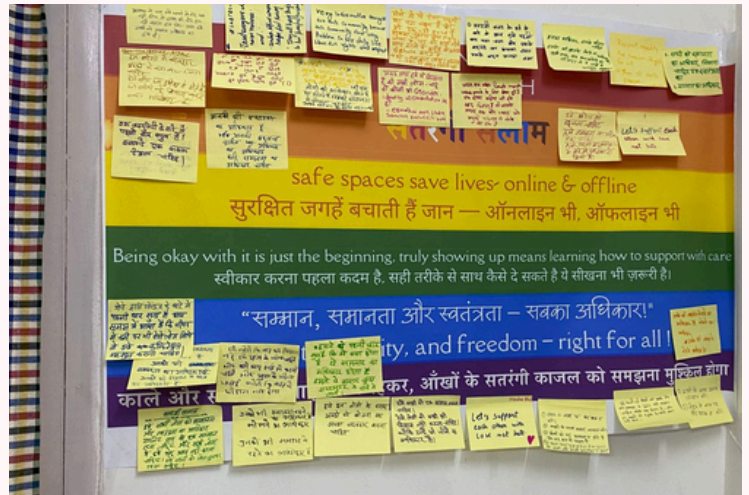
"It's not an institution; it's a collective dream that has unfolded with each trainee, each placement, each new opportunity," says our Director of STEP Academy in this heartfelt note reflecting on the road travelled and the way ahead.

[Read his full note here.](#)

Here's to two decades of impact — and to many more!



Celebrating Pride: Small Steps, Big Conversations at STEP Academy



This Pride Month, STEP Academy's DEI Committee created safe spaces for honest conversations on LGBTQ+ identities, gender respect, and equal rights.

Through simple activities like chit-sharing, trainees reflected on what they knew — and what they wanted to learn. Their openness and curiosity showed that small steps can spark big change, building a culture of empathy and inclusion for all.

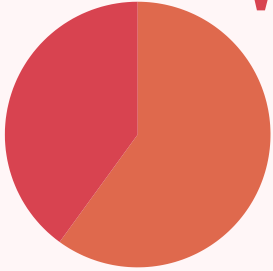
Here's to learning, unlearning, and celebrating diversity!

Bridging Skills and Work: Women in Retail — What We Learned

In Rajasthan's booming retail sector, young women from rural and tribal communities are stepping into the formal workforce — but not without challenges.

A recent study by STEP Academy, Aajeevika Bureau looked at the journeys of 148 female graduates of our Retail and Sales Training Program.

Who are they?

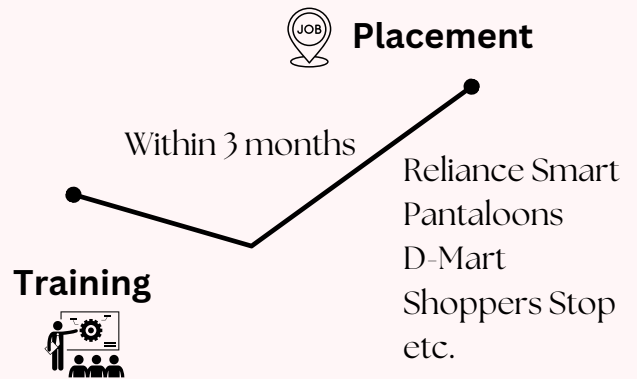
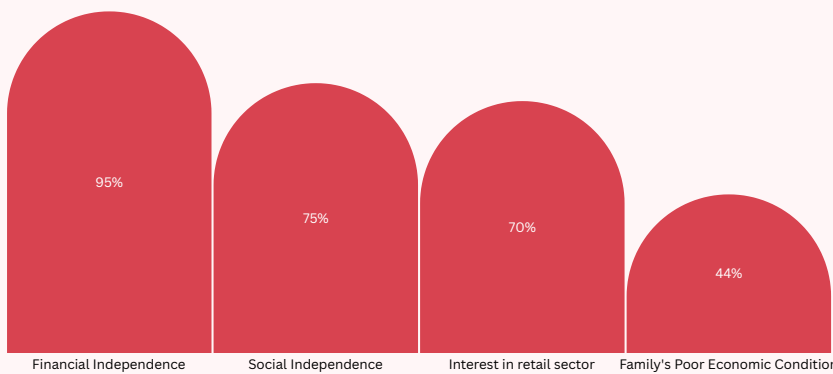


- 75% are between 18–23 years old — at the cusp of new opportunities.
- 72% are college graduates — ready but underemployed



Major Districts: Rajsamand, Chittorgarh, Jodhpur

Why do they join?



What's working?

- STEP training = real skills: 81% felt fully job-ready.
- Local placements reduce migration stress.
- Most feel more confident and financially independent, even with modest wages.

What's not?

- 63% are not working today: mobility issues, low wages, family restrictions.
- 75% earn under ₹10,000/month — aspirations are higher!
- Only 42% get social security benefits at work.
- Retention suffers without family or employer support

What's next?

- Better placement partners — with fair wages & safety.
- Family orientation & safe migration support.
- Alumni networks, local hostels, stronger grievance systems.

[Read the full report here](#)



Growing Together: Team Huddles for Stronger Impact

Virtual & Physical Meet-ups for Sharing, Learning, and Doing Better

At STEP Academy, we believe that our strength lies in staying connected, learning together, and building our capacity as a team. This quarter, our teams came together through multiple virtual and physical meet-ups to share field experiences, reflect on challenges, and plan for better impact.

Our sessions focused on understanding today's youth – exploring mindsets, generational gaps, and what makes Gen Z tick. These conversations helped our team align better with the aspirations, attitudes, and expectations of the young people we train.

We also brainstormed ways to strengthen mobilization and improve program delivery. To support this, we introduced the PACE Test as a new tool for mobilizers, and rolled out a clear Standard Operating Procedure (SOP) for consistent, quality training across centers.

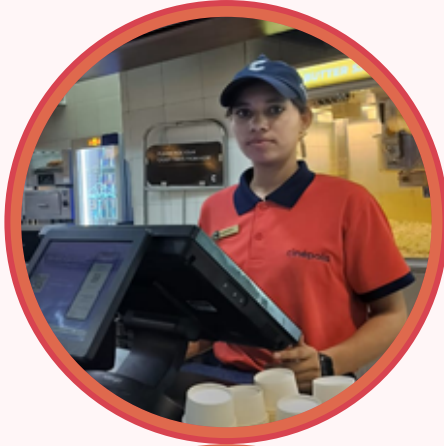
Together, we are not only reaching more youth but doing it with greater insight, empathy, and efficiency.

💡 Quarter Highlights:

- Multiple virtual & physical team meet-ups
- Sessions on youth mindsets, generational gaps & Gen Z traits
- New PACE Test to strengthen mobilization
- SOP launched for smooth, standardized program delivery

Harvesting Dreams: A Tale of two sisters

How Munni and Monika's Journey and STEP's training programs are empowering young women



- Two Sisters from rural Rajasthan dreamt beyond field and chores.
- Joined STEP's training program learned skills for city jobs.
- Secured Jobs at Reliance Trends and Cinepolis Cinema.
- Now earning and supporting family through satisfying initial income.

"We now dream not just for ourselves, but for other girls in our village too." – Munni & Monika

From uncertainty to opportunity, Munni & Monika's story shows how skills and courage can transform lives. Their journey is just one example of how STEP Academy's vocational training programs continue to empower countless young people – especially women – to build careers, support their families, and inspire others to dream bigger.

Equipping Youth for Respectful Workplaces

STEP Academy goes beyond skill training – nurturing safe, inclusive spaces where youth can learn about gender equality and respectful workplaces

These sessions cover crucial topics like gender roles, consent, masculinity, LGBTQ+ awareness, and the role of Internal Committees (IC).

Delivered in an open and safe manner, they encourage youth to share freely and reflect deeply – shaping not just skilled workers but thoughtful, respectful citizens.



Actions from the field

New Horizons in Surat

Inauguration of New Training Centre

Our Director, Sanjay ji, inaugurated a new STEP Academy training centre in Surat. The centre aims to reach local youth with skill training and placement opportunities, expanding our footprint in the region.



Strengthening Women Masons

Life Skills for Construction Trainees

A life skills session was organised in Banswara for women in our On-the-Job training program in the construction sector. The session focused on gender awareness to empower women masons and boost their market presence.



Skills at the Source

On-Site Training for Handpump Mechanic

The STEP Gogunda team organised a practical on-site session for our handpump mechanic trainees. This initiative equips youth with essential plumbing and repair skills to meet local demand for mechanics.



Actions from the field



Breaking Stereotypes

Girls Learn Mobile Repairing

Twenty adolescent girls successfully completed mobile phone repairing training at STEP Academy Sabla. By learning non-traditional skills, they challenge gender norms and step beyond conventional job roles.

Hands-On Learning

AC-DC Motor Rewinding in Action

A practical demonstration of AC-DC motor rewinding is underway at STEP Academy Sabla. Such training sharpens technical skills and prepares youth for real-world applications.



Tools for Success

Toolkit Distribution for Paint & Varnish Trainees

Toolkits were distributed to trainees of the Paint and Varnish On-the-Job Training Program. Equipping them with the right tools ensures they're ready to apply their skills professionally.

