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THE STEP BULLETIN

Quarterly Newsletter



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From the Editor's Desk

Dear Readers,

On this occasion of International Women's Day, we extend our heartfelt wishes to all the courageous, hardworking women who are rewriting the narrative of rural and urban livelihoods. This special edition of our quarterly newsletter is a tribute to them—to their spirit, their journeys, and their everyday revolutions.

As we wrap up another meaningful quarter at STEP Academy, I am delighted to share the vibrant energy, commitment, and impact that have shaped the financial year through our annual impact snapshot 2024-25.

We are featuring a powerful piece 'Empowering Women through Skills: Bridging Workforce Gaps in Rajasthan, Gujarat, MP, and Maharashtra' by Sanjay Chittora highlighting the gendered workforce realities and STEP's interventions to bridge those.

We take particular pride in the recognition of Ms. Urmila with the Mewar Nari Gaurav Award on Women's Day. Her journey embodies what we work towards every day—empowered women leading change in their homes, communities and industries.

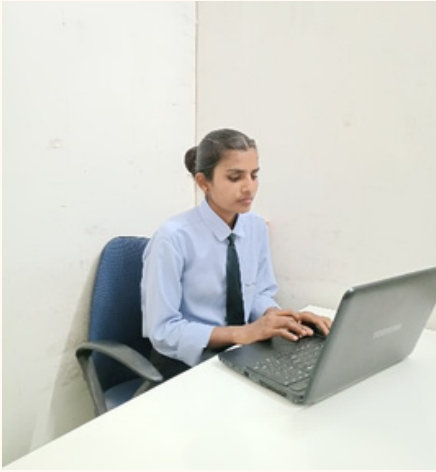
From launching pilot skilling programs and hostel facilities for working girls, to hosting exposure visits and deepening sectoral engagement through national networks like the NTL, the momentum at STEP has been truly inspiring.

As you flip through the pages, don't miss our Visual Highlights from this Quarter—a window into the everyday stories of hope and hustle that fuel our mission.

Each initiative, whether in healthcare, green energy, construction, or retail, reflects our unwavering belief in dignified livelihoods for all—especially for young women who are boldly entering new worlds of work.

We also thank our partners for walking alongside us in this journey.

Warm regards,
Mona Agrawal
STEP Academy
Aajeevika Bureau Trust



Annual Impact Snapshot 2024–25: Transforming Youth Livelihoods Across India

This year, STEP Academy marked a milestone in youth skilling and employment. From April 2024 to March 2025, 8,529 youth were trained or placed across diverse training formats.



36% of our trainees were women, reflecting our strong focus on bridging gender gaps.

Notably, 637 women were trained in non-traditional construction trades like Masonry (572), Marble & Tile Fitting (63) among others.



We've established 23 STEP Centers across 3 states and launched strategic partnerships with different partners



2,900 youth placed in multiple sectors. We are working towards bridging the unemployment gaps in sectors like Retail & Sales, Logistics, BFSI, Healthcare, Hospitality, Automobile, Manufacturing & Security.



2,400 youth supported post-training/ placement support to facilitate their entry in the market. Support included Job assistance, relocation aid, ration and rent support, Entrepreneurial support including toolkits, signage, business cards PAN Cards, SSO IDs, and police verification support enabled access to formal job markets.

Together, we continue to move the needle on youth employability—connecting rural and semi-urban youth to dignified work and entrepreneurial opportunities. Here's to another year of empowerment, progress, and possibilities!



Urmila Honored with 'Mewar Nari Gaurav Award' on Women's Day

On Women's Day, at an event organized by Bharat Vikas Parishad Udaipur, Ms. Urmila, who received OJT Plumbing training from STEP Udaipur, was honored with the Mewar Nari Gaurav award. The award was presented by Nivritti Kumari Singh Mewar and Dr. Rajkumari Bhargava in recognition of her remarkable contribution and perseverance in the male-dominated profession of plumbing, breaking gender stereotypes and inspiring other women to pursue skilled trades.

🤝 STEP Academy Participates in NTL Network AGM to Advance Skilling & Livelihoods



Sanjay Chittora from STEP Academy took part in the Annual General Body Meeting of the NTL Network, where member organizations came together to reflect on progress, discuss shared challenges in vocational training, and chart a collaborative path forward.

🔑 Key Takeaways for STEP Academy:

- NEP & Non-Traditional Livelihoods
 - Insightful sessions unpacked the National Education Policy (NEP) and its implications for vocational training.
- Focus on Gender-Inclusive Skilling
 - Discussions emphasized the need for inclusive training frameworks, especially to support women and marginalized communities in accessing dignified, non-traditional livelihoods.
- Strengthening Industry & Policy Links
 - STEP will explore stronger market linkages and policy engagement avenues to ensure better employment outcomes for trainees.
- Networking & Collaboration Opportunities
 - The event enabled valuable connections with NGOs, funders, and skilling experts—opening doors for future partnerships and program enhancements.
- Fundraising & Learning Platforms
 - Strategies to access Indian donors and participate in webinars, learning journeys, and shared platforms were discussed, offering new avenues for sustainability and collective impact.

STEP Academy looks forward to deepening its engagement with the NTL Network, contributing to shared learning, and strengthening its mission of empowering youth through meaningful livelihoods.

Successful Visit by AngelOne-CSR at STEP Academy Ahmedabad

Sweety Machado from AngelOne-CSR visited STEP Academy Ahmedabad. The visit included a tour of TATA IIS and a visit to the STEP Academy where Women's Day was celebrated. She also participated in the conclusion ceremony of Tally Accounting batch and discussed future prospects with STEP alumni. Ten former trainees were honored with the STAR Of STEP Academy award. Positive feedback was given, and the visit was deemed very successful.



Empowering Women through Skills: Bridging Workforce Gaps through STEP working in diverse geographies

Gendered Realities in the Regional Workforce

Across rural Rajasthan and tribal belts, women's workforce participation remains low due to mobility restrictions, early marriages, and cultural norms.

In cities like Surat, Indore, and Pune, while women access more jobs, they're often confined to low-skill, low-pay roles with minimal protections—especially among migrants.

STEP Academy's Interventions: Skilling Women for Dignified Work

STEP Academy, under the aegis of Aajeevika Bureau Trust, has pursued a mission to build viable and dignified livelihoods for young women through skill development and placement-oriented training. 2043 women trained through Hunar Program in FY 2024-25.

Courses offered:

- Retail & Sales (671 trained)
- Tally Accounting (548)
- GDA, BPO, BFSI (522 combined)
- Digital Marketing, Mobile Repair, etc.



Placement Highlights (328 Women Placed)

Following are the popular formal sectors where women are placed through STEP' efforts:

- 🚗 Automobile – 150
- ⚡ Electrical & Electronics – 97
- 🏥 Healthcare – 23
- 🛍️ Retail – 15
- 🏢 Services – 27



Breaking Stereotypes: Women in Construction

502 women trained in OJT (construction & technical trades)

461 women trained in Masonry

Others in Marble & Tile Fitting, Carpentry, Plumbing

“This isn't just training—it's transformation.”

The Road Ahead

STEP Academy plans to expand outreach in remote districts, introduce new courses (e.g., green skills, logistics), and strengthen alumni placement support.

With continued investment, more women can transition from unpaid labor to skilled, salaried professionals.

This is a summary of the article. To read more, please click on this [link](#).

~Sanjay Chittora

Director (Skills)

Aajeevika Bureau

Visual Highlights from this Quarter



In the virtual Humkadam program organized by STEP Academy, Swati Saxena from India Fellow conducted a session on the topic "AI in Formal Skill".

The session included discussions with the team on future skills and explored potential opportunities for STEP Academy in this domain.



STEP Academy organized a Placement Day at Kanod, where 32 youth received career counseling. All of them are scheduled to join jobs in Ahmedabad and Udaipur with different employers.



The On-the-Job Training (OJT) program on Centering concluded at the Banswara Center, marking a successful step in building technical skills and hands-on experience among participants.

The participants were provided with certificates and toolkits during the closing ceremony.



14 trainees from the Logistics and Retail batches of STEP Academy, Mavli and Udaipur, have been selected for jobs at Flipkart Logistics in Jaipur. All of them begin their new roles



STEP Academy in Udaipur, in collaboration with the Gogunda field team, organized a one-day alumni meet-up program in Gogunda.

The event brought together over 30 former trainees from regions including Jhadol, Kotda, Desuri, and Gogunda.

Discussed on their challenges, current needs of the youths, suggestions on improving the training program and support to be provided to our trainees.

STEP Launches Pilot Initiatives to Boost Skills, Jobs & Safety for Youth

New Training Facility in Kanore

At the newly launched Kanore Center (Udaipur district), 35 girls completed the General Duty Assistant (GDA) course and have been successfully placed at Pacific Hospital, Udaipur.



Green Skilling in Solar Tech



A Green Skilling refresher course on Solar PV Technology was piloted in Udaipur, with UTL Company as a training partner. House-wiring trainees received hands-on experience and were connected to local vendors. Several are now employed with Solar SS Pvt. Ltd. in maintenance roles.

Safe Hostel Pilot for Working Girls

To support women in the workforce, STEP launched a pilot hostel facility in Udaipur city, offering safe and affordable accommodation. Hosted by Vindhya Paliwal (STEP trainer), the space currently houses 10 working girls, especially those on late shifts. Feedback has been overwhelmingly positive.





Medical Lab Technician Course in Indore



STEP-Indore-2 Center introduced a new Medical Lab Technician (MLT) program. A batch of 28 youth completed their training in a newly equipped lab and secured placements in hospitals and care centers.

Thank you for reading!

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