



ANNUAL REPORT 2022 - 2023

CONNECTING THE DOTS

As we forge ahead to carve a new, ambitious strategic direction, we draw wisdom from our previous 5-Year Strategic Plan. National and global trends, including AI, green jobs, and sustainability are on our agenda as we realign our efforts with the future of work and learning. By focusing on system policies and state-level initiatives, we ensure our impact endures. Take a look at what we've done this year.

331,700

Learners in Schools

241,175

Learners in Skilling Institutions

4,381

Educational Institutions

7,000

Educators and Trainers

380

Educational Leaders

86,815

Registrations on the Quest App

19

States and Union Territories



Looking Forward To Connect The Dots

Aakash Sethi
CEO, Quest Alliance

We have had a remarkable year in India's skill development and education ecosystems. Through numerous collaborative efforts, we achieved significant milestones in driving systemic change in the school-to-work ecosystem.

One notable accomplishment was the launch of the Employability Skills curriculum, a joint initiative of the Future Right Skills Network and the Ministry of Skill Development and Entrepreneurship, Govt. of India. This curriculum has the potential to 2.5 million learners, empowering them for a brighter future. We are also making strides in Odisha, working on a coding and computational thinking curriculum that will soon be integrated into all state government schools, starting by August 2023.

As we conclude our five-year strategic plan at the organizational level, we are preparing for the road ahead. The external realities, particularly climate change and the emergence of AI, pose both challenges and opportunities for the learning ecosystem. Floods, heat waves, and droughts are posing

significant risks to education and skilling – increasing absenteeism, dropouts, and the loss of traditional jobs. Climate-induced migration and poverty are set to exacerbate existing vulnerabilities and create new ones.

AI and other technological advances will offer opportunities to enhance learning experiences. An approach that harnesses AI's potential, and ensures human-centric and non-technical skills like creativity, problem-solving, and critical thinking can unlock the potential of young learners.

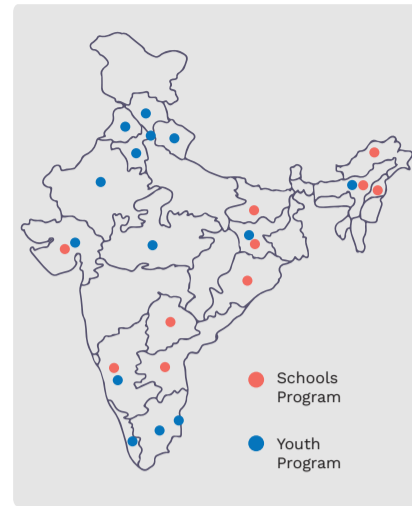
While the future is quite uncertain, we believe it holds immense potential. The best possibility is to find the right balance between humans, nature and technology where young people can build solutions to make the world more dignified, equitable and inclusive. We advocate for Future Literacy as a critical 21st-century skill.

It is a skill that, as defined by UNESCO, is critical for all stakeholders- one that allows people to better comprehend the role of the future in their actions and decisions, empowering imagination, enhancing our ability to prepare, recover and invent as changes occur. As we navigate these challenges, we must co-create collective futures within the learning ecosystem. This calls for collective consciousness, questioning existing paradigms.

In light of these developments, our focus remains on connecting the dots within the learning ecosystem. We want to co-create collective futures for it. Together, we will embrace change, promote resilience, and create a more dignified, equitable, and inclusive space for India's learners.

Thank you for your unwavering support and dedication to our shared vision.

Scaling With The Government



Impact Report



Schools Program

The Schools Program is focused on empowering government school students with vital 21st-century skills like STEM mindsets, social-emotional learning, gender sensitization, coding, computational thinking, and career pathways.

OUTREACH

331,700	Students
57%	Students are female
2,759	Govt. Schools
11	States across the country
11	Implementation Partners

Our work in STEM, computational thinking, and coding helped forge strategic partnerships with 11 states, enabling the development of future-ready education models. In Gujarat, we signed a three-year Memorandum of Understanding (MoU) with the state Samagra Shiksha Abhiyaan. This collaboration enables us to build a scalable model that's gender-sensitive, future-led, and focused on developing STEM mindsets and avenues for over 300,000 students.

In Odisha, the Department of School and Mass Education invited us and two other civil society organizations to develop a computational thinking and coding curriculum for govt. high schools. Starting August 2023, this 30-hour curriculum will be rolled out to 1 million govt. high school students in classes 9 and 10. We have also partnered with the Government of Karnataka and 12 other civil society organizations to implement a quality education model in 105 govt. schools under the Model Schools Collaborative.

As part of the Scratch Education Collaborative, we concluded a successful two-year journey with the Scratch Foundation.

We are now leveraging learning from this to create the Indian Equitable Learning Ecosystem – a network of 10 local organizations across India – helping learners from marginalized communities learn coding and computational thinking.

Project Sampurna implemented social-emotional learning (SEL) in 180 govt. schools, including 80 Schools of Excellence, impacting 31,780 students. The *Harsh Johar* curriculum launch in Jharkhand was a significant milestone.



“Creativity makes space for questioning, questioning leads to getting information and knowledge, not limited to one topic but interconnected and vast. One question leads to another and in that process, we enhance our understanding more.”

- Nandashree D N

11th Grade Student, Kittur Rani Chennamma Residential School, Karnataka

Another significant initiative introduced this year was the Model Schools approach, where we worked closely with headmasters, teachers, and students to co-create a positive learning culture and integrate 21st-century learning environments in schools.

'Hack to The Future: The Green Edition' was a national hackathon that brought together 80 students and teachers from 10 states. It exposed them to newer technologies, and the cultural diversity allowed robust discussions for issues and ideas alike. It inspired innovative solutions for community challenges like crop reduction, post-harvest losses, weather changes, human-wildlife conflict and more.



Youth Program

The Youth Program, MyQuest, equips young people with a self-learning mindset, 21st-century skills and core

employability skills, to help learners successfully transition into the world of work. Through collaborations across the skilling ecosystem, we create transformative learning experiences for learners, educators, and institute leaders alike.

A great example of this is the Future Right Skills Network (FRSN) – uniting government, funders, and civil society organizations to drive long-term systems-change that's focused on enabling learners in Industrial Training Institutes (ITI's) develop their career journey and become future-ready.

OUTREACH

241,175	Young People
1,622	Skilling Institutions
1,337	Trainers and Placement Officers
15	States

The Future Skills Forum provided a platform to discuss important topics related to TVET and emerging trends in the future of work and learning. At this forum, we launched an employability skills curriculum at the hands of the Union Minister of Education and Minister for Skill Development and Entrepreneurship (MSDE), Mr. Dharmendra Pradhan. This comprehensive curriculum, with 12 modules covering essential skills like life skills, digital literacy, and career development, will benefit over 2.5 million students across India.

To ensure effective curriculum adoption of the blended-learning based curriculum, we are collaborating with the MSDE to conduct training of trainers across India. Regional dialogues Civil Society Organizations were conducted in Bihar, Gujarat and the Northeast, to collectively address challenges in making skills training a sustainable and systems-led initiative. Over 40 new knowledge partnerships were forged this year.

An impact study of our decade-long work in Vocational Training Institutes assessed outcomes and documented learning and successes. Findings from this study were presented at the National CSO Partner Meet held earlier this year.



“In this era of technology where the nature of the workplace is changing and where new disruptive technologies are no longer limited to a small elite, skill development will be the key to unlocking the true potential of our demography. The Future Skills Forum is the right platform to support young people in building skills for a changing world.”

- Dharmendra Pradhan

Minister of Education, Skill Development & Entrepreneurship, Govt. of India

To equip skilling institutions for new employment trends in sectors like renewable energy, we have a pilot project to develop three green ITIs. Efforts are made to integrate green concepts into the curriculum, enabling learners to understand climate change and their role in mitigating its effects. A research on future trends is underway, guiding our green strategy.



Educator Capacity Building

Our capacity building efforts are focused on driving meaningful shifts among educators and leaders for learner-centered high-impact designs, curricula, models, and practices. Around 4,930 school teachers from 10 states received in-service training on 21st-century pedagogy, building STEM mindsets, socio-emotional learning, and dropout risk-mitigation for vulnerable learners. The MasterCoach program offered teachers across 8 states a blended capacity-building course in 5 languages. Teacher recognition events across states celebrated the innovative practices of these dedicated educators.

We collaborated with educators in Jharkhand to improve socio-emotional learning and its outcomes. In Uttar Pradesh, we piloted an Early Warning System, training 221 educators to identify and support at-risk learners. In collaboration with TATA Strive, the Central Staff Training and

Research Institute (CSTARI), the National Instructional Media Institute (NIMI), and the Directorate General of Training (DGT), we are part of a pioneering capacity building initiative across 28 states and 8 union territories. Together, we are training 3,250 Employability Skills trainers, setting a new standard for skill development through blended learning approaches.

OUTREACH

7,000	Skilled Educators
380	Educational Leaders
20	States

Around 289 master trainers in Uttarakhand, Bihar, Punjab, Himachal Pradesh, Tamil Nadu, and Madhya Pradesh play a key role in supporting ITI trainers to effectively deliver the curriculum in classrooms, ensuring its impact for students.

The Principal Leadership Program built capacities of 110 principals from Assam, Delhi, Karnataka, Kerala and Tamil Nadu. This program recognizes the pivotal role principals play in catalyzing systemic change, and empowers them to lead change within their institutions through innovative projects.



“In collaboration with Quest Alliance, we will learn to engage our students better and make them future-ready.”

- Susmita Bagchi

Chairperson, Mo School Abhiyan, Odisha

Our Emerging Leaders Program focuses on the professional development of organizational leaders. It equips them with future-ready leadership skills and builds a network of dynamic leaders. The fourth edition of the program, a virtual cohort, brought together 21 senior leaders from 12 organizations, empowering mid-to-senior level managers to drive lasting change within their organizations.

Civil Society Organization Partners

- Aga Khan Rural Support Programme (India)
- Alombro Mayu Yaku Chi Amey Aroga (AMYAA)
- Ashalaya Trust
- Ashankura
- Careship
- Center for Development and Empowerment of Women Society (CDEW Society)
- Centre for Education Developmental Research and Action (CEDRA)
- Chetna Vikas
- Cohesion Foundation
- Digital Empowerment Foundation
- Don Bosco Vazhikaatti Educational and Charitable Society
- Dream a Dream
- Foundation for his Sacred Majesty
- Functional Vocational Training and Research Society (FVTRS)
- Grassroot
- Kaivalya Education Foundation
- Little Flower Service Society
- Navjeevan Trust
- NEEDS
- NIIT Foundation
- Nirmaan
- North East Centre for Equity Action on Integrated Development (NEAID)
- Patang
- Pro-rural
- Reaching Hand
- SAFA Society
- Salesian Sisters' Society (India)
- Sama Foundation
- Sparsha Trust
- St. Thomas Charitable and Educational Trust
- St. Xavier Non-Formal Education Society (HDRC)
- Student Partnership Worldwide India
- Project Trust
- The American India Foundation Trust (AIF)
- The Association for Promoting Social Action (APSA)
- The Quilon Don Bosco Society
- YouthNet
- Yuva Chintana Foundation

Advisory Board

Aakash Sethi
CEO,
Quest Alliance
(Managing Trustee)

Kapil Das
Filmmaker
(Trustee)

- 1 Govt. of India partnership and 27 State government-level partnerships.

- Ministry of Skill Development and Entrepreneurship
- Commissionerate of School Education, Govt. of Andhra Pradesh
- Department of Education, Arunachal Pradesh
- Department of Employment Generation and Training, Punjab
- Department of School and Mass Education, Govt. Of Odisha
- Department of School Education, Govt. of Nagaland
- Department of Skills Development and Industrial Training, Haryana

- Department of Training and Technical Education, Delhi
- Dept. of Information Technology, Electronics and Communications, Govt. of Telangana
- Directorate of Employment & Training, Govt. of Bihar
- Directorate of Employment & Training, Gujarat
- Directorate of Employment and Craftsmen Training, Assam
- Directorate of Employment and Training, Jharkhand
- Directorate of Employment and Training, Tamil Nadu
- Directorate of Skill Development, Madhya Pradesh
- Directorate of Skill Development, Madhya Pradesh

- Directorate of Technical Education Vocational and Industrial Training, Himachal Pradesh
- Directorate of Technical Education, Tamil Nadu
- Gujarat Council of School Education - Samagra Shiksha, Govt. of Gujarat
- Industrial Training Department, Kerala
- Jharkhand Education Project Council, Department of Education, Govt. of Jharkhand
- Karnataka Residential Educational Institutions Society
- Karnataka Skill Development Corporation
- Rashtriya Madhyamik Shiksha Abhiyan, Govt. of Assam

- Regional Directorate of Skill Development And Entrepreneurship, Madhya Pradesh
- Sarva Shiksha Abhiyan, Dept. of Education - Karnataka
- Tamil Nadu Skill Development Corporation, Tamil Nadu
- Uttarakhand Skill Development Mission, Uttarakhand

- A 3-year partnership with Govt. of Gujarat's *Samagra Shiksha Abhiyaan* to build a scalable model on developing STEM mindsets for over 300,000 students.

- Under Govt. of Odisha's *Kaushali* (Skilling) Club, 1 million govt. high school students will use our

30-hour computational thinking and coding curriculum. Jointed Govt. of Karnataka's Karnataka Model School Pathway Programme (KMSPP), reaching 105 schools.

- Launched a new Employability Skills curriculum with the Future Right Skills Network, Directorate General of Training (DGT) and the Ministry of Skill Development and Entrepreneurship, benefitting over 2.5 million students nation-wide.

- Trained 3,250 Employability Skills trainers in 28 states and 8 union territories in collaboration with DGT, TATA Strive, Central Staff Training and Research Institute, and National Instructional Media Institute.



Research and Advocacy

Quest 2 Learn (Q2L) is a vibrant space fostering innovation, collaboration, and knowledge sharing to transform learning ecosystems and support seamless school-to-work transitions for young learners.

protection and agency. Two research publications were launched during the year. Visit questalliance.net/our-publications to read them.



Learning Innovations

In the wake of the COVID-19 pandemic, we observed a significant rise in technology and internet usage among young learners. So our primary objective this year was to enhance the user-friendliness of all our tech-based innovations. We successfully reached out to 5,957 educators and 78,065 learners, harnessing the power of EdTech to empower them and improve their learning experiences.

Quest App

Quest App now plays a key role in our work across the school-to-work continuum, providing both educators and learners access to learning resources. In its revamped version, the app prioritizes user experience, ensuring a more user-friendly, faster, and highly scalable platform. The app's modular design and seamless interoperability with other applications enhance its versatility and usability. New features on the app allow learners to raise issues they encounter, facilitating swift resolutions. The User Management System provides a smooth and easy role-based access for a seamless learning journey.



Before Quest App, our learning was limited to the classroom -- but now we can also learn at home."

- Chandu

Government ITI Student, Shidlaghatta

MasterCoach for Teachers

To enable in-service school teachers pursue their professional development, the MasterCoach for Teachers program was launched on the Quest App.

This digital offering equips teachers with essential skills for 21st-century facilitation, avenues to build their social capital, and a clear roadmap for their professional growth. Over 4,000 teachers now explore learning modules on the Quest App.

Personalized Learning Engine

We have made a significant investment this year in personalizing learning for learners. The goal is to empower them to choose careers aligned with their interests and access tailored learning modules that support their individual aspirations. We piloted this in Vocational Training Institutes across the country, utilizing a blended- learning format. This learning engine is designed to refine learners' experiences, nurture their interests, and ultimately foster self-directed learning.

Career Quest Game

Career Quest is designed to help learners understand the nuances of navigating their career pathways. This choice-based game offers learners the autonomy to explore diverse career options. Upon logging in, learners step into the shoes of various characters, making informed choices by encountering real-life scenarios that impact their character's career journey.

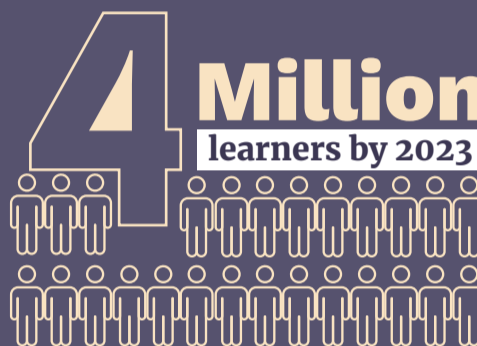
Leveraging audio-visual media, the game presents dilemmas and influences that shape career decisions. The primary objective is to provide learners with an immersive experience, enabling them to identify and practice essential skills for exploring and navigating their unique career journey

Chatbot

Ikki is a WhatsApp API Chatbot crafted by us to address challenges of a limited digital infrastructure, improve students' coding knowledge, and ease their apprehension with technology. Designed for students in classes 7 to 10, this innovative Chatbot offers an experiential learning environment. Through a one hour and fifteen minute course, Ikki brings interactive lessons and engaging activities to simplify complex coding concepts.

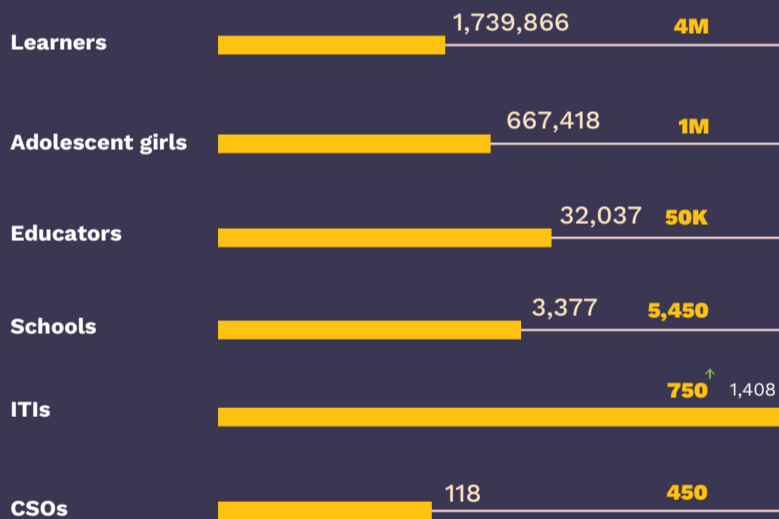
Strategic Plan 2019-23:

Our Goal is to impact



Quest's mission is to transform learning ecosystems through education technology, capacity building, and collaboration to build 21st Century skills for learners and facilitators. Our goal is to impact 4 million learners by 2023.

Progress Against Goals



The Quest Team

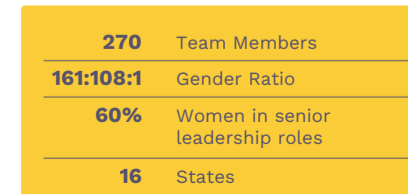
This year, we have focused on three core themes: [1] Nurturing leadership, [2] Fostering well-being, inclusion, and equity, and [3] Maximizing the potential for transparency, recognition, and reflective learning.

To nurture new leaders, we formed 7 working groups to collaborate on key focus areas. Team members across levels, locations and tenure in the organization are part of these groups. They draw upon collective insights and solutions, instilling a sense of ownership, improving efficiency and allowing transparency for change-management processes. Peer learning and skill-building sessions have helped nurture a thriving learning environment.

Empowering high-performing team members to lead and facilitate organizational spaces, such as team meetings and learning sessions, has proven fruitful. Leveraging their expertise, these team members contribute to our success and find fulfillment while creating environments that encourage reflection and learning.

To support employee growth journeys, the Reach for the Stars initiative emphasizes each member's learning ownership.

For the first time in three years, the entire team came together at the annual staff meet in June 2022.



In the aftermath of the COVID-19 pandemic, as a priority, we instituted a hybrid policy to help the team balance work and personal life better. This allows the team to work remotely for most of the month and work from the office or a field location for some part of the month.

Aashu Calappa Human Resources Expert & Volunteer, Social Sector	Anuroopa Pereira Director, Marketing Communications, Sabre India	Arvind Lodaya Professor, Vidyashilp University (Trustee)	Dipta Bhog Founder at Nirantar: A Centre for Gender and Education
Kakul Misra Director - Strategic Capacity Building, Indian School of Development Management	Sanjay Anandaram Co-Founder at Niceorg. in, Mentor & Advisor, Board member, Qess	Nagesh Alai Co-Founder at AI Enterprise Technology Start-up and Former Group Chairman at FCB Ulka Group (Board Chair)	Vikas Goswami CSR & Sustainability Expert

Accountability and Transparency

The executive leadership team is responsible for strategy, budgets and results, and reports to the advisory board and trustees. The role of the board is to ensure that the activities are aimed at realizing the mission of the organization in line with the strategic long term plan, and review the progress being made against the annual plan on a quarterly basis. They also approve the audited financial statement and ensure compliance with laws and regulations.

Quest Alliance has complied with provisions relating to the constitution of internal complaints committee under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

The Trustees met 4 times in the year 2022-23 on May 12th, August 17th, November 12th and March 22nd, 2023.

Distribution of staff according to salary levels and gender break-up:

Salary Range March 31st 2023

Monthly Salary Range	Female	Male	Gender Non- Binary	Grand Total
Upto 50,000	112	45	1	158
50,001 - 100,000	34	42		76
100,001 - 150,000	6	13		19
150,001 & Above	9	8		17
Grand Total	161	108	1	270

Statutory Information

Statutory auditors: Phillipos and Company, #47, M - Floor, Wheeler Road, Cox town, Bangalore 560005.

Bankers: State Bank of India, FCRA Cell, 4th Floor, State Bank of India, New Delhi Main Branch, 11, Sansad Marg, New Delhi - 110001.

IDBI Bank Limited, IDBI House, No: 58, Mission Road, Bangalore 560027.

Axis Bank Limited, 140, 1st Main Rd, Jnanabharathi Extension, Subash Nagar, Kengeri Satellite Town, Bengaluru, Karnataka 560060.

Quest Alliance is registered under the Indian Trust Act 1882 with registration no. BNG(U)-VRT-BK IV 187/2008-09 registered on 20/10/2008.

Quest Alliance is registered under 12A of the Income Tax Act 1961 with registration no. AAATQ0135GF2021401; validity from AY 2022-23 to 2026-27.

Quest Alliance is registered under 80G of the Income Tax Act 1961 with registration no. AAATQ0135GF2021401; validity from AY 2022-23 to AY 2026-27.

Quest Alliance is registered under the Foreign Contribution Regulation Act, 1976 with registration no. 094421483 valid till 30th September 2027.

Funding Partners

accenture

amazon

Bank of America

Capgemini

CAF Charities Aid Foundation India

childaid network

CISCO Corporate Social Responsibility

dalyan

dasra

FOSSIL FOUNDATION

Google

HSBC

H T Parekh FOUNDATION

IBM

J.P.Morgan

KANTAR

IGT Venture Philanthropy

Morgan Stanley

nisum

PORTICUS

Sanjeev Prasad

SCRATCH FOUNDATION

STATE STREET

United Way

WELLS FARGO

unicef for every child

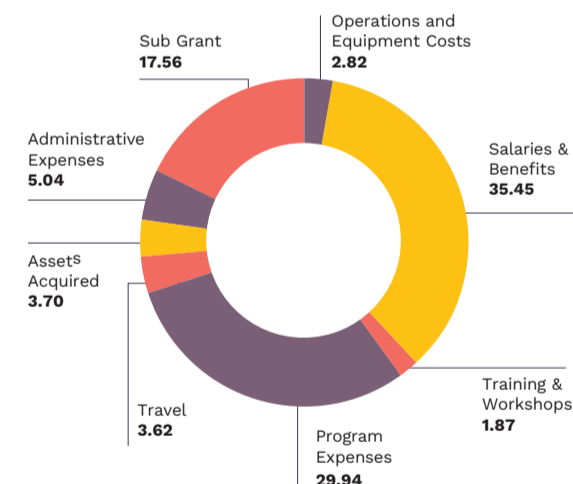
Finance

Where our money comes from

Donors	Amount	%
IBM	11,62,25,048	20.38
Accenture India	11,53,00,000	20.22
Google IT Services India Pvt. Ltd.	6,15,00,000	10.78
J.P. Morgan India	3,31,47,000	5.81
Bank of America	3,00,00,000	5.26
Cisco	2,81,57,116	4.94
Amazon	2,68,87,230	4.71
Porticus Asia Limited	2,70,16,552	4.74
LGT Venture Philanthropy	2,03,59,242	3.57
HSBC Limited	1,59,18,650	2.79
Wells Fargo International Solutions Pvt. Ltd.	1,56,50,000	2.74
Morgan Stanley Advantage Services Pvt. Ltd.	1,13,59,300	1.99
Capgemini Technology Service India Ltd.	68,29,810	1.20
Neudesic Technologies Pvt. Ltd.	61,42,065	1.08
Spartan Technology Services & Solutions Pvt. Ltd.	59,59,178	1.04
Softlayer Technologies India Private Ltd.	56,45,257	0.99
United Way	55,71,781	0.98
State Street Global Advisors India Pvt. Ltd.	52,50,000	0.92
Kantar (IMRB)	52,60,520	0.92
UNICEF	46,61,636	0.82
Charity Aid Foundation (America)	41,15,980	0.72
Child Aid Network	40,39,598	0.71
Sanjeev Prasad	25,00,000	0.44
Leadership For Skilled Education Foundation	16,25,627	0.29
Scratch Foundation	12,12,000	0.21
Nisum Technologies India	10,00,000	0.18
Sanovi Technologies Pvt. Ltd.	7,75,345	0.14
Dalyan Foundation	6,26,245	0.11
Give India Foundation	2,28,670	0.04
Individual Donations	3,12,353	0.05
Bank Interest	61,06,073	1.07
Other Income	9,28,531	0.16
TOTAL	57,03,10,807	100

Where our money goes

Expenditure Head	Amount
Salaries & Benefits	19,66,09,080
Program Expenses	16,60,19,387
Sub Grant	9,73,63,326
Travel	2,00,75,416
Training & Workshops	1,03,78,920
Operations and Equipment Costs	1,56,53,171
Assets Acquired	2,05,22,990
Administrative Expenses	2,79,32,255
TOTAL	55,45,54,545



Income and expenditure

Income	Amount
Grants, Donations and Contributions	3,12,353
Interest Income	40,15,511
Internal Project Recovery (Content)	82,20,000
Other Income	9,28,531
Transfer from Specified Grant Fund (Foreign)	13,81,68,771
Transfer from Specified Grant Fund (Local)	35,88,98,556
TOTAL	51,05,43,722

Expenditure	Amount
Overhead and Administration Cost	65,13,714
Program Expenditure	1,70,81,348
Project Expenditure (Foreign Grant)	14,47,52,343
Project Expenditure (Local Grant)	36,56,84,150
Depreciation	57,83,113
Assets written off	8,84,546
Excess of Income over Expenditure	-3,01,55,492
TOTAL	51,05,43,722

Balance sheet as at 31st March 2023

Liabilities	Amount
Capital Fund	6,60,60,293
General Fund	4,21,64,761
Specified Fund	10,90,99,446
Corpus Fund	16,614
Current Liabilities	2,14,35,633
TOTAL	23,87,76,747

Assets	Amount
Fixed Assets	9,47,44,287
Investments	10,81,74,441
Current Assets	95,24,394
Cash & Bank Balances	2,63,33,625
TOTAL	23,87,76,747



Scan this QR code to read our detailed Annual Report.

Visit our website: www.questalliance.net

@questalliance