

Annual Report 2024 – 2025

Futures by Design

Futures by Design, this year's Annual Report tells a story shaped by purpose. It is a story built through partnership, grounded in collaboration, and committed to impact. It reflects how we at Quest Alliance work collectively, systemically, and with young people at the centre. **This is how we create futures, not by chance, but by design.**

info@questalliance.net
www.questalliance.net

f in @ X

@questalliance

718,000

Learners reached across 6867 government schools

163,000

Learners reached in Skilling Institutions

9375

Educators trained across schools

2465

Educators and Leaders engaged across Skilling Institutions

34,590

Learners participated in Ideathons and hackathons organised at schools

136,000

Quest Platform registrations

907

Skilling Institutes (861 ITIs + 46 VTIs) reached

12

States and Union Territories

Our Work

- ▶ Quest Alliance works with the government education and skilling ecosystems to equip young people with **future-ready skills** they need to succeed in their careers. We do this in Government schools by embedding future skills and career exploration in school curricula and pedagogy. We also work with Technical and Vocational Skilling Institutes, enabling them to prepare confident, informed, and career-ready young graduates, facilitating their transition into the **world of work**.



Futures by Design – Crafting Change, Together

- ▶ Each year, as we reflect on our work at Quest Alliance, we return to a question that grounds us. What kind of future are we building, and who are we building it with? Over the past few years, this question has taken us on a journey of deep transformation of how young people learned, grew and transitioned into careers.

The year 2024-25 was marked by a profound shift in our belief that the future is not something we wait for. It is something **we build together**. It was the year of Futures by Design, where learners, educators, partners and team members stepped forward as co-creators.

Young people shaped their own learning paths, educators became catalysts for change, and systems evolved through shared purpose. It also showed in how we worked internally, questioning how we led, supported, and aligned our actions with our values.

Futures by Design, our Annual Report for 2024-25 captures not just milestones, but choices made by intention.

To every learner, educator, partner, and colleague, thank you for crafting this future with us. This is Futures by Design, and it's just the beginning.



Aakash Sethi
Chief Executive
Officer,
Quest Alliance

Strategy in Action

- ▶ In 2024, we launched our strategy rooted in a singular **vision**: a world where all young people take charge of their future and drive equitable social and economic progress.

This vision comes alive through **our mission** to build future-ready learning ecosystems by creating and embedding tech-enabled experiences that empower young people to thrive in their careers.

We grounded our work in three interconnected pathways: **innovating** where new models were needed, **mainstreaming** what worked into public systems, and **enabling** others to scale change within their own contexts.

It is rooted in the idea that when young people have the skills, confidence, and curiosity to learn and adapt, they can shape the world around them. The core of this approach is youth agency where we will empower young people to become co-designers and leaders of change.

In the next five years, this strategy will help us reach **1 million learners** directly, work with **25,000 educators**, and impact **4,000 institutions** from schools to ITIs (Industrial Training Institutes), and VTIs (Vocational Training Institutes). Through curriculum integration and policy engagement, we aim to reach over **15 million** young people, ensuring the future isn't just imagined, it is built, together, by design.

Shaping a Future-Ready School Ecosystem

- ▶ Last year, we demonstrated the impact of our teacher led approach across 5 states. Through **MasterCoach**, we built the capacity of over **9,000 educators**, to integrate future-ready skills like social-emotional learning, critical thinking, problem-solving, and computational thinking into their classrooms.



2,500 learners from secondary schools in Narmada (Gujarat) and Tumkur and Mysore (Karnataka) showed significant gains in 21st-century skills. Learners in Narmada recorded a **16.5%** improvement, while those in Tumkur and Mysore showed a **9.2%** increase. The shift in teaching practices translated into meaningful outcomes.

Technology usage improved significantly, with states like Andhra Pradesh and Jharkhand recording increases of **103%** and **331%** respectively by the endline. Students' critical thinking, creativity, and innovation saw positive shifts across all states. In Gujarat, Odisha, and Karnataka, student perceptions of 21st century pedagogy improved the most — reflecting how teachers were transforming classroom experiences to better prepare learners for the challenges ahead.

Mainstreaming Future Skills- AI, Computational Thinking, and Career Mindset

- ▶ One of our key milestones this year has been mainstreaming future skills within government systems in Andhra Pradesh, Gujarat, Jharkhand, Karnataka, and Odisha. With AI transforming how we learn and work, Quest Alliance collaborated with the Government of Andhra Pradesh to develop curriculum for grades 7th – 9th, aligned with UNESCO's AI competency framework.

Over a seven-month pilot, learners in Andhra Pradesh not only engaged with emerging technologies but showed measurable improvements in average scores — **6.1%** in AI skills, **4.9%** in understanding AI ethics, **3.5%** in career interest, and **4.7%** in self-directed learning. These indicators denote significant gains in critical competencies for the future of work, be it equipping learners to apply emerging technologies effectively, stronger awareness of responsible innovation, essential for ethical decision-making in a tech-driven world and strengthened agency in lifelong learning habits. These outcomes validate the program's impact on future-ready mindsets.



Our experience in localizing the UNESCO AI Competencies frameworks was shared at the **MIT AI & Education Summit 2025**. In Odisha, we partnered with the School and Mass Education Department, Raspberry Pi Foundation, and Learning Link Foundation to design a Computational Thinking curriculum for classes 6th – 10th.

Enabling Collaborations

- ▶ Partnerships played a key role in expanding the reach and impact of our work enabling system wide change across geographies. In Jharkhand, the Sampoorna Consortium, which focuses on social-emotional learning, grew from 4 partners to **16 organizations**, embedding SEL (Social and Emotional Learning) approaches in classrooms across all districts of the state.



This year also marked the culmination of the Indian Equitable Learning Ecosystem (IELE), a collaboration of 8 like-minded CSOs across **7 states**, supported by key funders. The initiative enabled 16 Fellows to deepen their expertise in computational and design thinking, while Quest Alliance served as a knowledge partner, sharing tools and insights to support learning in underserved communities.

These organizations work with school dropouts, learners from nomadic tribes, urban slums, and some of the most hard-to-reach regions of the country. By adapting learning tools for **low-resource environments**, they demonstrated that transformation is possible wherever there is commitment, creativity, and a shared sense of purpose.

“I got an opportunity to present at the Scratch Global Conference. It was an ‘aha’ moment, because we work with adolescent girls who hadn’t even touched a computer before.”

Deepa K.E. IELE Fellow from Indivillage Foundation

Advisory Board Members

Aakash Sethi

CEO, driving future-ready learning at Quest Alliance. Education Innovator, Social Entrepreneur.

Aashu Calapa

Committed Volunteer. Human Resource leader expert with 21+ years of experience.

Anuroopa Pereira

Regional Sr. Director, Precious Communications. A communications professional with 20+ years in managing public relations.

Kakul Misra

Director, Strategic Capacity Building at Indian School of Development and Management. An advocate of impact based skilling.

Nagesh Alai

Co-Founder & Director, Avananta Innovations. Also a Finance and Legal professional.

Sanjay Anandaram

Co Founder NICEOrg. Entrepreneur, Venture Capitalist, Angel investor.

Vikas Goswami

Head of Consulting, Boundless Environment Resources Solutions Pvt. Ltd. Passionate about CSR, use of tech for green jobs.

Vineet Jawa

Entrepreneur, Co-Founder Idfy, an identity verification company, CredRight a FinTech start up.

Global Contribution

- UNGA Conference & International Youth Foundation Board Meeting (19 Sept – 2 Oct, Oaxaca, US)
- Ashoka-IKEA Social Entrepreneurship Partnership Summit (4 – 8 Feb, Ålhmult, Sweden)
- The AVPN Global Conference 2024, (23 – 25 Apr, Abu Dhabi)
- MIT AI + Education Summit (21 Jul – 4 Aug, Washington, US)
- 10th Asia-Pacific Futures Network Conference (4 – 5 Sept, Bangkok, Thailand)
- Dubai Future Forum 2024 (18 – 21 Nov, Dubai)



Read more



Young People Designing Solutions for Their Communities

- Quest Alliance hosted ‘[Hack to the Future-Innovating for Participatory Futures](#),’ our second national edition of the event that witnessed participation of 50 students from Andhra Pradesh, Gujarat, Jharkhand, Karnataka and Odisha.

Students learned [advanced technologies](#), including machine learning, building local language models, and using the Internet of Things (IoT) to create solutions for their communities. From developing an anti-sleep detection system that identifies drivers feeling drowsy, to designing an automated rainwater harvesting system powered by IoT, building an early-warning health monitoring system for cattle, and creating a non-harmful image-processing-based monkey detection and repelling system, these students tackled real local challenges and emerged as true [changemakers](#).



“For this hackathon, we coded our prototype. I learned coding with the students and it was very insightful. I believe we should all learn to solve our own problems – whether it is water pollution in ponds or illnesses in cattle.”

CH Kumari, Student, KGBV Ponnada, Srikakulam, Andhra Pradesh

To encourage students to build aspirations in STEM pathways students were supported by mentors and role model interactions from 18 funding and technical partners.

The Quest Team

- This year, we invested deeply in our people strengthening leadership, empowering middle managers, and building systems that support growth, collaboration, and care across the organization. We rolled out a Competency Framework to guide growth, feedback, and transitions across teams. Our community of employees, volunteers and interns grew to be more diverse, with improved gender balance and more young people stepping into key roles.

Team strength: 322

Women	189 (59%)
Men	131 (40%)
Non-binary	2 (1%)

72% women in senior leadership roles

Transforming the TVET Ecosystem

- At Quest Alliance, enabling career transitions is about empowering young people to navigate their futures with confidence. We work with Government Industrial Training Institutes (ITIs), that equip young people to transition into jobs in largely manufacturing setups. We also work with private Vocational Training Institutes (VTIs) that run short term vocational skilling programs to enable transitions into service sector jobs.

Drawing on more than a decade of insights from working closely with VTIs, we distilled our learnings into a comprehensive strategy overhaul. We are now actively rolling out this sharpened approach, designed to guide learners toward deeper, more informed career decisions and the practical readiness to succeed in them.

Out of **128,046** graduating learners from ITIs, 65% made meaningful transitions into jobs or further education. **107 placement drives** were organised across 11 states. In VTIs, 72% of 5,077 graduates transitioned successfully, with nearly 57% being women.



Our work with [Women ITIs](#) equips every learner with the skills, networks, and confidence to navigate their careers pathways in an informed manner. We deepen industry partnerships, positioning employers as collaborators in shaping career journeys. The ‘[Leading Ladies](#)’ initiative connected learners with role models and experts, inspiring them to break barriers and pursue diverse opportunities. [Career Clubs](#) created peer-led spaces for exploration and leadership. Efforts by the Women and Work Taskforce, which are led by the system actors, made ITIs more gender-responsive and inclusive.

Across ITIs and VTIs, our work reached both scale and depth, supporting young people to build pathways towards the careers they aspire for.

Personalised Ed-Tech that puts learners in charge

- With [MyQuest](#), our flagship personalized learning platform, we have moved from catalogue-based to experience-driven learning, enabling learners to explore career paths aligned with their interests and goals. Piloted in 2024 with 30,000 users, the platform saw a remarkable rise in access and engagement. In the 2025 academic year, MyQuest has been rolled out across partner ITIs and VTIs. The platform continues to evolve, with the next milestone being GenAI-powered learning that connects skill-building directly to user

abilities, aspirations and preferences, taking us one step closer to hyper localization and true personalization. As of today, these 30,000 MyQuest users access over 300 bite-sized lessons and 1,100 job cards in 160+ trades across 5 languages. Government partnerships with SIDH (Skill India Digital Hub) and the KSDC (Karnataka Skill Development Corporation) have embedded this learner-centric approach into national platforms, expanding reach and access.



System change in ITIs

- Our work has been further amplified through the [Future Right Skills Network \(FRSN\)](#), a policy focused initiative incubated by Quest Alliance that brings together government, industry, academia, funders, and civil society to help set government policies up for success, by bridging the gap between policy and practice. FRSN has been driving system change through research on critical areas, undertaking data driven advocacy, building and disseminating knowledge and frameworks and nurturing a partner network. FRSN currently drives change through four thematic priorities—[Future Skills](#), [Industry Engagement](#), [Trainer Development](#), and [Women in Work](#) to strengthen the ITI ecosystem.

“Collaboration across sectors -government, private enterprise, and civil society - is the cornerstone of this transformation... Our vision is to equip youth with the skills needed to thrive in a rapidly changing world of work.”

Shri. Atul Kumar Tiwari, IAS, Secretary, Ministry of Skill Development and Entrepreneurship

Key initiatives from the year included [Trainer Development Strategy Paper](#) to address trainer development in a more holistic manner, [Industry perception study](#) to help strengthen industry partnerships and align ITIs with market needs, and [strengthening Employability Skills curriculum](#) further by adding [AI literacy](#) components to it. We also worked on building an ITI grading framework, developed along with FICCI to understand the state of ITIs and its learners, and their readiness from the demand lens.

The [Knowledge & Innovation community](#) meet organized this year brought together government, industry, funders, international Organizations and civil society leaders to reimagine ITI transformation.

The year culminated with the [Future Skills Forum 2025](#), an event co-hosted with the Directorate General of Training, FRSN convened diverse stakeholders to align on a shared vision for future ready skilling.

Building Futures with Young People

- We laid the foundation for a bold new initiative, the [Youth Futures Studio](#) (YFS), a space for inquiry, imagination, and practice, where youth voices drive design. We began with research on the digital lives of young people in India, exploring how they engage with platforms, content, and communities online. We designed participatory workshops on AI futures, which surfaced both hopes and fears, but most importantly tangible visions of preferred futures.

We empowered young people with futures thinking so that they can imagine the futures they want to inhabit. Going forward, we will share them more widely so that educators, policymakers, and ecosystem partners can learn from, and integrate youth perspectives into their own work. In doing so, YFS is not only shaping Quest Alliance’s approach but also contributing to a broader conversation on how [India can build futures with young people at the centre](#).

Quest for Better Futures

- We launched Quest for Better Futures, a podcast series that is still running on our social media channels. The series explored how young people navigate uncertainty with resilience, creativity, and imagination through discussions with youth, educationists, civil society leaders, innovators, futurists, and industry experts.



Quest Learning Observatory

- The Quest Learning Observatory emerged as a vibrant hub for experimentation and dialogue hosting 31 events with over 600 participants, and collaborating with diverse partners to explore futures through art, tech, nature, and design. At its core, QLO aims to nurture regenerative futures, creating spaces where learning cycles back into practice, imagination, and community. The Observatory is building a culture of reflection, encouraging stakeholders to see education as a living ecosystem that can adapt and thrive in uncertain times.

Closing Reflections

- This year for us was a year of listening, of learning and of choosing design over default. We saw that real change happens when learning is treated as a living ecosystem, where educators are seen as co-creators and young people are given space to lead. Futures by Design is a direction we are committed to and as we carry this momentum forward into the next year, we do so with a sense of hope and gratitude.

None of this would be possible without the young minds, teachers, principals, and supporters who are a key part of this journey. Together let us keep building a future that is not inherited, but imagined, and made real, together.

#FuturesByDesign
#CraftingFuturesTogether

Accountability and Transparency

- ▶ The executive leadership team is responsible for strategy, budgets and results, and reports to the advisory board & 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 3 times in the year 2024-25.

Distribution of staff according to salary levels.

- ▶ **Monthly Salary Range March 31st 2025**

Monthly Salary Range	Female	Male	LGBTQIA+	Grand Total
Upto 50,000	126	57	1	184
50,001 - 100,000	39	55	1	95
100,001 - 150,000	11	10		21
150,001 & Above	13	9		22
Grand Total	189	131	2	322

Statutory Information

- ▶ Quest Alliance is registered under the Indian Registration Act 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 vide approval number AAATQ0135G22BL01 dated 21.09.2022 and 80G certificate - Provisional approval No. AAATQ0135GF20214 dated 31st May 2021.

Quest Alliance is registered under the Foreign Contribution Regulation Act, 1976. Registration no. 094421483 dated 02/03/2012 to receive foreign contributions. It is renewed vide MHA 094421483 dated 09 September 2022 valid till 30 September 2027.

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

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

Funding Partners



Government Partners

- ▶ **Schools**

- Department of School and Mass Education, Government Of Odisha
- Gujarat Council of School Education - Samagra Shiksha
- Commissionerate of School Education, Andhra Pradesh
- Karnataka Residential Educational Institutions Society
- Sarva Shiksha Abhiyan, Department of Education, Karnataka
- Jharkhand Education Project Council (Department of Education, Jharkhand)
- Sarva Shiksha Abhiyan, Department of School Education, Andhra Pradesh
- Panchasakha Shikhya Setu Sangathan, Government of Odisha
- Gujarat Council of Educational Research and Training, Government of Gujarat

- ▶ **TVET (Technical and Vocational Education and Training)**

- Directorate General of Training, Ministry of Skill Development & Entrepreneurship, Govt. of India
- Department of Industrial Training & Employment, Karnataka
- Directorate of Training & Technical Education, Delhi
- Skills Development and Industrial Training Department, Haryana
- Industrial Training Department, Kerala
- Directorate of Employment & Training, Government of Gujarat
- Directorate of Employment and Training, Tamil Nadu
- Directorate of Employment and Craftsmen Training, Assam
- Directorate of Skill Development, Madhya Pradesh

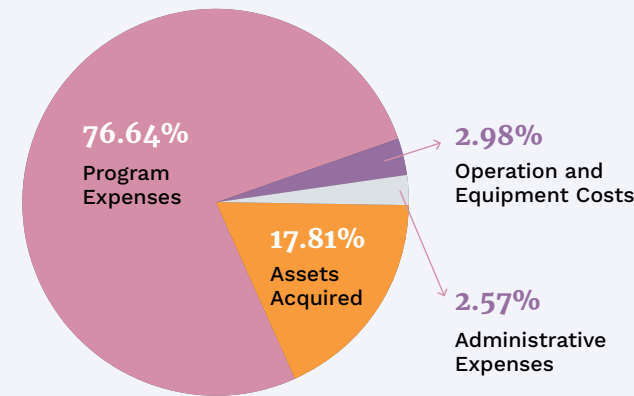
Finance

Where our money comes from

Donors	Amount
Accenture Solutions Pvt Ltd	₹9,93,09,463
Amazon	₹6,12,21,995
Porticus	₹4,40,78,460
JP Morgan	₹3,69,26,304
Cisco	₹3,38,19,281
LGT Venture Philanthropy	₹3,18,79,654
Bank of America	₹2,96,77,700
SAP Labs India Pvt Ltd	₹2,55,53,507
Google IT Services India Pvt Ltd	₹2,36,61,637
Publicis	₹1,97,37,235
Wells Fargo International Solutions Pvt Ltd	₹1,87,24,632
LinkedIn	₹1,28,67,687
Capgemini	₹1,25,47,556
United Way	₹1,09,45,573
Deloitte Foundation	₹1,06,69,465
Servicenow	₹92,38,535
Fossil Foundation	₹81,19,202
Indian Literacy Project	₹81,02,439
Morgan Stanley	₹79,86,131
Kantar IMRB	₹74,58,812
CAF America (LSC)	₹36,42,169
Scratch Foundation	₹20,67,239
Sanjeev Prasad	₹11,90,935
Impact Foundation India - Dasra	₹9,92,325
SwissRe	₹2,65,780
UNICEF	₹1,46,689
Dalit Foundation	₹95,703
Individual Donations	₹42,233
Other Income	₹3,14,06,310
Interest Income	₹3,22,56,256
Grand Total	₹58,46,30,907

Where our money goes to

Expenditure Head	Amount
Program Expenses	₹49,44,03,589
Operation and Equipment Costs	₹1,91,96,396
Assets Acquired	₹1,65,75,647
Administrative Expenses	₹11,49,08,812
Grand Total	₹64,50,84,444



Income and Expenditure

Income	Amount
Grants and Donations	₹52,09,68,342
Interest Income	₹3,22,56,256
Other Income	₹53,53,442
Transfer from Corpus to the extent utilised	₹2,60,52,868
Grand Total	₹58,46,30,907

Expenditure	Amount
Overhead and Administration Cost	₹3,12,77,818
Program Expenditure	₹4,43,32,831
Project Expenditure (Foreign Grant)	₹18,99,84,150
Project Expenditure (Local Grant)	₹36,29,13,998
Depreciation	₹1,10,04,049
Excess of Expenditure over income	-₹5,48,81,939

Grand Total* ₹58,46,30,907

*Revenue

Balance sheet - 31st March 2025

Liabilities	Amount
Capital Fund	0
General Fund	₹7,47,25,472
Specified Grant Fund	₹6,77,38,350
Corpus Fund	₹36,22,43,565
Current Liabilities	₹5,82,23,323
Total	₹56,29,30,710

Assets	Amount
Fixed Assets	₹12,33,76,411
Investments	₹36,30,64,277
Current Assets	₹1,62,54,131
Cash & Bank Balances	₹6,02,35,892
Total	₹56,29,30,710

Civil Society Organization Partners

- Alombro Mayu Yaku Chi Amey Aroga (AMYAA)
- Anantmool
- ARUWYE
- Asha Deep Foundation
- Ashalaya Trust
- Ashankura
- Association for Promoting Social Action (APSA)
- ATWSA Trust
- CareShip
- Center for Development and Empowerment of Women Society (CDEW Society)
- Don Bosco Vazhikatti (DBV)
- Foundation for His Sacred Majesty
- Functional Vocational Training and Research Society (FVTRS)
- Gramoththan
- Grassroot
- HDRC (Human Development and Research Centre)
- Indivillage Foundation
- JANASAHAYOG
- Kalameri Sangeet Vidyalay
- Kshamtalaya
- Learning Initiative of India
- Navjeevan Trust
- NIIT Foundation
- Nirmaan
- Odisha Rising Foundation
- OUTREACH
- Pro Rural
- Ranjhi Foundation
- SAFA
- Sai Gokula Seva Samsthe (SGSS)
- Salesian Sisters' Society (India)
- SAMA Foundation
- Sparsha Trust
- St Thomas Charitable and Educational Trust
- St. Xavier Non-Formal Education Society (HDRC)
- The Quilon Don Bosco Society
- Vanavil
- YouthNet
- Yuva Chintana Foundation