

10 YEARS OF UMEED

Celebrating 10 years of empowering hope in women!

ANNUAL REPORT

2024-25



Table of Contents

1.CEO message.....3	3.Our 10acious Voices.....5	5.Our Vision.....9
2.Our 10acious Journey.....4	4.The Problem.....8	6.Our Programs.....10
7.Our Reach.....11	9.FirstLeap Career Readiness & Empowerment Program.....13	10.SAHYOG Train the Trainer Program.....23
8.Our Impact.....12		
11.Organisation Highlights.....33	13.Media Coverage.....41	15.Our Partners.....43
12.Our Team.....40	14.Financial Snapshot.....42	16.Connect with us.....45

CEO's Message

Dear friends, partners and supporters,

This year is special. 2024–25 marks Umeed's 10th anniversary. A decade of empowering women, strengthening communities and proving that when women thrive, everything around them transforms. From our very humble beginnings to where we stand today, we take immense pride in having balanced depth and breadth of impact, with stories from the ground continuing to affirm the power of this work.

This year has also been a turning point. For the first time, we stepped beyond programme delivery and into systems-level change, working to institutionalise impact and not just implement it. Our newest initiative, Project Sahyog, launched in partnership with the Telangana Government's Education Department, focuses on building internal capacity so that gender equity and livelihood readiness become systemic priorities. Through this partnership, our work now has the potential to reach 80,000 students across the state.

Our FirstLeap programme continues to grow in strength and reputation. The feedback from students and college authorities has been deeply encouraging, reaffirming that our approach is meaningful, relevant and urgently needed.

Organisationally, this has been our strongest growth year yet. We have doubled our annual budget, tripled our team, expanded into exponential impact through systems-level work and sustained long-term partnerships built on operational excellence and financial rigour.

If there is one truth that defines our decade, it is this: Ten years of being on the ground, living and breathing the problem, have only made us tenacious in our beliefs, our execution and our pursuit of impact.

As we enter our next decade, we do so with renewed clarity and conviction. We are no longer only solving for today; we are building systems that will outlast us. We are no longer just enabling livelihoods; we are shaping futures. We are no longer a small organisation with big dreams; we are a growing force with proven impact.

To every partner, supporter, team member, and woman who has trusted us- thank you. You are the reason UMEED has become what it is today. Here's to the next decade of courage, growth, and unwavering belief.

With gratitude and determination,

Udita Chadha
Co-founder & CEO
UMEED



“Ten years of being on the ground, living and breathing the problem, have only made us tenacious in our beliefs, our execution and our pursuit of impact.”

Our 10acious Journey



Inception of UMEED

Started in a small school compound with 5 women eager to build a stronger economic standing.



KARIGARI

Livelihood, entrepreneurship & empowerment training to enable marginalised women make livelihood choices.

2014

2015

2019

2020

2022

2023

2024

2025



FirstLeap Career Readiness & Empowerment Program

Career readiness, self worth, industry exposure, counselling & placements to enable young women make career choices.

 **FirstLeap MOU Signing**



Covid InfoSeries

Empowered women with accurate and accessible COVID-19 information, promoting health, safety, and resilience.



SAHYOG

Train the trainer program to strengthen Telangana govt. employability structures with a gendered approach.

 **SAHYOG MOU Signing**

SHAKTI

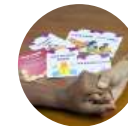
Menstrual and reproductive health awareness and sustainable period management program for adolescent girls, pregnant and lactating mothers

 **12AA, 80G & CSR 1 Certification Granted**



UNESCO Recognition

Umeed's FirstLeap program recognised by UNESCO for its exemplar program design enabling lifelong learning and sustainable impact.



Break The Barrier Program

Launch of Break the Barrier Program aimed at transforming Families into Allies for Women's Empowerment

 **FCRA Certification Granted**  **FirstLeap MOU Renewal**

10acious Voices of UMEED

Our Program participants

"In my opinion, an empowered woman is someone who possesses confidence, capability, and a strong sense of self-worth. She never considers herself inferior to others and always trusts herself."

Sameena Begum | Karigari Livlihood & Empowerment Program

"Umeed has really acted as stepping stone for my growth. The fact that I am running my own home based tailoring shop is evidence that if opportunities like FirstLeap program are given, I can stand on my own feet!"

Thulasi | FirstLeap Livelihood & Empowerment Program

"The SAHYOG train the trainer program was very useful & the trainers were excellent with polite, supportive & interactive nature. They guided & informed us about Professional communication, high level planning & preparation. In future trainings, I want to learn some more professional skills. I want to implement my learnings on ground."

V. Anjaiah | Sahyog Train the Trainer State Government Program

"I have learnt about problem solving, conflict solving, how to prepare a CV, how to make myself ready for the future. I have become better in my communication and negotiation skills. These session gave me job readiness and also taught me how to live a happy life."

Sana Fatima | FirstLeap Career readiness & empowerment Program

"We learned important facts about breast milk, which is the best milk for a child's healthy growth. We're thankful to the Umeed team for conducting external sessions on diet, from which we learned how to manage our budget."

Anjum Begum | Shakti-Mentruul & Reproductive Health Program



10acious Voices of UMEED

Our Program partners

"This is an organization that is doing incredible work and really thinking through multiple aspects of how they can change the lives of women from many different standpoints. It's really great to see how this connects to the Sustainable Development Goals that we talk about so often".

Linda Aiello | Salesforce

"Amazed to see the kind of transformation in womens lives. Skilling is only one part of empowering women, the other component to it is confidence building, giving exposure, giving them oppurtunities to showcase that they are capable of doing. I think that is what Umeed does the best."

Rekha Srinivasan | United Way of Hyderabad

"I had the opportunity of working with Gauri and her team on a couple of impactful projects aimed at empowering women from grassroots ! Their execution of the projects to accomplish set objectives was flawless and impressive! I wish the team the best as they enter the next decade ! Cheers"

Senthil Kumar | The U.S. Consulate General, Hyderabad

"I look forward to seeing you grow and continue to transform the lives of many more young girls and women who benefit immensely from your interventions. With your programs, they develop self-esteem, confidence, job readiness skills, financial independence - all of which allow them to face the world with their heads held high."

Shoma Bakre | Let's Do Some Good Foundation

"I find the founders, Udita and Gauri, to be highly qualified, innovative, articulate, passionate and dedicated to their work. They have also built a very committed and capable team of people to execute well. It has been my pleasure to work with them through SVP and exchange ideas learning from each other."

Bhaskar Jayaraman | Social Venture Partners



CELEBRATING 10 YEARS OF UMEED



A celebration commemorating 10 years of empowering women!

The Problem

In a country where patriarchal norms have long dictated the terms of women's lives, the struggle for empowerment is a daily reality. Despite progress, India ranks 135th out of 146 countries in gender parity (Human Development Report, 2022), with a staggering 48% empowerment deficit (United Nations, 2022). The statistics are stark: 67% of women in India report experiencing intimate partner violence (NFHS-5, 2019-21), while only 30% participate in financial decision-making (World Bank, 2022).

For many girls, their future is decided by family members, with 57% of women reporting their husbands making decisions about their healthcare (NFHS-5, 2019-21). Education, while crucial, is not enough to break this cycle. Even among women with higher education, only 25% are part of the workforce (World Bank, 2022).

The system itself often perpetuates these inequalities. Colleges and universities, meant to be catalysts for change, often lack the curriculum and support structures necessary to empower young women. Courses often focus on traditional roles, and institutions may not provide the necessary resources or encouragement for women to pursue careers in non-traditional fields. For instance, only 14% of STEM graduates in India are women (All India Survey on Higher Education, 2020-21).

At Umeed, we recognize that empowerment is not a one-size-fits-all solution. It's about building confidence, skills, and agency. We work with women, their families, and communities to shift mindsets and create a supportive ecosystem. Critically, we also partner with educational institutions and policymakers to influence curriculum design, pedagogy, and policies that promote women's empowerment. By integrating gender-sensitive perspectives, providing career counseling, and advocating for inclusive policies, we aim to create a more equitable system that supports women's aspirations.



Our Vision

Our goal is for every woman and girl in India to be treated as an equal actor in society.



What we do

We empower underserved women to break free from oppressive norms and forge brighter futures. We equip them with tools and opportunities, and engage families as allies in their journey, creating a ripple effect of change.

How we do it

We run skill building and empowerment programs both at a grassroots and system level that enable women with the knowledge to build their career and confidence to make and sustain their choices.

Our hope for the future

We envision a society where young women are empowered, confident, and self-assured in a world where gender equality is a reality, and all individuals respect and value each other, fostering a culture of mutual respect, dignity, and inclusivity.

FirstLeap

A Career Readiness & Empowerment Training Program

Career readiness, self worth, industry exposure, counselling & placements to enable young women aged 18-22 yrs make career choices.

Sahyog

Employability Training for the Telangana Education Dept Officials

Train the trainer program to strengthen the existing Telangana govt. employability structures to include a gendered approach.

Our Programs

Our dual approach addresses the complexities of gender inequality, empowering women at multiple levels of the ecosystem.

Ground level programs

Equipping women with skills, resources, and support to become agents of change. Gaining financial independence, confidence, and self-worth, they pave the way for social upliftment.

Systems level programs

Collaborating with government education departments to build a gender-sensitive workforce. Through capacity building and training, we create a ripple effect of change, influencing the next generation of women and men.

Through our multi-level approach, we are breaking barriers, challenging norms, and creating a more inclusive future for all.

Our Reach

Adilabad
Jagtial
Peddapalli
Nizamabad
Karimnagar
Khammam

Mulugu
Medak
Siddipet
Warangal (Urban)
Warangal (Rural)
Mahabubabad

Nalgonda
Nagarkurnool
Wanaparthy
Jogulamba
Mahabubnagar
Jangaon

Ranga Reddy
Hyderabad
Vikarabad
Medchal-Malkajgiri
Sanga Reddy
Kamareddy

24 Districts in
Telangana, India



Our Impact

99%

Women are confident to communicate in English Language

80%

Women are confident in pursuing a job & higher studies simultaneously

95%

Women actively participate in professional networking

92%

Women are confident in decision making for themselves

86%

Women are confident in learning new skills

69%

Women are confident in digital literacy skills for entry level jobs



83% of participants found the FirstLeap program useful

FIRSTLEAP

Career readiness & Empowerment Training Program

SAHYOG

State Education Department
Train the Trainer Program

94%

College Mentors are implementing roles effectively

50%

Rise in College Mentors job drive involvement

60%

Reduction in admin work, boosting focus on student mentorship



87% of the College Mentors found the SAHYOG program useful

FIRSTLEAP



Career Readiness & Empowerment Training Program

FirstLeap aims to increase the economic participation of women by helping them become career ready and enabling them in selecting a career of their choice. This holistic program places a strong emphasis on three pivotal facets:

- Nurturing essential life skills
- Instilling values and self worth that foster personal and professional growth
- Broadening horizons by providing exposure to diverse world of professional opportunities

The FirstLeap Program is implemented through a 4+ year partnership with the Commissionerate of Collegiate Education, Telangana.

Need we addressed

FirstLeap Career readiness & empowerment program addresses the diverse gaps around skill, mindset and exposure reported by our young women participants.

This program aims at ensuring our women are knowledgeable, skilled, and adequately aware about career prospects to take them on a transformational path of personal, social and financial empowerment.



SKILL

- Limited awareness of professional resources
- Low confidence in English and public speaking
- Limited understanding of Digital literacy and professional communication



MINDSET

- Low confidence due to low skill levels and traditional biases
- Limited negotiation skills in social and professional settings
- Negative self-perception and low self worth



EXPOSURE

- Limited exposure to career opportunities
- Lack of awareness on workplace etiquette
- Limited exposure to mentors or role models for career development



Vare Vyapini

"Life after UMEED is really special- I started believing in myself. I got to know my worth. I now stand up for myself."

Vare Vyapini, a FirstLeaper at UMEED, is a 20-year-old student pursuing a B.Com in Computer Applications at Government Degree College for Women, Begumpet. She hails from New Bowenpally and comes from a middle-class family, living with her parents and younger sister. Though always quiet and introverted by nature, Vyapini carried a quiet curiosity within her, a spark that would grow stronger with time.

Academically bright, she completed her SSC with a 9.3 CGPA and secured 88.5% in her Intermediate. But despite these achievements, she never had a clear goal. She often let life take its course, describing her earlier self as childish and directionless.

All of this began to change when Vyapini joined UMEED's FirstLeap Career Readiness and Empowerment Program. It became a turning point in her life. She recalls two sessions that transformed her completely: the 'Self-Worth' session and the 'River of Life' activity. These moments gave her deep insights into her own journey.

"When I started drawing my River of Life, I realized that my life had never been easy. I had faced so much already and if I could survive all of that, I could certainly overcome anything that came next."

The Self-Worth session, in particular, taught her to take a stand for herself. It made her realise her strength, and for the first time, she began accepting herself flaws and all. She started forgiving herself, stopped worrying about "log kya kahenge" (what will people say), and learned to believe that imperfection is part of being human.

With her newfound confidence, Vyapini applied for the CMAT exam during her FirstLeap sessions. At the time, she was unsure of her own capabilities. She discussed with her Facilitator at Umeed, and her facilitator encouraged her to write the exam. Motivated by her facilitator's belief in her potential, Vyapini gathered the courage to take a leap and apply for the exam — a decision that ultimately led her to successfully clear both the CMAT and MAT entrance tests. That motivation made all the difference. Today, she has successfully cleared both the CMAT and MAT entrance exams.

Our program participants

 **20 YRS**
Average age

 **3rd YR**
Students in final year degree courses

 **2 LAKH**
Avg family income



Women students from Government Degree colleges across the state of Telangana in courses like BA, BCom, BBA, Bsc, etc. These young women hail from BPL (Below poverty line) families from low-income urban communities with an average annual family income of 2 Lakh.

Parents of these women pursue professions like daily labour work, auto driving, security services in facilities, agriculture and farming etc.

The average age of these young women beneficiaries is 20 yrs. With respect to language comfort they are fluent in local native languages namely Telugu and Urdu with a very basic English understanding. Most of them are first generation learners and job seekers in the organised sector with aspirations to start their career in general administration, HR, accounting, banking, nursing etc. related jobs. They are interested in pursuing higher education courses like MSc, MA, MBA, MCom etc.



Career Pathway

At Umeed, we redefine success – it's about equipping women with the knowledge, skills, and confidence to chart their own course. Our programs empower them to make informed choices, pursue their passions, and live with dignity.

Our women have excelled in diverse fields, pursuing higher education in India and abroad, and securing jobs that fuel their financial independence. They've chosen paths that reflect their aspirations, values, and strengths.

Here are some examples of career pathways selected by our women.. Their courage, resilience, and determination fuel our mission.

Upskilling

Post the FirstLeap program, women have opted for upskilling courses to keep up with the latest industry knowledge thus opening diverse career prospects.



Bochu Shruthi- Medical Coding | Claxon Institute

Driven by her interest in healthcare, Shruthi is upskilling in Medical Coding to build a strong career in the medical records field.



Vare Vyapini- PGDM | Aurora's Business School

Vyapini's dedication has led her to Aurora's Business School to pursue her Post Graduate Diploma in Management.

Higher Studies

Post the FirstLeap program, women have opted for higher education to deepen their subject expertise and expand their career prospects.



Geethika- Masters in Biotechnology in Queensland university

Through determination and consistent effort, Geethika has reached the University of Queensland to pursue her Master's in Biotechnology.



Sharon Sunaina- M.Sc Computer | University of Leicester England

Sharon's journey of grit and determination has taken her to the University of Leicester, where she is now about to shape a future she once only imagined.

Job

Post the FirstLeap program, women have opted for joining the formal labour force enabling them to immediately start their journey of financial empowerment.



Rukmini Kanwar- Associate | WIPRO, Hyderabad

Rukmini began her journey with WIPRO, stepping confidently into the career she once envisioned for herself through UMEED.



Tadepalli Kundini- Data analyst | Dell Technologies

From classroom curiosity to corporate impact, Kundini now applies her data skills as an Associate at Dell.



Gowthami

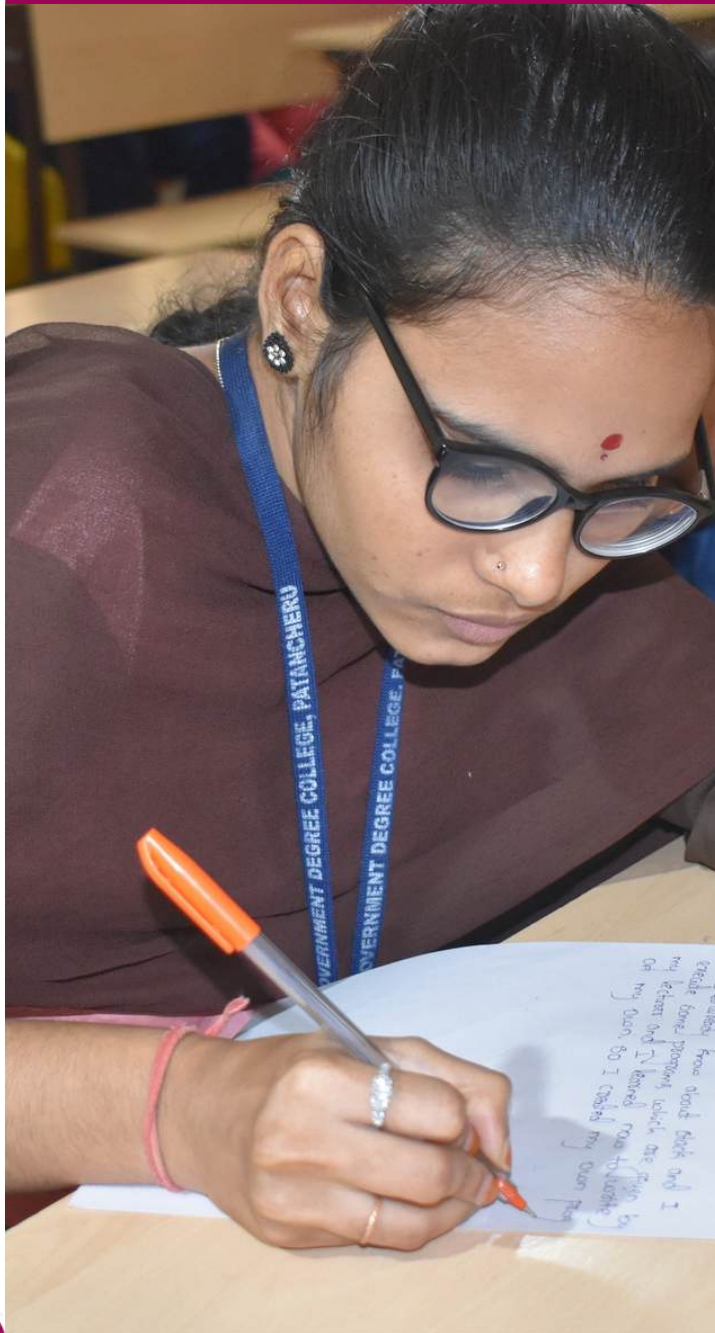
"FirstLeap sessions inspired me to become financially independent and empowered me to make decisions for myself."

Gowthami, a FirstLeaper at UMEED, is currently pursuing her Bachelor of Science degree with a focus on Mathematics, Physics, and Chemistry at the Government Degree College in Hayathnagar. At the age of 18, while still in her Intermediate second year, she got married and moved to Hayathnagar to live with her husband and in-laws. Despite her young age and the responsibilities that came with early marriage and motherhood, Gowthami has been determined to continue her education and build a career.

Gowthami is also a young mother, she has a five-month-old baby boy. Even during her pregnancy, she demonstrated unwavering commitment to her education. She joined UMEED's FirstLeap Career Readiness and Empowerment Program while pregnant. After attending the orientation session, she felt inspired and eager to continue learning. However, she couldn't attend sessions in college. Understanding her situation, the facilitators accommodated her request for online classes, where she became a highly active participant. Her attendance remained commendable throughout, and she frequently asked questions, engaged in discussions, and sought feedback to improve herself.

Gowthami shares that FirstLeap sessions played a pivotal role in shaping her mindset and boosting her self-confidence. Through the program, she learned essential skills such as MS Office (Word, Excel, PowerPoint), which helped her prepare for placement interviews. She now feels more confident during interviews and is capable of answering questions boldly. The sessions also ignited a passion for entrepreneurship in her. After giving birth, Gowthami recognized the necessity of supporting her family financially.

She shared that her family, especially her in-laws, supported her throughout her education, taking care of her five-month-old baby while she attended classes. Despite her responsibilities, she remains committed to learning and contributing to her family's future. She is committed to managing her time between studies and caring for her son, with a strong determination to become financially independent and build a life on her own terms.



Empowering Futures, One Leap at a Time!

PROGRAM HIGHLIGHTS

FirstLeap Career Readiness
& Empowerment
Training Program

Exposure Visit

Exposure visits are a vital part of our program, giving students first-hand experience of professional workplaces and helping them connect classroom learning with practical skills. These visits build confidence, career awareness, and an understanding of workplace expectations.

During exposure visits at **Novartis**, **Omega Healthcare**, **Smart IMS**, and **We Hub**, students gained valuable insights into professional and entrepreneurial environments. They explored workplace ethics, received interview tips, and interacted with senior professionals. They learned about career options, corporate workflows, women in corporate roles, salary management, social media safeguards, and strategies for career growth. Additionally, they drew inspiration from leaders' journeys, developed essential workplace skills including communication and corporate technologies, and experienced the startup ecosystem, interacting with entrepreneurs and learning about business building and innovation.

Through these visits, students developed a deeper understanding of corporate life, essential professional skills, and opportunities for growth, while also appreciating the unique values women bring to workplaces. These experiences were instrumental in shaping their career aspirations and enhancing workplace readiness.



TO READ MORE
SCAN HERE



Corporate Volunteering Programs

Conducting sessions with corporate volunteers is one of the most impactful pillars of our FirstLeap program. Together, we create meaningful learning experiences for students through real interactions with corporate professionals.

During 2024–25, multiple skill-based volunteering sessions were conducted in collaboration with leading organizations such as Omega Healthcare, Carelon Global Solutions, and Celanese. These sessions focused on enhancing communication skills, interview readiness, and professional confidence through practical exercises like mock interviews, powerful introductions, and elevator pitches. This helped students refine their presentation and self-branding skills while offering personalized feedback from corporate experts.

Through these sessions, volunteers not only guided students to improve their employability skills but also inspired them to step into the professional world with confidence and purpose, truly embodying the spirit of learning through giving.



FirstLeap Graduation

The FirstLeap Graduation was a remarkable and enriching experience for all participants. As part of the celebration, we organized a variety of informative stalls focused on career opportunities, higher education pathways, fellowship programs, and studying abroad. These stalls provided students with valuable insights, guidance, and resources to help them make informed decisions about their futures.

The event not only celebrated achievements but also served as a platform for students to explore diverse career and educational prospects.

The event offered an excellent exposure to multiple career pathways for students.

Industry experts, educational institutions, and fellowship representatives helped graduates connect their aspirations with real-world opportunities. The Career Zone Mela had a diverse representation from organisations like:

- We Hub, Govt. of Telangana
- Lighthouse Communities Foundation
- Expert Education
- Access Livelihood





A train the trainer program for State Education Department

A one of its kind pilot system strengthening program with the State government's degree college career mentors.

SAHYOG is a collaborative pilot program in partnership with The Commissionerate of Collegiate Education, Telangana, UMEED, and SVP India.

This Train the Trainer program, led by UMEED, leverages our strength in gender-inclusive mentoring capacity building and aims to empower officials of the Telangana Skills and Knowledge Centre (TSKC).

The SAHYOG Program
thrives through a
powerful 3 year
partnership with
the Commissionerate of
Collegiate Education,
Telangana

Need we addressed

The Sahyog program addresses key challenges faced by educators responsible for bringing career opportunities and professional exposure to government college students, bridging gaps in skills, mindset, and exposure.

We tackle issues educators face, such as limited career awareness, low confidence, and digital skill gaps, that hinder their ability to empower students. We believe that by addressing the challenges faced by educators, we can effectively address the challenges faced by students.



SKILL

- Limited career awareness and guidance, especially for female students
- Low confidence in teaching and research
- Digital skill gaps hindering student data management



MINDSET

- Lack of gender sensitivity, leading to unconscious biases that undermine female students' participation
- Low confidence due to lack of role clarity
- Low understanding of career networking



EXPOSURE

- Lack of access to resources—especially for female students with more social constrictions
- Low awareness of self-promotion and advocacy
- Restricted professional networking opportunities



Usha Rani

"Thank you Umeed team for providing the professional knowledge on how to meet and bridge the gap between students and companies offering jobs."

Usha Rani, a Full-Time Mentor (FTM) at Government Degree College (GDC) Godavarikhani, is driving change despite limited resources. Established in 1981 in Peddapalli, Telangana, the college has around 500 students, mostly from low-income backgrounds. The Telangana Skills and Knowledge Centre (TSKC) lab lacked the infrastructure for effective learning. Usha Rani faced outdated technology, no structured training, and minimal industry exposure for students.

Usha Rani has been an active participant in Umeed's SAHYOG sessions, through which she gained insights to support her students. She expanded her network, connected with HR professionals on LinkedIn, and organized placement drives. She also joined recruiter groups on WhatsApp to boost job opportunities for students.

A key takeaway from SAHYOG was interactive learning. Usha Rani introduced the 'Tower Building' activity to encourage critical thinking and engagement. Before SAHYOG, she was primarily occupied with administrative tasks. Post-training, she transformed into a mentor who conducts regular skill development sessions. Under her guidance, the college now regularly follows the structured two-hour weekly training mandated by TSKC guidelines.

She has also begun designing structured lesson plans, ensuring each session is well-organized and impactful. She has also refined her lesson planning skills, continuously enhancing her approach to provide better educational experiences for her students.

Her efforts have not gone unnoticed. The college principal and faculty recognize her unwavering commitment to student development. Even in the face of inadequate infrastructure, her resilience, kindness, and dedication continue to bridge the gap between students and opportunities, proving that true change begins with passion and persistence— something reinforced by the transformative impact of SAHYOG and Umeed's initiatives.

Our program participants



37

Average Age of participants



24

Districts participants hail from



80000

Students mentored by all participants



The Sahyog program participants are a dynamic group of TSKC Full-Time Mentors working across Government Degree Colleges in Telangana. These experienced educators and IT/skill trainers, aged 30-45, are well-qualified with postgraduate degrees in fields like computer science, commerce, and management.



The TSKC Full-Time Mentors are based in government colleges, empowering students with career awareness, exposure, and guidance to help them thrive in their chosen paths. Representing diverse districts across Telangana, they're committed to enhancing students' career readiness skills and guiding them towards success.





Empowering Futures, One Mentor at a Time!

PROGRAM HIGHLIGHTS

SAHYOG-Train the Trainer Program for
Telangana's Education Department



Rajashekhar

"I am very happy with the SAHYOG training. It has helped me gain deeper insights into the mentoring role and understand how important a mentor is in a student's journey. Thank you, UMEED team."

Rajashekhar, a dedicated Full Time Mentor at Government Degree College for Women, Karimnagar, has been a driving force in student development. He is one of most committed program participants of SAHYOG, where he gained valuable insights and skills.

With his newfound knowledge, Rajasekhar has been collaborating with external companies and experts, exposing students to diverse career paths in pharmaceuticals, banking, civil services, and more. He leverages his SAHYOG networks and HR contacts to organize regular job drives, analyzing students' career preferences and connecting them with local companies like Bajaj Finserv. His efforts have led to negotiated salary ranges of ₹15,000-₹30,000 per month, aligning opportunities with students' needs and location preferences.

Rajasekhar's passion for student growth is palpable. He's registered 284 students on the Bombay Spoken Tutorial platform for internships and has transformed his teaching methods, integrating technology and activity-based learning to enhance classroom engagement. His college has seen improved skilling session attendance and participation, a testament to his innovative approach.

The SAHYOG training has empowered Rajasekhar to make a lasting impact, creating a ripple effect of growth and development.

3 Yr MOU with Telangana Education Dept for Sahyog

The Commissionerate of Collegiate Education, Telangana entered into a three-year partnership with UMEED as its knowledge partner leveraging our expertise in gender-inclusive educational capacity development.

Through this program we provide:

75+ hrs of
immersive
learning



Hands-on experience of skills & knowledge to execute FTM role

10 high-impact
modules



Technology tools and techniques to increase operational efficiency

50+ job industry
connections



Networking sessions to build job and higher education connections

1 Mega
Networking
Drive



Gender sensitization to ensure gender equal career participation of students



Training with a gendered lens

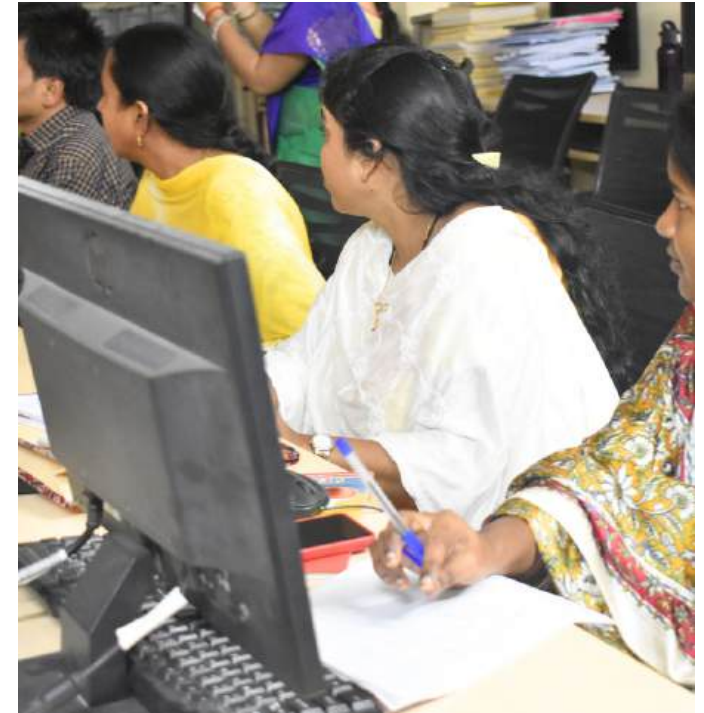
This year, we delivered comprehensive capacity-building trainings across three quarters, empowering our Full-Time Mentors (FTMs) with cutting-edge skills and knowledge. Our 2-day sessions focused on equipping mentors with essential competencies in Artificial Intelligence (AI), Arithmetic and Reasoning, and POSH (Prevention of Sexual Harassment) awareness, with a strong emphasis on cultivating gender sensitivity.

UMEEDs Facilitators, Industry SMEs and Corporate experts from Novartis and Carelon Global Services facilitated interactive, two-hour sessions, providing FTMs with both theoretical foundations and practical insights to integrate these topics into student learning. Our goal was to enhance FTMs' ability to guide students in developing analytical thinking, ethical understanding, and digital readiness, thereby preparing them for academic and professional success.

Notably, we emphasized that gender awareness is a critical skill for all students, regardless of gender, to secure and sustain employment. Through these quarterly trainings, FTMs developed a nuanced understanding of the interplay between technical, logical, and social skills, enabling them to nurture well-rounded, future-ready learners.



All SAHYOG training sessions are delivered using an activity-based learning approach.



On ground M&E

This year we conducted Monitoring & evaluation field visits post trainings across Government degree Colleges in Telangana spanning across Hyderabad, Medchal, Siddipet, Khammam, Adilabad, Ranga Reddy, Sangareddy, Kamareddy, Nalgonda, Jogulamba Gadwal, Wanaparthy, Mahabubnagar, Nagarkurnool, Nizamabad, Jagtial, Karimnagar, Peddapalli, Mulugu, Hanumakonda, Jangaon & Medak.

The Monitoring & Evaluation framework for the program focuses on assessing the effectiveness of Sahyog sessions and mentor support. In Quarter 1, it examines mentor role clarity, student impact (confidence, aspirations, career awareness, communication), and institutional support. The framework also assesses skill-gap assessment practices, career readiness gaps, and mentors' ability to build professional communication skills among students.

In Quarter 2, the focus shifts to operational readiness, programme implementation, and student engagement. It evaluates mentor preparedness, session planning, training delivery, and student feedback. Additionally, it reviews career exploration, placement efforts, and stakeholder engagement, including support from principals and TSKC coordinators.



Organisation Highlights

2024-25



Corporate Volunteering

This year, we forged partnerships with four esteemed corporates to develop impactful virtual and in person volunteering programs. Our partners, Celanese Corporation, Smart IMS, Omega Healthcare, and Carelon Global Services, collaborated with us to create enriching experiences for our participants.



Through these partnerships, we successfully implemented various initiatives, including:

- Mock interview preparation sessions, designed to enhance participants' interview skills and confidence



"I found my voice and the courage to speak on stage. Learning the Elevator Pitch has given me a clear path forward on how to communicate."

Deepshika, FirstLeaper, 2024



- Elevator pitch building workshops, aimed at equipping participants with effective communication strategies
- Career mentorship programs, providing guidance and support for participants navigating their professional journeys

MOU Signing

This year UMEED signed yet another MOU with the Telangana Government. This one is for our program SAHYOG which aims to strengthen the employability system of the state.

This partnership uniquely places UMEED at a platform from where we can influence the gender understanding of all youth in government colleges across Telangana.

This new program is a strong testament to our tenacity, courage and consistent hard work on the ground.



WATCH THE
FULL INTERVIEW
HERE

UMEED Featured in Vanitha TV Show

This year during the International Women's Month, our inspiring women leaders of were featured on the renowned Vanitha TV in Telangana!

This show had Udit Chadha, Co-Founder & CEO, Krupa Joel, Outreach & Impact Pathway Manager, and Priyanka Toomkunta, Senior Program Facilitator & Quality Lead participate in a powerful conversation on resilience, leadership, and empowerment—this show highlights the unstoppable spirit of UMEED.

Chai Pe Charcha

This Daan Utsav, we designed an engaging experience called 'Chai Pe Charcha' (Conversations Over Tea) with one of the leading Pharma Multinational Companies in the city.

Diverse groups of corporate leaders joined us in brainstorming gender-based barriers they faced in their journey of economic empowerment. What a riveting experience it was to learn about their triumphs and troubles in breaking these barriers, the challenges they faced, the myths they encountered, the values they operated with! And now, after learning from their experience, how they are providing a supportive ecosystem to women around them.

The discussion was yet another stark reminder of how gender-based discrimination runs across all sections in our society and is more pronounced for women.



Umeed in the ecosystem

This year UMEED's founders presented their thoughts on at multiple local and international platforms highlighting barriers women face, role of governments and the urgency of empowerment programs in meaningfully and sustainably transform lives of women.



Gauri at a panel discussion on ***'The importance of girls' access to education and professional training opportunities to support women's inclusion as leaders in the formal economy'*** hosted by The U.S. Consulate General, Hyderabad.



Udita at Teach For India, Hyderabad Chapter addressed Fellows on opportunities and challenges in the women's empowerment thematic area and how the fellows can figure their ***'Role as changemakers in the social ecosystem'***



Udita at a panel discussion on ***'Empowering NGOs through Strategic Mentorship: Innovative Approaches for Social Impact'*** hosted by Social Venture Partners (SVP)



Gauri at a panel discussion on ***'The use of data for impact: The values and the challenges.'*** hosted by Giving Women

Professional Exposure Visit at Omega Healthcare

At Omega Healthcare, Senior operations and human resource leaders shared their expertise, highlighting the essential qualities they seek in fresh talent.

The visit featured an open house session, where participants were encouraged to ask questions about the company, its available roles, application processes, and best practices for securing a job. This interactive session provided a unique opportunity for the participants to gain a deeper understanding of the company's needs and expectations, empowering them to navigate the job market with confidence upon graduation.



L&D Visit at Novartis

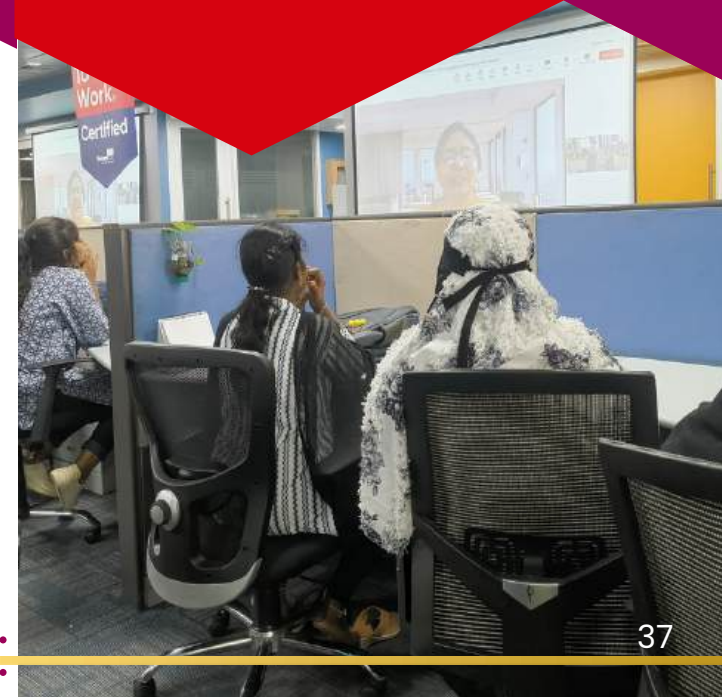
The visit to Novartis was a truly enlightening experience for our program participants, offering a unique glimpse into the real-world applications of Artificial Intelligence and Machine Learning. This exposure not only broadened their understanding of AI's transformative impact on the job market but also underscored the importance of proactive upskilling in today's fast-paced technological landscape.

The highlight of the visit was the inspiring keynote speeches delivered by women leaders, who shared their remarkable journeys of overcoming obstacles and achieving success. Their stories served as powerful testaments to the potential and resilience of women in the corporate world, motivating our participants to chart their own paths and strive for excellence.

Company Exposure Field Visit with Smart IMS

The exposure visit to Smart IMS provided our program participants with a comprehensive understanding of the company's operations, culture, and diverse verticals. During the visit, they gained insight into various departments, workflows, and business ethics, shedding light on the inner workings of a corporate entity and the roles employees play within it.

This experience, coupled with one-on-one career counseling sessions conducted by Smart IMS employee volunteers, empowered our participants to make informed decisions about their career trajectories. The personalized guidance enabled them to navigate their professional journeys with greater awareness and clarity, equipping them with the knowledge necessary to make strategic choices.



Entrepreneurship Bootcamp with We Hub

With this initiative we aimed at fostering the spirit of entrepreneurship in young women. The session kicked off with a "Build a Brand" activity, where students unleashed their creativity by selecting an object, designing a logo, and crafting a tagline—



building essential branding skills in a fun, interactive way.



"We learned about startups and new ideas and concepts around entrepreneurship and also met two amazing entrepreneurs. They elaborated on their struggle period and how they reached that position."

Ayesha Muskaan



The session also featured an Idea Canvas & Pitching exercise, where students identified pressing challenges, brainstormed innovative solutions, and mapped out customer segments and revenue models—sharpening their problem-solving and entrepreneurial thinking.

Umeed's Women's Day Celebration

The UMEED's Women's Day celebration was a heartwarming convergence of program participants, supporters, funders, partners, volunteers, friends, family, and the UMEED team, coming together to celebrate another year of collective impact. Our program partners truly shone on this special day, radiating confidence and empowerment!



MEET



Udit Chadha
Co-Founder & CEO



Gauri Mahendra
Co-Founder & President



Shaziya Sultana
Finance & Compliance Lead



Krupa Joel
Outreach & Govt Liaising Manager



Rahmath Unnisa
Program Impact Lead



Pranay Deotale
City Operations Manager



Afreen Shaik
Human Resources Lead



Sourajit Ghosh
Fundraising & Advocacy Manager



Radha Gayathri
HR & Senior Program Facilitator



Shreya Srikonda
Operations & Fundraising Manager



Parvathy Manorej
Communication Associate

THE UMEED TEAM



Kaushiki Sharma
Senior Program Facilitator & Quality Lead



Toomkunta Priyanka
Senior Program Facilitator & Quality Lead



P Nandini
Senior Program Facilitator



Akhila Padiri
Senior Program Facilitator



Shirisha Prathap
Program Facilitator



Marripudi Mahalaxmi
Program Facilitator



Wasekar Pranita Bandu
Program Facilitator



Tusarika kumbhar
Senior Program Facilitator



Sumana kothapalli
Senior Program Facilitator



Tanuka Tiwari
Program Facilitator



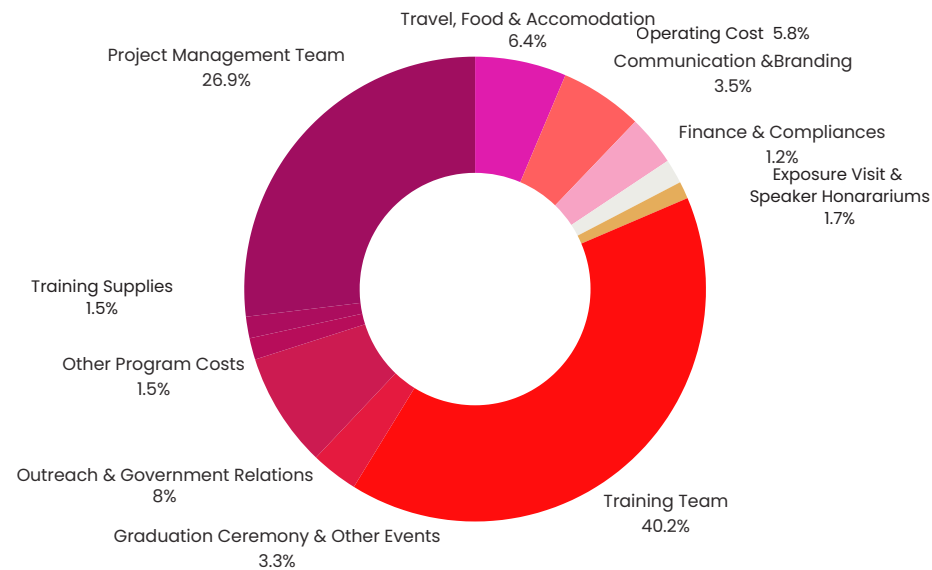
Supreetha
Program Facilitator



Srujan Das Myaka
Senior Program Facilitator

Financial Snapshot

Training & Program Cost Breakdown(%)



Expenses Breakdown(%)

Training Cost	Program Cost	Management Cost
52.00	26.00	22.00

Funding Source Breakdown

CSR Funds

73%



Individual Donations

9%



Philanthropic Funds

21%



Our Partners



Thank you for your support

This year our partners have spanned
across areas of funding, program,
training, community outreach,
volunteering and mentorship.

Partner voices

"We were part of the FirstLeap corporate field visit. I was very happy to have the girls here. There were a few sessions, the students were also very interactive. It was a very good session, and I hope it was beneficial for them also. All the best to all the students of UMEED. And the organizers of Umeed, are doing really a good job in conducting these workshops and corporate field visits"

Prasanth P, Senior Delivery Manager, Smart IMS



"I am delighted to be associated with Umeed as a lead partner on behalf of SVP for the past few years. Their commitment to the cause is driven by a deep sense of purpose and have continuously evolved over the years creating a significant impact and multiplying year on year. They have ambitious laudable goals and I wish them the very best in their endeavors."

RVS Ramakrishnan | Partner & Mentor, Social Venture Partners



"The FirstLeap Programme by Umeed has been an exceptional initiative to support young women stepping into the workforce. What stands out is the programme's holistic approach - pairing essential skill-development and employability training with deep self-building work. The focus on confidence, self-esteem, conflict resolution, and personal presentation creates a strong foundation for young women to imagine and pursue larger dreams. For many from Tier 2 and Tier 3 cities, this combination of soft skills, grooming, and aspiration-building is truly transformative. We are proud to partner with Umeed in creating pathways of opportunity and empowerment for the next generation of women professionals."

Hema P | Program Director, Omega Forum for Social Impact (OFSI)



"This is a truly wonderful program. We are very thankful to all the resource persons, because we can clearly see the quality. All these skills, our TSKC mentors are now learning from the sessions are definitely very useful for our students."

Dr. P. Bala Bhasker, Joint Director II, Commissionerate of Collegiate Education, Telangana

"I am deeply impressed by the positive impact the Umeed program has brought to our women students. This initiative has been instrumental in fostering essential life skills, career awareness, self-confidence among our students, helping them to become empowered and independent individuals."

The programme's comprehensive approach focusing on skills development, mindset enhancement, and professional exposure, complements our academic curriculum exceptionally well."

Prof. G. Sukanya, Principal, Government Degree College, Jedcherla, Telangana



Get Involved

At Umeed, we strive to leverage the skills, experience and support of people & organisations from varied walks of life. Following are avenues where we co-create impact in the continuous journey of Love, Hope and Courage .



VOLUNTEER & INTERN

Join an ongoing project and learn a skill hands-on and make a difference with your expertise



CONSULT OR COACH

Your unique talent and experience can help us make our processes more effective.



EMPLOYEE ENGAGEMENT

Create meaningful programs that motivate your workforce



JOIN OUR TEAM

Work with us in a full time role and co-create impact



HIRE A FIRSTLEAPER

Employ our women trainee in to your workforce



FUND US

Partner with us to implement livelihood & empowerment projects



CONNECT
WITH US

LOG ON TO

WWW.UMEEDFORWOMEN.ORG

EMAIL US

CONNECT@UMEEDFORWOMEN.ORG

FOLLOW US ON INSTAGRAM

[@UMEEDFORWOMEN](https://www.instagram.com/UMEEDFORWOMEN)

