



# ANNUAL REPORT

2023-2024



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## Message from the Founder

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Dear Friends, Partners, and Well-wishers,

We are pleased to present the Annual Report for the financial year 2023–2024.

This year has been a transformative phase for Bikiran Foundation — a year of intentional expansion, strategic restructuring, and deep grassroots engagement. Our efforts were focused on scaling the Career Development Programme to reach more students in underserved areas, while also strengthening the Empowering Grassroots NGOs initiative to build capacities and catalyze sustainable change at the community level.

2023–24 has truly been a testament to how development ideas, when backed by purpose and persistence, can be translated into meaningful action on the ground. We saw firsthand the power of collaboration, community ownership, and adaptive leadership in driving social impact.

As we reflect on the past year, I feel a strong sense of gratitude — to our team, partners, supporters, and most importantly, the communities we serve. Together, we continue to nurture hope, build pathways, and empower lives.

With renewed energy and a clear vision, we move forward into the new year — committed to inclusion, innovation, and impact.

Warm regards,

**Tapas Chakrabarti**

Founder & Director

**Bikiran Foundation**





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## About the organization:

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We provide a one-stop solution for career development, equipping students with comprehensive guidance, resources, and opportunities to make informed decisions about their future. In addition to career planning, we foster an entrepreneurial ecosystem, offering access and support to aspiring youth, empowering them to turn their ideas into impactful ventures.

Our work extends to partnering with grassroots NGOs, strengthening their organizational capacity to implement structured and effective community welfare initiatives. By enhancing their impact on the ground, we ensure sustainable development and meaningful change in underserved communities.

As a catalyst for transformation, we are dedicated to uplifting students, youth, and communities through innovative programs, strategic collaborations, and unwavering support systems. Together, we aim to inspire potential, drive progress, and create a brighter, inclusive future for all.

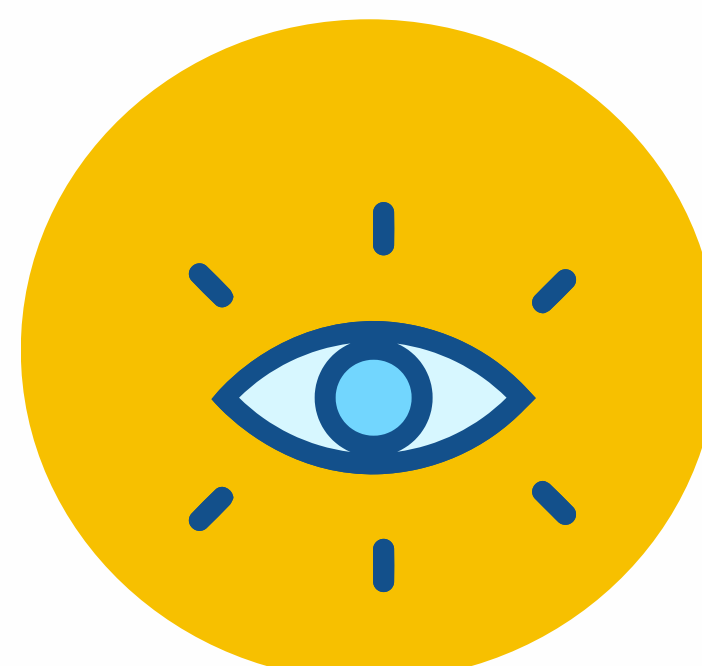


### Our Mission:

Our mission is to provide comprehensive, one-window career development solutions and entrepreneurship support for students and youth, enabling them to make informed decisions and pursue their aspirations. We are committed to strengthening grassroots NGOs by enhancing their organizational capabilities, ensuring impactful and structured community welfare initiatives.

### Our Vision:

To be a leading catalyst for change by empowering students, youth, and grassroots organizations, fostering a future where every individual has the guidance, resources, and opportunities to achieve their fullest potential and contribute to sustainable community development.





# Career Guidance Programme:

At Bikiran Foundation, we believe that every student deserves access to guidance and resources to shape their future meaningfully. Our Career Guidance Programme is designed to address the gaps in career awareness, communication skills, and life readiness – especially for students in rural and underserved communities.



## Community-Based Career Development Centres:

We operate community-based centres that provide structured support in the areas of:

Spoken English

Life Skills Development

Career Awareness and Exploration



These centres offer tailored courses – Basic and Advanced – based on students' learning levels and aspirations.

## Highlights for 2023–24:

- Reached 105 students across three active centres
  - Kankura Masat (Diamond Harbour)
- Locations:
  - Kanaria (Tarakeswar)
  - Rampurhat (Birbhum)
- Conducted regular sessions on career pathways, soft skills, communication, and self-expression
- Provided mentorship and exposure opportunities for students to understand diverse fields and professions





# School-Based Career Guidance Programme

Source: <https://www.bikiranfoundation.org/>

To strengthen in-school career awareness, we collaborated with government schools and conducted session-based career workshops.

## Key Activities:

- Implemented workshops in selected government schools in Rampurhat and Diamond Harbour
- Covered topics such as:
  - Career Mapping
  - Decision Making & Goal Setting
  - Understanding Streams & Vocational Courses
  - Accessing Scholarships and Higher Education Options
- Engaged students from Classes VIII to XII with interactive activities, career stories, and role models



## Technology-Based Career Aspiration Test

### Supported by Youth Dreamers Foundation

In today's rapidly evolving world, understanding students' interests and aspirations is essential for shaping meaningful career pathways. To address this need, Bikiran Foundation collaborated with the Youth Dreamers Foundation to implement a technology-based Career Aspiration Test for school students in Punjab.

The initiative aimed to assess students' career inclinations and provide early exposure to suitable career domains aligned with their strengths and preferences.

## Key Features:

- Conducted using a Google Form-based digital application
- Targeted students from government schools in Punjab
- Questions focused on aptitude, interests, and awareness of career options
- Designed to generate automated responses and profiles to guide future interventions





# Empowering Grassroots NGOs

At Bikiran, we recognize the vital role that grassroots organizations play in addressing local challenges and driving community development. However, many such organizations face structural and operational challenges that limit their growth and impact.

To address this gap, we launched the Empowering Grassroots NGOs initiative — a capacity-strengthening program designed to build institutional resilience, enhance program quality, and improve resource mobilization.

## Key Focus Areas:

### Tailored Program Development

Supporting NGOs to design community-specific, impact-driven development models aligned with their local realities.

### Staff Capacity Building

Conducted training sessions and workshops to enhance team skills in planning, communication, monitoring, and reporting.

### Proposal Development

Provided mentoring and handholding support in drafting concept notes, project proposals, and budgets for funding opportunities.

## Impact Highlights (2023–24):

- Supported multiple grassroots NGOs across West Bengal in areas such as education, health, livelihoods, and child protection.
- Facilitated hands-on mentoring and shared frameworks to align their work with sustainable development goals (SDGs).
- Fostered a peer-learning network to promote collaboration and mutual growth among small and mid-sized NGOs.





# Entrepreneurship Development Programme

Supported by Aga Khan Foundation

Entrepreneurship is a powerful driver of economic empowerment – especially for women in underserved communities. At Bikiran Foundation, we strive to build entrepreneurial mindsets and practical business skills among grassroots groups to promote sustainable and inclusive livelihoods.

With generous support from the Aga Khan Foundation, we implemented a focused Entrepreneurship Development Training Programme for 50 women Self-Help Group (SHG) members in Sitapur, Uttar Pradesh.

## Key Focus Areas:

### Collective Business Development

Encouraging group-based enterprise models to scale operations and foster mutual growth.



### Linkages with Government Schemes

Facilitating access to livelihood and entrepreneurship schemes to unlock funding and support.

### Marketing and Branding

Building skills in product development, market linkages, packaging, and pricing strategies.



### Team and Leadership Capacity Development

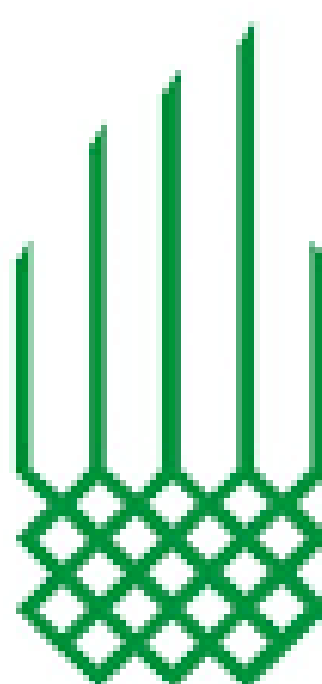
Strengthening group cohesion, leadership, decision-making, and entrepreneurial confidence.





## Our Partners

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