



IMPACT ASSESSMENT OF PEHLAY AKSHAR FOUNDATION ALUMNI PROGRAMS

FINDINGS PRESENTATION





ACKNOWLEDGMENT

- We extend our deepest gratitude to Pehlay Akshar Foundation for entrusting us with this vital Impact Assessment. Their dedication to educational excellence and linguistic proficiency is truly commendable.
- We also appreciate the research team's diligence, and the teachers, students, and alumni for generously sharing their insights. This evaluation was a collaborative effort, contributing to enhanced educational standards and language proficiency.

CONTEXT

- Since 2008, the Pehlay Akshar Foundation has been committed to bridging crucial skill gaps such as **spoken English**, **confidence**, and **career readiness** for students in BMC schools.
- This assessment evaluates the lasting influence of the initiatives by Pehlay Akshar Foundation on the alumni's **academic, social, and professional journeys**.



STUDY DESIGN AND METHODOLOGY

APPROACH

A qualitative narrative-based approach was adopted, focusing on the lived experiences of 40 alumni, 10 teachers, and 6 principals from three municipal schools with long-term Pehlay Akshar Foundation engagement.

In-depth interviews (IDIs) and thematic analysis were used. The study applied OECD DAC evaluation criteria: Relevance, Coherence, Effectiveness, Efficiency, Impact, and Sustainability.

SAMPLE SIZE

| Stakeholders | Type of Interview | No. of Interviews |
|--------------|-------------------|-------------------|
| Alumni | IDIs | 40 |
| Teachers | KIIs | 10 |
| Principals | KIIs | 6 |

- This diverse sample captured voices from multiple levels of influence.
- The stakeholders belonged to the following schools: **Prabha Devi, Adarsh Nagar and Worli Seaface**

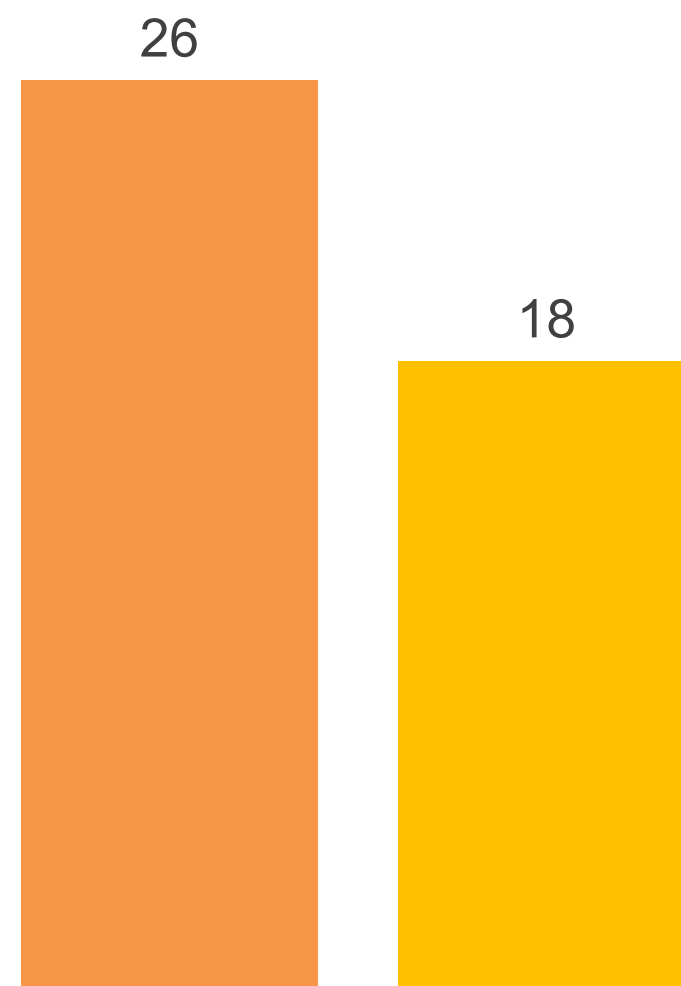


Top Insights





ACADEMIC & LANGUAGE DEVELOPMENT



Alumni Responses

- Enhanced Fluency and Clarity
- Improved Reading comprehension and writing skills

“Yes, they have confidence in speaking. They are also learning English. They teach well.”

IDI WITH PRINCIPAL

- Increased confidence in public speaking through debates, drama, and classroom presentations.
- Principals remarked **higher student engagement and curiosity** compared to pre-program levels.
- Pehlay Akshar’s pedagogy **encouraged critical thinking and creativity**



PERSONAL GROWTH & SOCIAL IMPACT

- The Pehlay Akshar Foundation's methodologies fostered **emotional expression, leadership, and collaboration.** Majority of the alumni are now mentoring their siblings, strengthening community-wide learning.
- Teachers noticed that students were taking more initiative and participating more actively.
- Activities such as drama and creative arts encouraged self-expression, leading to emotional empowerment and improved adaptability

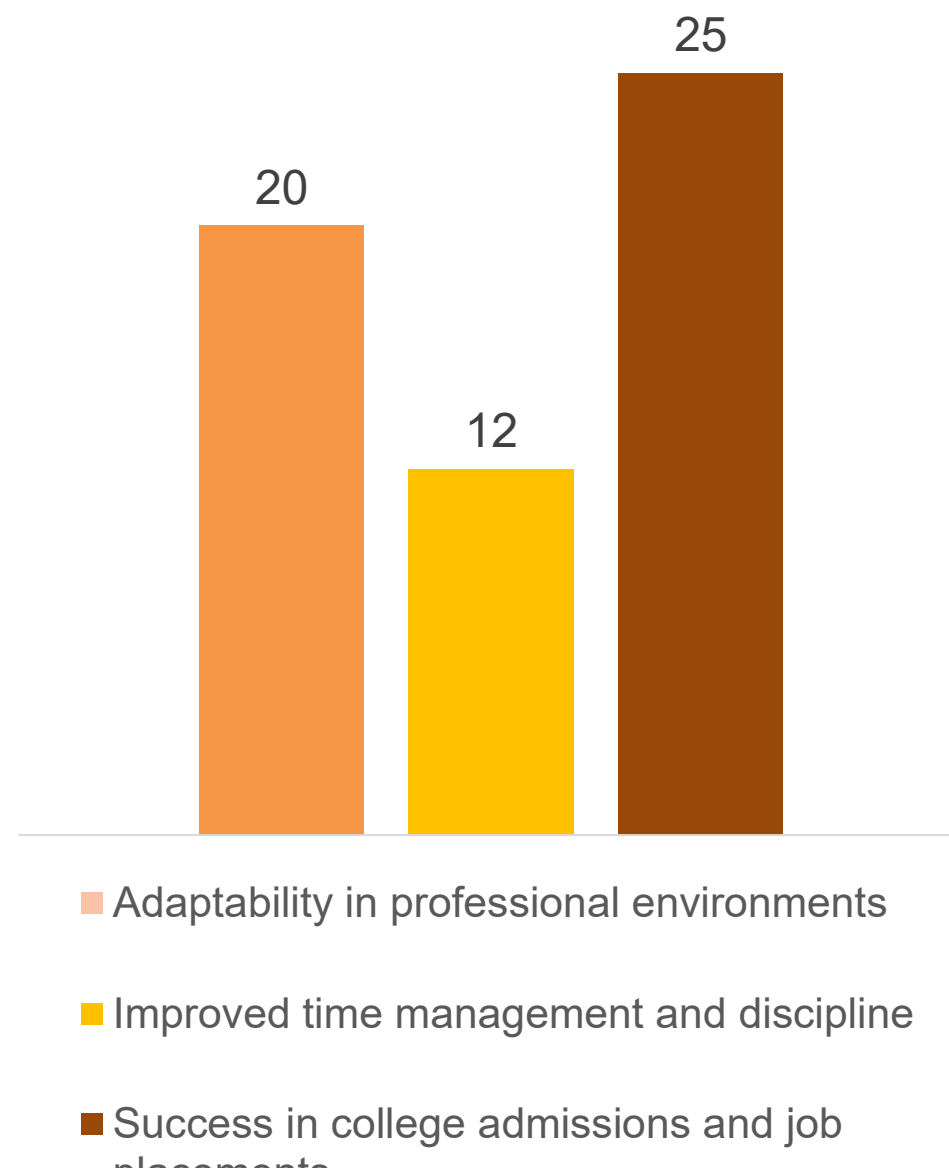
“Collaboration has significantly improved in our group, and there's definitely more engagement now. The children who initially didn't participate also feel encouraged to get involved. We're all learning something new together! If some children can speak English well, then why shouldn't the others try? This mindset has led to increased participation among everyone.”

IDI WITH A TEACHER





CAREER READINESS & PROFESSIONAL OUTCOMES



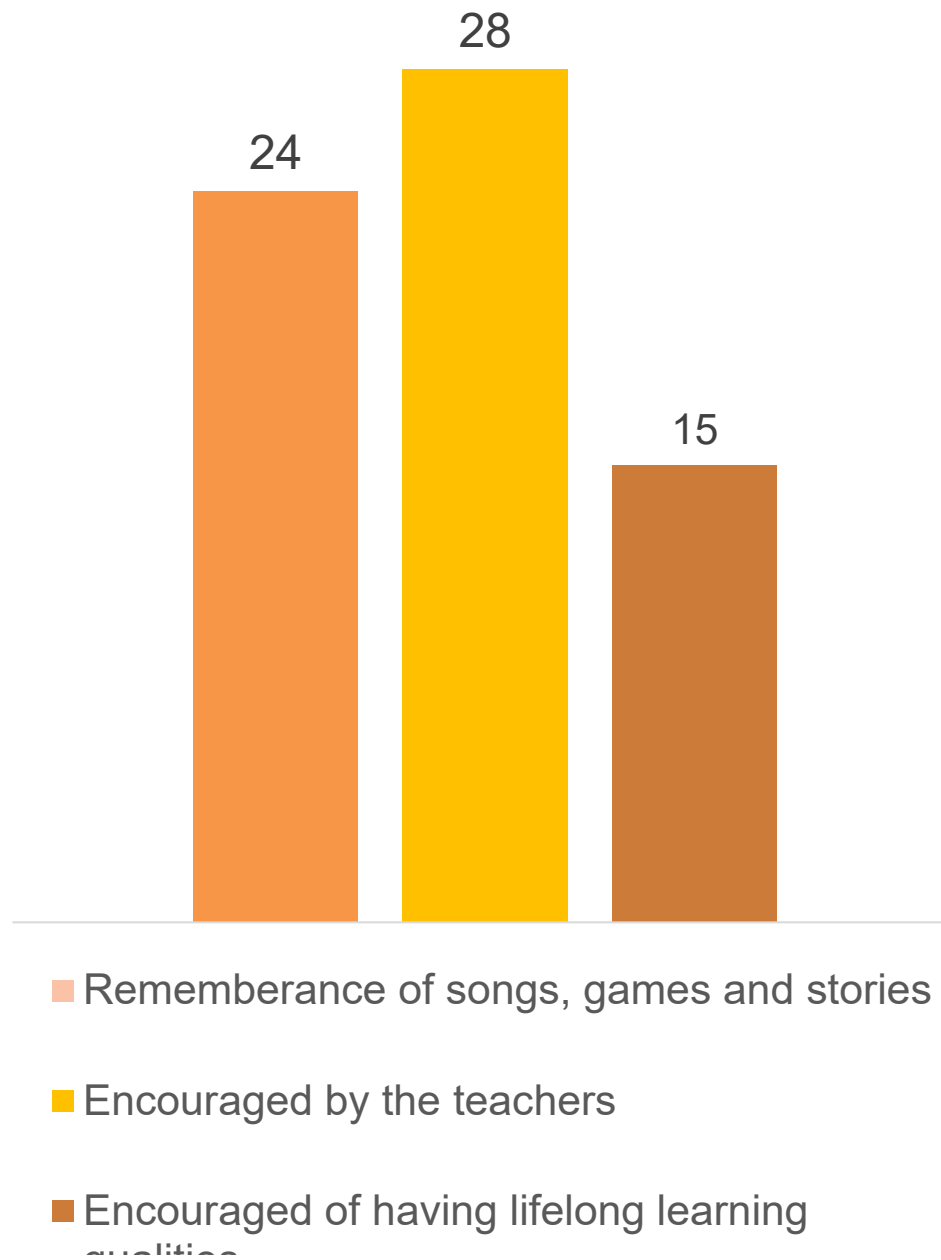
- Enhanced resume-writing and application skills, credited to Functional English workshops.
- Stronger networking and presentation skills, helping them secure internships and opportunities.

“Yes, it gives me an advantage in my social and professional life. When I go for a job there, they take interviews only in English and due to the Pehlay Akshar foundation I have increased my confidence to give interviews.”

IDI WITH ALUMNI



CLASSROOM REFLECTION & LEARNING RETENTION



- Continued use of peer practice groups and community-led sessions show lasting impact.
- Students built a habit of reading English books, newspapers, and digital content, sustaining their learning.

“It helped us with stage performances, like if there was a group performance or speaking in a group, we used to get scared about how to speak in front of everyone. The teachers helped us by encouraging us to dance on stage, participate in plays, or give presentations in front of everyone. For example, during the annual day program, we were scared to perform in front of such a large audience, but the teacher boosted our confidence, and we performed well.”

IDI WITH ALUMNI



CHALLENGES AND SUCCESSES IDENTIFIED

Challenges:

- Economic hardships still restrict some students from pursuing higher education or advanced training. For instance, 12 out of 40 alumni mentioned financial constraints as a barrier.
- The digital divide continues to hinder students, affecting the continuity of learning after school.
- Alumni noted the absence of structured career counseling and limited exposure to emerging job markets.
- Some students continue to face linguistic barriers in formal, technical, or professional contexts.

Successes:

- Teachers observed that students were able to build strong foundational skills but emphasized the need for continuous refresher programs to sustain and strengthen them.
- Principals highlighted the growing recognition of integrating computer literacy, AI awareness, and vocational training as essential steps to prepare students for the future



VOICES FROM ALUMNI, TEACHERS, PRINCIPALS

Alumni

Pehlay Akshar has helped me with daily English conversations with others.

The activities built my confidence for college interviews.

I learned craft, improved my writing, speaking, and reading skills. It was good learning.

It helped us with stage performances teaching us to present ourselves and lead in college.


Teachers

If Pehlay Akshar weren't here, students would be missing out. The foundation provides exposure to English, learning through play, fun activities, and more. It definitely benefits the students.

Children express themselves better, take initiative, and even help each other to learn after class.

Principals

Now, students actively participate in discussions and are confident with public speaking. The change is visible in both classroom participation and the wider school community.





**ALIGNMENT WITH
OECD DAC
EVALUATION
CRITERIA**





Relevance

The program builds **English speaking confidence** and **relevant soft skills** for BMC students, matching their real needs for better opportunities.

Coherence

The interventions support government efforts by filling gaps in traditional education through **English learning and mentorship**. They **align with BMC and state priorities, ensuring targeted skill-building and holistic growth**.

Effectiveness

Feedback from students, teachers, and principals shows that alumni improved in **Functional English, confidence, teamwork, and motivation**, with clear evidence of positive behavior and aspiration changes reflecting program success.

Efficiency

The intervention employs **scalable, low-cost methods**, including **activity-based teaching, alumni mentorship, and hybrid content**, to achieve impact despite limited school resources.

Impact

Alumni show long-term gains through **higher education, employability, and mentoring roles within families and communities**, with **ripple effects seen in peer support, sibling guidance, and wider community engagement**.

Sustainability

The program builds habits of **self-learning, practice, and peer mentoring** that alumni continue to use in **studies, work, and life**, with recommendations highlighting the need for institutional integration to ensure long-term sustainability.





RECOMMENDATIONS AND ROAD MAP

1. Academic & Language Development

Recommendation:

- Embed evidence-based methods like Pehlay Akshar's English Room (immersive, activity-based learning) into teacher training and professional development.
- Develop advanced English-for-workplace modules covering interviews, email writing, and presentations.
- Offer refresher and enrichment programs to build confidence in formal, technical, and professional communication.

Why This Matters:

Strong academics and language fluency build confidence, self-expression, and smooth transitions into higher education and careers.

2. Personal Growth & Social Impact

Recommendation:

- Create alumni platforms for mentoring, guidance, and resource sharing.
- Support critical transitions like higher education entry and job search.
- Promote lifelong learning values through alumni-student interactions.
- Link with government career schemes (Skill India, PMKVY, NAPS, NEP 2020) to build vocational skills and employability.

Why This Matters:

Active alumni networks connect past and present learners, offering mentorship, career pathways, and shared support that drive personal and community growth.



RECOMMENDATIONS AND ROAD MAP

3. Career Readiness & Professional Outcomes

Recommendation:

- Workshops on digital, financial, and employability skills.
- Job-readiness bootcamps with mock interviews, resumes, and financial planning.
- Certification to enhance employability.
- Career counseling & exposure to emerging job markets.

Why This Matters:

Employers demand both technical and soft skills. Practical training, certifications, and exposure bridge the gap between education and employment, improving students' career prospects and enabling upward mobility.

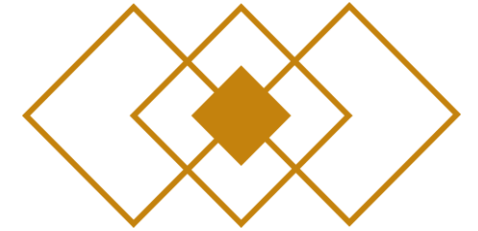
4. Classroom Reflection & Learning Retention

Recommendation:

- Establish robust monitoring and evaluation frameworks to track student progress and learning retention.
- Facilitate structured peer mentoring between alumni and current students to reinforce classroom learning.
- Leverage technology-enabled hybrid learning models (online + offline) for continued access to learning resources.
- Conduct periodic refresher programs for teachers to maintain pedagogy quality.

Why This Matters:

Ongoing monitoring and structured reflection ensure that classroom learning is retained and applied meaningfully. Technology and mentoring extend the learning continuum, while teacher refresher programs prevent skill gaps and sustain quality education.



CONCLUSION

- **Empowered and Career-Ready Alumni:** Pehlay Akshar Foundation's programs have successfully cultivated alumni who exhibit increased confidence, enhanced communication skills, and a strong readiness for their careers.
- **A Paradigm Shift in Learning:** Pehlay Akshar Foundation's unique approach has introduced a fundamental mindset shift, making learning a joyful, participatory, and highly relevant experience connected to real-life challenges.
- **Holistic Transformation:** The impact extends holistically across various aspects of beneficiaries' lives, influencing academic achievement, fostering personal growth, developing social leadership qualities, and preparing them professionally.
- **A Model for Inclusive Education Reform:** Pehlay Akshar Foundation also stands uniquely positioned as a pioneering model for inclusive, skill-based education reform, distinguished by its evidence-based success and innovative, scalable pedagogies.



Thank You