

2025



WOMEN'S
EDUCATION
PROJECT



END OF YEAR REPORT



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Our Leadership

This year at Women's Education Project, we have been preparing: welcoming our first Alumnae Fellows, piloting LAMP (our mobile platform), and expanding our network of mentors, role models and partner organizations to fully support each of our Leadership Academy students and graduates.

Entering our 24th year, guided by the values that have shaped us since our start, we are positioning this spirited program – which, as you will see in this report, is genuinely loved – to bring sisterhood and mentorship to thousands more young women across India and beyond.

It is extremely exciting. And we wish to thank each of you, our donors and supporters, who have made this possible. - Zoë Timms, Founder & Executive Director

This year reminded me that scale is not about numbers, it is about people.

When one girl supports another, confidence multiplies. We saw this with Tasleem, a student initially hesitant to speak who began to shine after Afreen stood beside her, encouraged her, and helped her find her voice. Today, both mentor younger students. Growing together has shown me that every young women's success becomes a celebration for all of us. - Anjali Chauhan, Executive Director India

Read this story on Page 6.

This year gave us a deeper understanding of what scale truly looks like for WEP. The Needs Assessment helped us listen closely to students, alumnae, and partners, to step into 2026 with clarity and confidence. I am excited to drive deeper impact through the Alumnae Fellowship and upcoming pilots. - Pratima Kamble, Associate Director of Programs

Read about the Needs Assessment on Page 15.



WEP TEAM

Anjali Chauhan, Executive Director (WEP-India)

Pandi Selvi, WEP Alumnae & Trustee

Zoë Timms, Founder & Executive Director (WEP-US)

Pratima Kamble, Associate Director of Programs

A. Vijayalakshmi – Madurai Academy Director (AIRD), since 2005

Over the years, at the Leadership Academy with each program we design, from goal-setting to leadership sessions, we have witnessed young women's lives transform. Their growth has never been theirs alone, entire families have grown with them. Our alumnae, now educated and employed continue to give back, completing a beautiful circle of empowerment.

Our Leadership Academy has become a series of miracles, one young woman, one dream, one family at a time.



Esther Subhashini – Hyderabad Academy Director (CWS), since 2007

“There are no greater treasures than compassion, courage, and hope.” — Daisaku Ikeda

From 2007 to today, our Leadership Academies have seen countless young women grow into strong, focused leaders. Through partnership with CWS, our model has become an example for replication in other states. WEP India's growth reflects adaptability and resilience — qualities essential for global change.



Sandhya Puchalapalli -Kadapa Academy Director (Aarti), since 2012

This year, our young women showed tremendous enthusiasm and openness. They recognised that while social norms shape our lives, these norms are changing — and they can be part of that change. As the sessions progressed, we saw a clear shift in their confidence. They participated actively, voiced their opinions freely, and engaged in discussions without hesitation. Watching them grow into more assured and expressive young women has been truly inspiring.





Mission

to enable women and girls with limited access to opportunities, to choose how they live, learn, lead and earn.

Vision

A gender-equal world where women have every opportunity to advance educationally, socially and economically.



We Believe

Change Starts with the Individual
Self-awareness. Agency. Choice.

Strength Comes from Community
Belonging. Connection. Sisterhood.

Once a WEP Student, Always a WEP Student
Continuous leadership cycle. Lasting impact. Doors always open.

Inclusivity Drives Innovation
Diverse voices. Local wisdom. Responsive solutions.

Creative Resilient Leadership
Build together. Lead together. Rise together.

Celebration Ignites Possibility
Joy, Fun & Play. Inspiration. Storytelling

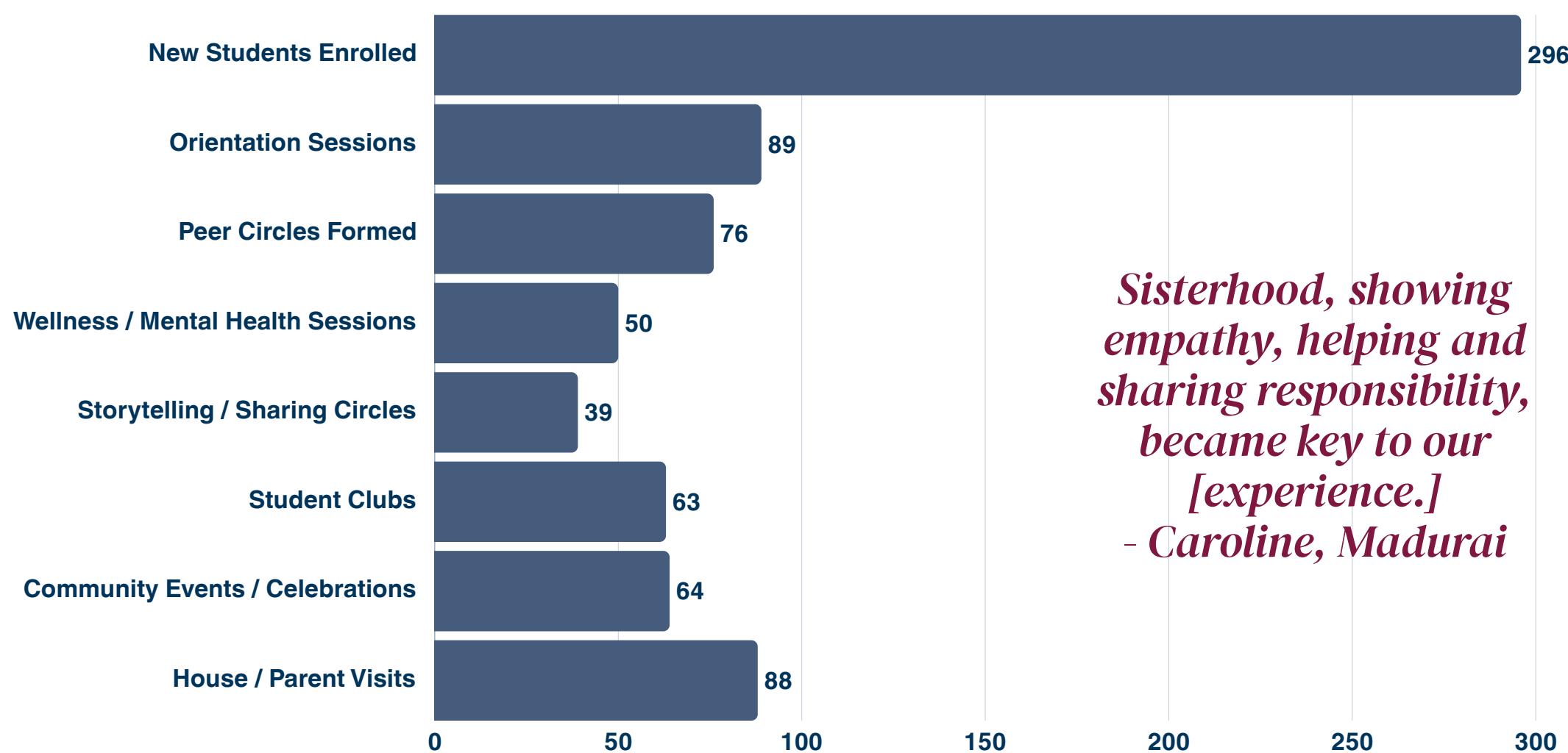
2025 Outcomes at a Glance

Pillar 1: Sisterhood

A safe space to form lasting friendships, build one's identity and learn through a supportive community.



In 2025, 296 young women entered the Leadership Academies in Madurai, Ramanathapuram, Hyderabad & Kadapa to participate in the activities of our sisterhood program.



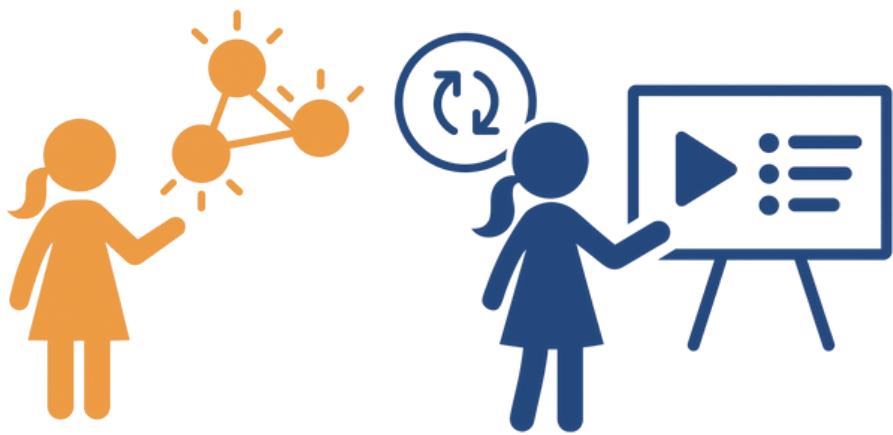
Afreen, confident and outgoing, noticed Tasleem struggling to participate. During peer circles and shared activities, she encouraged her every day. Their friendship helped Tasleem open up, speak confidently, and later pursue a B.Sc. in nutrition alongside Afreen. Today, both mentor younger students, proof that sisterhood builds leadership.

- Hyderabad Program Report



Pillar 2: Career Exploration

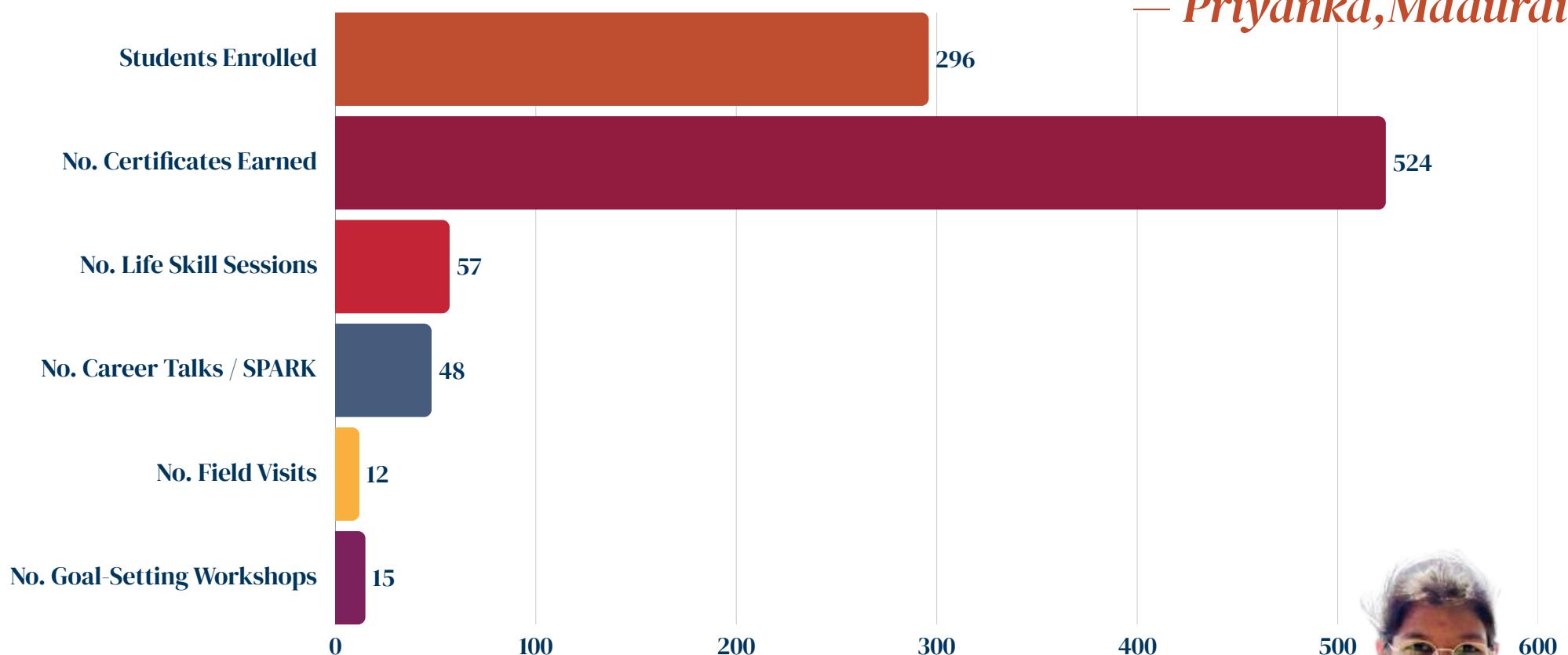
An experiential, community-based curriculum exploring career pathways.



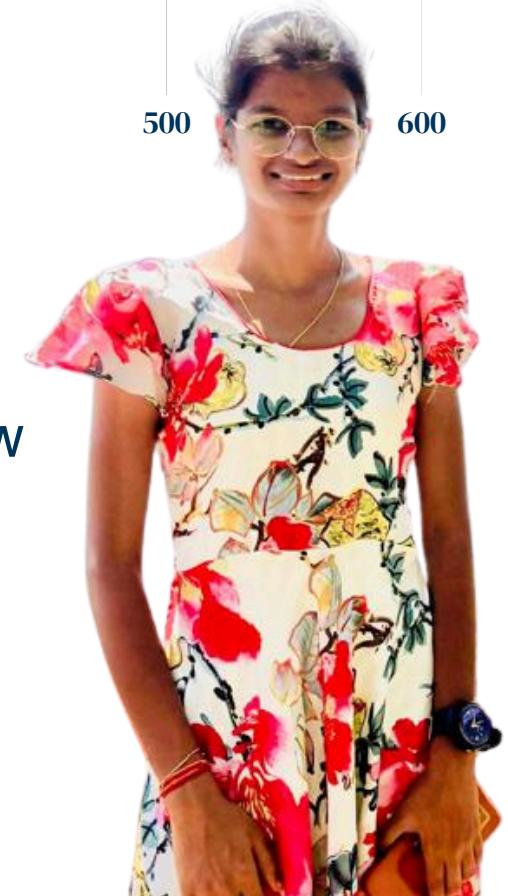
296 students attended courses, field trips, and meetings with mentors and role models, to discover and prepare for the career they wish to pursue.

“Before WEP, I used to stay quiet. Now I speak, I ask, I lead. That is the biggest change in me.”

— Priyanka, Madurai



Akshaya completed the Foundation modules with discipline and curiosity. Inspired by a beekeeping exposure visit, she received a certificate from the National Bee Board, launched her own micro-business with four beehive boxes, negotiated a land lease, and now promotes sustainable livelihoods in her community. She mentors younger girls and is seen as a dependable leader. - *Hyderabad Program Report*



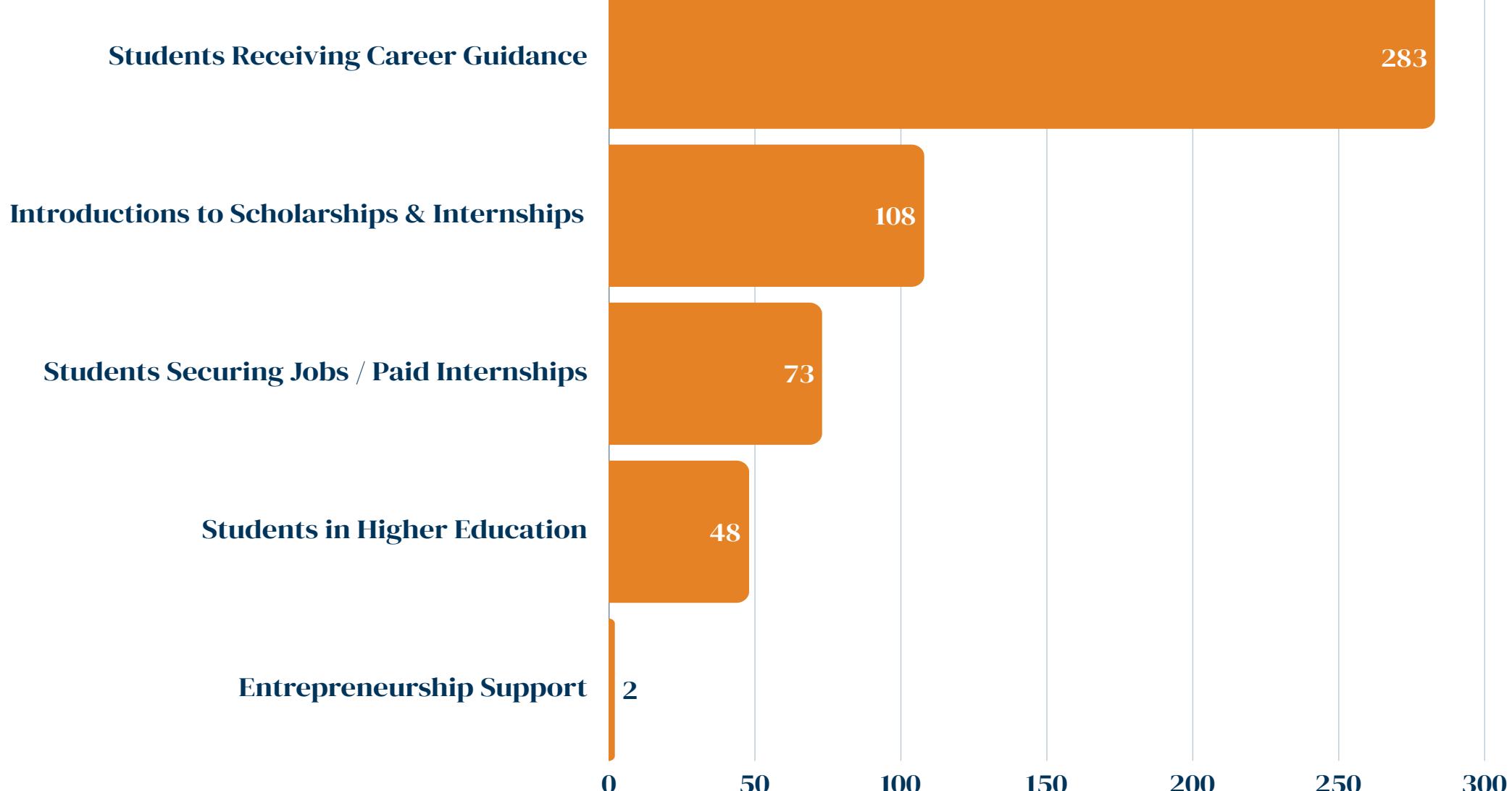
Dharshini joined the Ramnad Academy quiet and hesitant to speak. Through communication modules, group presentations, and goal-setting, she slowly built confidence and clarity. Today, she is a Sales Associate at Apollo Pharmacy, interacting with customers and managing responsibilities independently. She now speaks confidently on stage and motivates juniors to participate and pursue their goals. - *Ramnad Program Report*

Pillar 3: Next Steps Network

Career guidance, introductions to mentors, internships, higher education and job opportunities.



“I didn’t think college was possible for me. WEP made it real.”
— Roobini, Madurai



Raised by a widowed mother and living alone in a hostel, Sravani faced financial pressure, distance, and emotional challenges. Through WEP's guidance and Foundation Certificate support, she improved her English, nutrition habits, and confidence. Today, she is completing her MLT degree and preparing for a healthcare career. - *Hyderabad Program Report*



Roobini wanted to prepare for the IAS exam but had to start working early due to financial pressure. With WEP's counselling, she created a realistic study plan and learnt to balance work and preparation. She continues her exam studies while supporting her family and now encourages juniors facing similar challenges. - *Madurai Program Report*

Pillar 4: Alumnae Association

Lifelong connection, giving back, and Alumnae Fellowship opportunities.

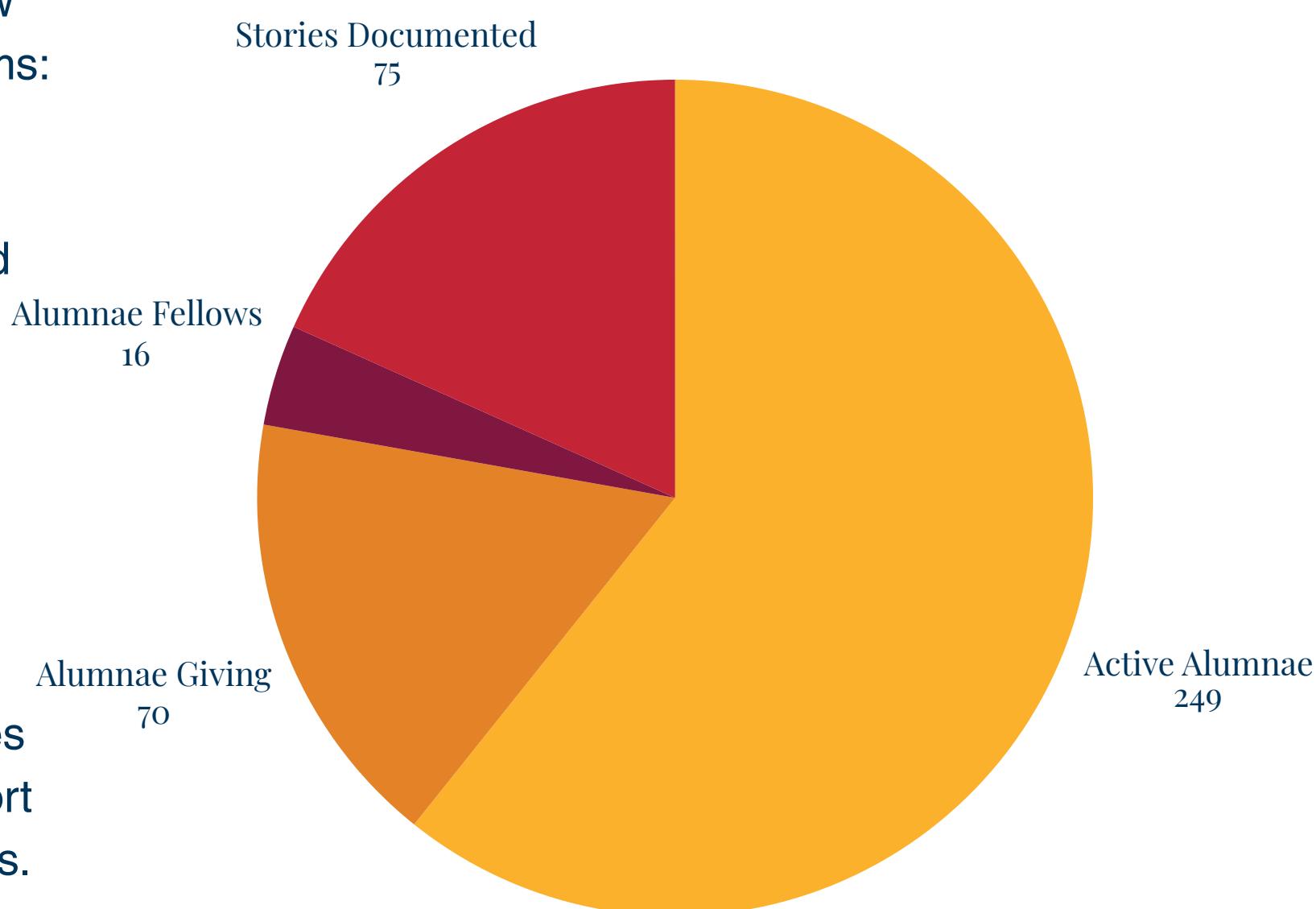


“At WEP I found confidence, clarity, and a community that always lifts me up.” -Shalini, Kadapa

This year, we launched two new Alumnae Programs:

Alumnae Fellowship to provide advanced leadership development opportunities. 16 Fellows were appointed.

Alumnae Giving Over 70 graduates donated to support incoming students.



Lakshmi, a student from a migrant worker family, was determined and hardworking. With scholarships and guidance from WEP, she completed B. Pharmacy and a medical coding diploma. Today, she works at an Infotech as a Junior Executive. She runs a tuition centre, mentors younger girls, and speaks on leadership panels. - *Hyderabad Program report*



Thenmozhi , an entrepreneur who owns a towel factory, returns to the Madurai Leadership Academy to mentor students. She even set up a neighbourhood donation box to help girls with basic supplies. Once quiet, she is now a leader who gives back and strengthens the community. - *Madurai Program Report*

Program Highlights 2025

Madurai, Ramanathapuram, Hyderabad & Kadapa Leadership Academies

Across WEP Leadership Academies, students engaged in a year of residential trainings, courses, role model meetings, exposure visits, clubs and special events.

Certificates

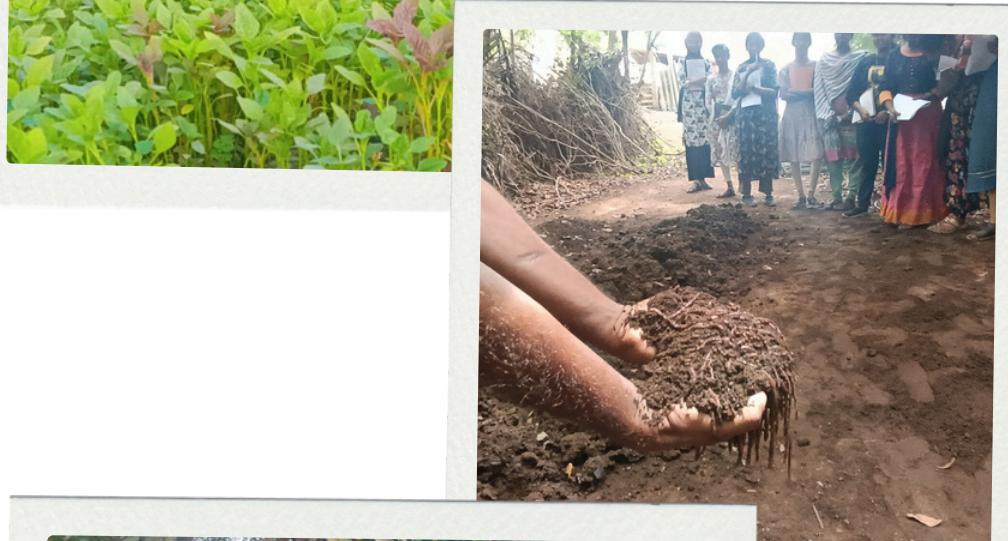
- **Mind, Body & Spirit** – 48 students attended a 2-day residential training to learn about emotional intelligence, health awareness, mindfulness and compassion. The training enabled deep personal reflection and boosted self-acceptance and confidence.
- **Foundation Certificate Course** on Gender, Culture & Society – Attended by 26 students, this 2-day residential course built clarity on gender roles, stereotypes, justice, discrimination and women's empowerment approaches. Students learned to challenge norms and advocate for equality.
- **Leading Change** – 28 students attended this 3-day residential program to learn leadership through art, drama, filmmaking and traditional dance, boosting self-expression and public confidence.



Learning beyond the classroom, students explored their communities to deepen student's understanding of their community, its resources, biodiversity and livelihoods.

Exposure Visits

- **Hands-on Beekeeping & livelihood exposure training.** Students learned bee anatomy, hive management, honey marketing and viewed rare slender loris wildlife in the forest.
- **Biodiversity & climate awareness visit to Sirumalai Hills.** Students explored flora, fauna, forest systems, and climate change impacts.
- **Organic eco-farm visit.** 33 students learned composting, plantation care and sustainable agriculture models, strengthening their community and interest in livelihoods.



Peer-Led Clubs

- **Language Club** improved reading habit, phonics, communication and reflection.
- **Financial Club** introduced consumer rights, money safety and responsible decision-making.
- **Book Club** strengthened enjoyment in reading, empathy, and imagination through storytelling.
- **Cycle Club** taught cycling to others at the Leadership Academy and in the community.



WEP Alumnae Fellowship

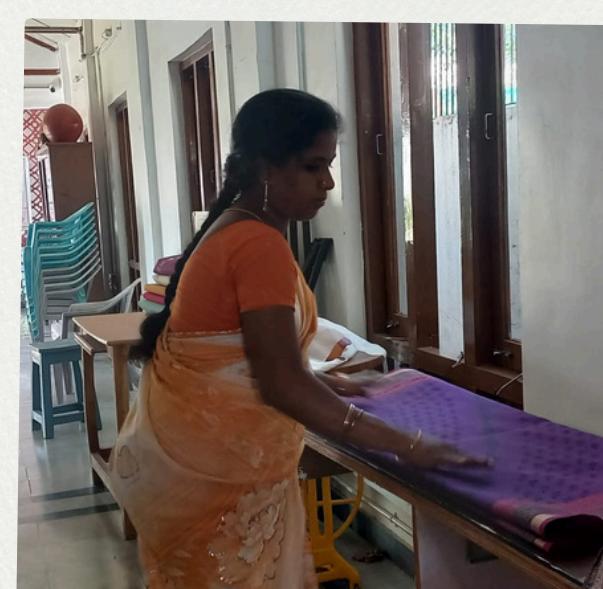
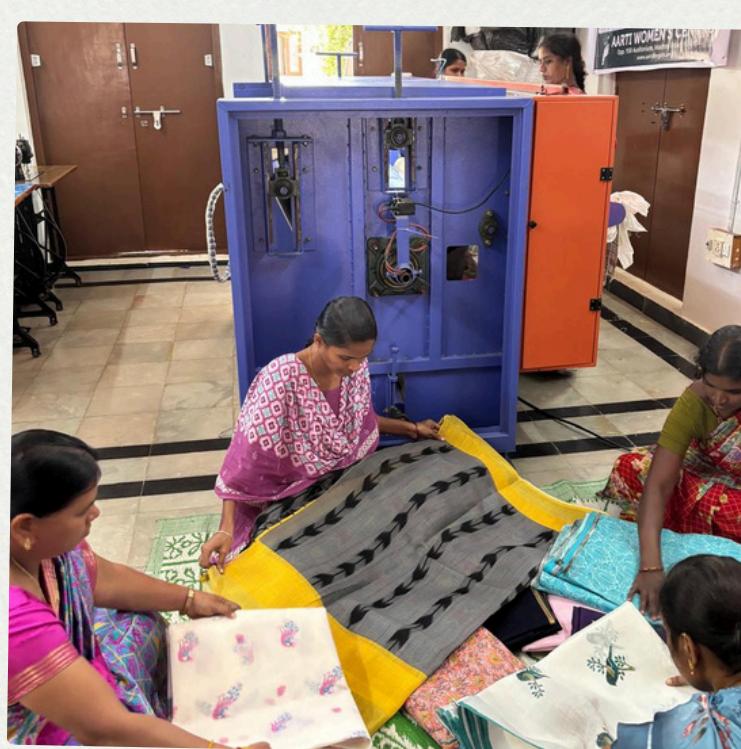
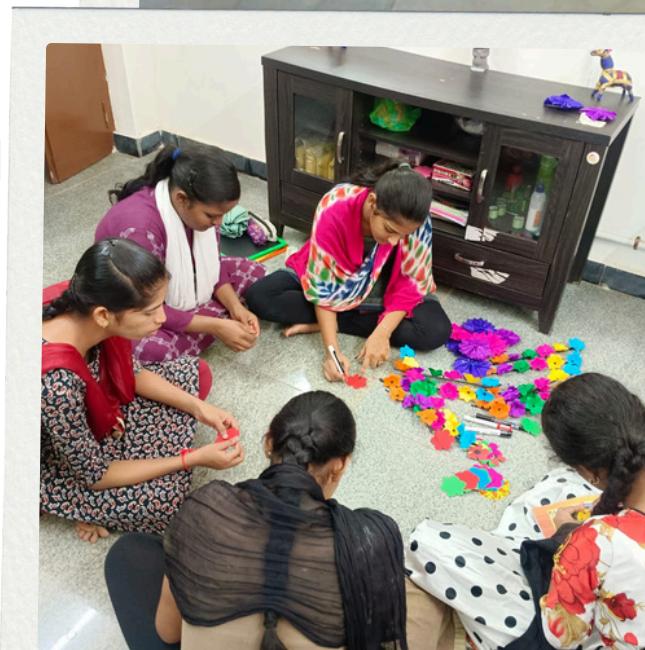
16 alumnae were selected as WEP's first Alumnae Fellows, working in full-time and part-time positions leading measurement and reporting, communications, and Leadership Academy teaching and mentorship.

Kadapa - An 3-Month Intensive Program

Over a three-month period, 34 women participated in an intensive pilot at Aarti Women's Centre, Kadapa. The program provided the Foundations curriculum on rights, financial literacy, leadership, emotional wellbeing, gender awareness and three skill tracks: Tailoring, Saree Rolling & Polishing, and Beautician Services.

Kadapa's program:

- Skill training in tailoring, beautician work and saree polishing.
- Life skills & well-being sessions built confidence, communication and emotional strength.
- Rights, gender & money basics improved awareness of choices and financial independence.
- Leadership circles boosted decision-making, problem-solving and sisterhood.
- Festivals, exposure visits & alumnae celebrations deepened community connection.
- Women showed visible growth, from shy to confident, from dependent to earning.



Program Developments

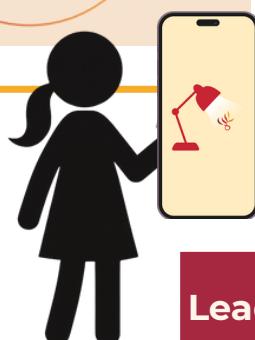


This year, students received their first Leadership Academy Journal, a creative space to write reflections, goals and gratitude notes and monitor their personal growth.

The journal has become a core part of the Leadership Academy curriculum.

LAMP – Leadership Academy in My Pocket

An initial pilot of LAMP, a mobile-first digital platform supporting students' Leadership Academy experience, was completed in 2025 with Hyderabad students. LAMP will enable WEP to reach young women in more remote communities.



LAMP

Leadership Academy's Self-Directed Curriculum

Mentor Portal

Resource Hub

Measurement, Evaluation & Learning (MEL)

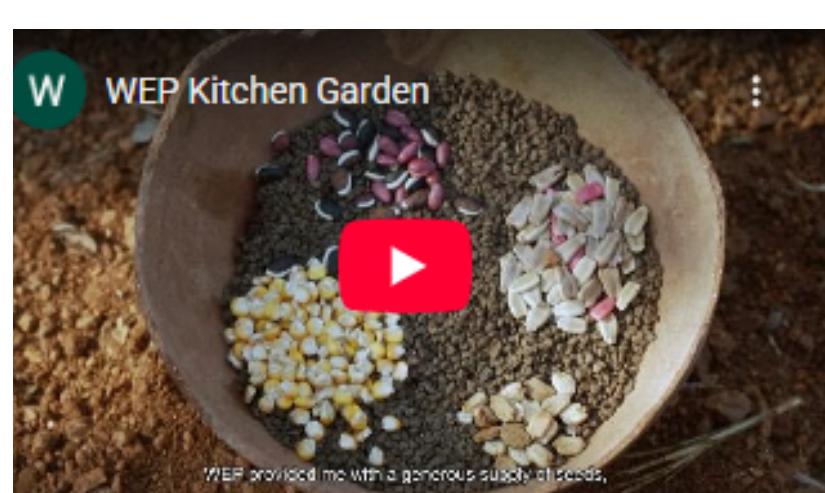
Watch the LAMP Pilot [HERE](#)

SPARK – Student Presentations and Real-world Knowledge

Through SPARK, students present learnings and teach their peers through clubs, demonstrations, discussions and a recorded Masterclass series.

In 2026, students plan to grow the SPARK video library.

Click the videos below to watch the first two SPARK videos:



2025 Needs Assessment

October 2025, Women's Education Project (WEP) conducted a Preliminary Needs Assessment, engaging 684 respondents across six stakeholder groups: students, alumnae, current partners, potential delivery partners, next step partners, and expert advisors. The goal was to understand the evolving needs of young women, partners, and networks to refine and scale the Leadership Academy, supported by LAMP (tech platform) across India.

Students

- 85% open to hybrid learning
- 76% can attend ≤ 4 hrs/week
- 48% seek career guidance
- 74% want Leadership Academy

568

Alumnae

- Readiness: 76% open to joining a fellowship; 70% see it as a career-building opportunity.
- 70% see fellowship as a pathway to leadership

82

Current Partners

- All already run career-readiness initiatives; 100% support hybrid models.

3



STAKEHOLDERS

12

Potential Partners

- 75% open to joining pilot
- 100% open to mentor/NGO consortium

10

Next Step Partners

- 60% ready to co-create modules
- 100% align with WEP themes

6

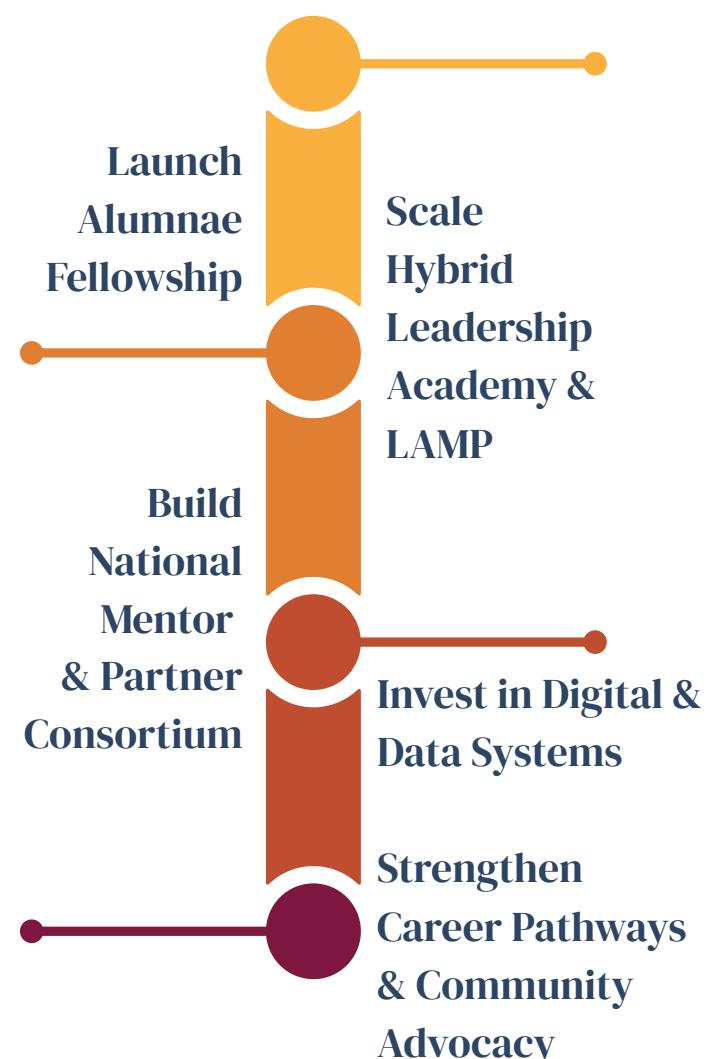
Experts

- Endorse hybrid, gender-led, data-driven model aligned to SDG 5 & 8

Cross-Cutting Insights



Strategic Priorities for Scale



Impact

Our 2024-25 Impact Assessment Report confirmed the Leadership Academy's effectiveness through a caring staff and peer community, experiential curriculum with local resources, and an extended mentor network. This foundation enables students to pursue careers while understanding gender equity and using their own leadership to create change in their lives, families and communities.

81%
of our
graduates
have secured
employment
or entered
higher
education.

89%
of
employed
alumnae
are satisfied
with their
careers.

91%
report they
have a say in
family
financial
decisions.

93%
have a strong
understanding
of gender
equality,

82%
exhibit high
personal &
peer-group
confidence.

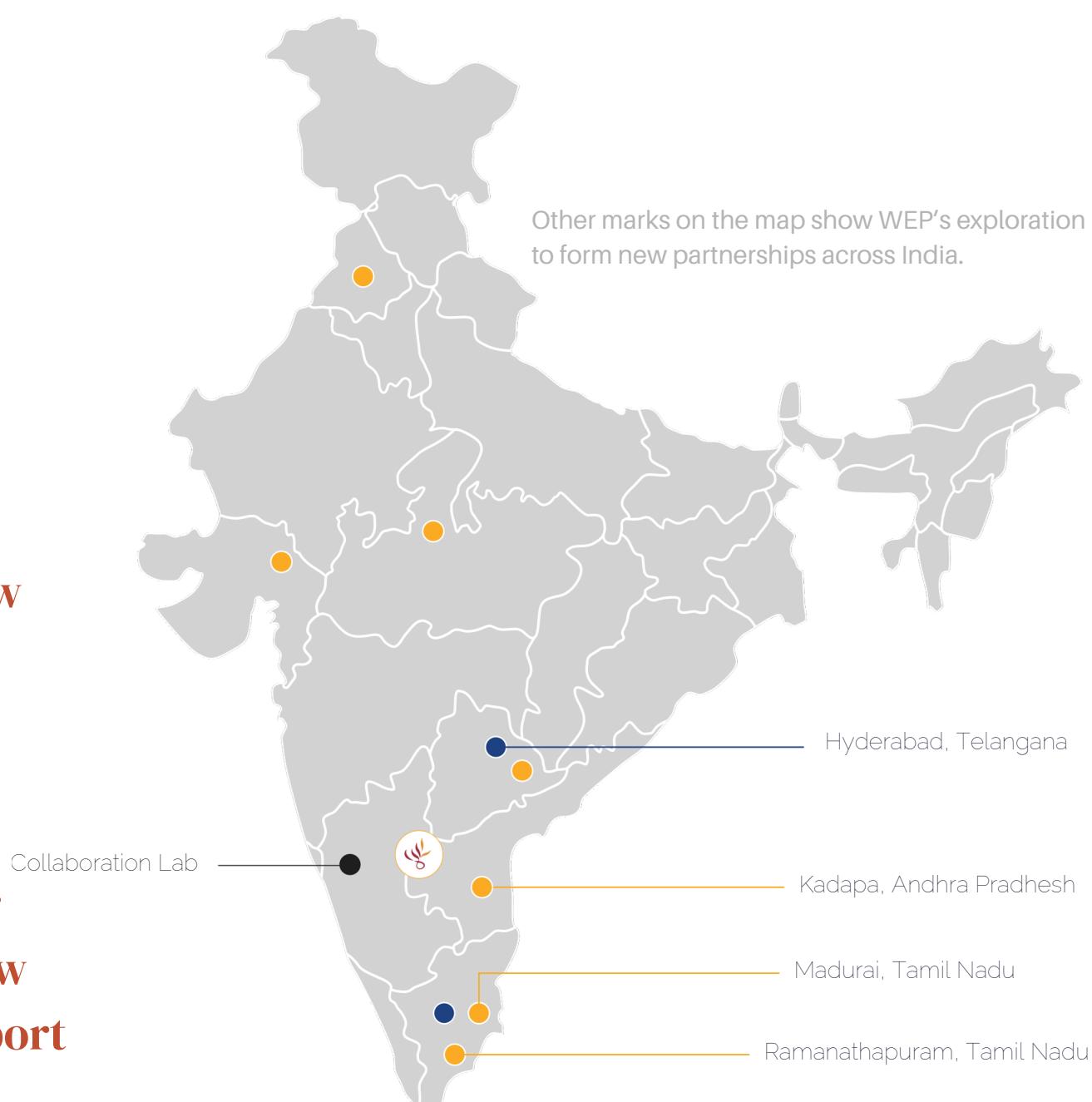
94%
report a
positive
self-view.



Scan the qr
code to view
Theory of
Change



Scan the qr
code to view
Impact Report



Our 2024-25 Graduates Now ...

| | | | |
|---|---|--|--|
| P. Karthikai Selvi Homemaker | Nandhini K Desk Job | S. Hruthikaakshi Student – BSc Nutrition (1st year) | K. Anuradha Teacher |
| V. Rani Student – Law | Muniyammal M Student – MA English | MD. Juveriya Student – PG English | Shaik Asma Entrepreneur – Tailoring & Cot Work |
| A. Sona Business Development Trainee | Kanniga Devi N Data Entry, Digital Marketing & Website Development, Shivaay Infotech | V. Pooja Student – Preparing for Government Exams (SI/Constable) | M. Chandra Kala Entrepreneur – Tailoring & Cot Work |
| Swetha B Student – Preparing for Government Exams | Karthika M Accountant, Sivamani Jewellers | R. Srilatha Student – Preparing for Government Exams (SI/Constable) | D. Kalyani Entrepreneur – Homemade Pickles |
| Yazhini S Physical Education Teacher | Gowsalya G Quality Checking & Typing, Mach Aura Datalogix | G. Vijayalaxmi Student – Preparing for Government Exams (SI/Constable) | B. Anusha Employee – Housekeeping Staff, School |
| Induja M Student – MBA | Ranjani A Telecalling, Galaxy Health Insurance | Lavanya Manager, Nirman Organisation | P. Mary Employee – Housekeeping Staff, School |
| Roobini A Receptionist, Dermal Square Health Center | Gowri S Student – MA Tamil + Preparing for TNPSC Examination | K. Lakshmi Junior Executive Medical Coder, CorroHealth Infotech | C. Nirmala Employee – Housekeeping Staff, School |
| Ranjitham K SEO & Digital Marketing, Astrabyte Technologies | Yazhini R Finance Staff, Hinduja Leyland Finance | K. Swapna Student - English | K. Beebi Assistant Tailor |
| Aiswarya M Homemaker | Jannathul Firdhouse A Admin Staff, Sundharajan Auditor Office | S. Swapna Student – Preparing for Government Exams (SI/Constable) | S. Hussain Bee Assistant Tailor |
| Sowmiya G Student – Preparing for Government Exams | D. Pranathi Student – DMST (Diploma in Medical Sterilisation & OT Technician) | Swathi Teacher (Private School) | G. Saroja Admin Assistant |
| Pavithra B Student – Preparing for Police Exams | B. Saritha Quality Operator, Foxconn | G. Ramya Tester, ITester Company | Varshitha Working – Culinary skills |
| Dharani S Student – Preparing for Police Exams | D. Mallika Student – BSc Nutrition (2nd year) | Deepika Client Mapping | B. Vimala Working – Culinary skills |
| Kalai Vani S Teacher, Phoenix School | MD. Afreen Student – BSc Nutrition (2nd year) | A. Poojitha Quality Operator, Foxconn | K. Dharani Lakshmi Student – Advanced Course (Hyderabad) |
| Asina Banu A Teacher, Vikassa School | S. Akshaya Student – BSc Nutrition (2nd year) | D. Shivani Client Mapping | A. Gowthami Working – Culinary skills |
| Divya Dharshini B Student | V. Spandhana Student – BSc Nutrition (2nd year) | N. Vidhya Nandini Student – Mathematics, Physics, and Computer Science (1st Year) | Navya Student – Advanced Course (Hyderabad) |
| Sujitha K Tuition Teacher +Student -MSc Mathematics | MD. Tasleem Student – BSc Nutrition (2nd year) | P. Prashasta Student – Mathematics, Physics, and Computer Science (1st Year) | A. Krishna Veni Assistant in Beauty Parlour |
| Annalakshmi B Pharmacy Sales | B. Raval Student – BSc Nursing (2nd year) | M. Ankitha Student –Degree | D. Gowthami Homemaker |
| Dharaniya C Student – MA English | V. Nikhitha Student – BSc Agriculture (2nd year) | D. Mallishwari Student – Nutrition (2nd year) | Shirisha Homemaker |
| Gopika N Tuition Teacher +Student – MA Economics | P. Uma Student – BA (2nd year) | N. Gayathri Student – Life Science (Final year) | B. Kavitha Assistant in Beauty Parlour |
| Asthina K Student – MA Tamil | Akshitha Desk Job, Private Coaching Institute (Dilsukhnagar) | P. Bhargavi Beautician | M. Sirisha Homemaker |
| Angalaeswari R Student – Nutrition & Dietetics | P. Niharika Student – B.Com | Navya Student – B.Com (2nd year) | T. Sravanthi Homemaker |
| Vijayalakshmi K Student – Computer Science | B. Sowmya Quality Operator, Foxconn | D. Aashritha Student – BA (1st year) | M. Durga Employee- Garment Manufacturers |
| Harini Priya R Student – Computer Science | Yamini Student – BSc Nutrition (2nd year) | B. Kavaya Sree Student – BBA (1st year) | B. Bhavani Employee- Garment Manufacturers |
| Pandiselvi R Student – Computer Science | U. Srilaxmi Student – BSc Nursing (2nd year) | J. Nisha Quality Checker, Foxconn | S. Hazira Employee- Garment Manufacturers |
| Kalpanadevi S Student – Undergraduate in Tamil | Ch. Nandhini Desk Job | A. Divya Student – Engineering (CSE) | Shivani Nurse Intern, Private Hospital |
| Ruth Mercy V Student – Undergraduate in Tamil | N. Sandhya Quality Operator, Foxconn | B. Sirika Student – Engineering (CSE) | Mamatha Nurse Intern, Private Hospital |
| Harini M Project Coordinator, Athena Solutions (IT) | K. Prathyusha Student – Completed Degree | Spandhana Nurse Intern, Private Hospital | Nakshtra Student – Multipurpose Health Worker (2nd year) |
| Amreen Student – Mathematics, Physics, and Computer Science (1st Year) | Sudha Rani Employee- Kirana Shop & Farming | S. Heena Employee- Garment Manufactures | Yeshswwhini Student – Multipurpose Health Worker (2nd year) |
| Fatima Muskan Homemaker | Avnathika Student – MPHW (1st year) | K. Pavithra Employee- Garment Manufactures | Shirisha Student – Multipurpose Health Worker (2nd year) |
| Y. Saritha Entrepreneur – Bangle Store | R. Divya Student – B.Com (2nd year) | S. Lakshmi Prasanna Employee- Garment Manufacturers | J. Sindhuja Tailor |
| A. Mamatha Farmer | J. Bhagya Laxmi Receptionist, Maruthi Showroom | M. Shobha Rani Homemaker | Y. Manjula Employee-Kirana Shop |
| L. Mamatha Village Organizer (DWACRA) & Tailor | J. Laxmi Intern- Foxconn | P. Naga Manasa Homemaker | Suguna Farmer |
| J. Madhavi Employee-Dairy Farm | V. Pavani Intern- Foxconn | P. Satyavathi Assistant- Master Tailor | Sindhu Tailor |
| Y. Manisha Homemaker | Nikitha Nurse Intern, Private Hospital | G. Padmavathi Homemaker | Manisha Homemaker |
| CH. Shilpa Homemaker | Shailaja Nurse Intern, Private Hospital | D. Sashikala Employee-Retail Shop | CH. Sruthi Homemaker |
| Bhagya Laxmi Homemaker | R. Anusha Nurse Intern, Private Hospital | M. Sumalatha Employee- Garment Manufactures | P. Jyothi Teacher |
| Y. Mounika Farmer | Srivani Nurse Intern, Private Hospital | | |





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