

**THE/NUDGE** | Incubator  
INSTITUTE

Nurturing early-stage nonprofit startups solving for resilient livelihoods

**COHORT N/12**

July 2025

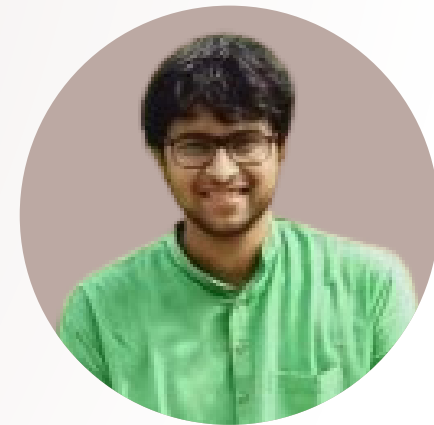
# Cohort N/12: A snapshot of the organisations



Supported by:



# COHORT N/12: A snapshot of founders



# Our journey so far...

11

Cohorts  
graduated

117

Nonprofits  
incubated

227

Founders  
supported

## Overview: Cohort N/12

9

Startups

6

Thematic  
areas

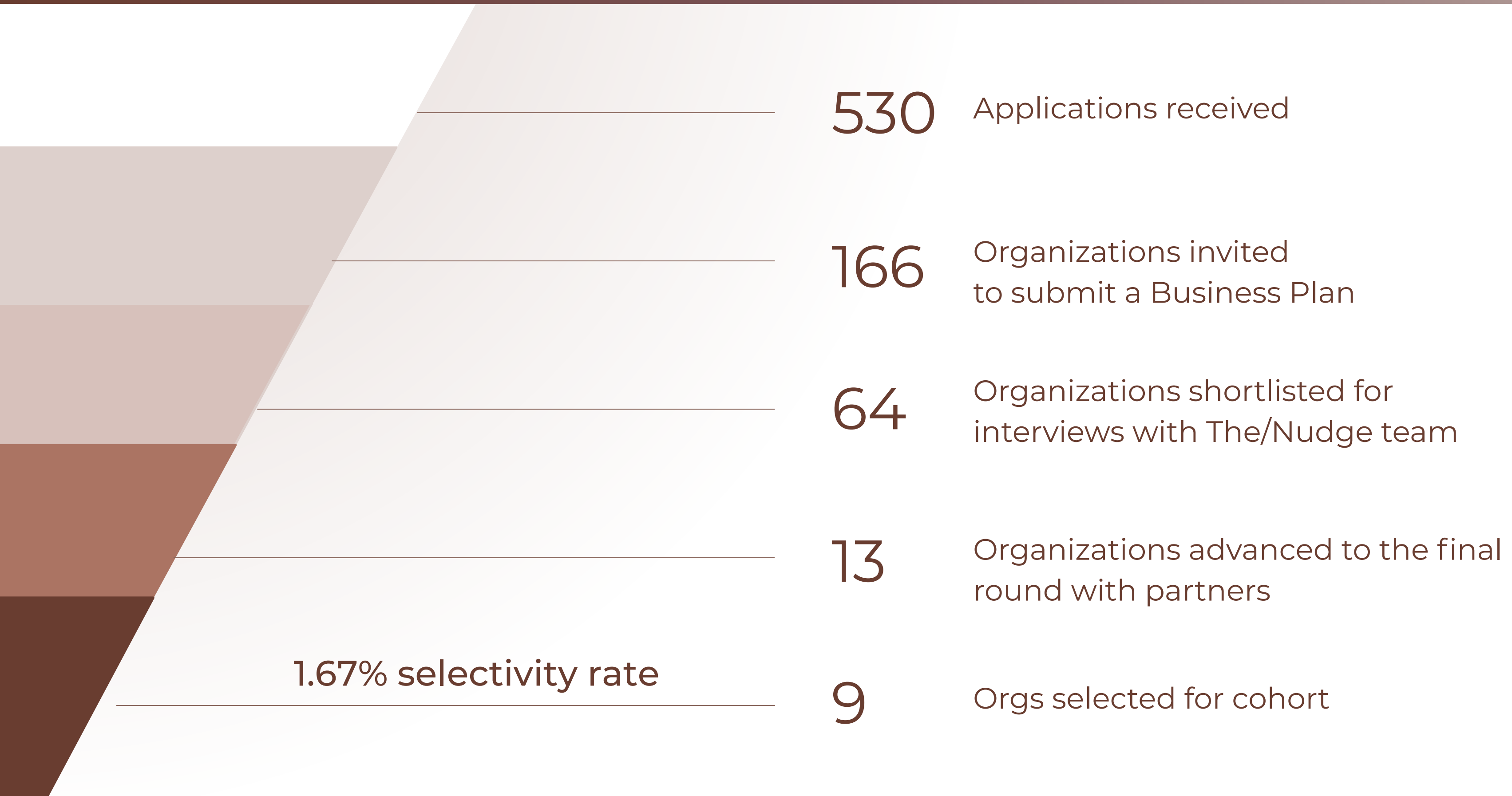
6

Women-led  
organisations

1

Gender and sexual  
minority-led  
organisation

# Selection Funnel



# Thematic areas



Education



Rural  
Development



Youth  
Skilling



PwD



Trans  
Livelihood



Entrepreneurship



Akam Foundation supports transgender communities in rural Assam through skill-building, direct support, and advocacy to drive dignity and inclusion.



Website: <https://akamfoundation.org.in/>

## The Problem:

Despite legal recognition, over 90% transgender individuals are denied dignified livelihoods and pushed into unsafe, informal work. Inclusion in mainstream economic programs remains critically inadequate and overdue for transgender community especially in geo-politically marginalised region like north eastern India.

## The Solution:

Livelihood security is essential for dignified lives of the trans community. Akam Foundation advances equity, empowerment and systemic change for trans people through a community-led model of direct support, skill-building, & policy advocacy in rural and underserved regions of Assam.

## The Impact:

- 50+ transgender, queer leaders reached through workshop and training
- 15 transgender individuals received support in income generating activities so far

## FOUNDER:



Rituparna Neog





Aruna Mithlesh Foundation's Community Library Program transforms community libraries into livelihood launchpads.



Website: <http://www.arunamithleshfoundation.org/>

## The Problem:

Rural India faces a severe livelihood crisis where qualified individuals remain underemployed due to over-dependence on scarce government jobs and lack of exposure to alternative career paths. Absence of digital literacy, skill certification systems, and limited market access for existing skills perpetuates unemployment and economic stagnation.

## The Solution:

Aruna Mithlesh Foundation transforms community libraries into livelihood launchpads, bridging education and employment. They assess skill demands, build educational ecosystems, recognize prior learning, and prepare youth for AI-integrated job markets.

## The Impact:

- 64 villages served (Indirectly impacting more than 1 lakh population)
- 7,890 registered members across 8 community libraries run by AMF
- 7 batches of skill training completed

## FOUNDERS:



Jatin Lalit Singh



Niharika Aggarwal



Abhishek Vyas



CodeYogi Foundation is skilling youth by leveraging smartphones, AI, and engaging content to deliver personalized, accessible, and high-quality digital learning at scale.



Website: <https://codeyogi.org/>

### The Problem:

Most students from underprivileged backgrounds are unable to access high-growth tech careers or the pathways to reach them. The usual PCM > Coaching > JEE route is exclusionary, costly & limited in capacity. As a result, many capable students either remain completely outside the tech domain or enter it in shallow, low-growth roles—like basic testing or support—missing out on building meaningful, high-value resilient careers in it.

### The Solution:

A two-tier approach. First, a self-served, mobile-first vernacular program introduces Class 9+ students to foundational tech and building skills—helping surface raw talent.

Learners with strong potential are then identified and guided toward online IIT degrees, internships, and mentorship to prepare for meaningful, high-growth roles.

### The Impact:

- 1.8 lakh+ students enrolled from govt schools, ITIs, and Polytechnics
- 36,000+ students successfully qualified through program milestones
- 7,200+ built their first websites
- ~800 students coding at advanced graduate level job ready concepts
- Presence in 82 districts across 6 states, including 24 direct partner districts

### FOUNDERS:



Prashant Chaudhary



Rakesh Sehgal



Gramiyo Foundation enables regenerative rural tourism to create sustainable livelihood opportunities across rural India.



## The Problem:

India's \$230B tourism economy excludes 600,000+ villages—less than 1% of India's villages are part of the narrative. This urban bias causes rural unemployment, migration, and underutilized cultural capital. If unlocked, rural tourism could add \$25B+ to the GDP, create 100,000+ livelihoods, and drive climate-resilient, tech-enabled growth in underserved regions.

## The Solution:

Gramiyo Foundation enables regenerative rural tourism through a 4-part model: Gram Manthan (village readiness assessments), Gram Shala (community training), Gram Mitti (eco-infrastructure), and Gram Saathi (local partnerships and impact tours). This ground-up, tech-enabled approach prepares villages for tourism—unlocking livelihoods, preserving cultural identity, and fostering climate-resilient economies.

## The Impact:

- 12+ architectural and cultural tours curated across India
- 400+ travelers engaged through unique rural travel experiences
- 40+ homestays set up in rural and unexplored destinations

## FOUNDER:



Shraddha Anand  
Gosavi



Panaah Communities promotes learning and equity through centers for children, youth, and parents, and mobilises key influencers to improve service delivery and community participation.



Website: <https://panaahcommunities.org/>

## The Problem:

Panaah Professionals, an initiative of Panaah Communities, addresses the five lost years of the 11th and 12th grades and early undergraduate years among urban poor youth in Pune's high-need communities, who lack clarity, practical skills, and awareness of upskilling pathways. This disconnect traps educated graduates in low-growth informal work, undermining livelihoods and perpetuating poverty cycles through lack of structured opportunities.

## The Solution:

Panaah Professionals delivers a two-phase entrepreneurship pipeline: a two-month Starter Program on self-discovery, career mapping, and digital/soft skills, followed by a nine-month deep dive where 15–20% of alumni build MVPs, pitch ventures, secure gigs, and get mentorship. The pipeline helps youth launch sustainable incomes of ₹45,000–₹50,000/month by the age of 21 through selected streams.

## The Impact:

- 1,000+ Families engaged in Pune
- 80 Youth trained
- 14 Ventures pitched
- 10 Paid opportunities (internships/projects) secured by youth

## FOUNDERS:



Mohammad Shoeb Sayed



Ankita Pandey



Aarshiya Das



Hasnain Naqvi





Polygnan builds Lifepreneurs by teaching real-life skills through Beyond Classrooms, offering mentorship via Mentor Circles, and reimagining education through ReThink Labs for future readiness.



Website: <https://www.polygnan.org/>

## The Problem:

Despite producing the most engineers globally, India faces a crisis—only 10–17% secure relevant jobs, while many remain unemployed or in low-paying gig work. The rise of AI-driven automation is disproportionately affecting jobs in rural areas, where students lack industry exposure, guidance, and practical skills to be future-ready and employable.

## The Solution:

Global Engineers Connect (GEC) Mentorship Program brings professionals from top tech firms and institutions to mentor first-generation rural engineering students through projects, industry skills, and interview prep. It also supports alternate careers by setting up entrepreneurial cells in colleges—mentoring students to build, validate, and launch job-creating startups.

## The Impact:

- 102 rural engineering students mentored
- 34 global professionals provided 1:1 mentorship and guidance
- Funded student-led initiatives enabling reach to 800+ government school children

## FOUNDERS:



[Chandana Shivanand](#)



[Prajwal Rajendra Prasad](#)

project  
eduaccess



Project EduAccess is democratising access to global education and opportunities for marginalised communities in the Global South

### **The Problem:**

Students from marginalised communities face significant barriers to accessing education, leaving them without the skills, knowledge or networks needed to build resilient livelihoods. Even where they are able to access education, the college-to-career pathway is often fractured. Without adequate skills training, mentorship, or professional networks, many young individuals from marginalised communities often get trapped in cycles of insecurity.

### **The Solution:**

Project EduAccess facilitates access to skills, knowledge and networks, and bridges the gap from college to career for students from marginalised communities. It combines career-aligned skill development, personalised mentorship, and real-world industry exposure to ensure education leads to opportunity, confidence, and the building of resilient, purpose-driven livelihoods.

### **The Impact:**

- 2,000+ students from marginalised communities mentored
- 500+ admission offers to top universities like Oxford, Harvard etc.
- 30 collaborations with public colleges, universities, community organisations & student groups

### FOUNDERS:



Sameer Rashid Bhat



Gayathree Devi KT



Misbah Reshi



SAMAVESH Action For Impact enables students from marginalized communities by securing legal identities, unlocking scholarships, higher education mentorship and building 21st-century skills, breaking the cycle of poverty in a single generation.



Website: [www.samaveshindia.org](http://www.samaveshindia.org)

## The Problem:

Millions of students from marginalized communities miss out on government scholarships due to limited digital access, documentation gaps, and lack of institutional support, while Persons with Disabilities face exclusion rooted in stigma and systemic neglect. Bridging these gaps requires grassroots enablers who can deliver access, dignity, and inclusion from within communities.

## The Solution:

SAMAVESH Action for Impact trains youth from marginalized communities, including PwDs, as Samavesh Fellows—paralegals and digital civic entrepreneurs who deliver services like scholarships and legal documentation to underserved communities. Initially funded by philanthropy they aim to shift to sustainable B2C model, the initiative ensures livelihoods while deepening last-mile inclusion.

## The Impact:

- 850+ students benefited through scholarships.
- ₹1.3 Cr+ in scholarships unlocked for students in Grades 11, 12, and UG courses.
- ₹5 Cr+ in scholarships unlocked for higher education.
- 515 undocumented students were assisted in securing legal documents.
- 1100+ students mentored

## FOUNDER:



Pravin Nikam



कला सकाय



**STEP AHEAD INDIA**  
देश में Govt. और NGOs के 100+ फेलोशिप और जॉब में युवाओं को Selection की जानकारी और तैयारी के लिए  
**CAREER READINESS PROGRAM**  
एक लाख युवाओं को करियर गाइडेंस के जरिए देश की सेवा में करियर बनाने का मिशन प्रोजेक्ट  
By  
**STEP AHEAD Youth Foundation**  
+91 6392908284 @stepaheadindia

कमला नेहरू भौतिक एवं सामाजिक विज्ञान संस्थान  
सुलतानपुर  
समाजशास्त्र विभाग

Step Ahead India is building a tech-enabled career readiness ecosystem for arts, humanities & social science graduates turning them into nation-builders through careers in the social & impact sector.



Website: <https://stepaheadindia.com/>

## The Problem:

Annually, 3.5 million arts, humanities & social sciences graduates from Tier 2/3 cities become stuck in government exam prep cycles, facing prolonged unemployment. Despite seeking impactful work, they lack skills, awareness and mentorship to pivot into social sector where their talent is in demand leading to wasted potential.

## The Solution:

Step Ahead India is building a tech-enabled Career Readiness Ecosystem connecting AHSS graduates with impact sector jobs. Through awareness, structured mentorship, and recruiter partnerships, they enable the most relevant, sustainable career with long-term growth through a peer-mentorship model.

## The Impact:

- 550+ career guidance sessions conducted
- 38,000+ aspirants mentored
- 4,500+ placements enabled in: the impact sector

## FOUNDERS:



Vinay Kumar



Saraswati Dhaygude



Amit Kumar Yadav



Ashu Yadav



10 YEARS OF  
**THE/NUDGE**  
INSTITUTE