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Women empowerment is the key to the growth of the nation. When women are living a safe, fulfilled and productive life, they can actualize their full potential - contributing their skills to the workforce and can raise happier and healthier children. One educated woman has the power to transform many generations.

Unfortunately, even today, our society is biased against women. Oftentimes, women have to quit their jobs or education to fulfill household duties. Very rarely are girls encouraged to build a sustaining career. They are hesitant to skill themselves, explore their full potential, and ask for a better division of household responsibilities and work.

At NF, as an organization, we lay a special focus on handholding women beneficiaries at various stages – Initially enabling them to build self-awareness, helping them take responsibility to obtaining new skills and leading a productive life. This may involve parent counseling and helping girls to build negotiation skills to stay the course of their plans. At times, at NIIT Foundation, the employers are also engaged to help the women continue working by addressing challenges at the workplace.

We have observed that in a job profile, where a woman candidate is better qualified, it is still offered to men because the perception is that men can do it better. When wages are paid, the firm’s inbuilt conviction that women are capable of less work than men drives unequal salaries and wages for the same job.

Discrimination faced by women at the workplace includes unequal pay for equal work, lack of facilities, unsafe roads and transportation, denial of promotions, inadequate work-life balance, and so on. A recent survey found that 90% of women quit their jobs due to responsibilities at home or childcare vs 10% of men.

Sectors like IT/ITES/BPO/Retail/eCommerce and healthcare found women slowly making their way by upskilling and getting into job roles that they could fulfill. These sectors provided job roles that women could easily sustain along with other responsibilities.

Organizations like Microsoft, LinkedIn, TCS, DXC, WIPRO, Syntel, RPG, JMF, and JPM came forward to sponsor girls for upskilling and improving their livelihood, thus, enabling girls to start their first job in FY22 and FY23.

As trainers, employers and managers it is really important to break these glass ceilings and have an unbiased and progressive attitude toward education and career development for girls. Each one of us can take responsibility to ensure that in our surroundings- every girl child continues her education, and trust that every woman we interview will have the ability to fulfill her job duties.

NF’s culture promotes gender equality and equal opportunity, women, and child safety. As a skilling organization, we are focussed to build courses which are promoting livelihood with gender equality. Our pedagogy, methods, and processes help build a culture of promoting and encouraging women learning continuity and empowering them through key life skills like confidence building, assertive communication, problem-solving, adapting to change, and resilience to lead a productive life.

Message From
Charu Kapoor
COO, NIIT Foundation
Women are often called the architects of society. However, an estimated 75% of women, in India, do not join the workforce. Some of the reasons are – social constraints, family and home responsibility, distance, and educational constraints. At NIIT Foundation, we have tried to design courses such that girls can find meaningful employment in flexible roles within their organizations. Some of the courses are also delivered through a hybrid model which includes online sessions, the use of NF’s Learning Management System app, and some classes at the center.

NIIT Foundation, with the support of its partners, also organizes financial literacy, and digital literacy sessions to educate women in rural and underserved regions.

Preparing Women To Lead A Productive Life

A majority of our programs have a strong emphasis on empowering women, with 40-45% of total students, for every project, being women. Besides this, we have rolled out and delivered a few programs exclusively for women in the fields of digital and financial literacy. We specifically target certain sections of women, such as women drivers, women entrepreneurs, and women in rural areas, and curate a program that would cater to their requirements. Along with educating and skilling them, we actively work alongside women to help them find placement.

NIIT Foundation is very grateful to our partners who support our initiatives and help us successfully deliver to a large number of individuals.
NIIT Foundation and JP Morgan have collaborated to enhance women’s skills and provide them the opportunity to succeed professionally in the IT & ITeS domain. The program ‘Employability for Women in STEM’ aims to provide career courses related to the IT & ITeS domain to girl candidates from the non-STEM background, across six cities in India to enable them to take up jobs in the IT & ITeS domain.

The association has been in place since 2017, during this period many girl candidates enrolled in the courses and were assisted with a job opportunity to find gainful employment. The program is still going strong and multiple training batches are running in the six cities.

The program is delivered in a hybrid manner that includes live classes, self-study through Learning Management System, and practical sessions. The training sessions begin face-to-face in a classroom setting to set the context and to build confidence in the girl candidates.

“My father, who works as an operator in a movie theater, was not very supportive of my education, and in fact, I had no one in my family to motivate me to study. When I failed in my class-10th, it shook me. I realized I needed to work hard to succeed in life and support my family. I went ahead and took up a Job Readiness course at CDC Ameenpur Center in Hyderabad. Post-completion of the course, I got a very good job. I am so grateful to NIIT Foundation and JP Morgan for training and skilling me and helping me to find a placement. I could enroll my brother in a private school, help my sister find a job, and support my mother in starting her business. The life skills that I learned have also helped me tremendously, and I am indebted to the center.”

N. Navneetha
Student–CDC Ameenpur
NF team members talk about their conscious contribution to women's education

B. Manjunath
Center Coordinator, DLC Melnagal, Tamil Nadu

“Financial exclusion and limited educational opportunities are the two main challenges faced by women in their learning stage. NIIT Foundation has reduced the constraints by giving them free education, training and equal opportunities as men. I find my job very fulfilling because, as a center coordinator, I help many such women come out of their shells and glow more luminously in society.

Readers of the newsletter can help us in our joint vision by encouraging their family or friends to educate girls and skill the women. Your one word of encouragement can make a huge difference in someone’s life!”

Neelam Shourie
Consultant, New Delhi

“We all are well aware that the education or training of women is a life-changing prospect. Yet, their progress and development are threatened by challenges. Poverty and stigma attached to puberty take away their right to continue their education. Family’s preference for son over daughter supports the son’s education despite limited resources. On the other hand, women are subjected to biased behavior, domestic responsibility, child marriage, traditional customs, and misunderstood religious beliefs.

In my interaction with students from the underserved community on various occasions, the girls have manifested soaring hope. This needs to be harnessed from there on! If we ‘let go’ of this hope, it will diminish. Come forward to join NF’s quest; oversee to the training of at least one girl student and ensure that she’s gainfully employed. The Change Will Happen!”
“I am Sehyr Sood, a student of class XII (science), DPS RK Puram. My summer vacation was well rewarded when I was able to volunteer with NIIT Foundation at their CDC, Khanpur NF-HP Centre. The thought was of giving something back to society. Being a girl, I wanted to be a role model for other young girls and empower them to conduct themselves with confidence. That is why I planned some ‘English Language Activities’ for them to overcome their inhibitions toward this language.

The first thing that overwhelmed me was the enthusiasm of these children, especially girls, belonging to the underserved community. The girls exhibited the ‘zest to achieve’. The students accepted me warmly. The Centre Head Ms. Annye B Rao was ever encouraging and caring.

The concept of ‘Opening Circle’ and ‘Transfer-in’ was a beautiful novel experience for me. A few CMS sessions that I co-facilitated impacted not only the students at the Centre but also me. My tryst with Volunteering filled me with compassion and humility.

The overall experience was great! Volunteering helped me to inculcate and gain confidence while conducting an activity with a group of young people. It helped me strengthen my leadership skills further and helped me understand the different problems students faced while learning.”
Patriotism and National spirit surrounded all NF Centres as well as our head office as we celebrated India’s 75th Independence Day. There were many micro-events as well as some weeklong celebrations that occurred in the days leading up to 15th August 2022. Recapping some of these memories:

Our Digital Transformation Vans organized a week-long celebration at all 3 locations with events that included quizzes, competitions, Tiranga Yatra (Flag March), tree plantation drive, and flag hoisting. Students as well as their families and friends were invited to be part of the festivities.

Hindustan Coca-Cola Beverages and NIIT Foundation CDC Khurda organized a virtual talk with Shri Manoranjan Saraf, from the Indian Army, as a mark of respect for the sacrifices members of our armed forces make to protect our country. The talk motivated students to do something for the benefit of our country and ended on a wonderful musical note with everyone singing patriotic songs together.

Students of NF CDC, Fateh Nagar, Delhi visited the Don Bosco orphanage and donated food and kites to the children therein. Our students raised the money themselves to complete this activity, with the support of their mentors.

NIIT Foundation distributed school uniforms to 155 students from People’s Education Society High School, Belapur, Mumbai. This activity hoped to encourage students to continue to stay in school and complete their education.

NIIT Foundation aspires to continue to instil values of community welfare as well as national welfare to develop citizens who will add great value to our country.
NIIT Foundation is thrilled to partner with HP

NIIT Foundation and HP India have partnered up to develop 2017 digital classrooms across the nation under the Project HP ALFA (Accessible Learning For All) in government or government-aided high schools and invite corporates/corporate foundations and NGOs working in similar areas to be a part of the initiative.

NF wins HCM Excellence Award by the Brandon Hall Group

NIIT Foundation received international recognition with a Silver medal in the HCM Excellence Awards 2022 by the Brandon Hall Group under the area Future of Work for the ‘Best Initiative for Philanthropy and Corporate Giving’ category.

NIIT Foundation joins hands with Dalmia Bharat Foundation

NIIT Foundation came into partnership with Dalmia Bharat Foundation. Through this MoU, the project intends to develop courses that will positively impact 8000 underprivileged youth across the existing 16 DIKSHa centers in India. The courses will aim at upskilling youth while also hoping to uplift communities through the training courses.

Cybersecurity for Girls with Cisco CSR

NF held a very special Cybersecurity workshop exclusively for girls. The 350 workshop participants were from tech and non-tech fields and had shown a special interest in Cybersecurity. The workshop was specially designed to share information on career prospects as well as different aspects of cybersecurity.
**Partner's In Service Award by Rotary Club of New Delhi**

NIIT Foundation was recognized by the Rotary Club of New Delhi on June 23rd, 2022, at the Indian Habitat Center. The recognition was presented to Mrs. Charu Kapoor, COO - NIIT Foundation, for the exemplary support provided for Project “Aajeevika” at the Rotary Skill Development Centre, Daryaganj, which is dedicated to bridging the gap between the skill set of underserved youth and their respective employment organization.

**Cybersecurity workshops for CRPF Jawans**

NIIT Foundation conducted a certificate ceremony at the BSF camp in Chawla, Najafgarh, in collaboration with Sahyog Care for You for 66 BSF Jawans who completed Cybersecurity, Digital Awareness, and Financial Literacy courses from NIIT Foundation on 17th September 2022. Through this partnership, NIIT Foundation was able to conduct over 20 sessions to date for over 650 BSF and CRPF Jawans in the locations of Gurugram, Rampur, Jammu, Agartala, Pinjore, Ajmer, Sonipat, etc.

**WPPF workshop for NF employees**

NIIT Foundation organized an intensive training workshop on Whole Person Process Facilitation (WPFF) in Bangalore, Chennai, and Hyderabad for our team members from various projects to expose new trainers to this particular method of training as well as refresh the skill set of current trainers. Through facilitation, using this training style, we are able to better achieve our student's holistic development and ensure high-quality training is maintained for our students, ensuring they receive maximum benefit from the courses.

**Industry Exposure Trip to Warehousing Show 2022**

NIIT Foundation centers at Nangloi and Rangpuri organized an industry exposure trip to the India Warehousing Show 2022 for the students of the Logistics and E-commerce batch. Over 40 students had the chance to attend live demonstrations and interact with professionals in the logistics and e-commerce industry to gain some key insights.
Students from our District Learning Center in Chhindwara, MP, achieved their dream job and were successfully placed with Tata Consultancy Services (TCS). The students were part of the Diploma in Hardware and Networking program. The batch was launched in April 2021 and is a one-year program. Post-completion of the course, NIIT Foundation conducted a placement drive in mid-May 2022, where 19 students got selected for their desired roles and became part of prestigious organizations such as TCS.

An Industrial Visit was conducted for students from Delhi NCR at Mother Dairy Plant in Patparganj, Delhi. Over 56 students got the opportunity to interact with industry experts and get a close-knit practical view right from collecting milk from the farm to its delivery to the end-user.

Twenty-five students from the BFSI batch from our Angel One Borivali center visited a prominent nationalized bank as part of their industry visit on 17th September 2022 to enhance their understanding of how different departments work and their processes. They interacted with various department heads to understand their work processes and the bank’s fundamental concepts of deposits and lending.

NIIT Foundation declared a Powerpoint Presentation competition for the students of NReach (NGO) partners in the month of August on the topic ‘Azadi ka Amrit Mahotsav’. The team received nearly 80 entries, from which the top 3 winners were announced through a virtual ceremony. The objective of this contest was to allow students to have their own unique ideas and concepts to think about and design PPT templates carefully and present them.
World Youth Skills Day Celebration in the Tata Steel Foundation Centers

On the occasion of World Youth Skills Day 2022, the five centres sponsored by Tata Steel Foundation in Odisha & Jharkhand attended an online session based on the theme of this year - “Transforming youth skills for the future”. The session was graced by the TSF team and was attended by over 100 students. The session involved quite a lot of discussions related to productivity in jobs & the rise in employability.

Certification ceremony for Indus Digital Transformation Vans

NIIT Foundation, in partnership with Indus Towers, felicitated 156 students of Digital Transformation Van (DTV) in Dehradun, where the students were addressed by the key members from Indus Towers and NIIT Foundation. Similar events were conducted for the students of DTV in Delhi, where 65 students got certified, and DTV in Bhopal, where over 150 students got felicitated in the month of July & August 2022.

New batch launch for project transformation

NIIT Foundation has recently launched another batch under 'Project Transformation' alongwith Connecting Dreams Foundation, and the students shared their aspirations as well as challenges. Due to a lack of skills, and society's unacceptability, they are forced to beg & toil for their survival, but they want to make their own identity by doing respectable jobs. NF has been actively working to empower the LGBTQIA+ community through upskilling and skill development.

Students Selected for Internship Program at Cisco Ideathon 2022

We congratulate our students who got selected at Cisco Ideathon 2022. Cisco Ideathon is an opportunity for students with potential and creativity to be a part of Cisco’s technological innovations. Students have got the opportunity to work with Cisco as interns. It gives them a platform to grow personally and professionally.
NIIT Foundation has been conducting several Financial and Digital Literacy awareness camps across locations in partnership with Fincare Small Finance Bank. The last of such camps was held recently for women community members in Pindwara, Sirohi in Rajasthan. Mr. Samaram Garasiya MLA, Hon. MLA of Pindwara graced the event as Chief Guest. There were more than 100 women beneficiaries that benefitted from this camp.

Financial Literacy for the Drivers

A two-day financial literacy session was conducted for the drivers of Hindustan Petroleum Corporation Limited (HPCL), Partapur Meerut Industrial Area, under the Dhan Samvaad Project by Mahindra Finance. Over 43 drivers were a part of this session, who became financially knowledgeable through the program's content which covered topics like Savings & Investments, Insurance Schemes, Digital Payments, and Cyber fraud.

Session on Environmental Awareness at Shri Guru Ram Rai Public School

Our team from the Digital Transformation Van (DTV), supported by Indus Tower Limited in Dehradun, organized a very engaging and interactive session on environmental awareness for students of Shri Guru Ram Rai Public School, Dehradun. The session focused on plastic waste management using eco-bricks. The topic intrigued the students as it was very unique. The session was attended by almost 400 attendees.

Industry Visit to Safexpress Facility

NIIT Foundation students of logistics management, from Career Development Center, Nangloi, supported by Redington India, had the opportunity to have an industry interaction on 24th June 2022. They visited the Safexpress Pvt Ltd Facility at Binola, Gurugram to get an up-close view and to learn some practical concepts from the logistics industry. The industrial visit was very fruitful and the students had interesting questions and observations to share with their instructor, post the visit.
बच्चा समूह में डिजिटल व्यवहार के संबंध में दी गई जानकारी

वर्तमान दिन के लक्ष्यों में इनियोजन के बाहर डिजिटल व्यवस्थाएँ और इनियोजन की शिक्षा के लाभ में रहने का निर्देशित है। इनियोजन शिक्षा के लाभ में रहने का निर्देशित है। इनियोजन शिक्षा के लाभ में रहने का निर्देशित है। इनियोजन शिक्षा के लाभ में रहने का निर्देशित है। इनियोजन शिक्षा के लाभ में रहने का निर्देशित है। इनियोजन शिक्षा के लाभ में रहने का निर्देशित है।

दरोगाव में हुआ डिजिटल आधिकारिक साक्षरता कार्यक्रम

जनाधारण कर दी चारूकृती योजना की जानकारी

पुष्पा नगरी
माधवी डिजिटल आधिकारिक साक्षरता कार्यक्रम

मैना : उसपूरी बौद्ध समाजम सहभागी महान में 23 वें थी रोटी डिजिटल आधिकारिक साक्षरता कार्यक्रम पर बुधवार, गांवी साइट के गैजरीनी में डिजितल उपकरणों को रेड ग्रेग के रूप में छपाया गया है जो इस शोध के बाबत है। साइट के गैजरीनी की दुल्हन नामा बनाया गया है जो इस शोध के बाबत है। साइट के गैजरीनी की दुल्हन नामा बनाया गया है जो इस शोध के बाबत है। साइट के गैजरीनी की दुल्हन नामा बनाया गया है जो इस शोध के बाबत है। साइट के गैजरीनी की दुल्हन नामा बनाया गया है जो इस शोध के बाबत है।

Media Coverage

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Smart Nagpur

Wed, 25 May 2022
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महिला दिनांकित महिलासाठी आर्थिक विषयावर दिलील साधनांत आर्थिक तथा विषयावर दिलील साधनांत कार्यक्रम संपादक

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माध्यमाती येथे दिलील साधनांत साधनांत कार्यक्रम
Over 79,966 students enrolled in skill programs
Over 16,835 students successfully placed in all projects
Over 46,203 beneficiaries became financially literate
48 New Centers set up (CDC & DLC)
Over 400 hours of volunteer effort to help students

We Welcome Our New Partners

Angel Fincap,
Lighthouse - Delhi

We thank our existing partners for their continued support:
Sat Krishna Maruti, DXC, Wipro, ITES, HP Skills, Ratna Nidhi, TSF, Unicef YuWaah

JOIN US

BE A PARTNER
If you are a corporate and are looking for an organisation to implement your CSR vision in the area of skill development, education and employability, press on the button below for partnership details.

BE A DONOR
If you want to help make a deep impact in the communities we work in, you can support our programs and beneficiaries. To make a donation press on the Click Here icon below

BE A VOLUNTEER
If you have time, a passion to work for the underprivileged and a skill to share, you can be a NF Volunteer. Press on the Click Here icon below to volunteer at NF.

NIIItians can also donate through Payroll:
Visit www.iNIIitian.com -> My Data -> NIIT Giving in order to donate through payroll or to register yourself for volunteering.
We Welcome Your Feedback On This Volume of Our Newsletter