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I recently saw the movie Article 15. It talks about our constitutional right to be treated equally. Yet, we are aware of the challenges we face in everyday life related to equality. A lot of women, especially, face discrimination – at work, at home, in society. I don’t want to get into the whys of this – there are enough opinions out there. From our perspective at NIIT Foundation, our scholarships are open to girls and boys both. Our encouragement and praise are generously showered on both girls and boys that come to our centres located in slum areas.

In one of the events I attended, a woman leader shared the story of her struggles, the lack of encouragement she experienced in her family right from childhood, how she fought against it and has now reached a place of accomplishment. Her conviction was that as women we have to fight for ourselves. I agree with her. Eventually, it is about the women developing themselves, persevering towards their dreams, walking the path until they reach their goal. However, everyone is not so lucky to be endowed with the courage and conviction to walk their path.

That is where our role, as an individual and as an organization, becomes so critical. We must encourage the girls, help them till this fire of courage and conviction is lit and fully ablaze. We encourage through special policies, special programs, and most importantly words of praise that specifically focus on women empowerment. At NIIT Foundation, with support from a corporate partner, we are training 1000 girls to build a career in STEM. Another corporate partner conducts frequent skype sessions by women leaders who share their journey with our students. The Change Maker Program at our centres focuses on self-reflection, learning about yourself, appreciating how far you have progressed, and making a plan for your life. These are small steps towards empowerment while realizing there is a lot more still to do.

- Sapna Moudgil
Director - NIIT Foundation
NIIT Foundation is committed to working for the upliftment of women and is constantly expanding its programs in this direction. In its endeavour to empower underprivileged women and women entrepreneurs, NIIT Foundation has signed a strategic MOU with FICCI Ladies Organisation, FLO. The two organizations have partnered to work towards providing women with technical skills and towards enhancing the skills of women entrepreneurs.

Under this initiative, both organisations will be designing and conducting training programs that will be especially for women entrepreneurs, professionals and potential entrepreneurs. There will also be special training programs in digital literacy and financial literacy for underprivileged women. The training programs will be on IT-ITES focusing on building IT skills and job readiness leading to employability. The topics under these training will range from Introduction to Digital devices and how to operate them, Introduction to Internet and its apps, Introduction to income and expenditure focusing on savings, basic banking, mobile accounts, wallet, wise borrowing, investment, managing risks with insurance, introduction to financial planning, developing concrete business ideas and much more.

These workshops hosted by NIIT Foundation and FICCI FLO will be organised across India in the four zones- North, South, East and West. All the sixteen chapters of FLO will be covered under this training.

Mr Vijay Thadani, CO-Founder and Managing Director, NIIT and Harjinder Kaur Talwar, President, FLO have signed the MOU.

This partnership strives towards providing women with new skills and enabling them to realize and build on their existing ones. It also aims at creating job opportunities for women and increasing their family incomes.
THE CHANGE SPARK

Sana is a young girl of 20 years. When most girls around her age were preparing for marriage, Sana wanted to become an IPS officer. She had her career all planned out and was diligently working towards it.

However, tragedy struck home when her father suddenly passed away. All ambitions had to be put to rest. Sana realized the need for girls to be economically independent more than ever before. Sana began to search for a job while she was pursuing her graduation. She joined NIIT Foundation, Begumpur centre to improve on her professional skills.

She enrolled for the BPO course. Sana's younger sister, who is currently pursuing class XII, got inspired by her and enrolled with NIIT Foundation as well. When Sana completed the course at the centre, she attended the job fair. At the fair, she got selected with FAIRTALES. She is working as an Outreach Officer and doing exceptionally well.

Sana even visited the next job fair at NIIT Foundation with her colleagues from FAIRTALES to recruit more young people like her into the organisation. Thanks to her initiative, many young people from NIIT Foundation have now got a job with FAIRTALES and are economically independent. Sana is a role model for many in her area and can be called a real Changemaker.

Sana could not fulfill her dream of being an IPS officer but she has no regrets. She hopes to encourage more girls like her to study hard, earn well and make a bright future for themselves.
In the under-served communities where NIIT Foundation works, it has been observed that traditionally most people tend to associate subjects like Science and Mathematics with boys and Arts with women. Taking up science in schools costs extra fee and many parents want to give priority to their son's education over their daughters. However, there is a lot of benefit in studying Science, Technology, Engineering and Mathematics or what is referred to as STEM subjects. The value of studying this is not just limited to “better” career opportunities but also enables one to think logically. This invariably has a positive impact on one's social interactions and decision-making abilities. This is why the need for more and more girls to take up STEM subjects is important.

Recognizing that more women could flourish by taking on STEM subjects, JP Morgan has partnered with NIIT Foundation in January 2018 to bring women into the STEM streams. This is a two-year partnership under which training is being provided to women who are from non-STEM backgrounds. The training is in Data Entry and BPO to equip women with skills and knowledge that will allow them to transition to IT/ITES careers.

The project acknowledges and is sharing success stories of women in the community who take up IT as a career irrespective of whether they study STEM subjects in school. This will also inspire more girls to take on the training. The project is also conducting workshops in the community with girls to discuss the benefit of studying STEM subjects in school.

The certified training is with 15 women at a time for a period of three months. At the end of the project, JP Morgan and NIIT Foundation aims to have trained 1000 women students from across urban/semi-urban communities of Delhi, Pune, Hyderabad, Chennai and Bangalore. More than 900 women are already registered in the program.

This training is giving women the flexibility to choose a sector that they want to work in. They get to select jobs that suit their needs since IT/ITES roles exist across industries. Post-placement, NIIT Foundation will continue to track these students for six months to help them with any issues that come up at the workplace.
Spare A Few Hours & Volunteer with Us

If you are interested in working on Women Empowerment, Skill Development, Employability, Youth development, Educational Interventions and want to make a difference in the lives of the underprivileged, then NIIT Foundation is the place for you. Time commitment can be big or small; we have several opportunities available depending on your skills.

**Short term Engagement**
- Inspirational story telling sessions for children
- Confidence and Skill Building workshop
- Spoken English Workshop
- Job Preparation for children and More!

**Long term Engagement**
- Preparing students for Job Fairs and Placements
- Mentoring
- Fundraising
- Making Documentaries, Writing Impact Stories and More!

**Online Engagement**
- Spreading Awareness about the organization on social media
- Support in Marketing and Communications
- Graphic Designing
- Content Writing and More!

**Volunteer Speak**

“I am Khusboo and I belong to a very “orthodox” family. A few years back, my father fell sick and we had to face a lot of financial struggle at home. My parents did not allow me to complete my higher studies. I was never allowed to step out of the house alone. I was unhappy and frustrated. One day, my uncle met with an accident and I accompanied my father to the hospital to visit him. On finding out details about the accident, we learnt that a girl had called for an ambulance and saved my uncle’s life. This was a turning point for my parents and me. We went back home and my father told me that I could step out and pursue anything I wanted. I grabbed this opportunity and made the most of it. I was the first girl in my family who was allowed to go out of the house and complete my studies. I worked hard and I am now working at a well-known BPO firm in Noida, UP. I bring home a decent salary and I am economically independent. I am proud of my achievements and now want to help other girls around me. I visited the NIIT Foundation centre to volunteer and was happy to see so many girls pursuing courses and following their dreams. I have taken it on as my mission to volunteer, to spend time in motivating families to educate their girls and make them independent.”
Free Health check-up camp in Fatehgarh, Ambala
Team CDC- Ambala conducted a free Health Check-up Camp with the help of Parijat Industries and Anand Foundation in Fathergarh, Ambala. The camp was held to raise mass awareness about preventive health and the importance of regular health check-ups.
The camp included hair checkup, dental check-up, eye check-up, skin check-up etc, free of cost.
Over 150 families in the community benefited from the camp.

Village Impact Program in Chatakpur, WB
As a part of Vodafone Foundation Financial Literacy program, NF has identified three villages of India to ensure that every family is financially literate.
This Village Impact Program in Chatakpur, WB started in December 2018 and has been completed in June 2019. The communities learnt the basics of financial management, use of technology in their daily finances, government policies, loans etc, which would help in securing their future.

Certification ceremony for visually impaired students
Certificate distribution ceremony was conducted for the visually impaired students in the Career Development Centre at Najafgarh, Delhi. This centre is run in partnership with Delhi Aviation Fuel Facility Private Limited (DAFFPL).
Over 20 students got certified in skill courses.

Capacity Building Workshop for Govt. Educators at Chhindwara, MP
Capacity building workshop was conducted by the DLC team using ‘Genuine Contact Methodology. The workshop was on 21st Century Learning skills for the District Education Department in Chhindwara, MP.
Over 29 govt. education officers participated in the workshop and benefited by it.
The education officers will now further train the teachers in the district.
Mega Job Fair at CDC - HCCB Bidadi
A mega job fair was successfully conducted at the Career Development Centre in Bidadi, Karnataka, which is run in partnership with Hindustan Coca Cola Beverages. Around 372 students and 25 companies participated in the job fair. More than 350 students were shortlisted for subsequent rounds of interviews out of which 303 students got selected at various companies.

Volunteer session on Health and Hygiene for Visually Impaired Students
Dr Dorris took a volunteer session on Health and Hygiene for the visually impaired students at the Career Development Centre in Najafgarh, Delhi. Students learnt about the importance of personal hygiene, maintaining the cleanliness of body and clothes to prevent the spread of communicable diseases.

Cisco Cybersecurity Training for school students
Team - DLC Chhindwara in MP conducted free training sessions for the nearby schools. They provided Cisco Cybersecurity Training to the school students. Over 240 students benefitted from the sessions and shared positive feedback with the centre team.

Cancer Awareness Workshop for NF Team members
A Cancer Awareness Workshop was organized on 21st June 2019 at the NF Head Office, Kalkaji. The workshop was conducted by CanSupport. All the NF team members across Pan India attended the session face to face or online. Attendees learnt about various types of cancer, how to reduce the risk of getting cancer, the importance of spotting cancer early, the screening programs available and a lot more.
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PERFORMANCE AREA

FY 20

Over 34,093 students enrolled in Skill Programs
Over 7,290 students successfully Placed
Over 3,20,443 beneficiaries became Financially Literate
10 New Centers Setup (CDC & DLC)
31 New HiWEP Learning Stations Setup
116 hours of Volunteer effort to help students

WE WELCOME OUR NEW PARTNERS

FICCI Ladies Organization - NReach
Samvardhana Motherson - Special Project
QUEST Alliance - School Project
Sasakawa India Leprosy Foundation - HiWEP + DLC

We thank our existing partners for their continued support;
American Tower Corporation | Asian paints | Cisco | Pune City Connect | Bata India | Indus Towers | Delhi Aviation Fuel Facility Private limited | Sony India | Thyssenkrupp |
Integrated Technology & Educational Society

NIIITians can also donate through Payroll:
Visit www.iNIIITian.com -> My Data -> NIIIT Giving in order to donate through payroll or to register yourself for volunteering.
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