ANNUAL REPORT

Reaching the Unreached

FY 2023

CONTENTS

Message from The Director

Dear Valued Supporters,

We are delighted to present to you our Annual Report for the financial year 2023, reflecting our steadfast commitment to empowering youth through education and skilling, with a special focus on promoting gender equality in alignment with the Sustainable Development Goals (SDGs).

Education is the bedrock of personal growth, societal progress, and economic development. We firmly believe that every child, regardless of gender, deserves access to quality education as a fundamental right. In our pursuit of this goal, we have diligently worked to remove barriers and create inclusive learning environments for young individuals, irrespective of their socioeconomic background or gender identity.

Throughout the year, we have implemented various initiatives aimed at enhancing the quality of education and fostering youth skilling programs. This includes programs that develop life skills, sector-specific skills, professional skills, and other unique programs that focus on digital and financial inclusion. Our collaborative partnerships with local schools, community organizations, and corporates have been instrumental in expanding our reach and impact to 25 states and 308 districts of India.

Moreover, we have taken specific measures to address gender disparities. Through targeted skill-building scholarships for girls as well as transgender, we have created an enabling environment that encourages these youth to pursue their dreams, challenge societal norms, and shatter glass ceilings. However, there is still much work to be done. We look forward to collaborating with our stakeholders – students, parents, corporates, educational institutions, and others - to empower more youth in this transformative journey.

Together, let us continue to build a world where education knows no gender boundaries, where every young individual has the opportunity to thrive, and where gender equality becomes a lived reality.

- With profound gratitude,
Sapna Moudgil
Director - NIIT Foundation

About
NIIT Foundation

A not-for-profit education society setup in 2004 Registration under 12A, 80G & FCRA

NIIT Foundation (NF) is a not-for-profit education society set up by the promoters of NIIT in 2004. Its mission is to positively impact the underprivileged people of the country through educational initiatives and skill development programs to increase employability. To achieve this, NF runs various grassroots initiatives in partnership with other corporations. Skill development centers are set up in urban and rural areas that offer placement support to all eligible students. Additionally, we provide digital and financial literacy programs to bridge rural and urban gaps. Hole-in-the-Wall Learning stations have been installed to support early introduction and familiarity with technology for school-going children in an attempt to bridge the digital divide.

NF also supports other NGOs to build their capacity and reach a larger number of beneficiaries. NF has been delivering projects as per Section 135 of the Companies Act 2013. The projects reach out to a wide range of beneficiaries from the age group of 6 to 60 years old. The skilling and education engagement models are targeted towards underprivileged & underserved youth/children, women, specially-abled/PWDs, and LGBTQIA+ community across 28 states and 8 Union Territories.

Vision & Values

NIIT Foundation's vision is to create a deep-demonstrable impact in every community we work in. In order to do that we use skilling and educational initiatives to reach every underserved individual in the remotest of places. The Values that guide us include:

- Be Customer-Centric: Students and Employers - be the preferred choice
- Meet any and every commitment that we make - lead by example
- Leverage Partnerships: be a platform for growth for all - including staff
- Each one operates from an Entrepreneurial mindset: being innovative in everything we do
- Each one to recognize risk-taking: celebrate people who stick their necks out – we know that path-breakers are treading unknown paths
- Actively build Alumni Network: it's not about a one-time push but being a lifelong friend

Implementation Models

Hole-in-the-Wall Learning Stations

A freely accessible computer setup in a playground setting that looks like an ATM kiosk, pre-loaded with qualitative, interactive, digital e-learning content, utilising self-exploration, and play-way methodology. Designed for children in the age group of 5-14 years to enhance digital literacy, it has reached 39,370 students. There are currently our 264 HiWEL setups are functioning and enhancing the learning journeys of children.

NReach & Schools

NIIT Foundation's NReach Program empowers 250+ NGO partners to deliver NIIT Foundation's career and foundation programs to 66,000+ beneficiaries. School students benefit from multi-year programs in Computer Concepts, Personality Development, and English. Special life skills programs, using Genuine Contact Methodology, are offered, while enhancing local school faculty skills remains integral.

Digital Bus

Solar powered, mobile classrooms called the Digital Bus are a key component of our Digital Literacy programs. Programs in the Digital Bus teach women and youth, especially in remote and isolated locations, to use a computer to improve their life including the use of emails, the internet, and applications like MS Office. Currently, 8 Digital buses are operational and have impacted close to 50000 beneficiaries out of which 29305 are males and 18714 are females.
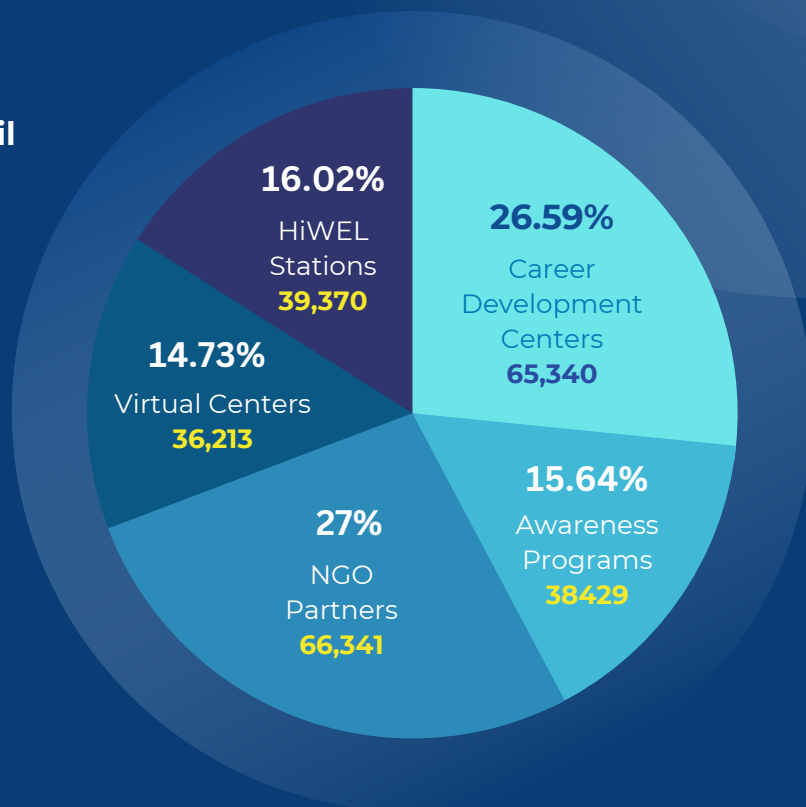

Skill Centers

Skill Centers deliver quality skilling programs in rural as well as urban locations to improve employability opportunities for beneficiaires. Well-qualified facilitators deliver career-oriented programs such as Cybersecurity, Retail, BPO, Logistics, Web Development, and others. We have reached 1,89,539 students through our 35 Career Development Centers and 208 Digital Literacy Centers.

Beneficiaries Impacted

In FY23, NIIT Foundation enrolled **1.65 Mil** and certified **1.38 Mil** beneficiaries in various programs. These include about **58,000** youth who completed their career programs, and we were able to place about **41,500 in productive employment.** This year our efforts have extended to positively impact the LGBTQIA+ community, people with special needs, and senior citizens.

With a total of **8.46 million enrollments and 1.7 lakh successful placements** to date, NIIT Foundation has been able to reach 79% of districts in India in FY23.

16.02% HiWEL Stations **39,370**

26.59% Career Development Centers **65,340**

14.73% Virtual Centers **36,213**

15.64% Awareness Programs **38429**

27% NGO Partners **66,341**

8.46 Million
Lives Impacted

During the last financial year, we have been able to reach beneficiaries through multiple programs.

Teachers from over 200 NGOs & Academics are certified in NF programs

2058 schools enabled through digital classrooms, IT labs, and school programs

Engaging communities in 275 districts in 26 states & 3 UTs of India

Glimpses of major Activities

Cyber Security Workshop

With an exponential increase in the people using internet to transact their work, cyber security has become a very important focus area for skilling. With Support from CISCO CSR, NF is implementing cyber security training to impact 1 million beneficiaries over a 3 year period. As part of the project, NF held exclusive workshops to teach the basics of Cyber security to 350 girl students and 66 BSF Jawans from technical and non-technical backgrounds.

Financial Literacy for Drivers

NIIT Foundation empowers families and individuals to break the cycle of poverty with a nationwide financial literacy program for drivers - men & women. Workshops cover budgeting, banking apps, payments, and accessing Government schemes, benefiting over 100,000 people. This impactful initiative equips them with essential skills for a brighter future.

STEM for Girls Program

The aim of this program is twofold - one, to encourage young girls to adopt a STEM mindset from a young age and two, to enable women from non-STEM backgrounds in IT and ITES-related careers. Girls, mainly from rural or semi-urban government schools are trained to equip them with 21st-century skills and technology. It is a learning-based real-life experience that is beyond curriculum and books, keeping in mind the New Education Policy 2020. The major objective of STEM is taking the students far away from Rote learning.

From the Socratic Method to the scientific method and finally the modern principles of design thinking. The project has impacted 58000+ students, across 10 states in a span of three years of implementation.

Digital Buses For Rural Beneficiaries

In alignment with the Digital India vision, NIIT Foundation partners with organizations to launch solar-powered, 5G-enabled Digital buses. These mobile classrooms, furnished with computers, internet, video facilities, and e-course software, target remote Indian areas. Expert trainers deliver custom courses that enhance digital literacy, empower women with technology, and bridge urban-rural education gaps.

The initiative aspires to catalyze a cultural shift through interactive sessions and Life Skill modules, stimulating diverse career paths and entrepreneurship among beneficiaries. This effort resonates with the broader goal of enhancing digital access and education for all segments of society.

Changemaker Life Skills Programs

NIIT Foundation innovatively addresses youth's life skills through the Change Maker Life Skills Program. Using the Genuine Contact Methodology, students (grades 8-12) engage in self-reflection and peer learning, exploring beliefs and choices.
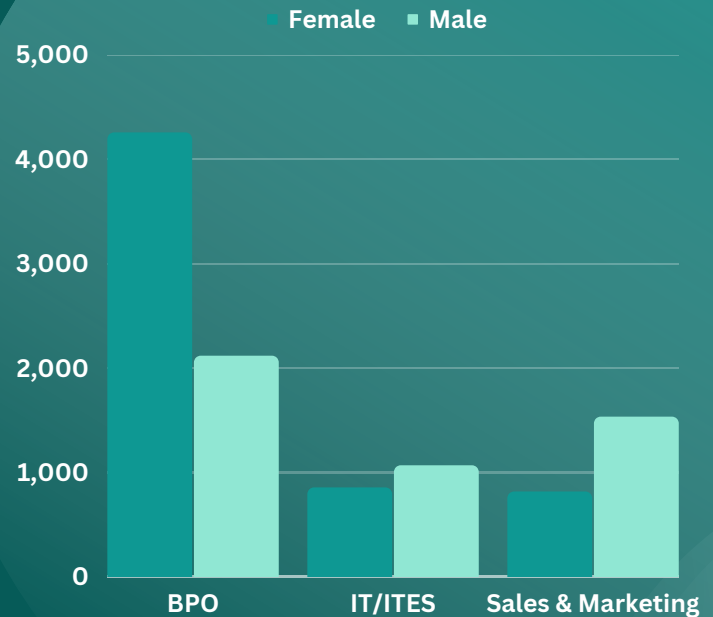
The program fosters personal leadership using simple frameworks. In collaboration with UNICEF, this program empowered government school students in November 2022. This effort has positively **impacted 21,000** students, enhancing their readiness for the future.

Placements

Placements promise transformative gateways to brighter futures, especially for marginalized youth. The goal is to open avenues for these young minds to secure a gateway to financial sovereignty. Exploring horizons in IT/ITES, BPO, Sales & Marketing, BFSI, and logistics, NIIT Foundation deciphers needs and wages, guiding students wisely. FY-2023 saw NIIT Foundation's devotion bloom, **placing 41,594 students** in meaningful roles, each placement a metamorphosis.
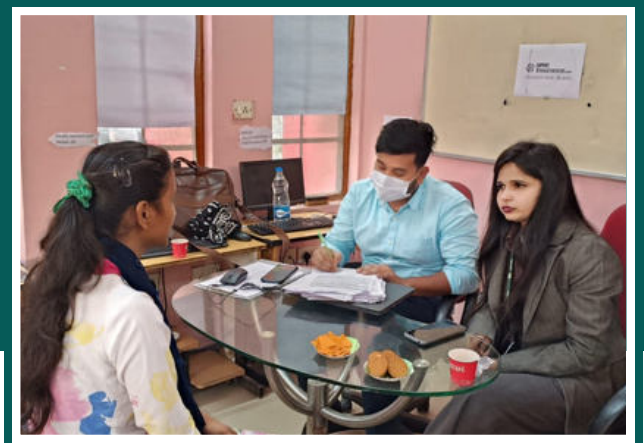

Industry-Wise Placement
(Top 3 sectors)

Gender-wise Placement

Women and girls are supported to find suitable placements and are provided with ample opportunities to do so.

Male
48.7%

Female
51.3%

- Females lead in BPO with 2 times the placements.
- Males lead in sales & marketing with almost 2 times the placement.
- In IT/ITES placement males lead by a few hundred over females

Major Collaborations

SUSTAINABLE DEVELOPMENT GOALS

Sustainable Development Goals, also known as global goals are a set of 17 goals, interlinked to serve as an action plan for the peace and prosperity of people and the planet shortly.

1 NO POVERTY

- NF programs equip students to improve their skills and take up jobs in the service sector. This income helps their families improve their economic condition thus breaking the vicious circle of poverty

4 QUALITY EDUCATION

- NF programs are industry recognised and QP aligned. Additionally, the stringent faculty development and certification process ensures that the students experience quality training delivery.

5 GENDER EQUALITY

- NF programs are designed to be gender agnostic and everyone is treated with equality. However, to build equity, NF runs special programs that are targeted towards education and economic empowerment of women and girls. Additionally, programs are offered that focus on LGBTQI+ beneficiaries, giving them life skills, technical skills and financial skills required to transition to work life

8 DECENT WORK AND ECONOMIC GROWTH

- NF's flagship program focuses on Employability of youth, training them and finding jobs for them. Over 100000 youth have transitioned to work life in the last 10 years

10 REDUCED INEQUALITIES

- NF is working hard for bringing equal opportunities to women and the LGBTQ community through our courses in Basic and Advanced IT in many states. eg. Odisha, Jharkhand, Maharashtra, Madhya Pradesh, Karnataka, Andhra Pradesh, and Uttar Pradesh, etc.

11 SUSTAINABLE CITIES AND COMMUNITIES

- As a part of various projects running in different regions, along with the students we have been undertaking tree Plantation drives, reducing plastics and paper usage as one of the main activities aligning with many of our projects.

17 PARTNERSHIPS FOR THE GOALS

- NF has been collaborating with other organizations to strengthen the means of implementation and revitalize the global partnership for sustainable development.

NF has launched additional SDG strategies that focus on Gender and Climate Action. Within Gender focus, the task forces led by the NF team are addressing gender stereotypes in society, starting with employees of NF and extending to the education of NF beneficiaries. Strategies for Climate action are currently focusing on reducing paper and plastic within the organization as well as at an individual level. These are long-term strategies and NF is committed to working on these for many more years

Leadership & Capacity Building

NF believes that our students will grow to the extent our team develops and grows. Toward this goal, NF invests in the capacity development of the faculty, managers, and support teams through a published training calendar. The team is encouraged to participate in leading task forces and mentoring circles to address problems that are important to the organization. One such workshop was conducted in Feb 2023 where 100 future leaders of NF gathered to teach and learn together.

News & Events

NIIT Foundation On-Air

Mr. Vikram Kumar, Head of Partnerships & Communications received an opportunity to be part of Gurgaon Community Radio: Gurgaon KiAwaaz - Aaj Ke Mehmaan. He shared some fantastic information on the inner workings of NF as well as enlightened the audience about specific programs and initiatives that NF offers for various age groups for underserved communities. Some fascinating facts shared by Mr. Kumar about NFinitiatives, programs, and projects were discovered in the program.

Inauguration of DigiBus by the Minister of State, UP

Huawei and NIIT Foundation's DigiBus was inaugurated and flagged off in Hardoi, Uttar Pradesh by Hon'ble Minister of State, Shri NitinAgarwal. He expressed his happiness while dedicating the bus to the residents of the districts and congratulated the team for taking PrimeMinister Modi's vision of a Digital India further and imparting digital education, along with vital skills, through the Digi Bus.

HP school digitalization project, across India

A job fair exclusively for persons with disabilities was organized by the NF's NReach team. Top MNC companies, such as Amazon.com, Concentrix, and TaskUs were a part of the Job Fair. Over 45 students appeared for the interviews, out of which, 22 students were selected while some were shortlisted for further rounds of interviews.

Glimpse of Industry visits

Industry Visit to Hindustan Coca-Cola Beverages Factory

NIIT Foundation students from CDC Ameenpur (HCCB) experienced an insightful industry visit to the HCCB industrial plant in Hyderabad. From understanding the product lifecycle to getting a global perspective and networking with different experts, this visit was the perfect combination of learning and doing.

Students visiting Bangalore for QA hackathon by flight for the first time

It was an incredible opportunity for our students to learn first-hand about hackathon operations, maintenance, and teamwork. It was facilitated by the NF-QA project.

Industry visit to JD Solitaire

Students from the Madanpur Khadar Centre visited JD Solitaire, Lajpat Nagar branch. It was a great exposure for the beneficiaries. Students were quite happy after seeing the premises and the staff management. Mr. Kalsi (Founder) has interacted with the students and made them understand the process of solitaire jewelry. Students learned how to work under pressure, how to deal with customers, and also some queries answered by the Kalsi sir. Sharing some glimpses of the visit.

Industry Visit at Mercury Insurance Broker Pvt Ltd., Moti Nagar

With the combined strength of 40+ beneficiaries of our 4 centers i.e. Civil Lines, Brahampuri, Fateh Nagar, and Pernod Richard Center, students were taken to a visit to MIB in Moti Nagar. They could learn many fruitful concepts from the HR manager about BPO insurance and processes and much more. Some alumni students who are currently working also shared their experiences with them.

Cybersecurity workshop for women in a garment factory

A women-only Cybersecurity session was held for over 40 women in Chhindwara, Madhya Pradesh, at JI Apparel - a Garment factory in Chhindwara, Madhya Pradesh, under the Cyber Suraksha Program. The Cyber Suraksha program aims at equipping citizens with the knowledge to identify and respond to cyber threats from different ages, gender, and professions.

Industry visit at Safe Express for NGO partner

NIIT Foundation's NReach Team organized an enriching and informative industrial visit for the students of our NGO partner, Navjyoti India Foundation. 40 students, completing the logistics course, visited the Safe Express office and processing unit, accompanied by 3 trainers. The Safe Express team shared valuable insight and real-world information about working in the logistics industry. The students understood the various job roles and prospects within the industry.

Funders Speak

**Neetu Sharma Joshi
Director- Urban Program,
Navjyoti India Foundation**

"Navjyoti India Foundation cherished association with NIIT Foundation began in the year 2013 when we started with a small support of running a computer center in one of the areas called the Bawana resettlement area. The support in terms of providing training courses in computer education reached out to about 200 students. Initially, in the year 2013, this association has continued ever since, and through this cherished association, we've been able to scale up our initiatives of imparting skills today along with the NIIT Foundation and the support of the NGO, we are reaching out to more than 3000 beneficiaries in the areas of skill training in Delhi NCR and through the virtual program throughout India. The support is also in the area of placement career counseling and we look forward to scaling up this initiative further."

Stories of Change

Deepanshu Sharma (Kaki)
27 years
Course: Active Basic IT & Professional Edge,
Spoken English & Personality Development
Uttam Nagar, Delhi

A young transgender woman, Kaki (Deepanshu Sharma), found acceptance with her family but not with society. She faced a lot of bullying and harassment in school, the scars which she carries to date, leaving her underconfident and in a shell. Her family of 7 faced severe financial hardships because the sole beard earner, her father, was a factory labourer. Kaki had to drop out of school after 8th standard as they couldn't afford further education for her. She still wished to support her family and began singing devotional songs at Jagratas. Kaki also freelanced as a makeup artist to make ends meet.

Unfortunately, though she was good at her work, she would lose out on clients because her communication skills were not up to the mark. Many preferred to communicate in English which Kaki was not comfortable with. She realized she needed to skill herself if she wanted to have a successful career as a makeup artist. However, whenever she thought of joining a course, her childhood trauma of bullying came back to haunt her and she abandoned thoughts of taking up any course. Her fellow LGBTQIA+ friends shared information about the NIIT Foundation and Connecting Dreams Foundation's special batch for members of their community. Hesitantly, Kaki enrolled in the course.

Initially, she felt shy and awkward. However, as the course progressed, she began opening up and felt confident in her own abilities. Kaki learnt how to speak and communicate well in English, enabling her to pick up more freelance makeup assignments. She also learnt how to use MS Office to design flyers, maintain records, send emailers, draft letters to share, and use the internet to find new makeup techniques and dance videos. She also is actively involved in improving the lives of fellow LGBTQIA+ members and encourages them to take up the course to improve their employability chances.

Kaki is happily pursuing her passions and is earning well from them. Her communication skills and professionalism sets her apart. She expressed her heartfelt gratitude to both - NIIT Foundation and Connecting Dreams Foundation for equipping her with skills to have a brighter future!

Stories of Change

The center head recalls, "In 2015 when Preeti came to the NF CDC Malviya Nagar center, she was a shy young girl, low in confidence but with big dreams. She wanted to become financially independent, become a role model for other girls like her, and most importantly, wanted to make her parents proud."

The 3-month Retail management course not only gave her the technical skills, but the focus on personality development, helped her develop critical life skills. She says that her trainer was extremely motivating and it was because of her encouragement that she began to believe in herself. She worked sincerely in the course and became the only girl in her batch to be placed at Shopper's Stop as a fashion consultant.

She shares that the lessons she learned from NIIT Foundation about professionalism, planning one's career, and being open to new learnings helped her immensely.

In her 4 years at Shopper's Stop, she was promoted 3 times – something she is still very proud of! In the last 8 years of work life, she has worked with international brand names like Nike and Starbucks handling their stores as a store manager. She feels that her association with NIIT Foundation kick-started her career, and her hard work and the support of her family have helped her grow in her career.

Preeti is filled with hope and is excited to see what the future holds for her.

Preeti Chand, 30 years
BFSI & Retail Course
Center: CDC Malviya Nagar
Location: Delhi
Working at Tata Starbucks

> *There is a huge difference between Preeti before NIIT Foundation and Preeti after NIIT Foundation. Before, I could barely talk to strangers. Now, I am confidently conversing with celebrities and individuals from all walks of life.*
>
> *I cannot emphasize what a huge change NIIT Foundation has made in my life. I never believed that such big dreams can come true. I am glad that I was wrong, everything is possible with hard work and the right guidance.*
>
> *– Preeti*

Stories of Change
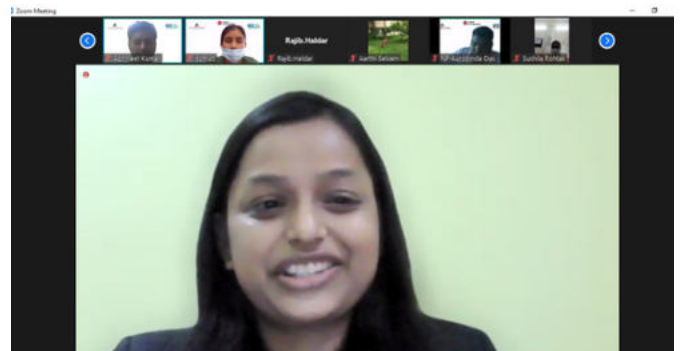

Roshni Singh, 26 Years
Education: Graduate
Centre: ATC DLC Sarnath
Course: Introduction to Cybersecurity, CCNA
Location: Varanasi, UP

Roshni has been born and brought up in a very small town in Uttar Pradesh. She comes from a very simple background. At the age of 9, she lost her father. She was brought up single-handedly by her mother, who is a homemaker. Growing up, Roshni realised the importance of being financially independent. She completed her mechanical engineering from a government college. There were no placements provided but she was the only one who got a job with a start-up company. It opened her world to IT. Her job required her to know Cyber security. The salary was decent but being the sole breadwinner, it was not enough. She did not earn enough to skill herself. Around this time, Roshni met with a mentor who introduced her to NIIT Foundation and ATC CSR Foundation courses at the Digital Literacy Center in Sarnath, UP.

She used her time in the pandemic and enrolled on the Introduction to Cyber Security and Cisco Certified Network Associate courses. Last year, after completing the courses and receiving multiple offers from reputed companies, she got placed into a US-based MNC. Today Roshni is a successful team lead for a group of account managers at the company.

She has mentored and guided a few girls from her community to up-skill themselves and join her company. Roshni is performing well and her manager is impressed by her. He has assured her that if she inspires more girls to join, they can even look at setting up a branch of the company in Roshni's home town.

It was no less than a dream come true. There are many women who inspired me in my journey like my mother. NIIT Foundation and ATC CSR Foundation gave me an opportunity to grow. I could feel a difference in myself. I got ahead in my life thanks to these courses, for which I thank the team.
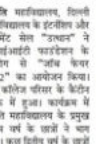
- Roshni

Media Coverage

किसान डीलः को दी विदेश अनुमति

अदिति महाविद्यालय, दिल्ली विश्वविद्यालय के इंटर्नशिप और प्लेसमेंट सेल 'उत्थान' ने एनआईआईटी फाउंडेशन के सहयोग से "जॉब फेयर 2022" का आयोजन किया

नवभारत
कोराड में हुआ डिजिटल आर्थिक साक्षरता कार्यक्रम

ਡਿਜ਼ੀਟਲ ਲਰਨਿੰਗ ਸੈਂਟਰ ਲੱਖ ਨੇ ਵਿਦਿਆਰਥੀਆਂ ਨੂੰ ਸਰਟੀਫਿਕੇਟ ਵੰਡੇ

माथनीत डिजिटल आर्थिक साक्षरता कार्यक्रम

ગુઆલિઆરে કમ્પ્યુટર ઇ ઇંગ્રાજી શિક્ષા કેન્દ્ર ઉદ્ઘાટિત

मयूर संवाद
चालक समुदाय को वितीय साक्षरता कार्यक्रम के तहत प्रमाण पत्र वितरित

देशोन्नती
महिला दिनानिमित्त महिलांसाठी आर्थिक व डिजिटल साक्षरता कार्यक्रम

RBI नाबार्डीय અને ડિજિટલ સાક્ષરતા અનુસંધાન
ફિનકેર સ્મોલ ફાઇનાન્સ અને આઈ.આ
ફાઉન્ડેશનના સંયુક્ત ઉપક્રમે ડિજિ
સાક્ષરતા કાર્યક્રમનું આયોજન કરવામાં

TSF Opens Computer & English Learning Centre at Guali

मेरठ/आसपास
मेरठ, गुरुवार 10 मार्च, 2022 6

अंतरराष्ट्रीय महिला दिवस पर एनआईआईटी फाउंडेशन और महिंद्रा फाइनेंस ने महिलाओं को सम्मानित किया व आर्थिक साक्षर बनाने की दी प्रेरणा

बीबीडी कॉलेज   225 विद्यार्थियों व संकाय सदस्यों ने गूगल फार्म से किया नामांकन
साइबर सिक्योरिटी की उपयोगिता को लेकर कार्यशाला आयोजित

Contact Us

NIIT Foundation
8 Balaji Estate, Guru Ravi Das Marg
Kalkaji, New Delhi 110019, India

Email: contact@niitfoundation.org

Website:www.niitfoundation.org

Tel: 011- 41675000

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