

ANNUAL REPORT

FY'24 (Apr'23-Mar'24)



Our Journey Trails

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Letter from the CEO

Sapna Moudgil

CEO, NIIT Foundation



Dear Friends and Supporters,

I am pleased to present our Annual Report for 2024 on behalf of the entire NIIT Foundation team.

Our journey is driven by a commitment to empower youth, strengthen communities, and drive economic growth through holistic education and skill development. By aligning our initiatives with the Sustainable Development Goals (SDGs), we particularly focus on gender equality, education, and climate action, striving to make a positive impact.

Education holds the power to transform lives and foster personal and societal growth. Our education programs aim to meet diverse needs and span all age groups, bridging the digital divide and promoting lifelong learning opportunities. We are dedicated to closing the gender gap in STEM fields, with exclusive programs that encourage girls to pursue these critical areas. Our commitment to a greener future is reflected in sustainability initiatives like plantation drives and the reduction of paper and plastic usage across all our centers and offices.

Our diverse program line-up is complemented by initiatives such as Cyber Security Workshops, Financial Literacy for Women, and the Entrepreneurship Development Program for Women. These efforts reflect our dedication to creating equal opportunities and fostering a more inclusive and sustainable future for all.

In an ever-changing world, we remain steadfast in our mission. We continuously seek guidance from industry experts to ensure our courses remain relevant, enhancing the employability of our beneficiaries. We believe that lasting change is born from collaboration, and we are committed to trengthening our partnerships with students, families, schools, industry partners, and other change makers.

Our journey is far from over. While we humbly celebrate the milestones we've achieved, we recognize there's much more to be done. With determination and a holistic, comprehensive approach, we are dedicated to empowering even more individuals in the coming years. Together, we are building a brighter tomorrow.

About NIIT Foundation

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We will use skilling and education to show demonstrable deep impact in every underserved community we work in.

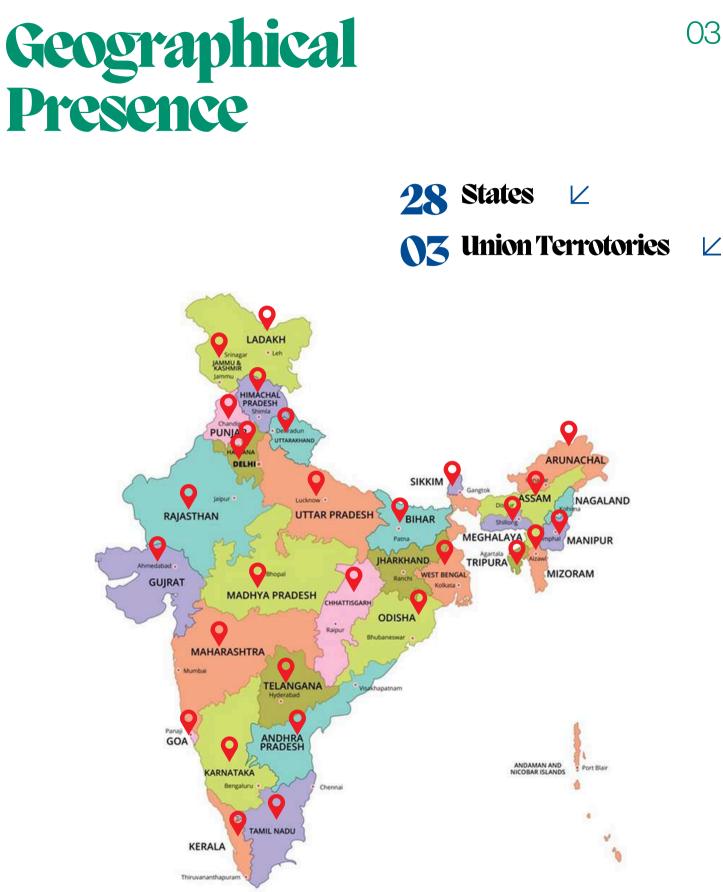
NIIT Foundation (NF) is a not-for-profit education society set up by the promoters of NIIT in 2004. Our mission is to positively impact the underprivileged people of the country through educational initiatives and skill development programs to increase employability. To achieve this, NF runs various grassroots initiatives in partnership with other corporations. We set up skill development centres in urban and rural areas that offer placement support to all eligible students. We provide digital and financial literacy programs as well. We also install Hole-in-the-Wall Learning Stations to bridge the digital divide.

In addition, NF supports other NGOs to build their capacity under our NReach Program. NF has been delivering projects as per Section 135 of the Company's 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 underserved Youth/Children, Women, Specially Abled/PWDs, and LGBTQIA+ community across 28 states and 3 Union Territories.

NIIT Foundation is registered under 12A, 80G, and FCRA regulations. Our courses are NSDCapproved, providing quality courseware and certification. It is important to note that we operate independently from NIIT and are not part of its CSR initiatives. This independence allows us to focus solely on our mission of providing impactful education solutions to underserved communities





Covering 28 States and 3 Union Territories through various models of Partnership and Engagements

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Contribution towards Sustainable Development Goals (SDGs)

Goal 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.

Goal 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.

Goal 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.

Goal 8: Decent Work and Economic Growth

NF's flagship program focuses on Employability of youth, training them and finding jobs for them.

Goal 10: Reduced Inequality

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.

Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable

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.

Goal 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.



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Highlights

DLCs -Skill Programs through Digital Learning Centers

HiWEL -Self Learning Computer Kiosk

VIRTUAL -Training Delivered Online

NReach -Training Delivered Through NGO Partners

AWARENESS PROGRAMS -

Short Duration Training Programs

CDCs-

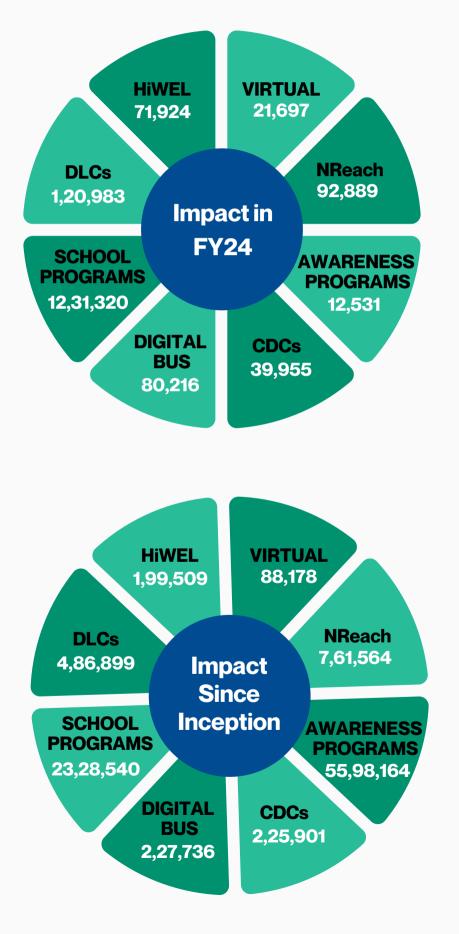
Skilling And Livelihood Training Programs

DIGITAL BUS -

Doorstep Training Delivery To Our Beneficiaries

SCHOOL PROGRAMS -

Educational Programs Delivered Through IT Labs



Highlights

In FY24, NIIT Foundation made significant strides in expanding its social impact initiatives. NIIT Foundation onboarded 14 new CSR partners, reflecting a robust commitment to creating new collaboration and driving community development.

11 new projects were also launched and 20 projects were successfully renewed, ensuring sustained progress across various initiatives. Additionally, 8 new CDC centres were established in the states of Jharkhand, Odisha, and West Bengal, further strengthening its regional presence.

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The onboarding of 40 new NGO partners exemplifies the foundation's dedication to broadening its network and enhancing its capacity to effect positive change.





Our Approach

At the core of NIIT Foundation lies the belief that empowering individuals with both life skills and domain expertise leads to sustainable livelihoods and socio-economic upliftment. This theory posits that by equipping individuals with essential life skills, such as communication, problem-solving, and decision-making, coupled with professional domain skills, enables them to confidently navigate life's challenges and build resilience.

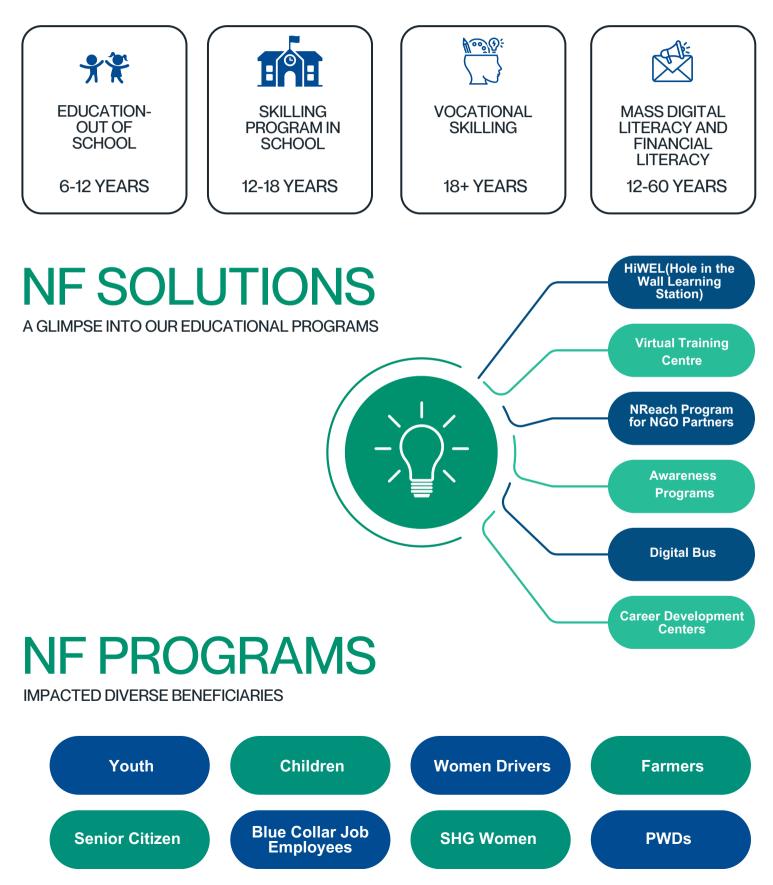
Through targeted interventions and skill-building programs, NIIT Foundation ensures that individuals not only acquire technical domain skills but also develop the personal attributes necessary for success in the education, workplace and beyond. By fostering a holistic approach to education and training, NIIT Foundation aims to create empowered individuals capable of thriving in diverse socio-economic contexts.

This holistic approach to skill development is instrumental in breaking the cycle of poverty and creating pathways to sustainable livelihoods. By empowering individuals with the tools and confidence to pursue their aspirations, NIIT Foundation catalyzes positive change at the individual, family, and community levels, ultimately contributing to broader socio-economic development and inclusive growth.





ADDRESSING THE NEEDS OF OUR COMMUNITY



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OI. HiWEL (Hole in the Wall Learning Station)





290 HiWEL units have been established, resembling ATM kiosks, in playgrounds, providing free access to computers pre-loaded with interactive e-learning content. Tailored for children aged 5-14, these units promote self-exploration and learning through play. Currently, **71,924** students benefit from this initiative, spreading the joy of learning to children everywhere.

The digital literacy program benefited **12,31,320** children in Schools, integrating IT education into their curriculum. It enhances critical thinking and problem-solving, preparing them for future careers in a digital world. Access to IT resources enriches their learning experiences, fostering holistic development and success in academics and beyond

Children Impacted 12,31,320



02. Virtual Training Centre

Overcame geographical barriers to education (Virtual Centre): Through online platforms, individuals residing in remote or underserved areas can participate in high-quality educational programs without the need to travel long distances. This accessibility ensures that geographical constraints do not hinder individuals' access to education, thereby promoting inclusivity and equal opportunities for learning across diverse communities.

A total of 88,178 students were benefited from virtual classes. In FY24, 21,697 students were impacted.

This structured approach allowed for a significant number of students to be accessed education and learning opportunities remotely, ensuring that a diverse range of learners could be engaged with content tailored to their educational needs. Through these virtual classes, students were provided with the flexibility to learn without having to travel long distances, and their time was saved.

The inclusion of virtual components in classroom practices has reduced the dropout rate by 7%, ensuring sustained student engagement and participation. This approach enhances retention rates, contributing to the overall effectiveness of our educational programs.

- Accessible education: Virtual classes allowed trainees from remote areas to participate in highquality educational programs without the need for long-distance travel.
- Tailored learning: The structured approach ensured that educational content met the specific needs of trainees, enhancing their learning experience.
- Flexibility: Trainees benefited from the flexibility of online learning, saving time and overcoming the challenges of geographical constraints.
- Inclusivity: The virtual centers promoted inclusivity by providing equal opportunities for learning across diverse communities, breaking down barriers to education.



03. Digital Bus

The Digital Bus, a solar-powered mobile classroom, staffed with dedicated trainers, provides personalized guidance and support, enabling learners to effectively utilize the resources available. This innovative approach not only empowers individuals with digital literacy skills but also acts as a catalyst for economic and social development by overcoming barriers to information and opportunity within communities.

Currently, a total of 80,216 beneficiaries, are being benefited by the operation of our 9 Digi buses. Through our Digital Literacy programs, women and youth are empowered to proficiently operate email systems, navigate computers, browse the internet, and utilize various applications such as MS Office, facilitating their integration into the digital world and enhancing their opportunities for success.

The majority of the awareness program's success is attributed to this model, effectively reaching remote and unreached populations.

- 1. **Bridging the digital divide:** The Digital Bus model delivers digital education resources directly to underserved communities, ensuring that individuals lacking access to technology are not left behind.
- 2. **Personalized guidance and support:** Staffed with dedicated trainers, the solar-powered mobile classroom provides tailored assistance, empowering learners to effectively utilize digital resources.
- 3. Economic and social development: By imparting digital literacy skills, the Digital Bus serves as a catalyst for economic and social development, overcoming barriers to information and opportunity within communities.
- 4. **Empowerment of women and youth:** Through Digital Literacy programs, women and youth are equipped with essential digital skills, facilitating their integration into the digital world and enhancing their prospects for success.



04. NReach Program for¹² **NGO Partners**

Fostered lasting community impact through collaboration: By strengthening the capabilities of local NGOs and fostering collaborative partnerships, NIIT Foundation ensures that interventions are sustainable and responsive to community needs beyond the duration of specific projects. This collaborative approach promotes shared ownership, local leadership, and collective action, leading to holistic and enduring improvements in education, livelihoods, and social well-being within communities. A total of 40 NGO Partners were onboarded in FY24.

A total of 92,889 candidates from NGO partners received comprehensive training sessions, empowering them to implement learning management systems and conduct skill development sessions effectively.

Our outreach increased by 112%, surpassing the capacity of our direct Career Development Center, utilizing the existing learning management system.

- 1. **Sustainable community impact:** NIIT Foundation's collaborative approach ensures enduring improvements in education, livelihoods, and social well-being within communities.
- 2. **Strengthened NGO capabilities:** Comprehensive training sessions for 92,889 candidates from NGO partners empower them to implement effective learning management systems and skill development sessions.
- 3. **Shared ownership and local leadership:** Collaborative partnerships promote collective action and shared responsibility, fostering sustainable community development.
- 4. **Empowered individuals:** Through enhanced NGO capacity, individuals receive impactful learning experiences, leading to holistic and enduring improvements in their lives.



05. Awareness Program









Cyber Security Workshops

Cybersecurity was seen as an emerging and highly sought-after field with significant potential. Our association with industry leaders had allowed us to design and deliver cybersecurity programs. Highlights about the importance of education was raised, local challenges in cybersecurity were highlighted, and the benefits of cybersecurity interventions were showcased. Community involvement was enhanced, and the effectiveness and sustainability of cybersecurity programs were boosted by fostering a sense of ownership, trust, and shared responsibility among the stakeholders.

Financial Literacy for Women

This project aimed at educating women in targeted areas of Maharashtra and Madhya Pradesh about financial literacy and digital banking.

The program covers various topics such as mobile banking, UPI usage, budgeting, savings, basic banking concepts, risk management, investments, and government schemes like insurance and pension plans. In Madhya Pradesh, 5,969 participants were impacted and in Maharashtra, 12,428 participants were impacted through this initiative.

STEM Program

School events were conducted in 83 schools with almost 5000 students participation.

Sessions conducted for the STEM club and STEM day were in total of 40 schools which had more than 1500 student participation and 250 teacher participation.

Entrepreneurship Develpoment Program for Women

As part of this initiative in Prithla, Faridabad, we collaborate with women residing in remote regions, offering mentorship on business, financial management, and the loan application process. This is a two-year program during which these women receive guidance and support along with loan and an opportunity to not just become financially independent but also provide employment to the people.

06. Career Development¹⁴ **Centres**

In our Career Development Centres (CDCs), quality training is provided in fields like IT/ITES, Retail, Logistics and BPO. With well-qualified trainers and the centers equipped with technology, **39,955 students** have been reached through our **40 CDCs**, impacting their career prospects significantly.

The training programs at CDCs empowered individuals for economic advancement. By offering career guidance, skills training, and job placement support, these centers empower individuals to secure meaningful employment, advance in their careers, and achieve financial independence. Economic empowerment not only improves individuals' quality of life but also contributes to the overall economic development and prosperity of communities.

NIIT Foundation conducts approximately 30 training programs in the Career Development Centers. Through these centers mora than 74,000 beneficiaries secured a job placement in the organized sector.



Career Milestones: Placement Insights

GENDER WISE PLACEMENT

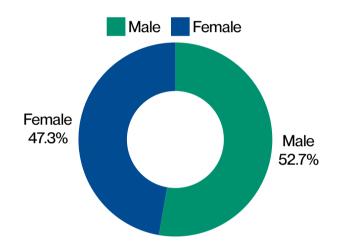
With 52.7% males and 47.3% females securing placements, equal opportunities are evident. Females excel in BPO placements, while males dominate in sales & marketing, with slightly more males in IT/ITES placements.

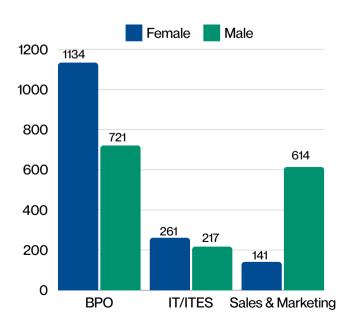
This balanced distribution highlights the program's success in addressing diverse employment needs. Specifically, there were 5361 female placements and 5982 male placements, underscoring the program's commitment to providing equal opportunities for both genders.

SECTOR WISE PLACEMENT

The career programs have secured a total of 5285 placements, showcasing their significant impact on participants' employability. Females excel in BPO placements, securing twice as many placements as males, while males dominate sales & marketing placements, with nearly double the placements of females.

In IT/ITES placements, males hold a slight numerical edge over females. This balanced distribution reflects the program's commitment to providing equal employment opportunities across various sectors, ensuring participants are equipped with the skills needed for success in their chosen fields.





Moments of Change

"Persistence and determination alone are omnipotent." — Calvin Coolidge



Name - **Poonam Kumari** Village - Lachhuar, Jamui Age - 19 Years Qualification - B.A. (pursuing) Course - CCPIT (Certificate program in professional IT skills) Placement - Yes Project - JM Financial Foundation, Jamui, Bihar

From Lachhuar, Bihar, a young girl named Poonam, aged 19, was part of a family of six, including her father, mother, two brothers, and one sister. Poonam's father worked as a small-scale farmer and a landless laborer, while her mother dedicated herself to homemaking. Financial challenges loomed large over their household, with Poonam's elder brother doing his best to support the family. What made Poonam special was her unwavering commitment to education and consistent academic excellence throughout her childhood. This hope fueled optimism in her family, who saw in her the potential for a brighter future.

Poonam's life changed when a girl from her community informed her about the NIIT Foundation Skill Development Centre, the Digital Saksharta Centre, offering free courses. Thrilled by this opportunity, Poonam wasted no time visiting the centre and meeting NIIT Foundation team members. Her self-motivation, coupled with guidance and counseling, propelled her forward. With dedication and hard work, Poonam sharpened her skills through rigorous practice at the centre. Soft skills training was a new experience for her, transforming her into a confident and presentable individual. Displaying initiative, she even began leading some training sessions, further enhancing her self-assurance.

Poonam's determination didn't stop at self-improvement. To support her ongoing education, she started tutoring local children. Following her trainer's advice, she chose English as her honors subject, aspiring to a career in teaching.

Upon completing her training, Poonam secured teaching positions at an institute and a school, albeit with a modest income. While it may not have been enough to fulfill all her dreams, it allowed her to sustain her education and provide support to her family. Poonam's journey is a testament to the power of determination, guidance, and skill development. She transformed her life and became an inspiration, proving that with the right opportunities and unwavering perseverance, one can overcome even the most challenging circumstances.

Moments of Change

"The more you learn, the more you want to learn." — Lailah Gifty Akita



Name - **Harbhajan Kumar** Village - Patamber, Jamui Age - 17 Years Qualification - B.A.(pursuing) Course - CCPIT (Certificate program in professional IT skills) Placement - Yes Project - JM Financial Foundation, Jamui, Bihar

Harbhajan, age 17 years, comes from a family of five, where his father is a farmer, his mother is a homemaker, and he has three siblings. While one brother focuses on studies, another works in Delhi. Despite the challenges, Harbhajan demonstrated remarkable dedication. During a community mobilization led by our marketing executive in his village, Patamber, everyone initially hesitated to visit our skill development center due to the long distance. However, Harbhajan became the first person to enroll in our four-month course, overcoming the distance issue. He attended sessions regularly with his friends, turning the classes into his passion, especially considering his lack of prior computer knowledge.

Harbhajan envisioned a future career involving computer skills and diligently honed both technical and soft skills through various sessions. This transformation reflected in his confident personality, shining brightly in class. Harbhajan actively participated in an industry visit to Patna with his friends and contributed to community mobilization efforts.

His journey embodies resilience, determination, and a thirst for learning, paving the way for a brighter future. Currently serving as a General Duty Assistant in Maitri Karuna Netralaya hospital, Harbhajan dedicates himself to this noble profession, earning a commendable monthly income of ₹12,000 and supporting his family. Beyond his duties, Harbhajan exemplifies true altruism by extending a helping hand to the underprivileged.

His commitment to aiding the less fortunate reflects a heart brimming with compassion, resonating with the values of kindness and empathy. Through his selfless endeavors, Harbhajan embodies the essence of humanity, leaving an indelible mark of hope and generosity within his community.

Behind the Scenes Sharing Moments & Milestones

Our leadership team prioritizes team capacity building, empowering each employee to develop their skills and cultivate a strong sense of ownership. This fosters personal values and contributes to a nurturing work environment where everyone can grow.

Our goal is to emphasize core values, offer opportunities for participation and innovation within the organization, and collaborate towards a sustainable model for success. Teamwork, transparency, and commitment are the cornerstones of our approach.

The focus on professional growth instills a sense of purpose and dedication within our team, driving collective efforts towards our mission of catalyzing positive change in the communities we serve.



Participants - Future Force Workshop 2024

Message from our Valued NGO Partner



CSR & Sustainability Leader Spark Minda Foundation



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Community development lies at the heart of Minda Corporation Limited, and the partnership with NIIT Foundation has been pivotal in realizing our shared vision. The relentless dedication of NIIT Foundation towards community empowerment, aligned with our values, has been an inspiration. The Tally Certification programme, an enriching collaboration, stands as a testament to the transformative impact achievable through strategic partnerships. NIIT Foundation's digital platform has been a game-changer, providing our students with not just skills but a gateway to promising career avenues. Its user-friendly interface, coupled with other resources, has enriched the learning journey for our students.

The job search functionality within the portal is a remarkable asset. It not only streamlines the post-certification journey but also empowers students to align their skills with suitable employment opportunities. The integration of job scheduling and application tracking underscores NIIT Foundation's commitment to holistic student development.

The support from NIIT Foundation has been unwavering and instrumental in propelling our students of Aakarshan Skill Development Programme towards successful placements. This collaborative effort has not only facilitated seamless learning but has also opened doors to countless employment opportunities, truly making a difference in the lives of our students.

The collaboration between NIIT Foundation and SMF fosters skill development and creates pathways for a brighter future.

NEW CORPORATE PARTNERS ONBOARDED IN FY24



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Key Events



NIIT Foundation hosted the eagerly awaited Summer Academy 2023, a 5-day intensive workshop centered on Strategic Planning through the Genuine Contact Way. Held at NIIT University in Neemrana, the transformative event was in collaboration with Dalar International. It featured renowned experts Brigitt Williams and Rachel Bolton, leaders in the field of Strategic Planning with the Genuine Contact Methodology.

We are proud to celebrate the achievement of training 5 lakh Cybersecurity Champions through the Cyber Suraksha program, a milestone commemorated on February 22, 2024, at Juniper Hall, India Habitat Centre, New Delhi, in partnership with Cisco. The event featured insights from distinguished guests, including Harish Krishnan (Cisco India), Dr. Sanjay Bahl (CERT-In), P Rajendran (NIIT Ltd), and Sapna Moudgil (NIIT Foundation), making it a truly memorable occasion.





We celebrated a successful felicitation ceremony on for our beneficiaries of Digital Transformation Van in Delhi, as part of Indus Towers Limited's CSR program. This event honoured 46 beneficiaries, including 20 accomplished women and 26 proficient police officials who excelled in their courses. Distinguished guests from the Police Department, including Mr. Shankh Dhar Mishra (IPS), Joint Commissioner of Police, and Dr. Joy Tirkey, Deputy Commissioner of Police, graced the occasion, along with Ms. Charu Kapoor, Country Director - NIIT Foundation.

Paving the Way to Success with Angel One With generous support from Angel One, a successful certification ceremony was held for over 100 beneficiaries. Ms. Shefali Hasija, Head CSR at Angel One, and Ms. Sapna Moudgil, CEO of NIIT Foundation, graced the event as chief guests. Their inspiring speeches encouraged students to strive for excellence and develop essential life skills for personal and professional growth, fostering financial independence and contributing to the nation's progress.



Key Events



COO Charu Kapoor meets Lord Ahmad Mrs. Charu Kapoor, had the honour of meeting Lord Ahmad - Minister of State for the Middle East, North Africa, South Asia, and the United Nations at the FCDO to support an MOU that the British Council India is signing with Microsoft India for a 3- year partnership project to Support English Skills for Youth.

NIIT Foundation Receives Excellence Award 2023 in 'For a Cause' Category: NIIT Foundation has been honored with the Excellence Award 2023 in the 'For a Cause' category, courtesy of Sunil Abhay HD News India. The ceremony was held at Muktadhara Auditorium, Bhai Veer Singh Marg, Connaught Place, Delhi, on August 13th, 2023. A recognition that fuels our commitment to our cause.





Wisdom in Action: Rotary District Conference Highlights We had the opportunity to participate in the District Conference organized by Rotary District 3011 at Taj Vivanta, Faridabad. During the event, Charu Kapoor, Country Director, shared profound insights and wisdom on topics such as Skilling, Entrepreneurship, and Micro-Financing. Her focus on the importance of life skills, especially for women, brought a significant perspective to the discussions.

Breaking Boundaries: HP ALFA's Remarkable Milestones During quarter 4 (January - March 2024), project HP ALFA accomplished notable milestones, making a profound impact on numerous beneficiaries. We facilitated 60 volunteering sessions, coordinated 1500 school activities to enhance the learning environment for students, and expanded our efforts to empower 551 teachers with essential skills. Furthermore, 8618 students completed their training programs.





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