



Annual Report

2025

Building Bridges, Breaking Barriers

Our Journey

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FROM THE CEO'S DESK



SAPNA MOUDGIL
CHIEF EXECUTIVE OFFICER, NIIT FOUNDATION

Dear Valued Supporters,

Breaking Barriers, Building Bridges has been the guiding spirit of NIIT Foundation this year. I am excited to share that in FY25 NF certified more than 2 million beneficiaries, and over 80,000 young people received job offers — each one a story of resilience and possibility.

Our journey of impact continues to expand across India. With more than 20 Digital Buses bringing technology to remote villages, and STEM and life skills programs in 300+ schools, we are making learning accessible where it matters most. By focusing on digital literacy, financial literacy, and cyber safety, we are not just equipping individuals with skills but preparing communities for the opportunities and challenges of a digital future.

Looking ahead, we are committed to harnessing the power of Artificial Intelligence to enhance how we manage programs, track impact, and deliver learning. Used thoughtfully, AI can help us scale with transparency and create personalized solutions that respond to the needs of our learners.

On a personal note, what inspires me most are the people behind these numbers — the young woman in a village boarding a Digital Bus for the first time, the child discovering STEM through play, the NF team working tirelessly to support each student. They remind us why our mission matters.

As we work toward Vision 2030, I am confident that together with our partners and supporters, we will continue to build bridges of opportunity and empowerment for millions more.



ABOUT NIIT FOUNDATION

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 underserved 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 a wide range of beneficiaries aged 5 to 60 years. 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.

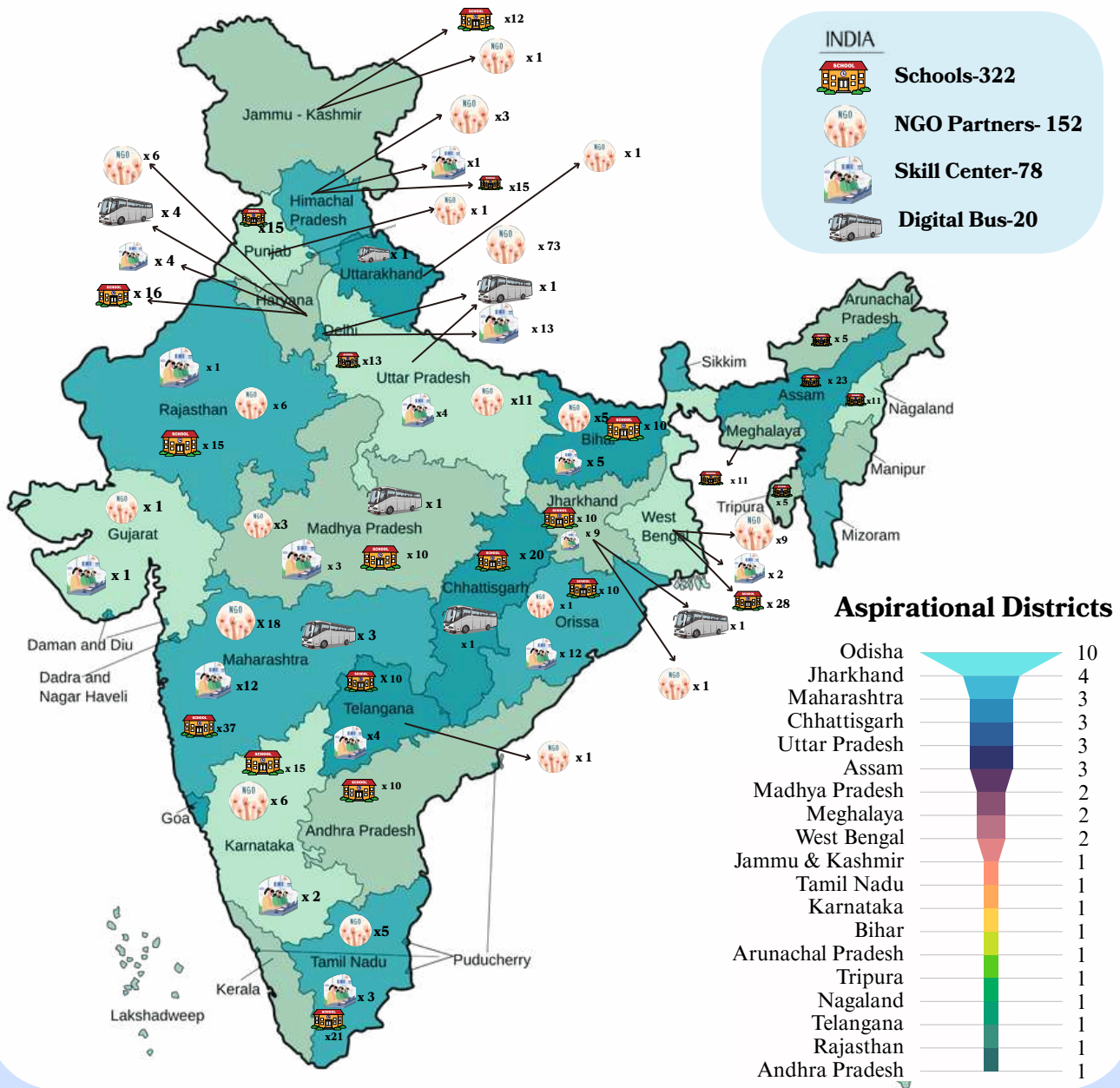
Our courses are NSDC-approved, providing quality courseware and certification. It is important to note that we operate independently from NIIT and are not part of its CSR initiatives. This independence allows us to focus solely on our mission of providing impactful education solutions to underserved communities.

OUR VISION

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



GEOGRAPHICAL OUTREACH



Through strategic partnerships and collaborative engagement models, we expanded our presence across 28 States and 3 Union Territories, driving impactful change at the grassroots.



NF SOLUTIONS

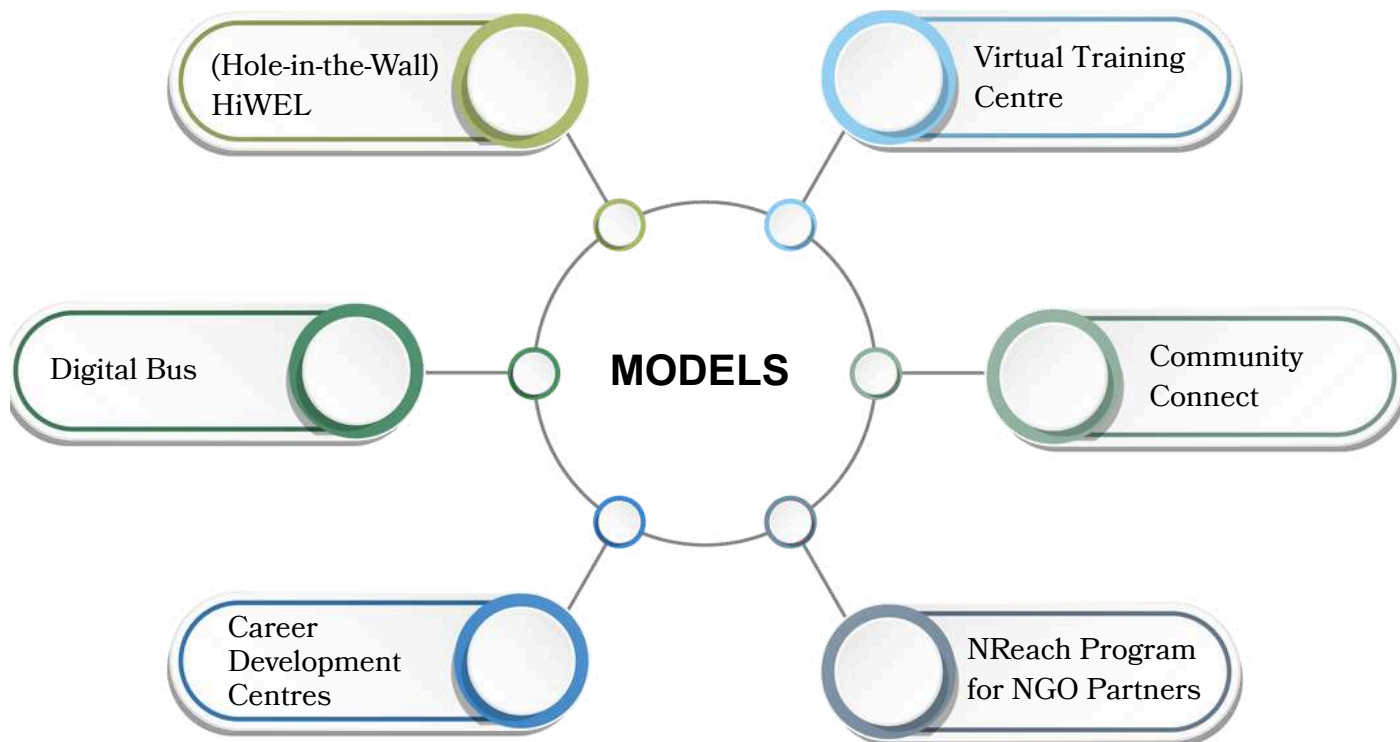
Addressing Community Needs



NIIT Foundation reaches beneficiaries across the age spectrum of 5 to 60 years through a range of career, non-career, and awareness programs. These initiatives have successfully impacted individuals, empowering them to engage confidently in today's technology-driven world.



NF MODELS



HOLE-IN-THE-WALL LEARNING STATION

A total of **312 HiWEL stations**, designed like ATM kiosks and placed in playgrounds, provide free access to interactive digital learning content for children aged 5–14 yrs. Using a self-exploration and play-way approach, these setups aim to enhance digital literacy and promote independent, joyful learning.

65K Children Impacted

Digital Bus

The Digital Bus, a solar-powered mobile classroom with dedicated trainers, delivers digital literacy to remote areas. With **20 buses** in operation, it has impacted **1.9 Lakh beneficiaries**, bridging the digital divide, empowering women and youth, and fostering social and economic development through personalized digital education.



Bridging Digital Divide with Digital Bus



Certificate Distribution Ceremony at Chennai



Road Safety Awareness Session

Career Development Centers

In FY'25, 8 new Career Development Centers (CDCs) and 7 Skill Centers were established, bringing the total to **78** centers across locations. These centers impacted 43,913 youth through skill-based training in sectors such as IT/ITES, Retail, Logistics, and BPO. By offering career guidance, hands-on training, and job placement support, the centers are enabling young individuals to secure meaningful employment and actively contribute to economic growth.



Virtual Training Centres

NIIT Foundation's Virtual Centres enabled students from remote areas to access quality education without traveling long distances. In total, **88K** students benefited, including **17K** in FY25. The flexible and structured online model improved accessibility, reduced dropout rates by 7%, and promoted inclusive learning for diverse communities.



NReach Program

In FY25, NIIT Foundation onboarded **39** new NGO partners, bringing the total to **152** NGO partners, extending its reach and fostering sustainable community impact. Through training **3.17 Lakh candidates**, NGOs were empowered to run effective skill development sessions using the learning management system. This collaboration led to a 112% outreach increase beyond direct centres, promoting shared ownership, local leadership, and long-term improvements in education and livelihoods.

Community Connect

NIIT Foundation reached **12.9 Lakh beneficiaries** through awareness program on cybersecurity, digital banking, financial literacy, and STEM education. These sessions were designed to build essential digital and financial skills, promote safe online practices, and encourage participation in science and technology, especially among youth and women. The programs helped enhance knowledge, increase community involvement, and foster greater digital and financial empowerment across underserved regions.





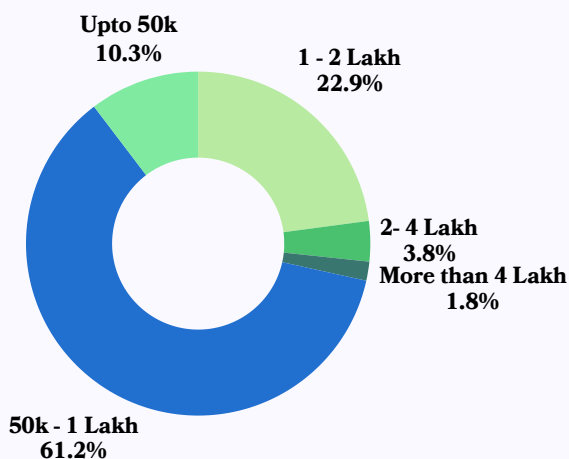
Socio - Economic Background

The background of students enrolled with NIIT Foundation clearly reflects its commitment in serving the underserved.

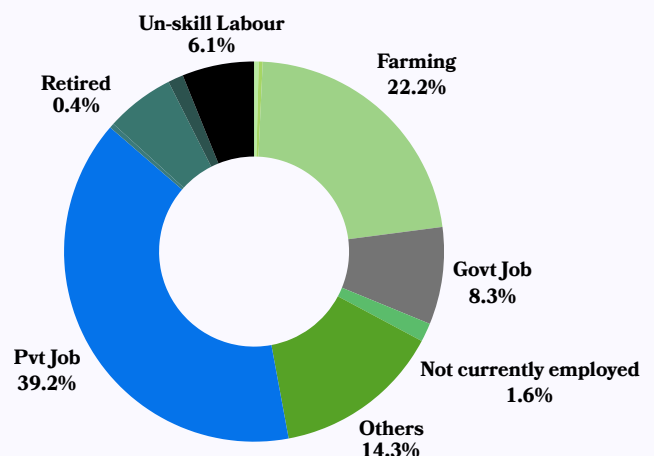
A large number of students come from families involved in farming, private jobs, and informal work—sectors that often lack financial security and growth opportunities. Some belong to households where parents are daily wage earners, domestic workers, or currently unemployed, indicating high levels of economic hardship.

This highlights that NIIT Foundation is successfully reaching underserved communities. Through skill-based education and livelihood-focused programs, it is empowering youth from vulnerable backgrounds to move towards a more secure and confident future, while continuing to provide inclusive and equitable learning opportunities.

**HOUSEHOLD
INCOME**



OCCUPATION

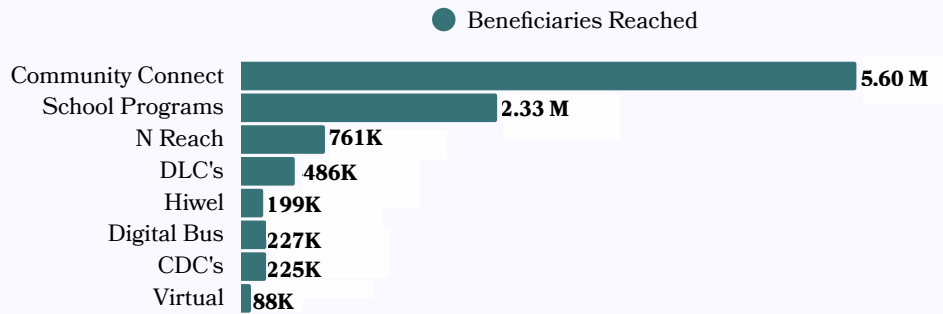


HIGHLIGHTS

Impact Since Inception
11 Million



IMPACT SINCE INCEPTION



Total Impact FY25
2.26 Million

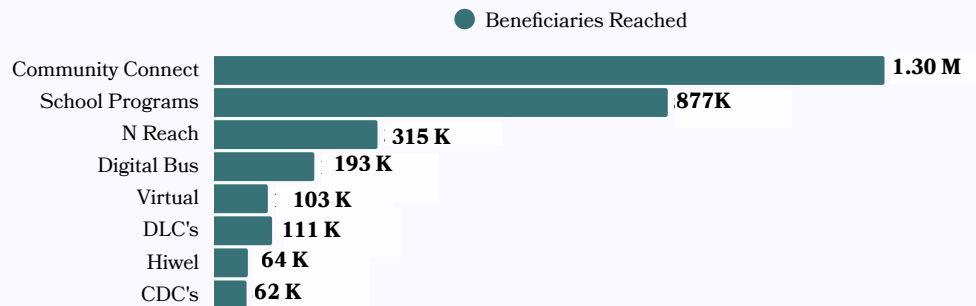


Since inception, the organisation has achieved extensive outreach, led by Community Connect and School Programs, with strong contributions from N Reach, DLCs, Hiwel, Digital Bus, CDCs, and Virtual initiatives.

52.5% of skill center students trained on Gender Stereotypes



IMPACT FY25



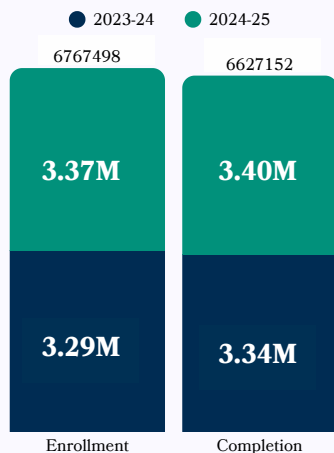
In FY25, the programs created a significant impact, with the widest reach achieved through Community Connect and School Programs. Other initiatives like N Reach, Digital Bus, Virtual programs, DLC's, Hiwel, and CDC's also contributed notably to expanding the overall outreach.

"Inclusive Growth in Action: Bridging the Gender Divide"



51%

49%



In this FY, NIIT Foundation achieved a 99.29% completion rate, with 3,335,130 learners completing their programs out of 3,395,279 enrolled. This marks an improvement from the 97.62% completion rate in 2023–24, where 3,292,022 learners completed out of 3,372,219 enrolled. The rise in completion percentage reflects enhanced learner engagement, improved program effectiveness, and a stronger commitment to supporting beneficiaries through the full learning cycle.

DLCs - Skill Programs through Digital Learning Centers, **HiWEL** - Self Learning Computer Kiosk, **Virtual** - Training Delivered Online, **NReach** - Training Delivered through NGO Partners, **Community Connect**-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

Exposure Visits

Empowering Students



Connecting Classroom Learning with Real-World Experience

01. A structured industry exposure visit was successfully conducted with the objective of providing candidates practical insights into real-world workplace environments. This initiative was designed to bridge the gap between theoretical knowledge and its application within the retail and service sectors.

02. The visit saw active and enthusiastic participation from candidates under distinct projects. They were keen to explore and learn from the live operational setup and understand the dynamics of the industry.

03. During the visit, candidates were introduced to key aspects of retail and service operations. Industry professionals guided them through topics such as customer service strategies, inventory control, data and account management, and conflict resolution in the workplace. The session was interactive, with candidates engaging in discussions and asking thoughtful questions, showing genuine curiosity and interest.

Visiting the company really opened my eyes. Seeing the real work environment and talking to professionals made me feel more confident about my future. It helped me understand how what we learn in class is actually used in jobs." -Sahil

PLACEMENTS



82,626

Students Received Job Offers in FY25

Skill Centers Placement Highlights

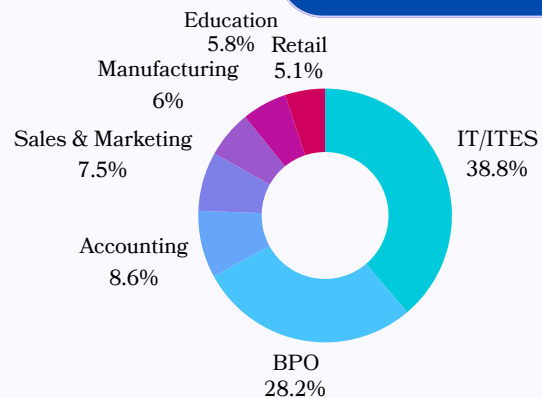
Students Retained

97.8%

Highest Salary

₹37,000

Placed Sectors



This year, most of our students were placed in high-demand sectors like IT/ITES, BPO, and Accounts. Fewer placements were seen in sectors such as Health care, Hospitality and electronics, showing the varied demand across industries. This reflects how our programs are aligned with current job market trends.

"Bridging Aspirations: Placement Success Led by 52%, Female!"



52%

48%





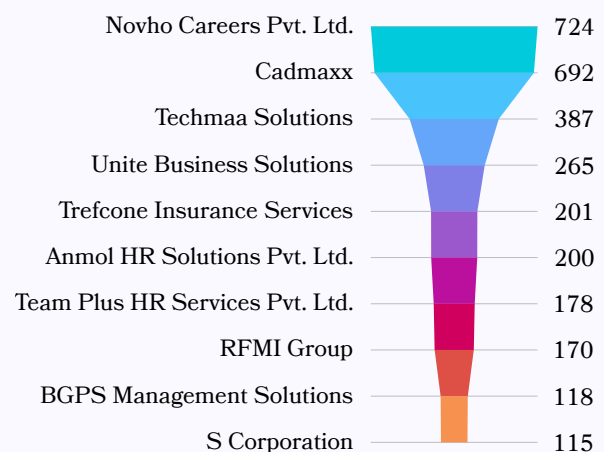
PLACEMENT PARTNERSHIPS

NIIT Foundation partners with hiring consultancies and recruitment agencies across India to facilitate job placements for trained youth.

Major Recruiters



Mass Recruiters



FUNDING PARTNERSHIPS

In FY25, NIIT Foundation achieved major milestones in expanding its social impact. A total of 14 new CSR partners were onboarded, reflecting a strong commitment to building collaborative relationships for community development. The foundation also launched **14 new projects** and successfully **renewed 32 ongoing projects**, ensuring continuity and sustained impact across various regions and sectors.



Honoured with the Cisco Networking Academy
Partner Excellence Award 2025



Awarded Best CSR Implementing Partner 2025
by Mahindra Finance for the 'Dhan Samvaad'
financial literacy program

BUILDING COMPETENCE, DRIVING EXCELLENCE

At NIIT Foundation, our leadership is deeply committed to team capacity building by fostering a culture of ownership, continuous learning, and innovation. By emphasizing core values such as teamwork, transparency, and commitment, we create a supportive environment where individuals can thrive. This focus on professional growth not only strengthens individual capabilities but also aligns the team with our larger mission of driving meaningful and sustainable change in the communities we serve.



FUTURE FORCE -2025



POSH

POCSO

We follow a strict zero-tolerance policy towards sexual harassment and child abuse under the POSH and POCSO Acts. All staff are trained to ensure a safe, respectful, and inclusive environment.

**CAPACITY
BUILDING
SESSIONS**

**Gender Equality : Breaking
Stereotype**

Workplace Safety Training

Generative AI

ALIGNMENT WITH



GOAL - 1

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.



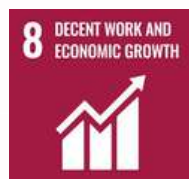
GOAL - 4

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

NF runs inclusive programs for all, while also offering special initiatives to empower women, girls, and LGBTQI+ individuals through education, skills training, and financial literacy for better work opportunities.



GOAL - 10

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 - 8

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MEDIA COVERAGE

NIIT Foundation and IFF Partner to Empower Women and Girls Through Career Development Program

November 13, 2024 | Mansi Prabhakar | News | Comments Off



13th November 2024, New Delhi: NIIT Foundation, in collaboration with International Flavours & Fragrances India Private Limited (IFF), has launched a comprehensive one-year Career Development Program aimed at equipping women and girls with essential skills to enhance their employability and career prospects, and enhance the livelihoods of individuals in communities across Salem (Tamil Nadu), Tumkur (Karnataka), Nagpur (Maharashtra), and Mahabubnagar (Telangana).

The Career Development Program encompasses a range of critical components, including career skills training, foundational skills development, and mass literacy. It also provides personalized counselling, flexible learning options, and specialized workshops to cater to the diverse needs of participants. The initiative aims to establish at least one **Career Development Center (CDC)** in each selected location, focusing on women and girls from economically disadvantaged backgrounds.

Since its inception, the program has witnessed substantial achievements - with the mobilization of 81% of enrollments within the target communities, where 70% of beneficiaries' parents are engaged in farming, while 46% of participants have completed 12th grade.

"While nearly 51.25% of the youth is deemed employable, as per the latest Economic Survey, reports suggest that only 2.7% of our workforce has received formal skill training. Recognizing the urgent need to close this gap, our partnership with IFF aims at empowering the communities - particularly women and girls - through targeted education and skills training. Our Career Development Program has been carefully curated for upskilling the beneficiaries, offering comprehensive training and support to women and girls, thereby bridging the gap between education and skill, while immensely improving their employability," said Sapna Moudgil, CEO at NIIT Foundation.

INTERVIEW: SAPNA MOUDGIL,
Chief Executive Officer, NIIT Foundation

'Hack your career: There are 3 million cybersecurity jobs'

According to NIIT Foundation - a not-for-profit education society set up by the provision of NIIT in 1984 - there were about 3 million cybersecurity jobs in 2024. "Cybersecurity is a hot topic, and people have not yet realized it," says Sapna Moudgil, CEO of NIIT Foundation. "It's not just about protecting data; it's about protecting the future."

How many jobs are there in the cybersecurity space? "We have a long way to go," says Sapna Moudgil. "In 2021, there were about 1.3 million cybersecurity jobs, and by 2024, it's projected to reach 3 million. This growth is largely driven by the rise in cyber threats, the need for regulatory compliance, and digital transformation across sectors. Jobs have not just increased, but they have also become more specialized, and the skill gap is widening."

WE HAVE PLACED OVER 3,000 STUDENTS IN HIS COMPANIES LIKE IFF, WITH AN AVERAGE PAY PACKAGE OF ₹6.5 LAKH

What are these jobs? "There are several roles in cybersecurity, from network security to cloud security. It's a vast field, and it's growing rapidly. We have placed over 3,000 students in various roles across different sectors, and the demand is still high. We are seeing a lot of growth in this field, and it's a great opportunity for young people to enter the workforce."

What are the challenges? "The biggest challenge is the skill gap. There are many jobs available, but not enough people have the right skills to do them. We are working on this through our training programs, but it's a continuous effort."

What are the future prospects? "The future is very bright for cybersecurity. As technology advances, the need for security will only increase. We are seeing a lot of innovation in this field, and it's a great time to be involved in it."

What are the next steps? "We are looking to expand our reach and provide more training opportunities. We are also working on creating more awareness about cybersecurity in the general public."

What are the key takeaways? "The key takeaway is that cybersecurity is a growing field with many opportunities. It's a great time to enter the workforce, and we are committed to providing the training and support needed to succeed in this field."

What are the contact details? "You can reach us at [contact information]. We are happy to provide more information about our programs and services."

What are the social media links? "You can follow us on [social media links]. We post updates about our programs and services regularly."

What are the hashtags? "Use the hashtag #NIITFoundation to stay updated on our latest news and events."

What are the keywords? "NIIT Foundation, Career Development Program, IFF, cybersecurity jobs, skill training, women and girls, digital literacy, employability, livelihoods, Salem, Tumkur, Nagpur, Mahabubnagar, India, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 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MEDIA COVERAGE

Will Budget 2025 open a new chapter in education?

educationists expect a big push towards making learning accessible to all, leveraging technology to create vibrant classrooms and empowerment through skilling

By Shelly Anand



made by Canva

educationists, like all other industry experts, are keenly awaiting the Union Budget 2025, hoping for a roadmap that aligns the sector to the Viksit Bharat 2047 vision and redefines learning demographics in the country. We asked three experts what they expect.

In equitable learning environment

Jaithilli Tambe, CEO of The Academy School (TAS), Pune, expects a significant increase in budgetary allocation for both primary and higher education. This will help improve infrastructure, resources and technology integration and take quality education further into the country's nooks and corners. "It will

डिजिटल बस के माध्यम से 2.5 लाख लोगों को मिल रही है स्किल्स और रोजगार

[illegible]

केजरीवा वर्तमान में 8 राज्यों में 16 डिजिटल बसें का सञ्चालन करते हुए यह पहल अपने दायरे को बढ़ा रही 'डिजिटल बस' के माध्यम से 2.5 लाख लोगों को मिल रही स्किल्स और रोजगार

PORTAL EXCLUSIVE: Upskilling the rural youth is key to build a future in green economy

make a globally competitive workforce, focus should be on integrating skill development into higher education, fostering public-private partnerships, and pushing for greater access to technology, write Charu Kapoor, country director, NIFT Foundation and Mukul Singhal, (retd) IAS

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India's youth, particularly in rural areas, carries great potential to propel the country's sustainable development. With the world's shift towards a green economy, India has a competitive edge to the full advantage of the change. With focused spending on education, skills, and training, agricultural youth can be vital drivers of this new industry, creating jobs and pushing environmental objectives forward. This positive demographic of our nation is hardworking, diligent, eager to learn, and needs practical skillings to utilise their full potential. The green economy is a sector that can potentially intake these youth.

FROM DEBT TO DIGNITY

LAXMI'S JOURNEY OF FINANCIAL EMPOWERMENT

In a small town in Vidisha, Lexmi Sharma transformed her life through a simple, powerful tool, financial literacy. With support from Indus Towers' Smart Classroom, Vidisha, MP, under the Flagship CSR program, 'Sakshari', she took control of her finances, cleared old debts, and became a guiding light for other women in her community.



महिंद्रा फाइनेंस ने जीआईटी कार्यकताओं को डिजिटल फाइनेंस से अवगत कराया

[illegible]

हिन्दुस्तान

डेजिलॉकर की बताई खबी, साइबर सुरक्ष

विशीय
कर्मचारी
विभाग
मुंबई
पुणे, महाराष्ट्र
जानकारी
साधन

एनआईआईटी काउन्सिल का वित्तीय साक्षरता कार्यक्रम	फाउंडेशन के संयुक्त प्रयास से अग्रगण्य नगर निगम के सहित कर्मचारियों के लिए विशेष वित्तीय डिजिटल साक्षरता कार्यक्रम का आयोजन किया गया। कार्यक्रम का उद्देश्य मिग वर्कर्स और अन्य समुदायों को डिजिटल	मं और प्रधान अने जो हल और सुरक्षा प्रस्ताव केसिटी
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www.livehindustan.com Indus Towers launches Smart Classroom

अस्टिन टुओ ने तटस्थता बचाते हैं। अस्टिन टुओ ने तटस्थता बचाते हैं।

VIDEO HIGHLIGHTS



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TESTIMONIALS



Khushi, a 21-year-old from Uttar Pradesh now living near IMT Manesar (Aliyar), comes from a modest family where her father works in a small private firm and her mother manages the household. Determined to support her family, she pursued a Bachelor's degree through IGNOU after completing her 12th standard. Through a local drive, Khushi discovered NIIT Foundation and enrolled in their Data Entry course. This supportive environment helped her secure a job as a Sales Executive at Paisa Bazar. Reflecting on her journey, Khushi says, "NIIT Foundation didn't just teach me skills; it gave me hope and a fresh start."

Kiran Rani, a young resident of Chander Vihar, New Delhi, says:

"Before joining the Career Edge course at NIIT Foundation, I was confused about how to move forward in life. The trainers here guided me patiently and helped me learn skills that are useful in real jobs. I slowly gained confidence and now I'm working and supporting my family. I really thank NIIT Foundation and JPM for giving me this chance and showing me the right path."



Ankit Tandon, a young student from Korba, Chattisgarh says:

"Participating in the Cyber Security Awareness Program by NIIT Foundation was a turning point for me. I learned about online fraud, phishing, and how to use the internet safely. Before this, I didn't know how easily one could fall into online traps. Now, I feel more confident and informed while using digital platforms. I'm truly grateful for this opportunity—it's a great initiative that is spreading much-needed digital awareness in our community. I hope more students like me get to benefit from such programs."



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