

TECH
mahindra
FOUNDATION



SOWING SEEDS OF CHANGE

ANNUAL OVERVIEW
2022-23



KEY ABBREVIATIONS

- ARISE:** All Round Improvement in School Education
- ARISE+:** All Round Improvement in School Education for Children with Disabilities
- CSR:** Corporate Social Responsibility
- ITEI:** In-Service Teacher Education Institute
- NGO:** Non-Governmental Organisation
- PwDs:** Persons with Disabilities
- SMART:** Skills-for-Market Training
- SMART-T:** Skills-for-Market Training for Technical Trades
- SMART+:** Skills-for-Market Training for Persons with Disabilities
- TechM:** Tech Mahindra Ltd.
- TMF:** Tech Mahindra Foundation

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SOWING SEEDS OF CHANGE

At the heart of our efforts to create change is education.

Whether it is upskilling teachers, removing barriers to quality learning opportunities for persons with disabilities or facilitating employment opportunities for the youth, education is the backbone of what we do.

Our programs are designed to impact all stages of learning - from supporting primary education to vocational skill development to teacher training.

With a focused approach to empowering women, we made significant strides in their educational, skilling, and professional journey. Our programs have provided resources, and support to women to find an entry point in service sectors and thrive and lead in their workplaces. Through an ecosystem of learning and skilling opportunities, we have planted the seeds of enduring change.

As we reflect on the achievements of the past year, we look ahead with optimism, prepared to innovate, collaborate, and continue our mission of making a positive impact on society through education.

VISION

Empowerment
through Education

MISSION

Enabling children to be purposefully
engaged, youth to be constructively
employed and equal opportunities
for people with different abilities

OUR BRAND PILLARS



Rise for a more equal world



Rise to be future-ready



Rise to create value

OUR VALUES

- Beneficiaries First
- Dignity of the Individual
- Quality Focus
- Good Corporate Citizenship
- Professionalism

FOCUS AREAS & PROGRAMS



EMPLOYABILITY

- SMART Centres
- SMART Academies



EDUCATION

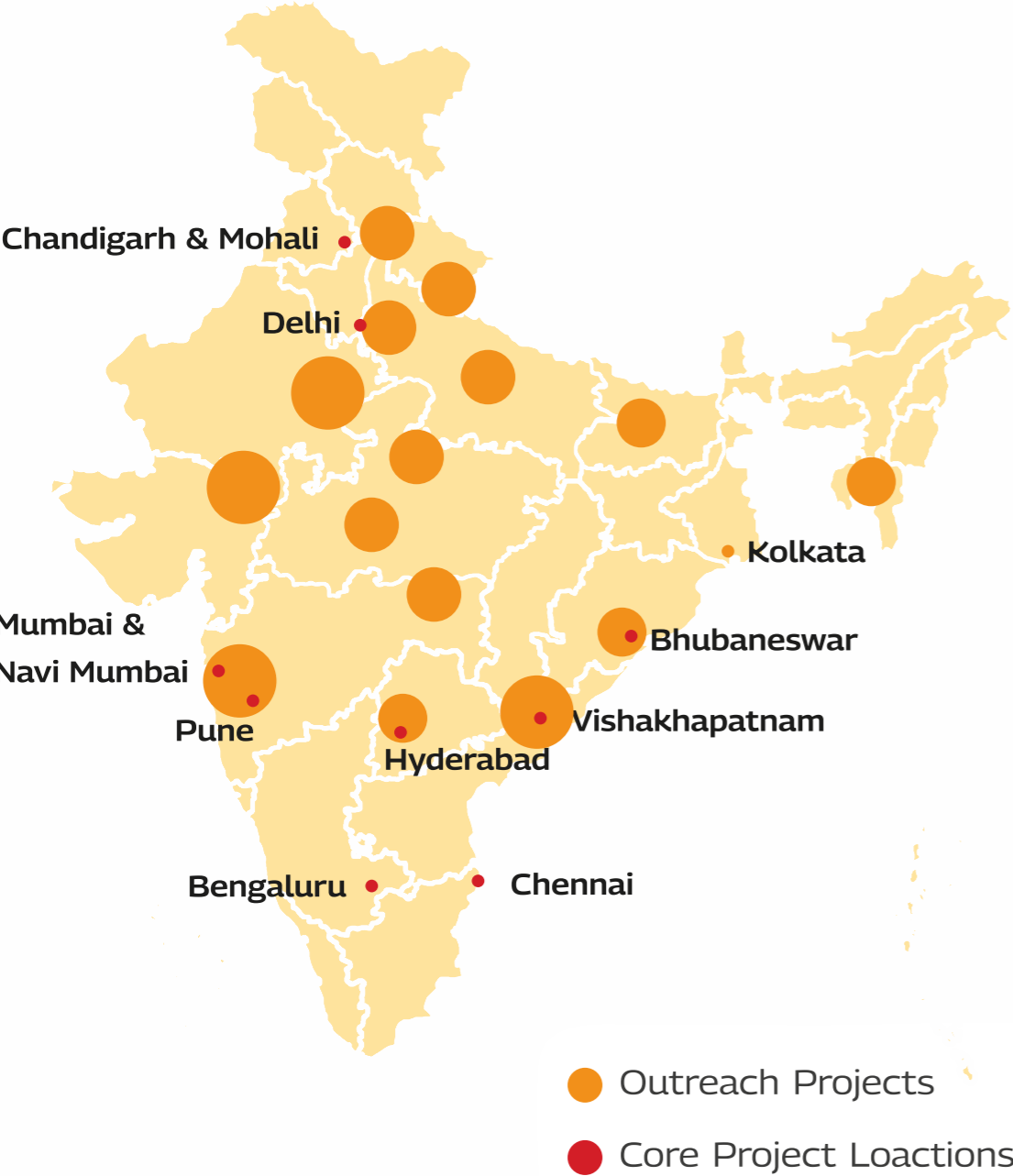
- ARISE
- Shikshaantar



DISABILITY

- ARISE+
- SMART+

Our Presence



Our Reach

40+ Districts
150+ Projects
90+ Partners
11 Locations

Thematic Impact

50,734 Teachers Supported
1,56,748 Employability Youth Trained
1,67,836 Children Beneficiaries

5,27,546 Teachers Supported
61,944 Disability Beneficiaries

3,94,727*

Direct Beneficiaries of Our Core Program Since 2013



Education

Creating Happier and Safer Classrooms



Employability

Skilling Youth for a Better Tomorrow



Disability

Making Learning Inclusive

Our Programs

Creating Happier and Safer Classrooms

The Foundation firmly believes in the far-reaching impact of education as a catalyst for systemic change. We are dedicated to creating opportunities for girls, children and persons with disabilities to ensure they have equal access to quality education and promising career opportunities.

Our educational programs cover crucial aspects such as providing quality learning experiences for children in their formative years and building teachers' capacity. Our goal is to create happier and safer classrooms for our young minds.

Our teacher training program, Shikshaantar, has helped teachers to grow in their careers. ARISE (All Round Improvement in School Education) is supporting students from diverse backgrounds with quality school education. Education has always been a powerful driver of women's empowerment and progress. TMF's programs, Shikshaantar and ARISE, are translating education into real-world opportunities for women.



ARISE is focused on empowering children from disadvantaged backgrounds with access to quality primary education. Through collaboration with municipal corporations and state bodies, ARISE works to transform government-aided schools into centres of educational excellence. ARISE has four interconnected dimensions: academic, organisational, infrastructural, and social. This comprehensive strategy prioritises academics and other aspects of personality development to bridge the learning gaps.

HIGHLIGHTS



Launch of Robotics Lab to facilitate learning in Robotics for students of classes 6-8 at Kasturba Balika Vidyalaya, New Delhi



Child Safety Week Celebration Across India

Locations Bengaluru, Bhubaneswar, Chennai, Delhi, Hyderabad, Pune,

shikshaantar

Continuous Professional
Development of Teachers

Shikshaantar is the Foundation's flagship training program for educators. This initiative targets all critical stakeholders in schools - including teachers, educators, administrators, and leaders. The program prioritises the importance of integrating physical, mental, social, and emotional well-being for both educators and learners.

Central to Shikshaantar are the In-service Teacher Education Institutes (ITEI), which marked its 10 year anniversary in 2023. In collaboration with government departments, ITEIs serve as the bridge between research and practice, infusing new ideas, strategies, and perspectives into teacher education curriculum and classroom-based teaching. Over the years, the ITEIs have created a platform for peer learning. The impact of Shikshaantar is evident in the significant improvement in teacher learning.

HIGHLIGHTS



Inauguration of ITEI-South in Defence Colony



Translating the National/ State Education policies into sustainable implementation programs for Education Departments in Teacher Education



Implementing school-based initiatives, First Aid and safety sessions, and Menstrual Hygiene sessions for creating happier and safer classrooms

Locations Bihar, Delhi, Rajasthan, Telangana, Tripura, through different direct and partner projects.





Payal Gupta

A Teacher Supported at our ITEI-East

📍 **Delhi**

Bringing Innovation in Classrooms

"As a teacher, maximising student output is almost instinctive," says Payal. A teacher for over a decade now, she understands the education system and her role in it. She realised that she needed help to address each student's needs better.

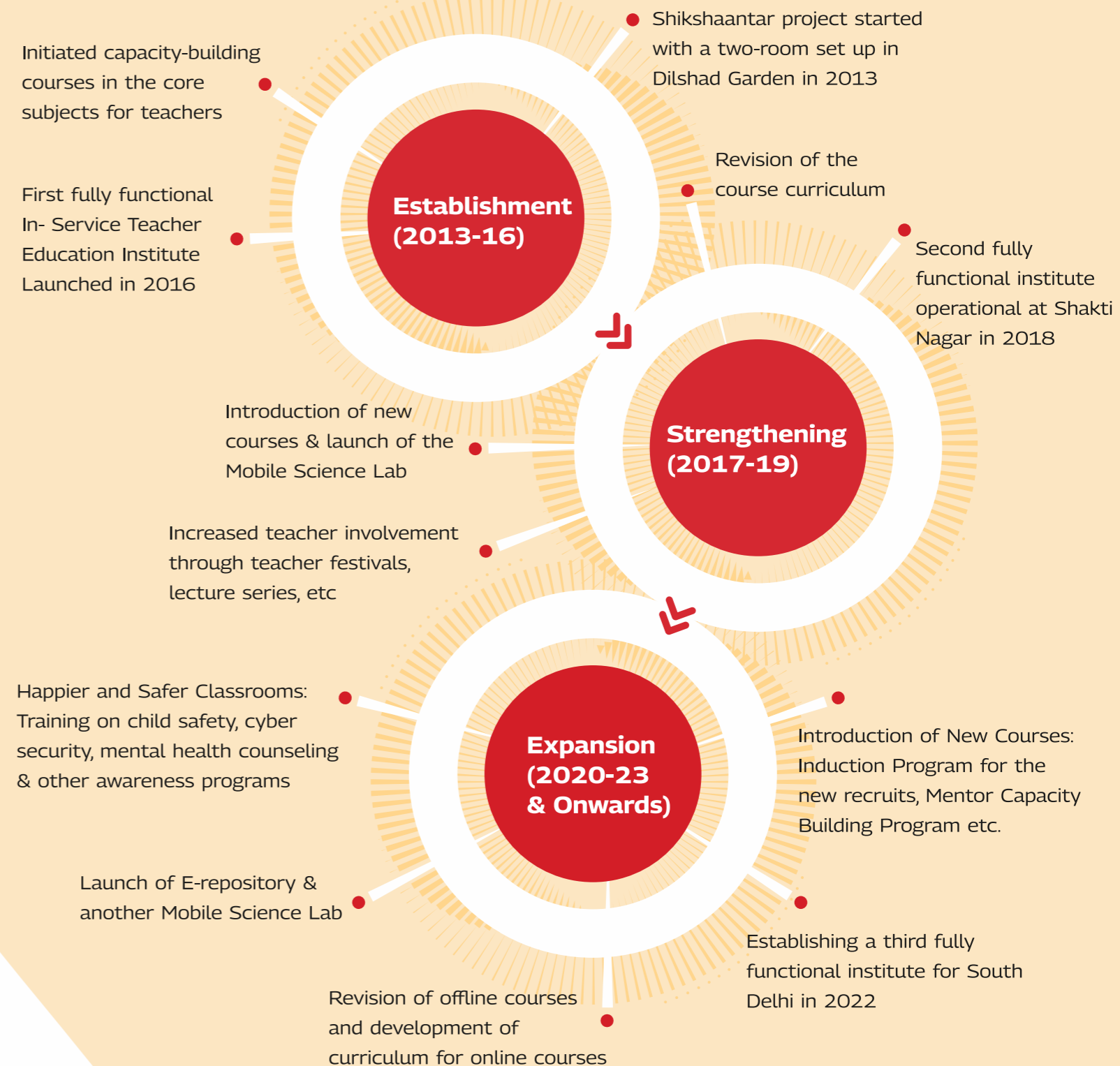
In the last few months after ITEI-East's intervention, in her own words, her classroom has undergone a renewed sense of purpose and accomplishment, a model worth emulating by everyone else. Her students in the class tutor each other under her supervision, which she feels has boosted the overall morale of her classroom. "Once the students are confident in the content, I make them sit in groups and work on questions. After this, they correct each other's work. This model allows them to learn without hesitation," she reasons.

Recalling the idea of using a student's strengths, one of the most significant achievements she mentioned was helping a student who failed in all her subjects. She says she learned about multiple intelligences at ITEI-East, and suddenly she realised that a student of hers who was very good at memorising song lyrics could use music and performance to learn the content of other subjects as well.

She credits the Institute for her success. The ITEI sessions are continuing to support other teachers like her to bring transformation in classrooms.



10 Year Journey of Shikshaantar



Skilling Youth for a Better Tomorrow

SMART (Skills for Market Training Program) is the Foundation's flagship Skill Development Program for youth from underserved communities across the country. The program addresses the gap between the skilling sector and industry requirements with well-structured training programs and placement opportunities for the students.

With a strategic focus on major cities nationwide, SMART, marked by well-defined processes, has maintained an impressive annual placement rate of 70-75% since its inception in 2012.

The program operates as a directly implemented initiative through SMART Academies and as a partner-implemented program through SMART Centres.

Students are offered training in more than 15 domains, including Healthcare, Logistics, and the Services Industry. Aligned with the Government of India's Skill India Mission and UN-mandated Sustainable Development Goals (4, 5, 8 & 17), SMART is committed to establishing a nationwide yardstick for an employability program.

SMART has focused on bringing more women under its ambit and increasing workforce participation for women in India. This has happened through multiple ongoing projects, including a women-only Tech Mahindra SMART Academy for Healthcare in Navi Mumbai.

Our Women Focused Interventions at SMART Include

SOFIA, Delhi SMART Centre
for women who have faced domestic violence,

Shusrusa SMART Centre
Bhubaneswar - Training women from the tribal and rural areas of Odisha in Nursing Assistant course

SMART Academy for Healthcare
Mumbai - An Academy only dedicated to women

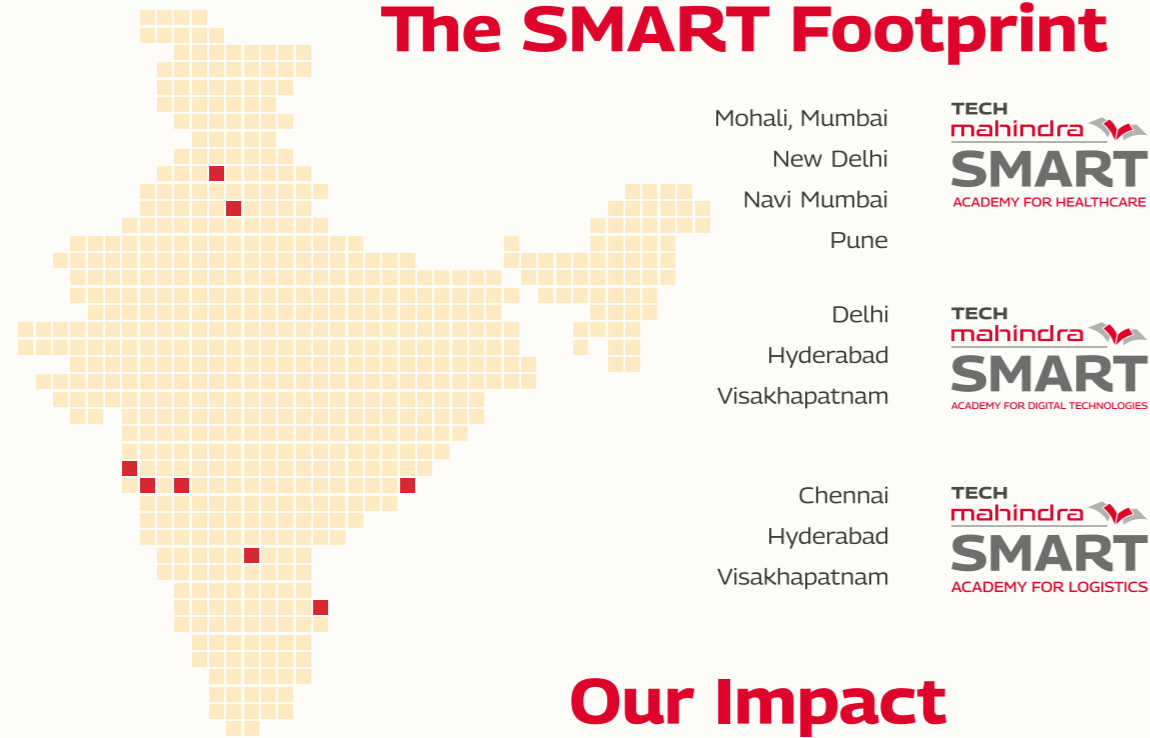
SAFA SMART Centre
Entrepreneurship Development Program for women



Ruchika SMART Centre for Transgender Individuals

TMF partnered with Ruchika in Bhubaneswar to open a SMART Centre dedicated to transgender individuals in the community. The centre, which offers courses in Beauty and Wellness, supports trainees in rebuilding their livelihood. Twenty-six transgender individuals were trained this year.

The SMART Footprint



Our Impact

- **1200 women** beneficiaries served in partnership with JP Morgan
- **5212 youth** trained in the Menstrual hygiene awareness program
- **5000 beneficiaries** received training in life-saving First Aid and CPR techniques
- **7000+ beneficiaries** educated about Tuberculosis elimination
- Signed an MOU with the sports sector council to train **2000 fitness** and sports trainers
- **920 TB champions** trained in communication capacity-building
- **TMF SMART Academy** for Healthcare received recognition from the District Tuberculosis Department

Changing the norm



Wahida Parveen

TMF-Reach
India Trust
SMART Centre
📍 **Kolkata**

The daughter of a daily wage worker, Wahida Parveen had dreams; she aspired to be financially independent. Once she was a graduate, her parents wanted to follow the norm and get her married. But she had other plans.

A door-to-door TMF-Reach India Trust mobilisation campaign caught her interest and she saw skill development / vocational education as the means to realise her dream. Her parents were initially reluctant, but were eventually convinced by the counsellors of the program to let her enrol.

During the 4-month course, Wahida dedicated herself to her education. After completing her training, she was recruited by a leading food delivery organisation as a Senior Customer Care Executive. Today, Wahida is not only financially independent, but also contributes to the family income.

Expressing her happiness, Wahida says "I want to be a role model for girls in my community who want to work but are unable to because of social taboos and barriers. I hope to bring positive change in the minds of people who want to restrict girls from choosing a career. I want my story to inspire others".

Celebrating a decade of skill empowerment

2013 SMART+ program for Persons with Disabilities became operational

The first all-India SMART conference is organised and first alumni meet organised in Hyderabad.

SMART awarded as the Best Livelihood Program among CSRs by FICCI

First SMART Digital Technologies Academy launched in Visakhapatnam

Second Healthcare Academy began work at Mohali

2012 First SMART Centre launched in Hyderabad

2014 The 50th SMART centre launched in Delhi, it was also a SMART-T (Technical) centre.

2016 TMF's first direct implementation program inaugurated with the launch of the first SMART Healthcare Academy in Delhi

2017



All women Mumbai SMART Healthcare Academy started operations

2nd SMART Digital Technologies Academy launched in Hyderabad

Pune SMART Healthcare Academy began work and 1st SMART Alumni Club starts functioning

Two SMART Logistics Academies inaugurated in Chennai & Bhubaneswar

2018 First SMART Logistics Academy launched in Visakhapatnam

2020 TMF wins the National CSR award for excellence in Skill Development and Livelihood (announced in 2022)

SMART enrolls its 1,00,000th student

2019

2021

2022

5th Healthcare Academy began its journey at Navi Mumbai

2023



Making Learning Inclusive

The number of Persons with Disabilities (PwD) is close to 27 Million in India, according to the last 2011 census. Tapping their potential with skill development, learning opportunities is critical for an inclusive and equitable India. **ARISE+** (All Round Improvement in School Education for Children with Disabilities) and **SMART+** (Skills for Market Training for Persons with Disabilities) lead our interventions in disability.

ARISE+ projects support children with disability (Speech and hearing, Visual and intellectual) within the age group 0 -18 years with education support. Key features include regular counselling services, therapy, special education curriculum, and the integration of assistive learning technology. Our holistic approach to disability extends to parents, teachers, and other caregivers closely associated with the children. The program ensures they receive counselling and training in essential techniques for caring for these children and young adults.

SMART+ centres provide vocational training to Persons with Disabilities (PwDs), preparing them for employment opportunities. Specially designed curriculums, training programs, and exposure visits are helping many youth with disabilities step into professional careers and craft independent lives for themselves.

A significant number of our beneficiaries comprise women and girls with disabilities. With our unwavering focus on breaking down barriers in the disability sector, we are committed to fostering inclusivity at every step.



Highlights



Support in the Education and Therapeutic Interventions



Counselling for Parents, Teachers and other Caregivers



Leveraging on Assistive Technology to Improve Interventions.



Installing Sensory Playparks for children with Visual Impairment at select ARISE+ schools in Mumbai and Kolkata.



Recipient of TheCSRUniverse Social Impact Award 2022 (Impact through Social Project for Differently abled)



“Best Assistive Technology CSR Initiative of the Year” under Enablers Category of ATF Awards 2022



Dinesh Kumar

Trained At TMF SPASTN ARISE + Project

Chennai

Our ARISE+ Alumnus Dinesh Shines in the Special Olympics 2023

Dinesh Kumar, a former student of our ARISE+ partner, The Spastics Society of Tamil Nadu (SPASTN), made waves in the recently concluded Berlin Special Olympics by winning two Silver medals in the 50m Breaststroke and 4x25 Freestyle Relay with the Indian swimming squad.

Dinesh joined SPASTN in mid-2015 after his previous school turned him down. As a young adult with autism, he struggled to adapt to mainstream school settings. He also refused to enroll in the National Institute of Open Schooling (NIOS) for his senior secondary classes. Teachers at the Autism Academic Unit gradually transitioned him over two months, and he completed his 12th exam in 2020.

After observing Dinesh, ARISE+ trainers recommended enrolling him in swimming classes to help regulate his sensory needs. With his family's support, he excelled in district, state, and national-level competitions.

After 8 years of continuous hard work, grit and perseverance, Dinesh got selected for Special Olympics 2023. He came back to India with two Silver medals and has made the country proud!

SAAJHI SAMAJH



Saajhi Samajh (Shared Understanding) aims to establish a comprehensive advocacy platform through discussions. These cross-learning sessions address a range of issues directly impacting the Foundation's beneficiaries and society at large. Over the years, we have successfully organised nine events, bringing together diverse experts and practitioners.

This collaborative effort encourages the exchange of observations, opinions, and suggestions, striving to discover innovative solutions to contemporary challenges and drive large-scale social change.

In the last year, we have organised three Saajhi Samajh events on the following themes:

1

Child Safety in Cyber-space



2

The Relevance of Regional Languages in the Context of Social Work



3

The Significance of Gender Equality and Fostering Inclusivity for Women in STEM Fields



MIND@EASE

In a world that demands resilience, acknowledging the importance of mental health is the first step towards building a foundation of strength and empowerment.

Mind@Ease, brings together counselling service providers on a single platform, facilitating easy user access to their services. The website is a valuable resource to spread awareness through an accessible resource repository.

The Foundation has teamed up with 25+ organisations providing diverse services, including counselling, therapy and helpline support. Our platform hosts reputable and credible organisations offering counselling services in various categories, including mental health & well-being, career guidance, job assistance and livelihood support.

Awareness Programs have also helped beneficiaries to manage mental health distress. These programs cover Psychoeducation, Sensitisation and Psychological First Aid (PFA). Over 55 trainers and counsellors have been tutored through our programs. Our Champions of Mental Health serve as ambassadors for Mind@Ease and create a classroom peer support system in the SMART Centers of Tech Mahindra Foundation. Identified and trained, they generate awareness, conduct social-emotional activities, and foster safe spaces for students.



Highlights

- ◆ **Launch of the pilot of Champions of Mental Health initiative with two SMART centres in Delhi NCR**
- ◆ **Psychological First Aid Training in Hyderabad with Brightside Foundation for trainers from our different programs**
- ◆ **Chai Talks: A virtual call to talk, connect and discuss anything over a cup of warm chai**
- ◆ **Mental Health Awareness Week was observed from 10-14th Oct 2022 with the theme, "Making Mental Health & Well-being for all a Global Priority"**
- ◆ **Sensitisation and Awareness Workshop around mental health for Tech Mahindra SMART Academy for Healthcare**

TRUSTED

Enabling Organizations with Strategy & Implementation

A Unit of Tech Mahindra Foundation

Impacting through Training, Curriculum Development & RME

TRUSTED (TMF Resource Unit for Skill Training and Education), an in-house unit of Tech Mahindra Foundation, aims to provide strategic advisory in the domains of Skill Development, Education, Mental health, Women Empowerment and Disability by providing services related to Training, Curriculum Development and M&E. With a shared vision and strategy for social impact, organisations can come together to maximise impact for communities with innovative solutions. Curriculum Development includes thoughtful development and curation of SDG aligned content; customised and contextualised to align with Client needs.

Training includes “need based” capacity building related to Leadership, Soft and Technical skills. M&E includes a systematic and Investigative process aimed at assessing the changes in learning level of beneficiaries (Quantitative and Qualitative).



Alignment with SDGs

Tech Mahindra Foundation recognises the power of the SDGs as a driving force to Rise. Our work in the areas of Education, Employability and Disability aligns with 5 of the 17 SDGs with a two-fold goal i.e., to integrate SDGs internally, and guide our stakeholders to align their strategies with the SDGs and improve their understanding, contributions and impacts.



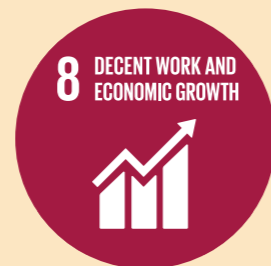
SMART: SMART Academies for Healthcare, SMART Centres, COVID Response Program: Introduction of new courses & COVID Specific Training Modules; Upskilling through Specialised Training; COVID Swayam Suraksha Training



Partner implemented initiative: SMART Centre at SOFIA NGO; Child Protection and Safeguarding Committee COVID Response Program: Collaboration with WNS Cares Foundation



ARISE, ARISE+, SMART, Shikshaantar, Child Protection and Safeguarding Committee, Scholarships Shikshaantar, Digital Literacy



SMART: Tech Mahindra SMART Academies, SMART+

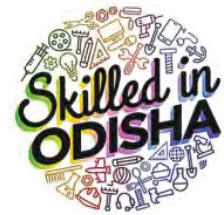


Partnering with the state government, authorities, corporates, NGOs and other stakeholders to RISE together for a common goal.



Strategic and Affiliation Partners

We thank all our valuable partners and supporters, who have joined hands in impacting young lives and empowered them with a skilled future.



Awards & Recognition



TheCSR Universe Social Impact Awards 2022 in social project for differently abled category



State Best Employer Award for Empowerment of Persons with Disabilities (PwDs) by the Government of Telangana



ATF Awards 2022 for Best Assistive Technology CSR Initiative of the Year- Enablers category for ARISE+ Program



Best Healthcare Skilling Institute - Awarded by CII Western Region



National CSR Awards 2020 in 'Skill Development & Livelihood' and Honourable Mention for Excellence in CSR



8th CSR Impact Awards in the Special Category (Large) for ARISE+ Program



Mahatma Awards 2022

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<https://techmahindrafoundation.org/>

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<https://www.smart-academy.in/>



TECH MAHINDRA FOUNDATION

Harijan Sevak Sangh Campus, Gandhi Ashram,
Kingsway Camp, New Delhi - 110009

Registered Office: Oberoi Gardens Estate,
Chandivali, Off Saki Vihar Road Andheri
(East) Mumbai - 400072

CIN: U85310MH2006NPL160651

info@techmahindrafoundation.org

techmahindrafoundation.org

smart-academy.in

