TECH
mahindra
FOUNDATION

ENABLING
CHANGEMAKERS

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INTRODUCTION

As Tech Mahindra Limited's Corporate Social Responsibility (CSR) arm, we started our journey back in 2006 and are now present in 27 locations in India.

With the vision of Empowerment through Education, the Foundation has taken significant strides to shape a brighter future for women, youth, and children from underserved communities. The education and skill development programs are designed to impact all stages of learning—from delivering quality primary education to teacher training to making youth industry-ready and self-reliant, with a strong focus on empowering women and persons with disabilities.

MESSAGE FROM THE CEO

We will continue to rise to be an agile & purpose-led organization that drives social transformation in the communities we work with.

Chetan Kapoor,
Chief Executive Officer,
Tech Mahindra Foundation
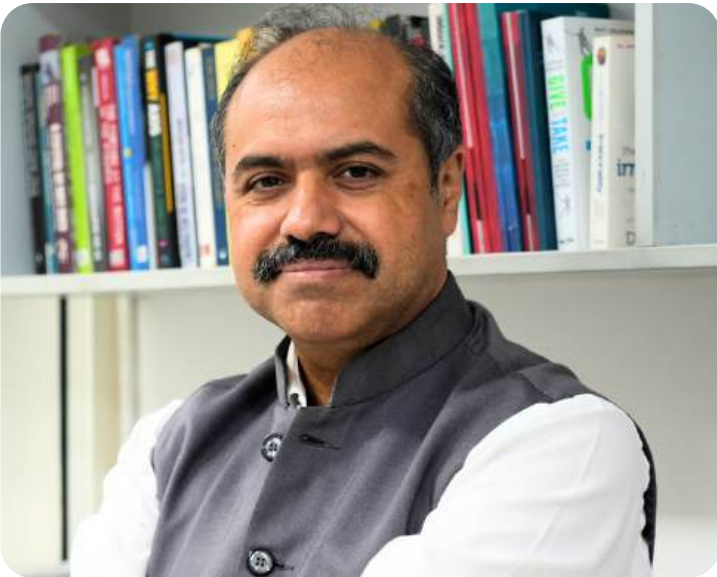
MESSAGE FROM THE COO

We need to nurture an ecosystem for an inclusive and equal world, one where women and persons with disabilities are empowered. I am certain that this can be achieved by building bridges with organizations with shared values to make a better world for all.

Sajid Ali,
Chief Operating Officer
Tech Mahindra Foundation

VISION
Empowerment through Education

MISSION
We aspire to see children who are purposefully engaged, youth that is constructively employed and a society that provides equal opportunities to persons with disabilities.

ALIGNMENT WITH SDGS
At Tech Mahindra Foundation, our projects and programs align closely with the United Nations Sustainable Development Goals (SDGs)

3 GOOD HEALTH AND WELL-BEING   **4 QUALITY EDUCATION**   **5 GENDER EQUALITY**   **8 DECENT WORK AND ECONOMIC GROWTH**   **17 PARTNERSHIPS FOR THE GOALS**

OUR BRAND PILLARS
- Rise for a more equal world
- Rise to be future-ready
- Rise to equal value

OUR VALUES
- Beneficiaries First
- Good Corporate Citizenship
- Dignity of the individual
- Professionalism
- Quality Focus

FOCUS AREAS AND THEMES

Focus Areas
- Education
- Employability

Themes
- Women Empowerment
- Disability Inclusion
- Mental-Wellbeing

Chandigarh & Mohali
Ludhiana
Gurugram
Patiala
Ghaziabad
Delhi
Faridabad

Ahmedabad
Nagpur
Kalyan
Nashik
Thane -Mira Road
Mumbai & Navi Mumbai
Aurangabad
Pune
Swargate
Raigad
Bengaluru

Kolkata
Howrah
Cuttack
Bhubaneswar
Vishakhapatnam
Hyderabad
Sriperumbudur
Chennai

Impacted
6,53,019*
Cumulative Direct Beneficiaries
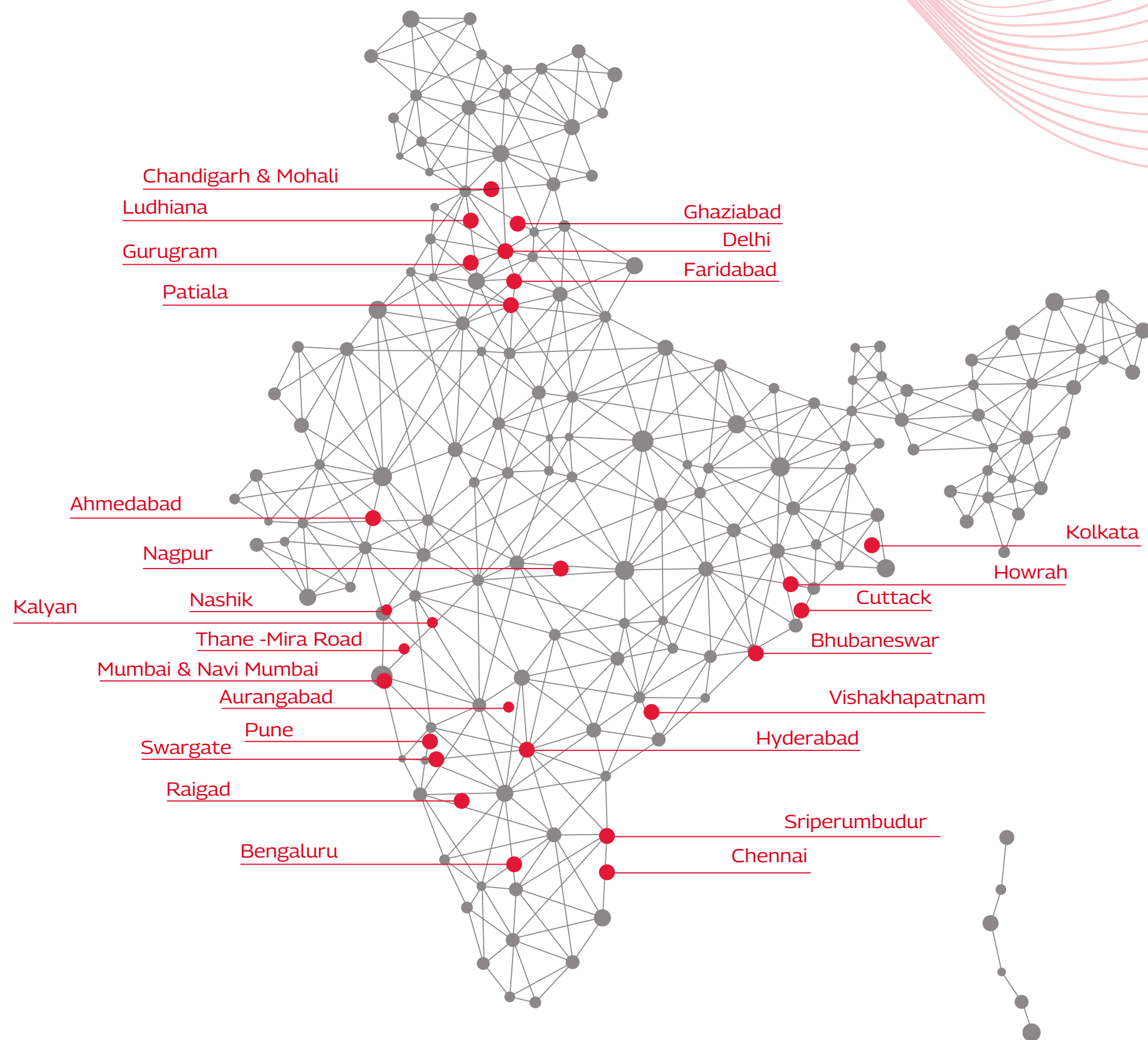
1,99,719
Children
Beneficiaries

63,047
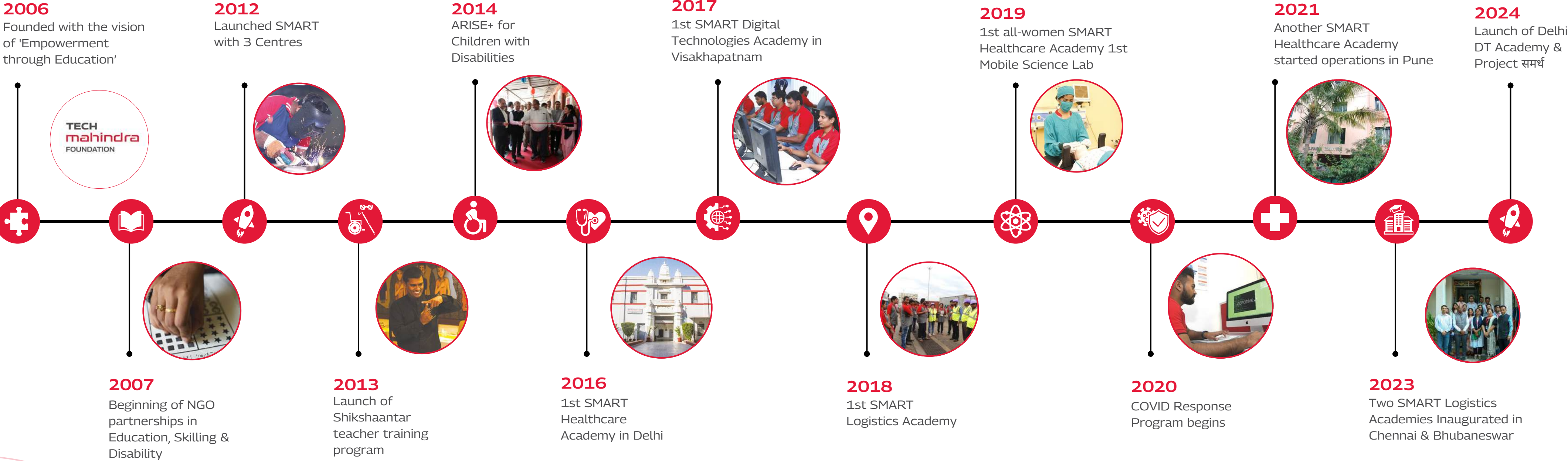**Teachers**
Supported

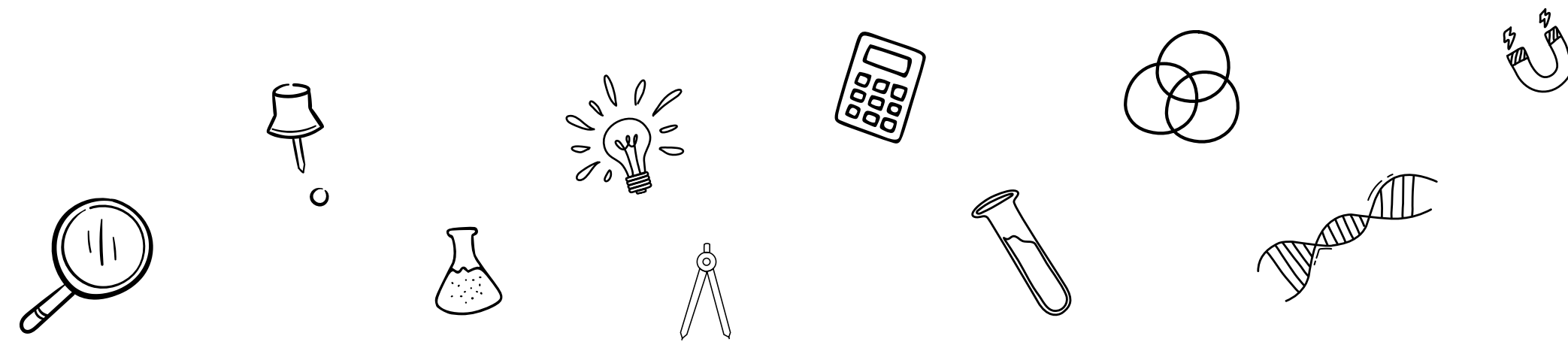**3,65,535****
Youth Empowered
Youth Trained

73,284**
Disability
Beneficiaries

*Youth empowerment Includes 1,36,932 youth trained through Self-Learning
Digital Courses; * disability*Included in Youth & Children Figures
*As of 31 December 2024

TMF'S JOURNEY

2006
Founded with the vision of 'Empowerment through Education'

2007
Beginning of NGO partnerships in Education, Skilling & Disability

2012
Launched SMART with 3 Centres

2013
Launch of Shikshaantar teacher training program

2014
ARISE+ for Children with Disabilities

2016
1st SMART Healthcare Academy in Delhi

2017
1st SMART Digital Technologies Academy in Visakhapatnam

2018
1st SMART Logistics Academy

2019
1st all-women SMART Healthcare Academy 1st Mobile Science Lab

2020
COVID Response Program begins

2021
Another SMART Healthcare Academy started operations in Pune

2023
Two SMART Logistics Academies Inaugurated in Chennai & Bhubaneswar

2024
Launch of Delhi DT Academy & Project समर्थ

EDUCATION

Creating Happier & Safer Classrooms

199,719* Children impacted   **63,047*** Teachers impacted

*As of 31 December 2024

At Tech Mahindra Foundation, we are dedicated to ensuring that every child—especially girls and children with disabilities—has equal access to quality education and the opportunity to shape a brighter future. Through our initiatives like Shikshaantar, Science Lab, and ARISE+, we focus on creating inclusive learning experiences for children during their formative years and empowering educators with our capacity-building initiatives.

SHIKSHAANTAR

Continuous professional development of teachers

Focus on the professional development of the educators with three directly run In-service Teacher Education Institutes (ITEIs) in Delhi in with Municipal Corporation of Delhi, & one partner project in Hyderabad

Well-rounded approach to teacher education with integration of physical, mental, social and emotional well-being of the students and teachers and introduction of online modules

Mobile Science Labs, for girls from MCD schools & use of AR/VR based curriculum for experiential science learning opportunities

Mission Vision: Eye health safety project for MCD school students in with Dr. Shroff's Eye Hospital

SCIENCE LAB
(All Round Improvement in School Education)

60* Schools impacted by the Science Labs initiative

6000* Children impacted

*As of 31 December 2024

- Created dedicated spaces in schools to promote hands-on science learning.

- Established 6 STEM Labs in schools and 2 Mobile Labs for school-based interventions, with potential for extended outreach.

- Integrated AR/VR curriculum into classroom lectures to enhance hands-on, immersive science learning experiences

ARISE+
(All Round Improvement in School Education for Children with Disabilities)

60* Schools impacted by the Science Labs initiative

6000* Children impacted

*As of 31 December 2024

- Comprehensive educational and therapeutic support to make learning inclusive, accessible for children with disabilities

- Regular counseling support for parents, teachers, and caregivers to enhance understanding and care for children with disabilities

- Integration of assistive technologies like Annie Braille Devices, hearing aids, early detection tools to improve the effectiveness of interventions and facilitate learning

- Inclusive play spaces for children with visual impairments at ARISE, ARISE+ schools

EMPLOYABILITY

Skilling Youth for a Brighter Tomorrow

The SMART (Skills-for-Market Training) program, Foundation's flagship skilling initiative, is among the largest CSR-led urban skill development programs in India. SMART is designed to empower youth from underserved communities with the skills, opportunities & placement support they need to succeed in today's job market. SMART has also extensively focused on bringing more women under the ambit of skilling and address concerns of gender parity in workforce.

Present nationwide, SMART is implemented through directly managed SMART Academies and partner-driven SMART & SMART+ centres. SMART+ is dedicated to skill training for persons with disabilities.

Since its inception in 2012, the program has maintained an impressive placement rate of 70-75%. More than 15 domains are covered under the program including Healthcare, Logistics and other skills required for services industry.
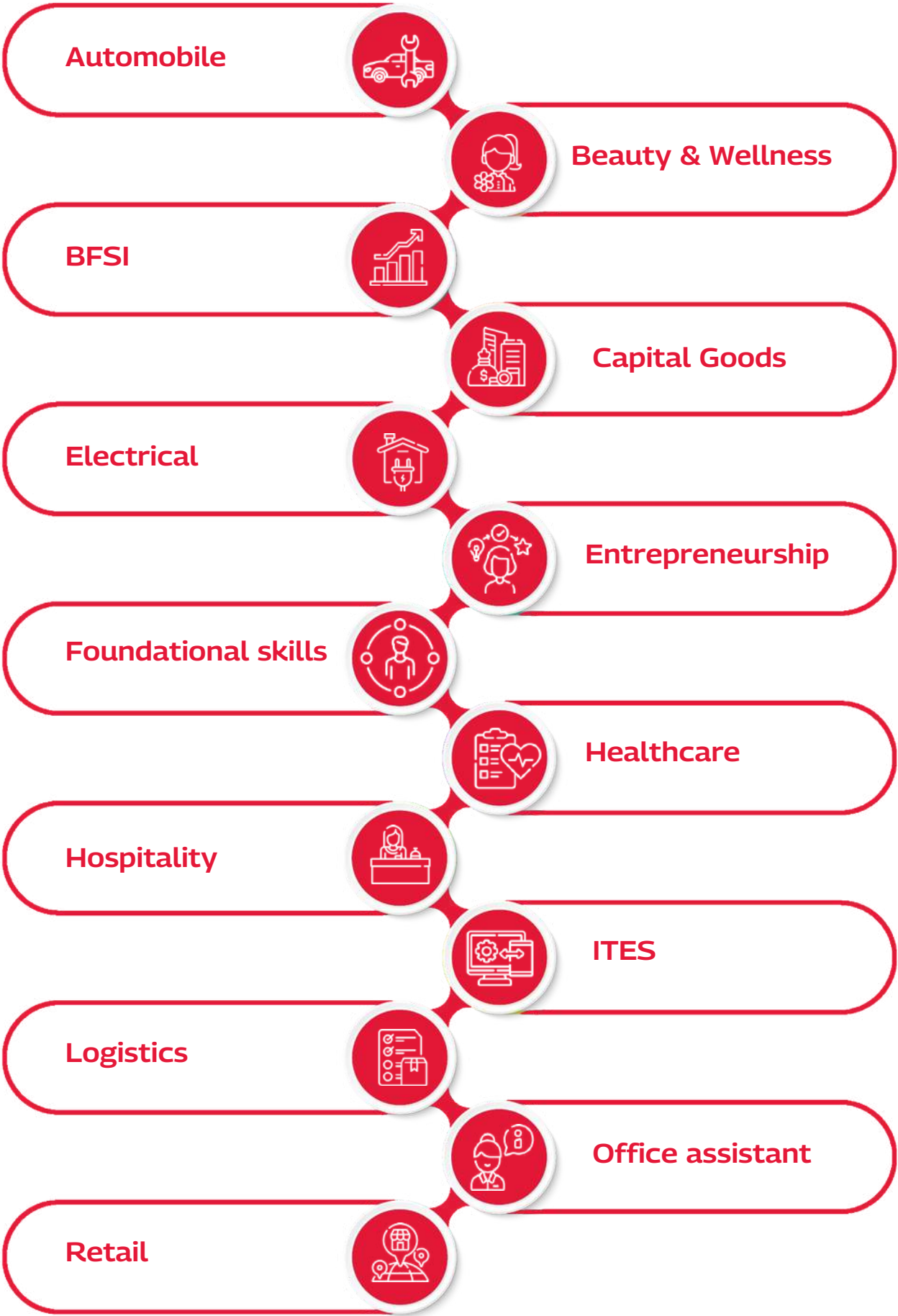
SMART CENTRES

73* SMART Centres

179,130* Youth trained since 2012-13

10,864* Youth trained in FY 23-24

*As of 31 December 2024

Run in collaboration with 80+ partners across 12 locations

Providing industry-ready vocational training to youth from underserved communities with focus on foundational skills & workplace readiness

Bridging the skilling gap with opportunities for youth in the retail, banking, hospitality sectors, among others

SMART centers provide courses in ITES, CRS, and BUSY, equipping learners with industry-relevant skills

Self-paced e-learning courses offered under SMART, allowing learners to develop skills at their own convenience and flexibility

- Automobile
- Beauty & Wellness
- BFSI
- Capital Goods
- Electrical
- Entrepreneurship
- Foundational skills
- Healthcare
- Hospitality
- ITES
- Logistics
- Office assistant
- Retail

SMART ACADEMY

- 12 directly implemented skill development institutes in India

- Specialised courses in Allied Healthcare, Logistics & Digital Technologies

- Partnerships & affiliations with international organisations & industry leaders

- Run with partnership with other non-profit organisations

- Equipping persons with disabilities with multidimensional foundational and domain-specific skills

- Supporting them with employment opportunities and live a life marked by dignity.

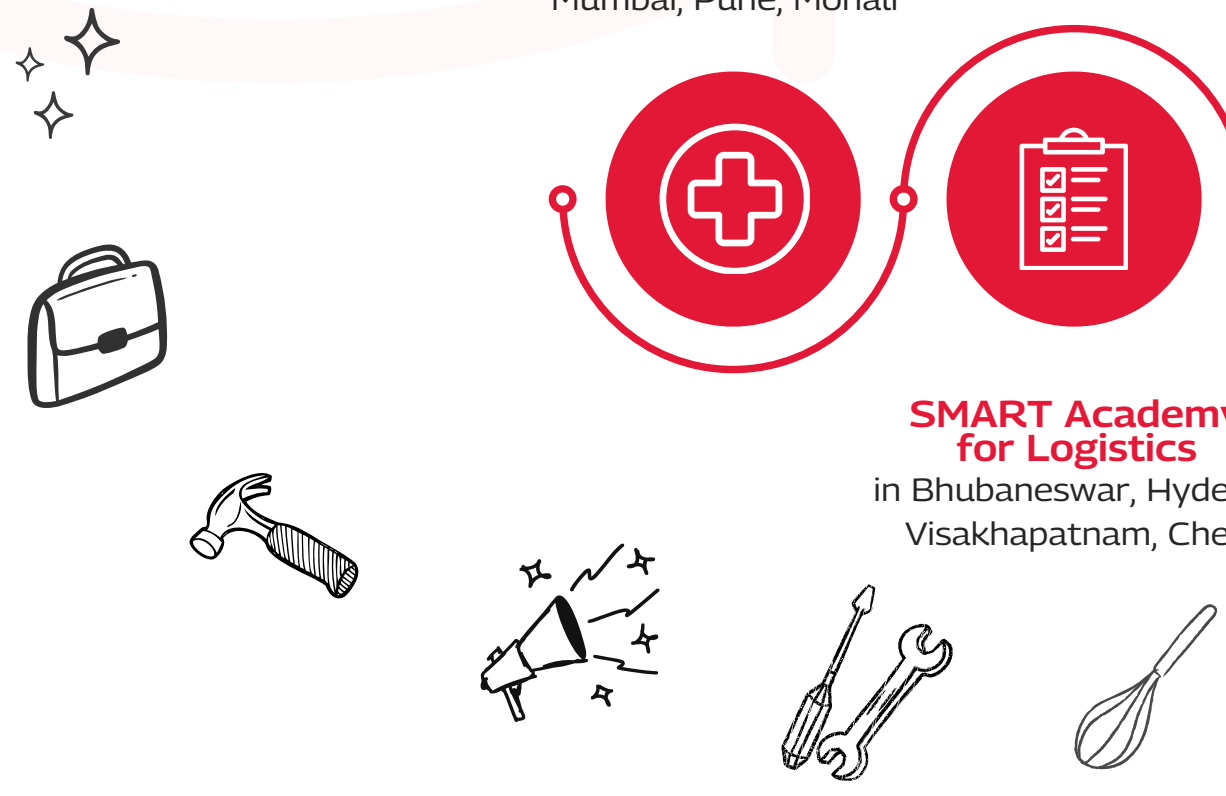**SMART Academy for Healthcare**
in Delhi, Mumbai, Navi Mumbai, Pune, Mohali

SMART Academy for Digital Technologies
in Delhi, Visakhapatnam, Hyderabad

SMART Academy for Logistics
in Bhubaneswar, Hyderabad, Visakhapatnam, Chennai

WOMEN EMPOWERMENT

179,130* Women empowered since 2012-13

- All-women Tech Mahindra SMART Academy for Healthcare in Mumbai

- E-Auto Rickshaw Driving Training Project for Underprivileged Women in Bengaluru

- Skilling women from under-served communities in trades such as General Duty Assistant and Home-health aide courses

- All-women SMART Centre in Chennai

- Entrepreneurship Development Program with SAFA SMART Centre

- 60% women beneficiaries in SMART programs

DISABILITY INCLUSION

73,284* People with disabilities impacted *As of 31 December 2024

Newborn hearing screening detects impairment with 95%+ accuracy, supported by community campaigns and follow-ups, impacting over 2,200 children since 2023

TMF's Mission VISION project trained 500+ Municipal Corporation of Delhi (MCD) school teachers to screen over 15,000 children for visual acuity

The Ability Network (TAN) aims to simplify the discovery and access process between Persons with Disabilities (PwDs), their caregivers, and various service providers catering to diverse needs.

TMF utilizes assistive devices to enable visually impaired students to learn interactively and at their own pace, promoting accessible and inclusive education.

MENTAL WELL-BEING

Our Mind@Ease initiative focuses on promoting mental well-being among students and educators by providing workshops and resources to nurture a healthier and more inclusive learning environment.

As part of the Mind@Ease initiative, Mental Health Champions fosters peer support networks in classrooms at Skilling Centres and Academies, promoting mental health awareness and encouraging peers to seek support.

IMPACT STORIES

" RISING ABOVE CHALLENGES
A SINGLE MOTHER'S PATH TO SUCCESS

Ferdousi Begum, a single mother from Delhi, joined a three-month Hospitality course at Noida Deaf Society SMART+ Centre to become self-reliant.

Despite communication barriers and low confidence, her passion for cooking drove her to master sign language, computer skills, and English writing. Her perseverance paid off when she secured a position as a Kitchen Assistant at Hotel Shangri-La. She is now working hard to become a Kitchen Manager.

Ferdousi Begum

Alumna of Noida Deaf Society SMART+ Centre
Now working with Hotel Shangri-La, Delhi

" NISHA KUMARI'S SKILLING
JOURNEY TOWARDS SUCCESS

Nisha grew up in Uttam Nagar, Delhi, where her mother worked as an ironing vendor. Determined to change their circumstances, Nisha joined the Customer Relationship & Sales (CRS) course at the SPID SMART Centre.

Overcoming financial challenges, she worked hard and gained confidence, eventually securing a role as an F&B Service Executive at Nando's Delhi. She now supports her mother financially—a story of determination and grit.

Nisha Kumari

A former student of SPID SMART Centre, Delhi
Now working at Nando's, Delhi

IMPACT STORIES

❝ CHARISHMA'S SUCCESS
AS A LOGISTICS PROFESSIONAL

Yalasa Charishma Deepika was always determined to become financially independent and support her parents.

She enrolled in the Tech Mahindra SMART Academy for Logistics in Visakhapatnam to pursue a career in the industry. Hardworking and eager to learn, her training and exposure visits helped her secure a job at Delhivery. Starting at Kakinada Port, she was promoted within two years and now works in Visakhapatnam, inspiring many women in the sector.

Yalasa Charishma

An alumna of Tech Mahindra SMART Academy for Logistics, Visakhapatnam Now working in Delhivery

❝ SALMA BEGUM'S NEW JOURNEY AS AN ENTREPRENEUR
## WITH SUPPORT OF TMF & SAFA SOCIETY'S EDP PROGRAM

Salma, a resident of Talab Katta, Hyderabad, was determined to support her family financially. Living with her husband and children, she joined a tailoring course at Kriti and later enrolled in the Entrepreneurship Development Program (EDP) with three friends. After completing the training, Salma started a grocery store. Her increased income now helps cover her children's education fees, making her proud to contribute to her family's needs.

Salma Begum

An alumna of SAFA Society SMART Centre Now excelling as an entrepreneur

RESEARCH & ADVOCACY
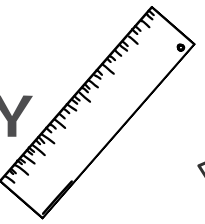
RESEARCH

Our commitment to creating meaningful and lasting impact is driven by rigorous research and data analysis. Our research wing is the keystone for all our initiatives, ensuring that our programs are effective and sustainable. The research supports the organisation in making informed decisions, identifying needs, understanding impact, and fostering innovation and improvement in our programs.

SAAJHI SAMAJH

Saajhi Samajh (or Shared Understanding), is the Foundation's attempt towards creating a broader platform to enable advocacy through discourse and discussion on issues related and relevant to the development sector in India.
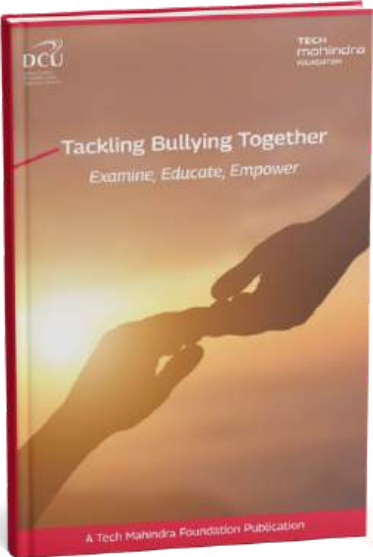
AWARDS

TMF has received several prestigious awards in recognition of its impactful work in CSR, including:
CSR Times Awards for Best CSR Practices
Indian CSR Awards for Outstanding Contribution to Society
Global CSR Excellence & Leadership Awards for Best NGO of the Year
FICCI CSR Awards for Excellence in Corporate Social Responsibility
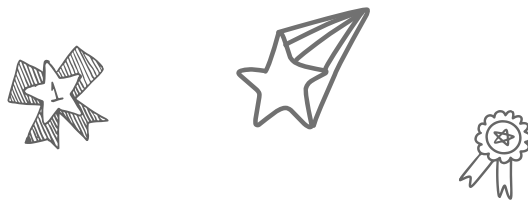
TheCSRUniverse Social Impact
Award 2023 in the Education

Best Healthcare Skilling
Initiative 2023

National CRS
Awards 2020

8th CSR Impact
Awards for ARISE+
Program 2022

Bharat Logistics and
Supply Chain Conclave
& Awards 2024

CSR Health Impact
Awards 2024

Mahatma Award
2023

9th Dalmia Bharat -
CSRBOX CSR Impact
Awards 2023

OUR PARTNERS

& more

Our partners have reached their CSR targets with support from our interventions.

Partner with us to create a greater impact!

Reach out at **info@techmahindrafoundation.org**