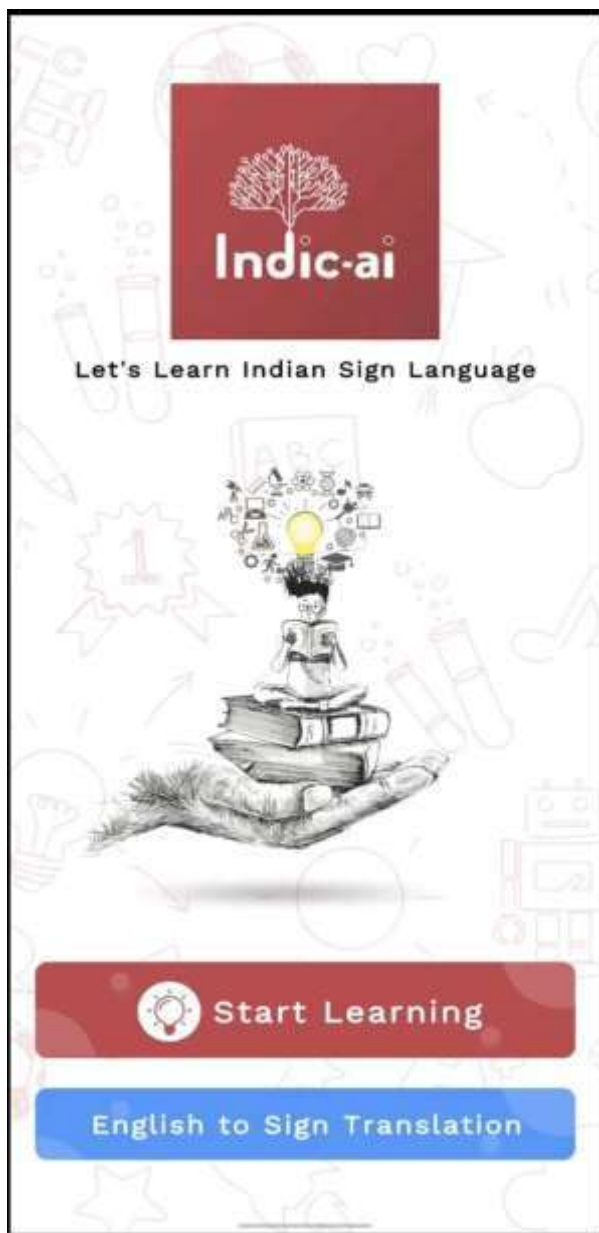




## IndicAI Foundation for Social Good

### Disability to Distinction



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## Foreword

### A Message from Our Founder

We began IndicAI with the conviction that disability should never be a barrier to distinction, and this year, we have seen that conviction realized in unprecedented ways. Our students have not only mastered new skills but have also secured coveted positions at the world's leading corporations and earned admission to prestigious academic institutions.

This report is a celebration of their journey. It details a year of significant milestones: of breaking barriers, of forging powerful partnerships, and of engineering inclusive futures. The theme of this report, *From Potential to Profession*, reflects our strategic shift from simply providing access to education to creating tangible, high-impact career and academic outcomes. The achievements documented in these pages - from students securing ₹20+ LPA roles at Microsoft, Goldman Sachs, Nestle, Morgan Stanley; to others gaining admission into IIT and IIMs - are not isolated successes. They are the result of a robust, collaborative ecosystem that we have built together with our students, partners, and you, our invaluable supporters.

We extend our deepest gratitude to our network of corporate partners, who have recognized the immense talent within our community, and to our donors, whose belief in our mission provides the foundation for everything we do. As we look to the



**Sarita Chand**  
**Founder**

With 17 years in EdTech and leadership at Aditya Birla Group and Goldman Sachs, she brings deep expertise and purpose. She's an alumna of SIBM Pune and the Kellogg School of Management.

future, we are more committed than ever to scaling this impact, ensuring that every individual with a disability has the opportunity not just to participate in the economy, but to lead within it. Thank you for being a part of this transformative journey.

**Sarita Chand, Founder**

**IndicAI for Social Good**

## Introduction

At Indic AI, we believe that disability should never stand in the way of potential. IndicAI began as a heartfelt response to systemic inequities faced by People with Disabilities (PwDs). We started our journey with helping disabled students in accessible digital education, and then extended it to cover corporate jobs and placements for our students. We are now working on setting-up our first eye hospital to work towards disability prevention.

**Vision:** We envision a world where every individual with a disability has equal access to education, employment, and healthcare; where systemic barriers are broken by the power of AI and empathy, and where Persons with Disabilities (PwDs) are not just included, but empowered to lead.

**Mission:** To leverage technology, mentorship, and strategic partnerships to provide students with disabilities with the highest quality education and skill development, creating clear pathways to high-impact careers and academic excellence.

**Our Core Values:** Our work is anchored in values that define our culture and shape our path:

- **Inclusion:** Equity begins with opportunity for all.
- **Innovation:** We harness AI and technology to create scalable, accessible solutions.

- **Empowerment:** We ensure every person we work with can thrive on their own terms.
- **Collaboration:** True change is built together with NGOs, corporates, and academic allies.
- **Excellence:** We are driven to offer the highest quality education and employment pathways with measurable outcomes.

## Our Pan-India Footprint

IndicAI's impact is geographically diverse, reflecting our commitment to reaching students across the nation. Our operations span **13 states**, from the northern terrains of Jammu & Kashmir and Punjab to the central heartlands of Madhya Pradesh and Uttar Pradesh, and further south across Karnataka, Tamil Nadu, and Maharashtra.

This extensive reach is made possible through a robust and collaborative ecosystem and network. This network forms the backbone of our operations, enabling us to identify students, deliver specialized training, and create placement opportunities on a national scale.

Our ecosystem comprises of:

- **11 NGO Partners:** Including National Association of the Blind, Saksham Trust, and Karna Vidya Foundation, who are our grassroots connection to student communities.
- **8 Institutional Partners:** Such as IIIT Delhi, IIMs, and Shaheed Sukhdev College of Business Studies (SSCBS), Dr. Shroff Charity Eye Hospital that collaborate on research, mentorship, and talent identification.
- **15+ Course Providers:** Including Vedantu, Add247, Simplilearn, Henry Harvin, IMS, Interview Buddy and The Wall Street School, offering specialized, industry-aligned training in high-demand fields.

### Impact at a glance

212

Total students

18

Placements in Top  
Institutions & Corporates

9.17L

Average Salary

14L

Highest Salary

8

Students admitted to  
premier institutions

10

Leading Corporates hiring  
out talent



## Empowering Through Education

### The Challenge: Systemic Barriers to Quality Education

For Persons with Disabilities in India, the path to education is often obstructed by systemic challenges. Approximately 45% of PwDs in India remain illiterate, and only 62.9% of those aged 3 to 35 have ever attended a regular school<sup>1</sup>. These statistics reveal a landscape of exclusion, rooted in both physical and attitudinal barriers.

The physical inaccessibility of educational infrastructure is a primary hurdle. Less than 1% of schools in the country are fully accessible<sup>2</sup> to persons with disabilities, and only 6% of public transportation is fully accessible<sup>3</sup>. For a student with a locomotor disability, the simple act of commuting to a classroom can be an insurmountable daily challenge. This forces countless bright minds out of the formal education system, limiting their potential and perpetuating cycles of marginalization.

### Our Solution: Accessible Digital Learning

IndicAI directly confronts these challenges through a model of accessible, cost-free, and high-quality digital education. By

leveraging technology, we bring the classroom to the student, eliminating the barriers of physical travel and inaccessible infrastructure. Our intervention offers a comprehensive suite of support, including free supplemental education, industry-aligned skill training, interview preparation, and competitive exam coaching, all tailored to the specific needs of students with disabilities.

This digitally-enabled model provides the flexibility and accessibility that traditional systems lack. Students can learn at their own pace, using assistive technologies like screen readers and captioning. However, affordability remains a major barrier, with 36% of users citing high course fees as a deterrent<sup>4</sup>. By removing financial barriers through **90-100% scholarships**, we ensure that economic status does not determine educational destiny.

### Who We Support

IndicAI proudly supports a diverse community of students from across the country, representing a wide spectrum of disabilities. Our programs are designed to be inclusive of individuals who

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<sup>1</sup> JK Policy Institute, <https://www.jkpi.org/inclusive-education-for-children-with-disabilities-in-india-a-comprehensive-overview/>

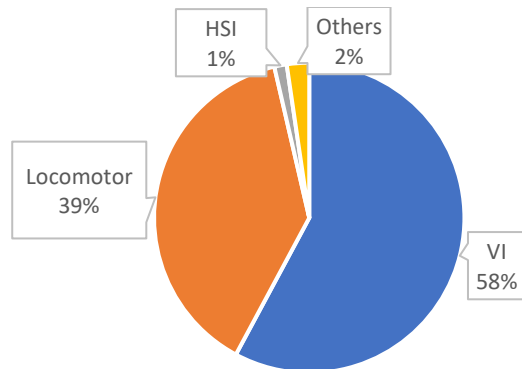
<sup>2</sup> Unicef: [www.unicef.org/india/media/1191/file/Making-Schools-Accessible.pdf](http://www.unicef.org/india/media/1191/file/Making-Schools-Accessible.pdf)

<sup>3</sup> <https://www.pib.gov.in/PressReleasePage.aspx?PRID=2101662>

<sup>4</sup> <https://assets.kpmg.com/content/dam/kpmg/in/pdf/2017/05/Online-Education-in-India-2021.pdf>

have historically been excluded from mainstream educational and career pathways.

### Profile of Our Students by Disability Type



*\*Other Disabilities include Rare Diseases, Cerebral Palsy, Blood Disorders, and Multiple Sclerosis, among others.*

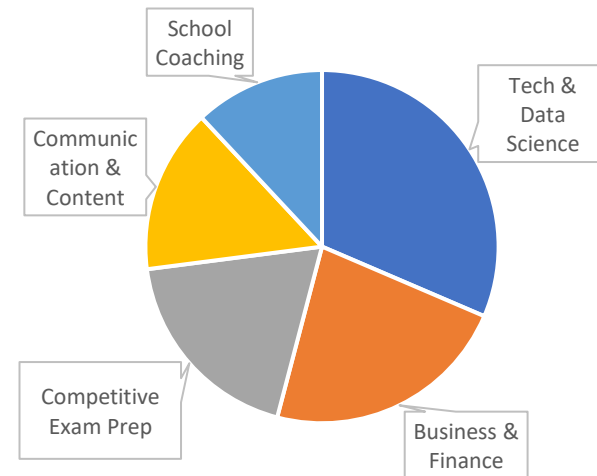
### What We Teach

We partner with leading course providers to offer training in high-growth sectors, ensuring our students are not just job-ready, but career-ready. The focus is on moving beyond basic literacy to advanced, marketable competencies that command

higher salaries and offer greater opportunities for professional growth.

The analysis of course enrollments shows a clear alignment with future-focused industries. A significant portion of our students are pursuing rigorous training in technology, data science, and finance, which directly correlates with the high-value placements they achieve.

### Course enrollment by Category





## Technological Innovation for Inclusion

Technology is not just a tool for delivery; it is a core component of our empowerment model. We develop and deploy innovative solutions to bridge specific accessibility gaps.

- **Indic-Sign App:** To address the communication barriers faced by students with hearing impairments, IndicAI developed the Indic-Sign App. This interactive platform, now used by over 1,000 subscribers, uses gamified lessons to teach Indian Sign Language and over 400 essential English words. The app is fully compliant with Web Content Accessibility Guidelines (WCAG) 2.1, ensuring it is perceivable, operable, and understandable for all users.
- **Assistive Technology Provision:** For students with visual impairments, access to the right tools is fundamental to independence. IndicAI has equipped over 35 students with refurbished laptops installed with specialized screen-reading software like NVDA and JAWS. This initiative not only empowers students to navigate digital environments with autonomy but has also reduced the economic burden on their families by an estimated ₹10.5 lakh.



Saksham Trust, Noida

## Empowering Through Jobs

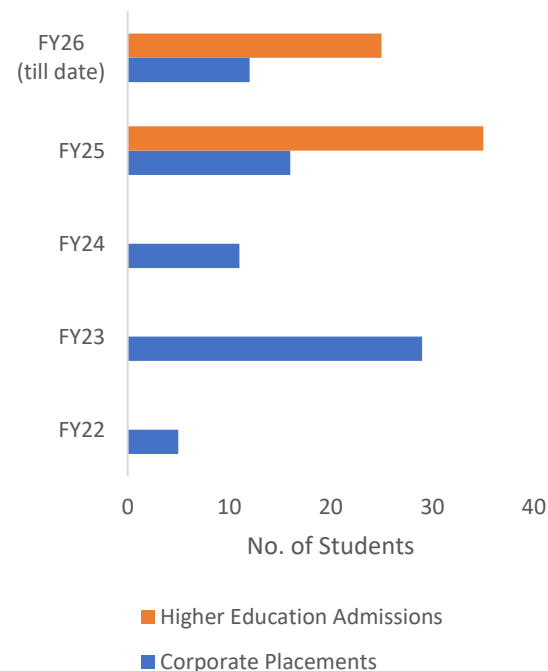
### From Potential to Profession: Driving Economic Independence

IndicAI's engagement extends far beyond the classroom. We provide end-to-end support to ensure that our students' educational achievements translate into meaningful professional and academic outcomes. Our dedicated placement program prepares students through rigorous job-readiness bootcamps, soft skills training, and extensive mock interviews.

We work proactively with leading corporations to design accessible hiring processes, advocate for transparent salary benchmarks, and create equitable job roles. This hands-on approach ensures that our graduates are not just employed, but are positioned to thrive in competitive, high-performing workplaces, earning on par with their peers. For many of our students, this intervention is the critical bridge between their potential and a successful profession.

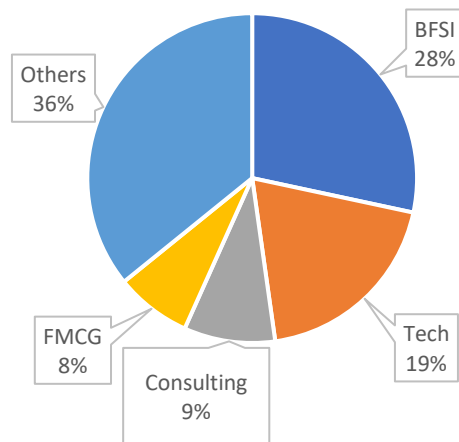
### Our Placement Success

The success of our model is validated by the consistent and growing number of students securing positions in top-tier companies and prestigious universities. Our data shows a clear trajectory of impact, demonstrating our ability to create multiple pathways to success, whether through immediate employment or advanced education.



### Placement Outcomes

The diversity of sectors where our students are placed highlights their versatility and the broad applicability of the skills they acquire. Our graduates are making an impact in some of the most dynamic and influential industries in the global economy.



### The Economic Impact

The most powerful measure of our success is the profound economic transformation experienced by our students. By equipping them with high-demand skills, we enable them to secure roles with salaries that far exceed the national average for Persons with Disabilities, which stands at approximately ₹3 lakh per annum.

The average annual salary for IndicAI's placed graduates is **₹6.8 LPA**, representing a nearly 2.25x increase in earning potential. This significant salary uplift not only provides immediate financial independence for the individual but also creates a ripple effect of stability and prosperity for their families and communities. The salary distribution of our placed students

demonstrates that these are not entry-level, low-wage jobs, but substantive, career-launching roles.

The long-term economic contribution of our intervention is substantial. Based on the 64 graduates placed into corporate roles to date, present value of their projected lifetime earnings are estimated at approximately **₹290 crore**. This projection, based on a 30-year working lifespan, 10% salary growth rate and 6% discount rate, represents a significant creation of human capital value and a tangible contribution to the national economy.

### Our Valued Partners

Our success in placing students in high-impact careers is a direct result of our strong partnerships with a forward-thinking community of corporate leaders. These organizations have moved beyond viewing disability inclusion as a CSR mandate and now recognize it as a strategic imperative for acquiring exceptional, diverse talent. They are not just our hiring partners; they are co-creators in building a more inclusive and equitable workforce.

## Empowerment Through Healthcare

IndicAI is committed to creating systemic change that extends beyond our core programs. Our strategic initiatives in healthcare and rural empowerment are designed to address the foundational barriers to inclusion, ensuring that our impact is both deep and sustainable.

### Healthcare for All: An Eye Hospital

Extending our mission into healthcare, IndicAI is establishing an Eye Hospital in Haryana, scheduled to launch in November 2025. This non-profit facility will serve as a critical healthcare hub for over two million people across more than 175 villages, a region where access to specialized eye care is severely limited.

This transformative initiative is being developed in partnership with Dr. Shroff's Charity Eye Hospital (SCEH), a national leader in community ophthalmology with an extensive network of eight hospitals and 53 vision centres across India. Combining SCEH's medical expertise with Indic AI's grassroots outreach, the Hospital will provide a full spectrum of services, from community-based vision screenings to advanced surgical interventions. By offering a mix of free, subsidized, and paid services, the hospital will ensure that financial constraints do not prevent access to sight-restoring care. The projected impact is immense:

- **Economic Savings:** The total economic cost savings for the intervention across 2,000 patients in its first year is projected at **₹16.79 crore**, factoring in averted medical costs, productivity loss, and informal care costs.
- **Health Outcomes:** The initiative is projected to yield a cumulative gain of **5.76 healthy life years** per individual treated for cataracts, glaucoma, and refractive errors, as measured by Disability-Adjusted Life Years (DALYs) averted.

### Empowering Women in Rural Healthcare

At the heart of our healthcare initiative is a dedicated skilling program that trains young women from underprivileged backgrounds for critical roles such as optometrists, ophthalmic nurses, and occupational therapists. This program provides a pathway to dignified, skilled employment for women who might otherwise be limited to menial work.

The program is projected to train and place 360 women into the rural healthcare workforce by 2030, creating a sustainable pool of local health professionals. The social return on this investment is significant:

- **Social Return on Investment (SROI):** The program is projected to have an SROI of **1.37x**, meaning every rupee invested will yield 1.37 times the value in combined economic and social benefits.

- **Human Capital Creation:** The total human capital created for these 360 women over a seven-year period is projected to be ₹10.98 crore.



**Eye Hospital on NH9, Hisar District, Haryana**

### **Aligning with Global Goals**

IndicAI's work is intrinsically aligned with the United Nations Sustainable Development Goals (SDGs), contributing to a more inclusive, equitable, and sustainable world. Our integrated approach addresses poverty, health, education, gender equality, and economic growth simultaneously.

- **SDG 1 (No Poverty):** Creating high-value employment pathways for PwDs, directly increasing household income and alleviating poverty.
- **SDG 3 (Good Health and Well-being):** Addressing avoidable eye diseases through the eyecare intervention in partnership with Dr. Shroff's Charity Eye Hospital, improving health outcomes for underserved communities in Haryana.
- **SDG 4 (Quality Education):** Providing accessible, inclusive, and high-quality digital education and skill development for students with disabilities.
- **SDG 5 (Gender Equality):** Empowering rural women through skilling programs that lead to formal employment and economic independence.
- **SDG 8 (Decent Work and Economic Growth):** Creating formal employment opportunities for PwDs and rural women, boosting their economic prospects and promoting sustainable livelihoods.
- **SDG 10 (Reduced Inequalities):** Offering marginalized communities, including PwDs and rural women, access to education, healthcare, and employment opportunities that improve individual and collective well-being.

## What our students say



**Tejaswini | IIIT RK Valley**

I scored **80.4%** in my Class 10 Boards and was the **school topper in the CwSN category**. Thanks to the scholarship from **Indic AI**, I could study with **Vedantu**, which really helped me stay consistent and understand subjects better. I'm now thrilled to have secured admission to **IIIT RK Valley** for a 6-year integrated B.Tech program. Thank you to Vedantu, donors and Indic AI for supporting my learning journey.



**Ankit Kumar | Angel One**

Indic AI has been instrumental in shaping my career by connecting me with the right opportunities. As a B. Tech graduate from IIT Delhi, securing a role as a **Software Development Engineer at Angel One** was a significant milestone. The guidance and support I received helped me navigate the placement process with confidence.



## What our donors say



**Rahul Verma, Sr Research Executive (Ipsos Research)**

<https://www.linkedin.com/in/rahul-verma-552a531b0/?originalSubdomain=in>

In partnership with Indic Ai (3yrs), we are committed to empowering Persons with Disabilities (PWDs) through enhanced education, skill development, and employment opportunities. By utilizing innovative digital learning tools, we aim to improve access and career prospects for visually impaired students. Our initiatives align with global standards to ensure Persons with Disabilities gain the necessary skills to succeed in today's job market. Together, we strive for an inclusive future with equal opportunities for all.



**Nikhil Jaisinghani (Director, Polycab India)**

<https://www.linkedin.com/in/nikhil-jaisinghani-85a6b19/>

“Indic AI is one of the most trustworthy and transparent NGOs I’ve come across. They share regular updates and reports, and their work genuinely changes lives — I’ve personally seen the progress made by some of the individuals they support. It’s a cause I’m proud to contribute to.”

## Team Profile



**Dinesh Chaudhary**  
Advisory

Dinesh has 19 years of experience covering Banking, Risk Analytics and AI product management. He has an MBA from IIM – Indore and MS in AI from UC Berkeley.



**Gaurav Bansal**  
Advisory

An ISB Hyderabad alum, he's passionate about driving impact for the differently-abled through his work with Indic AI.



**Monica Gupta**  
Advisory

Dr. Monica is a seasoned academic and corporate leader with over 28 years of experience in institutions like IMT Ghaziabad and FORE School of Management. She currently serves as Director at Ajeevi Technologies and plays a key mentoring role at IndicAI. At IndicAI, she supports students in developing spoken English and interview skills. Her work reflects a deep commitment to student success and employability.



**Shreya Verma**  
Advisory

Shreya is an MBA graduate from SIBM, Pune, with 10+ years of experience. She is a learning-tech enthusiast with a sheer passion for making an impact on people's lives. While she contributes to the Learning-tech space, she handles the entire ops for Indic AI.



**Purva Mittal**  
Advisory

Purva Mittal has over 12 years of experience in patient advocacy and disability activism. She herself is a rare disease patient. She has shown an active presence on multiple platforms to voice the urgency of better policies and their implementation for people with disabilities.



**Akash Das**  
Education Program Manager

Akash Das holds a Master's in Criminology and Criminal Justice Administration and a Bachelor's in Sociology. His strong academic foundation is complemented by practical leadership as an NCC 'C' Certificate holder, and he is also passionate about martial arts, holding a promotion certificate in Muay Thai, demonstrating his commitment to discipline and resilience. He is working as an Education Program Manager at Indic AI.



**Mehraj Khan**  
Placement Manager

Mehraj Khan is a development practitioner with over 12 years of experience in the development sector and holds a master's degree in social work. He has worked with international and national organizations in livelihood, skill development, education, partnership development, and government collaborations. He currently serves as Placement Manager – DEI & Livelihoods at Indic AI.



**Pragya Parashar**  
Chief Operating Officer

Pragya Parashar brings over two decades of expertise in Human Resources and organizational leadership, having worked with leading corporates across industries. As COO of Indic AI, she drives strategy, partnerships, and operational excellence to scale impact for students with disabilities.

## Board Members and Advisors



### Anant Arora

Anant Arora is CEO of Vasudha Foods, driving global growth in Sattvic nutrition. He **brings 35+ years of leadership across Airtel, Akshaya Patra, and The/Nudge Foundation.**



### Mohan Sundaram

CEO of Artilab Foundation. **President of Disability NGO Alliance.** Associated with the incubation program of IIM Bangalore. Mr. Sundaram has mentored over 1,200 budding entrepreneurs. **Alumni of IIM Ahmedabad.**



### Aparna Labroo

**Professor** of Digital Marketing with **Kellogg's College of Management**- Northwestern University. **Alumni of IIM Ahmedabad and Cornell University.**



### Aloke Malik

Ex-President Peter England Retail and **Managing Director of ESPN Star Sports.** He is also actively associated with Sajida Foundation, a leading NGO in Bangladesh. Alumni of IIM Calcutta.



### Dipendra Manocha

**Director of Daisy Consortium**, developing Countries. **President of the National Association of Blind.** Member of the Executive Committee of the World Blind Union.