



INDICAI FOUNDATION FOR SOCIAL GOOD

ANNUAL REPORT

2025–26

Dis-ability to Distinction | Through Education, Employment & Healthcare

indic-ai.org | contact@indic-ai.org

CONTENTS

- 01** Founder’s Message
- 02** About IndicAI
- 03** FY 2025–26 at a Glance
- 04** Empowering Through Education
- 05** Empowering Through Employment
- 06** Empowerment Through Healthcare
- 07** Community Outreach & Donations
- 08** Student Voices
- 09** Alignment with UN SDGs
- 10** Our Ecosystem & Partners
- 11** Looking Ahead

1. FOUNDER'S MESSAGE

“Disability should never be a barrier to distinction — and this year, we have seen that conviction realized in unprecedented ways.”

We began IndicAI with a simple belief: that with the right support, people with disabilities can compete and excel at the highest levels. This year proved that belief is beyond measure. Our students secured roles at Morgan Stanley, Barclays, Amazon, EY, PwC, and American Express. Others gained admission to IIT, IIMs, and Delhi University's most competitive colleges.

This report documents a year of significant milestones. The theme — From Potential to Profession — reflects our strategic evolution from providing access to education toward creating tangible, high-impact career and academic outcomes. The 64 placement and college admission outcomes this year are not isolated successes; they are the result of a collaborative ecosystem built together with students, partners, and supporters.

We extended our impact into new frontiers: 12 rural women enrolled in our Certified Ophthalmic Paramedics program, 262 computers were deployed across schools for the Blind school computer Labs, and 1,600 students received in-kind support through our community network.

We extend our deepest gratitude to our corporate partners — Indian Oil, IPSOS, Barclays, Mastech, Asian Supply Chain, One Stage, Raj Darbar Reality, Sundar Business management, RSH Global, Tiger Pug, Nuworld Retail, AKM Systems, Mankind Pharma— and to every individual donor whose belief provides the foundation for everything we do. As we look ahead, we are more committed than ever to ensuring every individual with a disability has the opportunity not just to participate in the economy, but to lead within it.

Sarita Chand

Founder
IndicAI Foundation for Social Good

2. ABOUT INDICAI

IndicAI is a non-profit social enterprise enabling accessible, affordable education, skilling, pay-parity employment for Persons with Disabilities (PwDs) and healthcare. Founded to dismantle the systemic barriers that keep millions from reaching their potential, we operate at the intersection of technology, mentorship, and strategic partnerships.

VISION

A world where every individual with a disability has equal access to education, employment, and healthcare — where 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, creating clear pathways to high-impact careers and academic excellence.

OUR CORE VALUES

Inclusion

Equity begins with opportunity for all

Innovation

AI & technology for scalable, accessible solutions

Empowerment

Every person thrives on their own terms

Collaboration

True change built with NGOs, corporates & academia

Excellence

Measurable outcomes in education & employment

OUR PAN-INDIA FOOTPRINT

IndicAI's impact spans 18 states, from Jammu & Kashmir to Tamil Nadu, powered by a collaborative ecosystem of 21 NGO partners, 14 institutional partners, and 15+ course providers.

21

NGO Partners

14

Institutional Partners

15+

Course Providers

INDICAI

Dis-Ability to Distinction through Education, Employment & Healthcare



EDUCATION & SKILLING

.. by providing accessible, affordable digital education and professional skilling to Persons with Disabilities through 100% scholarships, partnering with 15+ edtech providers including IMS, Vedantu, and Simplilearn



EMPLOYMENT & PLACEMENTS

.. by enabling pay-parity, job-ready talent through professional skilling, interview readiness, soft skills training, and corporate partnerships with 45+ hiring partners including Amazon, Barclays, Morgan Stanley, EY, and PwC



ASSISTIVE TECHNOLOGY & DIGITAL LITERACY

.. by setting up 20 Computer Labs and deploying 262 computers across schools for the visually and hearing impaired, training 600+ students in JAWS & NVDA screen readers to enable them to write their own exams, and developing the IndicSign app for Indian Sign Language



EYE CARE & HEALTHCARE

.. by establishing an Eye Hospital in Hisar, Haryana in partnership with Dr. Shroff's Charity Eye Hospital - SCEH, for serving 2 million+ people across 175 villages with comprehensive ophthalmic care



RURAL WOMEN EMPOWERMENT

.. by training rural women as Certified Ophthalmic Paramedics in partnership with SCEH, creating pathways to dignified healthcare employment with a projected SROI of 1.37x



COMMUNITY OUTREACH & INCLUSION

.. by conducting career guidance workshops across IITs, IIMs, and partner NGOs, distributing in-kind support to 1600+ students across 18 states, and building a network of 21 NGO and 14 institutional partners

3. FY 2025–26 AT A GLANCE



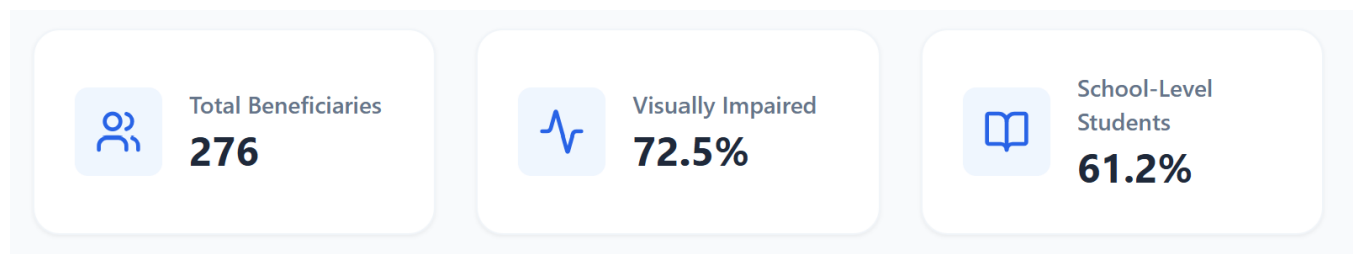
4. EMPOWERING THROUGH EDUCATION

THE CHALLENGE

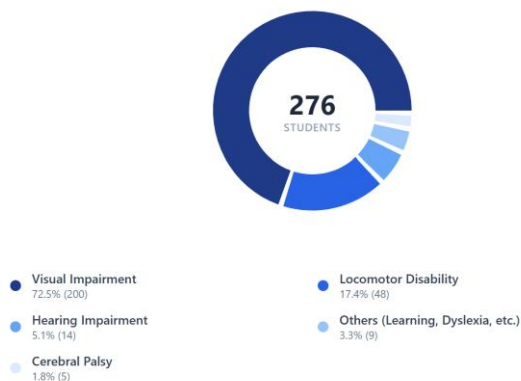
Approximately 45% of PwDs in India remain illiterate, and only 62.9% aged 3–35 have ever attended a regular school. Less than 1% of schools are fully accessible, and only 6% of public transportation meets accessibility standards. These barriers force countless bright minds out of formal education.

OUR SOLUTION: DIGITAL ACCESSIBLE LEARNING

IndicAI confronts these challenges through accessible, affordable, high-quality digital education. By leveraging technology, we bring the classroom to the student. Our model provides digital literacy, supplemental education, industry-aligned skilling, interview preparation, and competitive exam coaching — all tailored for students with disabilities. With 100% scholarships, economic status does not determine educational destiny.

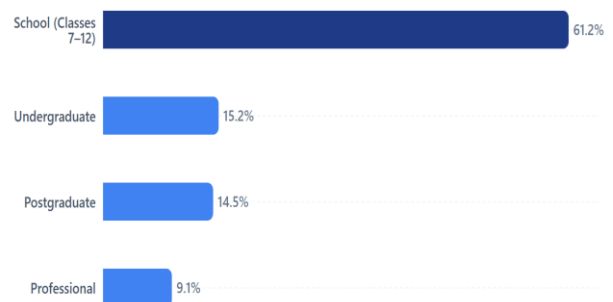


Profile by Disability Type



Student Education Level

Distribution of students across current academic stages.



STUDENT PROFILE BY DISABILITY TYPE

Disability Type	Students	% of Total
Visual Impairment	200	72.5%
Locomotor Disability	48	17.4%
Hearing Impairment	14	5.1%
Cerebral Palsy	5	1.8%
Others (Muscular Dystrophy, Learning Disability, Dyslexia, Intellectual Disability)	9	3.3%

STUDENT EDUCATION LEVEL

Education Level	Students	% of Total
School (Classes 7–12)	169	61.2%
Undergraduate (B.Tech, BBA, B.Com, BCA, BA)	42	15.2%
Postgraduate (MBA, M.Tech, MCA, M.A)	40	14.5%
Professional (UPSC, LLB, Others)	25	9.1%

PROGRAM-WISE ENROLLMENT

Program	Students	Key Details
CUET Preparation	134	Partnered with IMS across 14+ institutions
Entrance Exam Preparation - Others	30	Partnered with IMS, Vedantu, StudyIQ
Academic Support Program	26	Core subjects and Spoken English
Professional Skilling	94	DSA, ML, Data Analytics, Financial Modeling, SAP, CFA
Interview Preparation	42	Mock interviews via Interview Buddy + Mentorship

Note: Some students are enrolled in multiple programs (e.g., mentorship + mock interviews). Total unique students: 276.

4.1. STUDENT EDUCATION

During the year, we supported 276 students for entrance exam preparation, academic support programs, professional skilling and interview preparation.

PROGRAM

4.1.1 CUET Entrance Test

Opening Doors to Central Universities Across India for students with disabilities

Unlocking Higher Education for differently-abled students – with IMS

The Common University Entrance Test (CUET) has redefined how students from all walks of life gain access to India's prestigious central universities. IndicAI Foundation recognized early that this single examination would become the decisive gateway for hundreds of differently-abled students — many of whom had never received structured coaching.

Our CUET program in partnership with IMS, provides end-to-end preparation support: carefully curated study material, domain-subject coaching, mock tests with detailed feedback, and language proficiency modules. We work closely with our students - to ensure the level playing field the examination promises becomes a reality.

Our 2025-26 CUET preparation cohort of 134 students reflects a wide demographic reach. The cohort included 122 visually impaired (VI) students, 7 hearing impaired (HI) students, 3 students with locomotor disabilities, and 2 students with other disabilities. To achieve this scale, we collaborated with grassroots institutions across the country, including:

- Saksham Disability
- National Association for the Blind, Delhi
- Blind Relief Association, Delhi
- J&K Handicapped Association
- J&K Able Hand Foundation
- NAB, Lucknow
- Institute for the Blind, Chandigarh
- Bethany Society, Shillong
- Kendriya Vidyalaya, Chennai
- NIOS / Rural Development Trust
- Seva Kutir, Kingsway Camp, Delhi
- NIEPVD, Dehradun
- Akhil Bhartiya Netraheen Sangh, Delhi

SPOTLIGHT: Shruti Jaiswal, 21 | Korba, Chhattisgarh



Shruti grew up in Mohoda village, where her family saw no clear educational path for a visually impaired girl. She relied solely on memory and oral exams until joining NFB Gyandeeep Sparsh Kanya Vidyalaya, Bilaspur, where she first encountered assistive technology.

Through the Benetech–Bookshare partnership, IndicAI connected her with a laptop donated by IPSOS — and everything shifted. Trained on assistive tools, Shruti studied independently, scored 85% in her Class 12 boards, cleared CUET, and secured admission to Guru Ghasidas University. She now plans to write exams digitally without a scribe.

One laptop turned isolation into independence.

“ *One examination. Few chances. We make sure our students are ready.* ”

PROGRAM

4.1.2 Entrance Exam Preparation — Additional Programs

CAT · JEE · CMAT · CLAT · UPSC

CAT 2026 Preparation — 15 Students

Fifteen undergraduate students — 11 with visual impairment and 4 with locomotor disabilities — from colleges including SSCBS, IIITs, and other professional institutions are preparing for the Common Admission Test (CAT) 2026 through IndicAI's partnership with IMS. The program delivers live online coaching, mock tests, and one-on-one mentorship, targeting admission to the IIMs and other top management institutions.

JEE / ISI Preparation — 8 Students

Eight students from NIEPVD Dehradun, Chakshumati, and other partner schools are preparing for the Joint Entrance Examination (JEE) and the Indian Statistical Institute (ISI) admission tests through Vedantu, IndicAI's Edtech partner. These are among the most demanding technical entrance exams in India, and this cohort represents a significant push into STEM pathways for students with visual impairment.

CMAT 2026 — 3 Students

Three visually impaired students from Brihan Maharashtra College of Commerce (BMCC), Pune are preparing for the Common Management Admission Test (CMAT) 2026 through IMS, with the goal of securing admission to MBA programs.

CLAT / IPMAT / MHCET — 3 Students

Three visually impaired students are preparing for Law (CLAT) and BBA (IPMAT / MHCET) entrance examinations through IMS, opening pathways into professional undergraduate programs in law and management.

Competitive Exams Coaching for differently-abled students – with IMS, Vedantu and StudyIQ

From engineering to management, law to civil services — competitive examinations shape the trajectories of millions of Indian youth. Yet access to quality coaching remains stubbornly tied to economic privilege.

IndicAI's Entrance Exam Preparation program directly challenges this inequality by delivering structured, expert-led coaching for India's most sought-after examinations, entirely free of charge.

UPSC Preparation — 1 Student

SPOTLIGHT: Purva Mittal - Disability Rights Activist & UPSC Aspirant

Purva holds a PhD in Geopolitical Marketing from FMS, University of Delhi, an MBA from Delhi School of Economics, and currently serves as Assistant Professor at the University of Delhi and Special Monitor (Women & Disability) at the National Human Rights Commission of India. She is also a person living with Spinal Muscular Atrophy (SMA), a rare genetic disorder.



As an employee of IndicAI (2017–2022), She built the organization's early infrastructure — partnering with 100 NGOs and 20 educational institutes, launching accessible courses in digital marketing, analytics, and finance, and assembling a 40-volunteer team. She led a legal and advocacy campaign that brought down SMA treatment costs from ₹18 lakhs to roughly ₹48,000 per month — a landmark intervention for thousands of families.

IndicAI now sponsors Purva's UPSC preparation through StudyIQ, making her the first candidate the organization supports for the civil services examination. Her trajectory — from leading the organization's mission to becoming its beneficiary for policy-level ambitions — embodies what IndicAI stands for: that disability is not a ceiling, and that the right support at the right time can compound into systemic change.

PROGRAM

4.1.3 Academic Support Program

Remedial Learning · Tutoring · School Performance Enhancement

Foundational Learning Support for students with disabilities – with Vedantu and Volunteering Mentors

Many students arrive at secondary school with significant learning gaps — not due to lack of ability, but lack of opportunity. Poor school infrastructure, undertrained teachers, and inaccessible learning material during formative years create compound deficits that are difficult to overcome alone.

IndicAI's Academic Support Program steps in as a committed bridge between where students are and where they deserve to be. Through small-batch tutoring sessions, one-on-one mentoring, and structured practice modules, we address foundational gaps in Mathematics, Science, English.

Leaving No Student Behind

Students from Saksham, NAB, NFB, and Karna Vidya Foundation (KVF) are receiving online academic support from two dedicated programs that strengthen core subject foundations and build essential communication skills.

After-School Coaching via Vedantu — 12 Students

Twelve students with visual and other disabilities receive live, online coaching in Physics and Mathematics through IndicAI's partnership with Vedantu. The program is designed to bridge the gap between school-level instruction and competitive examination requirements, with faculty trained to deliver accessible, screen-reader-compatible content.

Spoken English Training via Mentors — 14 Students

Fourteen students from partner organizations participate in structured Spoken English training, delivered by volunteer mentors. The program focuses on conversational fluency, interview readiness, and professional communication — skills increasingly critical for competitive exams and campus placements alike.

SPOTLIGHT: Tejaswani and Safaru | Vedantu After-School coaching

Two students from IndicAI's Vedantu learning program delivered standout results in the 2025 AP SSC Board examinations. Both have since secured admission to IIIT RK Valley (RGUKT) for a 6-year integrated B.Tech Program. From board exam results to a premier technology institution — IndicAI's partnership with Vedantu is proving that access to quality learning can convert potential into outcomes at scale.



Safaru Sanath Kumar scored 88.8% via computer-based testing, topping his district in the CwSN category. A Google Student Champion 2024, his consistency and conceptual clarity were built through sustained access to structured online learning. Tejaswani scored 80.4%, emerging as her school's CwSN topper.



PROGRAM

4.1.4 Professional Skilling Program

Industry-Ready Skills for Tomorrow's Workforce

Building Confidence Alongside Competence – with Simplilearn, The Wall Street School, Henry Harvin, and Interview Buddy

A certificate or degree is only part of the journey to meaningful employment. Employers today increasingly seek graduates who can communicate clearly, collaborate under pressure, manage their time, and present themselves with confidence. For young people from low-income backgrounds who may lack role models in professional environments, these skills can feel elusive.

The Professional Skilling Program at IndicAI delivers hands-on training in communication skills, interview preparation, business etiquette, resume writing, financial literacy, and leadership fundamentals. Sessions are conducted in partnership with corporate volunteers and experienced HR professionals, giving participants direct exposure to workplace expectations. Each cohort graduates with not just new skills, but a genuinely transformed sense of professional self-worth.

94 students from IITs, IIMs, Shaheed Sukhdev College of Business Studies (SSCBS), and other professional colleges across India were enrolled in job-oriented professional courses funded through 100% scholarships. This cohort was specifically selected from undergraduate and postgraduate programs where disability-related barriers to self-financing were acute.

Courses offered spanned a wide range of high-demand domains, including:

- Data Structures & Algorithms (DSA)
- Machine Learning and Data Analytics
- Generative AI
- SAP Certification
- Financial Modeling and CFA preparation
- Lean Six Sigma
- Project Management Professional (PMP) Certification
- Mock Interviews via Interview Buddy

Each student's course was selected in consultation with mentors based on their degree background and target career sector. This tailored approach — rather than a single-course-for-all model — has been a significant driver of placement outcomes.

4.2. DIGITAL LITERACY INFRASTRUCTURE AND TRAINING

With support from IPSOS (20 laptops + trainer fees), Barclays (290 desktops), and Mastech (trainer fees), we strengthened digital literacy infrastructure across institutions for students with special needs. The initiative ensures 600+ visually impaired students become digitally independent, skilled in JAWS and NVDA screen readers, and capable of undertaking academic activities including examinations on their own.

20 Laptops Donated (IPSOS)	262 Desktops Deployed (Barclays)	600+ Students Benefited
--------------------------------------	--	-----------------------------------

SUMMARY

Institution	Devices	Donor	Students Trained
Vision Special School, Delhi	25	Barclays	55+ (VI + HI)
NAB, Delhi	20	Barclays	40+ (Primary)
Akhil Bhartiya Netraheen Sangh, Delhi	15	Barclays	40+ (Class 6–12)
J&K Handicapped Association	20	Barclays	40+ (Class 1–12)
J&K Able Hand Foundation	10	Barclays + IPSOS	50+ (Class 1–12)
NAB, Himachal Pradesh	10	Barclays	40+ (Class 1–12)
Saksham, Noida	10	Barclays	In progress
Primary School, Anantapur (AP)	15 laptops	IPSOS	Students Class 8–10
Chakshumati, Vijayawada	5 laptops	IPSOS	B.Tech aspirants

PROGRAM

4.2.1 Laptop & Tablet Distribution

Putting Technology Directly in Students' Hands

Primary School for Inclusive Education, Anantapur (Andhra Pradesh)

- 15 laptops donated (supported by IPSOS)
- Students from Classes 8–10 are being trained under the Digital Literacy Program

Chakshumati, Vijayawada (Andhra Pradesh)

- 5 laptops donated, with students receive after-school academic coaching through Vedantu, preparing for higher education including B.Tech pathways
- 2 students secured admission to IIIT RK Valley, Andhra Pradesh for an Integrated B.Tech program

A Device That Unlocks Opportunity

Even where digital literacy program exist, the absence of a personal device remains a significant barrier for students. IndicAI's Laptop and Tablet Distribution program has placed refurbished and new devices directly in the hands of students who demonstrate need and intent. Recipients are selected through a transparent process that considers barriers to studies, academic commitment, and readiness to engage with digital learning tools.

PROGRAM

4.2.2 Computer Lab Setup

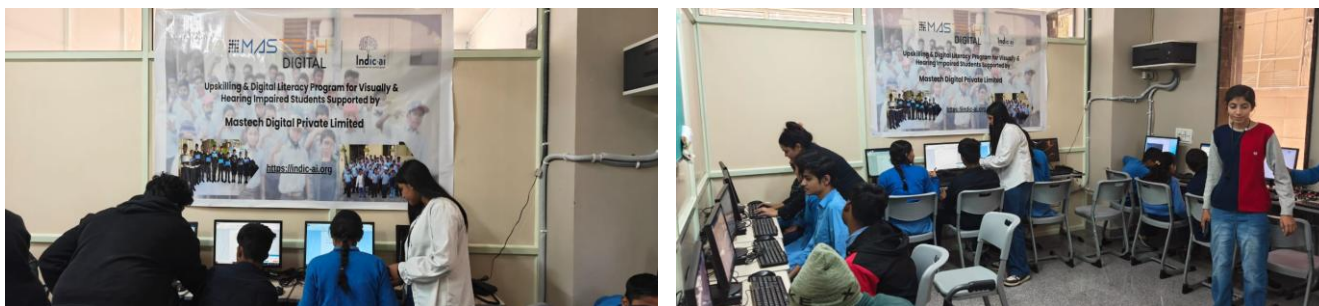
Bridging the Digital Divide — One School at a Time

“*When a Lab Opens, a World Opens.*”

For hundreds of differently-abled school students, a computer remains an aspirational object. This digital unfamiliarity creates a widening chasm as education, workplaces, examinations, and civic life move rapidly online. IndicAI Foundation has worked to change this, school by school. Our Computer Lab Setup Program goes beyond simply donating machines — we identify schools with the infrastructure readiness to benefit, procure and install appropriate hardware with help of our partner organizations, train students and teachers, and establish maintenance protocols that ensure sustainability.

Vision Special School, Delhi

- 30+ visually impaired students are being trained under the Digital Literacy Program
- 25+ hearing impaired students are also receiving digital literacy training
- A dedicated visually impaired trainer, supported by Mastech, has been deployed for structured learning
- The Indic Sign Application (approved by ISLRTC and developed by IndicAI) has been implemented in this school, supporting 25+ hearing impaired students in improving their English reading and writing skills
- 5 tablets were donated by Mankind Pharma specifically to support hearing-impaired students' use of the Indic Sign application



Digital literacy computer lab at Vision Special School in partnership with Mastech

National Association for the Blind - NAB, Delhi

- Computer lab set up with 20 desktops (supported by Barclays)
- 40+ students from primary classes (Classes 1–3) are receiving digital literacy training
- The initiative prepares students for JAWS and NVDA proficiency and supports their transition to mainstream education in Kendriya Vidyalayas and other inclusive schools



Computer lab at NAB in partnership with Barclays

Akhil Bhartiya Netraheen Sangh, Delhi

- Computer lab set up with 15 desktops (supported by Barclays)
- 40+ students from Classes 6–12 are receiving digital literacy training
- This initiative supports students in transitioning to mainstream colleges, including Delhi University

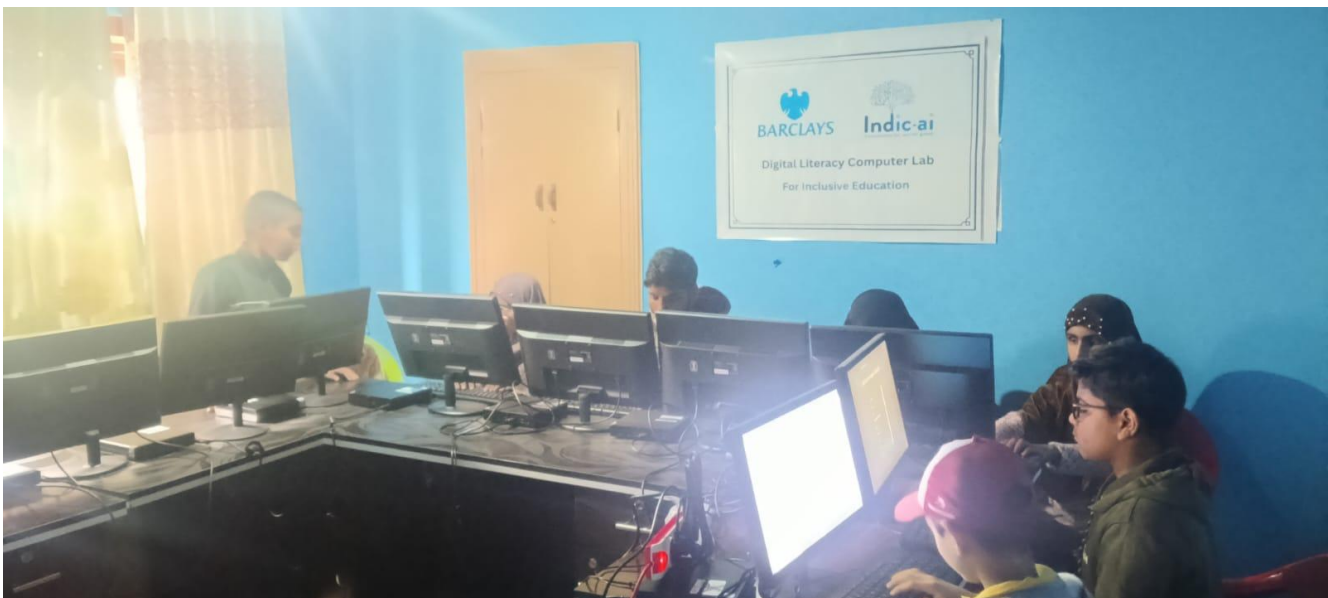




Computer lab at ABNS in partnership with Barclays

J&K Handicapped Association

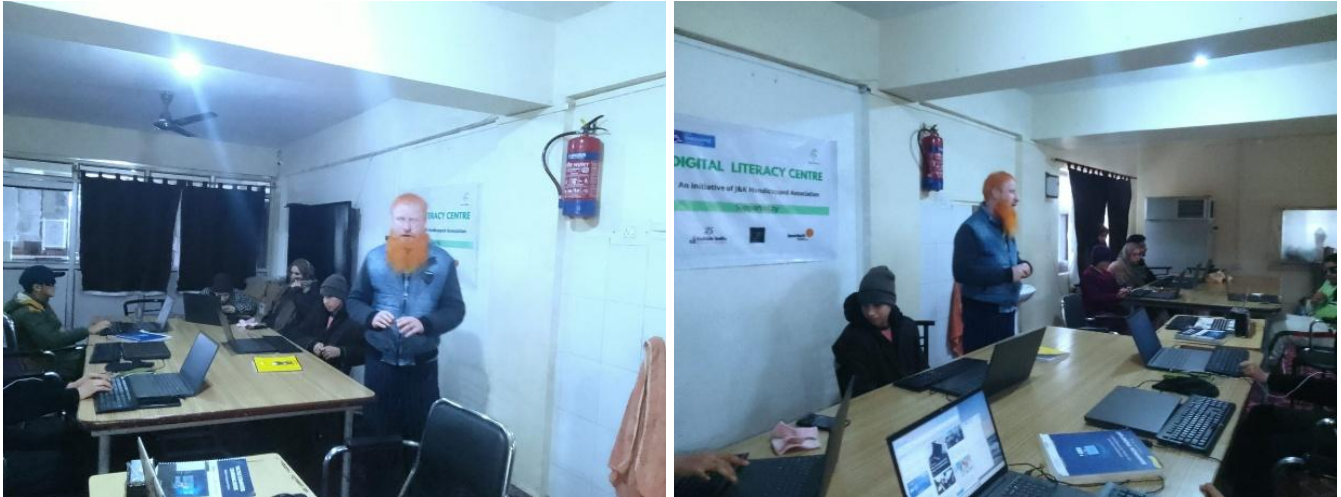
- Computer lab set up with 20 desktops (supported by Barclays)
- 40+ students from Classes 1–12 are receiving digital literacy training
- Training covers JAWS and NVDA, with the goal of enabling admission to DPS Jammu, J&K University, and Delhi University



Computer lab at J&K Handicapped Association in partnership with Barclays and trainer fees support by Ipsos

J&K Able Hand Foundation

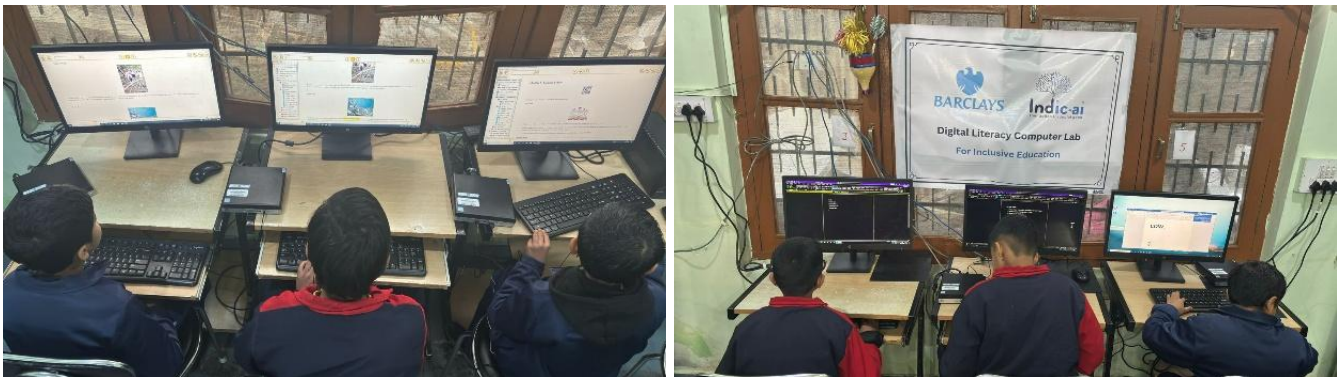
- Computer lab expanded with 10 desktops (supported by Barclays and IPSOS)
- 50+ students from Classes 1–12 are receiving digital literacy training
- The initiative focuses on JAWS/NVDA training and mainstream college transition



Computer lab at J&K Able hand foundation in partnership with Barclays and IPSOS

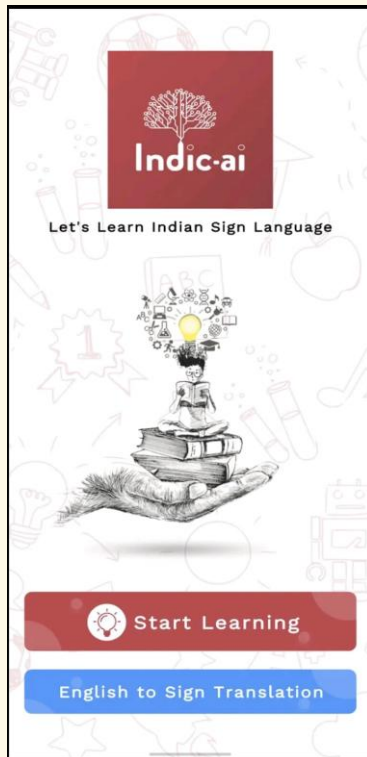
National Association for the Blind, Himachal Pradesh

- Computer lab expanded with 10 desktops (supported by Barclays)
- 40+ students from Classes 1–12 are receiving digital literacy training



Computer lab at NAB, HP in partnership with Barclays

4.2.3 TECHNOLOGICAL INNOVATION



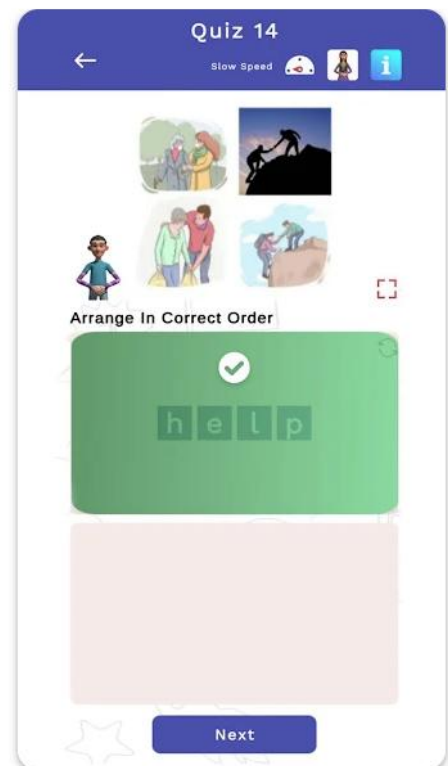
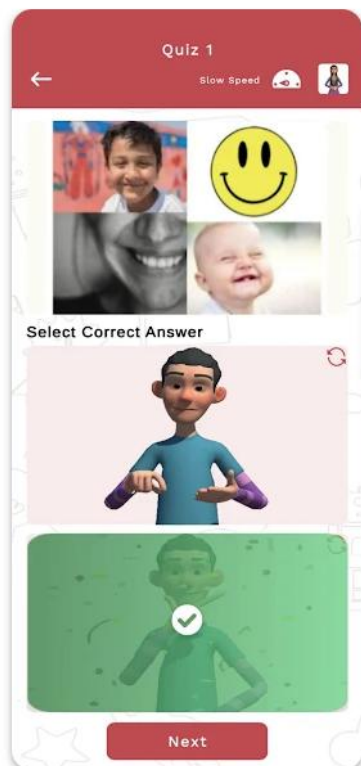
IndicSign App

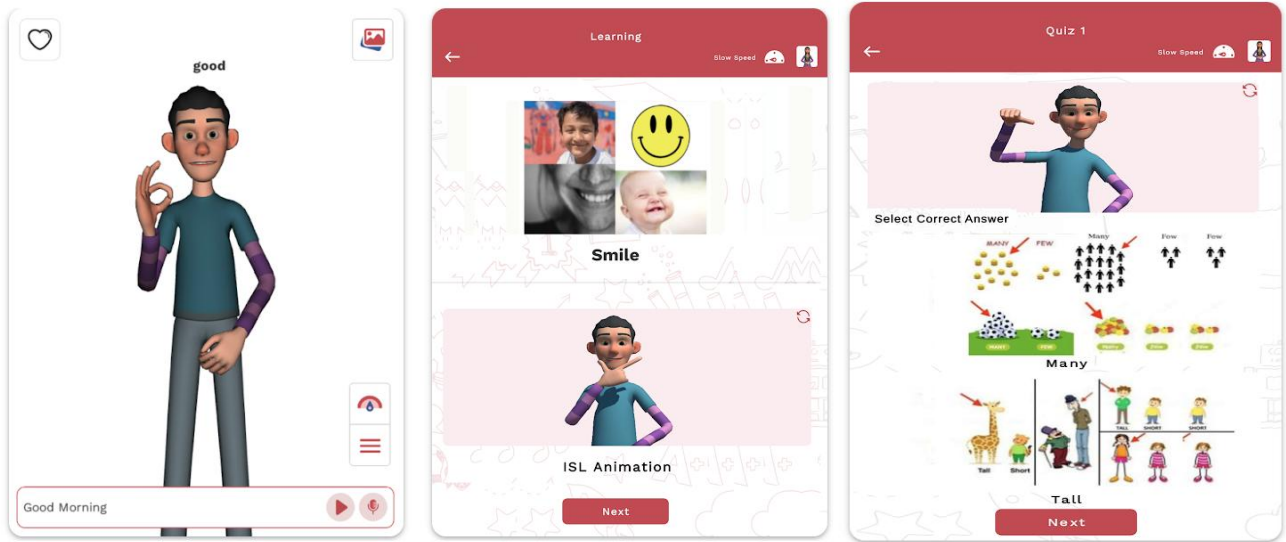
IndicSign is India's first AI-powered 3D application that teaches ISL and English simultaneously through a Duolingo-style learning experience. The app uses 3D animated companions to teach high-frequency English words and sentence formation through a pictographic method — combining multiple visual cues, lip movement demonstrations, and corresponding ISL hand signs in a guided, progressive sequence. Gamified mini-lessons, quiz phases, progress tracking, and adjustable animation speed keep learners engaged and self-paced.

The core objective is English literacy. By building reading and writing competence alongside sign language fluency, the app opens a direct pathway to mainstream education, competitive examinations, and employment — domains where English proficiency is a non-negotiable prerequisite.

The app is fully WCAG 2.1 compliant, approved by the Indian Sign Language Research and Training Centre (ISLRTC), and deployed across IndicAI's partner school network. It is used by over 1,000 subscribers and is available free on the Google Play Store for use in classrooms, homes, and workplaces.

One app. Two languages. A bridge from isolation to inclusion.





IndicSign App for educational mainstreaming of hearing-impaired students



Hearing-impaired students using IndicSign App on tablets

4.3. Career Guidance Workshops — Venues & Reach

IndicAI conducted annual career guidance workshops across partner institutions, designed to introduce students to emerging career opportunities, industry expectations, and available support systems. The workshops are interactive — combining structured sessions with open Q&A — and are tailored to the specific cohort, whether school students, undergraduates, or postgraduates.

Institutional Workshops (Colleges & Universities)

Institution	Location	Focus
Shaheed Sukhdev College of Business Studies (SSCBS)	Delhi University	PwD students in commerce & management programs
IIT Delhi	New Delhi	Career pathways, certifications, placement support
Kirori Mal College	Delhi University	CUET students, DU admissions guidance
Delhi Technological University (DTU)	New Delhi	Engineering students with disabilities
IIM Trichy, IIM Indore, IIM Bangalore	Pan-India (virtual)	Campus placement awareness, PMP & certification programs



Career-guidance workshops at various Institutes

NGO / School Workshops

Organisation	Location	Workshop Theme
NIEPVD	Dehradun	Career pathways post-school for visually impaired students
NAB, Delhi	New Delhi	Digital literacy, higher education, and employment
Amar Jyoti School	New Delhi	Indic Sign Application & communication skills for hearing impaired
Saksham Disability	Noida	Career guidance for students with multiple disabilities



Career guidance workshops at Schools and NGOs

5. EMPOWERING THROUGH EMPLOYMENT

IndicAI provides end-to-end support to ensure educational achievements translate into meaningful professional outcomes: job-readiness bootcamps, soft skills training, mock interviews, and corporate partnership development for accessible hiring. Our graduates earn on par with their non-disabled peers.

38

Corporate Placements

₹8.78 LPA

Avg. CTC

₹26 LPA

Highest CTC (Morgan Stanley)

5.1. CORPORATE PLACEMENTS

During 2025-26, IndicAI successfully placed 14 students in leading organizations such as Barclays, Publicis Sapient, PwC, HDFC ERGO, Godrej Properties, Ambience Construction and Brookfield further strengthening our commitment to enabling meaningful career opportunities for students.

Additionally, 24 students from IITs, IIITs, REC, IIMs, and other professional colleges benefitted from our free job-oriented certification courses. These students have successfully secured campus placements in leading multinational companies (MNCs), such as Morgan Stanley, EY, American Express, Indegene, Paysprint, Amazon, Crisil, K12 Techno Services, etc.

PLACEMENTS BY COMPANY

Company	Hires	Roles	CTC Range
Barclays	5	SDE, Analyst	₹18 LPA
Amazon	4	Transportation Rep.	₹2.5–3 LPA
Publicis Sapient	4	Experience Engineer, SDE	₹3.66 LPA
Morgan Stanley	1	Associate (Quant Audit)	₹26 LPA
American Express	1	Enterprise Acct. Mgr.	₹15 LPA
EY	1	Consultant	₹12 LPA
PwC	1	Consultant	₹12 LPA
Arcesium	1	Engineer	₹18 LPA
Godrej Properties	1	Consultant	₹12 LPA
HDFC Ergo	1	Deputy Manager	₹6 LPA
Crisil	1	Associate Data Analyst	₹7 LPA
Brookfield	1	IT Tech Support	₹7 LPA
Capgemini	1	Consultant	₹7 LPA
Others (12 companies)	15	Various	₹1.25–14 LPA

PLACEMENTS BY DISABILITY TYPE

Disability Type	Count	% Share	Avg. CTC
Locomotor Disability	22	57.9%	₹7.2 LPA
Visual Impairment	10	26.3%	₹10.8 LPA
Hearing Impairment	3	7.9%	₹6.3 LPA
Others (Cerebral Palsy, Muscular Dystrophy, Learning Disability)	3	7.9%	₹12.3 LPA

THE ECONOMIC IMPACT

The national average salary for PwDs is approximately ₹3 LPA. IndicAI's placed graduates earn an average of **₹8.78 LPA** — a **2.9x increase** in earning potential.

Based on cumulative placements, the projected lifetime earnings of our graduates (30-year career, 10% growth, 6% discount rate) are estimated at approximately **₹290 crore** in human capital value.

5.2. COLLEGE ADMISSIONS

26 students secured admission to prestigious institutions through CUET and other entrance exams. Key admissions include IIT Madras, IIIT Nagpur, IIIT RK Valley, and top Delhi University colleges such as Miranda House, Hindu College, Lady Shri Ram, St. Stephen's, Hans Raj, and Shaheed Bhagat Singh College.

Institution Category	Admissions	Notable Colleges
Delhi University	16	Miranda House, LSR, Hindu, St. Stephen's
IITs	1	IIT Madras
IIITs	4	IIIT Nagpur, IIIT RK Valley
Other Universities	5	Pondicherry, Guru Ghasidas

6. EMPOWERMENT THROUGH HEALTHCARE

6.1. EYE HOSPITAL — HISAR, HARYANA



Extending our mission into healthcare, IndicAI is establishing an Eye Hospital in Haryana, scheduled to launch in 2026. 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 IndicAI'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.

₹16.79 Cr

Projected Cost Savings
(Year 1, 2000 patients)

5.76

Healthy Life Years Gained per Patient
(DALYs averted)

175+

Villages Served

6.2. CERTIFIED OPHTHALMIC PARAMEDICS (COP) PROGRAM

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.

During 2025-26, 12 girl students from Haryana have been enrolled in the COP training program. These young women (ages 18–21) from underprivileged backgrounds are being trained for roles as optometrists, ophthalmic nurses, and occupational therapists — a pathway to dignified, skilled employment.

12

Rural Women Enrolled (FY26)

360

Target Trainees by 2030

1.37x

Projected SROI

During the structured six-month training program, participants receive comprehensive theoretical knowledge and hands-on practical exposure in:

- Primary eye care and patient handling
- Vision screening and refraction
- Basic ophthalmic procedures
- Community mobilisation and awareness activities



IndicAI's COP students being trained at SCEH facilities

6.3. Rural Eye Care Outreach — Nuh, Haryana

1,090 Individuals Screened	897 Beneficiaries Supported	1,100+ Reached via Awareness	5 Camp Locations
--------------------------------------	---------------------------------------	--	----------------------------

IndicAI Foundation, supported by One Stage Foundation, conducted a series of rural eye screening camps across five locations in Nuh district, Haryana — one of India's most underserved regions — with the objective of delivering accessible and affordable eye healthcare to communities with very limited access to specialised facilities.

Camp Locations

- Meoli
- Moradwas
- Ootka
- Mohammadpur
- Kherla

Services Delivered

A total of 1,090 individuals were examined for refractive errors, age-related vision problems, and common ocular diseases. Of those screened, 897 beneficiaries received immediate support in the form of reading glasses, prescription spectacles, and essential eye medications. These interventions directly improved vision and enhanced quality of life, productivity, and daily functioning — particularly among the elderly and working-age population.

Community Awareness

Through targeted outreach and local engagement, 1,100 individuals were reached and informed about the importance of regular eye check-ups, early diagnosis, and preventive eye care practices. This community mobilisation effort built trust in the Program and encouraged higher participation in the screening camps — a critical success factor in rural health initiatives where awareness barriers are as significant as access barriers.

The Program contributed to bridging the gap in rural eye care by combining service delivery with community engagement, laying the foundation for sustained access to essential eye care in the region.



Eye screening camps in Rural Haryana

7. COMMUNITY OUTREACH & DONATIONS

Beyond education and employment, IndicAI extends support through in-kind donations and career guidance workshops, strengthening the broader ecosystem for students with disabilities.

T-SHIRT DONATION DRIVE

800 Puma T-shirts, generously donated by AKM Systems Pvt. Ltd., were distributed across 11 schools and organizations pan-India.

Organization	Location
NFB, Mumbai	Pune
NFB, Bilaspur	Bilaspur, Chhattisgarh
NAB, Delhi	New Delhi
Sri Sri Maa Anand Ashram Orphanage	India
Blind People Association	Ahmedabad, Gujarat
Saksham	Noida
Ram Parivar	India
Deepstambh	India
Bethany Society	Shillong, Meghalaya
J&K Handicapped Association	Srinagar, J&K
ORDI	Bengaluru, Karnataka



8. STUDENT VOICES

8.1. STUDENT VOICES – COLLEGE ADMISSIONS

Twenty-six students secured college admissions through IndicAI's CUET, CAT, IIT Jee and entrance exam preparation programs.

Laxman Prasad Mishra

Visually Impaired

B.Tech, Computer Science — IIIT Nagpur

"Thanks to IndicAI's financial support covering my Class 11–12 schooling fees at Tagore International School, Vasant Vihar, my hostel fees at Kota during JEE preparation, and my JOSAA & JAC Delhi counselling fees, I've been able to realise my dream of earning a B.Tech degree in Computer Science at IIIT Nagpur. Their timely assistance relieved me of financial stress and allowed me to focus entirely on my studies. I'm especially grateful to IndicAI and all the donors whose belief in my potential made this possible. Their support has been truly life-changing — transforming what once felt out of reach into a reality, and demonstrating what genuine inclusion looks like."



Naresh

Visually Impaired | Andhra Pradesh

MBA — IIT Madras (via CAT)

"I am proud to share that I cleared the CAT examination and secured admission to pursue an MBA at IIT Madras. Throughout my journey, IndicAI played a meaningful role in supporting my CAT preparation and Group Discussion & Personal Interview (GDPI) preparation in collaboration with IMS. The guidance and resources provided made a real difference in my confidence and performance. I am sincerely grateful for the support and encouragement I received along the way."



Harsh Mittal

Visually Impaired

Hindu College — DU

"I am truly grateful to IMS for their unwavering guidance and support throughout my CUET preparation journey. The structured coaching, insightful mentorship, and regular practice tests played a vital role in helping me clear the CUET entrance exam. I'm proud to share that I've secured admission to my dream college — Hindu College, University of Delhi.

A heartfelt thank you to all the generous donors and to IndicAI for providing me with the opportunity and resources to pursue my goals. Your support has been a turning point in my life, thank you."



Ajit Kumar**Visually Impaired**

B.Com — Shri Guru Gobind Singh Khalsa College, Delhi University

"I've recently secured admission to Shri Guru Gobind Singh Khalsa College, North Campus, University of Delhi. I want to express my heartfelt gratitude to IMS for their exceptional coaching — the structured approach and rigorous mock tests played a pivotal role in my preparation. I'm also deeply thankful to the donors and IndicAI for the scholarship for CUET preparation. This support not only eased my financial burden but also motivated me to work harder. Thanks to the combined efforts of IMS, the donors, and IndicAI, I was able to crack CUET and secure admission to one of the top colleges in Delhi University."

**Diwakar Chaudhary****Visually Impaired**

B.A. (Hons.) Psychology — Keshav Mahavidyalaya, Delhi University

"I'm glad to share that I've secured admission to Keshav Mahavidyalaya, University of Delhi, for the B.A. (Hons.) Psychology program. I would like to sincerely thank IMS for their structured coaching, valuable mock tests, and overall guidance throughout my CUET preparation. The resources and mentorship made it much easier to approach the exam with confidence. I also extend my heartfelt gratitude to IndicAI and all the generous donors who supported me with a scholarship for my CUET preparation."

**Shahid****Visually Impaired**

B.Com — Sri Guru Gobind Singh College of Commerce, Delhi University

"I have successfully secured admission to Sri Guru Gobind Singh College of Commerce, Delhi University for the B.Com course. I would like to sincerely thank IMS for their constant guidance and support in preparing me for the CUET entrance examination. I'm also deeply grateful to the donors for providing me with the scholarship that enabled my CUET preparation through IMS. Thank you all for being a part of my journey."

**Khemlata**

B.A. Program (History + Political Science) — Miranda House, Delhi University

"I have cleared CUET 2025 and secured admission to Miranda House, Delhi University. This achievement would not have been possible without the incredible support and guidance from IMS. The well-structured classes, comprehensive study materials, and regular practice sessions were immensely helpful in strengthening my preparation. I am also deeply grateful to IndicAI and the generous donors whose support made it possible for me to access such high-quality preparation resources."



Kajal Singh

Geography + Political Science — Miranda House, Delhi University

"I am overjoyed to share that I have secured admission to my dream college — Miranda House, Delhi University. This journey has been filled with challenges, but also with unwavering support that helped me overcome each one. I would like to express my deepest gratitude to IMS, whose dedicated mentors, structured guidance, and regular mock tests played a crucial role in building my confidence. A special thanks to IndicAI and the generous donors who believed in students like me and made quality education accessible through scholarship support. Your contribution has not only helped financially but also motivated me to strive for excellence."



Chellavari Pujitha

Visually Impaired

BBA — Pondicherry University (via CUET)

"Preparing for CUET was a challenge, but the support from IMS made all the difference. Their structured classes, helpful mock tests, and consistent guidance gave me the clarity and confidence I needed to perform well. I'm thrilled to have secured admission to the BBA program at Pondicherry University through CUET. A heartfelt gratitude to all the generous donors and IndicAI, who believed in me and supported my preparation through IMS. This BBA admission means a lot to me — it's a step toward a dream I've held for years."



Ayushi Gupta

Visually Impaired

B.Sc — Ashoka University, Sonipat

"I am currently pursuing my B.Sc. degree at Ashoka University, Sonipat. A big thanks to IMS for their constant encouragement and effective coaching throughout my CUET preparation. A special thanks to IndicAI for supporting my coaching journey and making this opportunity possible. I'm truly grateful for the guidance and support that helped me take this important step toward my academic goals."



8.2. STUDENT VOICES – CORPORATE PLACEMENTS

8.2.1. DIRECT PLACEMENTS

The following students were placed directly by IndicAI through its corporate partnerships with organisations including Barclays, PwC, Godrej Properties, HDFC ERGO, Ambience Construction, and Publicis Sapient.

Shreyasi Gawade

Software Development Engineer — Barclays | Dr Babasaheb Ambedkar Technological University, Lonere



"My name is Shreyasi Gawade, and I am truly grateful to IndicAI Foundation for their support and guidance in my career journey. I had shared my profile with the IndicAI team, and they helped by forwarding it to Barclays, which gave me the opportunity to attend interviews. With their support and encouragement, I was able to clear the interview process and secure the job. Their guidance made a meaningful difference in my career. I would highly recommend IndicAI to anyone looking for genuine guidance and career opportunities."

Shreya Kacholia

Analyst — Barclays | IIT Kanpur

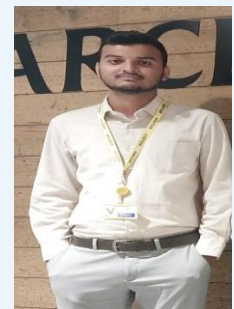


"I am Shreya Kacholia, born albino, I have faced unique challenges and fought them with courage and determination. Hard work and passion for problem solving earned me a place in B.Tech CSE at IIT Kanpur. Surviving intracerebral hemorrhage gave me what I call my second life, and I chose to live it with purpose. Every challenge — from internships to full time role — became a chance to grow stronger and more confident."

Getting selected at Barclays through India AI Foundation proved that dedication always finds its reward, and I sincerely thank the Foundation for believing in my potential and their mentorship. I want every student to know: if you stay consistent and believe in yourself, opportunities will follow."

Mohammed Faiz

Software Engineer (BA3) — Barclays



"I am delighted to share that I have been appointed as a Software Engineer (BA3) at Barclays. I would like to sincerely thank the IndicAI Foundation for their unwavering support, mentorship, and guidance throughout this journey. Their dedication to social impact and empowering individuals is truly commendable. I am eager to grow, learn, and make meaningful contributions while consistently delivering quality results in my role."

Ponnuru Navya Deepika

Hearing Impaired

Intern + Apprentice — PwC Acceleration Center India, Bangalore | PBR Visvodaya Institute of Technology

"I'm happy to share that I have been selected for a 6-month Internship + 1-year Apprenticeship Program in the BSCO stream at PwC Acceleration Center India, Bangalore. I would like to sincerely thank IndicAI Foundation for their continuous support, guidance, and mentorship throughout this journey. Their efforts in empowering PwD students and building career opportunities are truly inspiring. I'm grateful for this opportunity to be a part of PwC AC India."



Manish Vishe

Low Vision

Quality Engineer Intern — Godrej Properties Limited | Sardar Patel College of Engineering, Mumbai

"I'm thrilled to share that I have secured an internship as a Quality Engineer at Godrej Properties Limited. I'd like to express my gratitude to the IndicAI Foundation for their support and guidance throughout the process. Their dedication to social good and empowering individuals is truly inspiring. I'm grateful for the opportunity to be part of Godrej Properties and to contribute to delivering quality excellence."



Mayur Suresh Chaudhari

Deputy Manager, Claims — HDFC ERGO | Shoolini University

"I am grateful to IndicAI Foundation for their exceptional placement support. With focused CV reviews, interview preparation, and continuous guidance, I secured the role of Deputy Manager – Risk and Loss Mitigation at HDFC ERGO. Their belief and support helped me navigate the process with confidence and overcome key barriers."



Kishan Gupta

Civil Engineer — Ambience Construction | IIT Delhi

"I'm grateful to IndicAI for their constant guidance and support throughout my placement journey. With their help, I was able to secure a role at Ambience Construction. Their mentorship, resume-building assistance, and interview preparation sessions played a crucial role in helping me achieve this milestone."



S.B. Amlan Das

Experience Engineering Intern — Publicis Sapiant | IIT Delhi

"IndicAI's support was with me at every step of my placement journey, and the team was always approachable and encouraging. They arranged mock interviews through Interview Buddy, which greatly helped me build confidence, and assigned a dedicated mentor who guided me throughout the process. The career guidance sessions were truly insightful and helped me align my preparation effectively. With their help, I successfully cleared all rounds and have now started my career at Publicis Sapiant. I am deeply grateful to IndicAI, the donors, mentors, and partner institutions whose collective support shaped my professional journey."



Garv Chopda

SDE Intern — Publicis Sapiant | VIT Pune

"I'm incredibly grateful to IndicAI Foundation for their invaluable support in helping me secure an SDE Internship at Publicis Sapiant. The guidance, mentorship, and structured learning path provided by IndicAI played a key role in shaping my technical and professional journey."

Beyond the coursework, the personalized mentorship, resume-building sessions, and mock interviews conducted by IndicAI mentors were crucial in preparing me for the recruitment process. Their constant encouragement and constructive feedback helped me build confidence and improve with each step."



8.2.2. Program-Supported Campus Placements

The following students benefited from IndicAI's professional certification sponsorships and Interview Buddy mock interview sessions, which directly contributed to their campus placement outcomes.

Shivshankar Yadav

Engineer — NTPC | ₹7 LPA

"Through the Java Certification course offered in collaboration with Simplilearn, I gained valuable knowledge and practical skills that helped strengthen my technical foundation. I sincerely thank IndicAI for being a meaningful part of my professional journey. I currently work as an Engineer at NTPC with a package of ₹7 LPA. I truly appreciate IndicAI's efforts in empowering aspiring professionals."



Dhananjay Sapawat

Founding Member — Altech Solutions | IIT Delhi

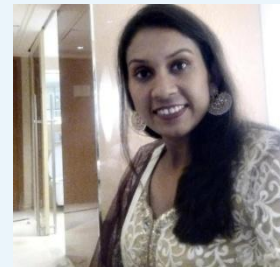
"I have secured a job at Altech Solutions and have started working there. I would like to express my gratitude to IndicAI for their continuous support — especially for the CISCO Mentorship from Banashree Foundation and mock interviews from Interview Buddy, which helped me significantly during actual interviews."



Shruti Bhartia

Associate, Quantitative Audit Group — Morgan Stanley | ₹26 LPA

"IndicAI's support came at a crucial time in my career journey. The Data Analytics course from Simplilearn, sponsored by IndicAI, helped me revise core concepts in statistics, machine learning, and Python — skills that proved central during my interviews. The mock interview session from Interview Buddy was a game-changer, offering targeted feedback and boosting my confidence. At the time, I was working as a Data Analyst at the Association of People with Disabilities. I'm now an Associate with the Quantitative Audit group at Morgan Stanley, and IndicAI's timely intervention played a pivotal role."



Sankalp Gupta

Economic Analyst — CRISIL | IIT Delhi | Special Learning Disability

"I sincerely thank IndicAI and their donors for supporting my job journey. Through a 100% scholarship for Financial Modeling and CFA coaching, along with Interview Buddy, I was able to strengthen my skills and build confidence. I'm proud to share that I have secured a role as an Economic Analyst at CRISIL."



Saurabh Garg

Placement at SInko Energy | IIM Indore | Locomotor Disability

"The Certification in Financial Modeling and Valuation from The Wall Street School helped me upskill by strengthening my understanding of financial statements, valuation techniques such as DCF and comparable analysis, and practical financial modeling with real-world applications. These learnings played an important role in improving my analytical skills and job readiness. I'm grateful to share that I have been placed at SInko Energy through campus placements. Thank you to IndicAI and the donors for the support."



Prasanth Bomminayuni

Consultant — Ernst & Young | IIM Trichy

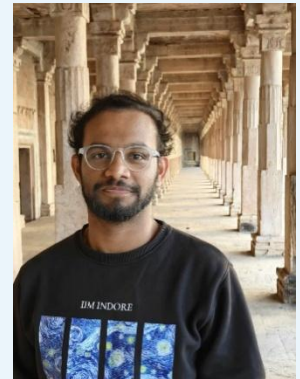
"I would like to thank IndicAI and its generous donor for supporting my enrollment in the Lean Six Sigma course from Simplilearn. The program provided me with a strong foundation in process improvement, quality management, and data-driven decision-making. I am proud to share that I have secured a placement as a Consultant at Ernst & Young. Thank you for believing in me and investing in my growth."



Yash Anil Hule

Management Trainee Professional — Indegene | IIM Indore | Locomotor Disability

"Grateful and deeply thankful to IndicAI Foundation and its generous donors for giving me the opportunity to pursue the Project Management Professional (PMP) certification through Simplilearn. I am happy to share that this contributed significantly to securing an offer as a Management Trainee Professional at Indegene — a life sciences pharmaceutical consulting company — through IIM Indore. Thank you for investing in my growth and enabling opportunities that truly make a difference."



9. ALIGNMENT WITH UN SDGS

IndicAI's integrated approach addresses poverty, health, education, gender equality, and economic growth simultaneously, contributing to a more inclusive and equitable world.

SDG	Goal	IndicAI Contribution
SDG 1	No Poverty	High-value employment pathways for PwDs, directly increasing household income
SDG 3	Good Health	Eye hospital in Haryana preventing avoidable blindness in underserved communities
SDG 4	Quality Education	Accessible digital education and skilling for 276 students across 18 states
SDG 5	Gender Equality	COP program training 12 rural women; target 360 by 2030
SDG 8	Decent Work	38 pay-parity corporate placements at avg. ₹8.78 LPA
SDG 10	Reduced Inequalities	Systemic inclusion of PwDs in education, healthcare & employment

10. OUR ECOSYSTEM & PARTNERS

HIRING PARTNERS

Amazon, Barclays, Publicis Sapient, Morgan Stanley, EY, PwC, American Express, Arcesium, Godrej Properties, HDFC Ergo, Brookfield, Crisil, Capgemini, HSBC, Goldman Sachs, Deloitte, Nestle, Microsoft, and more.

EDTECH & COURSE PARTNERS

IMS, Vedantu, Simplilearn, Henry Harvin, The Wall Street School, Interview Buddy, Study IQ.

NGO & INSTITUTIONAL PARTNERS

National Association for the Blind (Delhi, Lucknow, HP), Saksham Trust, NFB (Mumbai, Bilaspur), Bethany Society (Shillong), J&K Handicapped Association, J&K Able Hand Foundation, Blind Relief Association, NIEPVD (Dehradun), Akhil Bhartiya Netraheen Sangh, Chakshumati, and more.

CORPORATE DONORS

Indian Oil, IPSOS, Barclays, Mastech, Asian Supply Chain, One Stage, Raj Darbar Reality, Sundar Business management, RSH Global, Tiger Pug, Nuworld Retail, AKM Systems and Mankind Pharma.

11. LOOKING AHEAD

As IndicAI enters its next phase, our strategic priorities for FY 2026–27 focus on scaling impact while deepening the quality of our interventions:

Scale Education Programs

Expand from 276 to 500+ students with new partnerships and geographies, with a particular focus on Tier 2–3 cities and northeastern states.

Strengthen Placement Outcomes

Target 200+ placements and college admissions in FY27 by deepening corporate partnerships and expanding into new sectors including fintech, healthcare IT, and sustainable energy.

Launch Eye Hospital

Complete the operationalization of the Eye Hospital in Hisar, Haryana, reaching 2,000+ patients in the first year and training additional COP cohorts.

Technology & Innovation

Scale the IndicSign app to additional schools, develop new AI-powered accessibility tools, and expand digital literacy labs to 30+ institutions.

INDICAI

Foundation for Social Good

Dis-Ability to Distinction

Registered Office: 1202A, Tower A, Pioneer Presidia, Sector 62, Gurgaon, 122018, Haryana

indic-ai.org | contact@indic-ai.org | +91 76289 53752 / 83106 60811