

# PROGRESS REPORT

2024- 2025



# The Message From Our Founders



Over the past decade, more than \$18 billion has been channelled into Corporate Social Responsibility (CSR) initiatives across India. In FY 2024-25, CSR spending reached an all-time high of ₹34,909 crore, marking a steady rise in corporate contributions toward social development. However, despite this significant investment, the overall transformation in human development outcomes remains modest—highlighting the continued need for strategic, inclusive, and sustainable interventions that drive measurable impact.

Over the past five years, GiftAble has grown and adapted to meet emerging challenges, steadfastly advancing our mission to empower persons with disabilities. Our initiatives have expanded to reach underserved communities, with a particular focus on Aspirational Districts in Uttar Pradesh and the Pune-Solapur region

Today, the impact of our efforts is evident:

- Vocational training participants are earning sustainable incomes.
- Children with Developmental Delays are flourishing in school environments.
- Communities are growing more inclusive through targeted advocacy and capacity-building initiatives.

Looking forward, we are enthusiastic about harnessing the transformative power of AI to expand our impact and reach millions more in a shorter span of time. This journey would not have been possible without the steadfast support of our dedicated team, volunteers, donors, friends, families, and well-wishers.



# A Decade of Creating Ripple effect

<b>2013-2016</b>	<ul style="list-style-type: none"><li>• Between 2013 and 2016, a series of focused initiatives were implemented to advance inclusion and accessibility for persons with disabilities.</li><li>• In 2013, awareness programs encouraged communities to learn sign language, fostering an inclusive environment for individuals with hearing impairments.</li><li>• The following year, the Deaf and Vision Club was established to nurture leadership, teamwork, and confidence through inclusive activities such as ArtAble and archery for the visually impaired.</li><li>• In 2015, communication barriers faced by women with disabilities in healthcare were addressed through the development of tactile models and guiding videos. Continuing this effort, 2016 saw the introduction of ten tactile libraries equipped with tactile books—enabling visually impaired learners to better comprehend complex concepts and promoting equal access to knowledge.</li></ul>
<b>2017-2020</b>	<ul style="list-style-type: none"><li>• Between 2017 and 2020, GiftAble advanced disability inclusion through comprehensive skill development programs, inclusive hiring initiatives, and specialized support for small businesses operated by individuals with disabilities.</li><li>• Through widespread accessibility campaigns and sensitivity workshops, as well as the distribution of assistive devices, GiftAble enabled greater participation and independence for persons with disabilities.</li><li>• During this period, the organization also mobilized a network of volunteers and regularly hosted community engagement events aimed at raising awareness and strengthening collaboration with corporates, NGOs, and government bodies.</li><li>• A key focus throughout these years was advocacy for disability rights, with campaigns designed to promote accessibility and inclusion while actively engaging policymakers to drive systemic and legislative change.</li></ul>

# A Decade of Creating Ripple effect

## 2021-2024

- Between 2021 and 2024, GiftAbleD significantly expanded its reach and impact by establishing Early Intervention Centers in aspirational districts and setting up independent training centers across multiple states. These centers serve as inclusive development hubs, providing both direct training and financial inclusion support to Persons with Disabilities (PwDs), particularly in underserved and rural communities.
- In addition, a comprehensive livelihood and upskilling initiative was launched, emphasizing sustainable and eco-friendly product development. This program empowered Individuals with Disabilities to build economic independence while fostering environmental stewardship. Through strategic partnerships with corporates, government departments, and educational institutions, these programs have enabled participants to access job-ready skills and employment pathways.
- GiftAbleD's recent collaboration with Salesforce under the Project LearnAbleD initiative marks a milestone in this journey. The program delivers accessible hybrid training in both technical and soft skills—ranging from AI and robotics to employability foundations—ensuring PwDs are prepared for the future workforce. This integrated approach advances multiple Sustainable Development Goals (SDGs), including Quality Education, Decent Work, Reduced Inequalities, and Partnerships for the Goals, reaffirming GiftAbleD's long-term commitment to inclusion, empowerment, and equitable growth.

## Our Services

# From Strategy to Success

**GiftAble's interventions in health, education and skilling align with the SDGs, aiming to accelerate the inclusion of people with disabilities in India.**

India is home to more than 100 million People with Disabilities, a substantial proportion of whom reside in rural areas. Unfortunately, individuals with disabilities are among the most marginalized and disadvantaged sections of our society. Recognizing this issue, GiftAble has taken on the mission to accelerate the inclusion of people with disabilities by implementing impactful interventions in the areas of skilling, health, and education.



## Our Impact Projects

Our efforts contribute to achieving good health, quality education, decent jobs, reduced inequalities, sustainable cities, and effective partnerships for the betterment of individuals with disabilities.



### Svastya

Improving the health and nutrition of children with developmental disabilities in rural areas.



### Sculpt

Bridges the education gap for CwD's by raising awareness in schools, fostering inclusivity, and ensuring accessible education.



### LearnAble

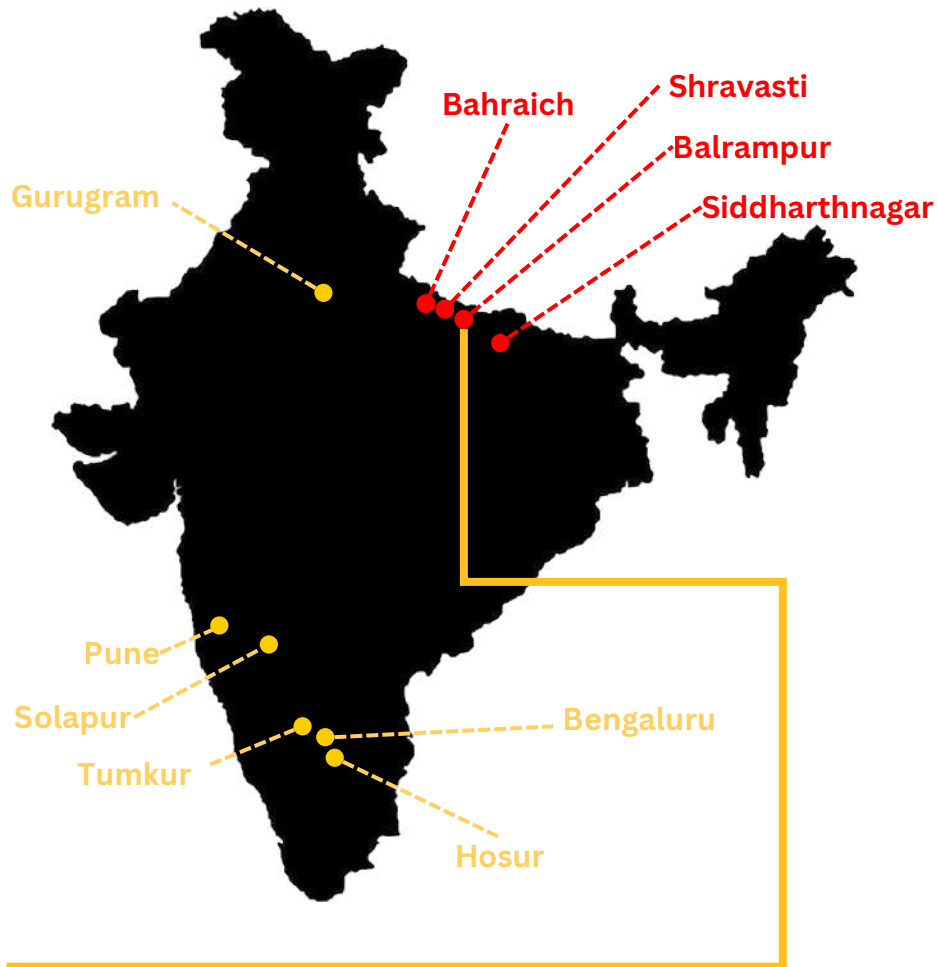
Focuses on providing job-ready courses for graduates with disabilities, enabling them to secure sustainable employment.



### Swatantra

Empowers rural communities through sustainable livelihood opportunities, focusing on skill development and inclusion for persons with disabilities.

# Our Centers



## Aspirational Districts

Uttar Pradesh is home to several aspirational districts identified for targeted developmental interventions. GiftAble is actively working in four of these districts—Bahraich, Shravasti, Balrampur, and Siddharthnagar—which continue to face considerable challenges in health, nutrition, and education.

These districts require focused efforts to enhance basic healthcare services and educational outcomes. Significant investments in healthcare infrastructure, nutrition programs, and educational initiatives are essential to drive sustainable development and improve the overall well-being of these communities.

# IMPACT NUMBERS



## LIVES IMPACTED

Health, Education, and Livelihood have to all come together to ensure a Person with a Disability is relatively independent. Our goal in the next few years would be to scale up all our offerings across the country.

1050+

## VOLUNTEERS ENGAGED

A wide range of volunteering engagements were done across the globe. Volunteers participated in learning sign language and stepped into the shoes of a Person with a Disability with a motto to spread more awareness.

1100+

## PARTICIPANTS

Many awareness camps for parents, government, and corporate staff were conducted where new challenges and solutions were discussed. This we believe will create a ripple impact in building an inclusive space for People with Disabilities in the community.

2700+



# Impact Summit 2025

## Where CSR meets Rural Immersion



### OBJECTIVE

At GiftAble, we believe in the power of inclusion and sustainable impact. Over the years, our work in Aspirational Districts has focused on uplifting communities, empowering lives, and driving transformation at the grassroots level.

From **5th to 8th February 2025**, GiftAble organized the Impact Summit 2025 in the Aspirational Districts of Balrampur and Shravasti, Uttar Pradesh. The summit served as a collaborative platform for CSR leaders, grassroots changemakers, innovators, and development professionals to exchange knowledge, share best practices, and forge partnerships that accelerate rural development and inclusive growth.





# Voices of Impact: Reflections from CSR Leaders

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**Suja Warriar**

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When Prarthana invited me to the Impact Summit 2025, I never imagined it would be such an amazing and transformative experience. GiftAble curated this program so beautifully, leaving us with memories that will stay forever. I was joined by Sivank and Arth (Tata Motors), we embarked on a four-hour journey to Balrampur. We had the best accommodation in the aspirational districts they are working in.

At the summit, I met some of the finest minds—Sunita Venugopal , Vieshaka L Dutta (She, Her), Heddy Ring, Hatim Dawasaz, Ribu Roni Mattom, Rashmi Chandra, Freya D'Souza, Ravi Sreedharan , Manish, ,Harish DK, Govind, and many more. It was humbling to witness the impact GiftAble is making in such remote areas. The hope and pride in the eyes of the beneficiaries were truly inspiring. The best part is, they made this impact in just 3–4 years' time

The most heart-warming moment was seeing the beneficiaries confidently speaking on stage—many for the first time in their lives. Shashi, Bharath, Priyanka—you all will stay in our hearts forever.

And of course, Prateek, as usual, was reluctant to pose for photos—we had to push him to take one!

We also had the chance to visit Shravasti, a place rich in history. Some of us tried our luck exploring Ayodhya, Mahakumbh, and Varanasi too.

This journey was not just an event; it was a lesson in resilience, impact, and the power of collective efforts. It is not just a summit, but an experience to take home with pride People With Disabilities.



## Key Highlights

- Knowledge-sharing sessions with grassroots leaders offering practical insights into building sustainable impact.
- Panel discussions on effective CSR implementation and inclusive development strategies.
- Collaborative dialogues fostering partnerships among corporates, NGOs, and government representatives.
- The summit featured the mothers of children supported by GiftAble, who shared their heartfelt journeys of resilience and hope. In a society where their struggles often go unseen, these mothers reminded us of the true meaning of inclusion. Their stories reflected
  - Resilience:** Overcoming barriers and striving for an inclusive future for their children.
  - Hope:** Celebrating small milestones—first words, first steps—that mark monumental achievements.
  - Community Strength:** Finding unwavering support in GiftAble, where therapy, education, and emotional well-being come together.
- The summit reaffirmed that inclusion is not merely a policy—it is a daily commitment to ensuring every child is valued, supported, and given the opportunity to thrive.
- This summit proved that when corporates, NGOs, and the government unite under a shared vision, meaningful and scalable impact can be achieved. From rural immersions to thought-provoking panel discussions, Impact Summit 2025 reinforced the power of collaboration in shaping an inclusive, equitable, and sustainable future.

# SCULPT – INCLUSIVE EDUCATION PROGRAM (IEP)

## OBJECTIVE

The project is committed to delivering holistic educational support to Children with Disabilities (CwDs), fostering an inclusive and enabling learning environment that meets their diverse needs. Its core objectives are two fold: first, to provide individualized educational interventions that enhance learning outcomes and personal development for each child; and second, to strengthen the overall support ecosystem by capacitating teachers and parents through specialized training.

Through these interventions, the initiative not only empowers CwDs to participate meaningfully in mainstream education but also builds the capacity of educators and caregivers to adopt inclusive teaching practices, implement assistive learning tools, and create nurturing learning spaces. This collaborative, twin-track approach—addressing both direct student needs and systemic enablers—ensures lasting inclusion and equitable access to quality education for all.



## PROJECT BACKGROUND

In numerous communities, Children with Disabilities (CwDs) continue to face substantial barriers in accessing quality education. These challenges extend beyond physical constraints to include societal biases, inadequate resources, and limited capacity among teachers and caregivers. This project sought to address these issues comprehensively by concentrating on pre-primary and primary education—critical stages for building foundational learning and holistic development among CwDs.



# EXECUTIVE SUMMARY

The project was undertaken to advance educational inclusion for Children with Disabilities (CwDs) in pre-primary and primary education. It aimed to strengthen equitable access to quality learning by fostering an inclusive, supportive environment. Through the implementation of targeted interventions, the initiative provided individualized educational support, conducted comprehensive training sessions for teachers and parents, and developed accessible and child-friendly learning materials to enhance participation and learning outcomes.

## Key Achievements:

- Provided Inclusive Education and Early Intervention for 105 Children with Disabilities.
- **Training:** We have successfully trained teachers, parents, and peers on the causes, prevention, and management of disabilities
- Conducted annual Exam and given Report card to Parents.
- Started Remedial Class for School going Children to help them to achieve Educational Goals.
- **Successful Integration:** 16 students with Special needs successfully integrated to mainstream School
- Three students have progressed from low functioning to medium functioning, while one student has advanced from medium functioning to high functioning.
- Educational Visit to Angulimala Caves
- Increased Parents Involvement in Parents Teachers Meeting.
- Our students participated in District Disability Day events, including sports, dance, and painting, and received prizes.
- Had a Summer Camp May month on Different Themes.

# PROGRAMS AND SERVICES

Over the past year, several strategic programs and initiatives were implemented to strengthen the impact and effectiveness of our Information, Education, and Communication (IEC) efforts:

**Individualized Education Plans:** Each student benefits from a customized learning plan that addresses their specific needs and goals.

**Specialized Instruction:** Our instructors have received ongoing professional development to better support students with varying needs.

**Parent and Guardian Involvement:** We have strengthened our communication with parents and guardians to ensure a collaborative approach to each student's education.

**Progress Monitoring:** Regular assessments and feedback mechanisms are in place to track student progress and make necessary adjustments to their learning plans.



## Teacher Training

A comprehensive training program was successfully conducted for educators, focusing on disability awareness and inclusive education. The initiative aimed to build the capacity of teachers by enhancing their understanding, knowledge, and practical skills to effectively support and engage students with disabilities in the classroom.

Throughout the program, a wide range of topics was covered, including the classification of disabilities, differentiated teaching strategies to address diverse learning needs, and the significance of cultivating an inclusive classroom environment. Participants actively engaged in interactive workshops, discussions, and practical exercises designed to reinforce the application of inclusive education principles.



## Awareness Session

We conducted a series of Disability Awareness sessions across four villages, reaching 206 participants. These sessions focused on increasing understanding of the challenges faced by persons with disabilities, promoting inclusivity, and building a more supportive and empathetic community.

The initiative resulted in enhanced community awareness and sensitivity toward disability inclusion. Participants gained a deeper understanding of the value and benefits of the UDID Card, empowering individuals with disabilities to access essential services and entitlements. Furthermore, the sessions strengthened community engagement and collective support, fostering a more inclusive environment for persons with disabilities.



## Peers Group Training In Primary Schools

Peer group training was conducted in four primary schools, covering basic sign language, blindfold activities, color combination exercises, and Brain Gym techniques to promote inclusion and sensory awareness.

A total of 156 participants took part in the sessions. The activities enhanced cognitive development, improved social interaction and communication skills, and expanded access to information. The color-based exercises encouraged creativity, allowing participants to create unique artworks each time.



## Targeted Training for Frontline Workers:

Specialized training sessions were organized for one Auxiliary Nurse Midwife (ANM), three Accredited Social Health Activists (ASHA), and two Anganwadi workers. The training focused on understanding various types of disabilities, preventing developmental delays, and identifying early warning signs in children. These frontline workers play a vital role in the community and, following this training, are better equipped to support families and Children with Disabilities more effectively.



## Sign Language Sessions

During the year, dedicated Sign Language Sessions were conducted both within the community and at our center. These sessions were designed to enhance communication accessibility for individuals with hearing impairments and to raise awareness among community members about the importance of inclusive communication. Participants were introduced to foundational sign language skills, including common expressions and essential vocabulary, fostering greater understanding, empathy, and inclusion for individuals who are deaf or hard of hearing.



## IDPD 2024



International Day of Persons with Disabilities (IDPD) Celebration To mark International Day of Persons with Disabilities (IDPD), a series of vibrant events were held: On December 3rd, a cultural celebration was organized at Vikas Bhavan, which included singing performances, motivational speeches, and a group dance by children with disabilities, showcasing their talents and building confidence. Annual Report: May'2024 to March'2025 A sports competition was conducted at Saraswathi Susumandir, Balrampur, where our participant Faheem won 3rd place, highlighting the spirit of sportsmanship and inclusion. On December 4th, we had the honor of hosting the State Disability Officer at our center. The officer engaged with the children, observed activities, and provided valuable insights and encouragement to the team and families.

# Success Story

Eight year old Kamni lives with her father, Rajesh Kumar, a 36-year-old farmer; her mother, Suman Devi, a 31-year-old homemaker; and her younger brother, Shiva, aged five. She communicates in Awadhi and Hindi and is a bright, expressive child with immense determination.



CHALLENGES	ADDRESSING CHALLENGES
<b>Limited Accessibility</b>	<b>Collaborative Partnerships:</b> Establishing partnerships with local authorities, community organisations and disability advocacy groups helped address accessibility issues and expand resource groups
<b>Mobility and motor coordination</b>	<b>Innovative Solutions:</b> Implementing therapy sessions she is now showing notable progress with support and therapy, achieving milestones such as improved hand-eye coordination and sitting balance.
<b>Difficulties with precise movements such as pinching and hand manipulation, and experienced persistent salivation.</b>	Conducting therapy session helped to improve her speech clarity particularly with the correct articulation of bilabial sounds, where she now achieves 80% accuracy in various word positions. She can identify different lexical categories, such as nouns, verbs, and adjectives, and demonstrates precise articulation of consonant sounds. Functionally, Kamni's daily life has also transformed. Drooling has been reduced by 90%

# Academic Success

Despite her initial challenges, Kamni demonstrates a keen interest in every aspect of classroom life. Her engagement in activities and her eagerness to explore new concepts are truly admirable.

In English, Kamni has achieved significant milestones. She confidently identifies all the letters of the alphabet and recognizes seven two-letter words, along with eight family-related words. Her ability to read small-letter words and basic vocabulary is steadily improving. Through playful activities, songs, and storytelling, Kamni continues to build her language skills and eagerly seeks to expand her knowledge.

Mathematics is another area where Kamni is flourishing. She can count from 1 to 50 and, with encouragement, is practicing counting backward from 20 to 2. Kamni shows an understanding of small and big numbers, can identify numerals, and compare their sizes. She is able to solve simple addition problems with some assistance and is making consistent progress in sorting shapes.

Kamni's curiosity shines in Environmental Studies. She enjoys naming different fruits, animals, and birds, and takes a keen interest in national symbols, such as the national anthem and flag colors. Kamni is learning about the importance of basic resources like food and water and is becoming more aware of her surroundings through participatory discussions and activities.

Her communication skills have seen great improvement. Kamni now confidently introduces herself and can name her family members, classmates, and teachers. She is becoming more adept at asking questions and expressing her ideas, often using complete sentences. Her ability to tell simple stories is emerging, and she demonstrates increasingly polite language in her interactions.

Kamni's artistic abilities are blossoming as well. She creates detailed artwork, using intricate shapes and imaginative patterns, and expresses herself boldly with crayons, markers, and paints.

In dance, Kamni's enthusiasm is palpable. She actively participates in Jumba dance sessions, eagerly imitating moves from routines like "Bam Bam Bhole" and "Choo Choo Aa." Moving confidently to the rhythm, Kamni is becoming more expressive and self-assured through dance. Overall, Kamni's growth across subjects paints a portrait of a dedicated, inquisitive, and creative learner. Her progress is a testament to her resilience and love of learning.



# SVASTYA – EARLY INTERVENTION PROGRAM (EIP)

## OBJECTIVE

The program seeks to enhance the overall well-being and health outcomes of Children with Disabilities (CwDs) through personalized therapeutic interventions designed to meet their individual needs. Its objective is to foster a nurturing and supportive environment that promotes growth across physical, emotional, and social dimensions. By integrating therapy into daily routines, the initiative strives to improve quality of life, empower children to overcome developmental challenges, and enable them to achieve their fullest potential.

We remain dedicated to improving the lives of 105 Children with Disabilities (CwDs) through the provision of therapeutic and educational support. Our approach emphasizes holistic development, integrating interventions that enhance learning, promote physical and emotional well-being, and ensure compassionate, comprehensive care for every child.



## Group Therapy and Early Intervention

As part of our ongoing commitment to the holistic development of children in our care, we conducted monthly group therapy sessions throughout the year. These sessions were thoughtfully structured to provide therapeutic support in a nurturing, engaging, and interactive environment, focusing on emotional expression, social interaction, and developmental growth through a combination of structured and play-based activities.

Throughout the year, children enrolled in the program—both center-based and home-based—received regular therapeutic interventions, including:

- Speech Therapy
- Occupational Therapy (OT)
- Physiotherapy (PT)

Each session was tailored to the child's individual needs, focusing on enhancing communication, motor skills, sensory integration, and independence in daily activities.

## Observed Improvements:

As part of our ongoing commitment to the holistic development of children in our care, we conducted monthly group therapy sessions throughout the year. These sessions were thoughtfully structured to provide therapeutic support in a nurturing, engaging, and interactive environment, focusing on emotional expression, social interaction, and developmental growth through a combination of structured and play-based activities.

## Assistive Devices:

To further our commitment to inclusivity, essential assistive devices were provided to children with disabilities based on individual assessments and medical recommendations. These devices aimed to enhance mobility, communication, and independence.

## Key Achievements:

- **Hand Coordination Activities:** Children participated in activities such as threading beads, ball games, drawing, and building blocks. These exercises enhanced motor planning, coordination, fine and gross motor skills, as well as attention span and confidence.
- **Fun and Therapeutic Group Games:** Group games encouraged self-expression, turn-taking, and peer interaction. These activities promoted teamwork, communication, and emotional regulation.
- **Creative Expression:** Art, music, and storytelling activities offered children alternative avenues to express emotions, helping improve mood and reduce anxiety.
- **Inclusive Environment:** Activities were adapted to accommodate varying developmental levels and individual needs, ensuring meaningful participation for every child.

# Success Story

Kareema, a 6-year-old girl diagnosed with Down Syndrome, received continuous therapeutic support aimed at enhancing her motor coordination, speech, communication, and social engagement.



CHALLENGES	ADDRESSING CHALLENGES
<b>Mobility and motor coordination</b>	Significant improvements were documented in Kareema's gross motor functioning over the reporting period. She achieved independent sitting without external support and developed the ability to transition smoothly from sitting to standing positions. Most notably, she progressed to unsupported standing for brief periods and initiated supported walking activities. The introduction of wall-supported ambulation marked a crucial milestone in her mobility development. Crawling patterns also emerged during this timeframe.
<b>Limited object manipulation</b>	Fine motor coordination showed measurable advancement. Kareema developed improved grasp patterns and voluntary release mechanisms, though duration limitations persist. Her ability to manipulate objects increased from the initial 2-3 minutes to slightly longer periods, indicating strengthening of hand muscles and improved motor planning.
<b>Communication and Speech Development</b>	Fine motor coordination showed measurable advancement. Kareema developed improved grasp patterns and voluntary release mechanisms, though duration limitations persist. Her ability to manipulate objects increased from the initial 2-3 minutes to slightly longer periods, indicating strengthening of hand muscles and improved motor planning.



# SWATANTRA



Project Swatantra in Uttar Pradesh aims to empower rural Persons with Disabilities and their caregivers by equipping them with relevant, employable skills in collaboration with local producer groups. The program provides region and disability-specific vocational training designed to open up sustainable livelihood opportunities. Its core objective is to enhance the quality of life for Persons with Disabilities and their caregivers by strengthening life skills, raising awareness about disability-related laws, and building marketing and financial literacy.

## OBJECTIVE

The primary objectives of the project were to impart vocational training to 200 youth with disabilities, establish sub-manufacturing units across four districts, and facilitate attitudinal and behavioral transformation among the beneficiaries.

Through detailed community surveys and home visits, the project team actively identified and engaged potential candidates with disabilities who could benefit from vocational skill development training. This hands-on approach helped include marginalized individuals who might otherwise have been missed.

**01**

## **Pre-assessment to tailor training programs**

Prior to the start of training sessions, every candidate participated in a thorough pre-assessment to evaluate their current skills, abilities, and learning needs. This data-driven process enabled the customization of training programs to address each participant's unique requirements, thereby optimizing their learning outcomes.

The project delivered a rigorous 45-day intensive training program led by experienced trainers skilled in their respective domains. These sessions encompassed a wide range of vocational skills, equipping participants with practical knowledge and hands-on experience vital for future employment.

**03**

## **Financial Overview**

The project's budget was strategically managed to ensure the optimal use of resources. Donor contributions played a crucial role in meeting expenses such as training materials, instructor fees, transportation, and administrative costs. Emphasis was placed on financial sustainability to support the project's long-term impact and scalability.

**02**

## **Assessment of learning outcomes and engagement in the production unit**

After the completion of training sessions, comprehensive evaluations were carried out to assess participants' learning outcomes and proficiency in newly acquired skills. Selected candidates were then integrated into the production unit, where they applied their training in real-world scenarios. This hands-on experience reinforced their learning and offered valuable exposure to industry standards and practices.

**04**

## **Support in other placement**

In addition to providing employment opportunities within the production unit, the project extended comprehensive support to participants in securing placements across various organizations aligned with their skills and professional interests. The assistance encompassed job search facilitation and coordination with prospective employers, thereby enhancing the overall scope of employment prospects for trained individuals.

# Advance Garments production training



During the period from May to March, a total of **120** beneficiaries participated in the Advanced Garments Production Training program. Out of these, **35** beneficiaries successfully transitioned into production, earning between ₹2000 and ₹2800 per month and collectively stitching over 7,500 units throughout the year. The program not only enhanced their technical skills but also provided essential linkages with government schemes to support beneficiaries with disabilities, facilitating access to wheelchairs and pensions.

Over **100** new garment designs were developed to tap into the corporate gifting and domestic markets, thereby generating more business opportunities and improving earning potential. Participants received advanced training in layering, cutting, and pattern making, equipping them to meet the growing demands of both online and local markets. The introduction of Zoho systems helped them learn inventory and stock management through digital tracking.

Exposure at the Impact Summit offered an invaluable platform for beneficiaries to interact with corporate clients, boosting their morale and confidence to grow further. As a result of the training, the participants gained practical skills in stitching various apparel types such as T-shirts, trousers, shorts, kurtis, hoodies, sweatshirts, crop tops, and tank tops. They also acquired knowledge of multiple printing techniques, including sublimation, DTF, screen, and panel printing, as well as bulk production processes. While the 35 beneficiaries have become self-sustained, continuous efforts are needed to enhance monthly income levels for long-term sustainability.



# Advance bags and Accessories stitching training

- Total **75** beneficiary joined Advance Garments Production Training from May to March. • 45 beneficiaries transitioned to production, earning **₹4000 6000/month** and stitching over 8000 units over the year. Linkages with government schemes were initiated for beneficiaries with disabilities to provide them wheel chair and pension. More than **70** New Designs are Developed to approach corporate gifting and domestic market for more orders to improve the earning. • Advanced training on Quality Training, Using straight knife cutting machine, Layering, cutting and pattern development was given to compete online and local business. Introduction of **Zoho** – A step to make them understand how to track and keep data about stocks and inventory.
- **Skill Development Impact:** Enhanced skills led to increased productivity and higher incentives.
- **Pre-Vocational Training:** 15 beneficiaries (aged 14–18) trained under pre-vocational training programs.
- **Design & Orders:** New laptop bag, laptop sleeve, passport holder and Bag pack orders done for corporates' like PwC, SAP, Publicis Sapient, ITC, Distinct Communication and AQR.
- **Capacity Building:** Program staff attended sessions, including sign language training, to enhance communication with deaf and speech-impaired beneficiaries.
- **5 beneficiaries started production, earning ₹4000 - 6000/month.** **Exposure in Impact Summit gave a golden opportunity for beneficiaries to interact with corporates clients, this boost heir moral support and energy to grow more in life. Beneficiaries learnt to make Laptop Bag, Laptop Sleeve, Passport Holder, Wallet, Tote Bag, Side Sling Bag, Waist Band etc. Beneficiaries learnt about side colouring, edge binding, embossing and printing.**



# Masala Production with SHG Group

Successfully completed **4500** kgs of masala production and sold **4150** kgs of masala, 4 beneficiaries earned **Rs 1000** from May 2024 to March 2025.

Bulk Order Assurance: Corporates like Amedeus and Publicis Sapient has considered us for masala to be used in their canteen. 100 potential clients were contacted, with nearly 50% agreeing to place order.

Cost Efficiency: Ensured competitive raw material procurement and focused on cost reduction. New vendor identified for cheaper raw material

**10 beneficiaries sustained production, earning ₹1000 - 1500/month.**

**Exposure in Impact Summit gave a golden opportunity for beneficiaries to interact with corporates clients, this boost heir moral support and energy to grow more in life.**

**Successfully formed SHG**



# Natural Products Training

- Total **35** beneficiary joined Advance Garments Production Training from May to March.  
**15** beneficiaries transitioned to production, earning ₹**1500 2000**/month and stitching over **3000** units over the year.  
Linkages with government schemes were initiated for beneficiaries with disabilities to provide them wheel chair and pension.  
More than **40** New Designs are Developed to approach corporate gifting and domestic market for more orders to improve the earning.
- Advanced training on Quality Training, Using straight knife cutting machine, Layering, cutting and pattern development was given to compete online and local business.  
Introduction of Zoho - A step to make them understand how to track and keep data about stocks and inventory.
- Skill Development Impact: Enhanced skills led to increased productivity and higher incentives. **Pre-Vocational Training:** 5 beneficiaries (aged 14-18) trained under pre-vocational training programs.
- **Design & Orders:** Sheetal Patti Bag, Photo Frame, Key Chain, Bag Pack and Others.  
**Capacity Building:** Program staff attended sessions, including sign language training, to enhance communication with deaf and speech impaired beneficiaries.
- **15 beneficiaries started production, earning ₹1500 - 2000/month**  
**Exposure in Impact Summit gave a golden opportunity for beneficiaries to interact with corporates clients, this boost heir moral support and energy to grow more in life. Beneficiaries learnt to make Laptop Bag, Laptop Sleeve, Passport Holder, Wallet, Tote Bag, Side Sling Bag, Waist Band etc.**  
**Beneficiaries learnt about side colouring, edge binding, embossing and printing.**





CHALLENGES	LESSONS LEARNED
<b>Logistical Constraints:</b> Lack of adequate transportation infrastructure hindered the mobilization of candidates and delivery of training materials.	Implementing flexible scheduling and decentralized training venues helped mitigate transportation challenges, ensuring wider accessibility for participants.
<b>Limited Resources:</b> Scarce financial resources constrained the scope of the project, limiting the procurement of necessary equipment and resources.	Leveraging partnerships with local businesses and organizations for resource-sharing and in-kind donations proved instrumental in supplementing project resources.
<b>Adaptation to Local Context:</b> Varied socio-cultural contexts within target communities posed challenges in the delivery of standardized training programs.	Embracing cultural sensitivity and community participation fostered greater engagement and relevance of training content, highlighting the importance of context-specific approaches.
<b>Capacity Building:</b> Limited technical expertise among project staff and beneficiaries presented obstacles in delivering high-quality training.	Investing in continuous capacity building and skill development for both staff and beneficiaries through workshops, mentorship programs, and knowledge-sharing sessions enhanced effectiveness.
<b>Monitoring and Evaluation:</b> Inadequate monitoring mechanisms initially hindered the timely identification of challenges and measurement of project impact.	Strengthening monitoring and evaluation frameworks with real-time data collection and feedback mechanisms facilitated proactive problem-solving and informed decision-making.

# Success Stories



## Afreen Jahan

Afreen Jahan is from Bhinga, Shravasti, Uttar Pradesh, where she faced significant challenges due to her speech disability and her family's financial struggles.

**GiftAble Foundation has not just given me skills, they have given me a chance to create a brighter future for myself.**

**I am filled with gratitude for their unwavering support and belief in my potential. I now feel empowered to pursue my dreams and help lift my family out of poverty. I want to encourage anyone facing similar struggles: don't lose hope.**

**With determination and the right support, you can turn your dreams into reality. Thank you, GiftAble, for helping me turn my life around and for showing me that I can overcome any obstacle.**

## Journey

In January last year, Afreen embarked on a new journey by joining the GiftAble Foundation. This decision marked a turning point in her life as she began learning valuable skills that would shape her future. With their support, Afreen received specialized training in stitching T-shirts and lower garments, which enabled her to earn a steady monthly income. This financial independence has brought stability to her life and family. Afreen has acquired the expertise to create various products, showcasing her newfound skills and creativity.

## Products

These products include: PP Bags Woollen Sweaters, Gloves, and Caps Jute Bags Ladies Bags Carry Bags The foundation has not only provided Renu with an opportunity to enhance her skills but has also paved the way for her to earn a living.

# LEARNABLED



LearnAbleD is an inclusive and fully accessible virtual training institute designed to empower Persons with Disabilities through in-demand, industry-ready technical and non-technical courses

## OBJECTIVE

Our goal is to build a skilled and job-ready workforce of Youth with Disabilities, equipped with the competencies and confidence to meet industry requirements.

These courses are designed for Persons with Disabilities, catering to both freshers and experienced professionals. They aim to enhance qualifications and skill sets, enabling participants to stay competitive in the job market. The programs are fully accessible for individuals with all types of disabilities, featuring Sign Language Interpreters and Screen Reader compatibility.

During the financial year 2024-2025, the project successfully upskilled 105 participants through four flagship courses: Data Structures, Financial Analysis, Drone Programming, and Competitive Exam Preparation. These collective efforts have significantly strengthened participants' employability while advancing our mission of building a more inclusive and diverse workforce.





## Key Highlights

- **Crash Course on Data Structures and Algorithms (Java & Python):**  
 14 students successfully completed the course. Currently, 6 participants are employed, while others are in the process of clearing interviews with various corporates.
- **Financial Analysis Course:**  
 22 students completed the course, with 7 securing new jobs, 3 applying their newly acquired skills in existing roles, and 5 profiles shared with corporates for placement opportunities.
- An offline training session was conducted in Bangalore for six days, enabling candidates to interact directly with trainers and clarify their doubts. Certificates were distributed during the offline session in the presence of the Registrar and faculty members of JRDU, Chittrakoot.
- **Financial Analysis Course (O2C):**  
 23 students completed this specialized course launched in January, with 6 participants already employed.
- **Drone Programming Course:**  
 22 students were shortlisted for this course, which focused on drone design, development, data processing, and GIS applications. The course, launched in January 2025, included an offline session in Pune, where participants engaged in hands-on drone building during a one-week residential program.
- **Competitive Exam Preparation:**  
 25 candidates were selected for training in SSC, Railway, and Banking examinations. Sessions began in January 2025, and participants completed their assessments during the March offline session, where certificates were also awarded.
- A **virtual job fair** was conducted between December 2024 and January 2025, with participation from empaneled corporates. Over 30 candidate profiles were shared, and interviews were conducted during the event. representatives.
- Profiles of eligible candidates were shared with leading companies such as Myntra, Amazon, Allstate, Syngenta, MNIIT, Data Pulse Global Services Pvt Ltd, Synchronic IT solutions, Infosys
- 70% of the trained participants are expected to secure jobs by the end next three months, since the trainings are completed in the month of March we have been sharing the candidate's profiles for different companies which will provide the placement for 70% of the trained candidates.

# University/ HEI Accessibility Awareness Program and Website Accessibility Audit

The website accessibility audit has been conducted for the state of Kerala for 2 colleges. They being: - National Institute of Speech and Hearing (NISH - Kerala) and - Kuriakose Chavara Memorial ITI (Kerala). Now these websites are can be accessed by different types of disabilities including the candidates with vision impairment.

## Impact on Beneficiaries

- **Enhanced Employability:** Participants gained practical skills in high-demand areas such as financial analysis, drone technology, and competitive exam preparation
- **Career Advancement:** Several students have successfully transitioned into new roles or applied their skills to existing positions, significantly improving their career prospects.

## IMPACT NUMBERS

COURSE	CANDIDATES TRAINED	CANDIDATES EMPLOYED
Crash course on Data structure and Algorithms using Java & Python	14	6
Crash course on Drone programming and Piloting	22	2
Crash course on financial analysis using advance excel and O2C	23	7
Financial Analysis course using advanced excel	22	6
Competitive Exam Preparation	25	

CHALLENGES	LESSONS LEARNED
<b>Placement Delays:</b> Some students faced delays in securing placements due to the competitive job market and specific corporate requirements	<b>Customized Training:</b> Tailoring courses to meet the specific needs of students and employers has been key to the project's success.
<b>Course Completion Rates:</b> A few students dropped out due to personal or health-related issues.	<b>Corporate Partnerships:</b> Strong collaborations with corporates have been instrumental in facilitating placements and ensuring the relevance of the training programs

## Future Plans

- **1. Expansion of Courses:** Introduce new courses in emerging technologies such as Artificial Intelligence (AI) and Machine Learning (ML) and other trending Tech and non- Tech courses to keep pace with industry demands.
- **2. Enhanced Corporate Partnerships:** Strengthen collaborations with more corporates to ensure higher placement rates and better job opportunities for participants.
- **3. Awareness Campaigns:** Conduct more awareness programs to sensitize employers and universities about the potential of individuals with disabilities.
- **4. Scaling Up:** Expand the project to reach more beneficiaries across India, with a focus on rural and underserved areas.

## Conclusion

The LearnAble -- Upskilling People with Disabilities project has made a significant impact in empowering individuals with disabilities through skill development and job placement initiatives.

Over the financial year 2024-2025, we have successfully trained 106 participants, with several securing meaningful employment. The project has not only enhanced the employability of these individuals but also contributed to creating a more inclusive workforce. We are grateful for the support of Synopsys and look forward to continuing this partnership to drive further impact in the coming years.



# Success Stories

## Rajesh Yadav

Rajesh Yadav, a B.Tech student in Information Technology from Dr. Ambedkar Institute of Technology for Divyangjan, Kanpur, U.P., completed GiftAble's DSA Masters in Data Structure course. We spoke with Rajesh to learn more about his experience and the impact of the course on his career. Background: Rajesh has a deep interest in web development, Python, and SQL databases. He has worked on various projects and completed a two-month internship with America Indian Foundation Trust from Bangalore. He also completed a Python and Data Visualization course from GiftAble.

**GiftAble Experience:** Rajesh was introduced to GiftAble through his college. He appreciated the opportunity to learn from GiftAble's experienced teachers, who provided him with valuable knowledge and skills.

Rajesh reported several positive outcomes from the course, including: Improved skills, Increased confidence, Better collaboration and teamwork, Enhanced communication with colleagues, New opportunities and Access to new projects, roles, or industries Emotional Impact: Rajesh expressed feelings of accomplishment, pride, and relief upon completing the course. He also felt happy and euphoric about achieving his goal. Key Takeaways: Rajesh identified the following key takeaways from his experience: Overcoming challenges, Reaching goals, Learning new skills and Improving performance Conclusion: Rajesh's experience with GiftAble's DSA Masters in Data Structure course demonstrates the positive impact of the program on his career and personal growth. With improved skills, increased confidence, and new opportunities, Rajesh is well-positioned for success in the field of data structure.



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