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About us

- Tech Mahindra Foundation (TMF) is the CSR wing of Tech Mahindra Limited, the fifth largest IT company in India.

 TMF is a not-for-profit company working in the social sector
- India was the first country to make a financial contribution of 2% before tax towards CSR mandatory for companies
- Tech Mahindra Foundation was set up in 2007 and now has a presence in 12 cities.
- Work of the Foundation has been recognised and awarded extensively both in India and abroad
- We work in 3 main areas:
 - ✓ Employability
 - ✓ Education
 - ✓ Disability









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The VET scenario in India

Ministry of Labour & Employment

Ministry of Skills & Entrepreneurship

Directorate General of Employment & Training

National Skills Development Corporation National Skills Development Authority

32 Sector Skills Councils

Government ITI

Private ITC

Government Aided NGO partners

Private Sector Initiatives or CSR funded NGO partners









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Tech Mahindra Foundation's Employability Portfolio

4 - 12 month courses with an emphasis on Soft Skills Courses Offered: - Retail - Hospitality - ITES - Basic Accounting - Office Administration - Pre-Primary Teaching - Logisticsand many more Gourses Offered: - Automobile Technician - Welding - Uffice Administration - Pre-Primary Teaching - Logisticsand many more Gourses offered: - Automobile Technician - CNC Machine - Customer Relationships - Sales - Uperation Theater Technician - Medical Lab Technician - Multimedia - Nurse Aides - Multimedia - Nurse Aides - General Duty Assistants - Emergency Medical Technicians	SMART - Regular	SMART - Technical	SMART - Plus	SMART Academies
- Retail - Hospitality - ITES - Basic Accounting - Office Administration - Pre-Primary Teaching - Logistics - Mathomobile Technician - CNC Machine - Customer Relationships - Sales - Operation Theater Technician - Hospitality - Medical Lab Technician - Certificate: - Multimedia - Multimedia - Hospital Front Office & Billing - Executive - General Duty Assistants	with an emphasis on Soft	related to	·	Certificate and 2-year Diploma Courses in Healthcare
	 Retail Hospitality ITES Basic Accounting Office Administration Pre-Primary Teaching Logistics 	Automobile TechnicianCNC MachineAC & RefrigerationWelding	specializations in: - Customer Relationships & Sales - Hospitality - ITES / BPO - Multimedia	 Dialysis Technician X-Ray & Imaging Technology Operation Theater Technician Medical Lab Technician Certificate: Hospital Front Office & Billing Executive General Duty Assistants

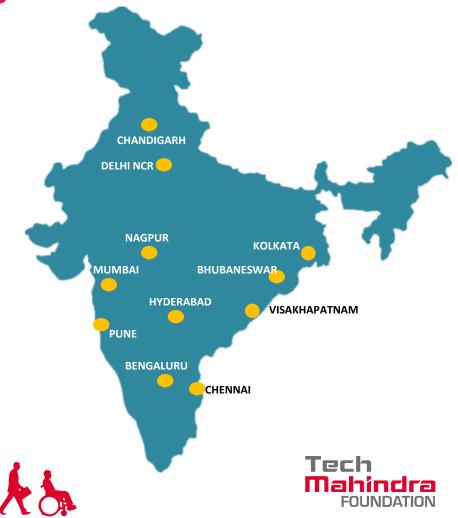


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SMART- Skills for Market Training, is TMF's employability programme

- 65,000 trained to date
- 70% placement rate
- 50% women beneficiaries
- 10% beneficiaries with disabilities
- 100 SMART centres across 11 cities
- 3 SMART Academies









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Innovative/good practices of SMART

- Industry specific curriculum with audio visual aids, on-job training, state of the art laboratories
- Strong mobilization and placement processes with 6 months post placement follow up
- Real time MIS to analyze, verify data and identify gaps
- Closed loop model with strong industry linkages
- 6 months to 2 year training programs with emphasis on spoken English, Work Place Readiness and IT.
- Wide variety of skills training offered- service sector, technical training, healthcare and training of persons with disabilities.
- Strong monitoring team to build capacity and create a cross functional learning platform











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Enabling conditions

- SMART Implemented through :
 - a) Grassroots NGOs
 - b) Directly by the Foundation
- Unconditional support from the company
- Young motivated team of over 100
- Strong written processes backed by a monitoring team, regular audit processes and annual training and development of partners
- Regular internal capacity building with good HR, Accounts and Communication team
- Research backed decisions on new areas like health services











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CHALLENGES	SOLUTIONS	
Vocational training is not aspirational	 Work with industry to ensure better compensation Aptitude tests and identification of interest in school Entry level Counseling 	
National Occupational Standards are below par	Link training, infrastructure and on-job training to industry standards	
Short term courses and disconnect with industry needs	Duration of training aligned to minimum standards of industry requirements	
Lack of linkages with the open schools of learning for school dropouts	Essential to link with National Institute of Open Learning to ensure a minimum education of 12 th Grade.	
Low availability of qualified trainers	Market linked compensation for qualified trainers and periodic capacity building	







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