



nirmaan.org

# Annual Report

## 2023–2024

# BOARD MEMBERS



**MAYUR PATNALA**  
CEO & Founder  
Nirmaan Organization



**ABHISHEK VADDADI**  
Core Team Member, SuperK



**SANDHYA RANI**  
IPoS (Rtd.), Former  
Commissioner of Education,  
Govt of Andhra Pradesh



**VENKAT TANKASALA**  
Asst. Vice President,  
Synchrony International  
Services PVT LTD



**RAKESH SINGHANIA**  
CFO and Partner, Gloplax



**DR ASHOK AGARWAL**  
Retired, previously Founder of SQL  
Star International Ltd, Cyber Media  
India Ltd, ACS Technologies



**VINEET SAXENA**  
Global Head of Fraud and Credit  
Control Services at HSBC



**V LAXMIKANTH**  
Managing Partner,  
Pavestone Capital



**PADMAJA C**  
Global Head, Finance at Novartis  
| Data, Digital and IT



**ABDUL WAHEED**  
Mission Director, Ex-Officio Member,  
IFS (retd), Former Commissioner,  
Minority Welfare Department

# ORGANIZATION ADVISORY COUNCIL



**JAYESH RANJAN IAS**

Principal Secretary to GoT,  
I&C and ITE&C Departments,  
Advisor to Nirmaan



**RAJU REDDY**

Founder & former CEO,  
Sierra Atlantic

## NIRMAAN USA



**GOPI VUDARU**

Infrastructure Manager,  
State Farm Insurance



**VIVEK PALEPU (SECRETARY)**

Regulatory Scientist  
at US FDA – VA, USA



**KARUN VELIGETI**

Co-founder & CEO,  
Sanela Health



**NITHYA ANNAMANENI**

Siemens, Dallas, TX – USA



**NAVEEN MADISETTY  
(TREASURER)**

CEO, Techie Brains Inc IL,  
USA



**SAI PRAMEELA KONDURU**

Software Engineer,  
Salesforce Board Member,  
BITSAA International

# EDUCATION



# SCHOOL TRANSFORMATION PROGRAM

The School Transformation/Adoption Program is committed to ensuring that every child has access to quality education within a safe and conducive learning environment. Our initiative is designed to enhance the overall schooling experience, fostering academic growth and personal development among students.

Students Impacted

**7,058**

**28 Projects**

## STUDENT OUTCOMES

### Dropout Rates:

Reduced by 5%.

### Attendance Rates:

Increased by 5%, reflecting higher student engagement.

## INFRASTRUCTURE IMPROVEMENTS

Water Purifiers

Girls' Toilet Repairs

Solar & UPS Repairs

School Maintenance

Dual Desk Benches

Green Boards

Renovated School Stage

Additional Classrooms

Compound Wall



Before



Before



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# DIGITAL LABS

The Digital Labs Initiative is a long-term, sustainable effort to provide a motivating and encouraging environment for government schools serving socio-economically marginalized communities in urban and rural areas. By setting up Digital Labs, we aim to enhance digital literacy and provide secondary learning resources for students, complementing traditional classroom teaching. This initiative includes projects such as Digital Labs, Smart Classrooms, Disruptive Digital Intervention (DDI) and eKids.

Students Impacted

**49,404**

**106 Projects**

## ADDITIONAL SUPPORT PROGRAMS

Soft Skills Sessions

Motivation Sessions

Career Counseling

Essential Life Skills

Health & Wellness

Environmental Education

Tailored Academic Support



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# STEM LEARNING

The STEM (SCIENCE, TECHNOLOGY, ENGINEERING & MATHEMATICS) Program is a sustainable initiative aimed at providing a motivating environment for socio-economically marginalized students in both urban and rural areas. By setting up STEM Labs, the program enhances students' learning experiences, improves science literacy, and provides equal opportunities for all students, regardless of their socio-economic background.

## LOCATIONS

- \* KGBV Narayanpet
- \* TSWRS schools in Bellampalli
- \* Boath
- \* Manthani
- \* Peddapalli.

Students Impacted

**2,392**

## STUDENT ENROLLMENT

Increased by 10%

## ATTENDANCE

Dropout rates declined by 5%

## INFRASTRUCTURE SUPPORTED

Provided science & mathematics materials.

Basic robotics equipment.

Tables and chairs.

Lab renovation.

Online support from Avishkaar.



## SPONSORS

**syniverse.**

**AMD**

# CODING INITIATIVE PROGRAM

The Wells Fargo – Nirmaan Coding Initiative Program empowers government school students with essential coding skills, fostering digital literacy and promoting quality education and gender equality.

Since the project's inception in August 2021, we have received substantial support from Wells Fargo which enabled us to make significant strides towards our objectives.

Through a combination of instructor-led and self-led learning modules, we aim to bridge the digital divide and equip students with essential coding skills. Our efforts have not only enhanced students' technical capabilities but also fostered critical thinking and problem-solving skills, preparing them for future opportunities in the technology sector.

## LOCATIONS

- \* Bengaluru
- \* Hyderabad
- \* Chennai

Students Impacted

**12,189**

**CLASSROOM ENGAGEMENT**  
2,792 students in 8 schools

**ONLINE LEARNING**  
9,397 STUDENTS

## VOLUNTEER ENGAGEMENT



Added a school  
in Chennai



13 volunteer events



214 volunteer hours



1745 Students received  
Mentorship



## SPONSORS





# **SKILL DEVELOPMENT & ENTREPRENEURSHIP**



# YOUTH EMPLOYMENT PROGRAM

This program is aimed at providing opportunities for young people to gain skills, enter the workforce, and become economically self-sufficient. The primary objective of this program is to train and place unemployed youth and Persons with Disabilities (PWD) from underprivileged communities as per market requirements and help to achieve their own goals.

Trained  
**1585**  
Students

We trained 1,585 underprivileged youth and persons with disabilities in ITES-BPO, TALLY, and WMA, along with hybrid-mode soft skills training, achieving 180 successful placements.



## EVENTS AND ACTIVITIES



Job Interviews



Graduation Ceremonies



Company Exposure Visits



Volunteering Sessions

## SPONSORS



# WOMEN IN TECH

Our initiative focuses on uplifting women from economically disadvantaged communities by providing them with training in Web and Mobile Applications, ITES, Tally, and essential soft skills. The primary goal is to equip these women with the necessary skills to meet market demands and achieve their personal and professional aspirations.

## LOCATIONS

- \* Andhra Pradesh
- \* Telangana

**11053**  
beneficiaries

## PROGRAM HIGHLIGHTS

**Identification and Outreach:** Community Mobilizers identify and engage women in need of training and placement assistance.

**Training and Enrollment:** Women are enrolled in comprehensive training programs covering technical and soft skills.

**Placement Assistance:** We provide support to secure employment through exposure visits, mock interviews, mentorship, and volunteering activities, ensuring women can utilize their skills effectively.



## SPONSORS



# IMPACT HIRING

In India, the literacy rate for youth aged 18–29 stands at 75%, indicating increased access to education. However, this education is not translating into employment, as evidenced by high unemployment rates of 8.02% in rural areas and 7.6% in urban areas.

Our mission is to build a robust network of employers in the industry to support students from underprivileged communities, including Economically Weaker Sections, Persons with Disabilities (PWD), and LGBTQ+ individuals. We aim to create sustainable employment opportunities and improve the socio-economic status of these groups.

## TRAINING SESSIONS



Interview skills



Resume building



Email etiquette



Developed  
Impact Hiring  
Technology portal



Job Drives

**125+**

Beneficiaries  
Registered

**19,386**

Students Placed  
in Jobs

**8003**

Collaboration  
with institutions

**50+**

## SPONSORS



Microsoft

# VOCATIONAL TRAINING CENTER

Amidst the ever-evolving business environment of today, the key to staying pertinent lies in skill. Our Skill Development Program ensures sustainable livelihoods and economic autonomy for women, opening new income opportunities within their communities. This initiative challenges traditional norms, embraces new vocations, and adapts to the evolving employment landscape.

Our 3-month training program for women from financially disadvantaged backgrounds includes courses in tailoring, embroidery, bag making, and beautician services.

**Beneficiaries  
Supported**

**2200**



## KEY ACTIVITIES

- Mobilization
- Interviews
- Training Sessions
- Workshops
- Placement Support
- Volunteer Participation

## SPONSORS



# ENTREPRENEURSHIP DEVELOPMENT PROGRAM

The project focuses on economically empowering girls and women from underprivileged communities through advanced machinery support, leading to their social and financial empowerment.

To achieve this, awareness sessions will be conducted within the community, targeting beneficiaries who have previously undergone Nirmaan's skill development courses. Training will be provided by Nirmaan's skilled trainers, focusing on operating advanced machinery. This foundational training will equip beneficiaries with the necessary technical skills for economic upliftment.

**160**  
beneficiaries

## ADDITIONAL SUPPORT



Time Management



Stress Management



Basic accounting skills



Connecting Beneficiaries With Vendors



## SPONSORS



# PROJECT BHAGYALAXMI

The project aims to empower financially challenged women by providing grant scholarships for upskilling and entrepreneurship, enabling them to gain respectable employment. Scholarships will be awarded based on need, with financial assistance and mentorship provided to guide these women in the right direction.

Livelihoods  
Supported  
**45**



# PROJECT SANKALP

Project SANKALP is an initiative dedicated to empowering individuals with disabilities by providing skill training and employment opportunities. This collaborative effort, involving government agencies and various government-aided educational institutions, aims to bridge the skills gap, promote equal access to employment, and foster a more inclusive society. The project focuses on delivering tailored training programs and support services designed to meet the specific needs of individuals with disabilities.

**Indirect  
Beneficiaries  
650**

**Direct  
Beneficiaries  
203**



## SPONSORS





# LGBTQIA+ EMPOWERMENT PROGRAMS

Project Satrangi Sankalp is one of Nirmaan's flagship initiatives aimed at supporting the LGBTQIA+ communities through sensitization, skilling, and entrepreneurship support. This project is designed to promote economic empowerment, enhance employability skills, and address social prejudices by providing equal opportunities in skill development.

## LOCATIONS

- \* Hyderabad
- \* Godavarikhani

Training  
Completed  
**104**



## OBJECTIVES



Promote economic empowerment.



Enhanced Employability.



Addressing social prejudices.



Skill training for self-employment.

## COURSES COMPLETED

- Basic Computer and Functional English Training
- Basics in Beautician Course and Grooming
- Video Editing
- Event Planning and Management
- Fabric Design (Tie and Dye, Screen Printing, Block Printing)
- VLCC Courses (Spa and Make-up)
- Cooking
- Art & Craft

## SPONSORS

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# CAFÉ MANAGEMENT TRAINING CUM ENTREPRENEURSHIP DEVELOPMENT PROJECT FOR LGBTQ+ COMMUNITY MEMBERS

This project aims to empower 20 LGBTQ+ community members by providing them with two months of intensive training in café management. The training program was designed to equip participants with the essential skills and knowledge needed to start and successfully operate a café business, fostering entrepreneurship within the community.

## KEY HIGHLIGHTS AND ACHIEVEMENTS



Inauguration of Hope In a Cup Café



Corporate Engagements



Corporate Orders



Corporate Stalls



10 Corporate Visits

## MEDIA RECOGNITION

10+ Media Coverages

## AWARDS AND RECOGNITION

- Best CSR Project for LGBTQ+ Community at the SMX CSR Leadership Summit & Awards 2023.
- Telangana Trans Swabhimana Sammelanam at the Trans March Collective.



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# ENVIRONMENT



# LAKE CLEANING PROGRAM

Lakes are vital to our ecosystem, providing not only a habitat for diverse flora and fauna but also contributing to the overall environmental balance. However, many lakes today suffer from pollution, sedimentation, and neglect, which significantly impact their ecological health. Addressing these challenges requires concerted efforts, and corporate social responsibility (CSR) initiatives play a crucial role in driving meaningful change.

## Our Successful CSR Projects and Achievements

### Nerella Lake Restoration

Removed 1600 kilograms of plastic and waste.  
Desilted 70% of the lake area.  
Installed dustbins.

### Sri Ramula Kunta Lake Cleaned & Plantation

Collected 290 kilograms of plastic and waste.  
Planted 50 saplings.  
Installed dustbins.

### Pragathi Nagar Lake Cleaned

Removed 220 kilograms of waste

### Amber Lake Cleaned

Collected 2517 kilograms of plastic and waste

### Hydernagar Lake

Collected 178 kilograms of waste



## SPONSORS



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dun & bradstreet

# PLANTATION PROGRAM

In today's rapidly evolving world climate change, biodiversity loss, and the depletion of natural resources pose significant threats to our planet and future generations. Immediate and collective action is essential to protect our environment.

As part of our Corporate Social Responsibility (CSR) initiative, we have observed an average of 4,000 daily visitors to the Botanical Garden in Hyderabad, including residents, school students, and joggers. DBS Tech, Synopsys, and Silicon Labs have partnered with Nirmaan to implement impactful projects at Botanical Garden for the financial year 2023-24, extending over two years.

**2540**  
Carbon Credits  
Generated

**850+**  
Volunteers

## Achievements

Established the  
Bathukamma Thematic Garden

Established the Herbal  
Medicinal Garden

Planted 2340 trees in  
the Botanical Garden

Strengthened the farm  
pond at PJTSAU

Established the Leaf  
Plate Garden

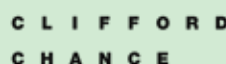


## Employee Engagement Initiatives:

NITHM, Hyderabad: 600 saplings planted

Maulana Azad National Urdu University: 500 saplings planted

## SPONSORS



# SEED TO SOIL PROGRAM

The Seed to Soil Program is a pioneering environmental initiative that focuses on the creation and strategic planting of seed balls to promote greenery and biodiversity. These seed balls are made and then planted in various locations, including schools, forests, and other areas in need of reforestation and beautification.

In the financial year 2023–24, in collaboration with Carrier Technologies volunteers, over 1600 seed balls were crafted using seeds, soil, and water at Kasturba Gandhi Balika Vidyalaya (KGBV). These seed balls were then strategically planted along a newly carved pathway, ensuring optimal growth conditions. This initiative engaged 30 volunteers, students, and school staff in hands-on activities that fostered community involvement and environmental awareness.

As a collective, let us all embrace the green initiatives.



**SPONSORS**



# CITY BEAUTIFICATION PROGRAM

Since the formation of Telangana, the government has made significant efforts to keep the city clean, green, and beautiful. Hyderabad's recent accolade, the prestigious 'World Green City Award 2022,' highlights these efforts, surpassing cities like Paris, Bogota, Mexico City, Montreal, and Fortaleza in Brazil.

Beautifying the community is essential for residents to enjoy a quality life. Nirmaan has been actively involved in beautification projects such as lake cleaning, painting, informative school campus drawings, and plantation drives across India. The program aims to beautify prominent public places in CGI office-based locations (Hyderabad, Pune, Mumbai, and Chennai).

**190+**  
Volunteers

**720+**  
Volunteering  
Hours

## Key Locations



**Ayurvedic College  
Hyderabad**



**Nallagandla Flyover  
Hyderabad**



**Mettuguda Compound  
Wall - Hyderabad**



**Mahatma Jyothi Pule  
Vidyalaya - Pune**



## SPONSORS

**CGI**

# HEALTH





## MEDICAL ESSENTIALS SUPPORT TO MNJ HOSPITAL

In many parts of India, limited access to healthcare and medical equipment, particularly in Gynaecology Departments, creates significant challenges. With 17 departments and 750 beds, MNJ Institute of Oncology and Regional Cancer Institute, Hyderabad plays a crucial role in providing specialized care. Upgrading public healthcare at various levels is necessary to offer better care to patients from underprivileged backgrounds.

Our initiative to provide Medical Essentials Support to MNJ Government Hospital aims to improve healthcare services and reduce Gynaecology referrals to private/tertiary hospitals. This support provides a green channel for women, decreasing the waiting period and enhancing overall patient care.

Impacted  
**500+**  
women cancer patients

### Equipment Supported



50 Stretcher with  
cylinder stand



605 Bedsheets



1 Electric vehicle  
& 63 wheelchairs



### SPONSORS

**Cigniti**  
Software Quality Assured

# MENTAL HEALTH

Mental health is a cornerstone of our community well-being efforts, recognizing the profound impact it has on individuals. This year, we expanded our outreach through targeted mental health programs, offering counseling services, awareness sessions, and workshops that addressed stress management, emotional resilience, and mental health education. Our initiatives aimed to break the stigma surrounding mental health, ensuring that support and resources are accessible to all who need them.

## Awareness Sessions

- 10 Learning & Development Sessions
- 12 Nirmaan Skill Centers
- 2 Tribal Welfare Residential Students
- 3 LGBTQ+ Individuals
- 3 Government School Students
- 3 Nirmaan Career Saathi Students



# VILLAGE ADOPTION



# VILLAGE ADOPTION PROGRAM

The Village Adoption Program focuses on uplifting Particularly Vulnerable Tribal Groups (PVTGs), specifically the Chenchu and Thoti tribes, residing in the Nallamala Forest region across Adilabad, Nagarkurnool, and Mahabubnagar districts. In collaboration with ServiceNow, the project aims to enhance the quality of life by addressing critical challenges through the implementation of Model Village norms.

## 15 VILLAGES-3 DISTRICTS

- Adilabad,
- Nagarkurnool,
- Mahabubnagar

Beneficiaries  
**703 Families**  
**2470 Individuals**

## Infrastructure Development



Construction of  
Community Toilets



Installation of Borewells  
and Water Tanks



Installation of  
Street Lights



Construction of  
Cattle Sheds

## Social and Economic Empowerment

- Establishment of Community Halls
- Support for Archery Students
- Provision of Sports Items for Schools
- Health Camps
- Construction of Farm Ponds



## SPONSORS

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# **AWARDS & RECOGNITIONS**

- **Best Impact Awards at the CSR SMX Summit**
- **Prestigious Educational Donor Award-2024 by the Vandemataram Foundation.**
- **Certificate of Appreciation by the Government of Telangana's Osmania General Hospital Blood Centre**
- **Honored by prestigious International Visitors Leadership Program (IVLP), USA-2024**
- **Telangana Trans Swabhimana Prestigious Awards - Annapurna Studios**
- **Bheeshma Vishista Puraskar award in the social impact category by Vandhe Bharat**

# CORPORATE PARTNERS

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38. DRL
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49. F5 Networks
50. FactSet
51. First American
52. FirstSource
53. For Better Tomorrow
54. Franklin Templeton
55. Fuel A Dream
56. Give2Asia
57. GiveIndia
58. Global Pragati Foundation
59. HCL Foundation
60. HCSC
61. HSBC Bank
62. HSBC Global Operations
63. HSBC Software Development India Pvt Ltd
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90. Open Text Technologies Pvt Ltd
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92. Pega Systems

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94. PepsiCo India
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96. PURE, NGO
97. PwC
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102. Rotary
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137. Zitco

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**Effort**

**Give Foundation**

**Give2Asia**

**Giving Impetus to Voluntary**

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**For Better Tomorrow (FBT)**  
**Girls Who Code**  
**Give2Asia**  
**Goals for Girls**  
**TANA**  
**T-SIG (Surge Impact)**  
**United Way of Mumbai**

# **SISTER ORGANIZATION**

**Yuva Varadhi**  
**Swayam Shakthi Entrepreneurs Foundation**

# PHOTO GALLERY

## 2023-2024

