

Help the Blind Foundation

Alumni Survey Exercise

Our Vision

To successfully elevate the economic status of the visually impaired and improve their image in the eyes of the society.

Our Mission

To provide access to university education, thereby enabling visually impaired students to get jobs in today's modern economy.

Key Highlights from The Exercise

- ● **Survey Exercise Progress** : 62% (1,390) surveys were completed since the rollout of the survey exercise, spanning 3 batches of students who graduated at the end of AY 2020/21, AY 2021/22 and AY 2022/23. By and large, surveyors were successfully able to contact most students, and many students showed a strong sense of enthusiasm in responding to the survey questions.
- ● **Graduation** : Among the surveys completed across all 3 batches, a vast majority of the students have successfully graduated from the courses they pursued. The overall graduation rate among surveys conducted thus far across all 3 batches is 96% (over 1,300 students have successfully graduated, based on data gathered from the surveys conducted thus far).
- ● **Employment** : 23% of students across all the 3 batches surveyed have successfully secured employment and internship opportunities. It is extremely heartening to note that over 50% of the students who have secured these opportunities are 100% visually impaired. ~40% secured roles in the Central and State Governments, and ~33% are drawing monthly salaries between INR 31 - 50 K.
- ● **Skills** : Students who secured employment demonstrated a higher degree of confidence in their computer knowledge and communication skills in comparison to their counterparts looking for jobs and pursuing higher studies, indicating that there is a direct link between a candidate's market readiness and the degree of confidence in their technical and soft skills.
- ● **Employability Training** : Building directly on the above pointer on skills, EMET beneficiaries by and large demonstrated a higher degree of confidence in their technical skills, thus providing preliminary evidence that the curriculum being administered is proving effective in enhancing the market readiness of beneficiaries.
- ● **Future Plans & Assistance Sought** : Preparation for competitive examinations towards securing government/public sector jobs continues to be high on many students' priority lists. In addition to providing them the desired assistance on this front, we can now match each student with other kinds of targeted assistance that would greatly benefit their productivity and quality of life.

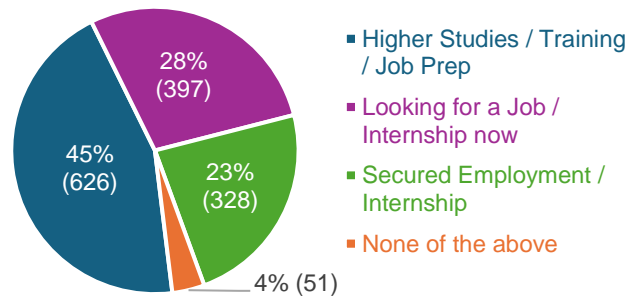
Note : Based on survey statuses and data collected as on 23 July 2024. Kindly note that all data on which the above and subsequent analyses have been conducted was obtained from students on a voluntary self-declaration basis, via telephonic conversations with survey personnel. Minor differences in aggregate numbers are attributable to data capture errors in a small portion of surveys.

Graduation & Employment

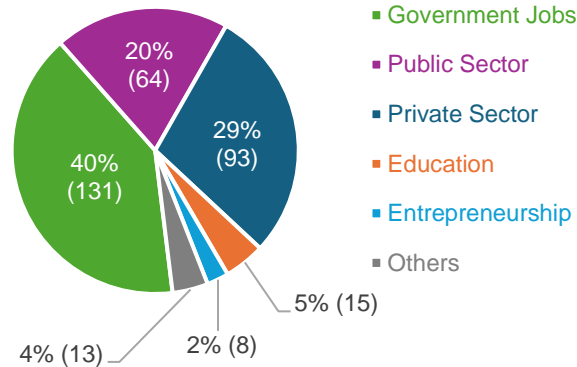
Noteworthy Statistics

- Graduation** : We are pleased to note that among the surveys conducted thus far across all batches, 96% of our beneficiaries have successfully graduated from the courses of their choice.
- Employment Status** : 23% of our beneficiaries across all the 3 batches surveyed have secured employment/internships (~42% without taking students pursuing higher studies/training/job prep into account).
- Employment Characteristics** : Majority of students have found jobs in 5 states (Delhi, Tamil Nadu, Gujarat, Karnataka, Maharashtra). 40% have secured government jobs and ~1/3rd are drawing salaries between INR 31 - 50K / month.

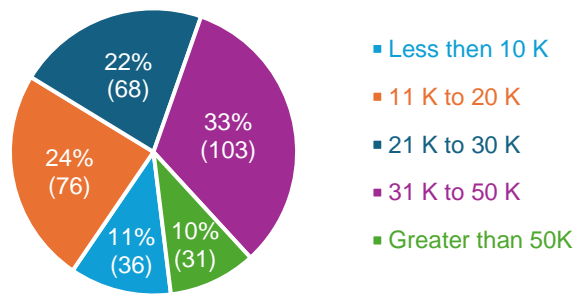
Employment Status - All Batches Surveyed From Completed and Ongoing Surveys



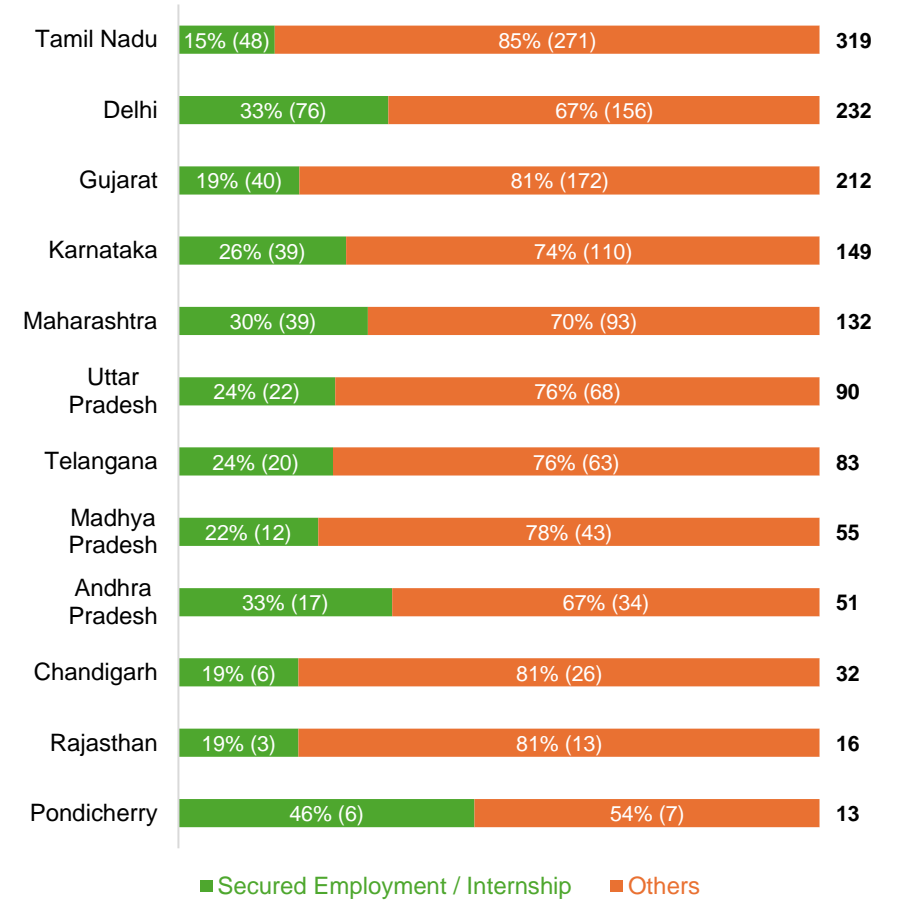
Employment Sector From Completed and Ongoing Surveys



Salary Ranges (in INR) From Completed and Ongoing Surveys



Employment Breakdown by State From Completed and Ongoing Surveys

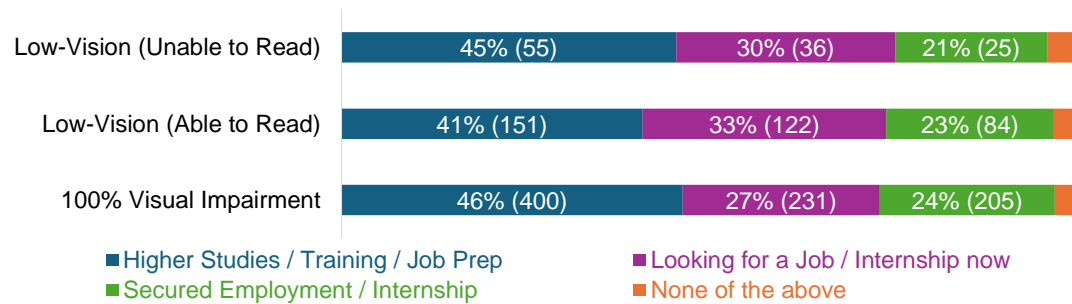


Employment & Skills

Employment Breakdown by Vision Impairment

- **100% Vision Impairment** : We are exceptionally pleased to note that 24% of students with 100% visual impairment from all 3 batches have successfully secured employment and internships (~44% without taking students pursuing higher studies/training/job prep into account). This goes a long way towards busting the stigma that 100% VI students are not well suited for employment in the modern economy, and in demonstrating that with the right assistance, training and impetus, they too can compete shoulder to shoulder with their low vision and sighted peers.
- **Low Vision** : We noted that depending on the degree of vision impairment on the low vision spectrum, our beneficiaries' abilities and needs tend to vary significantly, especially when it comes to their ability to read. As can be noted from the employment statistics, candidates who can read outperformed those unable to read.
- **Immediate Steps Taken** : Our trainers have provided us feedback that this may arise due to the same training being imparted to both 100% VI students and low vision students, which is more oriented towards 100% VI students. We are aiming to tailor our curriculum with this in mind and provide assistive solutions to help low vision students perform incrementally better in their education and work.

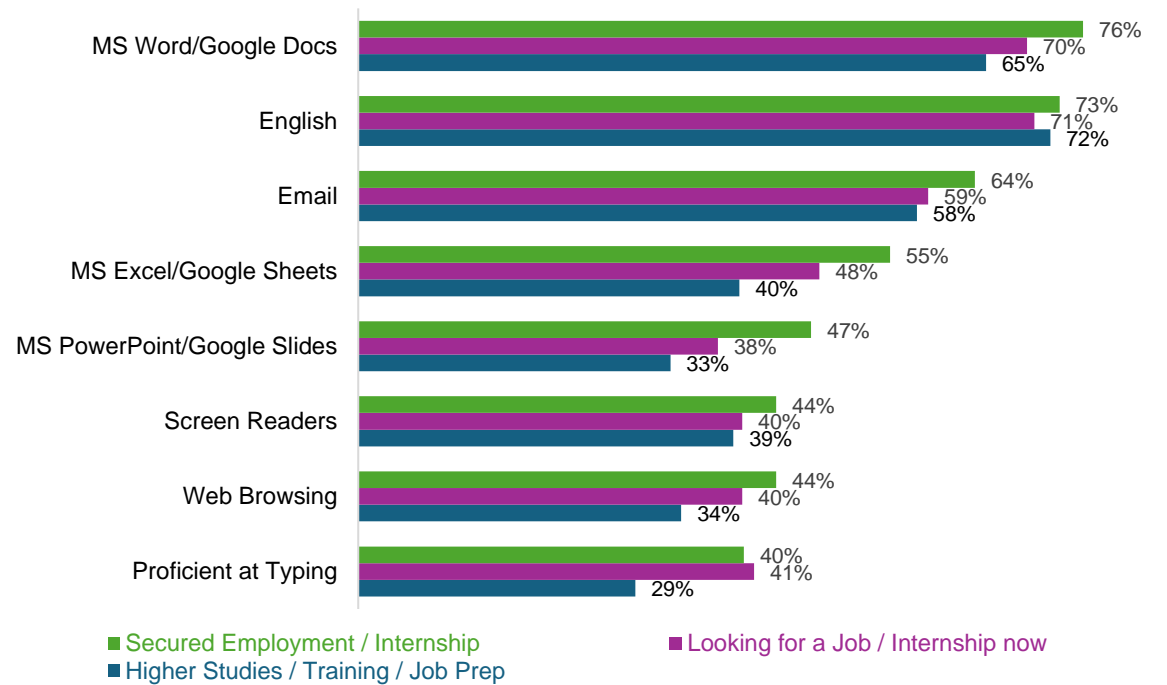
Employment Status by Visual Impairment Level
Across All Batches Surveyed



Computer and Language Skills vs Employment

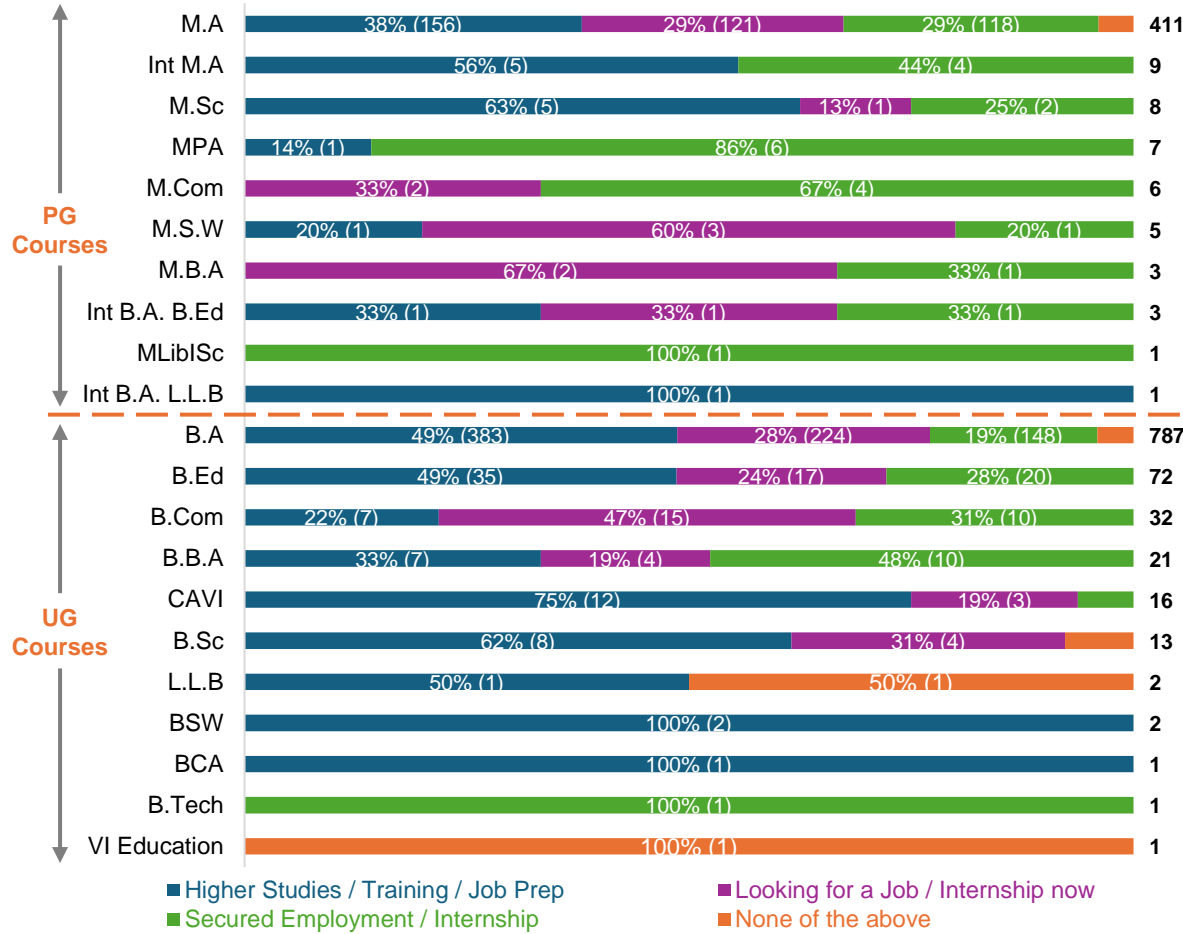
- As can be seen from the data below, beneficiaries who secured employment and internship opportunities were better equipped with basic computer as well as English language skills. This paints a correlation between students' success in securing opportunities for themselves and their technical and interpersonal skills.

Computer and Language Skills vs Employment Status (%s)
Across All Batches Surveyed

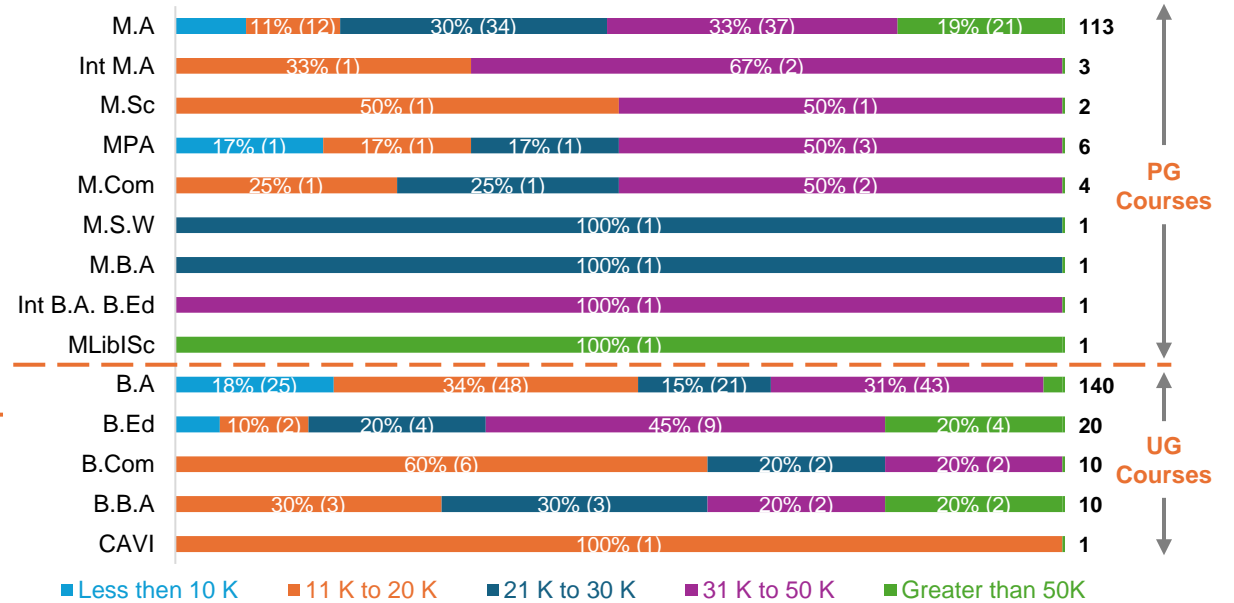


Employment & Degrees Pursued

Employment Status by Degree – Across All Batches Surveyed



Salary Ranges by Degree - Across All Batches Surveyed



Employment Status by Degree - Noteworthy Statistics

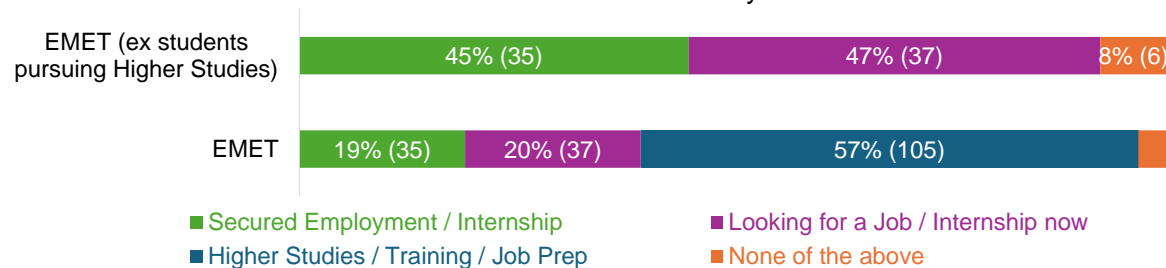
- **Employment** : B.Ed. and M.A. noteworthy successes in securing employment (28% and 29% respectively) and higher than average pay packages (65% and 52% respectively secured packages > INR 30 K per month).
- **Professional Courses** : We are actively encouraging our beneficiaries towards pursuing courses in fields such as law, STEM and business. Recently, few of our beneficiaries secured admissions into prestigious universities such as IIM Ahmedabad and IIIT Bangalore to pursue management degrees. We hope we will see more such success stories in the coming years.

EMET – Employment & Skills

Employment Status of EMET Beneficiaries

- Key Observations :** EMET beneficiaries' overall success in securing employment is similar to the statistics for the overall cohort. When looked at without taking into account students pursuing higher studies/training/job prep, 45% of EMET have secured employment, which is heartening. Given the survey includes some of the earliest batches that partook in the EMET program, the success in comparison to the overall numbers may come across as a tad muted. However, the noteworthy aspect of this comparison is that when we move our focus towards technical and interpersonal skills, we can already see an outsized impact on the beneficiaries' confidence in their skills, thus indicating a higher level of market readiness.
- Next Steps :** EMET is expanding into newer cities and its curriculum is being strengthened in line with industry needs, not to mention that the team is pursuing accreditation of the program. With dedicated support from the placements team, we hope that the numbers we are seeing in this survey will only continue to grow, and that we can bring more of our beneficiaries into the fold of the EMET program.

Employment Status of EMET Beneficiaries
Across All Batches Surveyed

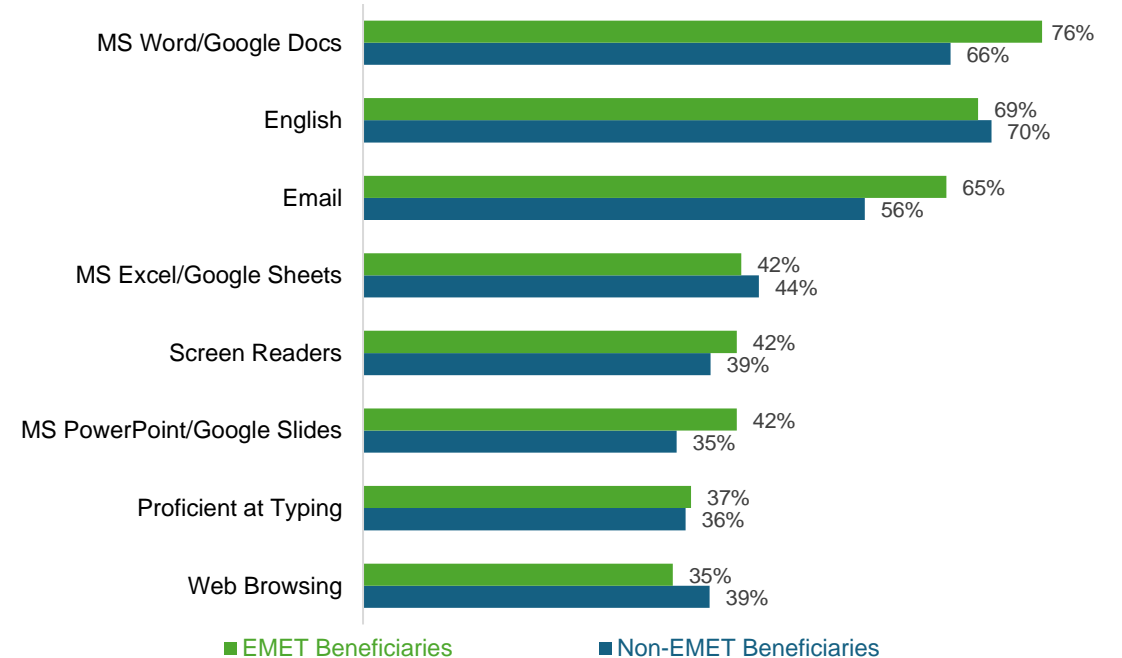


Note : The above data is an aggregation of EMET student data in the 8 cities in which the program was active across all 3 batches that were surveyed, i.e. Chennai, Bengaluru, New Delhi, Varanasi, Ahmedabad, Indore, Madurai and Coimbatore.

Computer and Language Skills of EMET Beneficiaries

- Beneficiaries who secured employment and internships also showcased a higher level of readiness and confidence in their computer knowledge and communication skills. As can be seen below, EMET beneficiaries showcased a similar trend, thereby indicating that the curriculum is gearing them towards market readiness, by imparting industry relevant technical and soft skills.

Computer and Language Skills of EMET Beneficiaries
Across All Batches Surveyed



Future Plans & Assistance Sought

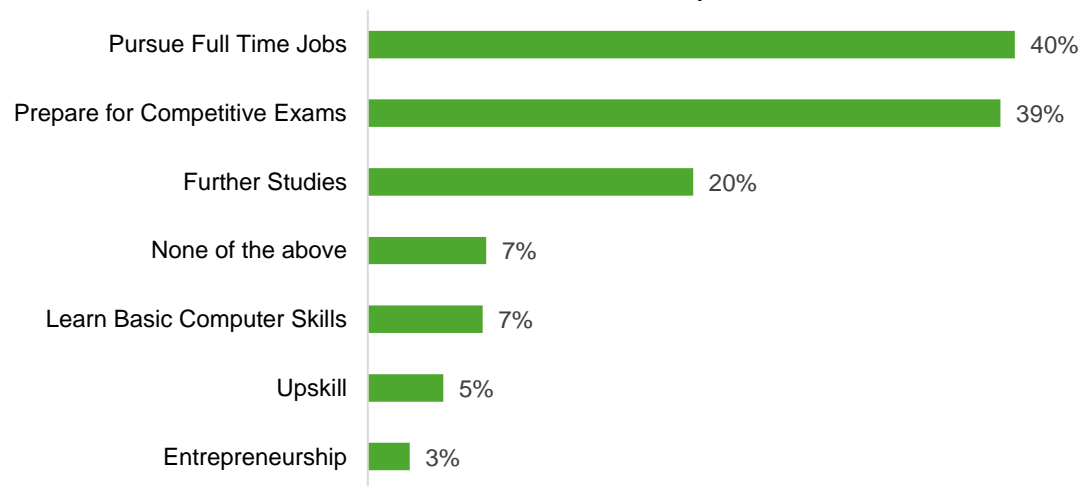
Future Plans of Surveyed Beneficiaries

- **Preparation for Competitive Exams** : Owing to the job security and salary provided by government jobs, the most sought-after path forward by a number of students is to prepare for competitive exams to enter governmental institutions, both at the central and state level. We have recently started exploring ways that we can support them in their pursuit, in addition to helping them gear up for jobs in the private sector as well.
- **Further Studies** : A large number of beneficiaries are also keen on pursuing further studies – over 20% of beneficiaries who plan on pursuing further studies have either secured admission into a PG course or intend to start pursuing PG by the end of 2025. This is with a view towards securing more lucrative employment opportunities with better salary packages.

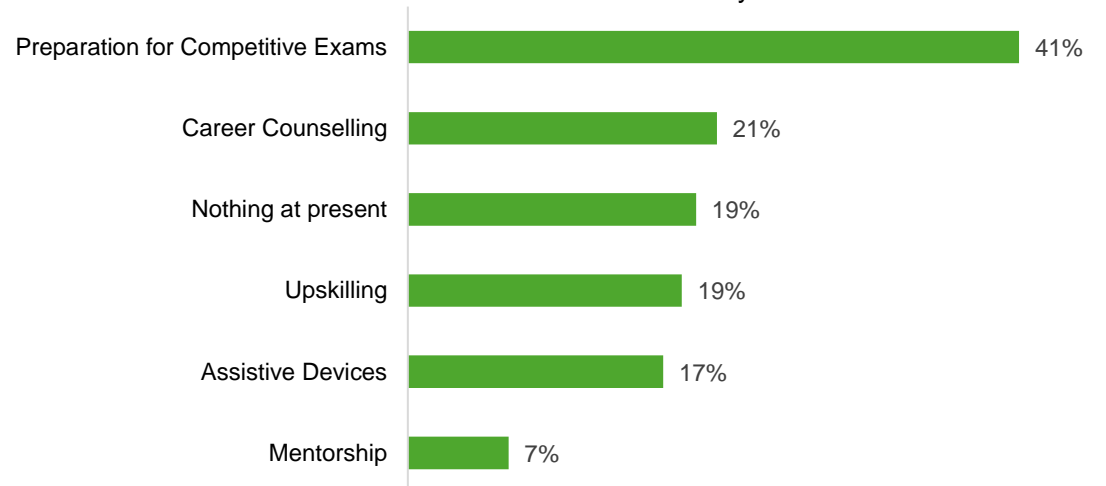
Additional Support Requested by Surveyed Beneficiaries

- **Preparation for Competitive Exams** : As a direct consequence of data collected from this survey exercise, we have recently launched a pilot program to help candidates prepare for the Tamil Nadu Public Service Commission (TNPSC) state level competitive exams, which will help beneficiaries secure employment with the Tamil Nadu state government. We are similarly aiming to secure a partnership with national competitive exam coaching providers, alongside mobilizing our own HTBF ecosystem to arrange trainers for various exams.
- **Career Counselling and Mentorship** : The placements team has been organizing company and industry visits for beneficiaries to help them gain direct exposure to corporate environments and network with professionals across industries.

Future Plans of Survey Respondents (%s)
Across All Batches Surveyed



Additional Support Requested by Survey Respondents (%s)
Across All Batches Surveyed



Help the Blind Foundation



Help The Blind Foundation
Unit No. B3A, Phase 1,
Office Lobby Basement, Spencer Plaza,
Anna Salai, Chennai – 600002

POC : Mr. R Sunder Kumar, Trustee



donor_connect@helptheblind.in



+91 90033 30197 (Office)
+91 78458 60197 (Donor Connect)



Help The Blind Foundation Limited
804 - 805, Peninsula Centre,
67 Mody Road, TST East,
Kowloon, Hong Kong

POC : Mrs. Manju Vaswani, Director



donor_connect@helptheblind.in



+852 9040 9790 (Director's Office)

