

ABOUT NASSCOM FOUNDATION

Established in 2001, Nasscom Foundation has been witness to the transformative power of technology for over two decades. Part of the Nasscom ecosystem, we are the only neutral not-for-profit organization representing the Indian tech industry. We remain rooted to our core philosophy of TechForGood, where our efforts are focused on unlocking the power of technology by creating access and opportunity for those who need it the most. We work on helping people and institutions transform the way they tackle social and economic challenges through technology. We have five key areas of intervention - Digital Literacy, Skilling and Employability, Women Entrepreneurship, Scaling Social Innovation and Empowering NGO Ecosystem.

ABOUT THE PROJECT

Nasscom Foundation, with support from HSBC Software Development India (HSDI), will implement the project “Neurodivergent Digital Annotator Skilling Program” over a 20-month period to empower neurodivergent adults with industry-relevant digital skills and employment opportunities.

- The initiative will skill 100 neurodivergent adults (Autism, ADHD, Dyslexia, Dyspraxia and other cognitive variations) across India through a structured, accessible training pathway that includes Data Annotation, Generative AI, and Soft Skills.
- Learners will receive an 8-month hybrid training program combining technical modules, workplace readiness, communication development, self-advocacy, and individualized accommodations to support diverse sensory, cognitive, and learning needs.
- The program will strengthen the employability ecosystem by providing placement linkages, employer sensitization, onboarding support, and post-placement assistance, enabling smooth transition into workplace.
- The project aims to foster workplace inclusion, financial independence, and skill-based livelihood opportunities, ensuring neurodivergent adults are equipped to participate meaningfully in the digital economy. The indicative timelines of the project are as follows:

Particulars	Timeline
Project Commencement Date	1 st July 2025
Project End Date	29 th February 2027

REQUIREMENT

Nasscom Foundation is seeking an experienced research partner/consultant to conduct the Baseline and Endline Evaluation for the project “Neurodivergent Digital Annotator Skilling Program”, a national initiative supported by HSBC Software Development India (HSDI).

The selected agency/consultant will be responsible for:

- Developing and submitting a conceptual framework that clearly outlines the pathway through which trained neurodivergent (ND) participants progress toward the program's overall goal of empowering them for successful transition into the workforce.
- Designing and finalizing accessible, neurodiversity-affirming research tools (quantitative + qualitative) in consultation with Nasscom Foundation.
- Conducting baseline and endline assessments with neurodivergent learners using appropriate, inclusive, and sensitive data collection approaches.
- Ensuring disability-inclusive, ethical, and sensory-friendly data collection through virtual or in-person interactions, using plain-language, visual supports, and reasonable accommodations.
- Collecting and analyzing data on skill enhancement, behavioral and cognitive development, workplace readiness, and transition to employment.
- Comparing baseline and endline findings to map progress, skill gains, changes in independence, and placement outcomes across both cohorts.
- Producing high-quality reports, case studies, and insights to strengthen program delivery, employer engagement, and workplace inclusion.
- Deploying a trained field team with prior experience working with neurodivergent communities and proficiency in accessible communication practices.

The consultant should demonstrate:

- Minimum 5 years of experience in research, evaluations, or impact assessments, preferably within the CSR, skilling, disability, or livelihood sector.
- Strong understanding of neurodiversity, disability inclusion, vocational skilling, and workplace readiness for special-needs populations.
- Proven ability to design inclusive tools, manage diverse datasets, conduct sensitive interviews, and deliver timely, high-quality outputs.
- Experience working with vulnerable or special-needs groups, ensuring confidentiality, safety, and respectful engagement.

If your organisation has the relevant expertise and experience as well as the geographic presence in these states, you may please send your responses after thoroughly reviewing the scope of work mentioned in the detailed RFP.

The details of the Request for Proposal can be accessed from Nasscom Foundation's website in the RFP section. (https://www.nasscomfoundation.org/images/pdf/RFP-for-IP-empanlement-FY-2024-2025_ANMS.pdf)

For any further queries, you may reach out to us at rfp@nasscomfoundation.org

From: Nasscom Foundation

Last Date to Apply: 28th November 2025