

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

The HDFC ERGO Neurodivergent Skilling Program is a skilling and livelihood initiative implemented by Nasscom Foundation in Mumbai, Maharashtra. The programme aims to equip 42 neurodivergent individuals with intellectual disabilities and autism with industry-relevant digital and employability skills through an inclusive, neurodiversity-affirming learning model. The intervention provides structured training in technical domains such as data management, UI/UX design, cybersecurity, AI tools, and workplace readiness, while facilitating sustainable livelihood opportunities for at least 25 participants through employer engagement, workplace sensitization, mentoring, and placement support.

Scope of Work

The proposed assignment will undertake an End-line Impact Assessment of the HDFC ERGO Neurodivergent Skilling Program to evaluate programme effectiveness, implementation quality, participant outcomes, employability achievements, workplace inclusion, sustainability of outcomes, and scalability of the intervention model. The study will assess changes in participants' technical competencies, workplace readiness, confidence, independence, livelihood outcomes, caregiver perceptions, employer readiness, and adoption of inclusive workplace practices.

Methodology and Approach

The study design will adopt a mixed-method approach combining quantitative and qualitative research methods, aligned with the RFP's expectation of a robust and neurodiversity-affirming evaluation framework. The methodology will include participant surveys, skill assessments, employer and caregiver interviews, case studies, process documentation, inclusion assessments, and triangulation of findings across multiple stakeholder groups. The assessment will examine both outcome-level changes and implementation effectiveness while capturing lessons for strengthening future neuro-inclusive skilling and employment initiatives.

Deliverables and Timeline

The assignment will deliver an inception report, finalized data collection tools and accessible versions, field operational plans, analysis framework and dummy tables, raw quantitative and qualitative datasets, topline presentations, success stories, case studies, and a comprehensive End-line Impact Assessment Report, as specified in the RFP. The proposed workplan will align with the programme timeline and end-line assessment schedule, with detailed activity plans and timelines included in the technical proposal.

Team Strength and Compliance

The proposed team will comprise experienced research and evaluation professionals with expertise in disability inclusion, livelihoods, workforce development, skilling programmes, qualitative and quantitative research, and impact assessment. The study team will be supported by trained field investigators, accessibility-focused data collection protocols, and robust quality assurance mechanisms to ensure ethical, reliable, and high-quality evidence generation. The submission will include the technical proposal, financial proposal, organizational profile, team CVs, and relevant case studies, with the financial estimate structured under professional fees, staffing, field operations, travel and logistics, data processing, and applicable taxes, in line with the RFP requirements and evaluation criteria.

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.

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

Last Date to Apply: 10th July

2026