



NOIDA DEAF SOCIETY
DEAFinitely leading the way

ANNUAL REPORT



2024-25



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FOREWORD

19 years and still going strong! I often ask myself about the impact that we have made in the Deaf community and in our society overall.

Yes, Deaf children and students continue to enrol in our centres, and our Deaf trainers and team members have their hands full- navigating the needs of the students and documenting it all to share with our friends and donors.

But more than the numbers, it is the growth in the community that gives us much satisfaction - Critical one is developing capable Deaf leadership and mentors through our trainers. As some existing trainers move on to other employment opportunities having gained enough confidence and experience, we continue to nurture new youth to take this role and leadership responsibility.

This year has been one of restructuring and introducing new teachers into the NDS teaching and learning environment and this in turn has been the reason behind more Deaf children and youth joining the NDS school and the skilling centres.

New teachers bring in that fresh enthusiasm that inspires the young joiners and vice versa too. The ripple effect can be seen in the increase in employment as well - from small standalone bakery outlets and hotels to larger companies, all have been open to hear us out and to accepting and working with Deaf team members too.

This is the impact on our society that is slowly and steadfastly taking place.

I must express my gratitude to my colleagues who take their roles as more than just a job and hold the vision of NDS close to them every step of the way.

And lastly and most importantly - to you all our donors and supporters- none of this would be possible had you not reached out and walked with us through it all with us!

Deepest Gratitude to you from each one of us at NDS.

Ruma Roka

Founder

Noida Deaf Society

NDS MISSION AND VISSION

OUR MISSION



**Mainstreaming Deaf children
and youth through quality
education and skill
development.**



**Empowering the Deaf
community in India to lead
sustainable and self-reliant
lives through customized
trainings and employment
opportunities.**



OUR VISION

JOURNEY SO FAR

Ruma Roka stands as the driving force behind the Noida Deaf Society (NDS), a nonprofit organization committed to uplifting Speech and Hearing Impaired (SHI) children and youth through education and vocational training. With a pure altruistic motive, Ruma embarked on this journey in 2004, immersing herself in Indian Sign Language to better understand and support the Deaf community.

In 2005, she founded NDS with just 5 students and herself as the sole trainer. Despite challenges in finding suitable educators, Ruma nurtured capable leaders within the Deaf community, resulting in 70% of NDS staff being Deaf trainers and managers today. NDS has expanded its reach, mobilizing Deaf youth from villages across Uttar Pradesh, Haryana, Bihar, Rajasthan, and West Bengal. Currently, NDS operates nine training centers in Noida, Delhi, Gurugram, Meerut, Raipur, Patiala and Jaipur.

With a focus on accessibility and inclusivity, Ruma introduced computer literacy and vocational training courses delivered in Indian Sign Language, pioneering a new approach to skill development for Deaf youth. Additionally, recognizing the importance of early education, she initiated a primary school for Deaf children.

The impact of NDS extends beyond its beneficiaries to encompass teachers, students, parents, and corporate partners, making a profound difference in the lives of countless individuals.

IMPACT TILL DATE



Grew to 9 Centers spread across 5 states (U.P., Delhi, Haryana, Punjab, Rajasthan and Chhattisgarh)



Skilled 10,000 + Deaf Youth in Soft and Hard Skills.



Employability Skills provided to 10,000 Deaf youth, 4000 successfully placed



570 + employment partners



Trained 900 + teachers and special educators in ISL



75,000 + Direct and Indirect Beneficiaries



Developed Capacity of 26 Deaf schools in 10 states and 4200 Deaf School Students

WHAT WE DO



Awareness & Sensitization



NDS School



Skill Development



Livelihood



Deaf Schools Capacity Building



Volunteer Engagements



Counselling & Mentorship

PROGRESS REPORT 2024-25

**688
Skilled
Youth
Employed**

OUTREACH 2024-25

**2357 Deaf
Youth
skilled in
Vocational
Capability**

**117
Children
enrolled in
the NDS
School**

**1800+
Children
benefitted
from Deaf
School
Outreach
Interventions**

The year 2024-25 was marked by impactful initiatives aimed at empowering Deaf students and fostering their educational and personal growth. At our organization, we are deeply committed to creating a nurturing and inclusive environment where Deaf learners can thrive.

Throughout the year, we implemented a wide range of programs tailored to the unique needs of our students, focusing on their holistic development. These initiatives were designed to equip them with essential academic, communication, and life skills—ensuring they are well-prepared for future success.

Our efforts reflect our continued dedication to breaking barriers, promoting equal opportunities, and supporting every Deaf student in realizing their full potential.

NOIDA DEAF SOCIETY SCHOOL



NDS School, an accredited centre under National Institute of Open School (NIOS), is located in Noida Sector 117. The school is dedicated to providing accessible, high-quality education to Deaf children through diverse teaching methods and resources. Indian Sign Language (ISL) forms the foundation of instruction, enabling effective communication and learning.

Students are taught a range of subjects including Hindi, English, Science, Maths, Social Science, EVS, Computers, Art and Crafts, and Core Life Skills. Technology tools like WhatsApp are also used to make learning interactive and accessible. NDS School is dedicated to offering a well-rounded education that blends academic learning with the development of social and personal skills. This holistic approach ensures that every child receives the support they need to grow into confident, capable individuals. For the academic year 2024–25, the school proudly enrolled 117 students.



SUPPLEMENTARY EDUCATION



NDS offers a specialized program for Deaf children at all NDS centers. This program is tailored to meet the unique needs of these young learners, providing them with the essential skills required for their academic and vocational futures.

Post-school sessions focus on enhancing communication skills through Indian Sign Language, English, and Hindi. These language skills are vital for effective communication and future academic and vocational success. Additionally, the curriculum includes Functional Mathematics, Environmental Studies (EVS), and Core Life Skills, which are crucial for the overall development of the students.



The primary objective of this specialized program is to provide continuous support and guidance to Deaf children, ensuring they have a robust foundation to access vocational training opportunities at NDS upon completing their primary education. The program leverages both online and offline sessions conducted by Deaf trainers to address the individual needs of each student, fostering an inclusive learning environment. This year, the program successfully reached over 170 students, equipping them with the necessary tools and skills to navigate their educational journey and prepare for future vocational pursuits.



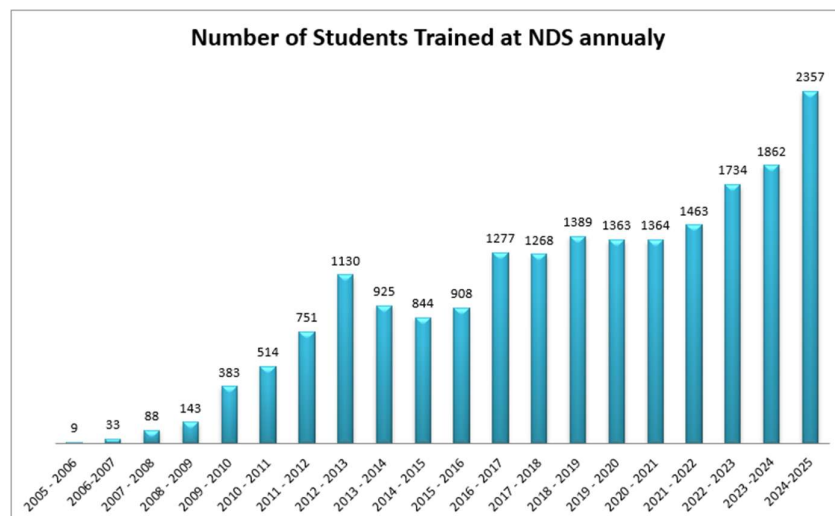
NDS VOCATIONAL TRAINING & SKILL DEVELOPMENT

"Empowering Through Education: NDS Trains 2,357 Deaf Youth Across India"

In 2024–25, our 9 Vocational Training Centers in Delhi, Noida, Jaipur, Patiala, Meerut, Gurugram, and Raipur made a meaningful impact on the lives of 2,357 Deaf students. These learners came from diverse and remote regions across India—including Maharashtra, Uttar Pradesh, Odisha, Karnataka, Tamil Nadu, Andhra Pradesh, West Bengal, Chhattisgarh, Pondicherry, Jharkhand, Punjab, Gujarat, Bihar, Himachal Pradesh, Hyderabad, Madhya Pradesh, and Rajasthan.

From April 2024 to March 2025, NDS provided comprehensive offline and online training in English, Basic IT, Data Entry Operations, Digital Literacy, and Pre-Employment skills. These programs not only boosted students' employability but also enhanced their self-expression, literacy, and confidence—empowering them to pursue brighter futures with dignity and self-belief.

Staying true to our mission of inclusivity, NDS prioritizes reaching marginalized Deaf youth, especially those from Below Poverty Line (BPL) communities. By offering free, quality vocational education, we ensure financial hardship does not hinder opportunity. The growing trust in our programs is evident in our expanding student base, which reached an all-time high of 2,357 in 2024–25—marking a year of hope, growth, and transformation.



CONTENT DEVELOPMENT



One of the core strengths of NDS lies in its commitment to developing content specifically mapped to the needs of Deaf students. Over the past **19 years**, NDS has continuously evolved its educational material to make it more **accessible, engaging, and effective** for Deaf learners across its schools and vocational training programs.

The content—created in-house—is **visually rich, interactive**, and delivered through **Indian Sign Language (ISL)** using **smart screens** in classrooms. This tech-enabled approach ensures that students engage with lessons in a way that aligns with their learning styles, creating an **inclusive and optimal learning environment** that promotes better understanding and retention.

The Vocational Course being offered by NDS are

- 1) Path to Livelihood
- 2) English Communication Skills
- 3) Digital literacy & Financial Literacy
- 4) Computer literacy
- 5) Hospitality, Retail & E-commerce
- 6) Hardware & Networking
- 7) Banking, Financial Services & Insurance (BFSI)
- 8) Soft Skills & Personality Development
- 9) Pre-Employment Training
- 10) Bakery

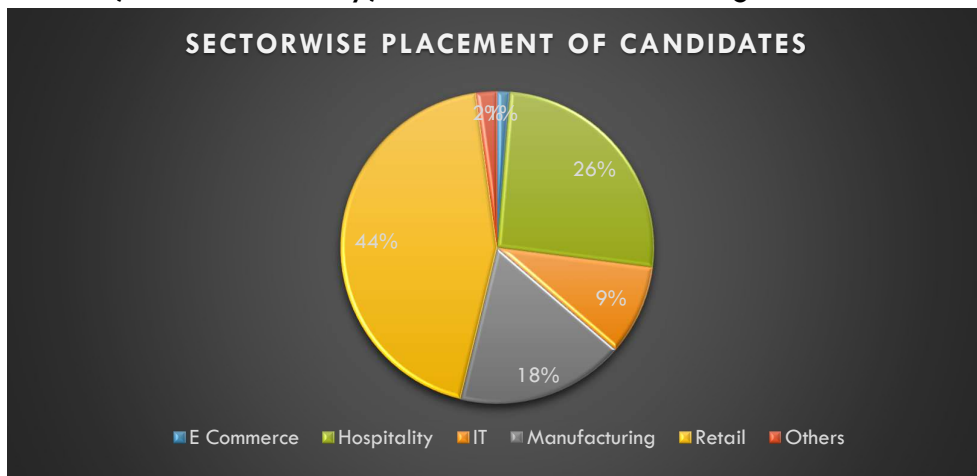
LIVELIHOOD/EMPLOYMENT

Noida Deaf Society (NDS) has demonstrated significant success in empowering Deaf youth through vocational training and employment across a range of industries. These sectors include Retail, Hospitality, Manufacturing, Print and Publications, Education, E-commerce, Insurance, and IT/eS. In the fiscal year 2024-25, NDS facilitated the placement of over 688 candidates, with salaries ranging from ₹8,000 to ₹35,000 per month.



By equipping Deaf individuals with essential skills and creating pathways to stable employment, NDS fosters economic independence and self-reliance within the Deaf community. Our programs enable participants to gain practical experience and confidently contribute to various professional environments.

NDS remains dedicated to bridging the gap between Deaf individuals and employment opportunities, promoting a more inclusive and equitable society. Through our ongoing efforts, we continue to support the integration of Deaf youth into the workforce, enhancing their confidence, self-sufficiency, and overall well-being.



COLLABORATIVE PARTNERSHIPS

PARENT ENABLING PROGRAM



across 9 NDS centers and NDS school.

NDS actively fosters engagement among parents, teachers, and students through regular Parents Teacher Meetings (PTMs), workshops, and feedback sessions. These initiatives are strategically designed to cultivate a strong partnership, ensuring the holistic development and well-being of students. During the 2024-25 academic year, 27 PTMs were conducted

In these PTMs, parents are provided with comprehensive insights into their children's academic progress and overall growth. Teachers offer personalized counseling, advising parents on how to create a nurturing and supportive environment at home. To enhance communication, parents are encouraged to learn basic Indian Sign Language (ISL), bridging the gap between families and their Deaf children.

For parents of Vocational Training students, these sessions also equip them with a realistic understanding of the job market, enabling them to make informed



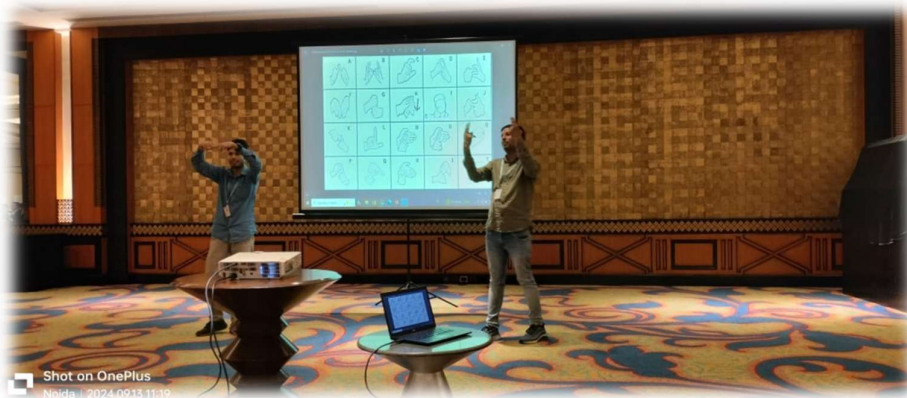
decisions about their children's career paths. Through these ongoing efforts, NDS ensures a supportive and inclusive environment, fostering the overall development and success of its students. The collaboration between parents, teachers, and students plays a critical role in unlocking the potential of each individual and contributing to a brighter future for the community.

CORPORATE SENSITIZATION



Over 386 corporate sensitization sessions conducted during the year, at various corporate organizations to facilitate the smooth integration of employed youth from the Deaf community into the workplace environment. Through these sessions, employers are being oriented and sensitized on the significance of supporting and empowering the invisibly marginalized Deaf youth by embracing inclusive hiring practices, resulting in a 62% corporate turnaround, willing to employ Deaf annually.

The aim is to create a nurturing and inclusive workplace that values diversity and ensures effective communication for all employees. These efforts are part of an ongoing initiative, and over the past 19 years, the organization (NDS) has successfully maintained a database of more than 560 corporate partners, resulting in numerous job placements for Deaf candidates. This impressive achievement underscores the organization's commitment to promoting social inclusion and empowering the Deaf community in the workforce.



OUTREACH DEAF SCHOOL



In the year 2024-25, under NDS's School Strengthening Programme (OPP) more than 1800 students were trained in various cities such as Udaipur, Bhilwara, Ajmer, Hisar, Sonipat, Jaipur, and Delhi. Deaf trainers played a significant role in delivering specialized education to our students. Customized and visualized curricula, combined with

Indian Sign Language, were employed to enhance the learning experience. As a result, our junior students developed a strong foundation in Indian Sign Language, while our senior students honed their communication and expressive abilities in the same language.

Furthermore, senior students made remarkable progress in English comprehension and usage, enabling them to communicate effectively through reading and writing. Additionally, our senior students improved their computer skills,



enhancing finger-eye coordination through keyboard practice. The systematic life skills training provided also contributed to improved home life for our Deaf students. We are proud of the transformative impact our programme has had on their lives and remain committed to nurturing their growth and potential in the years to come.

Initiatives and workshops conducted as part of efforts to empower and support Deaf students & Staff

CAPACITY BUILDING WORKSHOP



As part of its ongoing commitment to holistic development, **Noida Deaf Society (NDS)** organized a two-part **Soft Skill Enhancement and Capacity Building Workshop** in August 2024. The first session, held on **16th August**, focused on **Time Management** and engaged **25 NDS employees**. Participants explored how to differentiate between urgent and important tasks, reflected on their existing habits, and created personalized strategies to enhance productivity and goal-setting in both their professional and personal lives.



The second session, conducted on **20th August**, introduced **60 students** to the principles of **Mindfulness**. This session emphasized the connection between thoughts, emotions, and behaviour, teaching participants practical tools to manage stress, improve focus, and enhance emotional well-being. Through engaging exercises and group activities, attendees learned to integrate mindfulness into their daily routines, building greater self-awareness and mental clarity.

Both sessions successfully fostered self-reflection and equipped participants with actionable strategies for personal growth. By focusing on emotional intelligence and time mastery, NDS continues to empower its community to lead more **balanced, resilient, and purpose-driven lives.**

A two-day Capacity Building Workshop was held on February 20-21, 2025, at Radisson Blu Hotel, Greater Noida, bringing together more than 90 employees of Noida Deaf Society. The workshop provided an immersive learning experience, allowing participants to hone critical skills such as conflict resolution, negotiation, and professional etiquette. Through engaging discussions and interactive sessions, employees reflected on their growth, exchanged valuable insights, and strengthened their collective commitment to NDS's vision. This transformative experience not only enhanced their professional competencies but also reinforced their shared purpose of empowering the Deaf community.

JOB FAIR FOR THE DEAF STUDENTS



In 2024, Noida Deaf Society (NDS) organized three impactful Job Fairs to connect skilled deaf youth with inclusive employers across India. The first was held on **12th September in Noida**, where **151 Deaf candidates** participated and met **11 employers** from sectors like IT, retail, hospitality, and manufacturing. Reputed companies such as **Hotel Shangri-La, Ericsson, ITC Maurya, and Soothe Health Care** offered promising opportunities, making the event a resounding success.

The second Job Fair took place on **18th September in Jaipur**, drawing **101 deaf youth** and **8 leading employers**, including **Reliance Smart, Big Basket, Hotel Double Tree by Hilton, Novotel, and Club Mahindra Resort**. Employers were highly impressed by the participants' skills and



professionalism, resulting in several being shortlisted for future hiring rounds. This event highlighted the growing awareness and willingness among companies to embrace workplace inclusion.

The third and most recent Job Fair was held for the **first time in Gurugram on 13th December**, with **153 deaf youth** and **10 employers** including **Amazon, Blinkit, Hotel Taj Palace, and Gabriel India**. Each candidate could attend up to three interviews, and employers appreciated both the event's organization and the talent on display. Several candidates have already been selected, and onboarding is in progress, particularly with **Westside**. These fairs demonstrate NDS's commitment to building meaningful career pathways for deaf youth through inclusive employment platforms.



EXPOSURE VISITS

During the year 2024-25, our vocational training program prioritized hands-on learning through 18 immersive exposure visits for a total



of 318 enthusiastic students. These eye-opening visits took our students to prestigious establishments in the hotel and retail industries, including Hotel ibis,

Crowne Plaza, Hotel Shangri-La, Radisson Blu, Nipro Pharma, Hotel Taj, Reliance Smart, MAX, Lifestyle, Big Basket, Sagar Ratna, Haldiram, Sodexo India, Pantaloons, Hotel Leela, Hotel Courtyard, etc. Accompanied by interpreters, the students received personalized insights as they were taken on insightful walkthroughs through different departments of each workspace. The exposure visits proved to be transformative experiences for our students. By engaging directly with the hotel and staff, they gained a comprehensive understanding of how these industries operate in real-life scenarios. Witnessing the seamless coordination between departments, observing front-of-house and back-of-house operations in hotels, and learning about supply chain management and customer service in detail, our students absorbed invaluable practical knowledge.

Furthermore, these visits acted as a catalyst for their career aspirations. Empowered by newfound confidence and inspired by the dedicated professionals they met, the students felt encouraged to consider pursuing job opportunities within the hotel and retail sectors. The exposure visits not only broadened their horizons but also nurtured a genuine passion for the industries they explored.

HEALTH WORKSHOP



During the academic year 2024–25, Noida Deaf Society organized a series of impactful **health workshops and check-ups** across multiple locations, benefiting over **100 Deaf students and staff**. These initiatives aimed to raise awareness, promote preventive care, and ensure early detection of health issues among Deaf youth.

At the **Noida center**, a **Menstrual Hygiene and General Health Workshop** was held on **24th March 2025**, led by **Dr. Vibhooti**. Over **50 students** participated in this interactive session, covering topics such as **menstrual hygiene, oral and**

food hygiene, handwashing, and personal care. Through practical demonstrations and ISL-based delivery, students gained valuable insights into maintaining overall well-being.

In Meerut, an **Eye Camp** was conducted on **27th March 2025**, where **25 students and staff** underwent eye examinations by **Dr. Amol Bansal**. With interpretation by **Mr. Ankur Yadav**, the session focused on early detection and guidance on eye health. Additionally, **combined eye and dental check-ups** were held on **18th and 27th February 2025**, with **23 students** participating. While most had satisfactory eye health, several were diagnosed with **dental issues**, addressed by **Dr. Ravi Goyal and his team**. The dental team provided critical care and raised awareness about oral hygiene.

These consolidated efforts across centers reflect NDS's commitment to promoting **holistic health and well-being** among Deaf students through **accessible, inclusive, and preventive healthcare education**.



ANNUAL SPORTS DAY CELEBRATION



Two-day Inter-Center Sports Tournament was held at Club 75 Stadium, Noida, with enthusiastic participation from 150 students representing various NDS centers including Jaipur. Participants engaged in a range of indoor and outdoor games such as Cricket,

Football, Baton Race, Lemon and Spoon Race, along with other fun activities. The event left a lasting impact on the students, motivating them to further explore their potential in sports. The gift and trophy distribution ceremony added to the tournament's success, making it a memorable and inspiring experience for all.

SCIENCE WORKSHOP

In the year **2024–25**, around **270 Deaf students** across **9 locations** participated in engaging science workshops designed under the innovative "**I Love Science**" education model. Tailored for vocational training students, the workshops offered hands-on science experiments using affordable materials, making scientific learning accessible without the need for expensive lab equipment. By focusing on real-life phenomena and minimizing complex mathematics, the sessions encouraged students to actively explore and connect scientific concepts to their everyday experiences.



Aligned with the **CBSE curriculum**, the workshops aimed to enhance both academic performance and scientific curiosity. This interactive approach bridged the gap between theory and practical application, helping students develop confidence, critical thinking, and a genuine interest in science. The initiative successfully fostered a deeper appreciation for the subject, reinforcing NDS's commitment to inclusive, engaging, and holistic education for Deaf learners.

AWARDS & RECOGNITIONS

Certificate of Appreciation from CAPSI

(Securing women Empowering Lives)



TESTIMONIALS

Testimonial from HR Manager – Frontier Group

“We are grateful to partner with Noida Deaf Society (NDS) in creating a more inclusive workforce. Hiring speech and hearing-impaired candidates through NDS for our Delhi/NCR showrooms has been a truly rewarding experience. We sincerely appreciate NDS’s training and support in preparing the candidates and commend your efforts in connecting talent with opportunity. We look forward to continuing this meaningful partnership and encourage others to join this important mission.”



Testimonial from a VT Student

“NDS provided me with the knowledge, support, and confidence I needed to pursue a career. Today, I feel empowered and independent. Grateful for the opportunities I received, towards a bright future.”- Taniya Raj



Mr. Sanjay Kumar- Father of Yuvraj- class VIII – NDS school

"I'm glad to see my son making progress in his learning every day. All the other Deaf students are also benefiting at NDS. Thank you to NDS and the teachers for their efforts."



SUCCESS STORIES

🌟 Breaking Barriers: The Inspiring Journey of Akash Kum 🌟



From the sacred ghats of Varanasi to the professional corridors of Noida, **Akash Kumar Verma**, a 23-year-old born deaf, has defied the odds and rewritten his destiny. After facing early setbacks in mainstream education due to a lack of inclusive support, Akash took to helping his father row boats on the Ganges to support his family.

His life took a remarkable turn when he connected with the **Noida Deaf Society (NDS)**—an organization dedicated to empowering deaf youth across India. In July 2024, Akash enrolled in NDS's **Vocational Training Program**, learning key skills like MS Office, English communication, hospitality, and retail—all in a supportive, sign language-based environment.

With unyielding determination and growing confidence, Akash not only completed his training but also secured a job at **TWF Flours** in Noida, earning ₹12,000 a month. His colleagues praise his dedication and spirit. Today, he stands as a beacon of hope for many in the deaf community.

🌟 Akash's story is a **reminder that when opportunity meets determination, transformation happens**. With the right support systems, every individual—regardless of ability—can shine.

☀️ *Soaring Against the Odds: The Journey of Suhail Ahmad* ☀️



Suhail Ahmad, a 28-year-old from Delhi, has shown remarkable resilience in the face of life's most difficult challenges. Born deaf, Suhail lost his mother at a young age and later faced another devastating blow when his father—his greatest supporter—became paralyzed and passed away in 2024. Through these hardships, the unwavering support of his siblings kept him going.

After learning about the **Noida Deaf Society (NDS)** from friends, Suhail took a bold step toward rebuilding his life. At NDS, he immersed himself in learning **English, speed typing**, and other essential **job readiness skills** in a communication-accessible, empowering environment. For the first time, Suhail felt fully seen, heard, and capable of shaping his future.

Though his family does not use Indian Sign Language (ISL), they communicate through gestures—something Suhail deeply values as a sign of their love and care. Their support, even with communication barriers, has remained his emotional anchor.

Suhail's big break came on **December 5, 2024**, when he joined **Zara**. His new team embraced him with warmth and even took the initiative to learn sign language. This inclusive spirit made Suhail feel truly welcome and inspired him to give his best at work. Now, he thrives in an environment where he is **respected, included, and empowered**.

Suhail calls his NDS journey a "*flying journey*"—a phrase that captures both the transformation he's undergone and the heights he's determined to reach.

OUR DONORS AND SUPPORTERS

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	GULAB SINGH KAMAL MATHUR MEMORIAL TRUST
	GURJEET SINGH
	PUSHPA SUNDER
	RINKU GANGULY
	NARENDRA KUMAR SHARMA
	SURINDER SINGH RATHEE

OUR TRAINING CENTERS

Registered office and Training Centre

469, Sec-29, Noida, UP –
201301

Noida Training Centre

SB-31, Sector 117, Noida Uttar
Pradesh – 201304

Raipur Training Centre

L-10, Green Land, Vishal
Nagar, Telibandha, Raipur,
(C.G.). – 492001

NDS School

SB-44, Sector 117, Noida Uttar
Pradesh - 201304

Delhi Training Centre

Gulab Bhawan 6, 3rd Floor,
Bahadur Shah Zafar Marg,
Vikram Nagar, New Delhi -
110002

Gurugram Training Centre

3rd Floor, M- 14, Old DLF,
Sector- 14, Gurugram,
Haryana - 122001

Punjab Training Centre

First floor, Yash medicos,
Railway station road, Near
Gurudwara Shri Dukh Niwaran
sahib ji, Patiala, Punjab-
147001

Delhi Training Centre

Noida Deaf Society, Dharamvir
Market, Property no. 6, Office
no. 21, Badarpur, New Delhi –
110044

Meerut Training Centre

205/1, South Sotiganj, Near
Airtel Office Begum Bridge
Road, Meerut, UP - 250001

Jaipur Training Centre

201, 2nd floor, Jamuna Tower,
13 Govind Marg, Aadarsh
Nagar, Raja park, Jaipur,
Rajasthan - 302004, Opp.
Vaidik Balika Sr. School



DEAFinitely leading the way

SINCE 2005

www.noidadeafsociety.org

Registered Office:

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Uttar Pradesh – 201301