Anudip Foundation | Anudip AI Learner Journey

About the Organization

Established in 2007, Anudip Foundation for Social Welfare empowers underserved youth, women and first-generation learners by equipping them with digital skills, industry-aligned training and pathways to sustainable livelihoods. To date, Anudip has transformed over 730,000 lives across 22+ states in India, with women accounting for 53% of its beneficiaries. Its extensive ecosystem comprises 100+ training centres, 400+ partner colleges, 5 university partnerships and 500+ corporate partners. Through its distinctive Employer-to-Training (E2T) model, Anudip bridges the gap between education and employment by aligning training with evolving industry needs and emerging job opportunities. By combining market-driven skilling with inclusive access to technology, Anudip enables young people to participate in the digital economy and build pathways towards economic independence and dignity.

Problem Statement (use case specific)

Employers increasingly need reasoning, communication, digital fluency and adaptability: the source deck cites 39% of core job skills changing by 2030 (WEF 2025) and 56% graduate employability in India (India Skills Report 2026). Underserved learners face uniform classroom pacing, limited individual doubt resolution, memorisation instead of reasoning, hesitation to practise spoken English, costly coaching and weak visibility into job-fit gaps. AI makes personalised, judgement-free, repeatable support possible at scale, while trainers guide learning and placement decisions.

AI Solution Description

Three integrated, facilitator-supported tools span the learner journey:

- **ANU AI (learn)**: LMS-integrated Socratic coach in English/Hindi; uses guiding questions, progressive hints and explanations instead of simply supplying answers.
- **iChat (practise)**: AI-based spoken-English, interview and coding exercises; records responses, offers immediate scores, contextual feedback and retries outside class.
- **JD-CV Matcher (transition to work)**: placement officers compare CVs with job descriptions, receive relevance scores, identify strengths/gaps and get CV-improvement checklists; officers make final nominations.

Tools and techniques Used

In-house AI workflows integrated with the LMS; Socratic guided prompting, AI-generated explanations and feedback, speech-response assessment, automated coding evaluation, and JD-CV skill/relevance analysis. Cloud hosting uses AWS Mumbai.

Key Features of tech solution

Adaptive, self-paced learning; multilingual English/Hindi guidance; mobile-first access on basic Android phones; trainer/placement-officer oversight; learner feedback and quarterly accuracy reviews; transparent AI interactions; encrypted, role-based data access, with no learner-identifying data sent to AI models.

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Impact (Qualitative and Quantitative)

Current reach: 15,000 active AI learners across Anudip centres. Anudip's AI-enabled cohorts outperform non-AI cohorts on the same courses, based on a validated sample of 400 learners at 95% confidence and a 5% margin of error

- **Self-learning completion**: 75% vs 14% AI-enabled cohorts achieved significantly higher completion rates
- **Assessment performance**: 86% vs 79% AI-enabled learners demonstrated improved assessment performance through personalised guidance, continuous practice and timely feedback
- **Reported salary outcomes**: >20% higher for AI-enabled cohorts.
- **Attendance**: 69% - 76%; independent problem-solving: 77%.
- **Placement**: 75%; female iChat engagement: +40%.
- **Routine trainer queries**: -30%.

Qualitatively, guided discovery supports conceptual clarity and learner agency; judgement-free, repeatable practice builds speaking confidence; job-fit feedback strengthens placement readiness.

Plan for roll-out and sustainability

FuturePro 2.0 targets expansion from 15,000 active learners to 100,000 in its next phase; its longer-term ambition is 1 million learners with measurable 21st-century skills by 2030. Four scale pillars: **BUILD** through in-house product/curriculum and technology teams; **ENABLE with** facilitator onboarding, observation and coaching; **MEASURE** via LMS analytics, assessments, learner ratings and outcomes; **EXPAND** through multilingual, mobile-first access, 100+ centres, institutional partners and employer-linked pathways.

Cost of development and ongoing maintenance

Anudip's in-house AI ecosystem delivers personalised learning support at approximately one-third the cost of comparable commercial solutions, with the potential to reduce per-learner costs as adoption grows.

- ₹195 full cost per learner, including the technology team.
- ₹100 recurring running cost per learner for AI usage and hosting.
- ₹300/year cost of the commercial app replaced; the ₹100 running cost is approximately one-third of that benchmark (not the ₹195 full cost).

In-house ownership reduces vendor reliance; repeatable AI guidance and reported 30% fewer routine trainer queries support operating efficiency

Additional documents

Application presentation:
https://drive.google.com/file/d/1v0072QFKXQ9cByQjzM2N84jWdJwmJ8oX/view?usp=sharing

Solution demo:
https://drive.google.com/file/d/13KblqJd4G4kB0KqXcHcm4RiLBBsp2IBS/view?usp=sharing

User testimonial:
https://drive.google.com/file/d/1YqnhbM9Y-iZ473yfOKGHgHeUt9a06LFD/view?usp=sharing

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