Youth4Jobs | SwarajAbility

About the Organization

Youth4Jobs (Y4J) is an action organisation working towards economic agency, independence and dignity for youth with disabilities. For over 15 years, Y4J has worked at the intersection of disability, livelihoods and systems, with a focus on the most excluded, particularly women with disabilities. Through Access & Agency, Livelihoods & Enterprise, and Inclusive Markets, Y4J connects individuals to opportunities while working with employers, governments and communities to make economic systems more inclusive. Technology, data, partnerships and advocacy enable this work at scale.

Problem Statement (use case specific)

Persons with disabilities in India face persistent barriers to employment and economic participation, with over 77% estimated to be unemployed or underemployed. The challenge is not a lack of aspiration or ability, but fragmented access to skills, jobs, markets, information, entitlements and assistive technology.
AI offers a way to bridge these gaps at scale by understanding individual capabilities and needs, personalising pathways, and connecting each person to relevant opportunities across livelihoods, learning and support services. This moves the focus beyond unemployment towards enabling economic agency, independence and dignity.

AI Solution Description

SwarajAbility is South-Asia's largest AI-enabled, accessible livelihoods ecosystem connecting persons with disabilities to employment, learning and upskilling, and assistive technology and devices (AT/AD). It offers AI-driven job matching, personalised course recommendations and multilingual access, alongside an integrated accessible LMS and an AT/AD catalogue and marketplace. Delivered through a digital platform and supported by Youth4Jobs' 300-member ground team, it connects PwDs, employers, NGOs, educational institutions, governments and assistive technology providers. Accessibility is fundamental to the solution—not an add-on. SwarajAbility won several national and international awards such as MIT Solve, World Summit Awards, Nasscom Foundation Award.

Tools and techniques Used

AI techniques: Profile-based analysis, personalised recommendation systems and AI-driven candidate–job matching, considering skills, education, experience, location, disability and aspirations.
AI platforms: Bhashini AI language technologies
Digital infrastructure: Angular, Node.js/Express, PostgreSQL and Docker, hosted on AWS (EC2, S3 and CloudFront). WCAG 2.1 AA Compliant, DPD compliant.
It is a disability-specific intelligence and integrated ecosystem.: Accessible Learning Management System (LMS) for learning and upskilling, and Y4J Assist for assistive technology and assistive device discovery through its catalogue and marketplace.

Key Features of tech solution

AI-powered opportunity matching, Integrated learning: Accessible LMS, Assistive technology access: Y4J Assist, Multilingual accessibility, Connected livelihood ecosystem: Brings candidates, employers, learning resources, AT/AD providers and institutional partners onto one platform. PwDs and Companies were involved at every stage of development, design and testing.

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Impact (Qualitative and Quantitative)

- 320,000 PwD candidates and 5,000+ employers on the platform
- 5000 – 6000 active users per month spending an average time of 5 minutes 30 seconds per visit
- The platform has generated a Social Return on Investment (SROI) of 11.1, indicating approximately ₹11 of social value for every ₹1 invested. Our estimates indicate that approximately ₹15,400 crore in benefits have been unlocked to date through government subsidies, training and livelihood linkages.

Plan for roll-out and sustainability

Our goal is to scale to 1 million PwDs by leveraging existing partnerships, employer networks and ecosystem collaborations like NGOs and Institutions, expanding into new geographies and underserved disability segments. Its sustainability will be driven by
- an integrated, technology-led model that enables cost-effective delivery, shared infrastructure, data-driven programme implementation.
- setting up a strong analytics unit, to formalise and deepen data intelligence

Cost of development and ongoing maintenance

Outline the cost of development, per-beneficiary cost, and estimated costs for maintenance and scaling.
6.3 Crore through CSR funding from Kotak Mahindra Bank helped in the development of the platforms.
All the three platforms together draw an annual maintenance cost of upto 10 lakhs
Our per-beneficiary cost varies between 800 to 4500 INR based on the depth of interventions from the platform as well as offline.

Additional documents

- Application presentation: https://drive.google.com/file/d/1OsmsiTVX-5yGCSrRB_WZNWIyspx8gAiE/view?usp=sharing
- Solution Demo Videos: https://www.youtube.com/watch?v=c7VuBV7sZ7Y
- User Testimonials: https://youtube.com/watch?v=0r-P7irDwJg&feature=youtu.be