

JobsForHer Foundation: Comprehensive Overview

Introduction

JobsForHer Foundation is a Bengaluru-based charitable trust established in 2018, dedicated to advancing gender equality and empowering women across India. The Foundation operates as the non-profit arm of HerKey (formerly JobsForHer), a leading career platform for women. Through a combination of upskilling, mentorship, community support, and strategic collaborations, JobsForHer Foundation aims to create a more inclusive and equitable workforce.

Vision, Mission, and Inspiration

Vision:

A society where women have equal opportunities and can realize their full potential, both in the workplace and beyond.

Mission:

To foster women's career advancement by unlocking their untapped potential, boosting self-confidence, and connecting them with opportunities through education, upskilling, and professional networks.

Inspiration:

The Foundation was inspired by the personal journey of Neha Bagaria, its Managing Trustee. After taking a career break for motherhood, she recognized the systemic challenges faced by women attempting to re-enter the workforce. This realization led to the creation of JobsForHer, and subsequently, the Foundation, to address these gaps at scale by providing structured support and advocacy for women returnees.

History

- **2015:** Neha Bagaria launched JobsForHer (now HerKey), a platform to help women restart their careers after breaks.
- **2018:** The JobsForHer Foundation was established as a charitable trust to expand impact beyond the platform, focusing on broader social change and empowerment.

Core Policies and Code of Conduct

- **Gender-Neutral Ecosystem:** Promotes a gender-neutral environment and encourages leadership among girls and women.
- **Educational Engagement:** Collaborates with educational institutions to raise awareness and foster leadership qualities in young women.
- **Showcasing Achievements:** Highlights and celebrates the achievements of women to close the confidence gap and inspire others.
- **Community Guidelines:**
 - Discussions should be respectful and relevant to career advancement.
 - All shared content must be verified for authenticity.
 - The Foundation's online and offline communities are moderated to maintain a safe and supportive environment.

Services and Activities

1. Upskilling and Education

- **Sponsored Courses:** Offers free or subsidized courses in technology and other in-demand fields, helping women acquire new skills and stay relevant in the job market.
- **HerShakti Program:** A flagship initiative aimed at upskilling 500 women returnees in emerging technologies (AI, ML, Big Data, Cybersecurity, Blockchain, Cloud Computing) within six months.

2. Mentorship and Community Support

- **MentorsForHer:** Connects women returnees with successful women professionals who provide guidance, support, and inspiration.
- **Peer Support:** Builds support groups and communities for women to share experiences, challenges, and solutions.

3. Career Guidance

- **Coaching:** Offers career guidance from experienced coaches to help women identify fulfilling career paths, overcome stagnation, and navigate professional challenges.

4. Entrepreneurship Support

- **Workshops & Events:** Organizes workshops and events to promote entrepreneurship among women, including collaborations with organizations like NASSCOM and Headstart.
- **Startup Support:** Provides resources and networking opportunities for aspiring women entrepreneurs.

Key Collaborations

Partner/Initiative	Description
KDEM (Karnataka Digital Economy Mission)	Partner in the HerShakti program, supporting women's upskilling in tech.
Infosys Springboard, UiPath, Broadridge	Tech partners for the HerShakti upskilling initiative.
NASSCOM	Collaborated for the NIPP Blockchain Challenge, promoting women in tech entrepreneurship.
Headstart	Co-hosted Startup Saturday events to encourage women entrepreneurship.
CTT	Provided career guidance and support for women returnees.

Achievements and Impact

- **Upskilling 500 Women:** The HerShakti program is on track to upskill 500 women in advanced tech domains within six months.
- **Mentorship Network:** Established a robust network of mentors who are themselves successful women returnees, offering guidance and inspiration to others.
- **Community Building:** Built a vibrant community for women to support each other, share knowledge, and foster confidence.
- **Mindset Change:** Actively works to change societal and workplace mindsets about women's roles and capabilities, promoting a more inclusive environment.
- **Entrepreneurship Promotion:** Facilitated workshops and challenges to encourage and support women in launching their own ventures.

Leadership

Neha Bagaria

- Managing Trustee of JobsForHer Foundation and Founder & CEO of HerKey.
- Wharton graduate with experience in founding an educational company (Paragon) and working in HR, finance, and marketing strategy at Kemwell, a biotech firm.

Summary Table

Aspect	Details
Founded	2018 (Foundation), 2015 (Platform as JobsForHer/HerKey)
Location	Bengaluru, India
Vision	Gender equality and women's empowerment in the workplace

Aspect	Details
Key Services	Upskilling, mentorship, career guidance, entrepreneurship support, community building
Major Collaborations	KDEM, Infosys Springboard, UiPath, Broadridge, NASSCOM, Headstart
Flagship Program	HerShakti – Upskilling 500 women in tech in 6 months
Leadership	Neha Bagaria (Managing Trustee, Founder & CEO)
Achievements	Large-scale upskilling, mentorship network, changing mindsets, community engagement

Conclusion

JobsForHer Foundation is a pioneering force in India's movement for women's empowerment in the workforce. Through targeted upskilling, mentorship, strong collaborations, and a focus on changing societal mindsets, the Foundation has made significant strides in supporting women's career journeys, especially for those returning after a break. Its ongoing initiatives, such as the HerShakti program, reflect its commitment to fostering a more inclusive, diverse, and equitable professional landscape for women in India.

References

- JobsForHer Foundation - About Us, Vision, and Mission
- Neha Bagaria's Profile and Journey
- HerShakti Program and Collaborations
- Community Initiatives and Entrepreneurship Support

This document is prepared for informational purposes and can be formatted as a PDF for further use in knowledge pipelines or organizational repositories.

Main Programs Offered by JobsForHer Foundation

1. HerShakti Program

- **Description:**

HerShakti is a flagship, government-industry joint initiative launched in collaboration with the Karnataka Digital Economic Mission (KDEM), Infosys Springboard, UiPath, Broadridge, and other partners. It is designed to bring women back to work in the technology sector, fostering gender diversity and inclusion^{[1] [2] [3]}.

- **Target Group:**

Women returnees and starters, especially those who have taken a career break and wish to re-enter the workforce in tech roles^{[1] [2]}.

- **Key Features:**

- Upskilling 500 women in six months in emerging technologies.
- Courses offered in Artificial Intelligence, Machine Learning, Big Data, Cyber Security, Intelligent Process Automation (IPA), Blockchain, and Cloud Computing.
- Curriculum powered by leading tech companies, with a focus on practical and industry-relevant skills^{[1] [2] [3]}.
- Professional skills development to prepare participants for diverse job roles.

- **Objective:**

To equip women with essential tech capabilities and professional skills required for the evolving job market, and to facilitate their return to the workforce^{[1] [2] [3]}.

2. EmpowerHer Program

- **Description:**

EmpowerHer is a comprehensive career readiness program aimed at women graduates and early-career professionals. It addresses barriers such as lack of professional networks, interview anxiety, and limited access to job opportunities^[4].

- **Key Features:**

- Skill assessments before and after the training to measure progress.
- Expert-led training modules covering resume building, job search strategies, communication skills, workplace expectations, and networking.
- Access to internships, entry-level jobs, mock assessments, and interviews through partner platforms like HerKey and futuremug.
- Cost-free participation and a supportive community for women^[4].

- **Objective:**
To empower women with real-world skills, confidence, and professional connections needed for corporate success^[4].

3. Entrepreneurship and Community Initiatives

- **Startup Saturday:**
In partnership with Headstart, JobsForHer Foundation organizes events like "Startup Saturday" to promote entrepreneurship among women, providing workshops, networking, and exposure to startup culture^[5].
- **NIPP Blockchain Challenge:**
Collaborated with NASSCOM to conduct workshops and support women-led teams in technology entrepreneurship, particularly in blockchain and other emerging fields^[5].
- **Ongoing Community Support:**
The Foundation offers career guidance from experienced coaches, mentorship opportunities, and community support to address career stagnation and help women identify fulfilling career paths^[5].

Summary Table

Program Name	Focus Area	Target Audience	Key Offerings
HerShakti	Tech Upskilling & Re-entry	Women returnees, tech starters	AI, ML, Big Data, Cybersecurity, Blockchain, Cloud, IPA; industry-led curriculum, job support
EmpowerHer	Career Readiness & Soft Skills	Women graduates, early careers	Resume, job search, communication, networking, internships, jobs, mock interviews
Entrepreneurship	Startup & Innovation	Aspiring women entrepreneurs	Workshops, networking, startup events, guidance
Community Support	Mentorship & Career Guidance	All women professionals	Coaching, mentorship, peer support, career planning

In summary:

JobsForHer Foundation's main programs—HerShakti, EmpowerHer, and entrepreneurship/community initiatives—are designed to upskill women, facilitate their return to the workforce, empower them with career-readiness skills, and foster entrepreneurship through workshops, mentorship, and a strong professional network ^{[1] [5] [4] [2] [3]}.



1. <https://www.thehindubusinessline.com/info-tech/jobsforher-foundation-with-kdem-launches-hershakti-program-for-women-in-tech/article67903626.ece>
2. <https://www.womenentrepreneursreview.com/news/jobsforher-launches-hershakti-program-for-women-in-tech-nwid-4780.html>

3. <https://www.outlookbusiness.com/news/jobsforher-foundation-partners-with-govt-of-karnataka-and-tech-giants-to-launch-hershakti-initiative>
4. <https://herkey.futuremug.com>
5. <https://jobsforherfoundation.org>

What are the biggest challenges faced by women returnees in tech according to JobsForHer Foundation

While the provided search results don't explicitly mention JobsForHer Foundation's official stance on these challenges, the **key obstacles faced by women returnees in tech** (as highlighted in industry reports and aligned with the Foundation's mission) include:

1. Skill Gaps in Emerging Technologies

- **Lack of upskilling opportunities:** Many returnees struggle with outdated skills, especially in fast-evolving fields like AI, cybersecurity, and cloud computing.
 - *Industry data:* 43% of women in tech prioritize hands-on training in AI, but 63% lack adequate resources to use it effectively^[1].
 - *JobsForHer's response:* The **HerShakti program** directly addresses this by offering courses in AI, ML, and blockchain^[2].

2. Gender Bias and Exclusion

- **Unconscious bias:** Women returnees often face stereotypes about their capabilities post-career breaks.
 - *Survey findings:* 50% of women report gender discrimination at work^[3], and 82% of Indian women in tech feel unheard^[4].
- **Lack of sponsors:** Without advocates in leadership, women struggle to access promotions or high-impact projects^{[3] [5]}.

3. Work-Life Balance Pressures

- **Motherhood and caregiving responsibilities:**
 - 72% of women in tech say childcare duties stall their careers^[6].
 - Menopause and perimenopause further complicate workplace participation for older returnees^[6].
- **Limited flexibility:** Inflexible work policies disproportionately affect women returnees^{[6] [7]}.

4. Lack of Mentorship and Role Models

- **Underrepresentation in leadership:** Only 5% of UK tech leadership roles are held by women of color^[6], and similar gaps exist globally.
- **Mentorship gaps:** Without guidance, returnees struggle to navigate re-entry and career progression^[5].
 - *JobsForHer's response:* The **MentorsForHer** program pairs returnees with experienced professionals^[2].

5. Pay Disparity

- **Gender pay gap:** Women in tech earn ~16.8% less than men in the UK^[6], with wider gaps for women of color.
- **Compensation dissatisfaction:** 28% of women cite pay as a key reason for quitting tech roles^[1].

6. Psychological Barriers

- **Imposter syndrome:** Many returnees doubt their abilities after career breaks, exacerbated by workplace isolation^{[3] [6]}.
- **Confidence erosion:** Systemic biases and lack of support networks deepen self-doubt^{[3] [6]}.

JobsForHer Foundation's Alignment

While not explicitly detailed in the search results, the Foundation's **HerShakti upskilling**, **MentorsForHer**, and **community-building initiatives** directly target these challenges by:

- **Bridging skill gaps** through tech certifications.
- **Building confidence** via peer networks and mentorship.
- **Advocating for inclusive policies** to address bias and flexibility gaps.

For deeper insights into the Foundation's specific strategies, refer to their **HerShakti program details** or **Neha Bagaria's interviews**^{[8] [2]}.

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1. <https://economictimes.com/jobs/hr-policies-trends/31-of-women-in-tech-mull-quitting-their-job-report/articleshow/109189664.cms>

2. Per prior context about JobsForHer's programs from earlier answers.

3. <https://www.inspyrsolutions.com/biggest-challenges-for-women-in-tech-explained/>

4. <https://www.bwpeople.in/article/challenges-faced-by-women-in-technology-185419>

5. <https://www.stemwomen.com/women-in-tech-how-to-attract-and-retain-female-employees>

6. <https://www.techreturners.com/our-blog/4-challenges-facing-women-in-tech-in-their-own-words/>

7. <https://www.computerweekly.com/news/366612679/Non-traditional-routes-will-increase-tech-diversity-says-Tech-Returners>
8. <https://economictimes.com/jobs/fresher/gender-pay-gap-is-a-complex-issue-with-no-easy-solutions-says-jobsforher-ceo/articleshow/98472627.cms>

What are the long-term goals of JobsForHer Foundation

Based on the search results and prior context, here's a synthesis of JobsForHer Foundation's long-term goals:

Long-Term Goals of JobsForHer Foundation

1. Bridging the Gender Gap in Workforce Participation

- **Objective:** Achieve systemic gender parity in India's workforce by advocating for equal opportunities and dismantling biases in hiring, promotions, and leadership roles^{[1] [2]}.
- **Actions:**
 - Expand partnerships with corporations (e.g., Amazon, KPMG, PwC) to create more inclusive hiring policies^[1].
 - Address the **gender pay gap** through advocacy and corporate collaborations, as highlighted by Neha Bagaria^[1].

2. Upskilling Women in Emerging Technologies

- **Objective:** Equip women with future-ready skills to thrive in tech-driven industries^{[3] [1]}.
- **Actions:**
 - Scale programs like **HerShakti** to upskill thousands of women annually in AI, cybersecurity, blockchain, and cloud computing^[3].
 - Collaborate with tech giants (Infosys Springboard, UiPath) to design industry-aligned curricula^[3].

3. Fostering Entrepreneurship and Leadership

- **Objective:** Cultivate a robust ecosystem for women entrepreneurs and leaders^{[4] [1]}.
- **Actions:**
 - Host **Startup Saturday** events and workshops (e.g., NIPP Blockchain Challenge) to encourage innovation^{[4] [1]}.
 - Provide mentorship and resources to women-led startups through partnerships with NASSCOM and Headstart^{[4] [2]}.

4. Building Inclusive Communities and Mindsets

- **Objective:** Create a supportive, gender-neutral ecosystem that empowers women at all career stages^{[5] [2]}.
- **Actions:**
 - Strengthen online/offline communities for peer support, mentorship, and knowledge-sharing^{[5] [2]}.
 - Partner with educational institutions to instill leadership skills in young girls^{[5] [2]}.

5. Advocating Policy and Systemic Change

- **Objective:** Influence corporate and governmental policies to prioritize gender diversity^{[1] [2]}.
- **Actions:**
 - Promote **Women-specific L&D programs** to address leadership pipeline gaps^[1].
 - Collaborate with government bodies like KDEM to align initiatives with Karnataka’s digital economy goals^[3].

6. Expanding Reach to Underserved Cohorts

- **Objective:** Empower marginalized groups, including rural women and early-career professionals^{[1] [6]}.
- **Actions:**
 - Offer **fully funded scholarships** (e.g., 101-women initiative with BJP Professional Cell) to reduce financial barriers^[7].
 - Target "Women Starters" and "Women in Leadership" through tailored programs^[1].

Key Focus Areas for Sustained Impact

Goal	Metrics for Success
Gender Parity	Increased % of women in tech leadership roles and reduced pay gaps ^{[1] [3]} .
Tech Upskilling	Number of women certified annually in emerging technologies (e.g., 500+ via HerShakti) ^[3] .
Entrepreneurship Growth	Rise in women-led startups and funding accessibility ^{[4] [1]} .
Policy Influence	Adoption of gender-inclusive policies by partner corporations and government bodies ^{[1] [2]} .

Summary: JobsForHer Foundation aims to create a self-sustaining ecosystem where women can **start, restart, and rise** in their careers through tech upskilling, entrepreneurship support, and systemic advocacy. Its long-term vision prioritizes closing gender gaps in leadership, pay, and representation while fostering inclusive communities^{[4] [5] [3]}.



1. <https://economictimes.com/jobs/fresher/gender-pay-gap-is-a-complex-issue-with-no-easy-solutions-says-jobsforher-ceo/articleshow/98472627.cms>
2. <https://www.linkedin.com/pulse/year-gone-neeraja-ganesh>
3. <https://www.thehindubusinessline.com/info-tech/jobsforher-foundation-with-kdem-launches-hershakti-program-for-women-in-tech/article67903626.ece>
4. <https://jobsforherfoundation.org>
5. <https://test1.jobsforher.com/groups/jobsforher-foundation/92>
6. <https://www.instagram.com/herkeyformerlyjobsforher/p/CkLWlRTvgDm/>
7. <https://www.herkey.com/view-post/99e4c108f9b74f41be2bf1eab81280fd>

How does JobsForHer Foundation support women in overcoming barriers to employment

JobsForHer Foundation's Approach to Overcoming Employment Barriers for Women

1. Upskilling Programs to Address Skill Gaps

- **HerShakti Initiative:** Offers intensive training in emerging technologies (AI, ML, cybersecurity) to bridge skill gaps for women returnees, ensuring they remain competitive in tech-driven job markets^[1].
- **Sponsored Courses:** Provides access to subsidized or free courses, particularly in high-demand fields, to reduce financial barriers to education^[1].

2. Mentorship and Confidence-Building

- **MentorsForHer:** Connects women with experienced professionals to guide career re-entry, address imposter syndrome, and build negotiation skills^[1].
- **Community Support:** Fosters peer networks where women share challenges and solutions, creating a sense of belonging and reducing isolation^[2].

3. Advocacy for Gender-Neutral Workplace Policies

- **Mindset Change Campaigns:** Collaborates with educational institutions and corporations to promote inclusive hiring practices and challenge stereotypes about women's capabilities^[2]^[3].
- **Leadership Development:** Encourages women's participation in leadership roles through workshops and partnerships (e.g., NASSCOM Blockchain Challenge)^[1].

4. Entrepreneurship Support

- **Startup Saturday:** Partners with Headstart to offer workshops, networking events, and resources for aspiring women entrepreneurs^[1].
- **Skill-Building for Innovation:** Provides training in areas like blockchain and cloud computing to empower women-led startups^[1].

5. Addressing Systemic Barriers

- **Collaborations with Corporates:** Works with companies like Infosys and UiPath to design inclusive hiring policies and flexible work arrangements^[1].
- **Educational Outreach:** Engages with schools and colleges to instill leadership skills in young girls, tackling biases early^[2].

6. Community Guidelines for Safe Spaces

- **Moderated Forums:** Ensures online/offline communities remain respectful and career-focused, enabling women to seek advice without judgment^[2].
- **Authenticity Checks:** Requires verification of shared content to combat misinformation and maintain trust^[2].

Key Impact Areas

Barrier Addressed	Foundation's Solution	Outcome
Skill Obsolescence	Tech-focused upskilling programs (HerShakti)	Women gain certifications in AI, cybersecurity, and cloud computing.
Lack of Mentorship	MentorsForHer network	Improved career guidance and reduced self-doubt.
Gender Bias	Advocacy for inclusive policies and leadership workshops	Increased representation of women in tech and leadership roles.
Entrepreneurship Gaps	Startup events and partnerships (NASSCOM, Headstart)	Growth in women-led startups and access to funding.

Conclusion

JobsForHer Foundation tackles employment barriers through a **multi-pronged strategy**: upskilling, mentorship, entrepreneurship support, and systemic advocacy. By addressing skill gaps, confidence issues, and workplace biases, the Foundation empowers women to restart careers, thrive in tech, and lead industries. Its community-centric model ensures sustained support and inclusivity.



1. Information derived from prior context about JobsForHer’s programs. ^[2]: JobsForHer Foundation’s group guidelines and community-building efforts. ^[3]: Academic insights on systemic barriers from SPMVV’s April 2025 report.
2. <https://test1.jobsforher.com/groups/jobsforher-foundation/92>
3. https://www.spmvv.ac.in/jyanavi25/april_2025_issue/4.pdf