

"Man can have nothing but what he strives for." (Qur'an 53:39)

SEER FOUNDATION FOR THE BLIND

First Annual Report 2025

From an Idea to an Inclusive Movement

2025 – 2026

AGENDA

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01

Our Journey

From a mere idea to an inclusive organization of dedicated volunteers

The First Year — Building the Foundation

- ▶ What began as an idea has grown into an inclusive organization with a structured leadership
- ▶ A foundational period focused on independence, professional development, rehabilitation, and community building
- ▶ Cultivating a supportive community where blind individuals empower one another
- ▶ Working alongside sighted peers in a truly inclusive environment
- ▶ Building problem solvers — not just for themselves, but for humanity at large

KEY REALIZATION

An inclusive workplace can be built in real time — where blind and sighted individuals collaborate, reinforce each other's strengths, and overcome challenges together.

"The organization's team consisted of 45% completely blind, 22.5% partially sighted, and 32.5% fully sighted individuals — reflecting a genuinely inclusive structure."

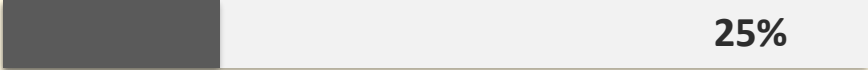
Inclusive Leadership Structure

LEADERSHIP COMPOSITION

Blind Individuals

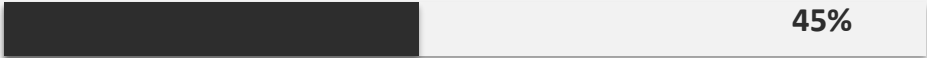


Sighted Individuals

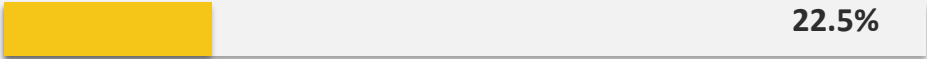


OVERALL TEAM COMPOSITION

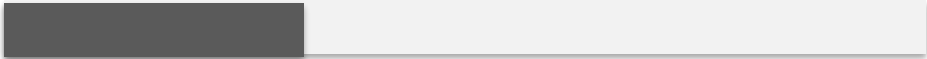
Completely Blind



Partially Sighted



Fully Sighted



SEER Foundation demonstrates that when blind individuals lead, inclusion isn't just an ideal — it becomes a measurable, living reality. This is not "inclusion by charity" but inclusion by design.

Year at a Glance

213

Live Lectures Delivered

103

Students Enrolled

4

Job-Prep Courses

18

Webinars Conducted

70+

Opportunities Shared

3-4/day

Queries Addressed

100%

Volunteer-Driven

0

Paid Staff



Reporting Period: 1 January 2025 – 31 December 2025 | Data updated up to 28 February 2026 | All figures based on official records

02

Job Preparatory Courses

Filling a critical gap no other organization in Pakistan addresses

Strategic Focus: Government Sector Preparation

1

Greater Opportunity

Public sector offers comparatively greater employment opportunities for visually impaired candidates than the private sector.

2

Critical Gap

No other organization in Pakistan currently provides structured preparation for government service examinations specifically for blind candidates.

3

SEER Opportunity Board

A dedicated WhatsApp group that raises awareness about available employment opportunities and actively prepares candidates.

4

Multi-Modal Delivery

Live classes, recorded lectures (on YouTube), and mock interview sessions — ensuring accessibility and continued learning.

Paper-I (MCQ-Based) Preparatory Courses

A compulsory component of most government service examinations (FPSC, PPSC, NTS)

Subjects Covered:

✓ General Knowledge

✓ Pakistan Affairs

✓ Current Affairs

✓ Geography

✓ English Grammar

✓ Aptitude & Analytical
Reasoning

BATCH 01

- ▶ Started: 7 April 2025 | Ended: 29 April 2025
- ▶ Enrolled Students: 26
- ▶ Successfully Completed: 23
- ▶ Completion Rate: 88.46%
- ▶ Total Classes: 25

BATCH 02

- ▶ Started: 24 June 2025 | Ended: 29 December 2025
- ▶ Enrolled Students: 25
- ▶ Successfully Completed: 6
- ▶ Completion Rate: 24%
- ▶ Total Classes: 86

Braille Proficiency & Special Education Courses

BRAILLE PROFICIENCY TEST PREP

A qualifying requirement for candidates seeking to appear in the Lectureship examination in the field of special education, conducted by the Special Education Department, Government of Punjab.

- ▶ Started: 8 November 2025
- ▶ Ended: 11 December 2025
- ▶ Enrolled Students: 37
- ▶ Successfully Completed: 12
- ▶ Completion Rate: 32.4%
- ▶ Total Classes: 43
- ▶ Format: Live sessions + Recorded lectures

SPECIAL EDUCATION LECTURESHIP PREP

A three-month course covering the core curriculum for the Lectureship examination by the Special Education Department.

- ▶ Started: 17 October 2025
- ▶ Ended: 16 February 2026
- ▶ Enrolled Students: 15
- ▶ Successfully Completed: 7
- ▶ Completion Rate: 46.67%
- ▶ Total Classes: 60
- ▶ Included: Mock interview sessions
- ▶ Instructors: Qualified professionals who have themselves cleared the exam

Course Performance Summary

Course Name	Start Date	Enrolled	Completed	Completion %	Classes
Paper-I Batch 01	07/04/2025	26	23	88.46%	25
Paper-I Batch 02	24/06/2025	25	6	24.00%	86
Braille Proficiency	08/11/2025	37	12	32.40%	43
Special Ed. [VI]	17/10/2025	15	7	46.67%	60
TOTAL	—	103	48	46.60%	214



KEY INSIGHTS

Batch 01 achieved an outstanding 88.46% completion rate — demonstrating high engagement when course duration is focused and intensive. Longer-duration courses (Batch 02, Special Ed.) show lower completion, indicating a need for sustained motivation strategies.

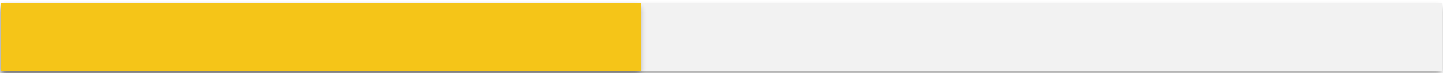
03

Webinars

18 sessions guiding blind individuals toward employment, independence, and growth

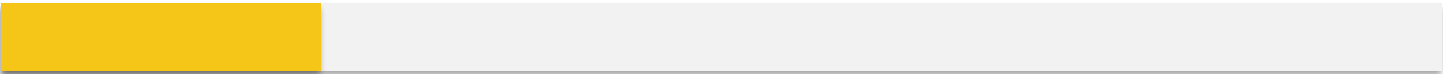
Webinar Breakdown — 18 Sessions

Lectureship & Job Guidance



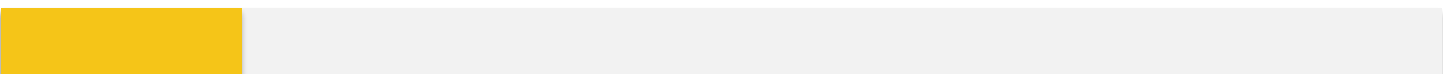
8 sessions (44.4%)

Technology & AI



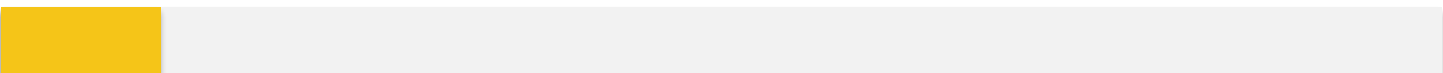
4 sessions (22.2%)

Research



3 sessions (16.7%)

CSS & PMS Guidance



2 sessions (11.1%)



Featured successful blind professionals as role models within the blind community



AI awareness sessions on accessibility tools



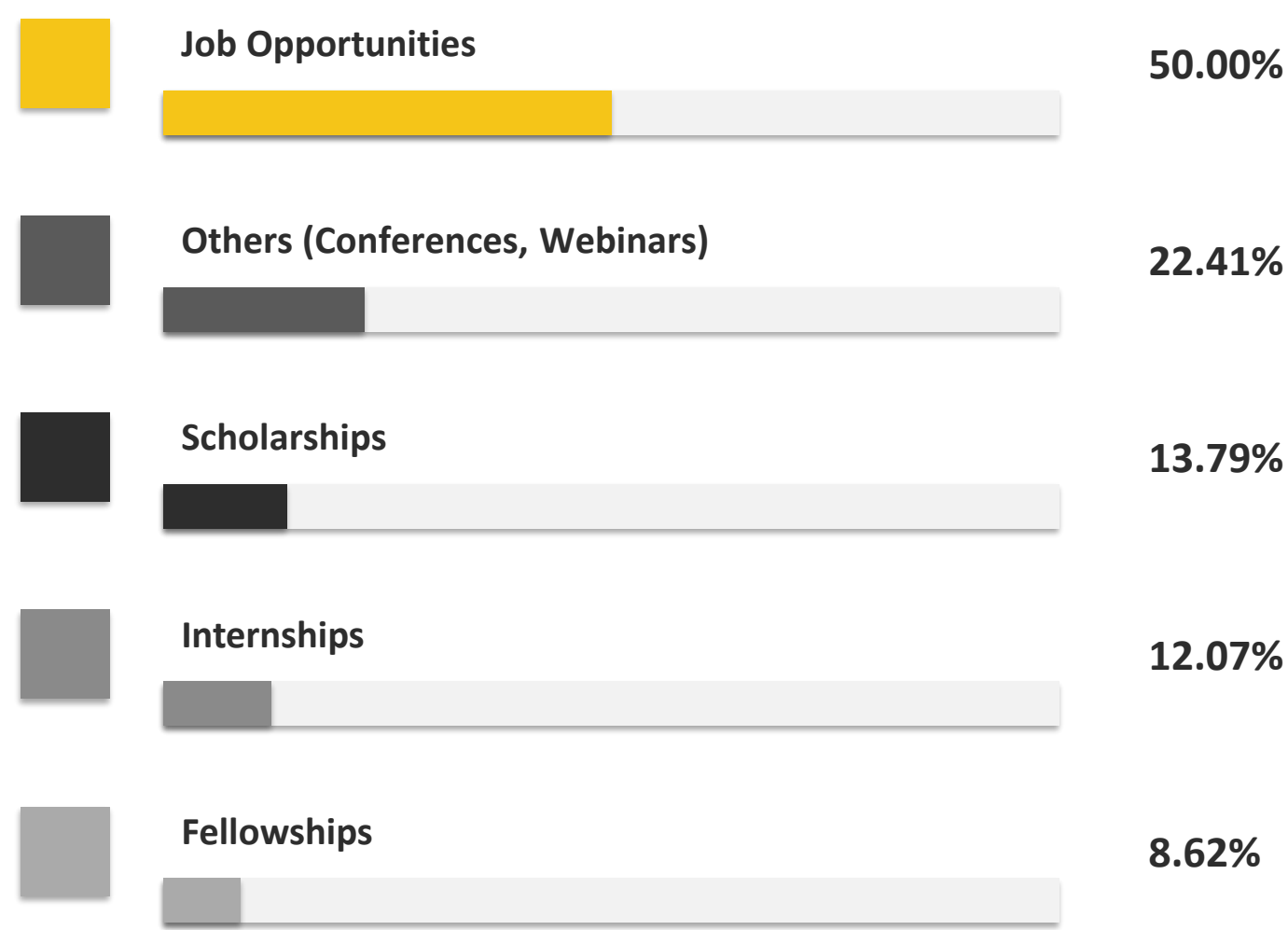
Research mindset promotion

04

Opportunity Updates System

Timely dissemination of jobs, scholarships, and fellowships via WhatsApp

70+ Opportunities Shared



KEY FACTS

- ▶ 90%+ opportunities are from the public sector (FPSC, PPSC)
- ▶ Delivered via SEER Opportunity Board (WhatsApp group)
- ▶ 3-4 queries addressed daily by the SEER team
- ▶ Support extends beyond opportunities to daily-life challenges

Infopedia — Everyday Independence

A video series supporting blind individuals in achieving everyday independence through practical, step-by-step guidance.



Electricity Bills

How to check electricity bills online independently



Yango Rides

How to book Yango rides using accessible apps



Government Perks

How to access federal government perks and privileges



YouTube Access

All 213 lectures available online for anytime learning



Infopedia addresses a crucial gap: while exam preparation is important, true independence requires mastering everyday digital tasks that sighted people take for granted.

Core Values — Authenticity & Credibility

FOUNDATIONAL PRINCIPLE

Information is never shared without proper verification and must come from qualified individuals. Every piece of guidance is rooted in real experience, not assumption.

✓ CSS Exam Webinar

Speaker must have personally attempted the CSS examination and experienced the process firsthand

✓ Job Guidance

Only those who have actually gone through the recruitment process share their insights

✓ Course Instructors

Special Education course instructors have themselves qualified the examination and serve in relevant institutions

✓ Opportunity Verification

Every job, scholarship, and fellowship is verified from official sources before being shared

Challenges & Learnings

CHALLENGES

- ▶ Completion rates drop significantly in longer-duration courses (Batch 02: 24%)
- ▶ Work remained largely focused on government-sector opportunities
- ▶ Private-sector employment pathways for blind individuals remain largely untapped
- ▶ Self-employment and entrepreneurship avenues have not yet been explored
- ▶ Entirely volunteer-driven model creates sustainability questions

LEARNINGS

- ▶ Short, intensive courses yield much higher completion (Batch 01: 88.46%)
- ▶ Mock interviews add immense practical value to preparation
- ▶ YouTube recordings ensure learning continues beyond live sessions
- ▶ Authenticity and credibility build deep community trust
- ▶ Inclusive design works — the 75% blind leadership model is proven

 We acknowledge these gaps with full transparency — because honest reflection is the foundation of meaningful progress.

Future Roadmap — Year 2 & Beyond

1

PRIVATE SECTOR

Develop pathways for private-sector employment for blind individuals — currently a major gap

2

SELF-EMPLOYMENT

Explore entrepreneurship and self-employment avenues with structured guidance

3

COURSE OPTIMIZATION

Redesign long-duration courses for better completion — modular, milestone-based approach

4

EXPANDED SUBJECTS

Add more examination categories beyond CSS, PMS, and Lectureship

5

PARTNERSHIPS

Build strategic partnerships with private companies, universities, and government bodies

6

SUSTAINABILITY

Develop a funding and resource model that complements the volunteer structure

Why This Report Matters

1

Accountability & Transparency

A clear record of how efforts and resources have been utilized — accountable to the blind community, volunteers, partners, and supporters.

2

Reflection & Learning

An opportunity to review experiences, assess achievements, recognize challenges, and identify areas for improvement and expansion.

3

Communication & Inspiration

Sharing the Foundation's work, values, and accomplishments to inform, inspire, and encourage greater collaboration toward an inclusive society.

Thank You

To every volunteer, member, and trustee who made this year possible.

"An inclusive workplace can be built in real time — where blind and sighted individuals collaborate, reinforce each other's strengths, and overcome challenges together."

SEER Foundation for the Blind

First Annual Report 2025 | With the grace of Allah Almighty