Application: 0812053250

SeethaLakshmi Kuppuraj - akila.sankar@winvinayafoundation.org
India Fellows Program

Summary

ID: 0812053250

Online Application Form

Completed - Nov 8 2023

Online Application Form

C: ABOUT YOUR WORK

In this section, we will ask you more about the focus, stage of your current organisation or initiative, and learn about how your specific activities and interventions are having a meaningful impact on the people or institutions you work with. This will help us better understand where lessons from the Fellowship Programme could be applied in real life to support and elevate your work.

Please use the questions below to describe the approach and the impact of your organisation/initiative in detail. If you aren't a CEO, Co-founder or in an Executive level position, please answer questions related to your particular department/project where relevant. If you work across multiple organisations/initiatives, please complete your application for the work you spend the majority of your time on.

[Basic Information](#)

* What is the name of the organisation or initiative where you are working?

WinVinaya Foundation

* Please provide any relevant website/social media links of your organisation/initiative

If you don't have a website or social media links, please mention N/A

Website	https://winvinayafoundation.org/
LinkedIn	http://www.linkedin.com/company/winvinaya-foundation
Facebook	https://www.facebook.com/WinVinayaFoundation
Other	https://instagram.com/winvinayafoundation/, https://twitter.com/WinvinayaF

** Do you work in any of these sectors below?

Please see the attached document for definitions of these sectors.

Working in any of these following sectors is not a requirement to become an Acumen Fellow. We collect this data to allow comparison with other regions. We understand that this breakdown is not exhaustive.

Please select one that is the closest and you will have more opportunity in the remaining part of this application to share about your work.

Skills Development

* Select the best option that describes the main focus area(s) of your organisation or initiative. You may select multiple if appropriate.

We understand that this breakdown is not exhaustive. Please select the closest and you will have more opportunity in the remaining part of this application to share about your work.

Please limit your choice to 3 options.

Responses Selected:

Disability Inclusion
Education
Youth Empowerment

** Which of the following best describes the model of your organisation/initiative?

Please see the [attached](#) document for the definitions of the models.

Not for Profit Entity

** Please select the activity type for your organisation/initiative:

Technology

* Is your organisation registered as a legal entity?

Yes

* How long has the organisation or initiative been in existence for? (As a legal entity)

Please round off to the nearest whole number. (i.e. 6.5=7, 6.2=6). Additionally, if it has been registered as a legal entity for more than 10 years, please choose 10.

8

* Is your organisation/initiative part of a larger corporate, government, or nonprofit entity?

No

* Please share details about the total number of staff in your organisation/Initiative

Please add the whole number here (5, 26 etc). Please include yourself.

	Full Time Paid	Part-Time/Volunteers
Organization Staff	40	10

Help us understand your work's financial sustainability

* What has been your organisation's or initiative's primary source(s) of funding over the last 1-3 financial year(s)?

Select any funding sources that represent >20% of your total revenue/budget. Please tick N/A if unknown to you.

Please limit your choice to max. 3 options and note that even if you can tick more than 3, you won't be allowed to move forward after completing this section.

Responses Selected:

<mark>Self-funded</mark>
Individual Donations
Corporate Grants

* To what extent is your organisation/initiative funded by grants or donations?

> We have a model that solely relies on donations/grants entirely and we aim to sustain through this model

* How much funding (including equity, debt, grants, and any other kind of financing) have you raised since your organisation/initiative is in existence?

If you aren't a CEO, Co-Founder, or at an Executive level role in the organisation, please share details about your department/initiative specifically.

Please don't include any revenues or any self funding in this calculation

> Between USD 500,000 and 1,000,000

* Can you please help us understand the following for your organisation/initiative:

If you aren't a CEO, Co-Founder, or at an Executive level role in the organisation, please share details about your department/initiative specifically.

Please mention "0" if you don't have these numbers

	Last Year
Total Annual Operating Budget (USD)	200483
Revenue Generated (USD) If any	193916

If you have entered "0" in any field above, can you please share further details about unavailability of that data?

(Optional)

> Our income was primarily through Corporate Grants and Individual Donations in India.
>
> USD-INR conversion is given above (conversion Assumed Rs 83)

* Can you please help us understand the following financial history for your organisation/initiative?

Please provide an absolute number with comments that can help us understand the path.

FY	Annual Operating Budget	Amount Raised (Grants if any)	Revenue Generated (If any, via sales and for For-Profit entity)	Investments (Equity, Debt, and is more relevant to for-profit entity)	Audited Statements (Available: Yes / No)
20 - 21	Rs. 86,63,936	Rs. 1,01,19,401	NA	NA	Yes
21 - 22	Rs. 1,13,61,070	Rs. 1,07,94,435	NA	NA	Yes
22 - 23	Rs. 1,66,40,056	Rs. 1,60,95,027	NA	NA	No

Help us understand your work's impact

** Please share a short summary of WHAT issues your organisation/initiative is tackling?

Please include how you see this connects with issues of poverty in India

(100 words max.)

In India, there are approximately 685 million women and 28 million Persons With Disabilities (PWDs). These significant numbers are not reflected in access to education and employment opportunities. Only 61% of children with disabilities attend school, and a mere 8.5% of literate disabled individuals become graduates. Consequently, the unemployment rate among employable PWDs exceeds 70%. The barriers to education include inaccessible infrastructure, insufficient teacher training, limited access to specialized instruction and support services, lack of assistive technology, and the absence of inclusive policies. Addressing these gasps can significantly enhance employment prospects, helping break the cycle of poverty.

** Please share a short summary of HOW your organisation, project, or initiative tackles these issue(s).

(100 words max.)

WinVinaya Foundation is a charitable trust dedicated to empowering economically disadvantaged individuals, including Persons with Disabilities and Women, to lead dignified lives through life skills and resources. WinVinaya offers training in a variety of skills, including Full Stack Software Development, Software Testing, Microsoft Power BI, Financial Accounting and Accessibility Testing. With a focus of 18 different disabilities, WinVinaya has trained over 1,000 candidates from 24 Indian states. To date, 380+ candidates have been successfully placed in MNCs and MSMEs, providing them with decent salaries and the opportunity to escape poverty and live with dignity.

* Please select the option that best reflects the way that you create impact in in the world

I provide a service or product to my customers or beneficiaries

* Define the system you are working with and how are you shifting that system? Would your intervention transform the system completely, how? Who are the allies that work with you in shifting the system?

(200 words max.)

We've developed a multi-faceted initiative aimed at empowering Persons with Disabilities (PWDs) within the education system and the workforce. Initially, we provided short-term industry skill training to graduates with disabilities. However, our approach evolved to encompass a broader scope. We now offer comprehensive training for college students, ensuring their placement before graduation. Additionally, we educate school students to bridge the gap between PWDs and non-disabled individuals. Our expanded initiative strives to seamlessly integrate PWDs into educational institutions and the job market.

Our intervention is transformative as it emphasizes changing mindsets and creating awareness within organizations, colleges, and schools. This shift in perspective is crucial for fostering a supportive environment for PWDs in both educational settings and workplaces. Our collaborations with various allies, such as colleges, schools, organizations, and innovators working on assistive devices, highlight our collective effort toward inclusivity.

Our overarching goal isn't solely short-term training; it's a long-term strategy involving educational preparation, raising awareness, and technological innovations. This comprehensive approach signifies our dedicated effort to shift the system toward a more inclusive society, providing PWDs with equal opportunities and access to education and employment.

** Can you please provide us an overview of the impact that your organisation/initiative has created?

Please see [attached](#) document to understand how to provide this information

- *Population of focus: Who is benefiting from your work?*
- *Lives impacted*: What's the breadth of your work? Add Direct and Indirect Impact separately*
- *Outputs: What have been the impacts as a result of these activities? Please try to quantify these*

If you aren't a CEO, Co-Founder, or at an Executive level role in the organisation, please share details about your department/initiative/work specifically.

*Direct and Indirect Lives Impacted: Number of people for whom you have created a substantial/transformational impact in their lives (i.e. ability to manage their lives, income, well-being, etc.). The attached document shows how to calculate lives impacted in your context, however, please mention Direct and Indirect Lives Impacted as a number only.

	Population of Focus	Direct Lives Impacted	Indirect Lives Impacted	Outputs
Impact	Persons with Disabilities, Women and Marginalized communities (About 700 Million)	3000	9000	12000

* How did you get to that calculation for lives impacted?

The organisation in which I work rigorously measures the impact of what we do

** What does the impact for your organisation/initiative look like in the next 3 years?

(150 words max.)

Over a span of three years, the transformation of WinVinaya from a vocational training center into a holistic learning center unfolds.

Year 1 entails the foundational phase, involving assessments, vision-setting, curriculum development, facility upgrades, staff training, and community engagement.

In Year 2, this vision materializes as we launch high school and college programs, coupled with robust career development services, entrepreneurship initiatives, and an emphasis on scaling and networking. Throughout, diligent monitoring and evaluation for continuous improvement will be key.

In Year 3, the organization reaches full-scale, extending education and services to more individuals. Leadership development becomes a core element, complemented by an impact assessment, advocacy for policy changes, and efforts to ensure financial sustainability.

The mission remains focused on inclusive education, entrepreneurship, leadership development, and, in the process, creating a positive and enduring social impact for individuals with disabilities.

** Provide a real example of someone who has benefited from your work to show us what the most significant impact of your work can be.

Jayashree's journey exemplifies the transformative impact of WinVinaya's work in empowering individuals with disabilities. Born with a locomotor disability, Jayashree faced significant hurdles in education and employment. Our intervention involved equipping her with industry-relevant skills and advocating for organizations to recognize diverse skill sets, adapting selection processes to accommodate different abilities.

As a result of our support, Jayashree obtained an internship and later secured a permanent position in a company, where she has excelled for over four years. Recently, she earned a well-deserved promotion. Her success isn't solely a personal achievement but also highlights the impact of inclusive employment practices.

Jayashree's employment not only signifies her personal growth but also transformed her role within her family. She became the primary breadwinner, supporting three family members without disabilities. Her journey vividly illustrates the significant societal impact of providing employment opportunities to individuals with disabilities.

Through Jayashree's experience, WinVinaya's work demonstrates the profound difference that inclusive employment strategies can make in the lives of individuals with disabilities, offering avenues for independence, success, and meaningful contributions to their families and communities.

* Do you wish to record a video to complement your previous response?

o

* As you've selected Option 2, please copy and paste your folder's shareable link here.
Please use "Live Impacted - Name" as file name. Your video should be no longer than 2 minutes

https://www.youtube.com/watch?v=baxYr3XPDPM&t=157s

** Please give an estimate of beneficiaries or customers that are directly served through your product/service/solution, who experience problems of poverty.

Please see more here about how Acumen thinks about poverty.

75% to 100 %

Additional Information

Optional: **Has the organisation/initiative won any awards or recognition?**

WinVinaya Foundation has an inclusive Learning Management Systems called WinVinaya Academy which has won Innovation Award for Assistive Technology from NASSCOM FOUNDATION

Optional: **Please upload any pitch deck/presentation for your organisation/initiative that provides an overview including problem statement, solution, impact, progress, and vision towards sustainability.**

Introduction to WinVinaya Foundation V1.0.pdf

Filename: Introduction to WinVinaya Foundation V1.0.pdf **Size:** 2.8 MB

Optional: **Please add any other information that you think is important for us to understand the approach or impact of your work, that hasn't been covered above.**

(No response)

In this section, we want to understand more about you, your previous work, and experiences that have helped shape who you are.

We value all experiences, whether they have been gathered through your school/academic experience, work and practice experience (including volunteering), and/or knowledge, perspectives, insights, and understanding gathered through your lived experiences (direct, first-hand experience, past or present, of a social issue(s)). We want to understand your leadership journey so far.

We will be assessing the content of your answer and **NOT** the polish or smartness of your written English. Please share answers in simple bullet-points vs essays if that is what you prefer. We find that sometimes this can help focus your answers and evidence of your impact on the ground.

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* For how many years have you been working at your current organisation/initiative?

Please round off your experience to the nearest whole number. (i.e. 6.5=7, 6.2=6). Additionally, if you have been working at your current organisation/initiative for more than 30 years of experience, please choose 30.

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* What's the current title for your role?

Co-Founder

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* Please describe your primary work activities or responsibilities in this role.

Please describe your current responsibilities, key targets, and functions that you oversee.

(100 words max.)

At WinVinaya Foundation, I fulfill diverse roles. I offer life skills training to individuals with disabilities and women across various age groups, from students to graduates. Additionally, I curate and deliver disability sensitization sessions to corporate leaders and managers. I mentor WinVinaya employees in life skills training and disability sensitization. Moreover, I oversee three key teams:

The Sourcing Team, mobilizing candidates for our training.
The Placement Team, connecting candidates with suitable roles and aiding in their integration into companies.
The Project Management Office, liaising with corporate donors, devising plans, and monitoring funded projects to meet their targets.

* How many people do you directly manage?

	Full Time	Part Time/Volunteers
Number	7	10

* How many years have you been in your current role?

This might be different from the number of years you've been in the organisation/initiative if i.e. you've had multiple roles or if you've been promoted.

Please round off your experience to the nearest whole number. (i.e. 6.5=7, 6.2=6). Additionally, if you have been working at your current role for more than 30 years of experience, please choose 30.

8

** How would you like to share your previous work and experience with us?

This should highlight your relevant experience that adds to the story of you, your previous work, and experiences that have helped shape who you are and what you do.

I will share a written summary as part of this form

* Please share a summary of your experience (academic qualifications, volunteering, etc.) that adds to the story of you, your work, and your growth over time.

(500 words max. Please feel free to share bullet points or paragraphs.)

I was once a school backbencher, my days revolved around art, dance, and caring for the elderly and children. Books never captivated me, but life had other plans. I married an academic who, unlike me, adored books and excelled in IT. His enthusiasm for learning reignited a spark in me.

In the US, I pursued an Associate of Science in computer science—surprisingly, the subjects I loved—dance, drawing, and sports—were part of the curriculum! Amid diverse classmates, my strength in English shone. My husband helped me learn through examples and storytelling. I excelled in exams and realized that customizing learning methods works wonders. This was my first discovery.

Returning to India, learning continued—medical transcription, metal embossing, and candle making. Parenthood added a new chapter and taught my kids empathy by volunteering in blind schools. Guiding two blind 10th graders for exams, I used a play-based method. They succeeded, revealing the power of teaching through play. This was my second discovery.

Teaching at a special school unveiled a new calling—art-based therapy for kids with diverse needs. It revealed my knack for understanding individual learning styles. Mathematics through movement, English via drama, and budgeting through cooking—learning became an adventure. I discovered my knack for auditory, visual, and experiential learning.

The world of differently-abled individuals captivated me. Drama therapy and movement therapy further honed my skills. I realized my potential in recognizing strengths, curating learning, and driving social change. This was my third discovery.

With my husband, we founded an NGO focused on inclusive skill development. We aimed to create an ecosystem for everyone to learn and thrive. My belief grew stronger—anyone can learn given the right environment, methods, and mentors. "Everyone is good at something." Recognizing their strengths is key.

* Please share a link to your LinkedIn Profile.

Please write N/A if you don't have a LinkedIn Profile

https://www.linkedin.com/in/akila-sankar98/

Optional: **Have you personally received (not for your organisation) any awards or recognition for your work?**

If yes, can you please share the links and details.

(No response)

Optional: **Are there any other communities, boards, professional bodies, or similar initiatives related to your work that you're a part of?**

If yes, can you please share details? If not please type N/A

I am the Director of WinVinaya Infosystems India Pvt Ltd.

We are partners of Disability NGO Alliance, Hear a Million

Optional: **Is there anything else that you would like to share?**

(100 words max.)

I am in the leadership team for two organizations – WinVinaya Foundation (a Not for Profit entity) and WinVinaya Infosystems India Pvt Ltd (which is a private limited company). Through both these organizations, I focus on providing Diversity, Equity and Inclusion services to candidates across disabilities, corporates, NGOs and more. More than 50% of our employees are persons with disabilities and we focus on tackling poverty, creating future leaders and help them lead a life with dignity.

For the following questions, we use the information to better understand who we are reaching, and where we need to work harder to reach leaders from diverse backgrounds and communities. We never use information in this section to assess your individual application.

Please answer however you feel comfortable. No matter who you are, this information will not affect your chances of becoming a Fellow.

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* What is the country of your nationality?

India

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* Which of the following best describes your status in India?

I am a citizen

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* Do you identify as being part of a community that has been historically marginalised?

No

Optional: **Give more details if you can:**

(No response)

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* Which State/Union Territory do you reside in?

Karnataka

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* Which city/town/village do you reside in?

Bangalore

* How would you categorise the city you mentioned above?

Urban

* Do you identify with having a physical, mental health, or learning disability?

No

* Do you consider yourself a person with lived experience (i.e. have direct, first-hand experience, past or present) of a social issue(s) and/or injustice(s)?

E: ABOUT YOU AS A LEADER

In this section, we'll ask you to share more about yourself that you haven't already shared in other areas of the application. We're looking to understand who you are, your motivation for applying to this programme, and your vision for your work in tackling issues of poverty.

Why is this important to us? This programme is for individuals who are already deeply committed to the work of tackling poverty, who are interested in being part of a global community that is bound by values. Everyone's approach and the reason why they began their journey of tackling poverty could be different, but we aspire to build a community of Acumen Fellows who are committed to staying on the path of creating lasting change in society.

To understand more about the values our community stands for, please review our Manifesto. These values act as guiding stars, providing a framework for decision-making in the context of social change.

As stated before, note that we will be assessing the content of your answer and NOT the polish of your written English. Please share answers in simple bullet-points vs essays if that is what you prefer.

** What is ONE area of personal growth that would make the biggest difference to your effectiveness as a leader?

Please try to be specific and include examples from your professional life that would help us understand why this would make a difference.

(200 words max.)

> "Transforming myself from Enabling individuals to live with Dignity to Building Multiple Leaders who can create a 10X Social Impact"
>
> From impacting tens of people in 2016, I grew to impacting [■] 0 people in 2019-2021 to positively impacting 300 people in 2022 and enable them to lead a life with dignity. While there is growth, it is very linear. I believe that with the right mentorship and the right eco system, we can significantly enhance the social impact. The number of beneficiaries are in Millions. I need to learn how to transform my mindset, my skills such that we can make a much bigger social impact.

** Challenge and failure are part of the journey. Please share a video telling us about the failure in your professional life, and the lessons you learned from that experience.

Please try to make this answer relevant to your pursuit of your vision.

Please select which method you want to submit your video by.

> Upload your video on a cloud-based file storage system (i.e. Google Drive, [Box.com](Box.com) or Dropbox) and share a link

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* As you've selected Option 2, please copy and paste your folder's shareable link here.

Please use "Failure Story - Name" as file name. Your video should be no longer than 2 minutes.

> https://youtu.be/PNTZaIIbZBI

** If selected for the Fellowship, what do you hope to GET from this community and experience? And what do you hope to GIVE to this community?

After the Fellowship, the graduates become part of Acumen Academy's alumni community, the Foundry. We would like you to share how you will continue to give and receive from this community. Please be as specific as possible and provide 1-2 examples of how you will contribute and receive support from the Foundry.

(300 words max.)

I'm an enthusiastic learner, passionate about sharing knowledge. My career primarily involves directly aiding individuals in need, offering hands-on support and guidance. I've also provided mentorship to a few team members, resulting in a variety of outcomes.

Looking ahead, I aim to expand our societal impact significantly, from assisting hundreds to potentially thousands or even tens of thousands. However, this pursuit is accompanied by a persistent concern. I fear that as our scope broadens, I might lose the direct and personal interaction I value. This leaves me feeling both excited and somewhat uncertain.

In order to navigate this forthcoming shift, I'm actively seeking the counsel of a trusted mentor or a supportive peer group. Their guidance will be instrumental in helping me address my uncertainties and fears. My ultimate objective is to enhance our collective social impact by focusing on eradicating poverty and promoting dignified lives for all.

Essentially, my goal is to strike a harmonious balance. I want to continue my close, personal involvement while broadening our impact on a larger scale.

Concurrently, I aim to share my insights gained from direct involvement with people in need. I hope to facilitate discussions, exchange impactful stories, and support others in making significant societal contributions.

** What is the impact you hope to have in India? How does your work contribute towards that vision?

Imagine what an ideal future would look like, share all the key stakeholders involved, and how you plan to engage with them to bring about that change. This is not just related to your current role or work. We would like you to think about all your past and future work and how that may contribute towards this vision.

Please select how you would like to answer this question.

Text Response

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* What is the impact you hope to have on your country? How does your work contribute towards that vision?

I aim to bring about a significant impact in my country through our work at WinVinaya Foundation. Our focus lies in providing specialized skills and opportunities to individuals with disabilities, ensuring they gain industry-aligned training in fields like Full Stack Software Development, Software Testing, and Financial Accounting.

Our efforts result in a substantial increase in the earning potential of our placed candidates, doubling the industry average salary. This, in turn, contributes to empowering Persons with Disabilities (PWDs) and Women by enabling them to secure jobs and lead dignified lives. By sharing our successful training methodologies and practices we're inspiring other organizations to replicate similar specialized skill programs. This broader scope creates a more inclusive ecosystem that significantly magnifies our social impact—our fundamental goal for the country.

Innovations like the WinVinaya Academy, featuring courses in Indian Sign Language for various specialized skills, and our pioneering cloud-based Learning Management System (LMS), have allowed us to provide training to candidates across 24 different states in India. This extensive reach represents our unwavering commitment to inclusivity, one that ensures that no one is left behind.

Moreover, our comprehensive training spans 18 diverse disabilities, focusing on foundational skills across different education levels. This concentrated effort aims to lay the groundwork for a more inclusive and diverse future for India, marking our primary contribution to the nation's progress.

* Have you taken any online courses from Acumen Academy (formerly known as +Acumen courses)?

No

* How did you first learn about this programme?

A member of the Acumen team or Fellow contacted me: Acumen Fellow contacted me

* Please specify the name:

Mr. Gopal Garg and Mr. Karthikeyan Ganesan

* [Acumenacademy.org](#) is committed to protecting and respecting your privacy, and we'll only use your personal information to administer your account and to provide the products and services you requested from us.

From time to time, we would like to contact you about our products and services, as well as other content that may be of interest to you. If you consent to us contacting you for this purpose, please tick below to say how you would like us to contact you:

Responses Selected:

I agree to receive other communications from Acumen Academy.

* In order to provide you the content requested, we need to store and process your personal data. If you consent to us storing your personal data for this purpose, please tick the checkbox below.

You may unsubscribe from these communications at any time. For more information on how to unsubscribe, our privacy practices, and how we are committed to protecting and respecting your privacy, please review our [Privacy Policy](#)

Responses Selected:

I agree to allow acumenacademy.org to store and process my personal data.

F: TERMS AND CONDITIONS

- Participants are expected to attend ALL programme Seminars (3 residential Immersives - 2 of them virtual workshops) which will include travel to different locations within India. Once selected all programme-related expenses during the Fellowship are provided by Acumen Academy India. The dates of the seminars will be communicated to candidates in the final stage of the selection process.

- The Acumen Academy India team and its partners are investing a significant amount of resources, effort, and time into this programme, and we must ensure that all participants are committed. All selected Fellow Candidates must attend all programme seminars (immersives and workshops) and complete assignments between immersives or face possible removal from the programme.

- Upon successful completion of the programme, the Fellows become part of Foundry, Acumen Academy's alumni community of 1300+ members.

- The Foundry members gain access to online resources, financial capital, expert mentorship, and opportunities to showcase their work and expand their reach. Foundry members are also expected to contribute to the Foundry with their knowledge, skills, and expertise.

- Your dedication to solving the problems of poverty is central to your selection in the Fellows Programme. If selected, you must commit to continue working in a leadership capacity in that path in 2024-2025.

- The Fellowship is an adult educational leadership programme. Our responsibility is to create a productive learning environment where participants can understand and practise the content of the programme as best as possible. If selected, you understand that your responsibility is for your own health and safety throughout the duration of the programme. The Acumen team does not provide medical advice, therapy, legal advice, or personal counselling, and by participating in the programme you understand that the programme is not a substitute for professional advice by legal, mental, medical or other qualified professionals.

- All candidates in the final stage of the selection process are expected to attend a two day virtual Selection Conference (ceremony in which the final cohort is selected) on February 2nd and 3rd, 2024.Participants are expected to cover their own travel expenses, as well as accommodation(*), if selected all programme-related expenses will be provided by Acumen Academy. If selected, you must commit to attending the Selection Conference.

(*) Note: The Acumen Academy India team wants to ensure that all shortlisted candidates are able to attend, regardless of their financial situation. As a result, in some special situations and upon request, The Acumen Academy

India team will consider providing financial assistance to finalists who cannot cover the cost of travel to attend the Selection Conference.

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* I hereby verify that the above information is true and correct to the best of my knowledge and belief. I affirm that the above responses and essays are original and not plagiarised. I understand that misrepresentation or plagiarism of any kind is grounds for immediate disqualification from the selection process.

Responses Selected:

I acknowledge that I have read and agree to the above Terms and Conditions.

Submission Instructions

In order to submit your application you will first need to **complete all tasks** (Contact Information, Eligibility for the Acumen Fellowship and Online Application Form) within your application. Also, if you've selected to directly upload a video within this platform, after clicking the green button "Mark as Complete" below you'll be able to see new tasks depending on the video you'll be uploading so that you can do so.

Once all tasks are complete, submit your application by performing the following steps:

1. After you have marked all tasks as complete, you can select **Review** or **Submit** your application.
2. Please review your application before submitting it. Once submitted, you won't be able to make any further changes to the application.
3. Once you've reviewed all your completed tasks, click **Submit**.
4. Confirm submission by clicking **Submit** once again.

To confirm your application was submitted successfully, you will receive a confirmation message upon submission, as well as a confirmation email.

WinVinaya Foundation

Enabling an Inclusive Society

Our "Charitable Trust" empowers
Persons with Disability (PwD), Women & Economically disadvantaged to
lead a life with dignity by providing life skills & resources

Helping Persons with Disability get the ***Right Job***;
Enabling Companies to increase their ***'DEI Quotient'***

Our Offices

Bengaluru – IT Capital of India

Tirupur – Textile Capital of India

Highlights of WinVinaya Foundation (WVF)

01 We provide training & placement assistance to Persons with Disabilities (PWD), Women and Economically Disadvantage candidates in niche and industry ready skills like Software Development, Software Testing, Accessibility Testing, Financial Accounting, Core Banking, Microsoft Power BI, Tally and more for FREE.
We cater to <u>18 out of 21</u> recognized disability categories (RPWD Act 2016).
Our 1000+ Beneficiaries come from <u>24 states</u> of India and <u>Nepal</u>

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02 50% of WinVinaya's employees are persons with disabilities and our trainers are a perfect combination of young and experienced minds.

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03 WinVinaya Academy is an <u>Award-Winning</u> Learning Platform, tailored for persons with disabilities. We have courses in IT, Banking, Accounting and more in simple English and <u>Indian Sign Language</u> medium.

01
Training and Placement Assistance for FREE

02
Inclusive Team

03
Innovation

Our Approach

WinVinaya Foundation
Enabling an Inclusive Society

01 — SOURCING
- Sourcing candidates from existing database of WinVinaya
- Collaborating with other NGO's, Colleges, Schools, Alumni & Inclusive companies

02 — Pre-assessment and Career Counselling
- Through a combination of online aptitude / technical questions, puzzle solving, mock interview questions
- One-On-One Career Counselling to understand the candidate's strength, interest, goal, and provide career guidance

03 — Training and Continuous Assessment
- Harness latest technology and utilize WinVinaya Academy – Digital Learning Platform, designed for Persons with Disabilities
- Provide expert trainers to mentor the candidates
- Regular assessments & mock interviews by corporate volunteers

04 — Placement Assistance for Income Generation
- Focused placement initiatives of WinVinaya specific to each company
- Connecting with inclusive companies, sensitizing, doing job analysis and mapping the right disability category, working with the company to open equitable opportunities for PwDs.

05 — Effective Integration Into Workforce
- Providing DEI services and ensure win-win for the company and the candidate
  - Disability Awareness Orientation
  - Job coaches
  - Sign Language services
  - DEI Advisory Services

WinVinaya Foundation
Enabling Differently-Abled to Succeed

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Learn from the best courses using perfect practice orientation, auto evaluation and get skilled

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ENROLLED
WinVinaya-Microsoft Teams-ISL

ENROLLED
WinVinaya - Financial Accounting - ISL

ENROLLED
WinVinaya – Learn HTML5 and CSS3 Basics - ISL

ENROLLED
WinVinaya-MS-Excel ISL

ENROLLED
WinVinaya- Banking ISL

ENROLLED
WinVinaya - English ISL V2.0 Course

ENROLLED
Winvinaya Soft Skills - ISL

ENROLLED
WinVinaya – Complete MySQL Developer Course in ISL

Courses available in English and Indian Sign Language Medium

18 Disability Categories WVF works with

Autism Spectrum Disorder	Mental Illness	Intellectual Disability	Multiple Disabilities
Acid attack survivors	Locomotor disability	Muscular Dystrophy	Hearing impairment
Low Vision	Blindness	Dwarfism	Cerebral Palsy
Sickle Cell	Hemophilia	Thalassemia	Leprosy Cured
	Speech and Language Disability	Chronic Neurological Condition	

24 States that WVF candidates come from

1. Andhra Pradesh
2. Arunachal Pradesh
3. Assam
4. Bihar
5. Chhattisgarh
6. Delhi
7. Gujarat
8. Haryana
9. Himachal Pradesh
10. Jammu and Kashmir
11. Jharkhand
12. Karnataka
13. Kerala
14. Madhya Pradesh
15. Maharashtra
16. Odisha
17. Punjab
18. Rajasthan
19. Tamil Nadu
20. Telangana
21. Tripura
22. Uttarakhand
23. Uttar Pradesh
24. West Bengal

+ (Morang) Nepal

Training Courses that WinVinaya Offers

Software Development

Full Stack Development
- HTML5
- CSS3
- JavaScript
- Java
- MySQL
- Angular

Accessibility Testing

- Accessibility Fundamentals
- Introduction to Deque University Courses
- Section 508 certification (Web on Windows)
- WCAG 2.1
- Trusted Tester Certification

Core Banking & MS Office

- Basics of Banking
- Different types of deposits
- CASA
- AML
- KYC

- MS Word
- MS Excel
- MS PPT

& More

Software Testing

- Testing Fundamentals
- Test Design Techniques
- Test Management Foundation
- Automation Testing
- Selenium Basics
- Selenium Advanced

Financial Accounting, Tally, Zoho Books

- Introduction to Financial Accounting
- Golden rules of accounting
- Assets, Capital $ Liabilities
- Journal, Ledger and Trial balance
- Final Account – Trading Account, Profit/loss account
- Balance sheet
- Bank Reconciliation
- GST and TDS Compliance

- Bookkeeping in Tally, Zoho Books
- MIS Report and More…

Microsoft Power BI

- Power BI Desktop
- Power BI Service
- Power BI mobile
- Data modelling, transformation
- Table relationship
- Data Analysis Expression (DAX)
- Artificial Intelligence Visuals
- Power Platform Integration
- Workspace, Dashboard, report sharing

Beneficiaries of WinVinaya

Graduates

We upskill candidates who completed their graduation and provide placement assistance aligned to their graduation.

College Students

We train colleges students over a longer period to improve their Communication, Domain, Soft Skills to enable them to get campus placements.

School Students

We provide career guidance to school kids with disabilities and upskill them in Advanced Digital Literacy, Communication, and Soft Skills to bring them on par with students without disabilities.

Non-Graduates

We train non-graduates with disabilities in industry ready skills to empower them to earn a better income and lead a life with dignity

WinVinaya's Value Added DEI Services

Experiential Disability Awareness Orientation

We provide unique experiential Disability Awareness Orientation to progressive companies on
- Best Practices in recruiting, training PWDS
- Lived experience sharing of PWD employees/ candidates

Indian Sign Language Services

We provide inclusive companies -
- Foundation course in basics + domain specific Indian sign language training for effective 2-way communication with their DEAF colleagues
- Sign Language Interpretation Services for events, meetings, training

Job Coaches for PWD Integration

Job Coach acts as a bridge between a person with disability and the inclusive company – in setting the expectations, mentoring both the parties, fine tuning ideas for a smoother integration.

DEI Advisory Services

Enable companies to create/ enhance -
DEI Strategy, Policies, Best Practices, Metrics, Implementation Roadmap and Monitoring

Increase Supplier Diversity Quotient

Outsource your projects to our inclusive team
- Accessibility Testing
- Manual Testing & Test Automation
- Accounting Automation
- Build Interactive Power BI Dashboard.

Success Stories of WinVinaya's IT Candidates

Anoop

Anoop is a Hearing & Speech Impaired person from Kerala. He uses Sign Language to communicate. Even though there are 400+ educational institutions for the deaf in India, almost 95% of them don't have qualified sign language instructors. In other words, we are NOT educating the deaf in an effective way. Anoop experienced this the hard way. But then, Anoop is a strong willed, smart, hard working person. Watch this **video** to see how Anoop transformed his life.

Jayashree

Jayashree is a Person with Locomotor Disability from Karnataka. When she was born, her parents were very worried about the future of their girl child with disability. It was NOT easy to get school admission. Fast Forward - Jayashree completed MCA. She fine tuned her skills and is now working in a top MNC & is the primary bread winner of her family - A Person with Disability supporting people without disabilities. Watch her story of GRIT.

Lohith

Lohith is a Person with Low Vision from Karnataka. He wanted to do Engineering, which includes design drawings, practicals, labs. Some raised questions if that is the right course for him. He took it as a challenge and completed Mechanical Engineering. He then decided to explore the IT sector. He got himself trained in software development and landed in a job in a top MNC. When there is a will, there is a way. Watch his story here.

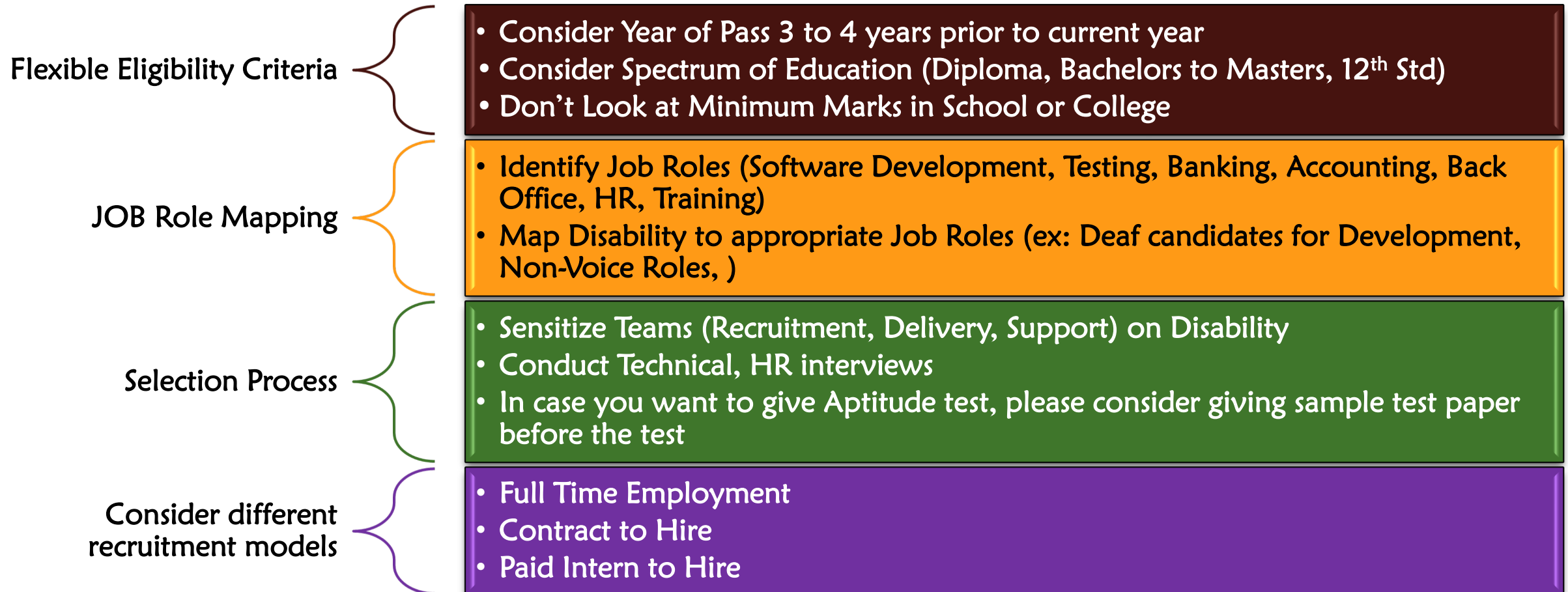# Success Stories of WinVinaya's Non-IT Candidates

Hemanth

Hemanth is an M.Com graduate and an aspiring director. A cheerful optimistic, go-getter and a person with cerebral palsy. Initially he had a tough time to find an inclusive school and colleges but that didn't stop him. He finally got in one of the famous college in Bangalore and completed his education with flying colours. After coming to WinVinaya we have trained him in Core banking, Power BI and Power Automate and now he is working in one of the top MNC. Watch this <u>video</u> to see how Hemanth transformed his life.

Symonne

Symonne Kotian is a creative person with a pleasant smile. She is an amazing artist and a person with cerebral palsy. She has completed her 12th through NIOS. At WinVinaya she got trained in English, MS Word and Power Point. During Covid-19 lockdown she self taught herself in Adobe photoshop, Illustrator and Canva. She has a never give up attitude and joyful curiosity to learn new things. Watch her story of perseverance <u>here</u>.

Best Practices followed by Inclusive Companies

Flexible Eligibility Criteria
- Consider Year of Pass 3 to 4 years prior to current year
- Consider Spectrum of Education (Diploma, Bachelors to Masters, 12th Std)
- Don't Look at Minimum Marks in School or College

JOB Role Mapping
- Identify Job Roles (Software Development, Testing, Banking, Accounting, Back Office, HR, Training)
- Map Disability to appropriate Job Roles (ex: Deaf candidates for Development, Non-Voice Roles,)

Selection Process
- Sensitize Teams (Recruitment, Delivery, Support) on Disability
- Conduct Technical, HR interviews
- In case you want to give Aptitude test, please consider giving sample test paper before the test

Consider different recruitment models
- Full Time Employment
- Contract to Hire
- Paid Intern to Hire

❖ **We don't charge placement fees for our candidates.**
❖ **We provide 3 Months Post Placement Support to companies and candidates.**

Next Steps

Discuss with WinVinaya

- To identify right Job Roles for PWDs

- To conduct Disability Sensitization Workshop for leadership, teams

- Share Demand Forecast for recruiting PWDs

- Share JD, Selection Process

Help Us Improve

- Suggest new courses useful to your company

- Suggest enhancements to course curriculum

- Share your training curriculum

- Volunteer to improve our training, placement

Connect Us

- With your friends, contacts in other companies

- With other NGOs in your area

- With Inclusive Colleges

- With Volunteers in your company who want to train

01 Discuss With WinVinaya

02 Help Us Improve

03 Connect Us

Together, we can help Persons with Disabilities earn a decent income and lead a life with dignity

Volunteer Engagement Opportunities @ WinVinaya

Mentoring
Individual, Pair or Group mentoring with our candidates to help them on a holistic front – to get ready for the job and life
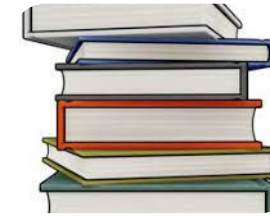
A Day in a Corporate – Workshops
Conduct – 'A Day in a Corporate' workshops to strengthen the candidates' understanding of the corporate sector

Roundtable Conferences
Jointly Organize or Participate in WinVinaya's Inclusive Round Table Conferences.

Co-Creating Training Materials
Co-create training materials in skills where there is market demand along with WinVinaya.

Provide Projects
Provide us Projects that can be incorporated into the learning experience for candidates to enhance their competency for the job market

Inclusive Arts Events
Organize arts events like painting with people with Visual impairment, Dance with deaf, Pottery or clay modelling etc.

Inclusive Sports Events
Conduct inclusive sports events like Blind cricket, Basket Ball with deaf, Chess with Visual Impaired candidates etc.

Outdoor Activities
Volunteers can go for Trekking, visit historical places, Visit Organic Farms, Animal shelters etc. along with Persons with Disabilities.

Role Plays
Conduct Role plays to teach Banking concepts, Finance, Tax, Data analytical skills and more

Hackathons
Volunteers can conduct Hackathons for candidates along with WinVinaya Team to improve Design, Development, Team working skills

Further Reading

| Resources	URL
Learn Basics of Sign Language in 12 days (Free Self-learning materials)	https://winvinayafoundation.org/learn-sign-language/
Watch the Success Stories of our candidates across disabilities	https://winvinayafoundation.org/success-stories/
Check our Interactive, Realtime Performance Report in Power BI, to understand our candidate's education, trainings that we did, Companies and Job Roles we placed	https://winvinayafoundation.org/performance-reports/
Blog about Shiva's learning in recruiting people	https://tinyurl.com/Shiva-Learning-In-Recruiting
Best practices for training PWDs	https://tinyurl.com/Recommendation-training-PWDs
Best practices for hiring PWDs	https://tinyurl.com/Recommendation-Hiring-PWDs
Best practices in recruiting Deaf candidates	https://tinyurl.com/Recommendation-Recruiting-Deaf
Our website	https://winvinayafoundation.org/

WinVinaya Foundation

Enabling an Inclusive Society

Be the change that you want to see in the world...
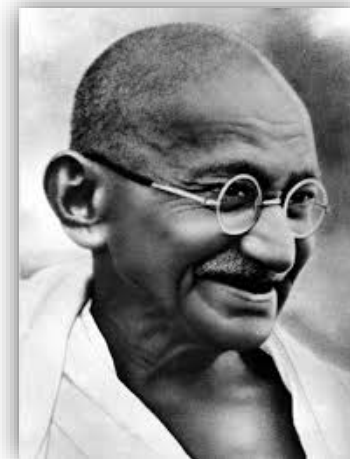
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