



Employability Training Ideas
For Persons with Disability in Bangalore, Karnataka

Proposal by
WinVinaya Foundation
To
Microsoft

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Primary Contact: Sivasankar Jayagopal
Founder Chairman
WinVinaya Foundation
25/3 Brindavan 3rd Cross, Saraswathipuram
IIM Post
Bangalore 560076
Ph.: +91-96764-33359

Email: Shiva.Jayagopal@WinVinayaFoundation.org

1 Background

Based on the discussion Shiva Jayagopal (Founder Chairman of WinVinaya Foundation) had with Ms Manju Dhasmana and Ms Padmaja on 09-Aug-2021, WinVinaya Foundation is giving this proposal with the synopsis of ideas for multiple programs that can be accomplished in 4 to 8 weeks duration along with fund's requirements.

The primary aim and goal of WinVinaya Foundation is to provide life skills and resources to persons with disabilities and enable them to earn a decent income and lead a life with dignity. WinVinaya Foundation is submitting this proposal to MICROSOFT containing a brief summary of its objectives and seeking funds to achieve its goal.

2 Our Ideas

Our approach is to act as a bridge between the job seekers and the employers, fill the gaps on both the sides and enable success for both. We fill the gaps by training PWD graduates in skills that match the requirements of the employers.

WinVinaya Foundation uses WinVinaya Academy to create and host the courses in Indian Sign Language and also in English Medium. 95% of the course content is experiential learning. As WinVinaya Academy is a digital learning platform, hosted on the cloud, the impact is multi-fold when compared to instructor-led training. By investing in adding new courses in the Academy,

1. About 300+ graduates and students could get benefited in learning the new courses over a period of three years
2. Students and graduates can access the Academy even in the night, when their network connection is better, or at any time convenient to them

Thus transforming lives of many students every year which would have been very difficult to achieve in a traditional instructor led training.

So, our primary Ideas are to –

1. Conduct Boot Camp Training for PWD Students under various programs
2. Create Courses in Indian Sign Language for better reach

We plan to start the Boot Camp Training during the week of 09-Aug-2021 and complete it as per the training duration mentioned for each of the Boot Camps.

2.1 Boot Camp Training Programs

Upskilling AIF Students in IT Skills: There are 8 AIF students who were trained by WinVinaya Foundation in software development. We are looking at upskilling them in HTML, CSS, JavaScript Basics and recap sessions in Java and SQL. **The duration of the training is 6 weeks.**

Training PWD Graduates in BPA Program: We are planning to conduct training in Business Process Automation (BPA) covering English, Soft Skills, MS Excel, MS Word, Agile Fundamentals, SQL and Power Platform (Power BI and Power Automate) for DEAF candidates. As the training will follow a blended model of ONLINE TRAINING and SELF LEARNING, we will have 16 candidates for this program. **The duration of the training is 8 weeks.**

Training Program for Customer Support Role: This training covers Advanced English, MS Excel, MS Word and Power BI for non-deaf candidates for a **duration of 4 weeks**. The number of students for this batch is 10.

Our approach to train the PWD graduates in the above listed programs is as below -

- **Sourcing:** WinVinaya collaborates with colleges, NGOs, Social Media, Alumni to source the candidates. The candidates will be a combination of freshers looking for a job or experienced persons who are looking for better career growth. WinVinaya has a database of candidates who can be trained.
- **Screening:** WinVinaya will do a pre training assessment of the candidates through a combination of online aptitude/ English/ technical questions, mock interview questions to assess their knowledge levels, interests, and readiness for jobs and provide career guidance.
- **Training:** WinVinaya will train the candidates across various streams as given above. Candidates will be chosen to be trained in appropriate training based on their pre training assessment results.
- **Placement:** WinVinaya provides placement assistance to the candidates, supports companies in their candidate selection process and helps both parties succeed.

We need your support in conducting the training FREE OF COST to the PWD graduates.

2.2 Training Courses in Indian Sign Language

WinVinaya Academy has courses in English, JAVA, SQL, Core Banking, and Excel with Interview Preparation courses. Initially, when we started our training program, we trained

- PWD candidates on IT skills such as Java, MySQL
- A sect of PWD candidates on low code/no code kind of skills like Power platforms, manual testing, BPA
- MS Excel, Soft Skills and English

As we continuously observe and discuss with veterans in IT and BFSI sector, we started to train the IT in Full Stack Development, DevOps tools and non-IT candidates in Core Banking, KYC, AML and Reconciliations. We would like to add more courses to the IT and BFSI training.

It is important for us to create and deploy new courses on eLearning platforms and keep the training material updated, so that we can scale to train a lot more PWD candidates, without compromising the course quality. It is also important that we have all the courses in ISL (Indian Sign Language) so that it benefits a larger Deaf community. As part of that journey, we have created Java and MySQL courses in ISL medium and we are in process of deploying HTML5/CSS3 courses in ISL. Next, we are planning to create and deploy JavaScript course in ISL. We need your support in creating these learning videos in Indian Sign Language.

3 Flexible Funding

WinVinaya is open for a detailed discussion with Microsoft to explain our objectives, goals and various options. To illustrate a few options,

1. Microsoft can choose to fund for creating ISL videos (or)
2. Microsoft can choose to fund all the candidates to be trained (or)
3. Microsoft can choose to fund for creating ISL videos and a specific batch/number of candidates to be trained

4 Project Budget Information

4.1 Boot Camp Training Program

S.#	Training Program	Cost Head	Description	# of Candidates	Cost per Candidate	Total
1	Upskilling AIF Students in IT Skills (6 Weeks Duration)	Training of Candidates	Training cost	8	₹ 16,800	₹ 1,34,400
		Sub Total				
2	Training PWD Graduates in BPA Program (8 Weeks Duration)	Sourcing and screening candidates, Arranging Interviews	Collaboration with various sources, Shortlisting based on eligibility criteria, Logistics	16	₹ 2,000	₹ 32,000
		Training of Candidates	Training cost	16	₹ 22,400	₹ 3,58,400
		Placement of Candidates	Co-ordination with various corporates for placement assistance	16	₹ 2,000	₹ 32,000
		Sub Total				
3	Training Program for Customer Support Role (4 Weeks Duration)	Sourcing and screening candidates, Arranging Interviews	Collaboration with various sources, Shortlisting based on eligibility criteria, Logistics	10	₹ 2,000	₹ 20,000
		Training of Candidates	Training cost	10	₹ 11,200	₹ 1,12,000
		Placement of Candidates	Co-ordination with various corporates for placement assistance	10	₹ 2,000	₹ 20,000
		Sub Total				
Total						₹ 7,08,800/-

4.2 Create Training Courses in Indian Sign Language

Category	Topics	Cost
JavaScript in ISL	JS Basics, JS Control Statements, JS Objects, Number, Boolean, JS Strings, JS Arrays, JS Functions and Events, JS Date, Math, Regular Expression & Validations, JS DOM Events and Event Listeners, JS Error Handling, JS Multimedia & Image Map	₹ 7,78,800/-

4.3 Total Funding Request

₹ 14,87,600/-

5 Looking Forward

Based on our experience, we are confident that we would be able to execute this project, if given, as per the expectations of Microsoft in the journey of bringing a positive change in the lives of Persons with Disabilities.