

Employability Training Program  
For Persons with Disability in Bangalore, Karnataka

Proposal by  
WinVinaya Foundation  
To  
SBI Foundation

Date of Proposal: 17<sup>th</sup> Feb 2020  
Version 4.0

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## Revision History

Version	Effective Date	Brief Description of Change	Reference for Change
1.0	03-Jan-2020	First Version	N/A
2.0	20-Jan-2020	<ol style="list-style-type: none"><li>1. In addition to Bangalore, added Chennai location as well.</li><li>2. Adding information for Train the Trainers (Boot Camp)</li><li>3. Added information for sharing e-Platforms</li></ol>	Email from Shirish (Microsoft) dated 14-Jan-2020
3.0	03-Feb-2020	<ol style="list-style-type: none"><li>1. Removed Chennai Location</li><li>2. Added information to move e-Assessment from AWS to Azure along with Azure Sizing</li><li>3. Changed duration from 2 months to 3 months</li></ol>	Email from Shirish (Microsoft) dated 27-Jan-2020
4.0	17-Feb-2020	<ol style="list-style-type: none"><li>1. Removed Bootcamp (Train the Trainer) section</li><li>2. Removed ePlatforms section</li><li>3. Reduced Capex Cost</li></ol>	Phone call from Shirish (Microsoft) on 15-Feb-2020

# 1 Project Summary

## 1.1 Background

SBI Foundation intends to sponsor employment training program, focused on IT Job Roles in BFSI domain (Banking, Financial Services and Insurance) for 100 persons with disability (PWD) per year for 3 years in each of the 5 locations (Total 1,500 beneficiaries in 3 Years across all locations), which will enable them to join the industry workforce.

## 2 Introduction about WinVinaya Foundation

WinVinaya Foundation, a Charitable Trust was registered in Feb 2016 by Shiva Jayagopal who is an IT Veteran with 28+ years in IT and Seethalakshmi (Akila) who has 15+ years of experience working with Persons with Disabilities. Our primary aim is to empower Persons with Disabilities, economically disadvantaged and women to earn a decent income and lead a life with dignity by providing life skills and resources. We operate a center in Bangalore and a center in Tirupur.

Based on our industry research, we are extending our courses to Ex-Service Persons and Transgender People so that they can earn a better income and lead a life with dignity.

## 3 WinVinaya's Solution Approach

WinVinaya Foundation would like to provide Training and Placement Assistance services in 1 out of 5 locations. WinVinaya Foundation would enhance the current center in Bangalore for this purpose.

WinVinaya Foundation will do it best to adhere to the guideline of training with a mix of 40% Visually Impaired candidates, 40% Hearing Impaired candidates, 15% Locomotor Disabled candidates, 5% Intellectually Disabled candidates.

### 3.1 Training at WinVinaya Center

#### 3.1.1 Project Goals for Training

- ❖ To train 100 Persons with Disabilities per year (Visually Impaired, Hearing & Speech Impaired, Locomotor Disabled, Intellectual Disabled) in Bangalore across 3 years (total: 300 beneficiaries) for IT Job Roles in Banking, Financial Services & Insurance sector – which includes software development, software support, core banking operations, operational/ support roles etc.
- ❖ Provide interview opportunities for 80% of trained candidates
- ❖ Place 50% of the trained candidates in companies and provide post placement support for a minimum of 3 months

#### 3.1.2 Focus of Digital Skills Training

- ❖ Training in BFSI domain, IT
- ❖ Training in Soft Skills
- ❖ Basic English Communication
- ❖ Basic Aptitude
- ❖ Mentoring by experts
- ❖ Augmented with Digital Learning Platforms

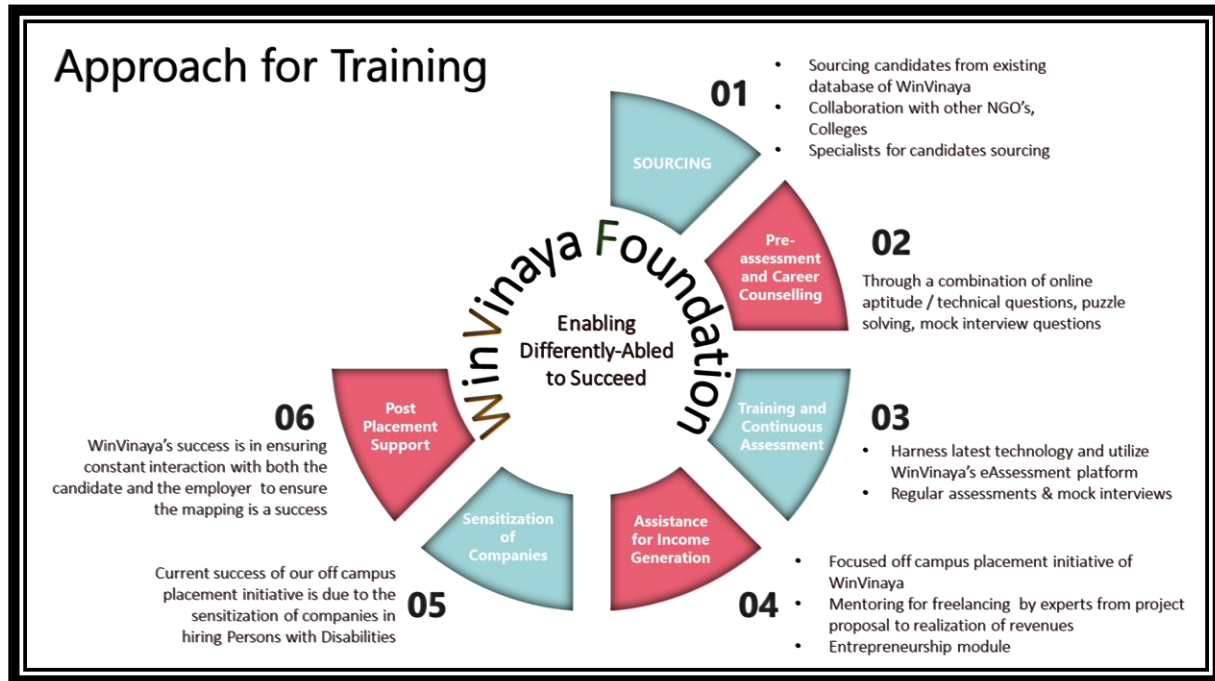
- Will help the candidates learn very effectively and will help them get a job and progress in life.

Training Course Curriculum is available in [Appendix-2](#)

### 3.1.3 Location of WinVinaya Training

- ❖ Training for the Persons with Disabilities will be conducted in the existing center in Bangalore.
- ❖ Persons with Disabilities will have to make their own arrangements for travel, food, accommodation.

## 4 WinVinaya Foundation's Approach to meet the Training Requirements



### Sourcing of Candidates for training

- WinVinaya has a database of candidates who can be trained
- WinVinaya collaborates with colleges, NGOs, Specialists, 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

## **Screening & Career Counselling**

- WinVinaya will do a pre-assessment of the candidates through a combination of online aptitude/ technical questions, puzzle solving, mock interview questions to assess their knowledge levels, interests, readiness for jobs and provide career guidance.
- Pre-assessment results help us to choose the appropriate training methodology, duration and make it more effective as per the skills of the candidates.

## **Training & Skilling**

- WinVinaya has a track record of training 250+ candidates successfully across various streams – IT/ ITES, Soft skills, HR, Finance, Tally.
- WinVinaya will be using class room training, distant learning using digital learning platforms or a combination of both to provide the training.

## **Training Assessments**

- Harness latest technologies - We built WinVinaya's e-Competency Assessment platform to help the candidates prepare better through multiple practice tests.
- Through WinVinaya's e-Competency Assessment platform, we regularly check the skill levels of the candidates which will help us make appropriate course correction in the training.
- We conduct 2 Mock interviews - One in the middle of the training and another at the end of the training. This helps in assessing the domain skills and soft skills of the candidates in an interview setting, which greatly helps them in clearing real-time interviews.

## **Placement / Recruitment**

- Out of 250+ trained candidates in the last few years, WinVinaya has a track record of placing more than 70% of the candidates.
- WinVinaya's focused company specific placement drives help in effectively mapping candidates to the recruitment needs of the organizations and facilitate the minimum hit rate of 50% placement

## **Sensitization of Companies**

WinVinaya conducts Sensitization Workshop through which we sensitize leaders, managers, team members, Support Teams on the best practices in integrating PWD's in the workplace. This has helped companies succeed not only in recruiting the candidates but also be successful in embracing them.

## **Post Placement Support**

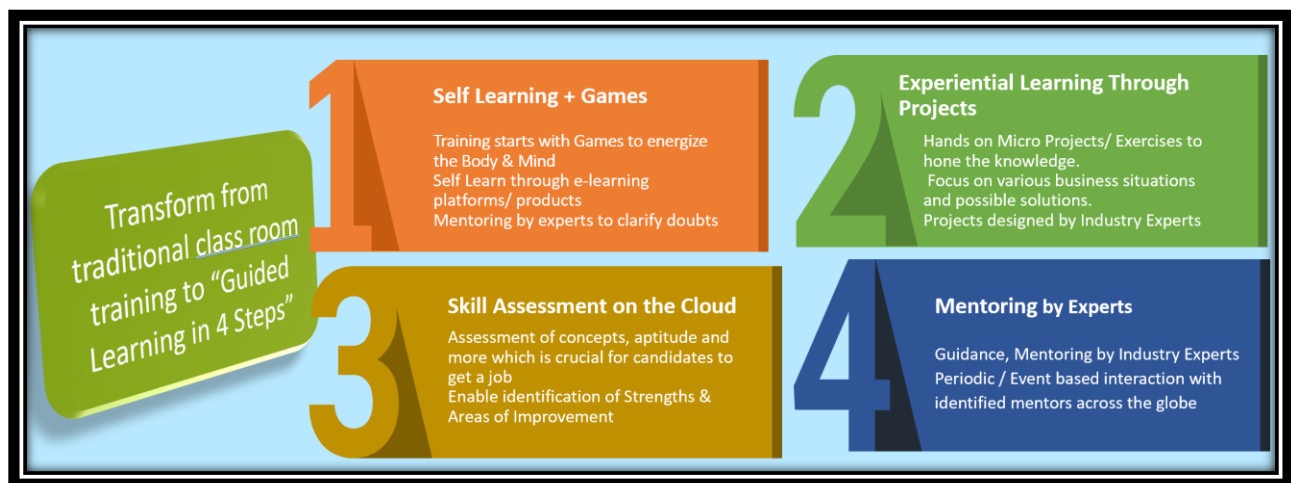
- WinVinaya believes that our part does not end just with placing the candidates. Through our experience we have realized that both Companies and the Candidates need some support, mentoring to ensure that the inclusive journey is successful.
- We provide post placement support to the company and the candidates for minimum 3 months.

## 5 WinVinaya's Differentiating Factors

WinVinaya Foundation was started and built by IT Veterans. We focus a lot on using effective products, tools, methodologies to make our training very effective. With an experience of training around 250 candidates with about 70% placement, WinVinaya's successful methodology of harnessing technology is ideal to scale. Our differentiating factor is not on what we train, but on How we train.

**Some of the innovative and effective Products and Tools we intend to use for this program are:**

### 5.1 4 Step Guided Learning



As part of the training, we will implement WinVinaya's Guided Learning in 4 Steps:

- Self-Learning + Games:
  - Learn English through e-Learning platforms, products – For e.g. Learn English through “Flow of English” product.
  - Learn soft skill training by playing games. Please see the sample videos on the same in [Appendix - 5](#)
- Experiential Learning through Projects
  - With Industry Experts in the foundation, the focus is on creating Projects / Exercises with real time scenarios which will improve the “Application of Knowledge” skills
- Skill Assessment on the Cloud
  - WinVinaya's eAssessment Platform will be used for evaluating the candidates
  - More than 750 questions on IT, Financial Services Aptitude, English & GK are already loaded on the platform. More BFSI related questions will be added.
  - This platform will be used for Regular Assessments, Pre Training and Post Training Assessments of candidates to understand the Strengths and Areas of Improvement
  - This platform will also be used for mock online test before the Placement
- Mentoring by experts
  - Expert volunteers provide the requisite guidance to the candidates to succeed

- The guidance would be periodic, and event driven. Their inputs on what they are doing well and what they need to improve along with tips to improve has made a very big difference for the candidates to succeed.

## 5.2 Sign Language – eSL Platform

Many Hearing & Speech Impaired candidates communicate through Sign Language. However, the companies that are willing to recruit them don't have many employees who know Sign Language. WinVinaya has created "WinVinaya eSL". This is a self-learning course where anyone can learn the foundations of Sign Language through videos structured through a lesson plan. Within a few days, the Basic Sign Language course can be completed.

We strongly believe that platforms like these will enable the community to learn Sign Language which will help make this world become more inclusive.

## 5.3 Interactive Realtime Dashboards

WinVinaya Foundation believes not just in collating the information and reporting on periodic basis, but also in analyzing the information for further improvements. To this end, we built dashboards for Monitoring Training, Placement of candidates. Please see [Appendix 3](#) for the sample dashboard.

# 6 Implementation Plan

Training Location	WinVinaya's Existing Center in Bangalore
No. of Beneficiaries	100/ year * 3 Years * 1 Location = 300
Duration of the Course	200 Hours to 300 Hours – approximately 8 weeks to 12 weeks per student Batch Duration may vary slightly from plan depending on the batch needs and the skill of the candidates
Overall Project Duration	36 months

# 7 Volunteer Engagement

Employees of SBI Foundation are most welcome to volunteer and support our initiatives and enable PWDs to lead a life with dignity. There are multiple ways in which volunteers can make a positive impact-.

## 7.1 Domain Skill Training/ Soft Skills Training

Volunteers can provide training for one or more days on improving domain skills, communication, increasing confidence, interviewing skills, teamwork and more through classroom mode, fun filled games.

## 7.2 Mock Interviews

Volunteers can be part of mock interviews which helps the candidates to shed their fear and anxiety in facing interviews. Provide authentic feedback on what the candidates did well and where they should improve.



### 7.3 Improve WinVinaya Operations

Volunteers can help WinVinaya to improve the entire process (from sourcing candidates to placing the candidates to getting funds from sponsors) or selected few key process areas, to significantly increase the social impact.

### 7.4 Connect with employers

SBI Foundation can immensely help in the placement of the candidates by connecting WinVinaya to potential employers.

## 8 Project Budget Information

Cost head	Description	Year-1	Year-2	Year-3	Total
Capex Cost – Enhancing Existing Center (Bangalore)	Additional 10 Laptops, Projector, Assistive Devices	₹6,96,640	-	-	₹6,96,640
Opex Cost for Bangalore (Existing Center)	Training cost including Rental, Mobilization, Training, Assessments, Placement	₹38,30,000	₹42,13,000	₹46,34,300	₹1,26,77,300
<b>Total</b>	<b>Training Budget</b>	<b>₹45,46,640</b>	<b>₹42,13,000</b>	<b>₹ 46,34,300</b>	<b>₹1,33,73,940</b>

More details of the project budget is given in [Appendix-1](#)

## 9 Payment Terms

Cost head	Release of Amount	Amount
Capex Cost – Enhancing Existing Center (Bangalore)	100% of the amount within a week of signing the agreement	₹6,96,640

Cost head	Release of Amount
Opex Cost	25% of the budget before the start of the training
	30% after completion of training of 50% of the candidates
	30% after completion of training of 100% of the candidates
	15% after placement of 50 candidates and year end report

## 10 Dependencies

WinVinaya requests SBI Foundation to provide 3 months from the date of agreement to start the engagement.

WinVinaya requests SBI Foundation to provide the topics, training reference materials to WinVinaya Foundation 2 weeks before the agreement

## 11 Thanks For The Opportunity

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

WinVinaya takes this moment to thank the SBI Foundation for providing this opportunity for creating a positive impact on our society. Please watch the videos of the success stories of some of our candidates in [Appendix - 4](#). We hope to create more such success stories for the candidates supported by SBI Foundation.

## 12 Appendix – 1 – Details of the Project Budget

**Note:** Taxes where applicable will be extra to the prices mentioned

### Capex for Existing Center (Bangalore)

Cost head	Description	Total
Computer Lab	Additional Laptops, Upgrade existing laptops to Windows 10, MS Office	₹5,36,640
Accessible Devices	2 Licenses of JAWS	₹1,60,000
<b>Total</b>		<b>₹6,96,640</b>

### Opex Budget for Existing Center (Bangalore)

Cost head	Description	Units	Unit cost	Total
Cost of facilities	Rentals for premise	12	₹ 40,000	₹ 4,80,000
Mobilization of candidates	Cost of outreach (travel; meetings & mobilization sessions; social media; internet; counselling, advertisement/flyers; pre-assessment, enrolments )	100	₹ 1,500	₹ 1,50,000
Training of candidates	Training cost including cost of accessible study materials, sign language interpreter, accommodation for some candidates, systems and software, Broadband/ Network, Computer Maintenance, Events like Mock Interview, Certificate Distribution, and retraining wherever needed	100	₹29,500	₹ 29,50,000
Assessments	Online and Offline Assessments	100	₹ 500	₹ 50,000
Job placement	Including branding, logistics costs for candidates, sign language interpreter costs	100	₹ 2,000	₹ 2,00,000
<b>Total for Year-1</b>				<b>₹ 38,30,000</b>
<b>10% Increase for Year-2</b>				<b>₹ 42,13,000</b>
<b>10% Increase for Year-3</b>				<b>₹ 46,34,300</b>
<b>Total</b>				<b>₹ 1,26,77,300</b>

## 13 Appendix – 2 – Course Curriculum

### Curriculum for Software Development

Course	Description
<b>Java</b>	Introduction to Java, Language Fundamentals & Data Types, Java Operators, Java Controls, Strings, Arrays, OOPS, Collection Framework, Exception Handling, File Handling in Java, Threads
<b>SQL</b>	Introduction to Database, SQL Command Sets, DDL Commands, DML Commands, Clauses, Aggregate Functions, Joins, Date Functions

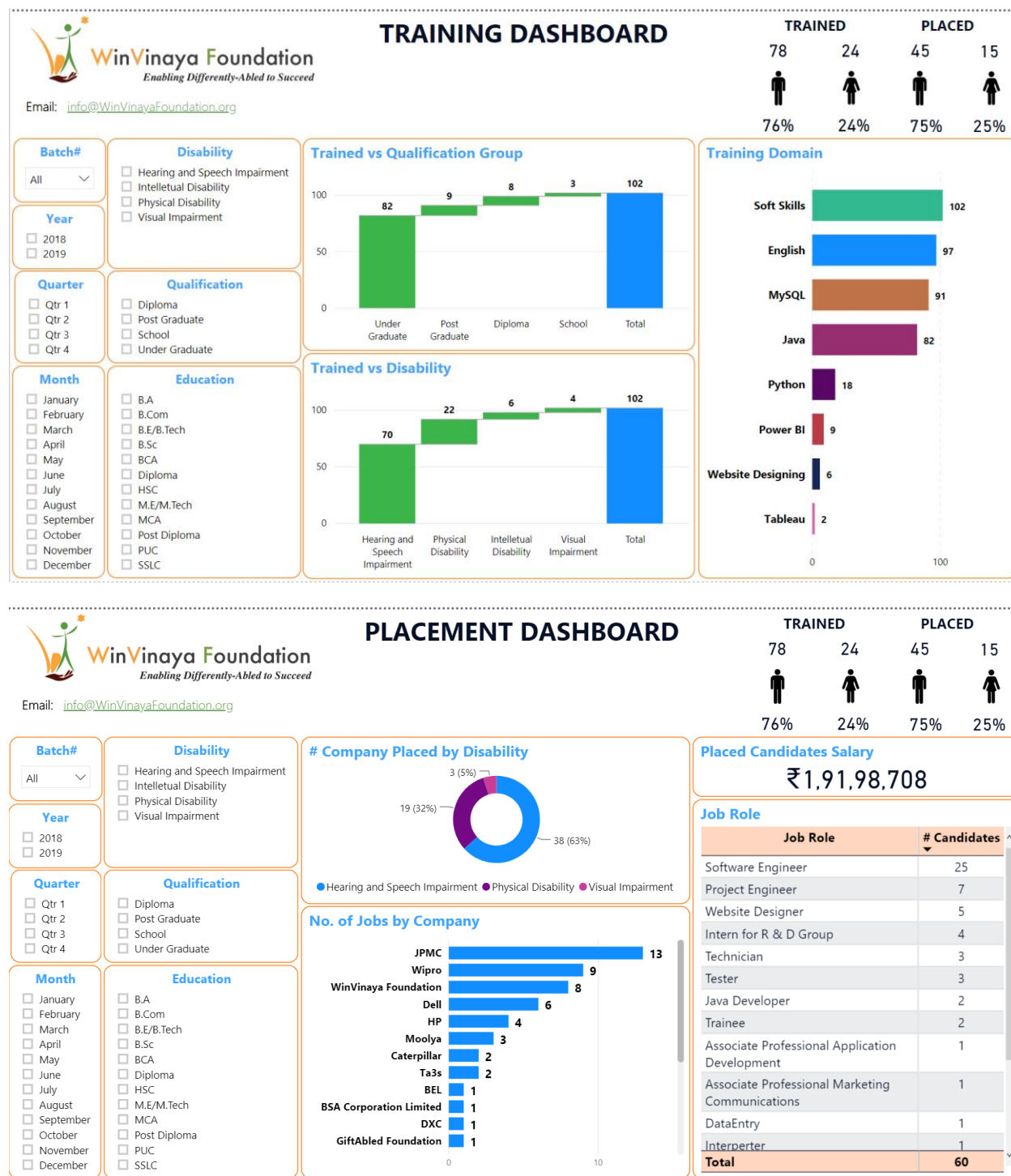
### Curriculum for BFSI

Course	Description
<b>Core Banking</b>	KYC, Mortgage Loan, Account Opening, Account Payable
<b>Financial Accounting</b>	Accounting Meaning, Purpose; Systems of Accounting; Types & Rules of Accounting, Capital, Cash, Purchase, Sales, Bank, Purchase Return, Sales Return, Commission, Discount, Purchase Order, Sales Order, Invoice, Journal, Trial Balance, Profit and Loss, Balance Sheet, Basics of GST
<b>Tally</b>	Introduction, Company Creation, Creating Ledgers and Groups, Inventory Vouchers, Accounting Vouchers, TDS, GST Entries

### Curriculum for English (Common for Software Development and BFSI)

Course	Description
<b>English</b>	Nouns, Verbs, Questions, Adjectives, Pronouns, Prepositions, Tenses, Email Writing, Work Status, Messaging, Texting, Word Family (Prefix, Suffix), Form Filling, Articles

## 14 Appendix – 3 – Sample Dashboard of WinVinaya Foundation (2018-19)



**WinVinaya Foundation**  
*Enabling Differently-Abled to Succeed*  
 Email: [info@WinVinayaFoundation.org](mailto:info@WinVinayaFoundation.org)
**TRAINED**  
 78  
  
 76%
 
**PLACED**  
 24  
  
 24%
 
**TRAINED**  
 45  
  
 75%
 
**PLACED**  
 15  
  
 25%
 
**Batch#**  
 All
 
**Disability**  
☐ Hearing and Speech Impairment  
☐ Intellectual Disability  
☐ Physical Disability  
☐ Visual Impairment
 
**Year**  
☐ 2018  
☐ 2019
 
**Quarter**  
☐ Qtr 1  
☐ Qtr 2  
☐ Qtr 3  
☐ Qtr 4
 
**Qualification**  
☐ Diploma  
☐ Post Graduate  
☐ School  
☐ Under Graduate
 
**Month**  
☐ January  
☐ February  
☐ March  
☐ April  
☐ May  
☐ June  
☐ July  
☐ August  
☐ September  
☐ October  
☐ November  
☐ December
 
**Education**  
☐ B.A  
☐ B.Com  
☐ B.E/B.Tech  
☐ B.Sc  
☐ BCA  
☐ Diploma  
☐ HSC  
☐ M.E/M.Tech  
☐ MCA  
☐ Post Diploma  
☐ PUC  
☐ SSLC

## 15 Appendix – 4 – Few Success Stories of WinVinaya’s candidates

### 1) Success Story of 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 - [Success Story of Anoop](#)

### 2) Success Story of 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 a job in a top MNC. When there is a will, there is a way. Watch his story - [Success Story of Lohith](#)

### 3) Success Story of 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 – [Success Story of Jayashree](#)



## 16 Appendix – 5 – Team Building Games at WinVinaya Foundation

Games are an integral part of learning at WinVinaya Foundation. We harness the power of games to improve self confidence, enhance logical thinking & reasoning, team building skills, leadership building skills.



Given below are the videos of some of the games played at WinVinaya Foundation.

- Leadership Building Games - <https://www.youtube.com/watch?v=pk7A2fg7Y5A>
- Team Co-ordination Games - <https://www.youtube.com/watch?v=XHyp39KYA4U>
- Team Building Games - [https://www.youtube.com/watch?v=F\\_iDYr55HFI](https://www.youtube.com/watch?v=F_iDYr55HFI)

