

From: shiva.jayagopal@winvinayafoundation.org
Sent: 08 September 2020 09:31
To: 'Padmaja Nair'; 'Renuka Bhagat'
Cc: 'Akila Sankar'; 'Alwin Augustine'; 'Manish Kumar'
Subject: RE: Discussion points from call with Padmaja Nair...

Thanks a lot Renuka for the detailed discussion points. Thanks a lot Padmaja for your additional comments. Few things from our end –

- a) Courses that we will focus on for this project are Software Development and Business Process Automation. This will cover PWDs from STEM and Non-STEM graduation to get trained in technical skills.
- b) Yes. We are confident of training 100 candidates. We don't see any issue there.
- c) **Padmaja:** We have connects with companies including most of the companies listed below. However given the current COVID-19 situation, the more we can collaborate, share names of companies, the better can the social impact. We believe that the number of company outreach for placements should increase at-least 2 fold and we have plans for that. That said, please connect us with any contacts you have and that will definitely help.

Looking forward to a long and successful collaboration with all of you.

Thanks

Regards,
Shiva Jayagopal
Founder Chairman – WinVinaya Foundation

+91.96764.33359

Donations to WinVinayaFoundation are exempt U/S 80G of Income Tax Act in India. www.WinVinayaFoundation.org

Like us @ <https://www.facebook.com/WinVinayaFoundation>

Follow us @ <http://www.linkedin.com/company/winvinaya-foundation>

From: Padmaja Nair <nair.padmajanair@gmail.com>
Sent: 08 September 2020 09:11
To: Renuka Bhagat <renuka.bhagat@aif.org>
Cc: Shiva Jayagopal <shiva.jayagopal@winvinayafoundation.org>; Akila Sankar <akila.sankar@winvinayafoundation.org>; Alwin Augustine <alwin.augustine@winvinayafoundation.org>; Manish Kumar <manish.kumar@aif.org>
Subject: Re: Discussion points from call with Padmaja Nair...

Dear Renuka ,

Thank you for sending these so promptly. I have given my comments in red against the points.

On Mon, Sep 7, 2020 at 11:55 PM Renuka Bhagat <renuka.bhagat@aif.org> wrote:

Dear All,

Following are the discussion points from call on 4th Sep 2020:

- Candidate sourcing:

- A. WinVinaya is the Fourth leading NGO offering technical training courses to graduate and post graduate candidates. They also source from colleges and their alumni. They seem to be confident about sourcing candidates.
- B. Sourcing is done primarily therefore through word of mouth
- C. Another source are the NGOs working for PWDs like Enable India and Youth4Jobs etc
- D. Pan India NGO network also helps in getting candidates from both Southern and Northern states of India like Uttar Pradesh, Tamil Nadu etc.
- E. Virtual training has been another addition to Pan India coverage.

· Training:

- A. WinVinaya provides training on Business Process Automation and Software Development: he mentioned training in RPA (robotic process automation) for which he had seen some demand. He is including MS Power Automate Process in the trainings. The training also includes college to career transition. We should check with him what success the Winwinaya Accademy has had in converting jobs which look for 3-4 years experience to fresh candidates who have trained with him.
- B. Adapted strategy to have less number of candidates in one batch to pay 1-to-1 attention to all the candidates. In case of Locomotor disability the maximum batch strength is 10 and the minimum strength will be 5 in case of Hearing impaired candidates
- C. Currently looking out for more avenues related to Business Process Automation and therefore seeked guidance from Padmaja Ma'am in relation to the possible job roles. I will speak to SBI IT and revert. The other tech companies who also work in bankig space Winwinaya should continue to laise with for business development. Renuka if you can get in touch with Deustch Bank software contact person whom you know that would be great.
- D. Padmaja ma'am suggested to focus more on Software Development considering the expertise of WinVinaya in IT trainings and jobs. One feedback I am getting from several sources is most companies are looking for people with 4-5 years experience. This is one area we will have to address.

· Placement:

- A. Shiva requested Padmaja ma'am to share relevant names of the companies having potential to hire PWDs. 15 to 20 mins separate interaction with Padmaja ma'am is requested. Actually I am surprised that he is asking me for names! when I last interacted with him he was very confident of getting placements! I feel TCS could be one employer we should talk to. I have reached out to someone in TCS and also plan on talking to the ex head of IT in SBI in the next few days. They will also help us to get a better picture.
- B. Padmaja ma'am recommended NASSCOM as another important source of developing employers' connect. He should definitely connect with NASSCOM who would be able to help him.
- C. Placement strategy for the first batch remained the same eg. Placement soon after training completion. He should give us an idea of the placements done. It will help us also to strategise going forward.
- D. WinVinaya will adapt new strategy from second batch onwards and will take time to place candidates on the right jobs, hence reach out to employers with a big available talent pool. However constant reaching out to employers will need to be undertaken. There should be contionous laising with potential employers.
- E. Padmaja ma'am suggested WinVinaya to focus on technical job roles and reach out to companies like JP Morgan, WIPRO, Accenture and Common Wealth Bank of Australia etc. ANZ, Wells Fargo, Goldman Sachs, HSBC are some of the others.

F. A list of potential employers in the IT sector with strong BFSI vertical will be developed by WinVinaya team to map out the potential job profiles for a software developer course.

Shiva was confident of being able to train 100 candidates. The challenge will be in the placements.

Since this is software development the curriculum is not aligned to QP's. He said there was some alignment with PMKVY. This is an area we should look at and discuss.

Please feel free to add in case I missed out something.

Thanks and regards,

--

Renuka Bhagat

PROGRAM ASSOCIATE LIVELIHOODS

AMERICAN INDIA FOUNDATION

O: 1003-1005, 10th Floor, DLF City Court, MG Road,

Near Sikanderpur Metro Station, Gurgaon, Haryana 122002

T: 91-124-4551850 M: 91-8588037276 E: renuka.bhagat@aif.org

www.AIF.org

<<http://www.facebook.com/aifoundation>> <<http://www.twitter.com/aifoundation>> [image:

www.vimeo.com/aifoundation] <<http://www.vimeo.com/aifoundation>> [image:

www.youtube.com/aifoundation] <<http://www.youtube.com/aifoundation>> [image:

[www.linkedin.com/company/](http://www.linkedin.com/company/american-india-foundation) american-india-foundation]

<<http://www.linkedin.com/company/american-india-foundation>>

[image: www.aif.org] <<http://www.aif.org>>