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Akila Sankar

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Review/Submit
WinVinaya Foundation 12627 Jan 2024

Grant Proposal Synopsis

Grant Name	MoU April'24: WinVinaya Foundation Project- Employability training for Persons with Disabilities (PWDs) and Women
What is the Requested Grant Start Date of the project?	4/1/2024
What is the Requested Grant End Date for the project?	3/31/2025
What is the proposed # of beneficiaries to be trained?	125.00
What is the minimum job placement / launch new business / grew existing small business/ self employed percentage?	70.00
What is the requested cash amount of the project?	INR 5,200,000.00
What is/are the proposed trade/s?	WinVinaya will provide Training the beneficiaries in industry-aligned niche skills. The training could be in any of the following: Full stack software development, Python Programming, Software testing & Test Automation, Accessibility testing, BFSI+ (Financial Accounting, MS Office, Tally, Power BI Basics), Banking (Core banking, MS Office, Power BI Basics), Power BI+ (MS Office, Power BI, MySQL), Zoho Creator+, Digital Computer skills (Computer fundamentals, MS Office, Power BI), BPO, Healthcare and Manufacturing related courses. The foundational courses - English communication, Soft Skills and Speed Typing will be provided along with the Domain/Technical Skills for each of the above courses.
Please provide break up of proposed # of beneficiaries per trade?	100 individuals in BFSI+, Power BI+, Zoho Creator+, Digital Computer skills, BPO, Healthcare, Manufacturing related courses. 25 individuals in Full stack software development, Python Programming, Software testing & Test automation, Accessibility testing courses.
# of proposed centers?	2
# of proposed batches?	10
Duration per batch?	60
Please enter the expected number of Grantee Reports	1
Key Diversity, Equity, and Inclusion Indicators	Persons with Disabilities; Women / Girls
Employment Status	Job Seekers
Impacted Audience Demographic	Other area of disadvantage

Grant Proposal Descriptions

Please outline an Executive Summary of the Grant

One of the major challenges faced by Persons with Disabilities (PWDs), & Women is securing a suitable employment. Here are a few shortcomings found in these groups when it comes to employment:

1. **Skills Gap:** PWDs and Women often struggle to acquire industry-relevant skills due to limited access to quality training and outdated training methods.

2. **Lack of Proficiency in English Communication:** Many candidates exhibit poor English communication skills, posing a significant challenge in meeting the growing corporate expectations for strong written and comprehension skills.

3. **Accessibility and Awareness:** The lack of awareness regarding assistive technologies and the absence of accessible learning environments impede the productivity, participation, and successful integration of PWDs & Women, into the workplace.

To address these issues,

* WinVinaya Proposes to conduct 3-month training program, comprising Domain/technical skills training, English communication skills and Soft skills training aligned with industry needs.

* Identifying Persons with Disabilities (PWDs) & Women who have completed 12th grade/Diploma and above.

* Targeting a 70% placement rate for participants who complete the program. Our focus in this project is on 95 Persons with Disabilities (PWDs) and 30 Women.

* On the other hand, there are companies though want to be inclusive, but not aware of how to recruit or integrate the persons with disabilities into their work force. So, conduct Job Melas to connect the trained candidates with companies, demonstrate the capabilities so that these companied can recruit the PWDs & Women.

* WinVinaya has award winning online platform - WinVinaya Academy a cost-effective and scalable digital learning platform. This learning platform is specifically designed to cater to the needs of Persons with Disabilities, and Women. This platform allows participants to learn industry-relevant, foundational and technical skills (such as BFSI+ - Financial Accounting, MS Office, Tally, Core banking, Power BI, Full stack software development, Software testing & Test Automation, English communication, etc.). It has lot of exercises, assignments, different types of evaluation, with a combination of auto evaluation & expert evaluation which makes the learning very effective.

Proposed Solution to Be Delivered with Grant

WinVinaya sourcing individuals including Persons with Disabilities (PWDs) and Women. The program encompasses training, placement support, and inclusive events, like one Job Mela.

Training Program (300 Hours):

1. Candidate Sourcing:
Identifying candidates from Persons with Disabilities (PWDs) & Women.

2. Program Duration:
Conducting a a 3-month program (300 hours) program, comprising 1 month English communication skills & Soft skills training (100 hours) and 2 months of domain/technical skills training (200 hours) aligned with industry needs.

3.Training Areas for PWDs & Women:

- Providing training in English communication skills, soft skills, and domain/technical skills aligned with industry needs.
- Specialized training includes - BFSI+, Power BI+, Zoho Creator+, Digital Computer skills, Full Stack Software Development, Python Programming, Software testing & Test Automation, and Accessibility testing.

4.Placement Support:
Offering placement support to at least 70% of the beneficiaries trained under this project.

5.Inclusive Job Mela:

- Hosting a Job Mela event to connect trained PWDs & Women with potential employers.
- Showcasing the skills of PWDs & Women inviting inclusive companies to share best practices in recruiting them, thereby enhancing placement numbers.

The fund will be used for Sourcing, Training, Placement Support cost, Digital Platform, Inclusive Job Mela, Building Power BI dashboard for effective monitoring, Project Coordination cost, Partial Rental + Maintenance Cost.

- Training Program:

1. For Sourcing the candidates -

Persons with disabilities (PWDs) & Women

2. Training: To conduct 3-month training program comprising - domain/technical skills training aligned with industry needs, English communication skills training and Soft skills.

3. Placement for the candidates:

Placement support to 70% of the candidates.

4. Assistive Technology Integration:

Invest in smart boards to enhance the accessible learning environment, real time sharing and collaboration, increased engagement, and interactivity.

- Disability Sensitization Sessions:

Conduct Disability Sensitization sessions for various companies to foster a workplace culture that is more inclusive and to improve placements for the person with disabilities.

- Inclusive Job Mela:

Need for Grant

In the current harsh and competitive job market, the companies seeking diverse talent can benefit from targeted events like job melas and hackathons.

- Conduct one job mela event to connect the trained PWDs & Women with potential employers, showcase the skills of them, bring-in inclusive companies to share their best practices to recruit the PWDs & Women to demonstrate the value of assistive technology in integrating PWDs & Women into workforce.

- Project Management and MIS Reports: Develop a detailed execution plan with target dates, ensure allocation of training resources, manage logistics, identify potential risks like participant dropouts, technical issues, etc.

- Co-ordination with trainers, candidates, managing training schedule, monitoring the progress, budget status and tracking.

- MIS Reports will be developed using Microsoft Power BI with Interactive dashboards and reports with appealing visuals like charts, graphs, and maps, making data easier to understand, Drill-down capabilities and Real-time insights.

- Rental and Maintenance Expenses: Partial premises rental, Broadband and Mobile phone charges, Furniture repair expenses, Online platform services like Zoom, AWS, Laptop maintenance expenses.

Summary of project

Project Impact: This program aims to directly benefit 125 beneficiaries including 95 PWDs and 30 Women The training initiative will equip these candidates with industry-ready skills, with the goal of placing 70% of the trained individuals in various companies.

Project Outcome: 70% of the beneficiaries is the target placement rate.

Trade:
Full stack software development, Python Programming, Software testing & Test Automation, Accessibility testing, BFSI+ (Financial Accounting, MS Office, Tally, Power BI Basics), Banking (Core banking, MS Office, Power BI Basics), Power BI+ (MS Office, Power BI, MySQL), Zoho Creator+, Digital Computer skills (Computer fundamentals, MS Office, Power BI), BPO, Healthcare and Manufacturing related courses.

Indirect Impact:

- Increased confidence and self-esteem: Learning new skills, gaining professional experience, and successfully securing employment can

- significantly boost the confidence and self-worth of individuals who have faced barriers due to their identity.
- A placement initiative for women could serve as an inspiration for young girls to pursue similar careers, shattering gender barriers.
- Training provided to Persons With Disabilities (PWDs) on assistive technology may empower them to advocate for more accessible environments in public spaces, yielding benefits for the entire community.
- Women-inclusive workplace policies established through a training program might be embraced by other companies, initiating a ripple effect of inclusivity across various industries.

Relevant Technology Use	- WinVinaya Foundation has an Award Winning, Innovative Assistive Technology platform - WinVinaya Academy (WVA). WVA is India's First Digital Learning Academy designed for Persons with Disabilities where courses are available in Indian Sign Language and in Simple English for the benefit of deaf candidates, candidates with other disabilities and candidates without disabilities like Women. WinVinaya Academy is based on E-box, a comprehensive technology enabled learning and assessment platform which is data driven, AI driven with powerful objective driven and auto-evaluation features. The Academy is available on Cloud which enables students to learn from anywhere at any time. In WVA, 95% of the course content is experiential learning. - MIS Reports-MIS Reports will be developed using Microsoft Power BI with Interactive dashboards and reports which are easier to understand to all the relevant stakeholders of the project. Power BI comes with appealing visuals like charts, graphs, and maps, drill-down capabilities and real-time insights.
Collaboration opportunity	We do not have any collaboration opportunities in this grant with other corporate, government, collation/ federation, International agencies.
List down GU's of the project	India
List down location/s of the project – Country	India
List down location/s of the project – State/Province	Karnataka; Tamil Nadu
List down centers located in or near Accenture office locations	Bangalore
Please provide details of cash support requested including a breakdown of proposed spend and any phasing over the project.	
Please outline pro bono support requested (if any) and include any relevant attachments	1. Train our trainers on new technologies/domains - Cloud platforms, AI/ML, SAP, BPO, Healthcare, Manufacturing or any other technical domain based on the industry needs. 2. Develop a mobile application for tracking the candidates for the entire training cycle - starting from sourcing to training to placement and post placement.
Please outline volunteering opportunity (if any)	The **WinVinaya Foundation** stands out as one of the few NGOs in India dedicated to training individuals with disabilities (PWDs) & Women and those below the poverty line in specialized skills like Software Development/Testing, Data Visualization - Microsoft Power BI, Zoho Products and BFSI. This unique focus enables us to prepare candidates for high-end job roles, and such success is dependent on corporate support. The foundation invites corporate volunteers to actively participate in and endorse their initiatives, empowering PWDs, and Women to lead a life with dignity.

Below are some pro-bono activities that can significantly contribute to this positive impact:

1. **Mock Interviews:**

   - While training institutes impart technical skills, the lack of interview experience poses a challenge for candidates. Corporate volunteers can conduct technical and HR mock interviews, enhancing the chances of candidate success.

2. **Career Counselling:**

   - Many PWDs and Women are unfamiliar with the corporate world. Accenture volunteers can share their experiences, providing guidance on technical, interpersonal, and communication skills through one-on-one interactions.

3. **Motivational Speeches, Conduct Quizzes:**

   - Volunteers can organize workshops and seminars introducing candidates to the corporate world. Topics may include confidence building, crisis management, team building, company cultures, career growth, technology trends, and teamwork. Quizzes on technical knowledge, problem-solving, and critical thinking can be conducted as well.

4. **Support for Conducting Job Mela:**

   - When WinVinaya conducts Job Melas, Accenture employees can participate and support preparing the candidates for interviews, getting the corporate connects, etc.

5. **Content Creation for New Courses:**

   - To align training programs with the latest job requirements and industry trends, the foundation requires new course development and enhancements to existing content. Corporate Subject Matter Experts (SMEs) and domain experts are sought to contribute by creating new content and improving existing courses.

By actively engaging in these pro-bono activities, corporate partners can play a pivotal role in preparing individuals with disabilities (PWDs) and Women for successful integration into the workforce, fostering growth and inclusivity.Accenture has the opportunity to contribute to this program by offering domain experts who can train candidates in accordance with industry requirements. Volunteers can serve as mentors, conducting workshops on soft skills and delivering motivational, functional, and technical speeches to enhance the candidates' preparation for interviews. In cases where specific in-demand requirements lack readily available courses at WinVinaya, collaboration can occur, with Accenture volunteers co-creating training materials. The number of volunteers can be in the ratio of 1:5 (one volunteer for 5 candidates). The volunteer can spend about two hours a week.

Checklist

Due Diligence Checklist Complete

Attachments

Detailed program budget

Sr. Number	File Name	Attachment Description (Optional)	Created Date
No Attachments			

Grant Work Plan/Timeline (optional)

Sr. Number	File Name	Attachment Description (Optional)	Created Date
No Attachments			

Board of Directors List

Sr. Number	File Name	Attachment Description (Optional)	Created Date
No Attachments			

Benchmark

Due Date	Benchmark Name	Beneficiary Country	Beneficiary State	Beneficiary City	Beneficiary Age
		No Data Available			

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