

Employability Training Program

For Women and Persons with Disability

Concept Note by

WinVinaya Foundation To

TE Connectivity

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**Project Title:** “Employability Training for Women and Persons with Disability”

**Duration:** 01 July 2023 – 31 March 2024

**Project Location:** Bangalore, Karnataka and Tiruppur, Tamil Nadu

# Introduction about WinVinaya Foundation

WinVinaya Foundation, is a Charitable Trust whose primary aim is to empower Persons with Disabilities, economically disadvantaged and women to lead a life with dignity by providing life skills and resources. We are catering to 18 disabilities and have trained 1000+ candidates (Persons with Disabilities, Women) coming from 24 states of India – in Full Stack Software Development, Software Testing, Microsoft Power BI, Financial Accounting, and Accessibility Testing skills which help them to get into high-end job roles. To date, we have placed 380+ candidates in various MNCs and MSMEs.

# Background / Problem Statement

India has a population of over 1.4 billion, with around 20 million persons with disabilities (PWDs). Only a small percentage of PWDs are graduates, and even they struggle to find suitable employment due to a skill gap between industry expectations and candidate abilities. The same is the case with Women from as well. WinVinaya designs a tailored curriculum for candidates with intellectual disabilities or mental

illness, focusing on communication skills, typing, Microsoft Excel, document remediation, and Power BI to improve their employability. WinVinaya believes that individuals with disabilities and Women deserve opportunities and aims to engage with them at the right age, providing appropriate interventions for a

brighter future. WinVinaya acts as a bridge between job-seeking PWDs, women and employers, addressing gaps and providing niche and industry-ready training to meet employers’ requirements.

Addressing these problems requires creating inclusive and accessible training programs that cater to the specific needs of PWDs and women. It involves bridging the skill gap, eliminating biases and

discrimination, providing education, and training opportunities, and offering the necessary support systems to empower these individuals for successful employment.

# Objectives

To identify deserving Women and PWD candidates who are non-graduates, graduates, or those who will be graduating this year, train them in niche technologies as per the industry needs along with Communication skills and soft skills, fill the gaps between what the industry expects and what the candidates possess and place them in inclusive companies.

# Target Beneficiaries

50 persons including Women and persons with disabilities will directly benefit from this program and will be trained in industry-ready skills. 50% of these trained candidates will be placed in various companies.

# Activities and Methodology

1. **Sourcing of Candidates**

WinVinaya will mobilize 50 candidates (PWDs & Women) The candidates will be primarily freshers looking for a job, across different educational background (Any Graduation, Diploma & 12th STD)

# Pre-Training assessment & Career Counselling

WinVinaya will conduct an assessment for the shortlisted candidates to choose the appropriate training methodology, duration and make it more effective as per the skill of the candidates. WinVinaya will also do career counseling sessions for each candidate to understand the interests of the students and map them to related roles.

# Training & Skilling

Training in WinVinaya Foundation will be holistic and includes Quality Training in Technical/Domain

Training, Soft Skills, English Communication which will help them gear up in this era of Globalization and instill in all candidates the hunger to learn more and learn it right. WinVinaya Foundation launched

award winning WinVinaya Academy (WVA); India’s First Digital Learning Academy designed for Persons with Disabilities in April 2020 which is available in the cloud. It has courses in Indian Sign Language and in Simple English medium to cater to Persons across disabilities and Women and it has the capability for online assessments.

WinVinaya will provide Training in Financial Accounting, Tally/ Zoho Books, Typing Skills, MS Word, MS Excel, Software development, Software Testing, Test automation, Accessibility Testing, Document

remediation, English Communication, and Soft Skills. WinVinaya will also be using WinVinaya Academy, presentations, videos, and audios for providing the training. Training curriculum includes theoretical sessions, assignments, case studies and practices. The duration of training for each batch is about 6 to 8 weeks. WinVinaya will conduct 2 mock interviews – typically one in the middle of the training and another at the end of the training. This helps in preparing the candidates for the company interviews.

# Placement

WinVinaya will provide placement assistance to the candidates by connecting with companies,

understanding their recruitment requirements, map candidates to the requirements and facilitate the right placement.

# Post Placement Support

We provide post placement support to the company and the candidates recruited for a minimum of 3 months to ensure that the inclusive journey is successful.

# Disability Sensitization for Companies

WinVinaya conducts Disability Sensitization through which we sensitize leaders, managers, team members, and Support Teams on the best practices in integrating PWD’s in the workplace. This has

helped companies succeed in recruiting the candidates, be successful in embracing them and integrating them into the company.

# Volunteering Opportunities

The employees of TE Connectivity 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. During the training, two hours a week are assigned to conduct soft skills workshops, give speeches and seminars in various motivational, functional that will aid the candidates to prepare themselves to

become job ready candidates. Some examples for these sessions are given below that can be conducted by the volunteers.

# Output & Outcome

The output/outcome can be measured using the following key metrics:

1. Training Effectiveness: Pre training assessment, weekly assessments, and post training assessments
2. Placement Ratio: The number of the students placed
3. Social Impact: Increase in the family income of the students after their placement

# Cost Estimates

We are seeking funding support in the amount of Rs. 22 Lakhs. The budget will cover expenses such as Mobilization, training, placement assistance, disability sensitization, customized power BI report, project management infrastructure support, and conducting events.

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| **Sl.no.** | **Cost Head** | **Total Cost** |
| **1** | Mobilization | ₹ 1,50,000 |
| **2** | Training - IT, BFSI | ₹ 13,50,000 |
| **3** | Placement Assistance | ₹ 1,50,000 |
| **4** | Disability Sensitization | ₹ 50,000 |
| **5** | Creating Customized Power BI Report | ₹ 75,000 |
| **6** | Project Management | ₹ 2,00,000 |
| **7** | Infrastructure Support | ₹ 2,00,000 |
| **8** | Events | ₹ 25,000 |
|  | **Total** | **₹ 22,00,000** |

# Sustainability and Monitoring

* Monthly Status Report (Plan, Progress, Issues, Accomplishments) will be shared by WinVinaya Foundation.
* Microsoft Power BI Dashboard will be created after 3 months (once sufficient data is collected) and then shared. This will be an Interactive, Real-time dashboard.
* The Audited Financial Report will be shared twice a year – once after 6 months and the other after the project completion.

# Conclusion

Based on our experience, we are confident that we would be able to execute this project as per the expectations of TE Connectivity, in the journey of bringing a positive change in the lives of Persons with Disability and Women. WinVinaya believes in creating an inclusive society by collaborating with inclusive companies like TE Connectivity and other stakeholders. WinVinaya would like to thank TE connectivity for this opportunity.