

“Employability Training Program

For Women and Transgender People”

Concept Note by

WinVinaya Foundation To

TE Connectivity

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**Project Title:** “Employability Training for Women and Transgender People”

**Duration:** 01 Dec 2023 – 30 Nov 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 and Test Automation, 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, with its vast population exceeding 1.4 billion, comprises approximately 685 million women and half a million transgender People. Despite their significant numbers, these groups often face challenges in obtaining education and securing employment, underscoring the need to address the barriers impeding their professional and educational growth.

The prevailing job market trends have exacerbated the situation by reducing employment opportunities, particularly affecting women and transgender People who struggle to find suitable work. Another crucial issue is the mismatch between what is taught in colleges and the skills demanded by the corporate world, leaving graduates unprepared for the job market.

To address these problems, inclusive training programs tailored to the specific needs of women and transgender People are crucial, bridging skill gaps, eliminating biases and discrimination, and providing the necessary support for successful employment.

# Objectives:

# Choose and recognize suitable individuals among women and transgender people, including those who have not completed their education, those with a college degree, and those who are close to graduating.

# Provide comprehensive training in niche technologies that align with industry demands, while also enhancing their communication skills and soft skills.

* Bridge the disparity between industry expectations and candidates' skills, ultimately facilitating their placement in inclusive companies.

**Target Beneficiaries**

100 beneficiaries (Women, Transgender People 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 100 candidates. The candidates will be primarily freshers looking for a job, across different educational backgrounds (Any Graduation, Diploma & 12th Standard).

1. **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 skills of the candidates. WinVinaya will carry out career counseling sessions for each candidate to understand the interests of the candidates 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 which is a cloud-based eLearning platform. 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 Industry aligned Training courses -

* Software Development
* Software Testing + Test Automation
* Accessibility Testing
* Financial Accounting, Tally/ Zoho Books, Speed Typing
* Document Remediation

English Communication, and Soft Skills will be provided for all the courses.

WinVinaya will 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 10 to 12 weeks (about 3 months). 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 a win-win for the company and the candidate.

**Gender Diversity Sensitization**

WinVinaya will offer Gender Sensitization programs aimed at educating leaders, managers, team members, and support teams about effective strategies for incorporating transgender individuals into the workplace. These initiatives have proven to be instrumental in helping companies excel in recruiting transgender candidates, ensuring their successful integration, and fostering an inclusive workplace environment.

# Volunteering Opportunities

# TE Connectivity employees are highly encouraged to participate as volunteers and lend their support to our initiatives, helping candidates lead dignified lives. There are numerous avenues for volunteers to create a positive influence, such as organizing mock interviews, training the trainers, conducting workshops on soft skills and technical domains, delivering motivational speeches and seminars across various functions. These efforts contribute to the candidates' journey in becoming job-ready individuals.

# Expected 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 candidates placed.
3. Social Impact: Increase in the family income of the candidates after their placement.
4. Alumni Engagement: Percentage of past beneficiaries engaging in mentorship or support roles.

# Cost Estimates

We are seeking funding support in the amount of Rs. 44 Lakhs. The budget will cover expenses such as Mobilization, training, placement assistance, Gender Diversity Sensitization, customized power BI report, project management, infrastructure support, and conducting events.

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| **Sl.no.** | **Cost Head** | **Total Cost** |
| **1** | Mobilization | ₹ 3,00,000 |
| **2** | Training (in IT, BFSI) | ₹ 27,00,000 |
| **3** | Placement Assistance | ₹ 3,00,000 |
| **4** | Gender Diversity Sensitization | ₹ 1,00,000 |
| **5** | Creating Customized Power BI Report | ₹ 1,50,000 |
| **6** | Infrastructure Support | ₹ 4,00,000 |
| **7** | Project Management | ₹ 4,00,000 |
| **8** | Events (Volunteering, Job Mela) | ₹ 50,000 |
|  | **Total** | **₹ 44,00,000** |

# 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 Women and Transgender People. 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.