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**Introduction of WinVinaya Foundation**

WinVinaya Foundation is a Charitable Trust dedicated to empowering Persons with Disabilities (PWDs), economically disadvantaged individuals, women, and transgender persons by providing life skills and resources to help them lead lives with dignity. Established over 8 years ago, WinVinaya is one of the few NGOs among the 3 million in India focused on delivering specialized digital and financial skills training. We have trained over 1,500 beneficiaries from 24 states across India and Nepal, equipping them with niche skills in advanced fields such as Full Stack Software Development, Software Testing and Test Automation, Microsoft Power BI, Core Banking, Financial Accounting, and Accessibility Testing. This training enables our candidates to secure high-end job roles, with more than 465 successfully placed in MNCs and MSMEs, earning salaries double the industry average. Our beneficiaries, who include women, PWDs, and individuals from economically weaker sections (EWS), are part of our commitment to creating an inclusive and equitable society. We have physical training centres at Bangalore, Karnataka and Tiruppur, Tamil Nadu.

For a detailed breakdown of our training programs and the job roles our candidates have secured, explore our interactive Power BI dashboard at <https://winvinayafoundation.org/performance-reports/>. Learn more about WinVinaya Foundation at <https://winvinayafoundation.org/>.

**Project Overview**

WinVinaya Foundation is currently seeking funding for multiple projects, which will encompass various critical components including candidate sourcing, training programs, employee salaries, procurement of electronic equipment (such as laptops and computers), and placement support initiatives. The major projects for which funding is being sought are outlined below:

| **Project Name** | **Project Description** | **UN SDG’S goals** | **Beneficiaries** | **Social Impact** | **Budget (in ₹)** |
| --- | --- | --- | --- | --- | --- |
| **Empower MSMEs of Karnataka through Digital Marketing, Gen AI Skills and Financial Literacy skills for Sustainable Economic Growth.** | The project aims to empower Micro, Small, and Medium Enterprises (MSMEs) in Karnataka by enhancing their capabilities in digital marketing, generative AI skills, and financial literacy. By equipping MSME owners and employees with these essential tools, the initiative seeks to drive sustainable economic growth, improve business operations, and foster long-term success in a rapidly evolving market landscape. | * Decent Work   and Economic Growth: (SDG: 8)   * Industry, Innovation & Infrastructure (SDG: 9) | **1,000 MSMEs** | * The project enhances the competitiveness and sustainability of MSMEs by providing essential digital and financial skills. This empowerment not only boosts the economic independence of MSME owners but also strengthens the local economy, creating market opportunities and profit making. | **₹ 4.14 Cr** |
| **Remediation of Books for Students with Visual Impairment** | Converting non-accessible textbooks into accessible formats which will be beneficial for persons with visual impairment. | * Quality Education (UN SDG: 4) * Reduced Inequalities (UN SDG: 10) | **50,000 Persons with Visual Impairments** | * Digital literacy boosts employability and independence while accessible learning materials bridge educational gaps for visually impaired students. | **₹ 1.05 Cr** |
| **Skilling Program for Women and Persons with Disabilities** | The project providing specialized training and development opportunities to empower women and individuals with disabilities. By equipping them with market-relevant skills, the program aims to enhance their employability, independence, and self-confidence, fostering greater social inclusion and economic participation. This initiative contributes to building a more equitable and diverse workforce. | * Quality Education (SDG: 4) * Gender Equality (SDG 5) * Decent Work and Economic Growth (SDG 8) * Reduced Inequalities (SDG 10). | **1,000 Women and PWD** | * This project creates a transformative impact by enhancing the employability and independence of marginalized groups. By providing targeted skills development, the project promotes social inclusion, reduces gender and disability-based disparities, and empowers participants to contribute actively to the economy, fostering a more inclusive and equitable society. | **₹ 4.81 Cr** |
| **Total** | | | **52,000 Beneficiaries** |  | **₹ 10 Cr** |

**Project 1: Empower MSMEs of Karnataka through Digital Marketing, Gen AI Skills and Financial Literacy skills for Sustainable Economic Growth.**

**Duration:** 3 years

**Background / Problem Statement:**

According to the State Economic Survey Report 2022–23, Karnataka is home to approximately 7.5 lakh (750K) Micro, Small, and Medium-sized Enterprises (MSMEs). Despite this large number, there is a significant gap in digital skills, particularly among micro-entrepreneurs, which hinders their ability to effectively reach more customers, track business transactions, and make informed decisions. These digital skills gaps severely impact their ability to monitor business activities, manage expenses, and ultimately affect their revenue and profitability.

In 2023, WinVinaya, in partnership with the Selco Foundation, successfully conducted a pilot project aimed at enhancing the digital and financial skills of micro-entrepreneurs. This initiative helped entrepreneurs expand their customer base, increase sales, and improve profitability by providing valuable digital marketing skills. Additionally, entrepreneurs strengthened their financial management practices using the Zoho Books mobile app for bookkeeping. In-person workshops and regular online touchpoints with local experts supported entrepreneurs in improving their social media presence and extending their reach to new customers.

To address the ongoing challenges faced by MSMEs and scale this successful initiative, WinVinaya Foundation seeks FCRA Prior Permission to obtain foreign funding of **USD 513,863** (₹ 4,41,20,000 as of 9-Jan-2025). This funding will cover training expenses, fieldwork travel costs, and support for exhibitions (Santhe) to help MSMEs showcase their products to a broader audience.

**To address these challenges, WinVinaya proposes the following objectives:**

* Seek FCRA Prior Permission to receive foreign funding of USD 513,863 (₹ 4,41,20,000 as of 9-Jan-2025), essential to cover operational expenses, training costs, and travel expenses.
* Digital Marketing Training: Equip 1000 entrepreneurs in Karnataka with digital tools and strategies to increase the customer base.
* Financial Literacy Development: Provide training in financial apps and practices to track their expenses and incomes enabling them to assess their revenues and profits.
* Generative AI & Prompt Engineering Basics: Introduce foundational AI skills applicable in local languages for enhanced business decision-making so that they can become more independent in managing their business.
* Conduct Santhe: Provide an offline platform to MSMEs for showcasing their products and connecting with other MSMEs and new customers.

**Project Justification:**

1. **Digital Elevate Workshop:**

The first month focuses on empowering MSMEs with digital marketing skills and financial tools. Participants will learn to use mobile apps for customer outreach, create engaging content, and manage financial transactions efficiently using tools like InShot, Canva, and Zoho Books.

1. **Financial Fortitude Workshop:**

This session will provide MSMEs with essential financial skills, including e-bookkeeping through Zoho Books and Merabills, digital payment tools like PhonePe, and an introduction to government schemes, ensuring better financial management and business growth.

1. **Santhe Exhibition:**

The "Santhe" event offers MSMEs a hands-on platform to display products, network with other entrepreneurs, and refine their branding strategies. It provides opportunities for market expansion, collaboration, and direct customer engagement using digital payment systems for product sales.

1. **Online Mentorship Post-Workshops:**

After the workshops and the Santhe event, monthly online mentoring sessions will be held to address challenges, track progress, answer queries, and provide updates on new business opportunities, government schemes, and digital tools, ensuring continued support for MSMEs.

**Project Implementation Plan**

**Phase 1: Beneficiary Identification & Support Setup**

* **Identification:** Collaborate with partners to register 1000 entrepreneurs, assessing their product/service types and willingness to adopt digital tools.
* **Digital Skills Survey:** Conduct a baseline survey to gauge current digital and financial skills.
* **Intern Support:** Recruit one intern per district with expertise in digital skills and financial literacy for personalized support.

**Phase 2: Budget Preparation**

* Develop a comprehensive budget for day-to-day expenses, training, travel, Santhe programs, rental facilities, and employee salary upgrades to maximize impact.

**Phase 3: FCRA Application**

* Prepare and submit an FCRA Prior Permission application to secure foreign funding for operations, facility improvements, and program sustainability.

**Phase 4: Training Program & Deployment**

* **Intern Training:** Provide interns with digital skills, financial literacy, and soft skills training at our Bangalore center.
* **Workshops:** Conduct two one-day workshops on Digital Marketing, Generative AI, and Financial Skills with a batch size of 25 participants.
* **Ongoing Support:** Interns will provide continuous support through WhatsApp groups and track progress with local trainers.

**Phase 5: Monitoring & Evaluation**

* Track digital adoption, customer base growth, and ongoing progress through KPIs.
* Use a live Power BI dashboard for real-time data tracking.
* Issue Course Completion Certificates to all participants upon successful completion.

This structured approach ensures targeted training, consistent support, and clear tracking of results for sustainable growth and digital adoption among MSMEs.

**Budget and financial Details:**

| **Sl. No.** | **Items/Activities** | **Unit Rate** | **No. of Units** | **No. of Months** | **Unit of Measure** | **Total** |
| --- | --- | --- | --- | --- | --- | --- |
| 1 | **Project Resources** |  |  |  |  |  |
| 1.1 | Project Manager - 2 Resources | ₹ 60,000 | 2 | 36 | Months | ₹ 43,20,000 |
| 1.2 | Senior Trainer -5 Resources | ₹ 40,000 | 5 | 36 | Months | ₹ 72,00,000 |
| 1.3 | Trainer – 10 Resources | ₹ 30,000 | 10 | 36 | Months | ₹ 1,08,00,000 |
| 1.4 | Local Interns - 10 Resources | ₹ 15,000 | 10 | 36 | Months | ₹ 54,00,000 |
| 1.5 | MIS Reports-Power BI Dashboard development - 1 Resource | ₹ 40,000 | 2 | 8 | Months | ₹ 6,40,000 |
| 2 | **Preparatory Phase** |  |  |  |  |  |
| 2.1 | Field Visit | ₹ 30,000 | 6 | 6 | Time | ₹ 10,80,000 |
| 2.2 | Traveling and accommodation of Local Interns - 10 Resources | ₹ 20,000 | 10 | 10 | Interns | ₹ 20,00,000 |
| 2.3 | Training of Local Interns - 10 Resources | ₹ 20,000 | 10 | 2 | Month | ₹ 4,00,000 |
| 3 | **Training Delivery Cost** |  |  |  |  |  |
| 3.1 | Training Venue cost, Table, Chairs, Water, Mic, Projector | ₹ 20,000 | 1 | 150 | Sessions | ₹ 30,00,000 |
| 3.2 | Refreshment for Participants and Trainers and supporting Staffs- Coffee/Tea, Lunch | ₹ 1,500 | 1,200 | 1 | Times | ₹ 18,00,000 |
| 3.3 | "Santhe" arrangement costs | ₹ 25,000 | 1 | 20 | Times | ₹ 5,00,000 |
| 4 | **Travel Cost** |  |  |  |  |  |
| 4.1 | Travel Cost of beneficiary | ₹ 700 | 1 | 1,000 | Beneficiary | ₹ 7,00,000 |
| 4.2 | Travel cost for the Local Interns-10 | ₹ 3,000 | 10 | 1 |  | ₹ 10,80,000 |
| 4.3 | Travel - Trainers and Project Coordinator from Bangalore | ₹ 25,000 | 1 | 100 | Trips | ₹ 25,00,000 |
|  | | | | **Total Budget** | | **₹ 4,14,20,000** |
|  | | | | **Cost Per Beneficiary (1,000 MSMEs)** | | **₹41,420** |

**Expected Outcomes**

* Complete the training for 1,000 MSME Entrepreneurs in Digital Marketing and Financial Accounting skills.
* Empowered MSME Entrepreneurs with enhanced digital marketing skills will increase their customer outreach which will eventually enable them to increase their sales and profits.
* Improved financial management capabilities by diligently using financial mobile apps.
* Local business strengthening will contribute to community economic growth.

**Conclusion**In conclusion, this project outlines our initiative to empower MSME entrepreneurs. We are committed to equipping them with essential digital and financial skills to thrive in today’s competitive market. By providing targeted support, resources, and mentorship, we aim to drive sustainable growth and development. We can foster economic resilience and community empowerment, creating lasting change that enables MSMEs to reach their full potential.

**Project 2: Remediation of Books for Persons with Visual Impairment**

**Duration:** 3 Years

**Background / Problem Statement:**

Students with visual impairments face significant challenges by accessing traditional learning materials, hindering their ability to learn independently and taking exams. They often depend on sighted friends or scribes to read materials and write exams, which severely hinders their learning progress when scribes are unavailable. By providing these students with books that are searchable, easily navigable, and audible, they can independently learn at their own pace and on their own schedule. This would grant them the same learning freedom as those without visual impairments. Additionally, digitized books can be easily shared across the entire community. WinVinaya could offer digital remediation services for printed or scanned books, converting them into accessible PDF and audio formats.

To tackle this challenge, we are requesting FCRA Prior Permission to secure foreign funding of **USD 122,293** (₹ 1,05,00,000 as of 9-Jan-2025). This funding will be allocated towards covering employee salaries, particularly for a project managed by our candidates with disabilities, including individuals with visual impairments (VI), hearing impairments (HI), and intellectual disabilities (ID). Moreover, this initiative will provide employment opportunities for our alumni.

**Digital Remediation for Printed/ Scanned STEM/ Other Books to PDF and Audio Formats**

The students with visual impairment encounter unique challenges when engaging with STEM (Science, Technology, Engineering, and Mathematics) textbooks and other books and documents due to the heavy reliance on visual elements and complex concepts.

Some of the specific accessibility challenges include:

* **Visual Diagrams and Graphs:** Understanding complex diagrams, graphs, and charts is crucial in STEM subjects. Visually impaired students cannot interpret these elements directly, hindering their comprehension.
* **Mathematical Equations and Formulas:** Comprehending mathematical equations and formulas written in standard print is difficult without visual cues. Braille translations can be complex and time-consuming to produce.
* **Access to Specialized Equipment:** STEM subjects often involve specialized equipment like microscopes, calculators, and computer software. Ensuring accessibility to these tools for visually impaired students can be a significant hurdle.
* **Limited Availability of Accessible Textbooks:** STEM textbooks are often not available in accessible formats like braille or electronic text with appropriate alternative text descriptions.

Hence, it is critical to convert the books into an accessible format to empower visually impaired students, fostering independence, knowledge acquisition, and equal educational opportunities.

WinVinaya will collaborate with schools, colleges and other educational institutions to Remediate the textbooks which will benefit the whole community who would be able to access the remediated books. We are targeting at least **50,000 students with visual impairment** as beneficiaries.

**To address these challenges, WinVinaya proposes the following objectives:**

* Seek FCRA Prior Permission to receive foreign funding of USD 122,293 (₹ 1,05,00,000 as of 9-Jan-2025), which is essential to cover employee salaries and operational expenses.
* **Accessible Learning Content:** The project will convert existing textbooks into accessible EPUB format. This conversion allows visually impaired students to access their study materials independently using digital devices equipped with assistive technologies.

**Project Justification:**

At a high level, we will be remediating textbooks and reference books.

Our approach to document remediation involves the following steps:

1. **Scanning:** If the document is a physical copy, the documents will be scanned page by page and PDF file will be created.
2. **OCR:** Optical Character Recognition (OCR) is performed on the scanned documents. We will get the unformatted plain text as the output of this step.
3. **Proof Reading:** We check the document content for text, links, images, tables, graphs, headings, etc., based on the original document and correct as per the same.
4. **Remediation:** We provide alternative text descriptions for images, proper heading structure, modify unreadable fonts or color combinations, and update the tables or complex layouts. We set the reading order, add tags, and format the document accordingly for accessibility.
5. **Final Validation and Deliver:** The final validation for the accessibility is performed by the Persons with Visual Impairment and converted to PDF format.

**Project Implementation Plan**

**Document Remediation Overview**

* The project will focus on remediating textbooks and reference materials to make them accessible to visually impaired students.
* The goal is to convert physical and digital documents into accessible formats (PDF and audio). Including Scanning, Optical Character Recognition (OCR), Proofreading.
* Remediation:
  + Alternative Text Descriptions: Images will be described with alternative text to ensure that visually impaired students can access the content.
  + Text Structure: Proper heading structures will be applied for easy navigation and readability.
  + Font and Color Adjustments: Unreadable fonts and color combinations will be modified for accessibility.
  + Table and Layout Updates: Tables and complex layouts will be updated to make them comprehensible and navigable for visually impaired users.
  + Reading Order & Tags: The reading order will be set, and appropriate tags will be added to make the document fully accessible.
* Final Validation and Delivery:
  + After validation, the remediated documents will be converted to PDF format for distribution and use.

**Budget and financial Details:**

The projected cost for executing the "Remediation of Books for Persons with Visual Impairment" project.

|  |  |  |  |
| --- | --- | --- | --- |
| Project Activity | No. of Books | Cost Per Page | Total Cost |
| Remediation of the school/college textbooks/reference books/across different STEM subjects | 100 books (Each book contains approximately 350 pages.) | ₹ 200 | ₹ 60,00,000 |
| Remediation of the school/college textbooks/reference books/across different non-STEM subjects | 100 books (Each book contains approximately 350 pages.) | ₹ 150 | ₹ 45,00,000 |
| Total | | | **₹ 1,05,00,000** |

**Expected Outcomes**

**Overcoming Reading Difficulties:**

* **Text-to-Speech Conversion:** Converting written content into audio format allows students to access information independently.
* **Structural Tags:** Adding structural tags to digital documents improves navigation, allowing students to easily locate specific sections.
* **Digital Bookmarks:** Creating digital bookmarks and hyperlinks enhances the ability to move between different parts of a document efficiently.
* **Improving Access to Visual Information:**

**Alternative Text:** Providing detailed descriptions of images, diagrams, and graphs through alternative text makes visual information accessible to screen reader users.

**Ensuring Compatibility:**

**Adherence to Accessibility Standards:** Following guidelines like WCAG 2.1 ensures documents are compatible with assistive technologies.

By implementing document remediation practices and providing the accessible books and documents, the educational institutions can significantly improve the learning experience for visually impaired students in STEM and create a more inclusive environment.

## **Output & Outcome**

As part of this project, we are planning to remediate 10 textbooks that include both STEM and non-STEM books. These books will be shared with the inclusive institutions for better reach of more beneficiaries.

Remediated books significantly enhance the lives of visually impaired individuals by offering several advantages.

* They provide **equal access to information** and knowledge, fostering **independence** and **inclusivity**.
* These books contribute to **improved literacy rates** and **educational attainment** among the visually impaired population.
* Remediated books can boost **self-esteem** and **confidence** by empowering individuals to learn independently.
* They facilitate **lifelong learning** and personal growth, opening doors to various opportunities and career paths.

**Conclusion**In conclusion, the "Remediation of Books for Persons with Visual Impairment" project is a transformative initiative that will empower visually impaired students by providing equal access to educational materials. By converting STEM and other textbooks into accessible digital formats, this project fosters independence, enhances learning experiences, and promotes inclusivity within academic institutions. Through collaboration with schools, colleges and universities, WinVinaya aims to benefit a large community of learners, equipping them with the resources they need to achieve their educational goals and unlock new opportunities for personal and professional growth.

**Project 3: Skilling Program for Women and Persons with Disabilities**

**Duration:** 3 Years

**Background / Problem Statement:**

In India, women and persons with disabilities (PWDs) face significant barriers to employment due to limited access to skill development, inadequate training opportunities, and systemic biases in the workforce. This results in a persistent gap between the skills available and the demands of employers, leading to reduced employability and economic exclusion for these marginalized groups.

WinVinaya Foundation addresses these critical challenges by providing targeted interventions that upskill women and PWDs, bridging the existing skill gaps. Through the creation of niche, industry-ready training programs aligned with employer needs, the foundation fosters inclusivity and gender equality in the workforce. By developing accessible, tailored curricula, WinVinaya eliminates biases, enhances employability, and empowers individuals with the skills and confidence needed for sustainable careers.

This problem statement highlights the employment disparities faced by women and PWDs while underscoring WinVinaya's commitment to driving transformative change through inclusive training and placement support.

To implement the skilling program, WinVinaya Foundation is seeking FCRA Prior Permission to receive foreign funding of USD 559,984 (₹ 4,80,80,000 as of 9-Jan-2025). This funding will be allocated towards sourcing candidates, covering training expenses, and providing placement support for the participants.

**To address these challenges, WinVinaya proposes the following objectives:**

* WinVinaya Foundation seeks to obtain FCRA Prior Permission to receive foreign funding of USD 559,984 (₹ 4,80,80,000 as of 9-Jan-2025). This funding is essential for sustaining the sourcing and training of candidates, covering the salaries of trainers, supporting day-to-day operations, assisting with placement efforts, and enhancing infrastructure facilities.
* Identify, select, and train women and persons with disabilities with a focus on in-demand technological skills and essential soft skills to bridge the skill gap between candidates and industry expectations.
* Provide women and individuals with disabilities with specialized, industry-relevant skills to align with current market demands and enhance their readiness for successful employment.
* Empower women and individuals with disabilities by offering equal opportunities and support, with the goal of eradicating biases and discrimination in the workforce and fostering inclusivity within companies.

**Project Justification:**

**Candidate Sourcing**

WinVinaya will leverage its dedicated sourcing team to identify suitable candidates. The team will establish partnerships with other organizations and NGOs to ensure a wide outreach and effective recruitment of candidates from diverse backgrounds.

**Training and Skill Development**

WinVinaya will provide a comprehensive training program designed to enhance both technical and soft skills, preparing candidates for a variety of industries. The training will combine classroom instruction with practical assignments, case studies, and real-world simulations to foster both knowledge and application. Continuous feedback and mentorship will guide students, ensuring their progress. Additionally, WinVinaya Academy will be made available to students, allowing them to practice questions, access study materials, and receive content in sign language and simple English, providing more inclusive and accessible learning resources.

**Employee Salary**

Compensating employees fairly is vital for maintaining high educational standards. WinVinaya ensures that employees receive competitive salaries, boosting their morale and dedication. This, in turn, contributes to improved learning outcomes for the students and a positive overall educational experience.

**Placement Assistance**

Candidates will be thoroughly prepared for the job market with interview preparation sessions, including mock interviews, resume reviews, and professional etiquette training. WinVinaya will also facilitate job fairs and recruitment events where candidates can interact with potential employers, improving their chances of securing employment.

**Infrastructure Expansion**

To accommodate the increasing number of candidates, WinVinaya plans to expand its infrastructure. This includes providing additional space and facilities to ensure the center can effectively host more candidates and deliver quality training in a conducive environment.

**Project Implementation Plan**

**1. Sourcing of Candidates**

WinVinaya will mobilize 1,000 candidates, primarily freshers seeking employment opportunities. These candidates will come from diverse educational backgrounds, including graduates, diploma holders, and 12th standard pass-outs.

**2. Pre-Training Assessment & Career Counselling**

WinVinaya will conduct a pre-training assessment for shortlisted candidates to determine the most effective training methodology and duration, customized to their skills. Additionally, career counselling sessions will be held for each participant to understand their interests, aligning them with suitable career roles and ensuring better outcomes.

**3. Training & Skilling**

WinVinaya’s training program will deliver comprehensive skilling in digital literacy and professional competencies, focusing on:

* Technical Skills: Financial Accounting, Tally/Zoho Books, Software Development, Software Testing, Test Automation, Accessibility Testing, Microsoft Power BI, Microsoft Office Tools: MS Word, MS Excel, and MS PowerPoint, Introduction to Gen AI and Prompt Engineering and Turbocharged Speed Typing
* Soft Skills: Crafting professional resumes, creating holistic portfolios using multimedia evidence (audio, video, photos) and building impactful LinkedIn profiles

The program blends theoretical instruction with practical assignments, case studies, and hands-on practice. Candidates will also have access to a rich repository of learning resources from WinVinaya Academy, including presentations, videos, and audio materials.

**4. Placement Support**

WinVinaya will provide placement assistance by engaging employers, understanding their hiring requirements, matching candidates to job roles, and facilitating successful placements.

**5. Post-Placement Support**

WinVinaya will offer post-placement support for a minimum of three months, ensuring a mutually beneficial experience for both employers and candidates by addressing any challenges that arise and promoting inclusive workplace success.

## **Budget and financial Details**

| **Cost Head** | **Unit Price** | **No. of Units** | **Unit of Measure** | **Budget** |
| --- | --- | --- | --- | --- |
| Mobilization Cost | ₹ 3,000 | 1,000 | Beneficiary | ₹ 30,00,000 |
| Training | ₹ 31,520 | 1,000 | Beneficiary | ₹ 3,15,20,000 |
| Placement Assistance and Post Placement Support | ₹ 3,000 | 1,000 | Beneficiary | ₹ 30,00,000 |
| Diversity / Disability Sensitization Sessions | ₹ 75,000 | 6 | Sessions | ₹ 9,00,000 |
| Creating Customized Interactive Project Report Dashboards through Power BI | ₹ 1,00,000 | 3 | Years | ₹ 3,00,000 |
| Project Management | ₹ 55,000 | 72 | Months | ₹ 39,60,000 |
| Travel and Admin Cost | ₹ 1,00,000 | 36 | Months | ₹ 36,00,000 |
| Infrastructure Support and Administrative Cost | ₹ 5,00,000 | 3 | Years | ₹ 15,00,000 |
| Events | ₹ 50,000 | 6 | Sessions | ₹ 3,00,000 |
| **Total** | | | | **₹ 4,80,80,000** |
| **Cost Per Beneficiary** | | | | **₹ 48,080** |

**Expected Outcomes**

**No. of Beneficiaries:** Complete the training for **1,000 beneficiaries** including Women and Persons with Disabilities.

**Outcome Goal:** We aim for 50% of our beneficiaries to achieve successful career outcomes through employment, self-employment, or advancement to higher studies.

**Training Effectiveness:** Evaluated through a series of assessments, including pre-training assessments, weekly evaluations, and post-training assessments, to gauge the improvement and effectiveness of the training provided.

**Social Impact:** Assessed by the increase in family income following the candidate’s placement, reflecting the broader economic benefits of the program.

**Conclusion**In conclusion, the "Skilling Program for Women and Persons with Disabilities" aims to create meaningful social impact by bridging the skill gap and fostering inclusivity in the workforce. By providing industry-relevant technical and soft skills training, along with comprehensive placement and post-placement support, the project empowers marginalized groups with the tools and confidence needed for sustainable career success. WinVinaya Foundation is committed to transforming lives, enhancing employability, and driving economic empowerment, contributing to a more equitable and inclusive society.