|  |  |  |  |
| --- | --- | --- | --- |
| **Partner Name** | **WinVinaya Foundation** | **Project Location** | **Bangalore** |
| **Reporting Period** | **1st March 2021 to 31st March 2021** | **Project Timeline** | **1st July 2020 to 30th June 2021** |
| **Reported Date** |  | **Reported by** | **Akila Sankar** |

**Training & Employment Progress**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Batch #** | **Course** | **Start Date** | **End Date** | **# Enrolled** | **# Under Training** | **# Dropped out** | **# Trained** | **# Assessed** | **# Passed** | **# Failed** | **# Placed** |
| B1 | Software Development | 01-07-2020 | 12-09-2020 | **6** | **0** | 1 | 5 | 5 | 5 | 0 | 1 |
| B2 | Software Development | 01-07-2020 | 12-09-2020 | **6** | **0** | 1 | 5 | 5 | 5 | 0 | 2 |
| B3 | Software Development | 01-07-2020 | 12-09-2020 | **5** | **0** | 0 | 5 | 5 | 5 | 0 | 0 |
| B4 | Business Process Automation | 07-07-2020 | 16-10-2020 | **8** | **0** | 0 | 8 | 8 | 8 | 1 | 1 |
| B5 | Software Development | 07-09-2020 | 28-11-2020 | **6** | **0** | 0 | 6 | 6 | 6 | 0 | 4 |
| B6 | Software Development | 07-09-2020 | 28-11-2020 | **4** | **0** | 1 | 3 | 3 | 3 | 0 | 0 |
| B7 | Software Development | 07-09-2020 | 28-11-2020 | **5** | **0** | 0 | 5 | 5 | 5 | 0 | 0 |
| B8 | Business Process Automation | 07-09-2020 | 28-11-2020 | **2** | **0** | 0 | 2 | 2 | 2 | 0 | 1 |
| B9 | Business Process Automation | 07-09-2020 | 28-11-2020 | **9** | **0** | 1 | 8 | 8 | 8 | 0 | 5 |
| B10 | Business Process Automation | 07-09-2020 | 28-11-2020 | **3** | **0** | 1 | 2 | 2 | 2 | 0 | 0 |
| B11 | Software Development | 02-11-2020 | 24-12-2020 | **6** | **0** | 0 | 6 | 6 | 6 | 0 | 2 |
| B12 | Software Development | 02-11-2020 | 24-12-2020 | **2** | **0** | 0 | 2 | 2 | 2 | 0 | 1 |
| B13 | Business Process Automation | 02-11-2020 | 24-12-2020 | **6** | **0** | 0 | 6 | 6 | 6 | 0 | 0 |
| B14 | Business Process Automation | 02-11-2020 | 24-12-2020 | **1** | **0** | 0 | 1 | 1 | 1 | 0 | 0 |
| B15 | Software Development | 07-12-2020 | 12-02-2021 | **10** | **0** | 2 | 8 | 8 | 8 | 0 | 5 |
| B16 | Software Development | 07-12-2020 | 12-02-2021 | **4** | **0** | 0 | 4 | 4 | 4 | 0 | 1 |
| B17 | Business Process Automation | 07-12-2020 | 12-02-2021 | **4** | **0** | 1 | 3 | 3 | 3 | 0 | 0 |
| B18 | Business Process Automation | 07-12-2020 | 12-02-2021 | **1** | **0** | 0 | 1 | 1 | 1 | 0 | 0 |
| B19 | Software Development | 18-01-2021 | 19-03-2021 | **4** | **0** | 1 | 3 | 3 | 3 | NA | 0 |
| B20 | Software Development | 18-01-2021 | 19-03-2021 | **5** | **0** | 0 | 5 | 5 | 5 | NA | 1 |
| B21 | Software Development | 18-01-2021 | 19-03-2021 | **1** | **0** | 0 | 1 | 1 | 1 | NA | 1 |
| B22 | Business Process Automation | 18-01-2021 | 19-03-2021 | **7** | **0** | 4 | 3 | 3 | 3 | NA | 0 |
| B23 | Business Process Automation | 18-01-2021 | 19-03-2021 | **2** | **0** | 0 | 2 | 2 | 2 | NA | 0 |
| B24 | Business Process Automation | 15-02-2021 | 16-04-2021 | **2** | **0** | 0 | **2** | **2** | 2 | NA | 0 |
| B25 | Software Development | 15-02-2021 | 16-04-2021 | **5** | **0** | 0 | **5** | **5** | 5 | NA | 0 |
| B26 | Business Process Automation | 15-02-2021 | 16-04-2021 | **1** | **0** | 0 | **1** | **1** | 1 | NA | 0 |
| B27 | Business Process Automation | 15-02-2021 | 16-04-2021 | **4** | **0** | 2 | **2** | **2** | 2 | NA | 0 |
| Total |  |  |  | **119** |  | 15 | **104** | **104** | **104** |  | 25 |
|  |  |  |  |  |  |  |  |  |  |  |  |

|  |  |
| --- | --- |
| **All data updated on MIS** | Yes |
| **Activity updates uploaded on Akvorsr** | NA |

**Activities Conducted**

|  |  |  |  |
| --- | --- | --- | --- |
| **SN** | **Activity** | **Description** | **Photos**  **(2 per activity)** |
| 1 | Training through WinVinaya Academy | Training completed for B24 to B27. | https://drive.google.com/drive/folders/1\_j8V52jtbEDQNU-PzG4Mk3lRID-03BLR?usp=sharing |
| 2 | Mock interview for Candidates | Conducted external Mock interviews for candidates. | https://drive.google.com/drive/folders/1O270sW6Mlp7hUScNxaB-Rou7W5SAm2Ll?usp=sharing |

**Challenges**

|  |  |  |
| --- | --- | --- |
| **Challenges** | **How it was addressed** | **What is the result** |
| Companies have a lot of high expectations and want a lot of skills in a candidate and it is difficult to ask them to reduce their expectations. | As a solution, we have been conducting sensitization workshops, sharing some tips with them. The process is slow but we hope to see some improvement in the future. | Placement increasing |
| The majority of companies also have openings for experienced candidates which again, we cannot supply. | Again, we are trying to talk and open them up to hire freshers too. | Placement increasing |

**Learnings**

|  |  |
| --- | --- |
| **Project Implementation domain** | **What was the learning?** |
| Placement plan of companies | After thorough discussions and sensitization some companies are ready to be flexible with their eligibility criteria, they are ready to hire candidates from 2017,2018 year of passing out too. But most are still looking out for 2019 and 2020 pass outs alone, but we are working towards making this area better/ |

**Testimonials**

|  |
| --- |
| **Beneficiary Quotes** |
| ***Pallavi H Y****, (Person with Hard of Hearing) completed Business Process Automation training -*  *" My experience in WinVinaya Foundation training as a fresher was great. The trainers were very friendly and the training was motivating for us. The trainers were diligent ,hardworking and positive . The online classes were conducted using WinVinaya Academy during the pandemic.*  *The training included mock interviews, classes on soft skills, banking, English and technical skills like Ms- Excel, Power Bi and Power automation.*  *I would like to take their opportunity to thank the foundation for the free online courses conducted and helping many of us to get trained to work in professional work environment. "* |
| ***Saranya****, (Hearing and Speech impairment) completed Software Development training -*  *" I learnt a lot from the WVF training. My English and IT knowledge has improved a lot. The trainers helped me correct my mistakes and learn from it. The weekly mock interview was a good practice and it helped become more confident to attend interviews. "* |
| **Stakeholder Quotes** |
| Kevin George (Project Coordinator , WVF) -  " WinVinaya has been a wonderful experience for me. It has given me an opportunity to work with people and improve myself. It gave me a chance to work with different individuals and stakeholders. Every day I am guided on how to improve myself and be a better version of myself, both personally and professionally. " |

**Quantitative Report for the Current Reporting Period**

**Table 1: Progress Made During the Current Reporting Period**

|  |  |  |
| --- | --- | --- |
| **Sr. No.** | **Progress Indicator** | **Work Done/Milestones Achieved During the Current Reporting Period** |
|  | No. of youth with disabilities undergoing training for roles in BFSI | NA |
|  | No. of youth with disabilities undergoing training for tech roles in BFSI | NA |
|  | No. of youth with disabilities Completed training for roles in BFSI | NA |
|  | No. of youth with disabilities completed training for tech roles in BFSI | 104 |
|  | No. of youth with disabilities hired in BFSI | NA |
|  | No. of youth with disabilities hired for technical roles in BFSI | 25 |
|  | Wage differential before/after training for youth with disabilities | All the candidates are freshers and wage differential is 100% |
|  | No. of meetings with stakeholders | 100 |
|  | No. of corporates connected with for employment | 20 |
|  | No. of BFSI organisations pledge to hire PwDs | 14 |
|  | No. of BFSI organisations actually hiring PwDs | hold/process slow) |

**Tasks/Milestones for the Next Reporting Period**

|  |  |  |  |
| --- | --- | --- | --- |
| **Sr. No.** | **Activity** | **Target Beneficiaries** | **Plan of Action for Next Month**  **(May 2021)** |
| 1 | Placement | Persons with disabilities | Connecting with more companies. |
| 2 | Interview preparation for candidates | Persons with disabilities | Conduct internal and external mock interviews for candidates |
| 3 | Post placement support | Already placed candidates | Connecting with companies and candidates to support, if they need. |