|  |  |  |  |
| --- | --- | --- | --- |
| **Partner Name** | **WinVinaya Foundation** | **Project Location** | **Bangalore** |
| **Reporting Period** | **1st May 2021 to 31st May 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 | 1 |
| 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 | 5 |
| 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 | 4 |
| 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 | 1 |
| B14 | Business Process Automation | 02-11-2020 | 24-12-2020 | **1** | **0** | 0 | 1 | 1 | 1 | 0 | 1 |
| B15 | Software Development | 07-12-2020 | 12-02-2021 | **10** | **0** | 2 | 8 | 8 | 8 | 0 | 7 |
| 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 | 3 |
| 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 | 1 |
| 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** |  | **37** |
|  |  |  |  |  |  |  |  |  |  |  |  |

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

**Activities Conducted**

|  |  |  |  |
| --- | --- | --- | --- |
| **SN** | **Activity** | **Description** | **Photos**  **(2 per activity)** |
| 1 | Mock interview for the candidates | Conducted Internal mock interview. | https://drive.google.com/drive/folders/1-6pEYptuM8gP617jGbRyQRljLxJ0mfyB?usp=sharing |

**Challenges**

|  |  |  |
| --- | --- | --- |
| **Challenges** | **How it was addressed** | **What is the result** |
| Companies do not share complete details while hiring | We have made it a policy to get JD, selection process, eligibility criteria, number of openings, disability preferred before sending candidate profiles | This has helped in better hit rate in terms of number of candidates chosen for Interview stage |
| Less number of companies interested in hiring Hearing and Speech candidates | Created a Placement Focus group to work specifically to improve candidates’ skillset and also connect with different corporates (both new and old contacts) | Team to give extra focus on upskilling and creating corporate contacts, which in long run will help to increase placements |

**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** |
| *Anbunathan Muniyandi, (Hearing and Speech impairment) completed Business Process Automation training -*  *“I learnt a lot from the WVF training. My English and Excel, Power bi,power automation and basic banking 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"* |
| *Sree Sabari Jothi G, (Hearing and Speech impairment) completed Business Process Automation training -*  *“After joining WVF training, I was able to learn Professional English, Soft skills, Banking, Power automate and Power Bi .The weekly mock interviews helped me learn from my mistakes. I was able to improve my communication skills.”* |
| **Stakeholder Quotes** |
| Menaga, (Trainer at WVF) -  " I started my life in WinVinaya as a Student. I learned a lot of things in WinVinaya like sign language, English, Power BI, and Power Automation. I am very happy to teach Students with Disabilities. I got an opportunity to communicate with my team and candidates and this helped in improving my English communication. Now, I am doing training in English, which was one of my goals in my career. I am very proud to be part of the WinVinaya Foundation. In the future also, learn more things and support the team and help the candidates in upskilling and getting a good job with a decent income. " |

**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 | 37 |
|  | Wage differential before/after training for youth with disabilities | All the candidates are freshers and wage differential is 100% |
|  | No. of meetings with stakeholders | 105 |
|  | No. of corporates connected with for employment | 35 |
|  | No. of BFSI organisations pledge to hire PwDs | 7 |
|  | No. of BFSI organisations actually hiring PwDs | 3 (due to Covid-19 2nd wave, the process has become slow) |

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

|  |  |  |  |
| --- | --- | --- | --- |
| **Sr. No.** | **Activity** | **Target Beneficiaries** | **Plan of Action for Next Month**  **(June 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. |