**Write-up on Pro-Bono Activities For WinVinaya Foundation**

WinVinaya Foundation is one of the very few NGOs in India which trains persons with disabilities (PwDs) in niche skills including **Software Development/Testing skills**, **Data Visualization skills** and **BFSI skills** which will help them get into high end job roles which is the differential factor. We cannot achieve this without support from corporates. We welcome corporates to volunteer and support our initiatives and enable PWDs to lead a life with dignity.

Here is the list pro-bono activities that can make a positive impact.

1. Mock Interviews –

Though training institutes teach the required technical skills to the students, which may not be sufficient as the students that we train may not even have experience in attending interviews. So, if we have the corporate volunteers conduct technical and HR mock interviews for them the chances of candidates succeeding in the interviews will become high. So, the volunteers can help us by conducting technical interviews and HR interviews for the candidates.

1. Career Counselling –

Most of the PwD candidates are from rural and humble background. They are very new to corporate worlds. So, volunteers can share their experience and knowledge to these candidates, motivate them and improve their technical, interpersonal and communication skills. Here, the volunteers have chance to spend time with candidates one-on-one.

1. Motivational Speeches, Conduct Quizzes –

As part of introducing the corporate world and journey to the candidates, volunteers can conduct workshops, seminars on Confidence building, Crisis management, Team building, culture of different companies, career growth, technology trends, how do we grow in company, team work, etc. You can conduct quizzes on Technical knowledge, problem solving, critical thinking, etc.

1. Projects to candidates –

Volunteer SMEs can provide projects to candidates and also guide them in implementing the projects. Finance related projects can be given to B.Com students and Software development/testing projects can be given to IT candidates. This will help the candidates improving their design, development and debugging skills and also gain project experience.

1. Build/ Implement Apps that make WinVinaya more efficient –

As you know, there are quite a lot of processes involved from sourcing the candidates for training, train them on the required technical and softskills, place them based on their skill levels. So, as a Foundation we would like to spend effective time on candidates rather spending energy on transactional activities. At the same time, tracking the progress, candidate attendance, etc. are required from the compliance perspective and also for our own improvement. So, the volunteers can help us in developing the software apps or platforms which will ease out the repetitive processes. Also, we should be able to pull the required reports for different stakeholders involved in the project.

1. Content Creation for new courses –

To keep our training programs on par with the latest job requirements and the job trends, we need to create new courses and also enhance the existing courses. Also, we could improve the way in which we are teaching the courses. So, we need the help of SMEs and domain experts to create new contents and improve/enhance the content of existing courses.