



WinVinaya Foundation

Enabling an Inclusive Society

BELONGING

INCLUSION

DIVERSITY

EQUITY

BUILDING BRIDGES TO INCLUSION

WINVINAYA FOUNDATION ANNUAL REPORT 2024-25

Transforming Lives Through
Digital Skills, Meaningful Employment &
Inclusive Communities



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Executive Summary: Empowering Change at Scale

In FY 2024–25, WinVinaya Foundation achieved a landmark milestone, empowering **1,550+ individuals** across **18 disability categories** spanning **24 Indian states and Nepal**. Our integrated model – combining **skills training, employment facilitation, workplace inclusion, and community-building** – has created sustainable, life-changing benefits for individuals, organizations, and society.

We facilitated **650+ placements** in leading organizations, delivered accessible learning via the award-winning **WinVinaya Academy**, partnered with **240+ corporates**, and expanded our reach into rural and underserved regions.

Beyond numbers, this year was about lives transformed – from students advocating policy change at India Habitat Centre to women entrepreneurs in Dharwad doubling their incomes through digital literacy. Our commitment remained steadfast: to **show up until inclusion becomes reality**.



From Our Founders: Vision Beyond Boundaries



Inclusion is about unleashing untapped potential that transforms entire ecosystems.

Dear Partners and Stakeholders,

This year exemplifies how systematic action converts intent into impact. With a 50% inclusive workforce and India's first award-winning online academy featuring Indian Sign Language and accessible content, WinVinaya proves that assumptions—not abilities—are the true barriers to inclusion.

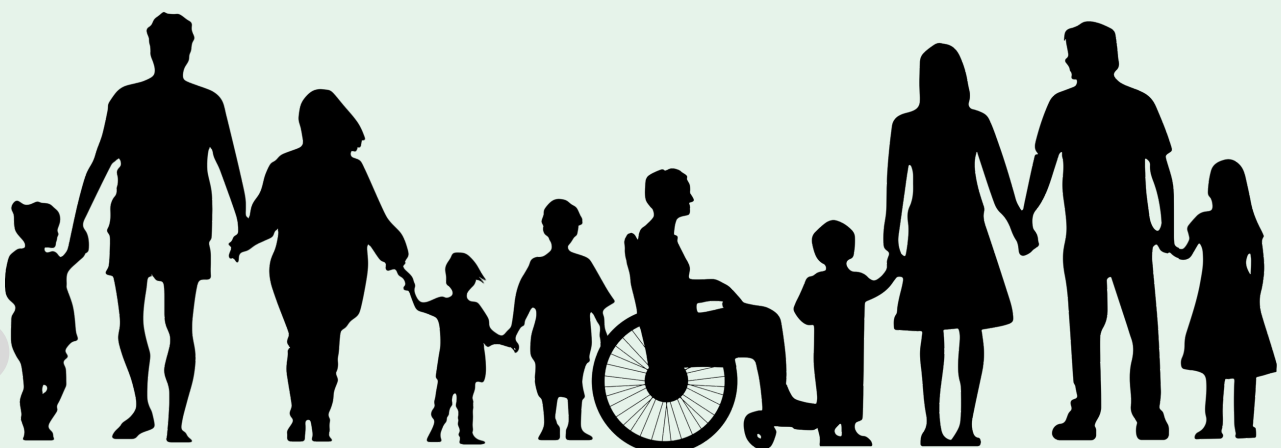
At WinVinaya, learning never stops. We are building an ecosystem where every aspiring learner receives the right methodologies, accessible tools, and supportive environments to succeed—reshaping India's employment landscape into one where talent knows no boundaries.

— **Sivasankar Jayagopal & Seethalakshmi Kuppuraj (Akila Sankar)**
Co-Founders



Our Impact Ecosystem: Who We Serve

- **Persons with Disabilities (PwDs):** 18 categories including visual, hearing, locomotor, intellectual, autism, cerebral palsy, and neurological disabilities.
- **Women from Disadvantaged Backgrounds:** Building digital, financial, and employment skills.
- **Transgender Individuals:** Specialized English and employability programs.
- **Micro-Entrepreneurs (MSMEs):** 100 MSMEs in North Karnataka are being trained in digital marketing, financial bookkeeping, expanding their customer base and revenue.
- **Students:** Future-ready skills and mentorship through the VidVruksha program.



Our Integrated Approach: Inclusion as an Ecosystem

1. Digital-First Learning

We launched India's first fully accessible online academy, blending Indian Sign Language (ISL) and simple English so no learner is left behind. Our industry-ready curricula span IT, BFSI, AI, accessibility testing, Power BI, prompt engineering, and digital marketing — with adaptive pathways designed for diverse disability types. For us, technology isn't just a tool — it's the bridge to opportunity.



2. Employment Facilitation

Skills must lead to jobs.

- 4 flagship job melas — MargaDarshan 2025, Namma JobAthon 2024, Job Habba, and regional drives — brought in 50+ companies, created 1,000+ interviews, and connected 500+ candidates with employers.
- These events proved inclusive hiring at scale and opened doors to apprenticeships, internships, contract roles, and full-time careers.
- Next, we are designing sector-specific hiring drives to deepen employer engagement.





Our Integrated Approach: Inclusion as an Ecosystem

3. Workplace Transformation

Inclusion is sustainable only when workplaces are ready. We deliver:

- **Sensitization workshops** with nearly **50 companies**, shifting mindsets and breaking biases.
- **Accessibility audits & design consulting** to make digital and physical spaces barrier-free.
- **Corporate volunteering** — teams from **Wells Fargo, Microsoft, and TE Connectivity** conducted **mock interviews, mentoring, and process improvements** — turning employees into authentic inclusion champions.



4. Community Building — Walking the Talk

Inclusion must be lived, not just spoken.

- **Inclusive teams** lead and execute our job melas, proving that ability — not disability — drives excellence.
- **Cultural celebrations and barrier-free trips** bring together people of all ages and backgrounds, creating spaces where everyone is **seen, heard, and valued**.
- **Volunteering as a two-way street** — from corporate leaders to college interns, every volunteer becomes a buddy, mentor, or ally. In giving time, they also gain **firsthand insight into disability and accessibility**, proving that volunteers are not fillers of time but **catalysts of change**.





Breaking New Ground: Research & Innovation

National Disability Hiring Study (2024)

Surveying 180 companies across 21 industries, data revealed:

- 73% are still exploring PwD hiring — not yet fully active.
- PwDs generally represent **less than 1%** of workforce composition.
- Recruitment often limited to few disabilities, excluding many candidates.
- Only **20% possess** formal diversity hiring policies.



The Immersive Program

To address these gaps, WinVinaya launched **Immersive**, enabling corporate teams to directly engage with PwD candidates. This myth-busting, experience-driven model is shifting mindsets and paving pathways to authentic inclusive hiring.





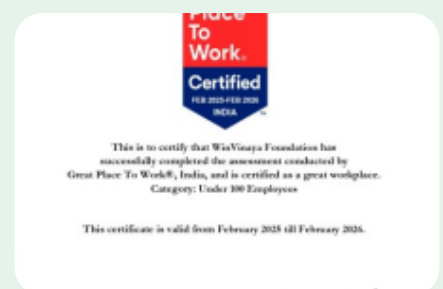
Highlights & Achievements (2024–25)

- **650+** candidates placed into impactful roles, bringing our total placements to this significant milestone.
- **1,550+** lives transformed across **18 disability categories**, spanning 24 states and Nepal - a cumulative milestone reached during this financial year.
- Partnered with **240+ corporates** to drive hiring, sensitization, and inclusion.
- **Pioneered future-ready training in AI and prompt engineering** tailored for evolving market needs.
- **Leadership recognition:** Seethalakshmi Kuppuraj (Akila Sankar) completed the prestigious Acumen India Fellowship.



Highlights & Achievements (2024–25)

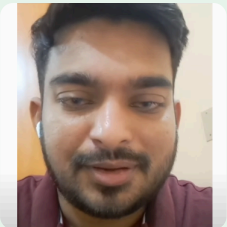
- **Knowledge sharing at scale: A 3-day webinar series engaged 300+ participants**, fostering cross-sector dialogue on disability, digital skills, and inclusion.
- **Strategic alliances deepened** with **Mitra Jyothi, Enable India, Help the Blind Foundation, Ashoka University, IIIT B, IIT Madras**, and others — expanding reach and credibility.
- Earned the **Rotary DEI Award** and renewed **Great Place to Work** certification.
- Launched a comprehensive 9-month rural MSME empowerment initiative in November 2024, to train **100 rural MSMEs** in digital marketing, financial bookkeeping skills (completion expected July 2025).
- Integrated Power BI dashboards and Zoho Creator for robust data-driven impact monitoring.



Testimonial from our Partners, Alumnus and Beneficiaries



One of our partner, **Mr. Prateek Madhav, AssisTech Foundation's founder** talks about WinVinaya and wishes for our 9th Anniversary: [Watch here](#)



One of our Alumnus, **Mr. Lohith Kumar, who is working in an MNC** wishes WinVinaya for our 9th Anniversary: [Watch here](#)



Ms. Sunitha Gangadhar, one of our MSMEs in Hadapad, Dharwad talks about our training in Digital and Financial Literacy and how it helped in developing her business [Watch here](#)



Ms. Renuka Hanumanthappa Tadakod, one of our MSMEs in Marewad, Dharwad **Renuka** doubled her tailoring business income after learning online promotion - showcasing digital literacy's power for independence. [Watch here](#)



Building Inclusive Communities Beyond Employment



Inclusion happens everywhere – policy halls, small town job drives, corporate offices, and village shops.

From accessible festivals to family trips and mentoring, WinVinaya fosters social participation and lifelong belonging.





Looking Ahead: 2025–26 Strategic Priorities



KaaryaVikas: Employability Excellence

Enhancing **300+ candidates** in **BFSI, IT and emerging technology skillsets** — equipping them with competencies that industry increasingly demands. Alongside technical learning, participants will receive **career mentoring, workplace readiness training, and AI-powered guidance tools**, ensuring they are prepared to thrive in a rapidly evolving job market.



VidVruksha: Future-Ready Students

Bridging **academia and industry** by reaching 100+ students with disabilities. Through inclusive curricula, internships, and **AI-powered skills-gap analysis**, VidVruksha will create personalized career roadmaps and strengthen the campus-to-career pipeline.



Samarth: Rural Digital Transformation

Amplifying the social impact by empowering **300+ rural MSMEs** with digital marketing, financial bookkeeping skills to increase their customer reach and revenue. WinVinaya's Samarth is poised to unlock growth and resilience in rural enterprises.

Together, these programs embody our 2025–26 vision: to scale inclusion with **technology, partnerships, and lifelong learning**, **building a future** where no talent is left behind.



Strategic Priorities

- Drive **agentic AI** innovation for accessible learning and entrepreneurship.
- Shape **national policies** and inclusion benchmarks via research.
- Strengthen **alumni and community** networks for sustained impact.



Join the Inclusion Revolution

Your partnership transforms lives:

- Fund a cohort: Empower learners.
- Mentor & volunteer: Develop skills and confidence.
- Hire inclusively: Access pre-trained talent.
- Invest in innovation: Propel AI-powered learning.



GOVERNANCE & LEADERSHIP

Board of Trustees



Sivasankar Jayagopal
Chairman & Co-Founder
Technology leader with 30+
years in IT field and
Distinguished Alumni of
NIT Trichy



Seethalakshmi Kuppuraj
Trustee & Co-Founder
Social entrepreneur and
Acumen India Fellow
specializing in disability rights



CONTACT & CONNECT

Our Locations

Bengaluru Headquarters

WinVinaya Foundation
25/3 Brindavan, 3rd Cross,
Saraswathi Puram
IIM Post, Bengaluru, Karnataka –
560076

Tirupur Center

(In partnership with The Manoharan
Charitable Trust)
SF No. 34, Sri Venkateswara Nagar 1st Street
Near Velan Hotel, Kangayem Main Road
Tirupur – 641 601

Get in Touch



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Connect with Us

Follow our journey and join the inclusion
conversation across all digital platforms.



ACKNOWLEDGMENTS

We sincerely thank beneficiaries, corporate partners, funders, government agencies, NGOs, volunteers, mentors, and our dedicated team for walking this inclusive path with us.