

DARE TO DREAM

The official newsletter of WinVinaya Foundation

GROWING TOGETHER: A DECADE OF SYSTEMS IN ACTION

WHEN SYSTEMS ENABLE INCLUSION, IMPACT SCALES.



INSIDE, WE ALSO TALK ABOUT:

- Ten Years of Building Together
- From Selection to Joining - Tata Elxsi Update
- Strengthening Training Pathways
- Inclusion in Action - Visit from CADRRE
- Accessibility by Design - Ministry Engagement

As we step forward from January's theme of shared commitment and expanding pathways, February carries that momentum into something deeper – clarity.

Ten years ago, our journey began with a simple belief: Employment must be accessible, structured, and sustained.

Today, that belief is no longer an idea.

It is a working system.

Training connects to employment. Accessibility connects to quality.

Partnerships connect to opportunity.

And this month, that system was visible everywhere – in placements completed, new cohorts launched, institutional visits hosted, and a decade marked with purpose.



TEN YEARS OF BUILDING TOGETHER

This month, WinVinaya completed ten years. What began as a belief has grown into steady action:

- **1,560+ individuals** have been part of this journey
- **676 candidates placed** into employment
- **500+ job-ready candidates** currently in placement processes
- **39% women participation**, with strong representation in BFSI and IT
- **₹27,108 average monthly post-training income**

These are not just numbers. **They represent:**

- First salaries deposited
- Families supported
- Confidence restored
- Employers discovering untapped talent

Over time, our work has expanded - skilling, employability, entrepreneurship support, accessibility services, and employer engagement. **What connects all of this is a simple approach:**

- We strengthen individual capability.
- We strengthen employer readiness.
- And we build systems where both can meet.



INCLUSION THAT LEADS TO LIVELIHOODS



Ten years have taught us this:

Inclusion does not grow through isolated effort. It grows when preparation, partnership, and opportunity move together.

And you - our employers, donors, volunteers, trainers, advocates and well-wishers, have been part of that movement.



Email: info@WinVinayaFoundation.org

FROM SELECTION TO STRUCTURED ONBOARDING

In November, we shared details of our placement drive with Tata Elxsi.

This month, we celebrate the next chapter.

- **7 candidates selected**
- **6 Internship Offer Letters issued**
- **All 6 joined on 18 February**

The cohort represents diverse disabilities - including Hearing & Speech Impairment, Locomotor Disability, and Multiple Impairments - mapped to roles across:

- IT Development
- Software Testing
- Mechanical Engineering
- Support Functions
- Inside Sales.

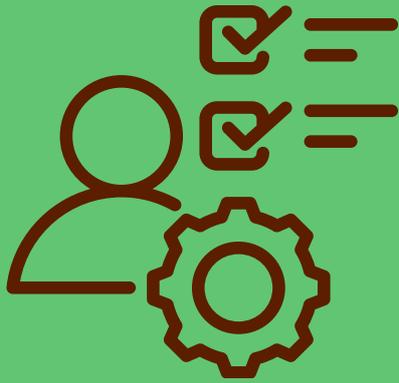
This wasn't just hiring.

It was system alignment:

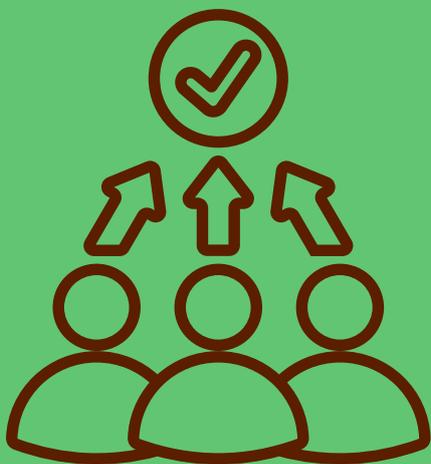
- Skill-role mapping
- Accessible evaluation design
- Employer coordination
- Structured onboarding

Inclusive hiring strengthens when momentum continues beyond selection.

This cycle reflects that continuity - not charity, but capability.



EXPANDING PATHWAYS TO EMPLOYMENT



Email: info@WinVinayaFoundation.org

STRENGTHENING TRAINING

While placements moved forward, the pipeline strengthened.

Two new cohorts launched this month:

- One batch of 6
- One batch of 9

Each program integrates:

- Industry-aligned expertise
- Practical simulations
- Structured placement mentoring
- Applied communication training

Our objective remains consistent:

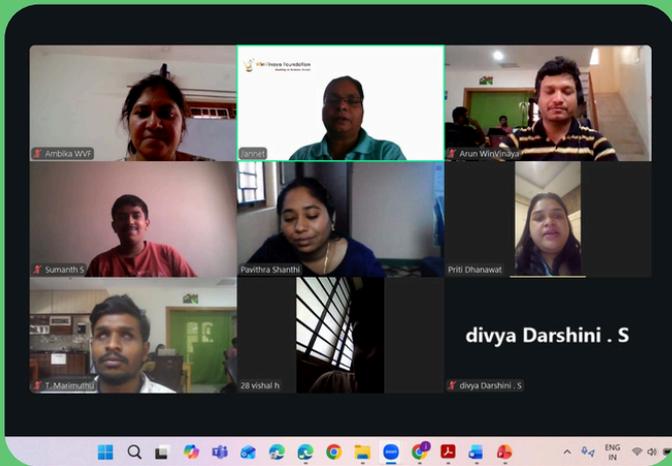
Not certification alone, but competence.

Not short-term training, but sustainable employability.

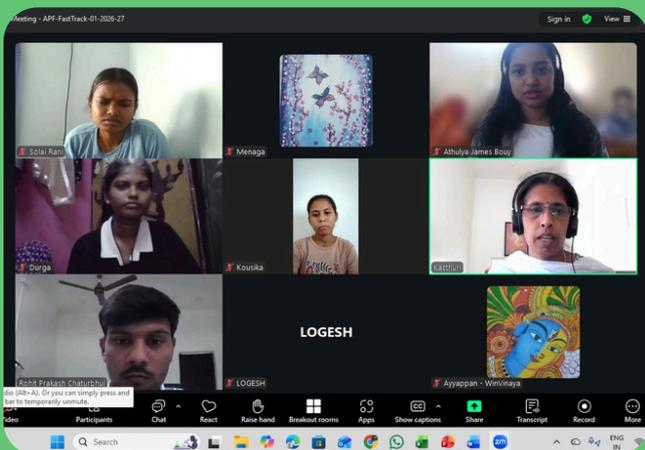
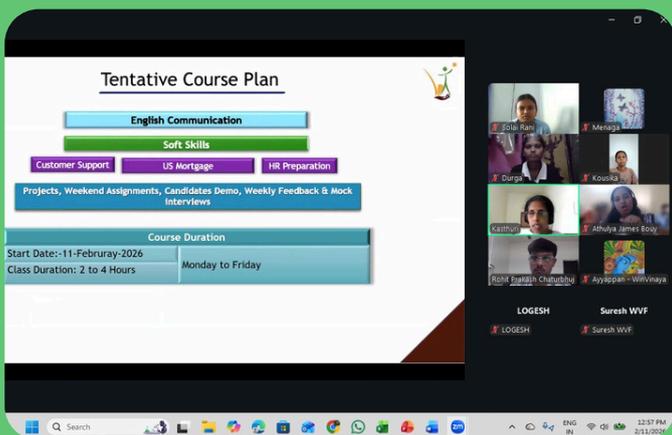
We are also expanding partnerships with **philanthropic** and **social impact collaborators**, ensuring more candidates can access structured preparation.

Because placement outcomes depend on preparation.

Preparation depends on partnership. And partnership enables scale.



PREPARING FOR LONG-TERM CAREERS

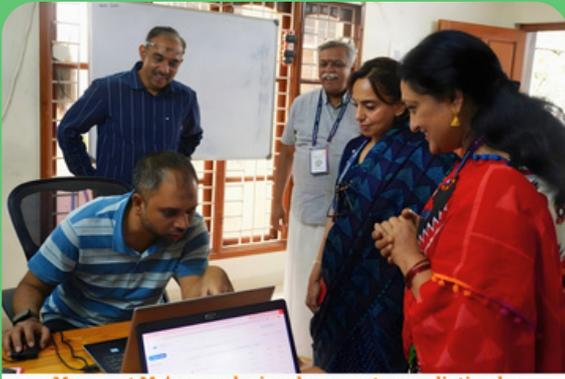


Email: info@WinVinayaFoundation.org

ACCESSIBILITY BY DESIGN

This month, we were honoured to welcome **Manmeet ma'am**, Additional Secretary, Ministry of Social Justice & Empowerment.

She walked into work already in motion - real professionals, real tools, real impact.



Manmeet Ma'am exploring document remediation by **Salman, a person with an intellectual disability.**

Salman, a document remediation specialist on the neurodiverse spectrum, demonstrated how structure tags and reading order determine screen reader clarity.



Manmeet Ma'am exploring accessibility testing by **Arun, a person with visual impairment.**

Arun, an accessibility expert with visual impairment, navigated live platforms using assistive technology – identifying gaps automated tools miss

BUILT WITH LIVED EXPERIENCE

Rahul, a professional with hearing and speech impairment, shared how AI tools like ChatGPT support communication refinement – along with subtitles, transcription tools, and an AI-powered interpreter enabling real-time access.



Manmeet Ma'am exploring the use of AI for learning by **Rahul, a person with hearing and speech impairment.**

Solairaj demonstrated out Power BI course delivered in Indian Sign Language – where ISL, captions, and voiceover are integrated by design.

Shiva explained the assessment philosophy: Unlimited structured practice. One rigorous final evaluation aligned to industry benchmarks.

The insight from the visit was powerful:

When accessibility is built by those who rely on it, disability does not limit performance - it strengthens expertise.

Email: info@WinVinayaFoundation.org



INCLUSION IN ACTION

We were also honoured to host **Vijayaraghavan Sir**, Hon. Director at CADRRE.

He saw:

- Deaf graduates from the BFSI cohort discussing English as workplace infrastructure
- Live usability testing shaped by accessibility professionals
- Technical learning delivered in Indian Sign Language
- Assessments that build confidence without lowering standards

One moment stood out.

He encouraged candidates to build strong careers - and one day support another deaf child or adult.

Inclusion becomes stronger when it moves across generations.

Across the day, one thing was evident:

Training, technology, assessment, and employer alignment functioned as one integrated system.

Inclusive employment scales when systems are intentionally designed.



Vijayaraghavan sir gaining insights into accessibility testing from Arun, a person with visually impairment.



Vijayaraghavan Sir interacted with the deaf candidates

LEARNING THROUGH INSTITUTIONAL ENGAGEMENT



Vijayaraghavan Sir spoke about the importance of English to deaf candidates and how it helps improve their communication skills and career opportunities.



A proud moment: Vijayaraghavan Sir with the WinVinaya team and candidates.



Email: info@WinVinayaFoundation.org

LET'S BUILD THE NEXT DECADE TOGETHER

What connected this anniversary, these placements, new training cohorts, and institutional visits was not coincidence.

It was architecture.

Curriculum, Assistive technology, Assessment design, Employer alignment, and Partnerships are no longer in silos – Now functioning as one ecosystem.

Ten years have not marked a conclusion.

They have clarified the model.

And the next decade begins with you.

How You Can Be Part of What Comes Next

For Employers & Organizations:

To explore inclusive hiring, structured internships, accessible training partnerships, or apprenticeship programs, write to us at:

[✉ info@WinVinayaFoundation.org](mailto:info@WinVinayaFoundation.org)

For Candidates:

Persons with disabilities, women seeking to upskill or reskill for meaningful employment are invited to register using the link below:

[🔗 Candidate Registration form](#)



To get the sign language video of this newsletter, please scan the QR Code given here



Connect us

[✉ info@WinVinayaFoundation.org](mailto:info@WinVinayaFoundation.org)

[☎ +91 80085 33359](tel:+918008533359)

[🌐 www.WinVinayaFoundation.org](http://www.WinVinayaFoundation.org)

