

DARE TO DREAM

The official newsletter of WinVinaya Foundation



GROWING TOGETHER: BUILDING PATHWAYS TO MEANINGFUL WORK

At WinVinaya Foundation, we believe inclusive livelihoods are built when **intent, systems, and human potential move together.**

Meaningful employment is rarely the result of a single intervention. It takes shape through collaboration - between candidates, employers, funders, trainers, and communities - each playing a role in creating opportunity that is accessible, sustained, and dignified.

This month's journey reflects how shared commitment is translating into real momentum across skilling, placement, well-being, culture, and policy engagement.

INSIDE, WE ALSO TALK ABOUT:

- Strengthening the KaaryaVikas Ecosystem
- Expanding Pathways to Employment
- Policy Momentum Meets Practice
- Apprenticeships as Pathways
- Building Resilience Through Movement
- Culture That Brings People Together
- Learning from the Ecosystem



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STRENGTHENING THE KAARYAVIKAS ECOSYSTEM

KaaryaVikas, our flagship program offering **free training and placement assistance for Persons with Disabilities and women**, is built on a simple belief:
when the right partners come together, opportunity scales.

This year began with two organizations joining this shared journey - **DSV** and **philanthropic initiatives** - strengthening KaaryaVikas as a growing ecosystem of trust, skills, and access.

The partnership with DSV began with a thoughtful kickoff inauguration that focused not on ceremony, but on **alignment of purpose**. Through student-led moments and shared interactions, inclusion was experienced rather than explained - setting the tone for a collaboration grounded in mutual respect and shared responsibility.

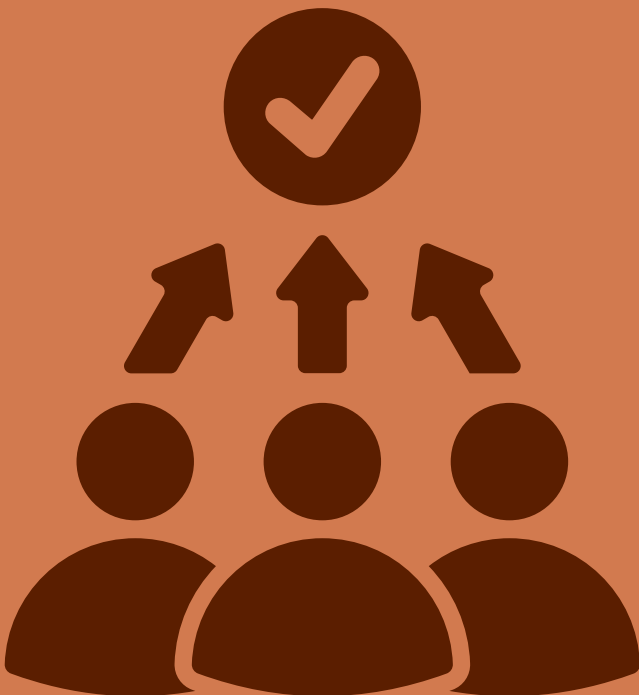
With the continued support of philanthropic initiatives and other ecosystem partners, KaaryaVikas is positioned to deepen its impact this year - supporting more individuals to build confidence, capability, and pathways to meaningful work.

“Every meaningful collaboration begins with listening, learning, and starting the journey together.”

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NEW PARTNERS, SHARED COMMITMENT



EXPANDING PATHWAYS TO EMPLOYMENT

Our focus this year is clear:

to place the maximum number of trained candidates into meaningful roles.

Several companies that selected candidates in recent months have begun onboarding them. As part of our **free placement support**, we work closely with employers to ensure that inclusion continues beyond selection. This includes:

- Mapping candidates to **appropriate job roles**
- Supporting onboarding into organizational systems
- Providing **coordination and interpretation support** where required.

This approach ensures that both candidates and employers experience smoother transitions into the workplace.

We are also collaborating with multiple organizations on **bulk recruitment drives**. A key milestone this year was signing an MoU with **Wipro**, who have introduced inclusive hiring models such as **NextGen Talent Hiring**, focused on recruiting capable PwD candidates across roles.

These collaborations reflect a growing shift—from hiring as a transaction to **hiring as a shared process of readiness and support**. We look forward to seeing more opportunities open up across disabilities and domains in the months ahead.



FROM HIRING INTENT TO WORKPLACE READINESS



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Karnataka May Become The First State to Mandate 5% PwD Reservation in India

A Proposed Law That Could Reshape
Private-Sector Inclusion
Draft Bill | Under Review



POLICY MOMENTUM MEETS PRACTICE

Karnataka's intent to enable **5% PwD inclusion in the private sector** marks an encouraging step forward. Policy signals like these create momentum—but meaningful inclusion emerges when intent is matched with preparation.

Our work supports organizations in translating policy into practice by focusing on:

- Skill and role alignment
- Accessibility and onboarding readiness
- Ongoing coordination and support

By working alongside employers and candidates, we help ensure that inclusion is not only promised—but experienced, sustained, and strengthened over time.

APPRENTICESHIPS AS PATHWAYS

Apprenticeship programs are emerging as a powerful bridge between skilling and long-term employment—especially for candidates entering or re-entering the workforce.

We actively collaborate with organizations to:

- Design inclusive **apprenticeship models**
- Map PwD candidates to suitable apprenticeship roles
- Support onboarding, documentation, and adaptation

For candidates, apprenticeships offer hands-on exposure, income, and confidence. For employers, they provide a structured, supported way to build inclusive talent pipelines.



When designed thoughtfully, apprenticeships become **pathways—not pit stops.**

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BUILDING RESILIENCE THROUGH MOVEMENT

This year, we partnered with **Runners High** to introduce a movement-based resilience program for our candidates.

Ten students from our current batch are participating—running and walking alongside professionals from corporate environments, **with and without disabilities.**

What makes this journey special is the mutual learning it enables:

- Deaf candidates teaching **sign language to their coaches**
- Coaches learning about each participant's strengths through lived interaction
- Candidates building discipline, confidence, and commitment
- New forms of communication emerging beyond language

We believe that **mind and body are deeply connected.** As physical strength and routine build, mental resilience follows—supporting learning, confidence, and workplace readiness.

More stories from this journey will follow next month—**stay tuned.**



STRENGTHENING MIND AND BODY TOGETHER



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CELEBRATING PONGAL, CELEBRATING BELONGING

When celebration is participatory, inclusion becomes natural—and belonging grows quietly, every day.

CULTURE THAT BRINGS PEOPLE TOGETHER

At WinVinaya, culture is something we experience together.

Our Pongal celebration this month brought staff and candidates together to create rangoli, cook, share meals, and celebrate tradition collectively. What stood out was the joy and ownership with which our **current batch of Deaf candidates participated.**

Our current batch includes students from **Mumbai, Pune, Tamil Nadu, Andhra Pradesh, Kerala, and Karnataka**—each bringing their culture, language, and perspective into a shared learning space.

LEARNING FROM THE ECOSYSTEM

Last year, we conducted a research survey to understand:

- Which industries are recruiting Persons with Disabilities
- Where gaps exist between intent and implementation

The insights highlighted a key truth: while willingness to hire exists, challenges remain around role clarity, onboarding, and sustained support.

This year, we began sharing these learnings through carousel posts on our social media platforms—inviting reflection and dialogue across the ecosystem.



One insight continues to guide our work:

inclusive hiring succeeds when systems are ready, not just well-intentioned.

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Let's Build This Together

For Employers & Organizations

If you would like to:

- Explore our **research survey insights**
- Learn more about **inclusive apprenticeship programs**
- Design or strengthen **inclusive hiring systems**

✉ Write to us at

info@WinVinayaFoundation.org.

For Candidates

If you are a person with:

- Locomotor disability
- Dwarfism
- Hemophilia or Thalassemia
- An acid attack survivor
- From the LGBTQ+ community

and are looking to **upskill or reskill** for meaningful job opportunities, we invite you to reach out to

Sourcing@WinVinayaFoundation.org.

Every partnership, policy shift, shared run, classroom moment, and celebration this month points to one belief:

Inclusive livelihoods are built together—step by step, system by system, human by human.

We look forward to continuing this journey with you.



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