

Latest Information on  
Projects & Personnel

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Events & Photographs

# 2016-2020 ANNUAL REPORT

**WinVinaya Foundation**  
**Support...Volunteer...Sponsor**

[www.winvinayafoundation.org](http://www.winvinayafoundation.org)

# WHO ARE WE & WHAT DO WE DO

## **Introduction to WinVinaya Foundation:**

India has over 3 million NGOs and of these, WinVinaya Foundation is one of the very few NGOs which works to train Persons with Disabilities in niche and futuristic skills in Software Development and BFSI domains which will help them get into high end job roles and not merely vocational roles which is the differential factor between us and other organizations working in this area. Our dream is to help them help themselves and contribute to nation building by becoming Tax payers of the country and being role models for everyone around them. In addition to enabling candidates to be successful, we also assist Organizations in becoming an inclusive organization.

## **Our Approach:**

Our approach is to act as a bridge between the job seekers and the employers, fill the gaps on both the sides and enable success for both.

Our motto is not merely training but to ensure our candidates rise above the BPL Category that they belong to today. We aim at Social Impact. We have placed our candidates in companies like JP Morgan Chase, Wipro, HP, Dell, Netapp and many more. The average salary of the PWD candidates we have placed till date is about Rs 25,000 per Month as compared to the average of Rs.10,000 per month of other NGOs working in this area.

## **India's First Digital Learning Platform- WinVinaya Academy:**

Looking at the changing dynamics of the future, we built India's first Digital Learning Platform specifically designed for Persons with Disabilities called the WinVinaya Academy through which candidates can learn Anytime from Anywhere. We launched the WinVinaya Academy in April 2020. It has courses in Java, SQL, English, Soft Skills, Business Process Automation and we are looking forward to expand it more. These courses are available as in English medium and also in Indian Sign Language medium for the benefit of the Hearing & Speech Impaired candidates. This has allowed us to scale rapidly without compromising on either the quality or the speed. 95% of the course content is experiential learning.

In just 4 months, more than 100 candidates are benefiting from the Online Courses. These candidates are learning from the comfort of their homes from various parts of India including Karnataka, Tamil Nadu, UP, MP, Kerala, AP, Telangana and more. Since the platform is available on the cloud, candidates can learn this from anywhere, anytime. Till date we have successfully trained over 300 candidates from around the country.

## **Life-cycle of a Candidate:**

Life-cycle of a candidate at WinVinaya includes Pre-Training Assessment, Training, Preparation & Placement Assistance and Post-Placement Support. Our candidates are not merely upskilled in Software Development skills & Business Process Automation but are taught the art of learning, Unlearning and Relearning as that is the new future demand.

## **Our Future Plan:**

We aim to roll out programs like learning English in Indian Sign Language even for schools and colleges which will improve students' skills from a foundational stage. We believe that such innovative products, solutions designed for Persons with Disabilities are very unique, cost effective and scalable. These strategies will help build a better dream and ensure Persons with Disabilities are not left behind when the companies come calling.

# OUR FOUNDERS

With almost 30 years of IT experience of **Shiva Jayagopal** (Co-Founder) and almost 16 years of experience in Disability Sector of **Akila Sankar** aka Seethalakshmi (Co-Founder), they bring in a lot of passion, industry relevant- high end digital skills to Persons with Disabilities. They keep pushing the boundaries and it is through their endearing and relentless efforts, that our candidates who are all Persons with Disabilities are getting jobs in some of the very brilliant Fortune 500 companies. They believe in the organization, its employees and have provided the right environment, right skills, right opportunities and right mentoring to not merely the candidates but to the entire WinVinaya Family.

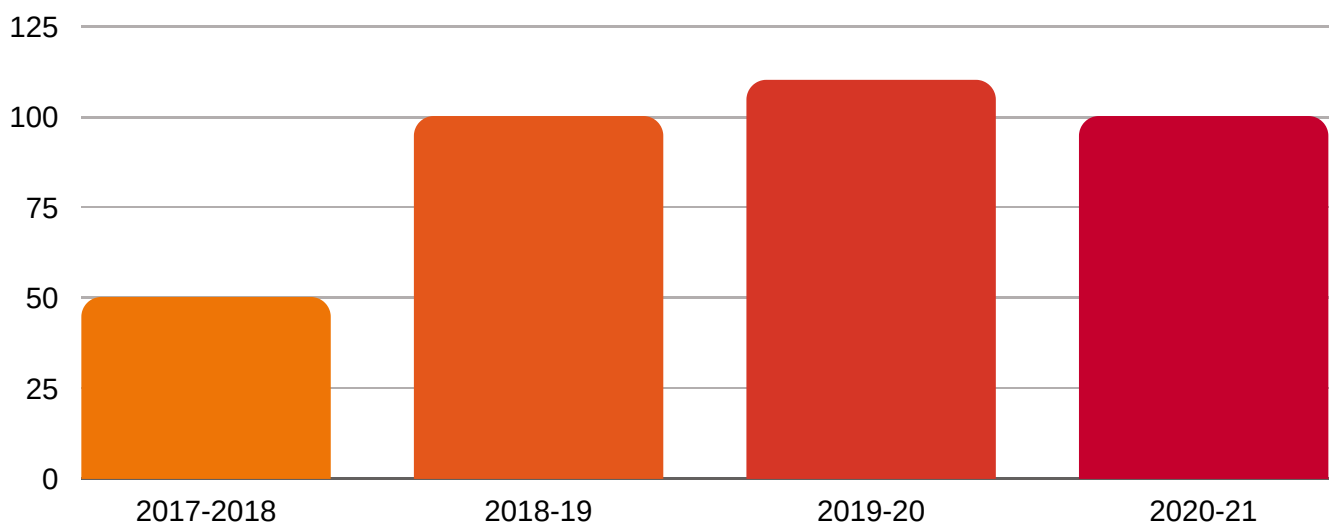
It is because of their commitment and their continuous drive to help Persons with Disabilities realize their own inner potential to work in reputed companies and in high end jobs and understand that they are equally competent and in many cases, even more competent than their counterparts who are not persons with disabilities.



# BY THE NUMBERS

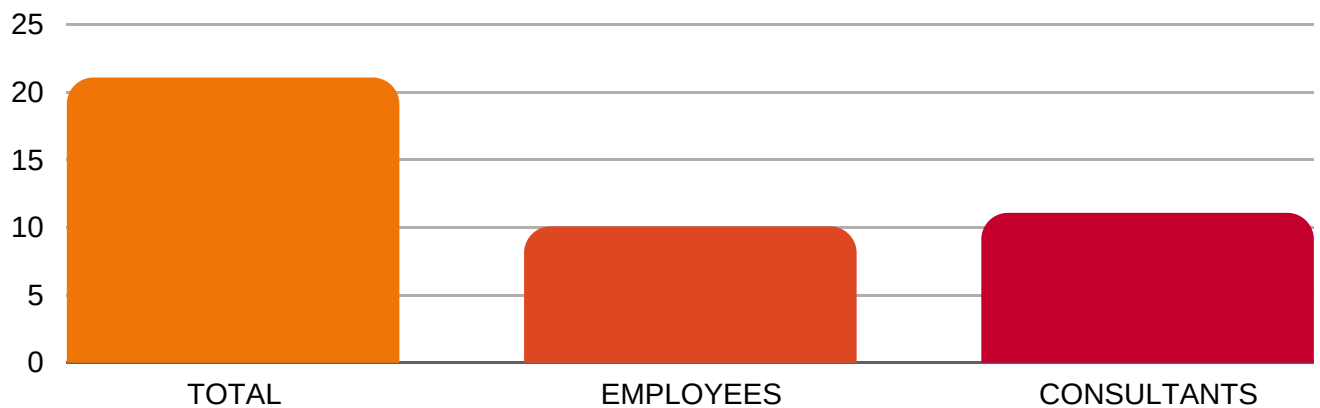
The primary aim of WinVinaya Foundation is to provide life skills and resources to differently abled, economically disadvantaged candidates and enable them to earn a decent income and lead a life with dignity.

The Graph below depicts the number of Persons with Disabilities that we have reached over the years since our launch. (2020-21: details till August 2020)

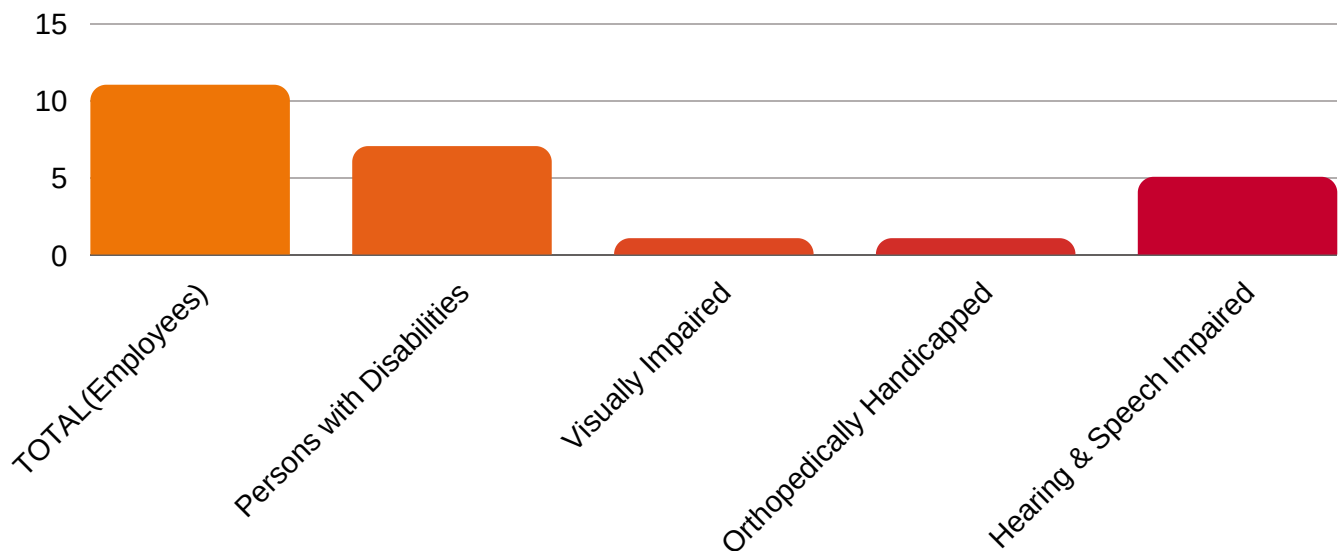


# OUR PERSONNEL

## OUR CURRENT PERSONNEL STATISTICS



## OUR INCLUSIVE TEAM



We are proud to say that **63% of our employees are Persons with Disabilities**. We have 7 hardworking and endearing PWD employees of which one is a Visually Impaired employee, one Orthopedically Handicapped employee and five Hearing and Speech Impaired Employees.

# MAJOR EVENTS

We aim continuously to create memories with all our endeavours in close collaboration with our Employees, Candidates, Placement Agencies, who we consider to be a very important part of the WinVinaya Family.

Some events minor, some events major; but all these have helped us build a stronger team, a more enthusiastic candidate base but ultimately they have made us stand where we are today. Some snippets of major events since we came into existence which have impacted us tremendously are:

## MARGADARSHAN- THE JOB FAIR (19 NOV 2016)

We organized Margadarshan- A job Fair for the Persons with Disabilities in collaboration with Shree Ramana Maharishi Academy for the Blind. More than 300 candidates and 20 Companies including Wipro, CapGemini, and Walmart Labs participated in the job fair





# MAJOR EVENTS

## WIPRO HR TEAM VISITS OUR CENTRE FOR RECRUITMENT OF OUR CANDIDATES (17 AUGUST 2017)

Wipro Recruitment team visited the WinVinaya Foundation Centre at Bangalore for their recruitment process to hire Persons with Disabilities for various Software Development roles



## WE LAUNCHED OUR CENTRE AT TIRUPUR (14 SEPTEMBER 2017)

WinVinaya Foundation began its second centre at Tirupur, Tamil Nadu. The Centre catered especially to the women in the area. The training is provided in Financial Accounting and Tally.



# MAJOR EVENTS

## INAUGURATION OF FIRST BATCH OF STUDENTS FUNDED BY NASSCOM FOUNDATION & DXC TECHNOLOGIES (JUNE 2018)



## PLACEMENT OF CANDIDATES: COVERED MORE THAN 50% OF OUR QUARTERLY TARGET (SEPTEMBER 2018)





# MAJOR EVENTS

## MOCK INTERVIEW SESSIONS (OCTOBER 2018)

Mock Interviews were conducted for our candidates from WinVinaya Volunteers. It was a very enriching event. There was learning everywhere.



## CHRISTMAS AND YEAR END PARTY (DECEMBER 2018)

We held Christmas and Year-End Party with our Entire WinVinaya Family in December. We wanted to end our year on a happy note and begin the new one with more enthusiasm and energy.



# MAJOR EVENTS

## CERTIFICATE DISTRIBUTION CEREMONY (APRIL 2019)

We conducted Certificate Distribution Ceremony for the candidates who completed their training successfully.



## INCLUSIVE STORY TELLING SESSION (SEPTEMBER 2019)

The first Inclusive Story Telling Session was organized for the Persons with Disabilities. The session witnessed a great participatory spirit and more than 50 participants attended the session.



# MAJOR EVENTS

## WORLD MENTAL HEALTH DAY @ ATHMA SAKTHI VIDYALAYA (10 OCTOBER 2019)

WinVinaya Foundation went to Athma Sakthi Vidyalaya, Bengaluru. Athma Sakthi provides residential Therapeutic treatment to adults with Mental Illness. Akila Sankar conducted Movement Therapy session for the candidates and trainers, which included different activities like Understanding their Breath, Connecting with their peers by Passing the Clap, Trying different movement patterns through Dance - which helped them to relax, open up and understand their own emotions and others'. We taught them the basics of Sign Language. They loved spelling their names in sign language, learning few words and showing it off to others.



The Photo has been blurred to protect the privacy of the participants

## WORLD DISABILITY AWARENESS DAY (07 DECEMBER 2019)

We celebrated World Disability Awareness day. We believe that it is important to sensitize children about disability and make them recognize the abilities. We brought together a diverse audience - singing, dancing, performing drama and also speech about disability by a child. Our alumni shared their life stories as well. A Person with Cerebral Palsy choreographed a group dance, A person with Autism led a group song, a Person with OCD did Hip Hop Song, Trainers/ Trainees/ Children/ Friends actively participating and encouraging each other.





# MAJOR EVENTS

## CAREER AWARENESS PROGRAM @ SHIVAJI UNIVERSITY, KOLHAPUR (14 FEBRUARY 2020)

WinVinaya Foundation and Youth4Jobs conducted 2 day workshop for about 40 PWD candidates on Career Awareness Program. Resume preparation, Aptitude Tests, Group Discussion, Interviews - were done in workshop mode to make it every effective to the candidates.



## CAREER GUIDANCE SESSION @ MITRA JYOTHI (8 MARCH 2020)

WinVinaya Foundation conducted a Career Guidance session for 20 Candidates who are Visually Impaired at Mitra Jyothi. We talked about the selection process, Success story by Jeevan Reddy - Accessibility Testing Expert, Conducted 2 rounds of Group Discussion, Mock Technical Interview, Mock HR Interview.



# RECOGNITION WE RECEIVED & OUR SUCCESS STORIES

## RECOGNITION BY THE ECONOMIC TIMES (19 MARCH 2019)

<https://economictimes.indiatimes.com/news/company/corporate-trends/jp-morgans-tech-connect-opens-doors-for-differently-abled-talent-pool/articleshow/68475539.cms>

### JP Morgan's tech connect opens doors for differently abled talent pool

The India cohort of Tech Connect is a 13-week intensive Java training programme that fast-tracks individuals with minimal coding experience into software engineers.

By Sreenatha Basu, ET Bureau | Updated: Mar 19, 2019, 05:01 PM IST



These candidates were recruited from local NGOs in Bengaluru.

challenged.

These candidates were recruited from local NGOs in Bengaluru, particularly Win-Vinaya Foundation, which works in collaboration with NASSCOM Foundation to improve recruitment opportunities for STEM (science, technology, engineering and mathematics) graduates in this space. Tech Connect graduates – none of whom knew how to code prior to the training – will become full-time software engineers at JPMC, having completed the boot camp earlier this month.

Financial services major JP Morgan India, which piloted its global Tech Connect programme in the country last year, has leveraged the opportunity to recruit differently-abled persons in front-and-centre software engineer roles.

The India cohort of Tech Connect, a 13-week intensive Java training programme that fast-tracks individuals with minimal coding experience into software engineers, has mostly hearing-impaired candidates, some with low vision while others are physically

"We chose this cohort since this is an under-represented population in India with little access to assisted technology, educational tools and the like. STEM education for persons with physical disabilities in the country usually suffers because of this," said Gaurav Ahluwalia, head of human resources, Global Services Centre, JP Morgan. "Through this pilot, we want to try and provide an alternative talent pipeline for our global technology business," he said. The company said it has tried to create a paradigm shift to help differently-abled people secure meaningful employment. Not only does the programme have two Indian sign language interpreters working in tandem with the trainers, but managers too are taken through a sensitisation programme so they can help Tech Connect grads integrate with their colleagues. "It's about the right trainers, the right tools and the right mindset," Ahluwalia said, adding that he hoped that awareness about the success of this pilot will help it to catch on in other organisations and under-represented sections.

Jayashree S, an aspiring young engineer from Mysore who completed her MCA from the Pooja Bhavat Memorial Mahajana PG College, is part of Tech Connect. Being differently-abled, she faced challenges getting hired after passing out in 2017. She then reached out to the WinVinaya Foundation where, in collaboration with NASSCOM Foundation, she went through a career development course. When JP Morgan began working with WinVinaya, Jayashree was one of the first that the team met. "My manager and four levels of managers above her are all women technologists (leading all the way up Global CIO, Lori Beer). I am absolutely confident that I will soon lead teams of my own and manage amazing projects like these technologists," she said. Globally, Tech Connect is celebrating its fifth year in 2019, having trained more than 200 candidates across America and EMEA (gender, experiential, education).

## SUCCESS STORIES

**SOME OF THE BEST ACKNOWLEDGEMENT COME FROM OUR CANDIDATES WHO GOT PLACED IN VARIOUS COMPANIES**

Example 1 -

Please watch the story of Mr. Anoop who is a Hearing and Speech impaired candidate who is now working in a MNC -

<https://www.youtube.com/watch?v=b-rXnVXsSo4>

Example 2 -

Please watch the story of Ms Jayashree who is a locomotor disabled candidate who is now working in a MNC -

<https://www.youtube.com/watch?v=baxYr3XPDP&t=25s>

Example 3 -

Please watch the story of Mr. Lohith who is a Visually Impaired candidate (Low Vision) who is now working in a MNC -

<https://www.youtube.com/watch?v=uHxWfwuIVIE&t=158s>



# India's First Digital Learning Platform- WinVinaya Academy

We launched the WinVinaya Academy in April 2020. It has courses in Java, SQL, English, Soft Skills, Business Process Automation and we are looking forward to expand it more. These courses are available as in English medium and also in Indian Sign Language medium for the benefit of the Hearing & Speech Impaired candidates. This has allowed us to scale rapidly without compromising on either the quality or the speed. 90% of the course content is experiential learning.



## HOW DOES THE ACADEMY WORK? WHAT ARE ITS COMPONENTS?

# Learn. Practice. Assess.

### iLearn

- Use Videos and references from this section to learn topics.

### iPractice

- Answer questions for topics taught in "iLearn".
- Candidates can 'review' answers and check if they are correct.

### iAssess

- iAssess will be timed, just like a test.
- Candidates will not be able to review answers like "iPractice".

# CONNECT WITH US



**WEBSITE:** [www.winvinayafoundation.org](http://www.winvinayafoundation.org)

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