



**Win Vinaya Foundation**

*Enabling an Inclusive Society*

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# **TIPS FOR EFFECTIVE TRAINING OF PERSONS WITH DISABILITIES (PWDS)**

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**2021**



# Disclaimer



The ideas in this presentation are based on WinVinaya's experience in training hundreds of Persons with Disabilities in Niche and Industry Ready skills like Software Development, Data Visualization, Core Banking, Process Automation and more. Your experience could be vastly different from what we have experienced. That said, we hope these ideas will help you as a guide/ tips in your inclusion journey.



# Life Cycle for Effective Training of PWDs





**STEP 1**

**CURRICULUM DESIGN**

# Training Curriculum Design



## Common Points – (Both Online & In-House Training)

- Training Curriculum must be Holistic: Don't just train in Domain skills but **include industry relevant skills like English and Soft Skills** – But WHY?
  - ✓ Majority of the students come from Tier-3 cities and towns
  - ✓ They don't get the same exposure as a student without disability
  - ✓ The opportunities available for them is far less as compared to other students from metropolitan/ smart cities
- With PWD candidates, Patience is key. You might have to repeat the same concepts many times. Be ready to give them a longer runway.



# Training Curriculum Creation



The training curriculum must be designed keeping the disability of the candidates in mind. It is important for the courses to be 'Disability-Specific'

Curriculum Creation Plan	HSI	VI	LD	ID
Create Videos and PPTs with Closed Captions in Simple English	✓	✓	✓	✓
Use Sign Language in the videos	✓			
In videos, where white boards are used, what is being written must be explained in audio		✓		
Use lots of pictures, animation, videos, visuals, and make the content colourful	✓		✓	✓
Create Audio books/ PPTs with audio in Simple English		✓	✓	✓
Use lots of simple and directive examples(Instead of "Go straight, take left", say "20 steps and take left")		✓		
Content must be in simple steps but detailed and cover the entire life-cycle	✓			✓
Make learning experiential with lot of exercises & activities	✓	✓	✓	✓

**Samples of Curriculum can be shared on request**

HSI	Hearing and Speech Impairment
VI	Visual Impairment
LD	Locomotor Disability
ID	Intellectual Disabilities

# Training Curriculum Review



The training curriculum must be reviewed keeping the type of beneficiaries in mind.

Curriculum Review Plan	HSI	VI	LD	ID
Mute the audio in the Video/ PPT Presentation and check if you are able to understand the content	✓			
Switch off the Video and only listen to the Audio and check if you are able to understand the content (It's actually simple, just close your eyes and only listen)		✓		
Check the duration of the Video/ PPT & see if it has lots of animation/ colours and pictures	✓		✓	✓
Ensure concepts are explained in Points & not in long paragraphs	✓	✓	✓	✓
Get a PWD – professional to verify and validate the course content (Disability Specific)	✓	✓	✓	✓

**Samples of Curriculum can be shared on request**

HSI	Hearing and Speech Impairment
VI	Visual Impairment
LD	Locomotor Disability
ID	Intellectual Disabilities



**STEP 2**

**PRE TRAINING**

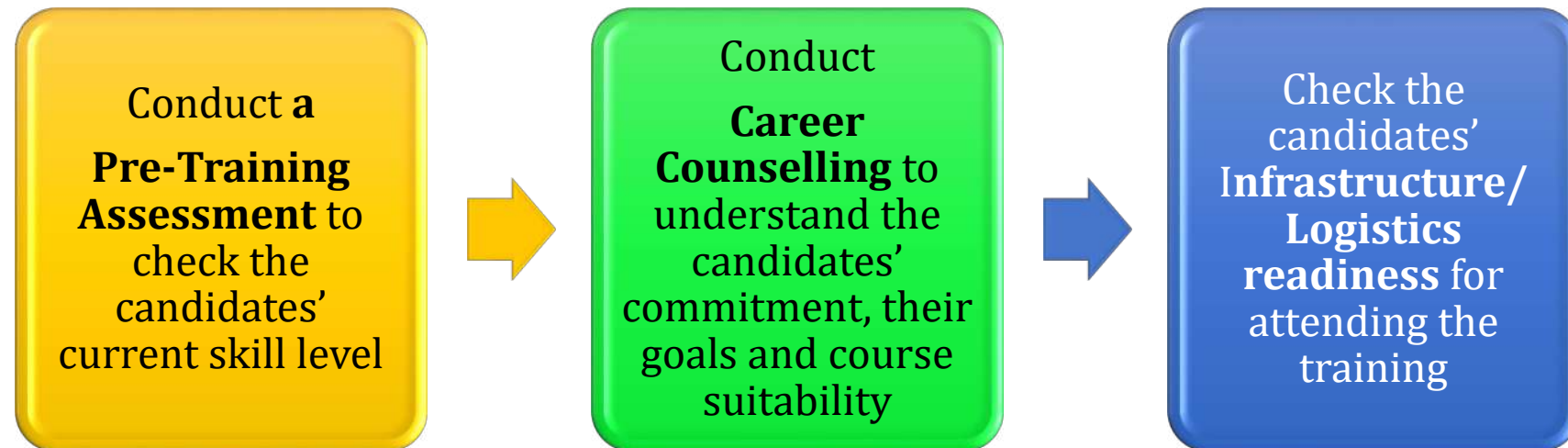


# Pre-Training Plan

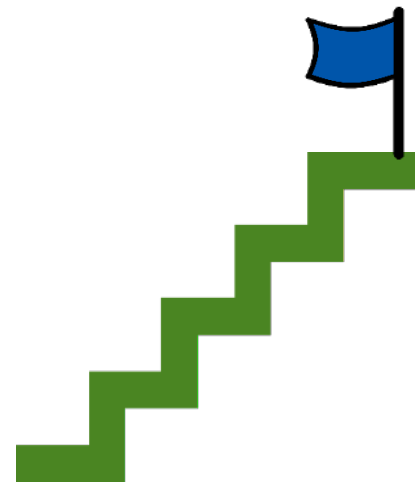


Pre-Training Plan must involve assessing the candidates' current level of skills, conduct career counselling & infrastructure readiness assessment and prep them for next stages

**Pre-Training Plan is common for candidates across all disability categories**



About 15% could be drop-outs during Training Execution. This is a very important factor when selecting candidates for Training





# Pre-Training Assessment Plan

To understand the candidates' current skill level, interest and aptitude for different courses

## Objectives of the Pre-Training Assessment

- ✓ Do they have basic knowledge in the Domain?
- ✓ Do they have the right skill-set or the inclination as demanded by the industry today?
- ✓ Do they have the interest to focus and study the course they have chosen to pursue?
- ✓ Are they right now ready to take up the training and dedicate 6 to 8 hours everyday?
- ✓ Do they understand the objective and expected outcome of the training?



# Career Counselling Plan



To check if the prospective candidates' have the right expectations and are aware of the industry trends.

## Sample Questions that can be asked in Career Counselling

- Why do they need a job? What is their goal?
- Have they applied for jobs before? What was the outcome and why?
- Do they know the market trend?
- What are their salary expectations?
- What is their preferred locations/ Are they ready to relocate? (If not – why)

The decision of whether to consider the candidate, what is the optimum duration to finish the training or to park the candidate and consider for future batches must be made after this step.



# Infrastructure/ Logistics Readiness Plan



Infrastructure/ Logistics Readiness Plan	Online Training	In-House Training
Can they visit the Training Centre everyday? Do they need support for your commute?		✓
Can they find accommodation and food facilities?		✓
Do they use assistive devices and what support they require at the Centre?		✓
Setting expectations: Should spend 6 to 8 hours everyday in order to simulate job timings	✓	✓
Do they have a Laptop/ Desktop?	✓	✓
Do they have access to stable electricity and internet connection in their place of stay?	✓	✓



**STEP 3**

**TRAINING EXECUTION**

# Training Execution — Tips for Effective Training



Batch Size Details	Online Training	In-House Training
Candidates with Locomotor Disabilities	10 to 15	10 to 15
Candidates with Hearing and Speech Impairment	5 to 7	10 to 15
Candidates with Intellectual Disabilities	5	5

Duration of Training	Online & In-House Training
Candidates with Locomotor Disabilities	1.5x as compared to training of Non-PWD
Candidates with Hearing and Speech Impairment	2x as compared to training of Non-PWD
Candidates with Intellectual Disabilities	4x as compared to training of Non-PWD

**NOTE:** Consider increasing the duration for PWD training for it to be effective.



# Training Model



Training Model	Online Training	In-House Training
Mixing candidates from different disability categories in the same batch		✓
Creating a Buddy System. For e.g.: Make a candidate with Locomotor Disability partner with a deaf candidate		✓
Splitting candidates from one batch into Teams for classes, assessments and other activities	✓	✓
Creating WhatsApp groups with Trainers and Trainees	✓	✓
Include a lot of games, activities and story telling sessions to make learning enjoyable and more fruitful	✓	✓
Practical English Training: Communication	✓	✓
Soft Skills like – Confidence Building, Standing up for their rights, Problem solving, TeamWork, Interpersonal skills	✓	✓
Conduct Mock Interviews at 3 levels: Peers, Internal & External	✓	✓

# Corporate Involvement in Training of PWDs



Conduct "A Day in a Corporate" workshops to give the corporate simulating experience

Train the Trainers to improve Training effectiveness

Review & Validate Assessments:  
Stage 1 – By Trainers/ Industry Leaders (for content)  
Stage 2 – By PWD Volunteers (for accessibility)



Provide Internships to PWD candidates and their trainers. Give them first-hand experience of the Industry

Get industry veterans to be a part of training process. (Pre-Training Process, and the Actual Training also)

Conduct numerous field visits. Learning is maximum when it is Practical and Experiential



# Tips for Trainers



Include lots of Practice Questions, Assessments and Exercises



Regular Evaluation and Revision to ensure Retention



Accessible Assessments: Pictorial Question Paper for the Deaf & Listening Test for the Visually Impaired



Use Simple Language to ask the question. Do not use long Paragraphs and Sentences



**STEP 4**

**FEEDBACK LOOP**

# Get Feedback from all Key Stakeholders



Candidates

Trainers

Companies

## Suggested Areas for Feedback

Pre Training Procedures

Course Curriculum

Training – Structure & Duration

Course Plan

Mock Interview

Subject matter that needs to be added

**Use the Feedback to Continuously Improve**



# India's 1st Digital Learning Platform tailored for PWDs



RECENT ACTIVITY

Grammar - What is a Sentence? - Learning Resource  
COURSE : WinVinaya - English V2.0  
What is a Sentence? - Learning Resource  
[Continue Learning](#)

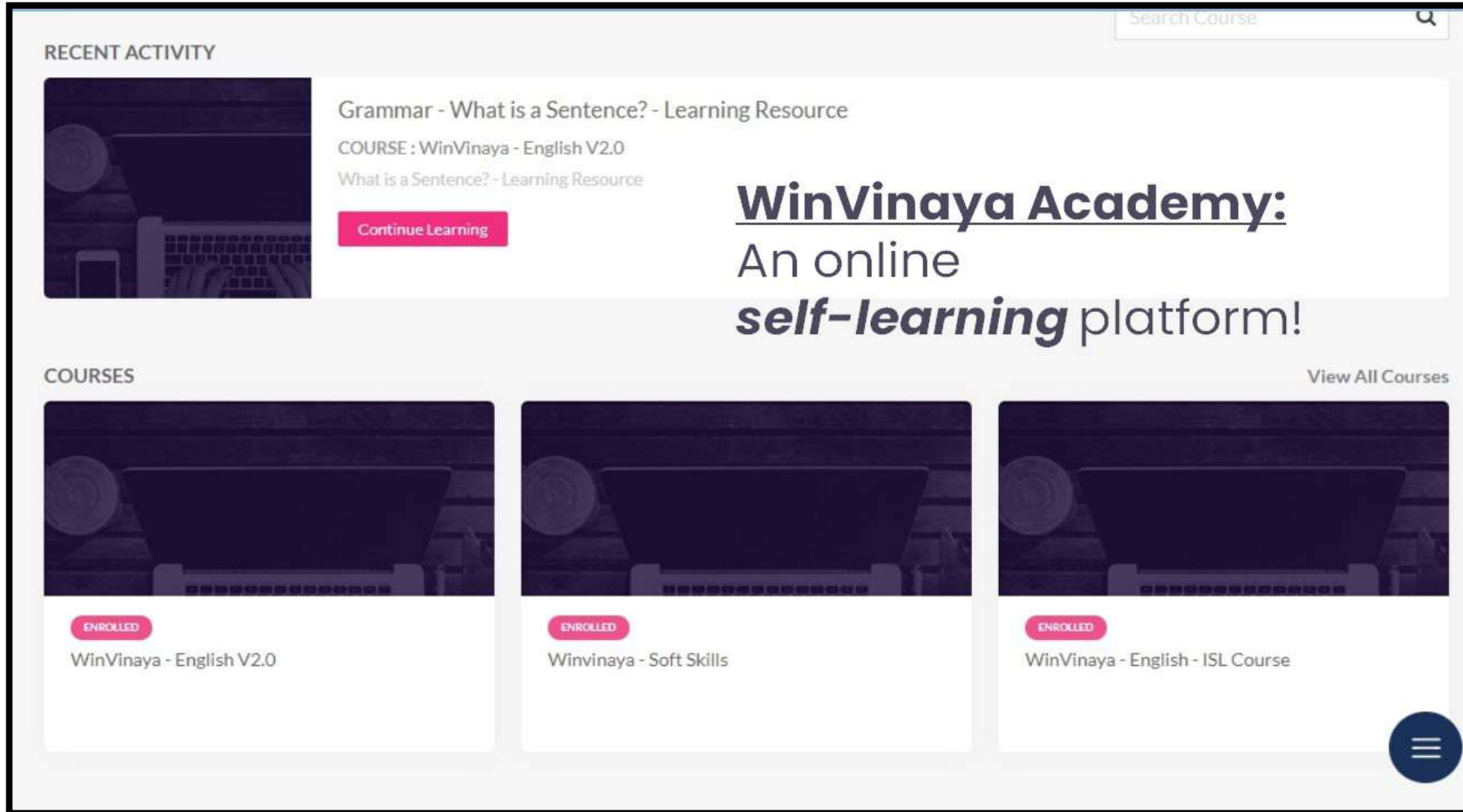
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**Courses available in English and Indian Sign Language Medium**

**Contact us for more details**



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