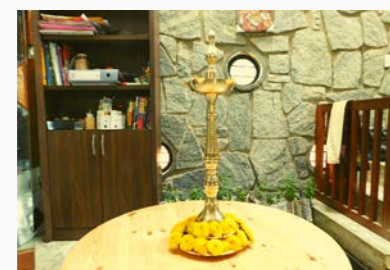


DARE TO DREAM

Official Newsletter of WinVinaya Foundation

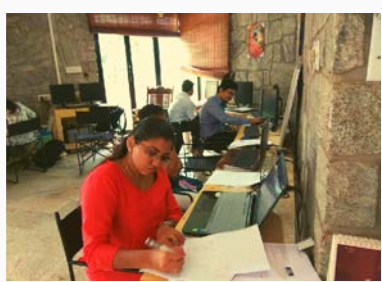


2016

- Launch of WinVinaya Foundation at home
- Software Testing Course for PWDs
- Conducted MARGADARSHAN- Job Fair for PWDs
- 300+ Candidates; 20+ Companies

2017

- Added Software Development Course
- Wipro HR Team selects PWD candidates @WinVinaya
- WinVinaya Tirupur centre launched along with "The Manoharan Charitable Trust"



2018

- Funding by Nasscom Foundation (NF) & DXC Technologies, Scientific Games (SG Cares)
- Moved to a bigger center in Bangalore
- New course - Power BI Training for Persons with Intellectual Disabilities & Mental Illness
- 100+ Students trained in Bangalore, Tirupur

2019

- New Course - Core Banking for Non-Stem PWD students
- Fun, Engaging Events to spread Awareness (Inclusive Story Telling, Speeches in Seminars across the country)
- Recognized in The Economic Times
- 100+ Students trained in Bangalore, Tirupur



2020

- Funding by AIF & SBI & Microsoft, SG Cares, Virtusa
- Launched WinVinaya Academy - India's first Digital Learning Platform for PWDs with courses in Indian Sign Language and English Medium
- Till now, 400+ candidates across 11 Disability Categories from 12 states were trained

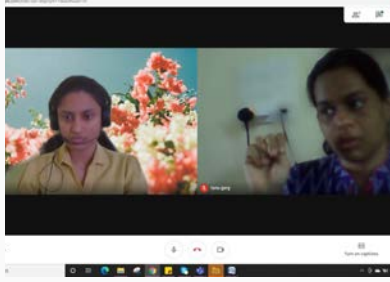


WINVINAYA TURNS 5!

Check out our Gallery!
winvinayafoundation.org/gallery/

To know more, Visit:
winvinayafoundation.org/wp-content/uploads/2020/12/WV-F-Annual-Report-2016-2020.pdf

Donate
winvinayafoundation.org/donate/



Placements at WinVinaya

After a lull in Covid hit 2020, Placements of PWD candidates have picked up in 2021. With rigorous training, mock interviews, partners support, we have been able to place 17 candidates successfully in the IT and the BFSI sector, in the past 2 months.

WinVinaya's Edu-Connect program

Less than 10% of PWDs are graduates. Most PWDs struggle with Foundational Skills - English, Problem Solving which takes time to learn. As a pilot, we partnered with 3 Inclusive Schools & Colleges to share WinVinaya Academy, Train the Teachers in Industry Ready Skills, Placement Best Practices to prepare PWDs for a bright future.



Interactive, Transparent Performance Reports in Microsoft Power BI

WinVinaya believes in showcasing our success and areas of improvement in easy to use charts & graphs with multiple filters to aid in-depth-analysis. This helps various stakeholders. For example -

- a) A B.Sc student with Hearing Impairment, can get a sense of job opportunities
- b) A HR in a corporate can view which companies have recruited PWDs and for what roles
- c) A Sponsor can check track record of WinVinaya in training PWDs, Women and more
- d) A new NGO can learn a lot and improve their planning

Let us know what you like and what more information you would like to see!

Why Hire PwDs & Best Practices in Hiring PwDs

We come across companies who want to hire Persons with Disabilities, but are NOT 100% sure - why they want to hire them and also what it takes to hire them. Please read the blog to find out the reasons given by one of the corporates on Why they hire PwDs?

Based on WinVinaya's own experience of hiring PwDs (more than 50% of our employees are PwDs) and our free placement assistance to Inclusive companies, we have put together a deck on the "Best Practices for Corporates in Hiring PwDs". It is available in our downloads page. <https://winvinayafoundation.org/recommendations-for-hiring-persons-with-disabilities-pwds/>

Please read them and let us know other best practices that you know in hiring, retaining and growing PwDs in corporates.

Placements
winvinayafoundation.org/performance-reports/

Edu-Connect Program.
winvinayafoundation.org/our-programs/

Power BI Dashboard
winvinayafoundation.org/performance-reports/

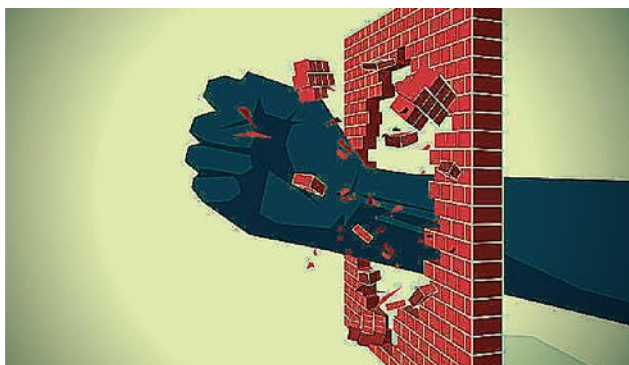
Blog
winvinayafoundation.org/blog/

How to Recruit PWDs?
winvinayafoundation.org/downloads/

CANDIDATE OF THE MONTH



"There are no constraints in the human mind, no walls around the human spirit, no barriers to our progress, except those we ourselves erect" - Ronald Reagan



" I did not have a choice. The other option was to give up, and I'm not someone who backs off without a fight."

-PRACHI

Contrary to popular myths, Persons with Disabilities have aspirations, dreams and a thirst for success. There are many who have triumphed in spite of a society not being inclusive, and are an inspiration to many.

One such inspiration is Prachi, an M.Tech graduate, and a Paralympic Table Tennis player from Unnao, Uttar Pradesh. She was diagnosed with Spina Bifida , and had to undergo surgery in the 8th grade. Two years later, she started experiencing sensory losses, leading her to need a support stick.

In a conversation with her, when asked how she dealt with her situation ,she said, "I faced it by accepting it. Although it was hard initially, because all my hopes of getting well had shattered, accepting my situation was the only way to move forward. I did not have a choice. The other option was to give up, and I'm not someone who backs off without a fight."

As a kid, she was passionate about Table Tennis. She didn't let her diagnosis stop her from continuing what she liked, so she persevered and rose to become a Paralympic Table Tennis player. After her training in WinVinaya, she is placed in a top MNC. She also plans to start her e-commerce business via Instagram, which is to commence soon. She believes that she can do both - work full time and manage a business.

Her message to the world? "My message is to just accept and move on and do what you want to do. All of us just have one chance and You CAN DO what you want to do, in spite of your disability."

There's a saying - 'A person is a product of their circumstances'. Prachi's story challenges that notion, showing us that while circumstance plays a role in one's life, it is not the only determining factor. Everybody has a choice, either to succumb to their circumstances, or rise above what is supposedly destined to be their fate, and rewrite their story.

