

DARE TO DREAM

MONTHLY NEWSLETTER



NOURISH THE GROWING MINDS!

FOCUSED PLACEMENT DRIVE

At WinVinaya, we believe that Focused Placement Drives are more effective than Job Fairs. This month, we conducted a focused Placement Drive for a Fortune 500 company.

The inclusive MNC –

- Opened up Job roles across 3 different locations in India, for Persons with Disabilities in IT roles, Banking roles and special job roles for Persons in Neuro Diversity Spectrum
- Customized the recruitment process for PWDs

WinVinaya –

- Lined up 50+ candidates across 7 disabilities; Conducted intense placement orientation for the candidates – including special training, Mock Interviews by corporate volunteers and more
- Conducted Disability Awareness Orientation for the interview panel
- Provided sign language interpreters during interviews

For most of the candidates, this was their first exposure to a corporate interview. The MNC ensured the candidates with disabilities are comfortable with a smooth gate pass, accessible interview rooms, pantry, and washrooms.

Focused Placement Drives are a win-win for inclusive corporates, NGO, and candidates. If you want Focused Placement drives to be conducted in your company, please reach out to placement@WinVinayaFoundation.org

CONNECTING AND COLLABORATING

Through WinVinaya's EduConnect we directly connect with inclusive colleges and integrate our industry aligned training with the college curriculum with the goal to increase campus placements in the right jobs. This month we signed a MoU with SRN Adarsh College, Bangalore an inclusive college that caters to providing Bachelors and Masters degree to persons with hearing and speech impairment.



PLACEMENT AT WINVINAYA!

This month, 5 of our candidates received their offer letters from various companies and set an example for others to aim higher. In addition, 5 neurodiverse candidates were selected. We are happy to see a rise in the number of inclusive companies approaching us and hiring our candidates and we are also looking forward to more such companies. If you are interested in being inclusive and supporting a greater cause, please contact us at placement@WinVinayaFoundation.org



VALEDICTION AND CERTIFICATE DISTRIBUTION!

15 candidates from WinVinaya completed their training this month of which 10 candidates were persons with Hearing and Speech Impairment, and 5 were persons with Locomotor disability. A Leader from American India Foundation (AIF) was the guest of honour.

The session was entirely conducted by candidates with disabilities from emceeding till vote of thanks. The candidates also performed a national anthem in sign language which mesmerized the audience. They also introduced sign language to the guest of honour. The guest of honour shared words of wisdom to the candidates and encouraged them to strengthen their skills, get a job and eventually build a career. One of the parents, also thanked WinVinaya for training her son and shared the experience with the Foundation. The candidates were happy to receive their training completion certificate.



SERVICE LEARNING AND STUDENT VOLUNTEERING

Students from CHRIST University have come up with a service learning program, wherein they learn sign language and help the deaf community to have a better inclusive living, by sharing their knowledge with a wider community, starting from their own classroom and then spreading it to others.

SOURCING AND TRAINING AT WINVINAYA!

We are happy to inform that this month we have started new training batches for 16 candidates which include persons with hearing and speech impairment and locomotor disability for Software Testing and Core Banking/ Financial Accounting skills.

Our Sourcing coordinators mobilize people with disabilities by connecting with different NGOs, Inclusive Colleges and Parent Associations.. If there are candidates who could benefit from this free training and placement assistance, please ask them to [register at WinVinaya Foundation](#).

BLOG: BREAKING THE BARRIER

“They do not need anyone to help them play the game but rather need help in only levelling the playing field”..... Charles, who recently joined WinVinaya as an Intern from Christ University has beautifully shared his experience with our readers. Read the full story of [Breaking the Barrier](#) to know what made him feel that and whom he is addressing to.



DISABILITY AWARENESS ORIENTATION AND INTRODUCTION TO INDIAN SIGN LANGUAGE (DAO IISL) PROGRAM!

As said by Margaret Fuller, *“If you have knowledge, Let others light their candles on it”*. We shared our candles and helped two companies in lighting the candle of building an inclusive community. We conducted our DAO IISL Program at 2 inclusive organizations this month and we hope to conduct many more in the future. In addition to corporates, we visited colleges and schools as part of disability awareness session and certificate distribution. If you want to be a part of the experience and get the experiential disability orientation, please contact us at info@WinVinayaFoundation.org



DONATION!

Now you can impact lives just like we do right where you are! Rs. 25k will help us train a candidate in Niche, Industry Ready skills like Software Development/ Software Testing/ Core Banking, Financial Accounting, and more. Rs 4k will take care of food expenses for a day. Your contribution will make an enormous difference in the life of a candidate. Don't wait, head out to [donate!](#)

BE A VOLUNTEER WITH US!

With so many companies creating opportunities for Persons across Disabilities, We encourage passionate individuals and change-makers who want to enable Persons with Disabilities to lead a life with dignity to register as a volunteer with us. Visit [our volunteer page](#) for more.

HUMANS OF WINVINAYA!

In this month's Humans of WinVinaya, we are happy to introduce a passionate, hardworking, playful, and charming personality who inspires others with her pleasant smile and vibrant attitude.

Anusha is a trainer at WinVinaya Foundation, who herself is a child at heart, though she is a mother of two cute kids. She started her journey at WinVinaya in 2019 as a volunteer. Later she joined our organization as a trainer. Anusha is a person who likes to try out new things in her life. That's when she took a greater step in training persons with ID & MI (Intellectual Disability & Mental Illness). During her initial days, it was very challenging for her to manage them as a group because each of them required special attention and the training method also differed for each candidate. With mentoring and assistance from senior WinVinaya Leaders, she carved out new ways of teaching.

She loves to interact with persons with intellectual disabilities and she states that *"Once they connect with you, they are very attached and will love you like anything"*.



J Anusha Hanna

She inspired her candidates to learn MS Office, HTML, and many more in a fun way. For example, they created greeting cards in MS Word and learned different fonts, alignment, styles, inserting pictures and more. She says, *"They struggle and do things with great determination, and it gives me confidence in learning and teaching them new skills"*.

Her journey in WinVinaya has given her exposure to many things that she never imagined she would do. She happily interacts with the deaf and persons with visual impairment and is passionate about training her candidates to realize their full potential.

She finds happiness in sharing food and dancing to music. This was very evident in our Inclusive trip to Kodaikanal. She danced her heart out and enjoyed every moment of it. She is an example that with passion, interest, and hard work we can achieve many things, and with strong determination we can transform the lives of people around us.