



Win Vinaya Foundation

Enabling an Inclusive Society

80G Tax exemption available for Indian Donors

Our “Charitable Trust” empowers
Persons with Disability (PwD), Women & Economically disadvantaged to
lead a life with dignity by providing life skills & resources

Helping Persons with Disability get the Right Job;
Enabling Companies to increase their ‘DEI Quotient’

Our Offices



Bengaluru - IT Capital of India



Tirupur - Textile Capital of India

Highlights of WinVinaya Foundation (WVF)



01

We provide training & placement assistance to Persons with Disabilities (PWD), Women and Economically Disadvantage candidates in niche and industry ready skills like Software Development, Software Testing, Accessibility Testing, Financial Accounting, Core Banking, Microsoft Power BI, Tally and more for FREE.

We cater to 15 out of 21 recognized disability categories (RPWD Act 2016).

Our 850+ Beneficiaries come from 24 states of India and Nepal

02

50% of WinVinaya's employees are persons with disabilities and our trainers are a perfect combination of young and experienced minds.

03

WinVinaya Academy is an Award-Winning Learning Platform, tailored for persons with disabilities. We have courses in IT, Banking, Accounting and more in simple English and Indian Sign Language medium.





15 Disability Categories WVF works with

| | | |
|--------------------------|-----------------------|-------------------------|
| Autism Spectrum Disorder | Leprosy Cured | Intellectual Disability |
| Multiple Disabilities | Acid attack survivors | Locomotor disability |
| Muscular Dystrophy | Hearing impairment | Low Vision |
| Blindness | Dwarfism | Cerebral Palsy |
| Hemophilia | Thalassemia | Mental Illness |

24 States that WVF candidates come from

1. Andhra Pradesh
2. Arunachal Pradesh
3. Assam
4. Bihar
5. Chhattisgarh
6. Delhi
7. Gujarat
8. Haryana
9. Himachal Pradesh
10. Jammu and Kashmir
11. Jharkhand
12. Karnataka
13. Kerala
14. Madhya Pradesh
15. Maharashtra
16. Odisha
17. Punjab
18. Rajasthan
19. Tamil Nadu
20. Telangana
21. Tripura
22. Uttarakhand
23. Uttar Pradesh
24. West Bengal

+ (Morang) Nepal



Our Approach

WinVinaya Foundation
Enabling an
Inclusive
Society

01

SOURCING

- Sourcing candidates from existing database of WinVinaya
- Collaborating with other NGO's, Colleges, Schools, Alumni & Inclusive companies

02

Pre-assessment and Career Counselling

- Through a combination of online aptitude / technical questions, puzzle solving, mock interview questions
- One-On-One Career Counselling to understand the candidate's strength, interest, goal, and provide career guidance

03

Training and Continuous Assessment

- Harness latest technology and utilize WinVinaya Academy – Digital Learning Platform, designed for Persons with Disabilities
- Provide expert trainers to mentor the candidates
- Regular assessments & mock interviews by corporate volunteers

04

Placement Assistance for Income Generation

- Focused placement initiatives of WinVinaya specific to each company
- Connecting with inclusive companies, sensitizing, doing job analysis and mapping the right disability category, working with the company to open equitable opportunities for PwDs.

05

Effective Integration Into Workforce

- Providing DEI services and ensure win-win for the company and the candidate
 - Disability Awareness Orientation
 - Job coaches
 - Sign Language services
 - DEI Advisory Services

FIRST Award Winning Digital learning platform tailored for PwDs in India



Log in to WinVinaya Academy

Learn from the best courses using perfect practice orientation, auto evaluation and get skilled

Email or Username *









Password *

LOGIN

[Forgot Password?](#)

Don't have an account ? [Sign Up](#)

Powered By  AN AMBASSICFT PRODUCT

| | | | |
|--|--|---|--|
|  <p>ENROLLED</p> WinVinaya-Microsoft Teams-ISL |  <p>ENROLLED</p> WinVinaya - Financial Accounting - ISL |  <p>ENROLLED</p> WinVinaya - Learn HTML5 and CSS3 Basics - ISL |  <p>ENROLLED</p> WinVinaya-MS-Excel ISL |
|  <p>ENROLLED</p> WinVinaya- Banking ISL |  <p>ENROLLED</p> WinVinaya - English ISL V2.0 Course |  <p>ENROLLED</p> Winvinaya Soft Skills - ISL |  <p>ENROLLED</p> WinVinaya - Complete MySQL Developer Course in ISL |

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

Training Courses that WinVinaya Offers



Software Development



Full Stack Development

- HTML5
- CSS3
- JavaScript
- Java
- MySQL
- Angular

Accessibility Testing



- Accessibility Fundamentals
- Introduction to Deque University Courses
- Section 508 certification (Web on Windows)
- WCAG 2.1
- Trusted Tester Certification

Core Banking & MS Office



- Basics of Banking
 - Different types of deposits
 - CASA
 - AML
 - KYC
- MS Word
 - MS Excel
 - MS PPT

& More

Software Testing



- Testing Fundamentals
- Test Design Techniques
- Test Management Foundation
- Automation Testing
- Selenium Basics
- Selenium Advanced

Financial Accounting & Tally



- Introduction to Financial Accounting
 - Golden rules of accounting
 - Assets, Capital & Liabilities
 - Journal, Ledger and Trial balance
 - Final Account - Trading Account, Profit/loss account
 - Balance sheet
 - Bank Reconciliation
 - GST and TDS Compliance
- Ledger Heads
 - Company creation
 - Accounting Vouchers
 - Payment & Receipt
 - Payroll
 - GST in Tally
 - TDS
 - MIS Report and More...

Microsoft Power BI



- Power BI Desktop
- Power BI Service
- Power BI mobile
- Data modelling, transformation
- Table relationship
- Data Analysis Expression (DAX)
- Artificial Intelligence Visuals
- Power Platform Integration
- Workspace, Dashboard, report sharing

Beneficiaries of WinVinaya



Graduates

We upskill candidates who completed their graduation and provide placement assistance aligned to their graduation.



College Students

We train colleges students over a longer period to improve their Communication, Domain, Soft Skills to enable them to get campus placements.

School Students

We provide career guidance to school kids with disabilities and upskill them in Advanced Digital Literacy, Communication, and Soft Skills to bring them on par with students without disabilities.

Non-Graduates

We train non-graduates with disabilities in industry ready skills to empower them to earn a better income and lead a life with dignity

WinVinaya's Value Added DEI Services



Experiential Disability Awareness Orientation

We provide unique experiential Disability Awareness Orientation to progressive companies on

- Best Practices in recruiting, training PWDS
- Lived experience sharing of PWD employees/ candidates

Indian Sign Language Services

We provide inclusive companies -

- Foundation course in basics + domain specific Indian sign language training for effective 2-way communication with their DEAF colleagues
- Sign Language Interpretation Services for events, meetings, training

Job Coaches for PWD Integration

Job Coach acts as a bridge between a person with disability and the inclusive company - in setting the expectations, mentoring both the parties, fine tuning ideas for a smoother integration.

DEI Advisory Services

Enable companies to create/ enhance -
DEI Strategy, Policies, Best Practices, Metrics, Implementation Roadmap and Monitoring

Increase Supplier Diversity Quotient

Outsource your projects to our inclusive team

- Accessibility Testing
- Manual Testing
- Test Automation
- Creating an Interactive Power BI Dashboard.

Success Stories of WinVinaya's IT Candidates



Anoop

Anoop is a Hearing & Speech Impaired person from Kerala. He uses Sign Language to communicate. Even though there are 400+ educational institutions for the deaf in India, almost 95% of them don't have qualified sign language instructors. In other words, we are NOT educating the deaf in an effective way. Anoop experienced this the hard way. But then, Anoop is a strong willed, smart, hard working person. Watch this [video](#) to see how Anoop transformed his life.



Jayashree

Jayashree is a Person with Locomotor Disability from Karnataka. When she was born, her parents were very worried about the future of their girl child with disability. It was NOT easy to get school admission. Fast Forward - Jayashree completed MCA. She fine tuned her skills and is now working in a top MNC & is the primary bread winner of her family - A Person with Disability supporting people without disabilities. Watch her [story](#) of GRIT.



Lohith

Lohith is a Person with Low Vision from Karnataka. He wanted to do Engineering, which includes design drawings, practicals, labs. Some raised questions if that is the right course for him. He took it as a challenge and completed Mechanical Engineering. He then decided to explore the IT sector. He got himself trained in software development and landed in a job in a top MNC. When there is a will, there is a way. Watch his [story](#) [here](#).



Success Stories of WinVinaya's Non-IT Candidates



Hemanth

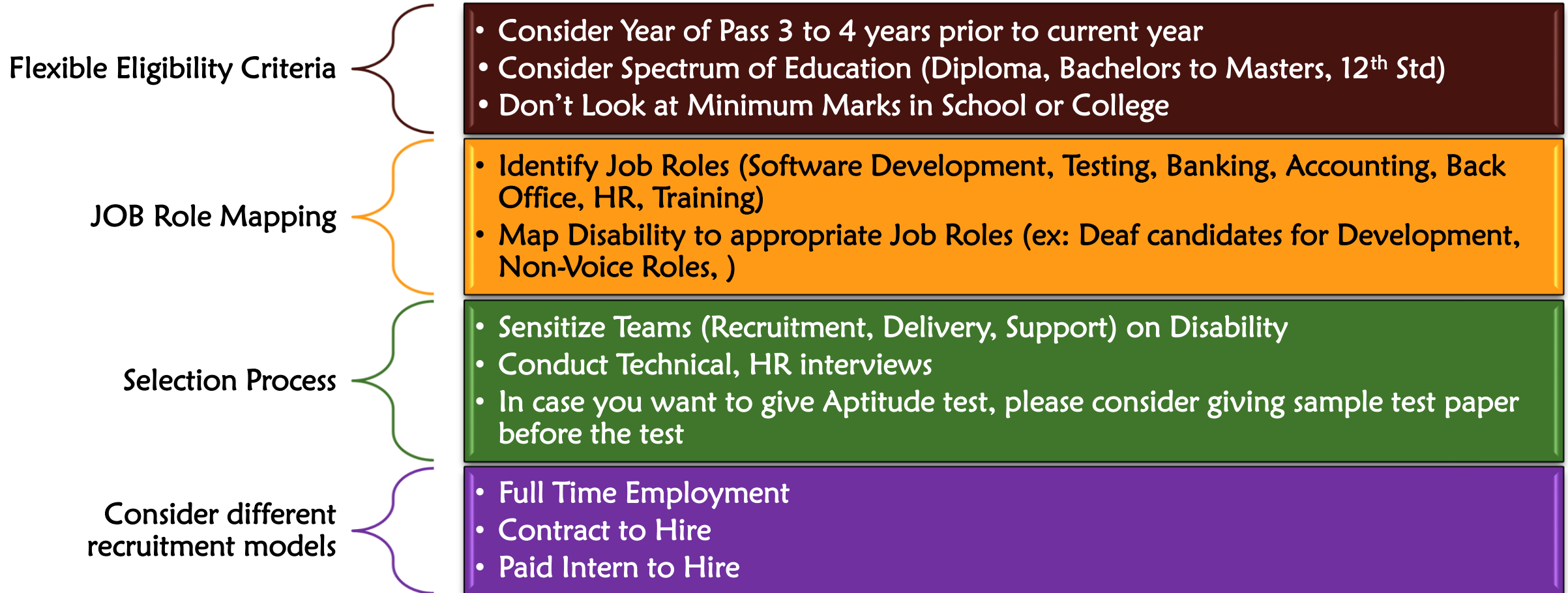
Hemanth is an M.Com graduate and an aspiring director. A cheerful optimistic, go-getter and a person with cerebral palsy. Initially he had a tough time to find an inclusive school and colleges but that didn't stop him. He finally got in one of the famous college in Bangalore and completed his education with flying colours. After coming to WinVinaya we have trained him in Core banking, Power BI and Power Automate and now he is working in one of the top MNC. Watch this [video](#) to see how Hemanth transformed his life.



Symonne

Symonne Kotian is a creative person with a pleasant smile. She is an amazing artist and a person with cerebral palsy. She has completed her 12th through NIOS. At WinVinaya she got trained in English, MS Word and Power Point. During Covid-19 lockdown she self taught herself in Adobe photoshop, Illustrator and Canva. She has a never give up attitude and joyful curiosity to learn new things. Watch her story of perseverance [here](#).

Best Practices followed by Inclusive Companies



- ❖ We don't charge placement fees for our candidates.
- ❖ We provide 3 Months Post Placement Support to companies and candidates.

Volunteer Engagement Opportunities @ WinVinaya



Mentoring

Individual, Pair or Group mentoring with our candidates to help them on a holistic front - to get ready for the job and life



A Day in a Corporate - Workshops

Conduct - 'A Day in a Corporate' workshops to strengthen the candidates' understanding of the corporate sector



Roundtable Conferences

Jointly Organize or Participate in WinVinaya's Inclusive Round Table Conferences.



Co-Creating Training Materials

Co-create training materials in skills where there is market demand along with WinVinaya.



Provide Projects

Provide us Projects that can be incorporated into the learning experience for candidates to enhance their competency for the job market



Inclusive Arts Events

Organize arts events like painting with people with Visual impairment, Dance with deaf, Pottery or clay modelling etc.



Inclusive Sports Events

Conduct inclusive sports events like Blind cricket, Basket Ball with deaf, Chess with Visual Impaired candidates etc.



Outdoor Activities

Volunteers can go for Trekking, visit historical places, Visit Organic Farms, Animal shelters etc. along with Persons with Disabilities.



Role Plays

Conduct Role plays to teach Banking concepts, Finance, Tax, Data analytical skills and more



Hackathons

Volunteers can conduct Hackathons for candidates along with WinVinaya Team to improve Design, Development, Team working skills

Next Steps



Discuss with WinVinaya

- To identify right Job Roles for PWDs
- To conduct Disability Sensitization Workshop for leadership, teams
- Share Demand Forecast for recruiting PWDs
- Share JD, Selection Process

Help Us Improve

- Suggest new courses useful to your company
- Suggest enhancements to course curriculum
- Share your training curriculum
- Volunteer to improve our training, placement

Connect Us

- With your friends, contacts in other companies
- With other NGOs in your area
- With Inclusive Colleges
- With Volunteers in your company who want to train



Together, we can help Persons with Disabilities earn a decent income and lead a life with dignity

Further Reading



| Resources | URL |
|---|---|
| Learn Basics of Sign Language in 12 days (Free Self-learning materials) | https://winvinayafoundation.org/learn-sign-language/ |
| Watch the Success Stories of our candidates across disabilities | https://winvinayafoundation.org/success-stories/ |
| Check our Interactive, Realtime Performance Report in Power BI, to understand our candidate's education, trainings that we did, Companies and Job Roles we placed | https://winvinayafoundation.org/performance-reports/ |
| Teach through games | https://tinyurl.com/Teach-Through-Games |
| Best practices for training PWDs | https://tinyurl.com/Recommendation-training-PWDs |
| Best practices for hiring PWDs | https://tinyurl.com/Recommendation-Hiring-PWDs |
| Best practices in recruiting Deaf candidates | https://tinyurl.com/Recommendation-Recruiting-Deaf |
| Our website | https://winvinayafoundation.org/ |



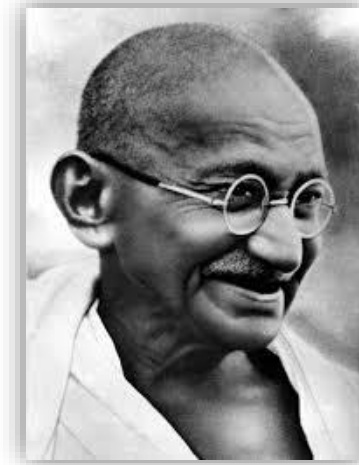
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Be the change that
you want to see in
the world...



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