



WinVinaya InfoSystems

Enabling Success Through Knowledge

# Corporate Success Stories of Recruiting & Integrating Persons with Disabilities

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# Agenda



1. Introduction to WinVinaya
2. Pragmatic D&I Framework
3. Key Success Stories of D&I Recruitment & Integration across 4 Inclusive Companies.
  - Recruitment Model
  - Job Roles, Disabilities, Number of candidates placed, Location and Salary Range
4. Best Practices for PWD Hiring & Retention

# Introduction to WinVinaya



## **WinVinaya Infosystems India Pvt Ltd**

- 10-year-old Private company
- Provides consultancy and corporate trainings on IT Engineering services, Diversity & Inclusion Services
- Holds GST and MSME certifications

## **WinVinaya Foundation**

- 7-year-old NGO
- Provides training to Persons with Disabilities (PWD), Women and Economically weaker section
- Training in niche, Industry relevant IT skills - SW Development and Testing, Data Analysis/Visualization, Core Banking, Financial Accounting skills
- Placement Support
- Holds 80G, 12A, CSR-1 certifications

Main office: Bangalore  
Training Centres: Bangalore and Tirupur

# Pragmatic D&I Framework



1. Initial Connect (Introduction to WinVinaya and the Inclusive Company)
2. Different Models of D&I Recruitment & Integration
3. Disability Awareness Orientation by WinVinaya
4. Orientation on D&I Recruitment & Integration Success Stories
5. Visit to WinVinaya to interact with candidates across disabilities (Optional; But recommended)
6. PWD Candidate-Job Role Mapping
  - Company shares the Job Roles/ JDs.
  - WVF Share the snapshot of candidates across disabilities mapped to the Job Roles
7. Focused Placement Drive
8. Efficient PWD Onboarding Process
9. Post Placement Support (Job coach, ISL Orientation and ISL Interpretation)

# Success Story:1 - A Fortune 500 Bank



- **Hired:** *Neuro Typical (Deaf, Persons with Locomotor Disability) & Neuro Diverse (Persons with Intellectual Disabilities & Multiple Disabilities)*
- **Eligibility Criteria:** Graduates for Neuro Typical; 10<sup>th</sup> Pass for Neuro Diverse; No restriction on Age or Marks or Degree Specialization
- **Focused Placement Drive:** At Company premise for Neuro Typical; Online for Neuro Diverse;
- **Different Models of D&I Hiring:**
  1. For Neuro Typical - No Aptitude; 1 Technical; 1 HR Round; Selected for Full Time Employment (FTE) Roles
  2. For Neuro Diverse - No Aptitude; No Technical; Discussion with Hiring Panel; Selected for 6 Month Internship with the option to convert to FTE

Note: If one Business Unit did NOT select a candidate, the candidates were routed to another Business Unit for a better hit rate
- **Efficient Onboarding:** Company interacted with Parents of Neuro Diverse Candidates; Kept documentation simple (PAN/ Aadhar, Resume, Photo, Disability Certificate/ Medical Certificate)
- **Complimentary Value Adds by WinVinaya:**
  1. Disability Sensitization for Hiring Panel, PWD-Job Role Mapping, Providing Resumes, Arranging for candidates to appear for the interview, Sign Language Interpreters for WinVinaya Candidates during Interviews, Collecting documents and Assisting Candidates for faster Onboarding



# Success Story:1 - A Fortune 500 Bank (Continued)

Job Roles	Disability Category	Location	Salary / Annum	# of candidates Selected
Backend Banking Support roles	Hearing Impairment Locomotor Disability	Bangalore	₹ 3.1 Lakhs	8
IT Support Roles	Hard of Hearing Locomotor Disability	Bangalore	₹ 5.0 - ₹ 6.0 Lakhs	3
Intern Analyst for Backend Banking Support Roles	Intellectual Disability Multiple Disabilities	Bangalore	₹ 30k/ Month	2
Selected as interns and converted into FTE role after 4 months	Intellectual Disability Multiple Disabilities	Bangalore	₹ 4.0 Lakhs	3
<b>Total</b>				<b>16</b>

# Success Story:2 - A Fortune 500 Bank



- **Hired:** *Deaf, Persons with Locomotor Disability, Person with Low Vision, Leprosy Cured Person, Person with Muscular Dystrophy & Person with Cerebral Palsy.*
- **Eligibility Criteria:** Graduates. No restriction on Age or Marks or Degree Specialization
- **Different Models of D&I Hiring**
- **Train and Hire model**
  1. Initial discussion with PWD candidates by the company to select candidates for training
  2. 3 months of training by WinVinaya as per the requirements of the company
  3. The job roles, projects, and 3 job locations were mapped before the selection process.
  4. WinVinaya did customized training for PWD candidates.
- **Selection Process after Training:** No Aptitude; 1 Technical; 1 HR Round;
- Many candidates got selected for Full-Time Employment (FTE) Roles
- Some who needed slight improvements were selected for 6 months' Internship roles with the option to convert to FTE

# Success Story:2 - A Fortune 500 Bank (Continued)



## 1. Efficient Onboarding:

- Kept documentation simple (PAN/ Aadhar, Resume, Photo, Disability Certificate/ Medical Certificate)

## 2. Complimentary Value Adds by WinVinaya:

- Disability Sensitization for Hiring Panel, Providing Resumes, Arranging for candidates to appear for the interview, Sign Language Interpreters for WinVinaya Candidates during Interviews, Collecting documents, and Assisting Candidates for faster Onboarding

## 3. Value Added Services from WinVinaya for a fee:

- HR/ Delivery Team underwent WinVinaya's 10-hour ISL Orientation for efficient communication with deaf candidates
- Company paid WinVinaya for the customized training to PWDs.





## Success Story:2- A Fortune 500 Bank (Continued)

Job Roles	Disability Category	Location	Salary / Annum	Number of candidates Selected
Banking Roles	Hearing Impairment, Locomotor Disability	Chennai, Noida	₹ 4.0 - 6.0 Lakhs	6
Software Tester	Locomotor Disability, Leprosy Cured Cerebral Palsy Muscular Dystrophy	Pune	₹ 6.0 - 11.0 Lakhs	6
6 Months Intern (Software Testing )	Hearing Impairment, Low Vision	Pune	₹ 9.0 - 10.0 Lakhs	4
<b>Total</b>				<b>16</b>



# Success Story:3 - A Multinational Consumer Goods Company

- **Hired:** *Persons with Hearing and Speech Impairment and Locomotor Disability*
- **Eligibility Criteria:** Graduates. No restriction on Age or Marks or Degree Specialization
- **Model of D&I Hiring:**
  1. Intern to Hire Model
  2. No Aptitude; 1 Technical; 1 HR Round; Candidates were selected as interns. Within 6 months, they were converted as FTE

Note: The Company focused on basic communication skills, and readiness to learn as part of the selection process
- **Efficient Onboarding:**
  1. The onboarding procedure was swift
  2. Kept documentation simple (PAN/ Aadhar, Resume, Photo, Disability Certificate with minimum 40% Disability)



## Success Story:3 - A Multinational Consumer Goods Company (Continued)

### 1. Complimentary Value Adds by WinVinaya:

- Providing Resumes, Arranging for candidates to appear for interviews, Sign Language Interpreters for WinVinaya candidates during Interview, Collecting documents, and Assisting Candidates for faster Onboarding.

### 2. Value Added Services from WinVinaya for a fee

- Customized Disability Sensitization focused on Hearing Impaired
- Indian Sign Language Interpretation Services for 1 on 1 Meetings and during Events



## Success Story:3 -

# A Multinational Consumer Goods Company (Continued)

Job Roles	Disability Category	Location	Salary /Annum	Number of candidates Selected
Early Career Trainee	Hearing Impairment	Bangalore	₹ 8.0 Lakhs	3
6 Months Intern	Hearing Impairment	Bangalore	₹ 40K/Month	5
Total				8

# Success Story:4 - Recruitment Services Company



- **Hired:** *Persons with Hearing and Speech Impairment*
- **Eligibility Criteria:** Graduates. No restriction on Age or Marks or Degree Specialization.
- **Model of D&I Hiring:**
  1. Direct Hire Model
  2. No Aptitude; 1 HR Round; Selected for Full-Time Employment (FTE) Roles
- **Complimentary Value Adds by WinVinaya:**
  1. Disability Sensitization for Hiring Panel, Providing Resumes, Arranging for candidates to appear for the interview, Sign Language Interpreters for WinVinaya Candidates during Interview.

Job Roles	Disability Category	Location	Salary/Annum	Number of candidates Selected
HR Process	Hearing Impairment	Chennai	₹ 3.0 Lakhs	2
Total				2

# Best Practices for PWD Hiring & Retention



1. Sensitize Leaders / Managers / Support Teams on integrating PWDs in the workplace
2. View PWDs as an alternate skilled pool of resources for recruitment and also to reach out to Potential PWD Customers with customized products and services
3. Conduct an “Open House” with all the candidates and explain to them the Recruitment Plan, Eligibility Criteria, and Selection Process;
4. Complete the entire recruitment cycle from Selection to Offer letter within 4 weeks
5. Be Agile. On-board Faster and Keep documentation Simple
6. Consider Year of Graduation - 3 to 4 Years prior to the current year



## Best Practices for PWD Hiring & Retention (Continued)

7. Do not look at Minimum marks in School or College for Persons with Disabilities
8. Only 6% PWDs are graduates. Consider spectrum of graduations for better candidate pool.
9. Don't give aptitude tests. If there is one, share sample question papers.
10. Engage with NGO partners for Post Recruitment Support
11. Volunteer. It helps employees of Inclusive Companies to interact with PWDs and become aware of the strengths of PWDs
  - Volunteer for Mock Interviews
  - Help create content for training PWDs across levels
12. Learn Basics of Sign Language

# Value Added Services for a fee by WinVinaya



Services	Duration
1. PWD-Job Role Mapping 2. Providing resumes 3. Arranging for candidates to appear for interview 4. Sign Language Interpreters for WinVinaya Candidates during Interview 5. Collecting documents from Candidates for easy Onboarding	As per need
Disability Sensitization Orientation Sessions for Leaders/Hiring team	90 Minutes
Disability Sensitization Orientation Sessions for Associates	90 Minutes
Indian Sign Language Orientation	10 hours
Indian Sign Language Interpretation Services	As per need
Job Coach (Supporting successful integration after a PWD candidate is recruited)	As per need
Training for Employees with Disabilities in various skills like Software development, Software Testing, Power BI, Microsoft 365 etc...	As per need



# Increase your Supplier Diversity with WinVinaya



## Services

Accessibility Testing (Website and Mobile Apps)

Document Remediation Services (Converting Inaccessible Documents to Accessible Documents)

Accounting Automation

Data Visualization

Office Automation

Test Automation

**Outsourced projects will be delivered by an Inclusive team**

# Further Reading



Resources	URL
Learn Basics of Sign Language in 12 days (Free Self-learning materials)	<a href="https://winvinayafoundation.org/learn-sign-language/">https://winvinayafoundation.org/learn-sign-language/</a>
Watch the Success Stories of our candidates across disabilities	<a href="https://winvinayafoundation.org/success-stories/">https://winvinayafoundation.org/success-stories/</a>
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	<a href="https://winvinayafoundation.org/performance-reports/">https://winvinayafoundation.org/performance-reports/</a>
Blog about Shiva's learning in recruiting people	<a href="https://tinyurl.com/Shiva-Learning-In-Recruiting">https://tinyurl.com/Shiva-Learning-In-Recruiting</a>
Best practices for training PWDs	<a href="https://tinyurl.com/Recommendation-training-PWDs">https://tinyurl.com/Recommendation-training-PWDs</a>
Best practices for hiring PWDs	<a href="https://tinyurl.com/Recommendation-Hiring-PWDs">https://tinyurl.com/Recommendation-Hiring-PWDs</a>
Best practices in recruiting Deaf candidates	<a href="https://tinyurl.com/Recommendation-Recruiting-Deaf">https://tinyurl.com/Recommendation-Recruiting-Deaf</a>
Our website	<a href="https://winvinayafoundation.org/">https://winvinayafoundation.org/</a>



The candidates placed by WinVinaya have an average salary of 25K, which is considerably higher than the average salary of candidates placed by other NGOs.

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