WinVinaya Foundation

Enabling an Inclusive Society

Our "Charitable Trust" empowers
Persons with Disability (PwD), Women & Marginalized Communities to
lead a life with dignity by providing life skills & resources

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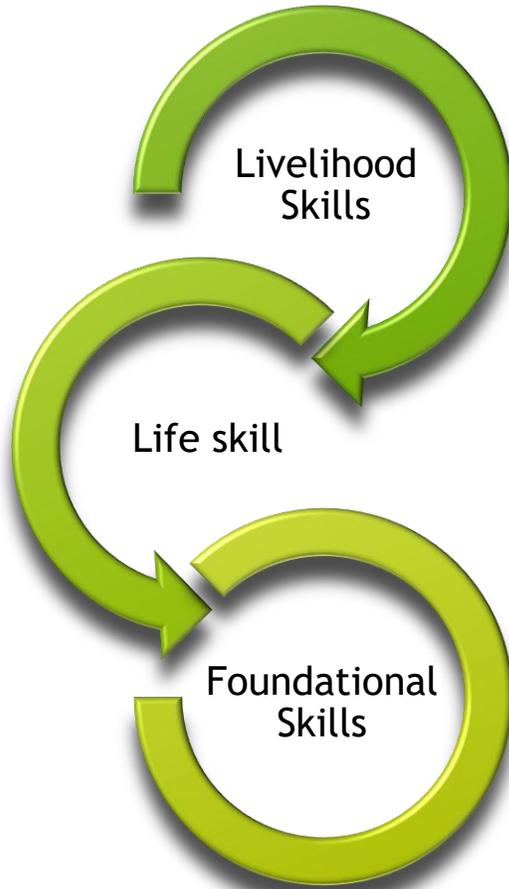Enabling Companies to increase their *'DEI Quotient'*

Our Offices

Bengaluru – IT Capital of India

Tiruppur – Textile Capital of India

Highlights of WinVinaya Foundation (WVF)

Livelihood Skills

Life skill

Foundational Skills

Our Impact at Glance

We empower Persons with Disabilities (PwDs), women, and marginalized communities by equipping them with industry-aligned skills across three key areas: Foundational, Life, and Livelihood Skills.

Our Focus Areas

Livelihood Skills: Training in Software Development, Testing, Accessibility Testing, Financial Accounting, Power BI, Gen AI — enabling economic independence through job-ready, in-demand skills.

Life Skills: Financial literacy, digital marketing, and workplace readiness — empowering individuals to manage money, promote their capabilities, and thrive in diverse work environments.

Foundational Skills: Early exposure to essential skills for school and college students, building confidence, communication, and digital fluency to prepare for higher education and future careers.

Impact Across India & Beyond

Supporting **18 out of 21 disability categories** (RPWD Act 2016) and empowering **1,500+ beneficiaries across 24 states in India & Nepal.**
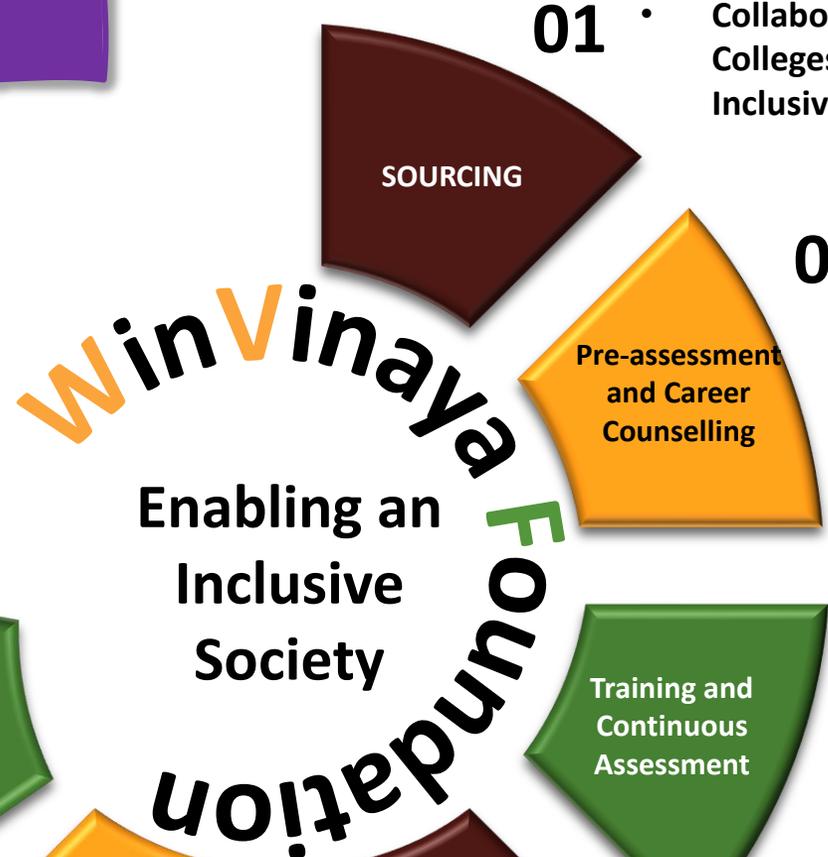
Diversity at the Core

50% of our team comprises persons with disabilities, and our trainers blend youthful energy with experienced expertise to create a dynamic learning environment.

Our Approach

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

06 Emphasize the dual pathway
- WinVinaya offers both job-focused and independent skill-building programs for underserved groups.
- We run standalone training for MSMEs, special schools, and communities to promote digital inclusion and livelihoods.

WinVinaya Foundation

Beneficiaries of WinVinaya

PwDs Graduates/College students

We upskill graduates and college students with disabilities through **corporate-aligned training**, making them **job-ready** and enabling placements that match their educational background.

Marginalized Community

We equip individuals with **livelihood skills, financial literacy, and digital training** to help them access meaningful opportunities, achieve self-reliance, and lead a **life of respect and economic dignity**.

MSMEs

We provide **digital skills and financial literacy training** to help small business owners enhance operations, **improve market reach**, and build financially sustainable enterprises.

Women

We empower women with **digital, financial, and life skills** to enhance their confidence, pursue employment or entrepreneurship, and lead a life of **dignity and independence**..

OUR IMPACT

18 Disability Categories

Autism Spectrum Disorder	Mental Illness	Intellectual Disability	Multiple Disabilities
Acid attack survivors	Locomotor disability	Muscular Dystrophy	Hearing impairment
Low Vision	Blindness	Dwarfism	Cerebral Palsy
Sickle Cell	Hemophilia	Thalassemia	Leprosy Cured
	Speech and Language Disability	Chronic Neurological Condition	

24 States

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

Training Courses that WinVinaya Offers

Software Development

Full Stack Development
- HTML5/ CSS3
- Python
- Java
- JavaScript
- MySQL/ Postgres
- React JS

Software Testing & Test Automation

- Testing Fundamentals
- Test Design Techniques
- Test Management Tools- JIRA
- Test Automation
- Selenium

Gen AI & Prompt Engineering

- Understand LLMs
- Effective Email writing, image creation, research, PPT creation, with AI
- Detect AI Bias
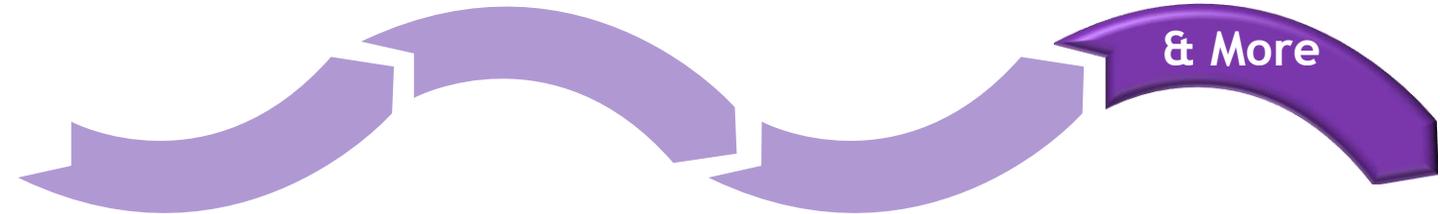- Summarization of texts, videos and documents

Microsoft Power BI

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

& More

Core Banking & MS Office

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

Financial Accounting & Apps

- Golden rules of accounting
- Assets, Capital & Liabilities
- Journal, Ledger and Trial balance
- Final Accounts – Trading Account, P&L account, Balance sheet
- GST and TDS Compliance
- Bookkeeping in Tally, Zoho Books

Digital Marketing

Design, Publish, Promote in Social Media
- Canva Posters
- Inshot Videos
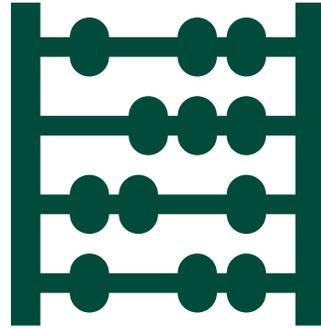- WhatsApp Broadcast
- Enhanced Video Editing

Financial Literacy

- Mera bills – Local Language
- PhonePe - Empower
- Budgeting - Plan
- Savings - Grow
- Expenses - Manage
- Profit/Loss - Understand

Accessibility Testing

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

Training Courses Specially for Neurodiverse Candidates

Document Remediation

Authoring Accessible Documents

Making Accessible Documents

Zoho Bookkeeping

Basics of Bookkeeping

Basics of Payroll creation

MS Power BI
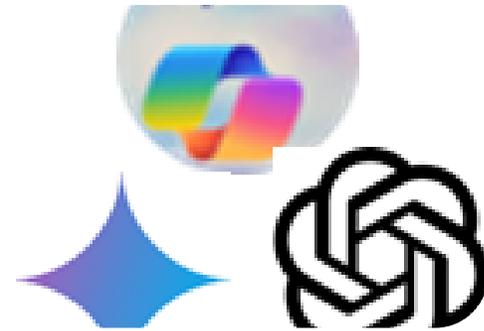
Understanding and Creating Visualization

Core Banking

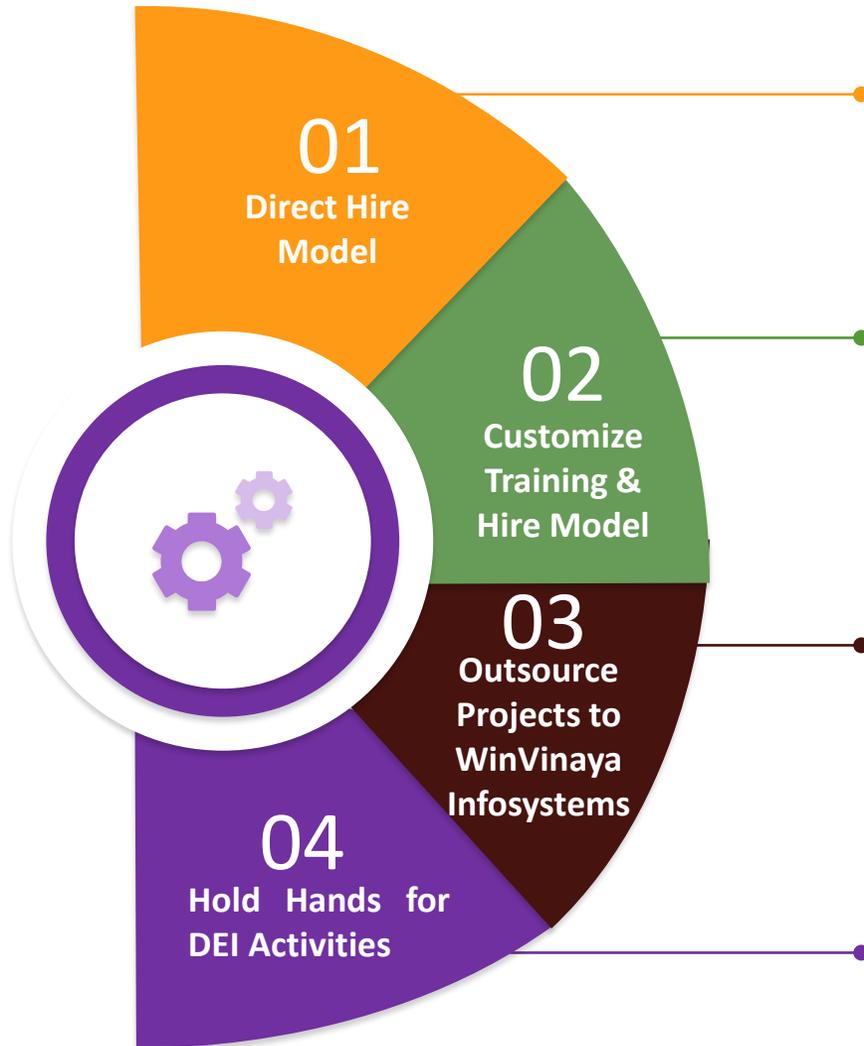Basics of Core Banking

Financial Accounting

MS Office

Basics of MS Word

Basics of MS Excel

Basics of PPT

Gen AI

Introduction to Gen AI

Introduction to Prompt Engineering

Engagement Model

01 Direct Hire Model

02 Customize Training & Hire Model

03 Outsource Projects to WinVinaya Infosystems

04 Hold Hands for DEI Activities

Direct Hire Model:
Companies can recruit candidates who have been trained by WinVinaya and are job-ready for roles as paid interns, consultants, or full-time employees.

Forecast – Customize Training & Hire Model:
Share your demand forecast and collaborate with WinVinaya to create a customized training plan. Candidates will be upskilled according to your needs and can be recruited as paid interns or consultants. Based on their performance over three to six months, they can be absorbed as full-time employees.

Outsource Projects to WinVinaya Infosystems:
Outsource your projects to WinVinaya Infosystems, where our inclusive team delivers comprehensive solutions tailored to your needs.

Hold Hands for DEI Activities
- ✓ Disability Awareness & Sensitization
- ✓ Indian Sign Language (ISL) Orientation & services
- ✓ Job Mapping & Interview Support
- ✓ Job Coach - Job Integration, mentoring and providing guidance

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 Foundation Training

We provide inclusive companies -
- Foundation course in basics + domain specific Indian sign language training for effective 2-way communication with their DEAF colleagues

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
- Consultancy- Build Interactive Power BI Dashboard.
- Training-Corporate, colleges, schools & NGOs
- Testing services- Accessibility Testing
- AI products & Automation

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, BasketBall 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

Success Stories of WinVinaya's Neurodiverse Candidates

Abhishek is a fitness enthusiast who has participated in multiple 10K runs, a food lover, and a proud individual with ADHD. He holds a diploma in Visual Media and Design and has a remarkable photographic memory. His passion for reading includes exploring the works of Nobel Prize winners and biographies of inspiring figures like Albert Einstein, Subhas Chandra Bose, and Bill Gates.

At WinVinaya, Abhishek upskilled in MS Office and the basics of bookkeeping using Zoho Books. His dedication and hard work led him to secure a support role at a Fortune 500 bank, where he is excelling in his career.

Abhishek A

Apoorva has completed her 2nd PU and is a determined individual with multiple disabilities (Hard of Hearing and neurodivergence). A visual learner and a meticulous task follower, she thrives when given a structured approach, executing her work with minimal supervision.

One of her remarkable qualities is her incredible memory—she remembers the birthdays of all her close friends and relatives without relying on Google reminders and never misses an opportunity to wish them.

At WinVinaya, she successfully completed training in the basics of MS Excel and Zoho Bookkeeping. Her dedication and skills helped her secure a role at a Fortune 500 banking company, where she is excelling in her career.

Apoorva Subramanium

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 <u>video</u> 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 <u>here</u>.

Further Reading

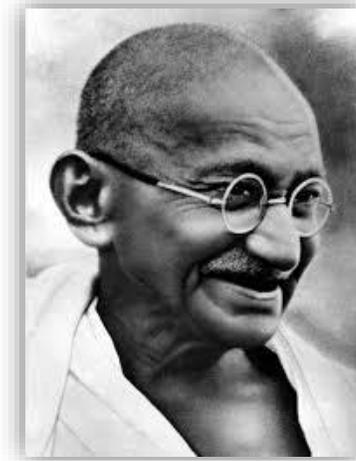| Resources	URL
Learn Basics of Sign Language in 12 days (Free Self-learning materials)	https://winvinayafoundation.org/learn-sign-language/
Watch the Success Stories of our candidates across disabilities	https://winvinayafoundation.org/success-stories/
Check our Interactive, Realtime Performance Report in Power BI, to understand our candidate's education, trainings that we did, Companies and Job Roles we placed	https://winvinayafoundation.org/performance-reports/
Free eBook on Transformative stories and impactful lessons in disability inclusion	https://tinyurl.com/wvf-shiva-eBook
Blog about Shiva's learning in recruiting people	https://tinyurl.com/Shiva-Learning-In-Recruiting
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/

WinVinaya Foundation
Enabling an Inclusive Society

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