

# DARE TO DREAM

*The official newsletter of WinVinaya Foundation*



## GROWING TOGETHER: THE POWER OF COMMUNITY

April showed us that systems work. May showed us who makes them work.

Volunteers giving their Saturdays. NGO partners opening their networks. Candidates walking into interviews — and walking out with offers. New employer relationships formalised. Four organisations drawn in by the same belief.

Batches completed. New cohorts began. Through it all, the community showed up at every stage. Not as background support — as the engine.

**"Community is not a backdrop. It is the engine."**

## INSIDE, WE ALSO TALK ABOUT:

- Niranthara: Building The Organisation Behind The Impact
- Advisory Insights: What Industry Leaders Are Telling Us
- Placements And Training: May In Motion
- Community In Action: Saturdays That Build Confidence
- Growing The Ecosystem: Four NGO Collaborations
- Let's Build This Together



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## BUILDING THE ORGANISATION BEHIND THE IMPACT



This month, WinVinaya participated in the first phase of training under the Niranthara capacity-building programme — a journey already underway through a rigorous process of documentation and interviews.

The first training module covered 53 compliance and governance parameters, helping organisations better understand the structures and processes required for sustainable growth and accountability.



The sessions also included practical guidance from guest speakers and experts, including Abhijith from Astyrea Foundation and officials from the Income Tax Department, who explained statutory rules, compliance requirements, filing processes, and governance practices for nonprofit organisations. Two team members — Akila Sankar, Co-Founder, and Vijayanthi, Compliance & Governance Officer — led WinVinaya's participation.

The takeaway was clear: strong impact needs strong systems behind it. For WinVinaya, Niranthara is preparation for the next decade — not just programmes, but the structure to sustain them.

## WHAT INDUSTRY LEADERS ARE TELLING US



Conversations with two Advisory Board members this month are already shaping how WinVinaya thinks about growth and impact.

Shantha Maheswari, global CxO leader and Board Advisor, pointed to the rapidly changing employment landscape — AI, automation, and shifting industry priorities — and urged WinVinaya to expand beyond IT hiring into Manufacturing, MgfTech, EV, Finance and FinTech; introduce AI orientation into training; and position itself as an Inclusion and Accessibility Partner of Choice, not only a training provider.

**"Depth of partnerships matters more than breadth."**

Anand Vissa, Advisory Board member, brought the lens of what happens after placement. His focus: building structured employer feedback systems, understanding candidate performance beyond numbers, and moving from transactional hiring conversations toward long-term industry relationships that strengthen training quality before the next batch begins.



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## PLACEMENTS AND TRAINING: MAY IN MOTION

May was one of the busiest months of the year. Candidates placed, batches completed, new cohorts launched — every stage of the journey moved forward simultaneously.

### **10 Placements. One Day. Two Employers.**

On 26 May, candidates prepared for operations roles faced their interviews. By end of day, 10 out of 11 had offers — 9 at a global energy management and automation leader, 1 at a precision engineering and manufacturing company. That is not luck. That is months of structured interview readiness, role-specific coaching, and the belief that every candidate in that room was ready. One day. Ten careers begun.

### **Six Professionals. Two Domains. Ready to Hire.**

Some of our candidates who completed their training this month. Together, they bring six workforce-ready professionals across two specialist domains:

#### **Accessibility Testing**

4 professionals | Section 508 / Trusted Tester certified, MS Office, English, Soft Skills

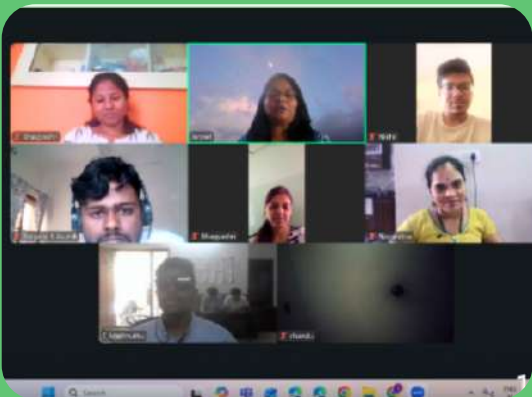
#### **FinTech**

2 professionals | Financial Accounting, Core Banking (KYC, AML), MS Office, Power BI

If your organisation is hiring Accessibility Tester or FinTech professionals — we would love to connect you with this talent.

### **A New Cohort. Online. Accessible by Design.**

Testing (Software and accessibility) training cohort launched on 25 May for candidates with Locomotor Disabilities, persons with visual impairment and hard of hearing — with online delivery built in from the start, so access is never an afterthought. The FinTech training batch for candidates with Hearing and Speech Impairment has now transitioned into technical training — the phase where preparation becomes expertise, with learning aligned to employer benchmarks.



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## COMMUNITY IN ACTION: SATURDAYS THAT BUILD CONFIDENCE

Some partnerships do more than fill a calendar — they change lives.

This month, WinVinaya Foundation partnered with The Inclusion Movement to launch a 12-week volunteer-led programme focused on two career-defining skills: English Communication and Mock Interview Readiness. Every Saturday, volunteers and candidates come together with a shared commitment to learn, grow, and build confidence.

The first session, held on 9 May, brought together Sameer, Vishal, Krishnendhu, Anaga, and Dhanushree with our current training batch. Through introductions, team storytelling, and interactive exercises - helped candidates towards stronger communication and interview confidence. This is inclusion in action — not a one-time event, but a commitment to show up week after week and help people believe in their potential.



**Every voice was heard. Every story counted.**

Volunteering Session



## GROWING THE ECOSYSTEM: FOUR NGO COLLABORATIONS

Placement outcomes begin long before an interview — when the right candidate finds the right pathway. In May, WinVinaya partnered with four organisations, each reaching a distinct community: Mitra Jyothi and Help the Blind Foundation (Visually Impaired candidates for voice process roles), Ponty Chadha Foundation (PwD across disabilities), and Mitti Cafe (candidates with Intellectual Disabilities). Across these collaborations, 30+ candidates have been referred and the pipeline is actively growing.

If your organisation works with persons with disabilities or women seeking employment and believes in a structured, dignified approach — let's build this together.



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# LET'S BUILD THIS TOGETHER

Ten placements in one day. Skilled candidates available in accessibility testing and FinTech domains. New cohorts launched. Advisory voices shaping the next chapter. Volunteers giving their Saturdays. Four new NGO partnerships.

Every outcome here was built by someone choosing to show up — consistently, intentionally, together.

## For Employers & Organisations

Hire trained PwD and women candidates

- Partner for inclusive hiring drives
- Volunteer your skills
- Join an Immersive @ WinVinaya

[Click here to view Ready to hire candidates](#)

[placement.Council@WinVinayaFoundation.org](mailto:placement.Council@WinVinayaFoundation.org)

## For Candidates

PwD and women seeking skilling or placement support — register for KaaryaVikas. Welcoming: HSI, VI, Locomotor Disabilities, Intellectual Disabilities, Women in career transition.

[New candidate Register here](#)


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