

# DARE TO DREAM

*The official newsletter of WinVinaya Foundation*

## FROM ROOTS TO REACH



May was about roots — strengthening the systems, governance, and people that hold WinVinaya steady. June is about what those roots make possible: reach.

This month, our pipeline widened in almost every direction. New employer conversations opened with a global consulting and technology services major and a global technology and computing leader. An apprenticeship pathway took shape in Tamil Nadu. Our sourcing network grew with new institutional and NGO partners across Bengaluru. And at the same time, three training batches moved steadily through their own milestones — proof that scale only holds when preparation keeps pace with it.

Growth that lasts isn't just about adding more partners. It's about making sure every candidate is ready for the door that opens.

## INSIDE, WE ALSO TALK ABOUT

- **Placements & Training:** June in Motion
- **A Collaborative Sprint:** Reaching 18 Disability Categories Together
- **Different Pathways to the Same Destination**
- **Governance & Compliance:** Module One, Done



## PLACEMENTS & TRAINING: JUNE IN MOTION



## FROM TRAINING ROOMS TO REAL OPPORTUNITIES



Progress this month moved on two fronts at once — candidates already in placement pipelines, and new cohorts being prepared for theirs.

The **Vindhya E-Info Media Pvt. Ltd.** drive this month was different from a typical recruitment exercise. We didn't begin with a job description. We began with a conversation - revisiting aspirations, mapping what roles were realistically available, and rebuilding the motivation of both current trainees and alumni who are still on their placement journey. The drive was held in Bengaluru, bringing together current trainees and alumni still on their journey.

### ONE STORY FROM THIS MONTH STAYS WITH US.

A candidate had moved from Hyderabad to Bengaluru for his training - a leap of faith in itself. When he got selected, his heart was already thinking of home. He asked **Vindhya**, simply and honestly, whether he could eventually move back to Hyderabad. **Their answer was generous:** complete three months of training at the Bengaluru centre, and then transition to their Hyderabad office. He said yes. So did they. And just like that, a placement became a homecoming too.

This is what we mean when we say the work doesn't end at the offer letter. It is training, timing, trust - and sometimes, one honest conversation that makes a job feel like it was made for you.

Our work with alumni is ongoing. Many of our graduates are still navigating their path to employment. We stay connected - making them aware of the changing landscape of opportunities, helping them rebuild aspirations that may have dulled with waiting, and ensuring that no one loses precious time simply because the right door hadn't opened yet.





**Most of our candidates are eager to begin working.**

What sometimes holds them back is not their own hesitation - but a parent's understandable fear of letting go. Concerns about night shifts, relocation, or an unfamiliar workplace can quietly become a barrier at the last mile. We recognise this not as resistance, but as love that needs reassurance. We are now in the process of **sensitising families** - helping parents work through their own separation anxiety - so that the candidate's readiness and the family's confidence can arrive together.

We also encouraged candidates from our current and previous batches to attend a job fair conducted by a **leading disability-focused NGO partner** on 27th June - giving them direct exposure to 12 companies and a clearer picture of the opportunities that await them. Three placements from the same batch in the week prior brought the cohort's total to four.

**Even as we open doors and create exposure, we continue to prepare candidates for what the market needs - introducing new skills and updates as the landscape evolves:**

- **HSI – BFSI:** Into it 9th week, now focused on interview readiness
- **VI – Accessibility Testing:** 4th week underway, with the HTML & CSS module live and DHS Section 508 Trusted Tester certification initiated
- **ID – Document Remediation:** Launched 18th June, two weeks into introductory and employability sessions



And more power to us — a new funder joined as wind beneath our wings this month. We kicked off the partnership, and candidate mobilisation is already underway, adding yet more momentum to what we are building together.



## A COLLABORATIVE SPRINT

WinVinaya walks alongside individuals across 18 different disability categories. No single channel, no single NGO, no single institution can find and accompany all of them. The only way to do this well is together.

This June, our team ran what can only be described as a collaborative sprint — deepening existing partnerships while building new ones, because every stakeholder in this ecosystem sees and knows a different community of people that we might never reach on our own.

We deepened our collaboration with a **Delhi-NCR-based NGO sourcing partner** and an **assistive technology-focused NGO partner** through focused engagement sessions for better candidate fitment. We completed our first orientation session with a **Bengaluru-based NGO that works with persons with visual impairment**. A Knowledge Transfer session with our Placement Coordinator is now helping knit the entire network together, end-to-end.

On the institutional side, we opened conversations with a leading Bengaluru University and a Bengaluru-based University partner - stepping into spaces where women and PwD candidates are already studying and growing, to meet them there. We connected with a Bengaluru-based NGO supporting persons with visual impairment to explore deeper collaboration, and brought a new disability-focused outreach partner into the fold.



## BECAUSE 18 DISABILITY CATEGORIES NEED 18 WAYS IN



**30+ individuals** were connected into our network this month - spanning Hearing & Speech Impairment, Locomotor Disabilities, and Visual Impairment - with structured preparation planned to help each of them move from interest to readiness.

This month also marked a meaningful expansion: we reached out to and mobilised graduates from the transgender community, and are now actively looking for employers ready to open their doors to these talented individuals.

Inclusion that is serious about reach cannot wait for people to find it. It goes where they are.

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## DIFFERENT PATHWAYS TO THE SAME DESTINATION

### We Keep Knocking - With More Doors to Offer

We know that not every employer is ready to hire directly on day one. So we keep showing them different pathways - because the destination, meaningful employment for persons with disabilities, remains the same regardless of the route taken.

This month, apprenticeships took centre stage as one such pathway. The NAPS and NATS schemes - Government of India apprenticeship initiatives - offer employers a 37.5% cost benefit, making inclusive hiring more accessible at scale. We had been sharing this with select FinTech companies.

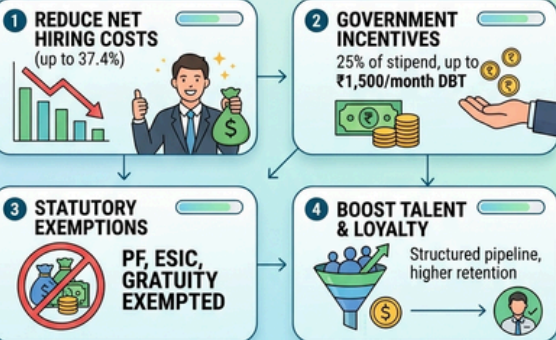
This month, we took it further: manufacturing companies that have already walked this path successfully became our strongest advocates, as we showcased their experience to a new set of companies considering the same step. Proof is the most persuasive pitch.

### UNLOCK THE POWER OF APPRENTICESHIP: A GUIDE FOR IT-ITeS MEMBERS

#### EMPOWERING ESTABLISHMENTS AND TRAINEES

NAPS support for workshop to engagement apprenticeship and trainees.

#### FOR ESTABLISHMENTS: EMPLOYER BENEFITS



#### FOR APPRENTICES: TRAINEE BENEFITS



A fresh partnership with a global technology and computing leader opens apprenticeship opportunities in Tamil Nadu - a meaningful pathway for freshers seeking real industry experience alongside structured income and mentorship.

We also shared candidate profiles with a global consulting and technology services major as part of a new employer connect, with follow-up underway.

**350+ open roles** remain in our pipeline across Manufacturing and Customer Support, with candidate mapping ongoing.

Every employer conversation is a door. Whether it opens depends on what we bring to it - and this month, we brought more options than before.



## GOVERNANCE & COMPLIANCE: MODULE ONE, DONE

In April, we shared that WinVinaya had been selected for the Niranthara capacity-building programme - an 18-month deep investment in building the systems that make scale sustainable.

This month, we completed the first module: Compliance, across 53 parameters. A milestone not in paperwork, but in the seriousness with which we hold ourselves to account.

Alongside this, we completed our internal POSH (Prevention of Sexual Harassment) training - with all our associates, persons with and without disabilities, both online and offline.

This wasn't a checkbox.

We did this because we understand that everyone who steps into WinVinaya — a candidate fresh out of training, a volunteer spending a week with us, a consultant on a short engagement — has the right to feel safe and secured. Safety is not a policy document on a shelf. It is something people experience, or don't, the moment they walk through our door. And we want their experience to be one of trust.

Growth that scales responsibly is built on governance that scales with it.



**BECAUSE PEOPLE WHO  
WALK IN HERE MUST  
FEEL SAFE**



# LET'S BUILD THIS TOGETHER

June reminded us that reach and readiness move together. New employers opened their doors. New NGOs joined the network. Families became part of the conversation. And underneath all of it, governance and training quietly did the work of making sure that growth holds.

We began this year with a commitment: 250 placements. One year. Each month, the pipeline deepens. Each batch, more candidates cross the threshold from training room to workplace. Each partnership, a new door.

Inclusive livelihoods are built together - step by step, system by system, human by human.

**For Employers & Organizations:** Explore inclusive hiring, apprenticeships, or structured placement support. [placement.Council@WinVinayaFoundation.org](mailto:placement.Council@WinVinayaFoundation.org)

**For Candidates:** Persons with Hearing & Speech Impairment, Visual Impairment, Locomotor Disabilities, or Intellectual Disabilities - and women seeking to upskill or reskill - are invited to register for KaaryaVikas. [Sourcing@WinVinayaFoundation.org](mailto:Sourcing@WinVinayaFoundation.org)


**For Volunteers & General Inquiries:** [info@WinVinayaFoundation.org](mailto:info@WinVinayaFoundation.org)




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