Placement Cell Model for the State of Karnataka for Persons with disabilities 2013-2015
The enclosed CD contains videos on:

- Self employment in rural Karnataka: RUDSETI & RSETI partnership
- Training for non-computer jobs in Kannada
- Training for skilled jobs in Kannada and English
- Collaborative internship for people with multiple disabilities: EMC2 partnership
- Inclusive outsourcing model: Kirloskar Toyota Textile Machinery & Micro Tech partnership
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Introduction

The state of Karnataka came up with a one of its kind concept of a placement cell for persons with disability. Enable India was chosen as the implementing agency to develop and implement this idea in its entirety in the year 2013. This daunting task was taken up as a challenge by Enable India to set out on the journey to reach the unreached. Unlike the employment exchanges, the placement cell was envisaged to be an outreach program. Under this model, Enable India reached out to persons with disability and enabled them to find gainful employment in close proximity to where they live.

A framework of disability profile and segmentation was developed to understand the various supply and demand challenges. Based on the learning, various models were developed to include all kind of disabilities in the placement cell.

The placement cell has an administrative office in an urban city. For Enable India, the administrative office is in Bangalore. The programs are executed in various district levels. By reaching the various districts, new models were formed by studying the local requirement. As majority of the population is in the rural areas, self employment was found to be the choice for economic independence. Hence, an entrepreneurship development program was introduced with the help of mainstream entrepreneurship training centers like the RUDSETI/RSETIs. Mobilization of the candidates was done with the help of the state government's Village Rehabilitation Workers (VRW), who work under the leadership of District Disabled Welfare Officer and the Multi Rehabilitation Workers (MRW). A training program for entrepreneurship development for persons with disability was developed and introduced by the National Academy for RUDSETI and Enable India.

A business case for hiring persons with disability, employee sensitization, job analysis, initial handholding, workplace solutions and post placement follow ups have made it a good case for employers to hire persons with disability and find them as a productive workforce. Job fairs were conducted to find wage employment in urban and semi-urban areas. Enable India has reached out to persons with disability via the university model, collaborative trainings in partnership with employers, incubation center for outsourced work, contract jobs, work at home options or sheltered work environments for persons with severe disability. These are various other models which have been created as a part of the successful placement cell model for the state of Karnataka.
various successes and learning. This can be replicated in various other states for helping find gainful employment for all types of persons with disability and in various geographical areas. We feel that this is a better model for employment exchanges for persons with disability.

Jai Hind!

Disability and Profile Segmentation

<table>
<thead>
<tr>
<th>Non-Computer</th>
<th>Computer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vision Impairment</td>
<td>Skilled - Vision Impairment</td>
</tr>
<tr>
<td>Hearing Impairment</td>
<td>Skilled - Hearing Impairment</td>
</tr>
<tr>
<td>Physical Disability</td>
<td>Skilled - Physical Disability</td>
</tr>
<tr>
<td>Other Disabilities</td>
<td>Skilled - Other Disabilities</td>
</tr>
</tbody>
</table>
Guiding Principles

2.1 Guiding Principles

**Coverage of All Regions**
- Urban
- Semi-Urban
- Rural

**Coverage of All Disabilities**
- Vision Impairment
- Hearing Impairment
- Physical Disability
- Autism Spectrum Disorder
- Mental Illness, Intellectual and Developmental Disabilities
- Profound & Multiple Disabilities incl. Deaf-blind

**All Categories of Disabilities**
- Educated, less educated, illiterate, women, the impoverished, and other categories of people who require support

**Placement Cell of Karnataka**

**Private Sector Companies**
- Partnerships with companies from various sectors to enable better
  - Employability Training
  - Wage Employment

**Governments Partners**
- Working closely and involving the larger team in the govt.
  - Village Rehabilitation Workers (VRW)
  - Multi-purpose Rehabilitation Workers (MRW)
  - District Disability Welfare Officers (DDWO)
  - Department for the Empowerment of the Differently Abled and Senior Citizens

**NGO Partners**
2.2 Multipronged Approach

**SELF EMPLOYMENT AND ENTREPRENEURSHIP**
To cover persons with disabilities in districts where most candidates would prefer to go for self employment given the socio-economic realities.

**SKILLED WAGE EMPLOYMENT**
To enable persons with disability who are in urban, semi-urban and rural areas around the major cities such as Bangalore, Hubli, Mysore and 2 tier cities. (under this there are several models)
- Collaborative Model
- University Model
- Outsourcing Model
- Work-from-home for people with severe disabilities
- Incubation Model
- Internship Model

**JOB FAIRS**
Where we enable meeting between several employers and several persons with disability at the same forum bringing about awareness and placements.

**MANUAL WAGE EMPLOYMENT**
To enable persons with disability with no computer skills in urban, semi-urban and rural areas. (under this there are several models)
- Community Enterprise Program
- Collaborative Model
- Outsourcing Model
- Incubation Model
Impact of the Placement Cell Model

Gainfully Employed / Training

- Self Employment & Entrepreneurship
- Manual Wage Employment
- Skilled Wage Employment

Total Employed / Total Training

- No. of Females Employed / Trained: 87 / 232, 132 / 257
- No. of Males Employed / Trained: 261 / 462, 258 / 509

2013-14: 348 / 694
2014-15: 390 / 776
Covering Districts 23 of Karnataka

Employment in different sectors

2013-14
1. BFSI
2. Energy
3. Food & Beverages
4. Hospitality
5. HR Consulting
6. IT
7. ITES
8. Logistics and Distribution
9. Manufacturing
10. NGO
11. Retail
12. Self Employment
13. Travel

2014-15
1. Advertising
2. BFSI
3. Food & Beverages
4. Hospitality
5. IT
6. ITES
7. Manufacturing
8. Social Sector
9. Retail
10. Self Employment
11. Telecom
12. Travel

Employment according to disability breakup

Physical Disability 236
Vision Impairment 50
Hearing Impairment 57
Mental Illness 01
Intellectual Disability 01
Learning Disability 01
Cerebral Palsy 02

Physical Disability 294
Vision Impairment 38
Hearing Impairment 47
Intellectual Disability 03
Learning Disability 01
Cerebral Palsy 07
Self Employment and Entrepreneurship

4.1 Introduction

In the self-employment and entrepreneurship model, the idea is to empower people with disabilities on starting their own businesses through training and linking them with banks. Enable India has conducted 27 training programmes for 794 people with disabilities. Under this model, we work in collaboration with respective districts DDWO's/ various RUDSETI's/ RSETI's sponsored by nationalised banks in 23 districts.

In addition to the above, Employment Foundation Course and skill trainings on computer applications, beauty parlour, tailoring and silkworm rearing were conducted for candidates with vision and hearing impairment.

The trained candidates were enabled to overcome disability related and other challenges. The training led to candidates improving their dignity, self-confidence and quality of life. The training also enabled the candidates to develop understanding on initiating suitable micro economic activities and increase their earning through self employment and wage employment. The candidates have successfully established businesses close to their communities by becoming economic contributors to their families.

The self-entrepreneurship programme also involves a follow up of up to two years in order to facilitate the candidates’ settlement in micro economic activities. Candidates are also given support to secure investments for themselves by availing bank loans or government subsidy schemes wherever possible.
4.2 Impact

The below tables indicate the impact and success of the self-employment and entrepreneurship programme.

**Trained**

- **2013-2014**: 343
- **2014-2015**: 451

**Gainfully Employed**

- **2013-2014**: 174
- **2014-2015**: 244
Districts covered under the Self-Employment and Entrepreneurship Programme.

Covering 23 locations in Karnataka.

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Locations</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Bagalkot</td>
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<tr>
<td>2</td>
<td>Belgaum</td>
</tr>
<tr>
<td>3</td>
<td>Bidar</td>
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<tr>
<td>4</td>
<td>Bijapur</td>
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<tr>
<td>5</td>
<td>Chikkaballapura</td>
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<td>6</td>
<td>Chikkmagalore</td>
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<tr>
<td>7</td>
<td>Chitradurga</td>
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<tr>
<td>8</td>
<td>Davanagere</td>
</tr>
<tr>
<td>9</td>
<td>Dharwad</td>
</tr>
<tr>
<td>10</td>
<td>Gadag</td>
</tr>
<tr>
<td>11</td>
<td>Gulbarga</td>
</tr>
<tr>
<td>12</td>
<td>Haliyal</td>
</tr>
<tr>
<td>13</td>
<td>Harihalal</td>
</tr>
<tr>
<td>14</td>
<td>Harohalli</td>
</tr>
<tr>
<td>15</td>
<td>Hassan</td>
</tr>
<tr>
<td>16</td>
<td>Haveri</td>
</tr>
<tr>
<td>17</td>
<td>Kolar</td>
</tr>
<tr>
<td>18</td>
<td>Madikeri</td>
</tr>
<tr>
<td>19</td>
<td>Mandya</td>
</tr>
<tr>
<td>20</td>
<td>Nelamangala</td>
</tr>
<tr>
<td>21</td>
<td>Shivamogga</td>
</tr>
<tr>
<td>22</td>
<td>Vajarahalli</td>
</tr>
<tr>
<td>23</td>
<td>Yadgiri</td>
</tr>
</tbody>
</table>
### Self Employment Activities

<table>
<thead>
<tr>
<th>Retail/Kirana/Petty shop</th>
<th>Saree kutch/ embroidery</th>
<th>Rotti making</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tailoring</td>
<td>Xerox service</td>
<td>Sealing of pots</td>
</tr>
<tr>
<td>Dairy</td>
<td>Flour mill masala powder</td>
<td>Juice shop</td>
</tr>
<tr>
<td>Farming</td>
<td>Screen Printing</td>
<td>Rubber stamp making</td>
</tr>
<tr>
<td>Sheep and goat rearing</td>
<td>Areca nut farming</td>
<td>Travel/Mobile service</td>
</tr>
<tr>
<td>Beauty parlour</td>
<td>Paper bag greetings</td>
<td>Bakery</td>
</tr>
<tr>
<td>Home chemical products</td>
<td>Fish vending</td>
<td>Cotton Pooja items</td>
</tr>
<tr>
<td>Tuition classes</td>
<td>Pottery</td>
<td>Sweet shop</td>
</tr>
<tr>
<td>Paan shop</td>
<td>Tea shop</td>
<td>Cable service</td>
</tr>
<tr>
<td>Chandrike business (Seri)</td>
<td>Poultry</td>
<td>Bed making</td>
</tr>
<tr>
<td>Computer DTP work</td>
<td>Laundry/Ironing</td>
<td>Photography</td>
</tr>
<tr>
<td>Cloth business</td>
<td>Coffee plantation</td>
<td>Sound system</td>
</tr>
<tr>
<td>Mobile repair shop</td>
<td>Nursery raising</td>
<td>Vegetable vending</td>
</tr>
<tr>
<td>Hair cutting salon</td>
<td>Carpentry</td>
<td>Chicken business</td>
</tr>
<tr>
<td>Sericulture</td>
<td>Furniture works</td>
<td>Auto driving</td>
</tr>
<tr>
<td>Stationery shop</td>
<td>Cable net work</td>
<td>Electrical shop</td>
</tr>
<tr>
<td>Agarbathi selling</td>
<td>Pump set repair shop</td>
<td>Concrete rings making</td>
</tr>
<tr>
<td>Bangle shop</td>
<td>Broom making</td>
<td>Hotel</td>
</tr>
</tbody>
</table>

Our candidate with low vision, Rajanna started his dairy business after getting certified from RUDSETI – MELEKOTA
Venkatesh

**Business:** Agarbathi Materials Business  
**Place:** Harihar, Devangare district  
**Disability:** Physical disability  
**Age:** 36  
**Education:** SSLC

**Background:**

Venkatesh is married and has two children. When he was six months old, his left leg was affected by polio. He could not go to school due to the poor economic conditions. He worked in a petrol bunk to earn some money but because he could not stand for long time and he had to walk a long way to the petrol bunk, he left the job. He learnt how to roll agarbathi from his wife. He also used to go with her to get the raw materials. He developed an idea of selling agarbathi materials to the people who were engaged in the activity in and around the area. His mother had a flour mill attached to his house but the business was dull. With the support of his wife, he converted the flour mill to an Agarbathi shop by investing Rs.30,000.

**Training:**

During the training he has acquired the knowledge and skills on how to run a small business profitably. He learnt the importance of winning customers by offering prompt service and quality materials at a competitive price.

**Impact:**

After the training, he decided to expand his Agarbathi business. He approached Canara Bank, Harihara, for a loan by showing the training certificate and explained what he had learnt in the training. The manager who happened to know about the training institute has sanctioned him a loan of Rs 125,000 to improve his Agarbathi business. Now his turnover is Rs.90,000-100,000 per month. His net income is Rs.15,000 to 20,000 per month.

<table>
<thead>
<tr>
<th>Trained at</th>
<th>CBRSETI-Davangere</th>
</tr>
</thead>
<tbody>
<tr>
<td>Activity</td>
<td>Agarbathi Materials business</td>
</tr>
<tr>
<td>Source Funds-Own/Borrowed</td>
<td>25,000</td>
</tr>
<tr>
<td>Bank Finance</td>
<td>125,000</td>
</tr>
<tr>
<td>Average Monthly Income</td>
<td>15,000</td>
</tr>
<tr>
<td>Employment Generation</td>
<td>2</td>
</tr>
</tbody>
</table>
Bhanuvalli Prakash

**Business:** Cycle hiring, repair servicing and a fast food centre  
**Place:** Harihara, Davangere

**Disability:** Physical disability  
**Age:** 34

**Education:** SSLC

**Background:**
Bhanuvalli is married with two children. His wife does tailoring and supports the family. He has a one-acre dry land and used to cultivate ragi for his livelihood. He also owns a small house.

**Training:**
Bhanuvalli came to know from the Multi Rehabilitation Worker (MRW) about the EDP training for persons with disability at CBRSETI, Tholahunse, Davangere. He said that the training had given him courage, confidence and an understanding of his abilities.

**Impact:**
He returned to his village after the training and started his business of cycle hiring and repair service. He runs this business in the day and in the evening he has started a fast-food centre serving rice and noodle items. He invested Rs 30,000 which was borrowed from SHG finance from Sri Dharmasthala Micro Finance Group with the support of his wife. He earns Rs 200-300 per day from both the activities. He has also approached the bank for a loan for additional capital. He has applied for a subsidy linked loan under Rajeev Gandhi Chaitanya scheme which he hopes to avail soon. He is planning to go into the dairy business as the cycle hiring activity is a bit slow.

<table>
<thead>
<tr>
<th>Trained at</th>
<th>Canara Bank RSETI -D avangere</th>
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<tbody>
<tr>
<td>Activity</td>
<td>Cycle repairs shop and fast food centre</td>
</tr>
<tr>
<td>Source Funds-Own/Borrowed</td>
<td>30,000</td>
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<tr>
<td>Bank Finance</td>
<td>---</td>
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<tr>
<td>Govt. Subsidy</td>
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<tr>
<td>Average Monthly Income</td>
<td>9,000</td>
</tr>
<tr>
<td>Employment Generation</td>
<td>2</td>
</tr>
</tbody>
</table>
Stanley, who has cerebral palsy, running his own phenoyl business - HARIHARA

Zarina, a small shop owner with physical disability, says that getting training on how to run a business has helped her – HALIYAL

Our candidate with physical disability, working hard at his agriculture business
Rajakumar Bakkappa

**Business:**  Photography  
**Place:**  Rekulgi, Bidar  
**Disability:**  Physical disability  
**Age:**  35  
**Education:**  SSLC - ITI

**Background:**
Rajakumar is married with two children. He was born with a physical disability, with limited mobility in his legs. He has learnt to walk by using support crutches and currently he walks slowly using both his legs. He has learnt photography while working in a studio. After gaining some experience he decided to open his own venture. He invested Rs.80,000 in a digital camera.

**Training:**
Rajakumar participated in the training after the DDWO has requested him to take part in the self-employment training. In the training he learnt the importance of self employment for self reliance.

**Impact:**
After the training, he continued with the photography work. He takes photographs for marriages and functions. He earns Rs 8,000 per month. When he approached SBI for a loan to set up a studio, he was asked to bring margin money of 25%. Since he is not able to mobilise the margin, he has not been able to open his studio. But he has not given up, saying that the training has given him strength.

<table>
<thead>
<tr>
<th>Trained at</th>
<th>Sharada RUDSETI - Bidar</th>
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<tbody>
<tr>
<td>Activity</td>
<td>Photography</td>
</tr>
<tr>
<td>Source Funds-Own/Borrowed</td>
<td>80,000</td>
</tr>
<tr>
<td>Bank Finance</td>
<td>-----</td>
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<tr>
<td>Govt. Subsidy</td>
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<tr>
<td>Average Monthly Income</td>
<td>8,000</td>
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<tr>
<td>Employment Generation</td>
<td>1</td>
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</tbody>
</table>
Keshav Telugu

Business: Travel agency and mobile recharge  
Place: Dharwad
Disability: Physical disability  
Age: 34
Education: SSLC

Background:

Keshav’s parents used to try many methods to overcome his disability related challenges; his mother got him to keep his legs in an earthen pit, his father used to carry him to school and back. He used to be a floor walker, constantly damaging his shorts. His family struggled to meet the cost of his medicines and treatment. Because of the hardship, his father turned to alcoholism. To earn some money, his mother worked in a household and later in a college. His parents had taken him to health camp for children with orthopedic disabilities to do an operation for his legs. After the operation, he regained some use of his legs. He started walking with crutches. His family subsequently went into debt and Keshav discontinued his studies in Std. 7. Keshav started working in a shop, earning Rs 100 per week and later worked in a construction company. He also did a small business, selling small items like soap, bulbs and perfumes. He later worked in travel agencies but was not satisfied. He wanted to do something on his own. While working, Keshav did his SSLC through correspondence and completed it.

Training:

Keshav’s experience helped him gain more knowledge during the training. He developed an idea to start a business on ticket booking service and mobile recharging service.

Impact:

With government subsidy of Rs 20,000 and his own investment of Rs 200,000, which he got with the help of friends and family, he started his business called Vijay Multi Services. He developed a website for the company and did good networking. He is proud that his business gives prompt and good quality service. He has also started to do flight bookings. The monthly turnover is Rs 200,000 but the profit margin is less than 5%. He is confident with time, his business will become profitable. Keshav is a positive person, and has good communication and interpersonal skills. In his words “despite being born with disability and facing challenges and struggles, I still have a strong will to march forward and grow.”

<table>
<thead>
<tr>
<th>Trained at</th>
<th>Rudseti Dharwad</th>
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<tbody>
<tr>
<td>Activity</td>
<td>Travel agency and mobile recharge</td>
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<tr>
<td>Source Funds-Own/Borrowed</td>
<td>200,000</td>
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<tr>
<td>Bank Finance</td>
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<tr>
<td>Govt. Subsidy</td>
<td>15,000</td>
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<td>Average Monthly Income</td>
<td>8,000</td>
</tr>
<tr>
<td>Employment Generation</td>
<td>2</td>
</tr>
</tbody>
</table>
Balesh Narayan Badiger

**Business:** Furniture works  
**Place:** Kumbara, Rabakavi, Jamakhandi

**Disability:** Physical disability  
**Age:** 29

**Education:** SSLC

**Background:**
Balesh stays with his family; with his wife and three children, his brother’s family and his mother. He was affected by polio when he was a child and he has learnt to walk without any support. He was earlier working with a carpenter who makes furniture, earning a wage of Rs 3,000 per month.

**Training and Impact:**
He underwent EDP training held at RUDSETI Bijapur. During the training he was motivated to have his own shop. He had applied for a loan through the Backward Class Development Corporation but this scheme is yet to be sanctioned. He didn’t want to wait till it gets approved. So he borrowed Rs 60,000 from a private source and started the furniture workshop.

His daily earning is around Rs 250 per day with monthly income of Rs 6,000-7,500. He is now undertaking steel fabrication work as well. He hopes to open a fully established furniture workshop once he gets the loan. He says that if not for the training, he would still be a wage earner. He now feels he is his own boss. He has understood the value of self employment and pursued it.

<table>
<thead>
<tr>
<th>Trained at</th>
<th>RUDSETI - Bijapur</th>
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<tbody>
<tr>
<td>Activity</td>
<td>Furniture Works</td>
</tr>
<tr>
<td>Source Funds-Own/Borrowed</td>
<td>60,000</td>
</tr>
<tr>
<td>Bank Finance</td>
<td>-----</td>
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<tr>
<td>Govt. Subsidy</td>
<td>-----</td>
</tr>
<tr>
<td>Average Monthly Income</td>
<td>7,500</td>
</tr>
<tr>
<td>Employment Generation</td>
<td>2</td>
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</tbody>
</table>
An empowered small business owner with physical disability, proudly sitting in front of her store.

Srinivas Reddy, a person with physical disability, started his flourmill business after the self-employment training.

Rathi Kumar, a person with physical disability, running a successful silkworm small business and is a resource person at RUDSETI- BYLA KANAKAPURA.
Pottery business being run by one of our candidates from the self-entrepreneurship training

Devamma, a woman with physical disability, started her business after the training and getting loan from the bank - CHIKKABALLAPURA

Hemalatha, a small person with physical disability, running a successful beauty parlour business – DEVANGARE
Chandrakantha

**Business:** Flour mill  
**Disability:** Physical disability  
**Education:** SSLC  
**Place:** Deshpande, Haliyal, Uttara Kannada District  
**Age:** 35

**Background:**
Chandrakantha got his disability after getting polio in his childhood. He supports other people with disability to avail government facilities such as bus passes, assistive devices and ID cards from the panchayat and DDWO. He used to stitch clothes and earned a small income.

**Training:**
After hearing about the Enable India self-employment training, he enrolled for the 13-day training. The training has made him learn to become creative and self-motivated, and he has learnt life skills and time management. He has learnt how to start a self-employed business and has become aware of its advantages. He has become aware of the challenges that people with disabilities face, how to make different products and how to market them, and also about banking and bank/government schemes. He got to know about his abilities. He says that the training has given him a new purpose and he now wants to achieve something in his life.

**Impact:**
After the training, he returned to his village. He knew that there was no flour mill and people had to walk half a kilometre to get the grains floured. He wanted to start a flour mill in his village. After arranging Rs 25,000, he established a mini flour mill with a huller machine. People in the village started to come to his mill for service. His daily turnover is Rs 200-250 and he retains Rs 100-150 per day. He also stitches clothes at night and his monthly income is Rs 5,000 per month. Chandrakantha also works at the panchayat for the disability work of DDWO and gets an honorarium of Rs 1,500 per month. He had earlier got a loan of Rs 15,000 from the State Bank of Mysore. He plans to expand his business with the support of the bank.
Karim Shah

Business: Mobile Service  
Disability: Physical disability  
Education: PUC, Basic computer applications  
Place: Kamathana, Bidar  
Age: 24

Background:
Karim Shah comes from a poor family, with nine siblings. His father sells bread for a living, with not enough earnings to support the family. Karim joined a mobile repair and services shop, with initial earnings of Rs. 2,000 per month which later increased to Rs 3,000 per month. Having limited mobility, Karim got a wheelchair cycle from the District Disability Welfare Office (DDWO). With this support he completed his higher secondary education.

Training:
Karim attended the self-employment training for PWD in Sharada RUDSETI and underwent training for 13 days. During the training he has acquired the knowledge and skills of running a self employment venture. Training has infused the confidence in him to start his own mobile service shop.

Impact:
After the training he has approached the bank for a loan to start his idea of opening a mobile service shop. The branch manager’s non-responsiveness has not deterred his will to start. He mobilised money from his relatives and friends, invested Rs.50,000 and commenced his own business. His average business turnover is Rs 800-1,000 per day with monthly business of Rs 30,000. He retains the income of Rs 4,500 per month. He has become now a major supporter to his family. He owns a three-wheel scooter to travel to his shop and move around to facilitate the business. He dreams of expanding his business in a big way for which he needs finance from the bank.
In the context of employment with people with disabilities, manual wage employment offers people in urban, semi-urban and rural areas the opportunity to work in jobs which does not involve computer skills. Enable India has had success in placing people with different disabilities in various sectors including manufacturing and assembly, hospitality, retail, and food and beverages. Under manual wage employment, we have placed people with both mild and severe physical disabilities, people with hearing impairment and vision impairment and people with intellectual disabilities.

The main approach we use under manual wage employment is working with companies directly and also through job fairs. The biggest factor to consider in manual wage employment is that the success rate in placements is higher in urban and semi-urban areas more than in rural areas, mainly due to the lack of industries in rural areas. Self-employment was the better option in rural areas and proved to be a better success. Given below is the impact we have had in placing people with disabilities in manual wage employment from 2013 – 2015.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Trained</td>
<td>107</td>
<td>201</td>
</tr>
<tr>
<td>Gainfully Employed</td>
<td>59</td>
<td>102</td>
</tr>
</tbody>
</table>
Low level wheelchair enables this person with severe physical disability to move around easily and accommodate at ground level with increased mobility and increased mobility and

Devamma who has physical disability works as a packer. She was taking more time to do work – with a small change in the process suggested by the team, she has become much more efficient.

Solutions enabling candidates with disability at work

On-the-job training for candidates

Post placement support given to candidates

Mobilisation done by collaborating with local DPOs, NGOs and parents

Collaborative meeting with Charan Specialty Forms Pvt Ltd to bring about candidates post placement support

Stakeholder meeting with candidates with disabilities

Candidates sharing their problems with our employment officer about difficulties in getting a job. In the meeting, solutions were provided by them in conjunction with the local DPO

Out employment officer giving on-the-job training for a candidate with vision impairment in the company Jehova Jireh Industries

A photo journey

Mobilisation done by collaborating with local DPOs, NGOs and parents

Collaborative meeting with Charan Specialty Forms Pvt Ltd to bring about candidates post placement support

Stakeholder meeting with candidates with disabilities

Candidates sharing their problems with our employment officer about difficulties in getting a job. In the meeting, solutions were provided by them in conjunction with the local DPO

Out employment officer giving on-the-job training for a candidate with vision impairment in the company Jehova Jireh Industries

Solutions enabling candidates with disability at work

On-the-job training for candidates

Post placement support given to candidates
5.2 Impact

Information below is based on data collected by Enable India trainers during a retention process of 20 candidates. We found the following observations and impact.

**OBSERVATIONS**

- Multiple disability
- Visual impairment
- Low vision
- Physical disability
- Cerebral palsy
- Hearing impairment

**90%** of severely disabled travel to work by **PUBLIC TRANSPORT**

**50%** of candidates were severely disabled

**an average monthly salary:** **Rs. 6,152**

Ranging from Rs. 3,000 to Rs. 12,000

**SECTORS**

- **Retail** - More, Total
- **Hospitality** - Denison, Sheraton, Kamat
- **Garments** - Madura, Arvind
- **Car Dealership** - Pratham motors
- **F&B** - Iyengar Bakery
- **Manufacturing** - Mahadev Metals
- **ITES/BPO** - First Source
IMPACT

FINANCIALLY SUPPORTING THEIR FAMILIES after getting a job
70%

FIRST JOB working for the first time
50%

SAVING MONEY FOR THE FUTURE for the first time
65%

ASPIRING TO ACHIEVE FUTURE GOALS developed during training
75%

GETTING FAMILY SUPPORT receiving support for tasks such as washing clothes, cooking etc
95%

DIGNITY working has given them dignity amongst family and society
70%

TRAVEL TO WORK total candidates travelling to work, of which 30% travel 25 - 30kms daily
85%
5.3 Candidate Case Studies
Narashima
Disability: Physical Disability
Education: PUC
Company: SLV Flowers
Job role: Cashier / Supervisor

Rizwan Pasha
Disability: Vision Impairment
Education: SSLC
Company: Café Coffee Day
Job role: Machine operator

Sharannappa
Disability: Physical disability
Education: SSLC
Company: Jehova Jireh Industries
Job role: Machine Operator

Ganesh
Disability: Physical Disability
Education: SSLC
Company: Safari Design
Job role: Machine Operator
Sowmya
Disability: Cerebral Palsy
Education: PUC
Company: More Super Market
Job role: Bay Ka Malik

Santosh
Disability: Physical disability
Education: Below SSLC
Company: Denison Hotel, Hubli
Job role: Kitchen Assistant

Saleem
Disability: Vision Impairment
Education: Below SSLC
Company: Madura Garments
Job role: Helper / packer

Shiva Kumar
Disability: Cerebral Palsy
Education: Below SSLC
Company: Charan Speciality Forms Pvt Ltd
Job role: Cutter/ packer
**Rudrappa**

**Disability**: Physical disability  
**Education**: SSLC  
**Company**: MK Publicity  
**Job role**: Security guard

---

**Gurunath**

**Disability**: Physical disability  
**Education**: Below SSLC  
**Company**: Mahadev Metals  
**Job role**: Machine Operator

---

**Pradeep**

**Disability**: Intellectual Disability  
**Education**: Below SSLC  
**Company**: Total Mall  
**Job role**: Bay ka Malik

---

**Devamma**

**Disability**: Physical disability  
**Education**: PUC  
**Company**: Charan Speciality Forms Pvt Ltd  
**Job role**: Packer
Shipa
Disability: Physical Disability
Education: B.Com
Company: Charan Speciality Forms Pvt Ltd
Job role: Packer

Nagaraj
Disability: Cerebral Palsy
Education: Below SSLC
Company: Charan Speciality Forms Pvt Ltd
Job role: Packer and Cutter

Mottappa
Disability: Vision Impairment
Education: SSLC
Company: Charan Speciality Forms Pvt Ltd
Job role: Helper and Packer

Pradeep
Disability: Physical disability
Education: PUC
Company: Oggarne
Job role: Cashier
**Anapurana**

Disability: Hearing impairment  
Education: ITI  
Company: Micro Tech  
Job role: Assembler

**Geetha**

Disability: Hearing impairment  
Education: Below SSLC  
Company: Micro Tech  
Job role: Assembling

**Manjunath**

Disability: Vision Impairment  
Education: PUC  
Company: Micro Tech  
Job role: Supervisor in Manufacturing Unit

**Yallappa**

Disability: Physical disability  
Education: SSLC  
Company: Jehova Jireh Industries  
Job role: Production Support
5.4 **Community Enterprise Program - Pilot Model**

What happens to persons with severe disabilities and those who are poverty stricken? How do they get to work with no transport available? What about women with disability with added cultural and financial pressure? This model, where the employment is within the community, enables such persons with disabilities. This model works with candidates with disabilities in urban slums and who are primarily suited for jobs in the unskilled sector. To understand the challenges of the sector, we worked with NGOs working in the slums such as Mobility India and also DPOS (Disabled People Organisations) which work in the slums. Enable India initiated training within the slum and provided placement opportunity closer to the slum.

Even after providing service closer we found most of the candidates left their job very soon because of lack of water and sanitary facilities, lack of transport to work, and improper infrastructure accessibility. People with severe disabilities faced the biggest challenges and there is a need to set up a shelter environment unit within the slum for the purpose of security at work.

Prakash, who is 3 feet tall and has difficulty walking, has never stepped out of his slum for several years. With the support of Enable India and Mobility India, he helped Ghanesh, a person with disability who started this model, in setting up a small work-from-home chappathi catering business. This model ensured that people like Prakash can work from home, and become independent and empowered. Though the model was a good pilot, this chappathi business faced credit problems and was not able to continue.
5.5 **Collaborative Model**

Under this model, we work in collaboration with companies for future hiring. This is a good model where the company gets the resources they require; the training organisation is able to work on employability of the candidate and the candidate also gets a better platform for getting ready for real work. We worked with Madura Garments where people with vision impairment were enabled and equipped with the right skills.
5.6 Outsourcing Model within the Community

This model enables an inclusive workforce so that the job can be given to the community, where people with disabilities and people with no disabilities can work together and complete a task. This model works in cases where companies are able to give piecemeal work.

Under this model, SUTURES outsourced employment to entrepreneurs with disabilities, who are working within the community.
5.7 Incubation Model

Under this model, large scale companies outsource their work to Small and Medium Enterprises (SMEs). The training organisation gets involved for mobilisation of the workforce, which consist of people with disabilities. The advantage is that people with different disabilities can be trained and placed and also different employment models can be experimented with, including work shadowing and interning. This can enable entrepreneurs with disability to set up their own units which will in turn hire more people with disabilities.
Traditional jobs for people with disabilities have been candle making, telephone operator, caning of furniture etc. Enable India has focused on opening up skilled jobs in the private sector for persons with disabilities. We have had great success in this area and have placed many persons with severe disabilities in skilled jobs. This has truly enabled a mindset change regarding disability. When people see persons with disabilities working in MNCs, earning well and doing a good job, people sit up and take notice. Given below is the impact we have had in placing people with disabilities in the skilled sector from 2013 – 2015.
6.2 Candidate Case studies

**Earning between Rs. 10,000 - 14,000**

**Sri Vidhya, IBM**
- **Disability**: Hearing impairment
- **Education**: Diploma
- **Role**: IT Help desk

**Rajnesh, IBM**
- **Disability**: Physical disability
- **Education**: B.Sc Comp Sc.
- **Family background**: Farmer
- **Role**: IT Help Desk

Great transformation in attitude from being agitated and aggressive to very enthusiastic and courteous. He has earned his leadership skills from Enable India's training apart from his knowledge.
Naresh M,
IBM

Disability : Physical disability
Education : B.Tech
Family background : Cloth Business
Role : IT Help Desk

Pinky Gupta,
Divya Jyothi Charitable Trust, Mysore

Disability : Visual impairment
Education : Diploma in Computer Science
Family background : Self Employed
Role : Trainer

Before joining Enable India, Pinky lacked focus in life and felt poorly of herself thinking that she had no abilities to contribute to society. From her interaction with her fellow peers at Enable India, Pinky has discovered her unique skills and developed a deep area of interest in empowering others. Working as a trainer in the Divya Jyothi Charitable Trust, Pinky is now a changed individual who imparts her own newfound skills and knowledge in empowering hundreds of other visually impaired individuals. Pinky feels very fulfilled and proud of her job of nurturing others to reach their fullest potential and is praised by all her students as “the best trainer” at Divya Jyothi.

Aghaara Vasudev,
IBM

Disability : Physical disability
Education : S.S.L.C, P.U.C, B.A (Others), M.C.A
Family background : Agriculture
Role : Quality Experience Engineer
Nowfal Mohammed, Ernst and Young

Disability: Visual impairment
Education: MBA
Family background: Shopkeeper
Role: Operation Executive

Nowfal Mohammed, who started to gradually lose his vision only in his later years, shunned himself in public and had much difficulty accepting his disability. Prior to his own experience, Nowfal had no awareness or knowledge about people with disabilities. However, after undergoing counselling sessions at Enable India, he has gained a deeper understanding about living with his disability. Counselling has also helped him in expressing himself better and building good relationships with others. Nowfal is now an independent individual who is able to embrace his disability with open arms.

Yashoda, Tech Mahindra Foundation

Disability: Physical Disability
Education: B.Com
Family background: Agriculture
Role: Back Office Assistant

Coming from a labourer background in Haveri district, Yashoda was once pessimistic and wary of moving to the big city alone to pursue her training with EnAble India in Bangalore. Since her training in EnAble India, Yashoda has grown to be a more confident individual and learnt to seize opportunities in her life after meeting many like-minded motivated individuals. Yashoda's outlook on life is bright and optimistic now due to the positive influence she gained from the people in EnAble India. She now aspires to motivate others to live life to the fullest by starting her own NGO in the long-term.

Haladappa, Schneider Electrical

Disability: Physical disability
Education: B.E. in Electrical & Electronics
Family background: Agriculture
Role: Intern - PCB Design

Haladappa, who came from rural Davanagere, lacked technical skills and struggled to communicate in English. Within his 3-month training in Enable India, his English communication skills improved significantly and he is no longer afraid to express himself. Enable India taught him the true meaning of success in struggling to continuously gain knowledge and to face all struggles with enthusiasm without losing confidence.
**Earning between Rs. 15,000 - 19,000**

**Sharanappa Hanagalla,**
IBM

<table>
<thead>
<tr>
<th>Disability</th>
<th>Physical disability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>Diploma in Computer Science</td>
</tr>
<tr>
<td>Family background</td>
<td>Agriculture</td>
</tr>
<tr>
<td>Role</td>
<td>Technical Support Associate</td>
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</table>

**Boobesh R,**
IBM

<table>
<thead>
<tr>
<th>Disability</th>
<th>Physical disability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>B.Sc, M.C.A</td>
</tr>
<tr>
<td>Family background</td>
<td>Hand Weaver</td>
</tr>
<tr>
<td>Role</td>
<td>Technical Support Associate</td>
</tr>
</tbody>
</table>

**Punith N,**
IBM

<table>
<thead>
<tr>
<th>Disability</th>
<th>Physical disability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>Diploma in Computer Science</td>
</tr>
<tr>
<td>Role</td>
<td>Help Desk Executive</td>
</tr>
</tbody>
</table>

**Abdul Azeez,**
Accenture

<table>
<thead>
<tr>
<th>Disability</th>
<th>Physical disability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>B.E. in Computer Science</td>
</tr>
<tr>
<td>Family background</td>
<td>Business</td>
</tr>
<tr>
<td>Role</td>
<td>Associate Software Engineer</td>
</tr>
</tbody>
</table>

Abdul Azeez used to have much difficulty getting up in the mornings and was unmotivated to live life due to fear of people's judgment of his disability. Though he was very sensitive to negative judgment and failures before, training at Enable India has allowed Abdul Azeez to be more open towards his disability and judgment from others. He realised that his own self-acceptance is the key to inclusion in the larger society.
Srinivas, Thomson Reuters

Disability: Physical disability  
Education: B.Ed & MCA  
Family background: Laborer  
Role: Administrator

Srinivas has come a long way from his rural background in Karimnagar District, Northwest Andhra Pradesh to his job at Thomson Reuters, Bangalore, today. Although he was bullied in school due to his disability, Srinivas has a mature acceptance of his disability and is even grateful for it for making him the motivated and resilient individual he is today. Srinivas is beyond happy to be placed in his job in Bangalore with the help of Enable India. With newly lifted spirits, he plans to stay long term in Bangalore and has a goal of building accessible homes for other people with physical disability like himself living in the city.

Kokilla, EMC2

Disability: Visual impairment  
Education: B.Sc  
Family background: Finance  
Role: Schedule & Dispatch Specialist

Kokilla, a candidate with low-vision, was once a reserved and shy lady who was uncomfortable sharing her problems with anyone. Kokilla used to tell her mother to hide her when visitors came because she was afraid of other people's negative judgment of her disability. In her six-month training at Enable India, Kokilla has become more efficient in her computer skills using the screen reader. Kokilla has now shed her old skin and transformed into a more confident and open individual who has developed networking skills and is forthcoming in speaking about her disability, even to the open public.
Raj Kumar, IBM Daksh

Disability: Visual impairment
Education: B.Com
Family background: Business
Role: Financial Analyst

Raj Kumar was starting to lose hope after being unemployed for four years from 2008 to 2012 before being referred to Enable India by his doctor. At Enable India, he was introduced to screen reader technology which enabled him to use the computer for the first time. Previously dependent on others to get around, he can now travel independently to work using a cane after also going through mobility training in Enable India. Raj Kumar has been successfully placed at IBM and has a positive outlook for the future.

Jyoti Roshan, SAP-Bangalore

Disability: Visual impairment
Education: B. Arch
Family background: Business
Role: Diversity Coordinator

Jyoti used to face challenges in communicating with others and was often misunderstood as she would hide the fact that she had low vision. After undergoing training at Enable India, Jyoti is more upfront about her disability when introducing herself. Her openness in sharing her disability with others has increased others’ understanding and helped her build better and friendlier relations with the people around her. Jyoti is also continuously upgrading herself with technological skills and knowledge shared by the close friends she made during her training in Enable India.

Padmanabha, Deutsche Bank

Disability: Visual impairment
Education: B.E. in Electronics & Communication
Family background: Political
Role: Collateral Management Executive

Padmanabha was losing self-confidence after searching unsuccessfully for a job for 8 months, even though he graduated in the top 10% in his college. After completing his week-long training in investment banking in Enable India, Padmanabha was successfully placed and is doing well at his job in Deutsche Bank. Since joining Enable India, Padmanabha has expanded his networks and has contacts with people in companies such as RBI and Infosys. His disability is no longer a barrier to achieving his goals as Padmanabha has regained inner strength and self-respect.
6.3 Collaborative Model

Collaborative training is an important model to help deliver effective training which meets demands of companies and which also has a better guarantee of a job for the candidate. Firstly, demand is created with specific openings coming up. Next, job analysis is done where we see which disability suits the job best. There is also a commitment made for the number of jobs. Enable India’s learning and development team works with the company to come up with a curriculum with participation from company training resources as well. Enable India gives the employability and disability specific training. In the collaborative model, the candidates also do work shadowing and get work experience exposure. Mid training, we do the job matching where together with the company, we select which candidate is suited best for which job. At the end of the training, final interviews happen with candidates selected for the job in the company we partner with. We have worked with companies such as Deutsche Bank, Sales Force, SAP Labs and EMC. See photos for better description.

12 candidates with physical disability successfully trained

Partnering with Deutsche Bank to enable candidates with physical disability

Candidates are addressed by Deutsche Bank Bangalore Site head on the day of their interview

Deutsche Bank Collaborative training participants with trainers.
Partnering with EMC² to enable candidates with profound disability

Ghousia who uses only speech recognition to work on computers due to lack of mobility in upper and lower body, demonstrates to officials on how she works.

Role models with profound disability along with their parents presenting at a sharing session at EMC2

The entire team of EMC2's HR shared services meeting their intern with profound disability, Arun, to get to know him better.
Partnering with Sales Force to enable candidates with physical disability

12 candidates with physical disability successfully trained

Partnering with SAP Labs in the Autism At Work project to enable people with autism

Candidates with autism proudly showing certificates after completing training

10 candidates with physical disability successfully trained

A friendly game between our candidates with autism, volunteers and staff
Candidates participating in an energy circle exercise, one of the many therapeutic sessions done for our Autism At Work training.
6.4 University Model

This is an initiative of Enable India to build a model for creating pipeline of employable candidates at the university level for persons with disability.

Who we are working with:
Bangalore University, Adarsh Group of Institutions and JSS Polytechnic Institute for the Differently Abled.

What we plan to achieve: Increased employment, increased awareness in the job market, increase in the pool of candidates with disabilities in the education institution, increased awareness in companies where they will get to know that there is a ready pool available and establish a connection between the education institutions.

Objectives of the Program

• To build a pool of employable candidates by doing early and targeted intervention through University model course.
• To create demand with local employers and connect them with the University/institution, thus employers have direct access to the pool of candidates
• To build an eco system [Empowerment cell] which can be single point of contact for various services for Employers, Candidates, University staff, Volunteers and Parents

Series of Events Conducted

• Career Workshop – 134 candidates in February 2015
• Employers Meet – 20 Employers from 12 companies got sensitized
• Placement event – 95 candidates got interviewed by 07 companies, 67 got short-listed
• EFC Training – 98 candidates got trained for 10 days

Companies Involved

• Vindhya Infotech, Bangalore - BPO
• WE Wurth Electroniks, Mysore - Electronics Designing
• Excel Soft, Mysore - IT & E-learning
• Allegis, Bangalore
• I-Cad Engineering, Mysore - Architecture
• Vinyas Innovative, Mysore - Manufacturing and Electronics
• Specvim Technologies Pvt Ltd. Mysore - IT
• Automotive Axles Ltd, Mysore - Automobile
• Omega, Bangalore - Hospital
• P5 Ad Stop, Mysore - Designing
• Café Coffee Day - Food and Beverages
• Vivekananda Institute for Leadership Development, Mysore - Social Organisation
MOU's with Universities

MOU Signed With JSS PDA, Mysore

Career workshop inauguration in Bangalore University
Case Study 1: JSS University

1. Capacity Building For JSS PDA Staff

Capacity building program for 32 JSS PDA staff [Teaching, Non teaching & Placement coordinators] in the month of June 2014

- Sensitization about disability
- Teaching methodology for hearing impaired
- Method to make accessible content for Hearing Impaired
- Jobs done by persons with disability
- How to do job analysis
- Problem solving/Enabling solutions
- Workplace Solutions
- How present Business Case to Companies
2. Training

Few Visuals From The Event from Training
3 Career Workshops

Career workshop

Campus Placement Drives

Awareness about jobs by companies
A fun feel-good activity done by candidates, their parents and staff from JSS and Enable India

Candidates with their offer letters
Case Study 2: Adarsh College

Students attending career awareness

Employers interacting and giving awareness about jobs and company environment
Case Study 3: Bangalore University

Career Workshops Inauguration at Central College Auditorium, Bangalore

Candidates Doing Roles Plays

Assistive Aids Demos

Employers Meet With Candidates

Disability Awareness Program for Bangalore University Staff & Students

Visually Impaired Role Models Interacting

Distribution of Career Awareness Certificates & Content
6.5 Outsourcing Model

Inclusive Outsourced Model: Skilled

Enable India’s partnership with HCL has been unique, where some of the roles to be done by HCL were made into a project work. The project work was outsourced to a team of people with different disabilities. The project work involved scanning of HCL documents and was for a period of 8 months. The project was undertaken from May 2014 to December 2014 by a team of 5 people; the team lead was a person with physical disability. The team comprised of employees with hearing impairment, mental illness, and intellectual disability. The average salary earned was Rs 7000/-. Post placement, Enable India provided support to ensure consistency in productivity. This unique model ensured that the people were employed by Enable India Solutions, with the team lead ensuring that the team met targets. The payment was linked to performance and salary of two people was split among three people. The team delivered its targets and the people with mental illness and intellectual disability performed on par with others and was able to meet the target.

<table>
<thead>
<tr>
<th>Name</th>
<th>Disability</th>
<th>Role</th>
<th>Company</th>
<th>Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee 1</td>
<td>Hearing Impaired</td>
<td>Back Office</td>
<td>HCL Technologies Ltd, Bangalore</td>
<td>SSLC</td>
</tr>
<tr>
<td>Employee 2</td>
<td>Mental Illness</td>
<td>Back Office</td>
<td>HCL Technologies Ltd, Bangalore</td>
<td>BE (E&amp;E)</td>
</tr>
<tr>
<td>Employee 3</td>
<td>Mental Illness</td>
<td>Back Office</td>
<td>HCL Technologies Ltd, Bangalore</td>
<td>BE (CS)</td>
</tr>
<tr>
<td>Employee 4</td>
<td>Intellectual disability</td>
<td>Back Office</td>
<td>HCL Technologies Ltd, Bangalore</td>
<td>SSLC</td>
</tr>
<tr>
<td>Employee 5</td>
<td>Physical Disability</td>
<td>Back Office</td>
<td>HCL Technologies Ltd, Bangalore</td>
<td>Diploma (Electronics)</td>
</tr>
</tbody>
</table>

Case Study: Scanning of employee files

File Retrieval Process

**Step**

New File

**Description**

File is retrieved from cabinet room in the basement. The room needs to be kept locked when not in use. It is brought to ground floor and placed in the "New Files" tray

**Training & Workplace solutions**

Pawan has a learning disability. In order to ensure the files are retrieved without loss or any quality problems, Pawan was trained in very basic steps. He was then asked to repeat the steps alongside a trainer with him, and then again without the trainer. On the first day there were numerous mis-steps, but by the end of the 2nd day, Pawan had most of the process complete without many problems. The solutions used to help Pawan:

* Allowing him to do work on his own, including allowing him to make mistakes
* Signs placed showing him which way to push and pull the cabinets to open and close them
* Signs placed showing him where to place the files once reaching the ground floor
Trainer Feedback

We had to be very patient with Pawan and understand his abilities before we could fully understand what parts of the role he could and could not do. A constant focus on small solutions ensured he could overcome any challenges with tasks that would normally be beyond his reach. An example of a small solution is the signs we placed on the filing cabinet, helping him to understand how the cabinet opens or closes. Pawan has a positive attitude and is open to learning, but he needs reminders and a strong pattern in process.

File Separation Process

**Step**

File Separation

**Description**

The file is separated into the 9 different documents required for scanning. Many other documents will exist within the file, only the specified 9 documents should be separated ready for scanning.

**File separation process**

The file separation process separates the critical documents that are required for scanning.

- **Details and notes**
  - Offer term appointment letter
  - Non disclosure agreement
  - Date of birth proof
  - Active agreements
  - PF Nomination form – 2
  - GSLC marka card or Passport
  - Higher education
  - University or college certificate
  - Use masters certificate if it is available
  - Copy of passport
  - Undertaking on email / SSB & Interview policy
  - Not compulsory
  - Interview record

An example of simplified training documents

Training & Workplace solutions

The candidates were given time to understand the differences and exceptions in the files over more than 24 hours. Candidates practiced on more than 15 files each. The candidates have a variety of disabilities including mental illness, hearing impairment and physical disability. To ensure all candidates got the right information at the beginning, a translator was provided for the 1st 2 days. To ensure the candidates with mental illness were able to adjust appropriately, each candidate was given some sensitization to help them understand what was happening.

A basic walk-through of the process showed the candidates how they easily separate the files. One of the main challenges was several documents have minor exceptions or look different from file to file.

**Trainer Feedback**

The candidates with mental illness were able to handle the process easily, with the only challenge being the adjustment required to new locations. Allowing enough time in the first few days to have a walk-around and adjust to the lunch location, break location etc ensured candidates were comfortable. The candidates were easily able to understand the process as it was fairly straightforward. Simplified documentation was created, ensuring candidates could easily understand process. Error rates were low, with only a few basic errors in the first few days.
Scanning & Data Entry

Step

Scanning

Description

The files are scanned by a single scanner. Each individual document is scanned. Basic computer knowledge is required to save the document in the right location.

Training & Workplace solutions

There were multiple problems getting the scanner working appropriately. A great deal of effort was made by HCL to find the easiest and fastest way for documents to be scanned. To ensure files were kept orderly, visual management was implemented so that candidates can easily place the file in the correct place.

A simple process was developed by HCL so that the correct information can be recorded on each file. One person was trained, and was allowed enough time to handle all possible exceptions and issues. He was then able to train all the other candidates in how to handle the scanning and data entry component of the process.

Trainer Feedback

Training on the scanning and data entry process was mostly problem free with just a few technical problems at the beginning. We focused on ensuring the process was easy and understandable, right at the very beginning.

Allowing one person to become an expert and training the remainder was a successful strategy.
Ongoing Support

EnAble India is providing ongoing support to these candidates, by way of monitoring any issues and intervening when required. Some minor issues have been raised and addressed on a case-by-case basis. Candidates meet EnAble India employment experts periodically, ensuring that both disability and work related issues are handled appropriately.

The candidates at HCL love what they do!
6.6 Work-at-home for people with severe disabilities

This model especially benefits people with severe disabilities who are unable to step outside their home. See the case study below to understand the success of this model.

Avinash, who graduated first class from Christ University, happens to have Cerebral Palsy and is so delicate that he has to be strapped to his wheelchair to stop internal bleeding. Avinash’s dream is to become a web-designer and he even has his own website www.uthcode.com. Working from home is a good option for him, where he lies down and uses the computer through speech recognition. Along with speech recognition where he operates the computer through only voice, we have also used a remote desktop viewing tool where we can monitor Avinash’s progress. He is currently interning at EMC2 with the support of Enable India.

6.7 New Jobs and New Sectors

With the skill and perseverance of our employment team, we have opened up several jobs and job roles in new sectors for persons with disability.

New sectors for people with disabilities

- BFSI (Banking, Financial Services and Insurance). We have opened up many jobs in financial management
- Auditing firms – especially in HR Operations
- Hospitality
- Domestic BPOs (with companies like Netserv, an Indian BPO)
- Energy management (with Schneider Electric)
- NBFS (Non Banking Financial Sector)
New roles carved for people with disabilities

**Analyst Collateral Management in BFSI**
Our candidate with low vision, Padmanabha, has successfully been placed in Deutsche Bank in this role. Padmanabha was losing self-confidence after unsuccessfully searching for a job for 8 months, even though he graduated in the top 10% in his college. After completing his week-long training in investment banking in EnAble India and with the employment team opening up this new role, Padmanabha has been successfully placed and is doing well at his job in Deutsche Bank, earning around Rs. 20,000 a month. Since joining EnAble India, Padmanabha has expanded his networks and has contacts with people in companies such as RBI and Infosys.

**Financial Analyst role for person with vision impairment**
For the first time we have opened up a financial analyst job for a person with vision impairment in IBM (this is a breakthrough due to companies' apprehension in hiring people with vision impairment in financial management roles). We have proved to them how people with vision impairment work. We found the right candidate in Rajkumar. Rajkumar was unemployed for 4 years before coming to EnAble India. Learning screen reading software and mobility, he was an exemplary candidate whose expertise was correctly matched when we placed him in IBM, where he is earning more than Rs 25,000. Opening up this job role will benefit more and more people like Rajkumar.

**PCB Designing in Schneider Electric**
This is a technical role which required expertise and we found the right candidate for the role. Haladappa, who comes from rural Davanagere, is a person with physical disability, having had polio. He used to struggle in his confidence but with our training, he has learnt to be more open to others, and equipped with the right skills, he has successfully got the right job in Schneider, earning more than Rs 10,000. He now says “I came to know the meaning of disability; everybody has a disability of some kind. For example, if someone fails to grab an opportunity offered to them then that is their disability.”

**Diversity Coordinator**
Jyoti hides the fact that she has low vision and even quit her job after she started losing her vision. At EnAble India, she has learnt to accept her disability and her openness, friendliness and positive attitude has helped her carve a new role at SAP Labs as diversity coordinator, looking at diversity and gender issues in the company. Earning around Rs. 25,000 a month, she has arrived at true empowerment. This just proves that with the right candidate there is hope for opening new and unique roles for persons, especially women, with disability.

**HR Job role in Auditing firm, Ernst & Young (E&Y)**
E&Y had a job opening where the person has to manage substantial human resource data of all employees. We suggested to them that people with vision impairment were suitable for this role but E&Y were apprehensive. We had the right candidate for the job, Nowfal, a person with low vision but to prove to E&Y, we needed to do a demo on how people with vision impairment can work with massive data on Excel. Nowfal successfully did the demo and is now working in E&Y earning more than Rs 12,000. He was someone who never accepted his disability but after our training, he got the confidence to prove to E&Y and to himself that he is just as capable.

**Role in Operations in EMC2 for people with vision impairment**
Smitha is now employed as a Project Management Officer and Kokila as a Schedule and Dispatch Officer, both
Job Fairs

Job fair is a platform where companies and candidates meet together. The value is that companies become aware of the value of hiring people with disabilities and candidates get direct placements in these companies.

In the job fair, candidates with disability are given training and also sent to companies to understand the real job. Based on their exposure and interest, candidates will select a job. Only after being given ‘on-the-job’ training, candidates will be placed in the companies. See below table to see how we have fared in our job

<table>
<thead>
<tr>
<th>Year</th>
<th>Location</th>
<th>Number of candidates who came for the job fair</th>
<th>Number of candidates trained</th>
<th>Number of candidates short listed</th>
<th>Number of candidates selected for a job</th>
<th>Number of companies who came to the job fair</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>Mysore</td>
<td>135</td>
<td>67</td>
<td>43</td>
<td>20</td>
<td>14</td>
</tr>
<tr>
<td>2014</td>
<td>Mysore</td>
<td>135</td>
<td>67</td>
<td>33</td>
<td>27</td>
<td>8</td>
</tr>
<tr>
<td>2014</td>
<td>Bangalore</td>
<td>111</td>
<td>67</td>
<td>78</td>
<td>33</td>
<td>18</td>
</tr>
<tr>
<td>2014</td>
<td>Gulbarga</td>
<td>150</td>
<td>43</td>
<td>44</td>
<td>22</td>
<td>11</td>
</tr>
<tr>
<td>2014</td>
<td>Belgaum</td>
<td>168</td>
<td>126</td>
<td>10</td>
<td>35</td>
<td>11</td>
</tr>
<tr>
<td>2014</td>
<td>Hubli</td>
<td>110</td>
<td>26</td>
<td>33</td>
<td>53</td>
<td>14</td>
</tr>
</tbody>
</table>
Trained:
396

2013
2015

Selected for Jobs:
190
7.1 Bangalore Job fair

Companies which attended the job fair


Pre Job Fair MRW and VRW Meet at Bangalore Urban DDWO Office

Pre Job Fair employers meet on 07/06/2014

Pre Job Fair employers meet on 21/06/2014

Candidates Registration and Employer gallery

Job Fair Inauguration By DDWO Bangalore Urban, ASVAS Director, Enable India Co Founder and Managing trustee

Candidates attending Interviews
7.2 Belgaum Job fair

VEGA, AEQUS, BEMCO, EEFA Hotel, Subash Photos, Brisk Surgicals, Rohan & Co., NEXT Fashions, Khema Inn, Galaxy, SR Creations, LIC, Kamat, MK Publicity and more...

Candidates posing after completing the employment foundation course

Job fair inauguration by Deputy Director, Department of Women, Children and People with Disabilities, AD Employment Exchange, Principal Maheswari of Blind School and Director R Seti, President Hotel Association
7.3 Gulbarga Job fair

Companies which attended the job fair

Connect BPO, Bangalore Marketing, SFL, Bangalore Companies (Shell, Shahi, Vindhya) HKCCI, Anand Textiles, Soubhagya, Mera Silk, World Mission, Maniya Interior mall, Fast Track...
During training, candidates are given practical exercises on employment activities.

7.4 Hubli Job fair

Impact

CCD, Padmashree
New Gokual Iyengars
Bakary, Kamat, Connect,
Safe Hands 24*7, Denison,
Mahadev Metal Industries,
AVN Saigal Samarthanam
BPO (Kirana), Sri Veerabhadreshwara, First Source,
Prashant Polymers Pvt. Ltd, Tanishq...
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Candidates attending Interviews

Candidate and companies watching awareness video during the event

Candidates Registration and Employer gallery

Pre Job Fair MRW and VRW Meet at Government Blind School Hubli

Job Fair Inauguration By DDWO, Equip India, Rotary President and Secretary, Enable India

Candidates attending Interviews
About EnAble India

Enable India is a non-profit organization working for economic independence and dignity of persons with disability since 1999. Enable India is considered a pioneer in employability and employment of persons with disability.

Enable India caters to the needs of all kinds of disabilities such as visually impaired, hearing impaired, locomotor disability, cerebral palsy, muscular dystrophy, intellectual disability, autism spectrum disorder, mental illness, learning disability, multiple disabilities and more.

Enable India collaborates with 600+ companies across 25 cities in the private and public sector across India. Enable India opens up 50 to 100 job roles annually and 4500+ persons with disabilities have found gainful employment directly and 1000+ through consultancy and capacity building of partner NGOs. Enable India provides holistic solutions and services to companies who employ the disabled.

Enable India works on creating an employable pool of candidates and at the same time creates demand in companies. Enable India enables persons with disability to use alternate innovative workplace solutions and overcome their challenges. This enables the disabled to work with efficiency, quality and excellence.

This has led to a better inclusive culture in various organizations that now utilize the potential of disabled. Enable India’s models and content are used across many organizations in India and some organizations in Africa, Asia, Europe and America. Enable India's work has resulted in the National award from President Pratibha Patil, Global Amazing Indian award from President Pranab Mukherjee sponsored by Times Now and the prestigious Ashoka fellowship for social entrepreneurs.

For more information, visit www.enable-india.org.

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