



EnAble India

To empower people with disabilities

*Celebration
of the
Human Spirit*

Annual Report

2011-2012

"A Journey of
Thousand Miles...
**....starts with a
single step"**



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Note From The Founder

2011-2012 will be remembered for being so short and for not allowing us to catch our breath. This year witnessed some of the proven models getting established even further and some new models getting established

The proven model of collaborating with companies to train candidates with disability continued with companies such as IBM, Mphasis and Accenture in the cities of Indore, Baroda and Bangalore for persons with vision impairment, hearing impairment and physical disability. These trainings were for positions ranging from semi technical jobs to back office jobs to telecaller jobs.

New models of employment have emerged such as the inclusive models of outsourcing which evolved thanks to Taegutec. When Taegutec wanted to outsource work to persons with disability, we suggested that the outsourcing be within their own premise which is more inclusive rather than the disabled working in a separate exclusive space. It is a credit to their leadership that they agreed without hesitation. DTSS (Dusters) agreed to be the outsourcing vendor and would make payments to the persons with disability and Enable India is a consultant to ensure that things go smoothly. This model with variations is now being replicated with KTTM (Kilroskar Toyoda Textile Machinery).

New models to ensure focused placement saw us having the placement event for visually impaired. The event was not a job fair. It was open only to candidates who have undergone employability training and only for companies who have gone through disability awareness and where the exercise of job analysis and solutions had been carried out. We saw companies such as CISCO, Deutsche Bank, Wipro, IBM Daksh, Webcom and more selecting candidates from the event. The highlight of the event was the awareness that the company managers gained when they came for the event. Based on the job vacancies, the managers were first given demos by candidates on the workplace solutions for the profile.

New innovations in employability continue to emerge: Candidates are empowered and made responsible for all aspects of the training from attendance to logistics to maintenance to schedule adherence to trainer attendance and more. They are treated as any adult should be treated and made responsible for finding their own solutions to enable different aspects of their training life and solving daily challenges which come up during the training. Their daily challenges can be very tough to handle due to their disability

or their economic situation or due to their environment. The experience of learning to solve problems on their own helps them for life. The expectations set from the beginning regarding their targets and the challenges given to them makes them feel a sense of pride about their own potential and motivates them. Our candidates are now agents of change and volunteer for different projects which they feel will benefit society. This has a transformative effect for them as well as people whom they work with.

Our virtual workplace solutions lab has grown from strength to strength where we are trying to come up with innovative solutions which open up jobs for the disabled and enable them to seek jobs on their own.

We are now working with a whopping 270+ private and public sector companies around India including the prestigious State Bank Of India. Our tie up with State Bank of India has opened our eyes to the PSUs and government organizations which hire persons with disability as mandated but very often do not engage the disabled employee meaningfully due to lack of awareness or lack of will or more. As part of our tie up, we were able to analyse many jobs and suggest workplace solutions which especially help persons with vision impairment and hearing impairment.

We are building capacity in other esteemed institutions on computer training for visually impaired, employability, life skills and employment in different places such as Delhi, Maharashtra, Jharkand, Bihar, Rajasthan, Odissa, Gujarat, Tamilnadu, Punjab, Andhra Pradesh and more..

Thanks to our funders: Sir Dorabji Tata Trust, Axis Bank Foundation, Sightsavers, Tech Mahindra Foundation, CAF, AIF for their support and encouragement which has helped us grow our staff and services even more

Thanks to all the volunteers who not only enable the vision but also are agents of change by carrying the message of inclusion to others around them

Thanks to the Enable India staff for working with passion, commitment and values. Thanks to the bigger team whom we may not have met but who are enabling the vision – these are people who have enabled the candidate with disability such as parents, siblings, teachers, NGOs working on rehabilitation and training, well wishers and more.



Registrations and Profiling

Highlights from Apr 2011 - Mar 2012:

No. of registration events : **12**

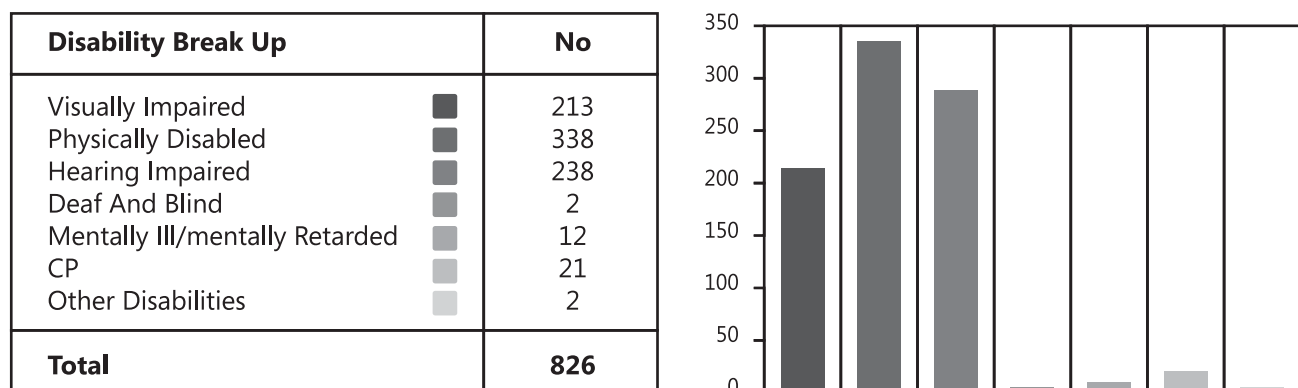
No. of registrations : **826**

Before initiating the training process, the candidate is taken through the following two steps-Registration and Profiling. After the initial process is carried out, the prospective candidates get registered with EnAble India. A detailed analysis is carried out keeping in mind the person's requirements and assessing the individual capability. On a pre-set format written test and interviews are conducted by our specialists for assessing the individual's candidature.

Post registration, a detailed profiling of the candidate is carried out. They are further classified depending on the individual skills and qualifications.

This classification identifies the basis for further course of action to be taken such as training and sourcing for employment etc.

Disability Wise Break Up Of Registrations



The above chart shows disability wise breakup and the number of registrations done. It is clearly seen that the registrations are on the higher side from people with Vision impairment, Physical Disability and Hearing Impairment.

State Wise Break Up Of Registrations

Sl.No.	STATE	No
1	Andhra Pradesh	60
2	Arunachal Pradesh	2
3	Assam	2
4	Bihar	2
5	Chandigarh	1
6	Gujarat	59
7	Haryana	2
8	Jharkhand	2
9	Karnataka	416
10	Kerala	48
11	Madhya Pradesh	65
12	Maharashtra	48
13	New Delhi	24
14	Orissa	5
15	Rajasthan	1
16	Tamil Nadu	77
17	Uttar Pradesh	7
18	Uttarakhand	1
19	West Bengal	4
	Total	826

As per state wise break up the registrations graph, this year saw an increase of 20% as compared to previous year. People from 19 states were registered, either personally at the EnAble India premises or online through the EnAble India website, <http://www.enable-india.org>.



Candidate Development Programmes

Highlights of Apr 2011 - Mar 2012:

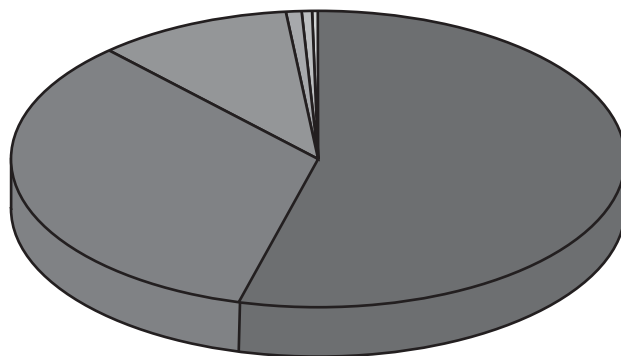
No. of Sensitization Workshops Conducted : 5

No. of Corporate Leaders Sensitized : 103

The objective of Candidate Development Programmes mainly to focus on grooming the profiled candidates. As part of the registration and profiling process, candidates are identified and categorized into one of the training programmes that are conducted at EnAble India. We hereby, initiate them into a training programme that complements their requirement. These programmes enable the candidates to face on board challenges at real job situations. EnAble India staff, volunteers, external agencies, and corporate trainers are actively a part of this process.

Disability Wise Breakup of Training Conducted

Disability Wise Breakup	No.
Visually Impaired	286
Physically Disabled	178
Hearing Impaired	54
Cerebral Palsy	5
Mental Illness	2
Mentally Retarded	2
Total	527



Pre-employment Training

Many factors playing a key role in placing the candidate are considered before proceeding with the pre employment training.

EnAble India's pre-employment training focuses on some of the aspects that are essential for the candidate to acquire, before facing the job challenges in a company.

Some of the considerations for the pre-employment training are as under:

- Industry Understanding
- Job or industry specific skills
- Life skills
- Communication skills

All or some of the above said skills are imparted to the candidates based on the curriculum of the training programme and his/her individual requirement.

Manual Job Training

Candidates, categorized as semi -skilled or manual during registration and profiling undergo Manual training. This also holds good for candidates who are not highly qualified.

Computer Training For Visually Impaired

EnAble India offers an extensive Computer Training programme for Visually Impaired candidates, where they are trained on not only the computer concepts like MS Word, Excel, but are also taught to use JAWS, the screen reader software which reads everything on the screen. The programme also includes English, life skills and communication which prepares and equips the candidate with the required skills for the required industry. Through the experienced trainers, this training is conducted by EnAble India as a yearly training program. CTVI programme includes the following training programmes for the Visually Impaired candidates

- Career Centric Computer Training (CCCT)
- Workshops
- Need based training
- Online training
- Cisco Certified Network Associate Training (CCNA)

Case Study :

Manasa is a person with low vision. She hails from a family with a poor financial background having minimal awareness on vision impairment. She joined this year for CCCT (Career Centric Computer Training) with no knowledge of computers. She had been reticent during the course initially and also took time to catch-up with speaking English since she understood only her mother tongue, Kannada. She was also unresponsive in spite of various efforts and methods to get her participate in discussions. Gradually, there was good improvement in her English skills, computer knowledge. Her interaction has also improved tremendously. Her hard work and patience along with the individual attention given to her by the trainers and activities done with volunteers, have contributed extensively in making Manasa self-confident and independent. She works towards improving her skills and vocabulary and is also currently getting exposure to outside world through life skills and employability sessions.

Life Skills Training

Life Skills training aims to ensure that more trainers learn to impart life-skills training to persons with disability and to reach out to other young people with visual impairment through various organizations where they have access to education, training and employment and enhance their skills to live independently, build self-esteem and imbibe skills required in the social and professional world.

The project has a two-pronged approach:

1. Direct life-skills training by Master trainer to visually impaired candidates in training programmes at EnAble India and in collaborative trainings where EnAble India partners with public and private sector.
2. ToT (Training of Trainers) conducted by Master trainer for trainers across the country working with visually impaired candidates followed by a mentorship module between the master trainer and the trainer.

Harish Thakur, Computer Trainer, Ahmadabad , born blind)

"First time I learnt sighted perspective. I did not think it was possible for VI s to do group activities, I learnt how to conduct it. I also learnt how to demand information as a VI person and to encourage it in my students

Collaborative Training

Collaborative model has several components in it including the commitment from the company to hire suitable employable candidates, support from the learning and development team in some cases and support from volunteers in inclusion and training of the candidates. This model is a win-win for the company since they get a pipeline of "finished products", It helps employees of the company get a chance to learn inclusion and learn to develop themselves by volunteering. It benefits the candidate who knows that there is a company who is backing

them if they do well and they get a “feel” of the company even before they go for the interview. The training has worked across cultures and has succeeded even with new trainers being inducted to conduct the training.



Case Study :

An inspiring example of persistence and hard work is Rafiq, who hails from Ujjain. A student of class 12, he attended the 'Antyodaya mela' which was conducted in his city since he was not employed after his education. There was a stall put up to train the candidates in required skills at the mela.

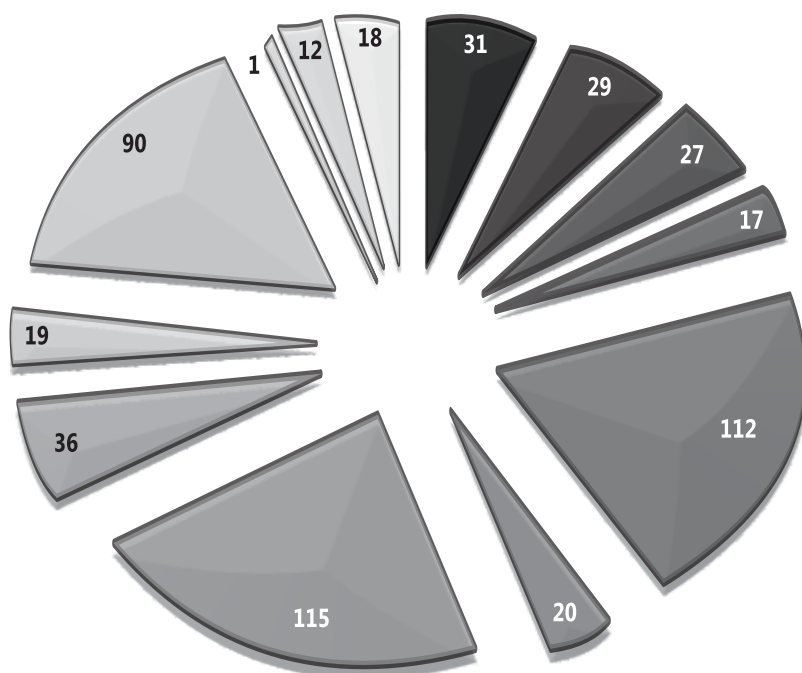
In spite of the motivation and support he had from his family which encouraged him to attend the training, he was not very comfortable. His plans to leave the training mid-way were waived by the reassurance from other trainers and trainees which built up the confidence in him, forcing him to stay.

Reticent initially in the class, Rafiq slowly improved on his English skills. Books right from grade 2 to comics and story books, he did not leave any stone unturned to pick up on English. Though he had not seen computers before joining the training, he put in extra effort outside of class hours to practice on the computers. He mastered MS Office and other computer skills and his typing speed also improved to 14 words per minute.

His confidence was anchored when Rafiq won 1st prize in an Essay Writing competition conducted by a daily local newspaper 'Dainik Bhaskar' on Republic Day in Indore. His hard work and determination has made him successful. With the help of Enable India, he has secured a good job at Mphasis.

Summary of Trainings Conducted

Name of the Training Programs	No's	VI	PD	HI	CP	MI	MR	No. of Candidates Trained
Aptitude Training for PWD	1	4	24	2	1	0	0	31
Workshop	2	29	0	0	0	0	0	29
CCCT (Career Centric Computer Training for(VI)	1	27	0	0	0	0	0	27
CCNA - DISCOVERY	1	17	0	0	0	0	0	17
Collaborative Trainings	5	18	74	20	0	0	0	112
Life Skills Training	1	20	0	0	0	0	0	20
Manual jobs employability training	7	6	70	32	3	2	2	115
Need based computer training for VI	1	36	0	0	0	0	0	36
Need based Employability Training	3	8	10	0	1	0	0	19
Need based Mobility Training for VI	5	90	0	0	0	0	0	90
One On One Training	1	1	0	0	0	0	0	1
Semi Skilled Employability Training	2	12	0	0	0	0	0	12
Skilled Employability Training	1	18	0	0	0	0	0	18
Total		286	178	54	5	2	2	527



Demand Creation Programme

Employer Outreach Programme helps in building close collaborations with mid to large sized companies for long term employment and retention of Persons with Disability. The main points of this programme include the following–

- Work with the company for appropriate job identification
- Help them to create a barrier free environment
- Provide workplace solution for the candidates
- Work with the company to develop training and assessment for candidates placed by EnAble India
- Conduct disability awareness and sensitization workshops for their managers to integrate EnAble India candidates
- Provide post employment follow up and support



Placement Services and Retention Programme

Placement Services and Retention Programme directly impacts the Mission statement, which is to provide economic independence and dignity of Persons with Disability. The placement service provides employment opportunity for persons with disability in various sectors such as IT, BPO, Medical Transcription, Hospitality, Service Industry, Garments etc., to different categories such as unskilled/ manual, semi-skilled, and skilled. Apart from placements, EnAble India also carries out a Retention programme which is a timely follow up to the employment to oversee issues, if any from employer and employee.

Placement Cell Activities :

For Candidate:

- Evaluation of the candidate
- Develop Personal Development Plan
- Back Office work – candidate job matching, candidate and company liaising
- Evaluation for work and coordination for pre-employment training
- Work Counsel counseling and interview preparation
- Initial hand holding in company
- Post placement need based help

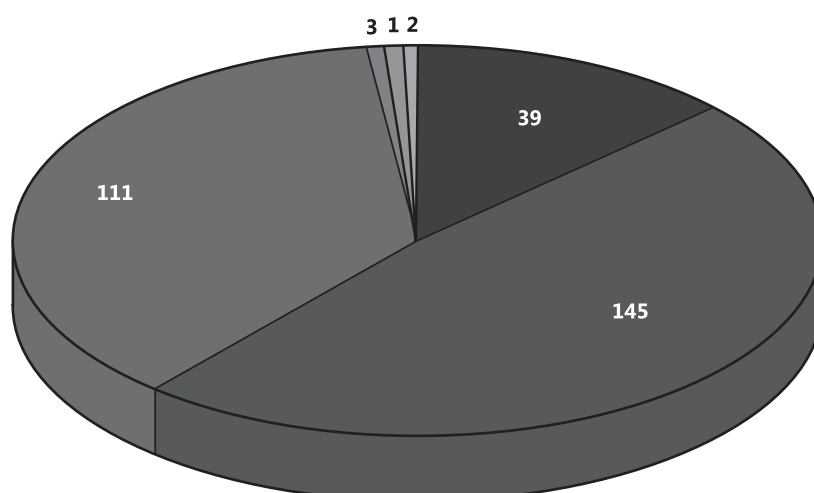
Highlights of Apr 2011 - Mar 2012 :

No. of Placements : **301**

No. of companies : **55**

Disability Wise Employment Status

Disability Wise Breakup	No.
Visually Impaired	39
Physically Disabled	145
Hearing Impaired	111
Mentally Ill/Mentally Retarded	3
CP	1
Other Disabilities	2
Total	301





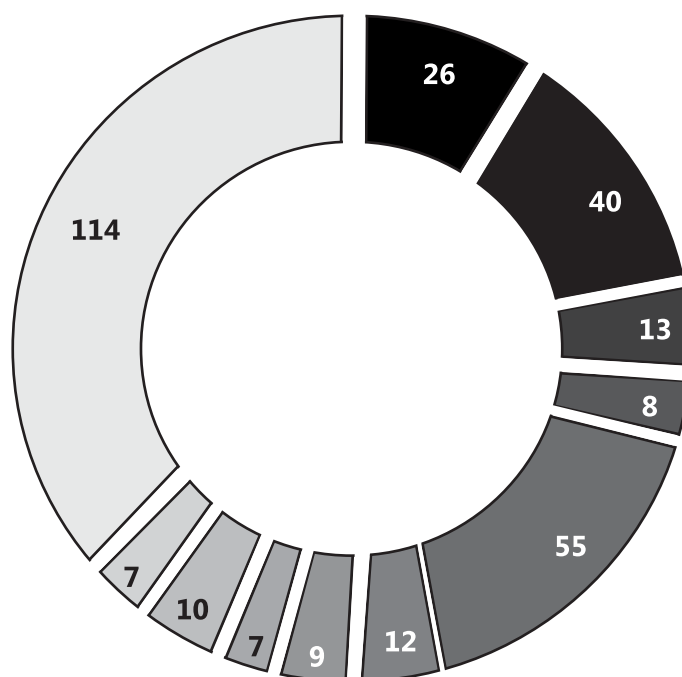
Candidates attending interviews first gave demos of the solutions based on their profile. For example, a person applying for HR executive position would show how she would sort through hundreds of resumes in a short amount of time. A person applying for telecaller position showed the solution of the headphones which enabled her to work with computer and telephone voice. This enabled the managers to get answers to their doubts and worries which often happens when the candidate has vision impairment! The placement event has 8 companies participating and 12 candidates got employment.



For Company :

- New job identification
- New company leads generation
- Providing workplace solutions
- Collaborating through Employer outreach program for larger companies
- Conducting access audits, enabling barrier free workplace
- Work with company to develop disabled friendly workplace/policies/strategy

Company	No. of Candidate Recruited
Accenture	26
Cafe Coffee Day	40
Deutsche Bank	13
Dusters	8
Mphasis Indore	55
Point Tec	12
Safari Designs	9
Taegu Tec India pvt Ltd	7
Wipro	10
HP	7
Others (Hired less than 7 candidates)	114
Total	301



Case Study :

Taegu Tec had approached EnAble India with a new concept of outsourcing their packing job work to EnAble India candidates with disabilities and also providing working space within their company. A unit was set up with dusters. Steps were taken to ensure that an attendance record was maintained for candidates and also that other employee policies were also applicable to them. There were 7 candidates placed in all (1 VI, 4 HI, 1 MR and 2 PD). The organization was satisfied with the set up for six months after which they regularized their salary. They wanted to make sure that the other staff in their organization are paid on-par with our candidates. Initially when they started, this was not considered during the set up as it was an initiative taken as a disability project.

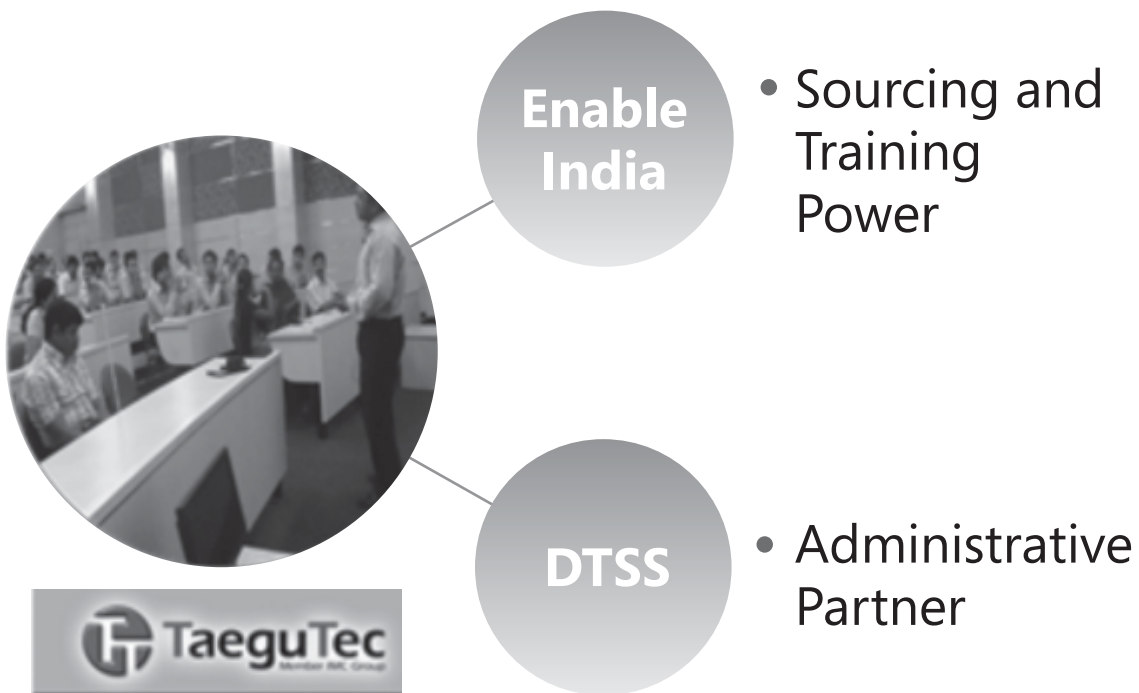
Integrated Outsourced Model

EnAble India designed an innovative model in collaboration with Taegu Tec. A three-way partnership was designed with Taegu Tec which was designed and managed by them. EnAble India provided the candidates and trained the candidates. EnAble India also made frequent visits to the clients' place for frequent reviews and counseling sessions. DTSS, partnered as an administrative partner where the candidates were on the roles of DTSS and salary disbursements were done by DTSS.

With this model we were able to engage a person with vision impairment, mild mental retardation, a person with hearing impairment, person with physical disability of wheelchair and a person with physical disability with crutches. All the personnel were placed as production support staff. Kumar who is a person with vision impairment traveled 1.5 hours one way to get to work. It took him some time to get to the speed and accuracy required for the job, but he was able to perform the loading and unloading tasks with the required speed. Kumar was given sample products to work on for a month to get upto speed and he was able to perform the required tasks.

We are in the final stages of setting up a similar outsourcing model. Here the difference will be that the client will be outsourcing the assembly work and the work will be performed at an vendor partner place. This model is being designed by EnAble India and KTTM (Kirkoskar Toyoda Textile Machinery).

Integrated Outsourcing Model - 1



Workplace Solutions

Workplace solutions are solutions that are provided to help a Person with Disability perform his/her job without any discomfort or hitch. Workplace solutions enable the Person with Disability to perform his/her job on par with others. The solution may involve some technology, aids, change in process, change in behavior, different training methodology, or any candidate specific need to complete his / her integration in the workplace. Solutions may not be completely error-free or error-proof and may require some iteration to achieve the best sometimes.

Highlights of Apr 2011 - Mar 2012 :

The biggest challenge faced by the visually impaired was of printing pass book while working at Banks since this involved reading the account number before printing the passbook. At EnAble India overcome this challenge by introducing a barcode system to identify the account number. This helped the visually impaired to print the pass book without any hurdle. This initiative would definitely open more opportunities for the visually impaired in the banking sector across India.

No. of Workplace Solutions provided : **69**

Under the case study workplace solutions :

IBM Daksh wanted to hire visually impaired for E-mail support. PACS, Minsat, ICRM, Convergence are some of the applications used in the process. While some applications are not accessible, Java based applications made accessible by installing Java Access Bridge, have some usability problems. One of the main challenges is that one of the applications has non-standard keystrokes assigned. For example, down arrow deletes the record. It almost took 3 months to make applications accessible by JAWS scripting and training candidates on the complex screens



Services for Disabled Individuals

Apart from the regular training programmes and placement services, we have also extended other services to the needy with Disability. Some of the services provided include Counseling/ Mentoring, Providing accommodation, giving mobility training and so on.

Services Provided by EnAble India	No. of Individuals benefitted
Counseling	216
Retention	13
Accommodation	19
Mobility Training	128
Total	376





Volunteer Engagement Programme

Volunteer Engagement Programme actively engages volunteers from different spheres of life. The volunteers bring subject matter expertise to the benefit of various projects and effectively contribute to attain economic independence of persons with disabilities. This also spreads awareness. It brings a change in the society.

Volunteer Activities

Highlights of Apr 2011 – Mar 2012:

Approximately 5000 volunteer hours

Registration and Profiling : Volunteers assist the candidates to register, conduct tests, evaluate tests, profile candidates and so on.

Data Entry and ERP updation : Volunteers are regularly engaged in data entry, data cleaning, updation of ERP and other such back office activities. Students from various colleges and our own candidates are mainly engaged in these activities.

BPO Training : Volunteering helps in bringing subject matter expertise by teaching math, accounts to hearing impaired BPO trainees. Volunteers also help in teaching social interaction skills to the candidates.

Tactile Diagram – Volunteers are engaged in making tactile diagram. Tactile diagram are models of computer monitor as it appears when different windows are open. These help the visually impaired to visualize the windows. Standard Chartered Bank employees as well as students from different colleges help us making tactile diagram.

Mentoring candidates : Candidates short listed for campus interview are assigned to each volunteer and the volunteers mentor these candidates in preparing them for the interviews. They prepare the candidates in Technical aspects, English skills, interview tips etc. Some volunteers even worked full-time for sourcing candidates from various technical colleges.

Computer Training for Visually Impaired : Volunteers actively support in Field visits of candidates, employability sessions, transcription of employment and TTC training files. Volunteers also help in creating tactile diagrams. Many volunteers as well as college students are supporting us in this.

Retention : Students and other full time and part time volunteers volunteered in assessing the retention level of candidates placed in various companies.

Translation and recording of Training Materials : Volunteers from different locations helped us with translation of training materials to different vernacular languages.

Audio Transcription : Volunteers were engaged in transcription of few audio files for the use of hearing impaired persons.

Events : Volunteers supported in various events as job fair organized and in the stall we arranged on the occasion of world disability day etc.

Company Volunteers

Accenture : Volunteers from Accenture regularly support us in the registration events, computer training, CCNA training.

Goldman Sachs : Two groups of volunteers from Goldman Sachs helped us with resume making of the candidates and Tactile diagram.

Thomson Reuters : Six teams of volunteers from Thomson Reuters helped us in recording, and translation of training materials, office beautification, hardware maintenance, etc.

Children Services

Children Services Programme provides service to children between the ages 3 – 17 yrs to ensure the children reach their developmental milestones and to enable parents to understand the needs of their child and be involved in their child's development and education.

Services To Children

Highlights of Apr 2011 – Mar 2012 :

No. of Students trained : **13**

Conducted **3 sessions** for parents this year

3 sessions/workshops were conducted for teachers.

- Teach Braille and Abacus to Visually Impaired children
- Teach Braille and Abacus to parents of smaller children as a follow-up to work on their child's concept development
- Exposing the child to the world around him/ her by labeling things for child to associate with and use appropriate medium/tool to motivate child to do things
- Developing their basic concepts, through more age appropriate activities
- Ease children who move from blind school to regular school in their transition by conducting a short awareness program for their classmates and teachers.
- Teaching parents how to work on their child's orientation and mobility skills through games
- Daily Living Skills, to teach the child the basic self help skills required for daily living
- Providing emotional support to the parents
- Training Programme for general educators who have Visually impaired children in their classroom, to help them make abstract concepts more concrete and visual tasks more accessible

Every session with younger students is also a session for the parents. The parents are taken through the process of how the need is assessed, skills taught to fulfil the need.

A parent-support group has been set up for parents to mutually share thoughts and ideas.

We have also supported parents by providing information about various places where the materials needed for their education are available.

Training Programmes For Educators

We have started a teachers' group online whose members are teachers from inclusive school as well as special schools. The idea is to support each other by sharing best practices of each stream that would fulfil the needs of a child with visual impairment.

One month training the trainers on Orientation and Mobility was organized where Mickey Damelio, an orientation and mobility expert from Florida State University trained 8 trainers from different organizations working with children who are visually impaired.

Working with Sankara Eye Hospital assisting them in their Nayantara project, providing them with technical expertise on the rehabilitation of children who are visually impaired.

Project e-Vidya

Project e-Vidya involves the creation of an employability portal. It is a major initiative by Enable India along with Tech Mahindra, towards personal development and training of persons with disability on a large scale, in order to improve their employability and ensure economic independence.

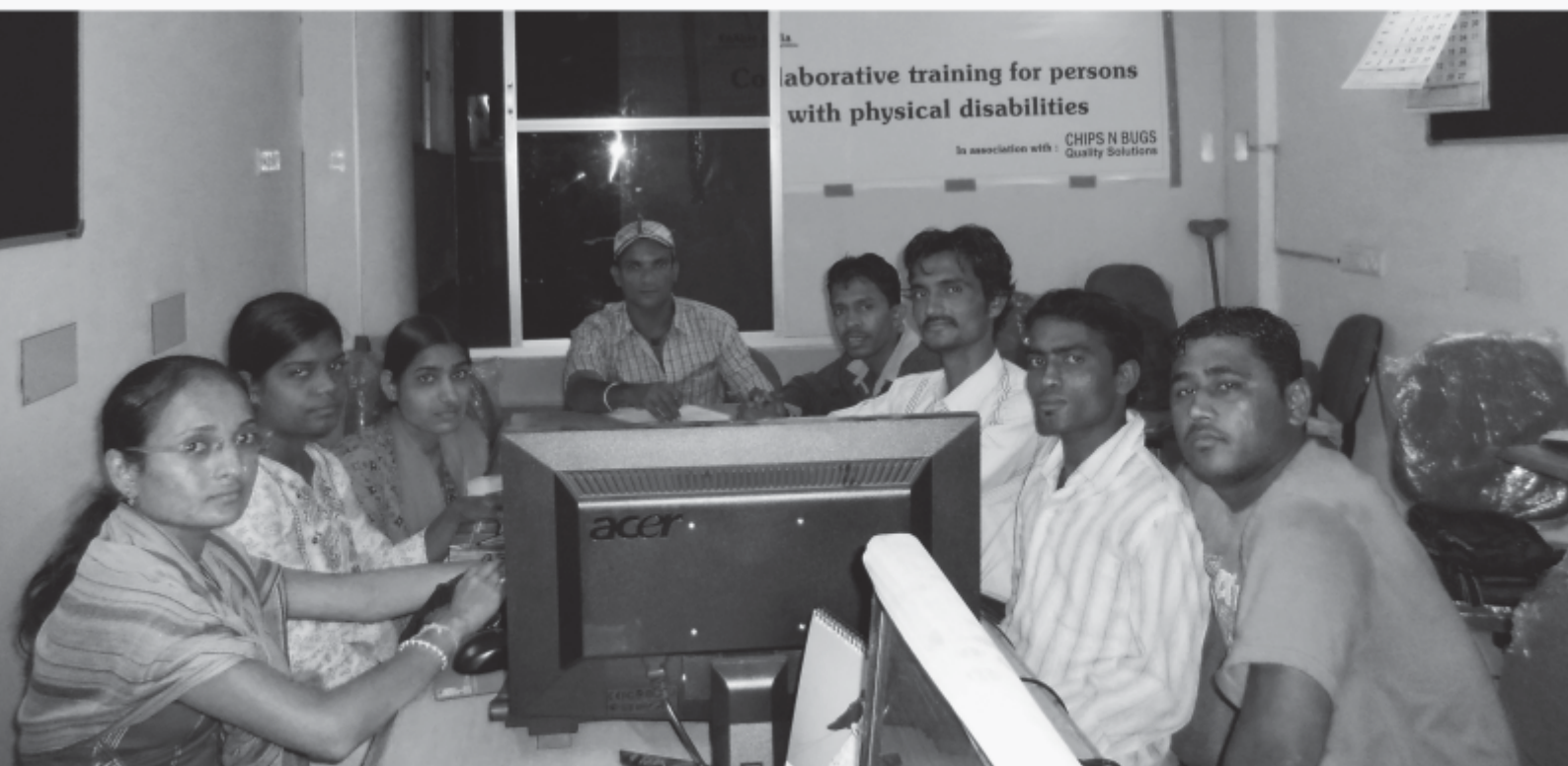
Project Goals :

- Create training & development content in multiple formats which caters to all disabilities and addresses multiple issues with regard to disability: education, industry-specific skill gaps, awareness, rehabilitation and other issues.
- To deliver training programs using multiple communication tools (Internet, audio cassettes & CDs and more).
- To spread and use the training programs effectively across multiple locations using partner NGOs where placements are done on a regular basis.
- To identify new partners (including institutions for the disabled) and innovative channels to scale up training dissemination.

Highlights of Apr 2011 - Mar 2012 :

The following training contents are released officially :

Spelling Kit V2 for Visually Impaired
English Manual and Resource Kit
Employability for VI Manual and Resource Kit
Work Ethics Audio
Flash Employability for HI/PD (BPO Module)



New Initiatives : Government & PSU

EnAble India has spread its initiatives in the employment of the persons with disability in the Public sector by partnering with different PSUs and Government Departments. EnAble India has partnered with State bank of India, India Post, etc. The collaboration with different PSUs is in various stages.

State Bank of India

We have already completed a study phase with SBI with the following objectives:

This unique partnership between SBI and EnAble India, has made SBI a pioneer in opening doors to a stable banking career for the persons with disability -

- 47 tasks identified which can be performed by persons with all kinds of disabilities.
- Work Trials Conducted: Pass Book Printing (Visually Impaired Using Barcode), Happy Room, Green Channel Counter And DD Printing.

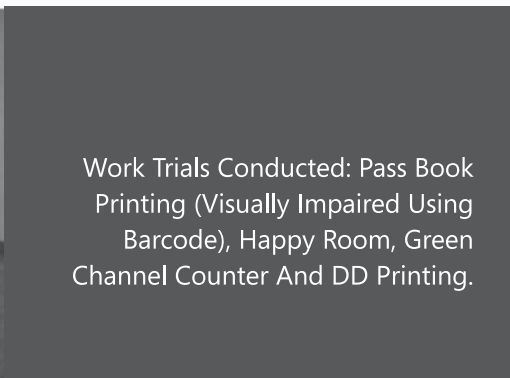
Sensitization Workshop was conducted for the faculty members of State Bank Learning Centre Karnataka Circle which created a massive awareness and they also stated being sensitive to the PWD Employees. The Learning Centre Officers Cadre Gained New Perspective on Disability.

Peer Sensitization was also conducted for the employees at the account tracking centre where the visually impaired were already working. This enabled them to work effectively with their Colleagues With Disability.

"Now he is not only a Grahak Mitra but the role he is playing in solving customers queries has reduced the customers going to the other counters which is amazing and this is a new version for the role" Bharani (Visually Impaired and Physically Disabled) Testimonial from Manager



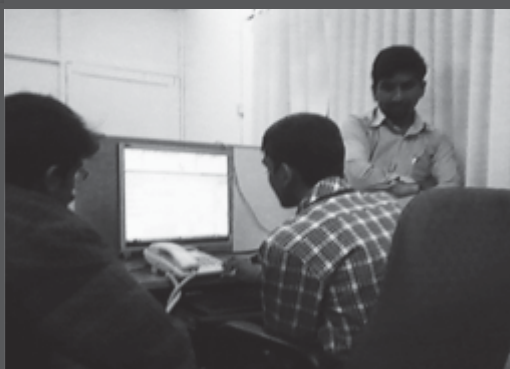
Meeting With Employees With Disability At SBI To Understand Current Work Performed



Work Trials Conducted: Pass Book Printing (Visually Impaired Using Barcode), Happy Room, Green Channel Counter And DD Printing.



Visually Impaired SBI Employee Working In Green Channel as a part Of Work Trial (With Workplace Solutions Suggested By Enable India)



New Initiatives : Persons with Serious Mental Disorders

Persons With Serious Mental Disorders

Aim :

The overall aim of the proposed work is to develop, implement and evaluate a method of enhancing employment for persons recovering from serious mental illness and thus promote their human rights, dignity and autonomy.

Specific Objectives :

Following are the objectives of this initiative:

- To systematically develop and implement an intervention to promote employment for persons with serious mental disorders
- To monitor evaluate the feasibility, acceptability, effectiveness and costs of the intervention

EnAble India team, under the guidance of expert on mental illness , Dr Sudipto Chatterjee, drafted a concept note on the methodology which is to be followed for employment of people with mental illness.

The team also interacted with Dr Dorothy of St John's hospital and a team from NIMHANS, who are also the clinical experts in this subject, to ensure that employment of the clients is done in a safe and sustainable manner. A study on the strategies that has been experimented earlier and the gaps in current services was conducted. Together a discussion was held on how we, at EnAble India, can be more focused on employment by working closely with all the stake holders including the employers.

A decision to create a focus group discussion with the candidates and their families with NIMHANS and St. Johns was subsequently taken. The agenda of these discussions was to evaluate the expectations from employees of people with serious mental disorders and also to understand the barriers/ challenges faced during the process.

The first focus group discussion scheduled at St John's Hospital has resulted in identifying 6 such candidates. At NIMHANS, a small group of people with mild mental illness has also been identified. The EnAble India Team would commence working with their team post-administrative clearance.

Institutional Partnership

The objective of this programme is to collaborate with other institutions such as NGOs, educational institutions and provide training and increase the employability and employment of Persons with Disability across India.



Forums and Conferences

- On May 5th and 6th EnAble India in collaboration with Sightsavers organized a seminar on Employment and Dignified Livelihood for Visually Impaired.
- Shanti was a Presenter in Twelfth Commonwealth-India Small Business Competitiveness Development Programme on May 31st 2011 organized by Arunim.
- Shanti conducted Motivation session at Axis Bank on June 23rd 2011.
- Shanti conducted a session on Productivity training for persons with disability on July 1st in an event organized by HAL.
- Shanti was a Speaker at NSEF conference on July 9th 2011.
- Shanti and Vidya conducted an Employment workshop organized by American India Foundation in Hyderabad on July 11th -14th 2011.
- Shanti was a speaker in the speaker on the panel discussion in the event never-the-less, Multi stakeholder conference organized by Fourth Wave Foundation on July 22nd 2011.
- In the "XIII International Training Course on Disability and Development" organized by Action AID Shanti was facilitator on September 12th 2011.
- Shanti moderated the Roundtable Discussion on theme - Diversity- Walking the Talk organized by TISS on December 19th 2011.
- On 8th January 2012 Shanti was a speaker in the "Reach the Unreach" - Career Counseling organized by NAB Nasik.
- In the "Enabling Access for Persons with Disabilities to Higher Education and the Workplace: Role of ICT and Assistive Technologies" organized by Fourth Wave Foundation & IIMB Shanti was a Panelist on January 20th 2012.
- Shanti was speaker in EMC's DERG Official launch on March 27th 2012.

Awards

Ms. Shanti Raghavan, Founder and Managing Trustee, EnAble India received Global Indian Award from Mr. Pranab Mukherjee, the then Finance Minister of India, at the Times Now Amazing Indian Awards in February 2012.



Your City

Instructors for visually impaired being trained

Enable India organises the training

L Subramani

BANGALORE, DHNS: There wasn't any sign that most of the eight persons walking with the white cane have any visual impairment. Yet they defied the distant clap of thunder and the whiff of rain in the air to walk at the park in Koramangala on Wednesday, holding a white cane and stopping frequently to get the instruction from the man in the front.

This wasn't meant to be a spectacle, but a session to teach the nuances of navigating with the white cane to instructors who would impart the knowledge to the visually challenged persons in the city.

The practical session was part of a month-long programme organised by city-based Enable India with a view to offer newer perspective to eight of the mobility instructors from various NGOs.

Mickey Damelio, professor of Orientation and Mobility (O&M) at Florida State University, who facilitates the programme, said the idea is to train the instructors in imparting mobility skills amongst children by effective use of the white cane. "I had taught the course in Vietnam, where the road conditions and traffic is pretty similar (to India)," he said.

"The programme is in fact not based on a particular environment, but is flexible to be adapted to potentially challenging traffic and road conditions found in most developing countries."

With just a couple of days into the course, Damelio was unable to talk of the progress the instructors have made, but given their enthusiasm to explore newer techniques, he said the programme would be a success.



Enable India blind training in Bangalore on Wednesday. DH PHOTO

THE TIMES OF INDIA

12 11-FEB-2012-SATURDAY

TIMES NATION

Celebrating ordinary Indians with extraordinary tales

TIMES NEWS NETWORK

New Delhi: The quest for finding the people who are the real symbols of India, those who define it and write its story is over. On Friday, finance minister Pranab Mukherjee came face to face with them and said the 55 Amazing Indians should multiply into thousands and lay the foundation of India's future.

It all happened here at a function to honour these special Indians, hunted out by Times Now after a country-wide search for those who have made a difference to India in their own field in their own way. Mukherjee said the idea of Amazing Indians was like a breath of fresh air.

The idea of the Mahindra Rise Amazing Indians, piloted by Times Now, brought out the story of countless unknown Indians who are writing the real story of India; it was a celebration of the ordinary men who have gone through extraordinary circumstance, to make their country a better place to live in.



BUILD INDIA: (Left) Union finance minister Pranab Mukherjee with Shanti Raghavan, who won the Amazing Indians award in the category of 'Global Indian', at the awards ceremony organized by Times Now in New Delhi on Friday. (Right) Times Group MD Vineet Jain speaking at the awards ceremony



Each one these are extraordinary stories of compassion, dedication, selfless service, pioneers, educators, and ambitions that are not for the self, but for the nation: the real icons of the country - Amazing Indians who ought to be followed in every walk of life.

Also handing out awards to 13 winners in 11 categories were the top brass from the government and the Opposition. I&B minister Ambika Soni, union urban development minister Kamal Nath, petroleum minister Jaipal Red-

dy honoured award categories Stree Shakti, Urban Crusaders and Unstoppable Indians. BJP leaders LK Advani and Arun Jaitley gave away the awards for Grassroots Achievers and Ordinary Indians Extraordinary Stories.

Also handing out awards for other categories were Minister for non conventional energy Farooq Abdullah, Environment Minister Jayanthi Natarajan, MoS for Parliamentary Affairs Rajiv Shukla and Minister of State for Defence Pallam Raju.

Speaking on the occasion Times Group managing director Vineet Jain said that achieving against the odds is not for the faint hearted. It requires strength of character and deep conviction. "From farmers to educators, sportsmen to engineers, each Indian is trying new technologies and exploring uncharted paths, showing tremendous personal initiative. We are proud of them, and in them we see the real future of India," he said.

The series of profiling these 55 Amazing Indians cul-

minated into a grand Awards Ceremony today where dignitaries, stalwarts, eminent figures from across the industry, politics, sports, entertainment, others felicitated the winners of each category.

The Award categories included, Eco Saviours, Educators of India, Global Indians, Soldiers, Incredible Innovators, Ordinary Indians - Extraordinary Stories, Spark the Rise, Stree Shakti, Unstoppable Indians, Crusaders, Young Achievements.

EnAble India Facts

Registration Information

EnAble India is registered as a Public charitable trust (Registration No: 394/1999-2000).

Address: #12, KHB Colony, Koramangala 8th block, Bangalore 95

EnAble India was founded in 1999 by software engineers Shanti Raghavan and Dipesh Sutariya, who have known disability at close quarters within their family. After having successfully rehabilitated their loved one, they are now using their know-how & insights to empower others. Shanti and Dipesh bring a professional approach to social service, drawing from combined 24 years of experience in the corporate world.

Board Members

Name	Designation	Competency
Mr. Dipesh Sutariya	Co-founder, Trustee	Management and Operational Expertise
Ms. Shanti Raghavan	Founder and Managing Trustee	Expertise in Training and Employment of Disabled, Social Entrepreneurial Skills
Ms. Vasanti Sreenivasan	Associate Professor IIM, Bangalore	Human Resource, Management
Mr Venkateshwara Nishtala	COO, Rediff Working with DAISY	Senior Management Expertise, Technology Focus
Mr. Dipendra Manocha	Consortium as Consultant	Development Professional

Names of Main Bankers

Bank	Location
IDBI Bank ICICI Bank SBI Bank	Koramangala Koramangala Jayanagar



EnAble India
To empower people with disabilities

Staff

Name	Voluntary/ Paid	Part Time/ Full Time	Gender	Person With Disability	Nature of Disability	Position/Role
Shanti Raghavan	Paid	Full Time	F	No	NA	Founder & Managing Trustee
Dipesh Sutariya	Voluntary	Full Time	M	No	NA	Co Founder & Trustee
Vidya Rao	Paid	Full Time	F	Yes	VI	Program Manager – Employment
Mansoor Ahmed Baig	Paid	Full Time	M	NA	NA	HR/Admin Manager
Sureshkumar M	Paid	Full Time	M	Yes	VI	Computer Trainer
Sandesh H.R	Paid	Full Time	M	Yes	VI	Computer Trainer
Praveen B.V	Paid	Full Time	M	No	NA	Specialist - Training & Solutions
Reena K	Paid	Full Time	F	No	NA	Specialist - Training & Solutions
Abdul Javid Pasha	Paid	Full Time	M	Yes	PD	Program Manager – Employment
Santosh Kumar .Y	Paid	Full Time	M	No	NA	Program Manager – Training & Solutions
Hemavathy .G	Paid	Full Time	F	No	NA	Back office Executive
Sujayalakshmi N.S	Paid	Full Time	F	No	NA	Specialist Trainer
Anju Khemani	Paid	Full Time	F	No	NA	Program Officer
Suman .D	Paid	Full Time	M	Yes	VI	Software Engineer – Testing
Geetha H.S	Paid	Full Time	F	Yes	VI	Mobility Trainer
Sujatha Vijayanand	Paid	Part Time	F	No	NA	English Trainer
Mubarak Pasha	Paid	Full Time	M	Yes	PD	Admin Assistant
Shanthala Somayaji	Paid	Full Time	F	No	NA	Children services
Esther	Paid	Full Time	F	No	NA	Sign Language Interpreter
Shibu T. L	Paid	Full Time	M	No	NA	Funds/Volunteer co-ordinator
Roseline David	Paid	Full Time	F	Yes	PD	Front office
Murali	Paid	Full Time	M	Yes	PD	Program Manager - Employment
Syeda Anwar Sultana	Paid	Full Time	F	No	NA	Senior Trainer
Pramod Govind	Paid	Full Time	M	No	NA	System Administrator
Varshashree N	Paid	Full Time	F	Yes	VI	Junior Trainer
Kalithasan A	Paid	Full Time	M	Yes	VI	Trainer
Neel R Lama	Paid	Full Time	M	Yes	LD	Administrative Assistant
Usha S	Paid	Full Time	F	Yes	PD	Enabler
Saravana	Paid	Full Time	M	No	NA	Driver
Contract						
Prabha Sukumar	Paid	Full Time	F	No	NA	Executive Assistant
Manjunath	Paid	Full Time	M	Yes	PD	Account Assistant
Channarayamma	Paid	Full time	F	Yes	PD	House Keeping
Consultant						
Muthu Raj	Paid	Full time	M	No	NA	Work Place Solution Expert

Staff Salary

(As per March 2012 salary Register)

-	Salary Band Per Month	Male	Female	Total
Head of The Organization (Founder & Managing Trustee): Rs.40000/- Highest Paid Rs.40000/- Lowest Paid Rs.5000/-	Rs.0 to 5000	2	2	4
	Rs.5001 to 10000	3	2	5
	Rs.10001 to 15000	5	1	6
	Rs.15001 to 20000	2	4	6
	Rs.20001 to 35000	4	5	9
	Rs.35001 to 40000		1	1
Total		14	15	31

Resource Mobilization

Individuals, corporate and institutional donors have been the main source of resource mobilization for EnAble India's activities.

Individual Donors

EnAble India has always relied more on donations by the word of mouth of the work we do. Hence individual donors play a very big part in giving us support. We value the contributions that people from all walks of life have provided us. We value most when our own candidates and students support us since it is a validation of the work we do.

Institutional Donors

- **Sir Dorabji Tata Trust** - Placement cell/ Demand Creation and Work Place solutions programme.
- **Axis Bank Foundation** - Computer Training for the Visually Impaired
- **Charities AID Foundation** - Candidate Services
- **Sight Savers International** - Life Skills Programme
- **Tech Mahindra Foundation** - E-Vidya project
- **American India Foundation** - Capacity building on Employability to other organizations

Organizations and Corporates

- **Accenture** - Collaborative training for Persons with hearing impairment
- **Mphasis** - Collaborative training for persons with physical disability
- **State Bank of India** - Pilot/Study Phase of employment of persons with disability

Other fund raising event

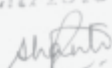

We also raised funds through events such as Marathons held in Mumbai and Bangalore etc.



Resource Mobilization

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- Institutional Donors.
- Axis Bank Foundation's funding for our Computer Training for the Visually Impaired continued to the fourth year through their second phase.
- Sir Dorabji Tata Trust continues to be the major support through their funding on placement cell and candidate development activities as well as Work Place Solutions Programme.
- Thanks to the support of funding from Tech Mahindra Foundation for the E-Vidya project, we have initiated the e-Vidya project with the vision to make the employability training to every individual candidate with disability across India.
- Sightsavers supported us in providing life skills training to our candidates as well as training many more trainers of visually impaired in Life Skills.
- Organizations and Corporates.
- Accenture has supported us with candidates support services.
- Many organizations and companies have supported us in many ways i.e. in cash, kind, volunteers etc. Mphasis and IBM for collaborative training, Vakil Housing Development Corporation and V-Shesh for accommodation of candidates, HP and Sankhya with monitors etc.
- Other fund raising event.
- We also raised funds through events such as Marathons held in Mumbai and Bangalore etc.

Financials

ENABLE INDIA 694, 6th A Cross, III Block, Koramangala Bangalore - 560 034 Balance Sheet as at 31st March, 2012							
LIABILITIES	Sch No	Amount Rs.	Amount Rs.	ASSETS	Sch No	Amount Rs.	Amount Rs.
General Fund : Opening Balance		6,431,992		Fixed Assets: Fixed Assets: Less Depreciation	2	4,522,622 951,353	3,571,269
Add : Excess of Income over Expenditure during the year		2,355,121	8,787,112	Current Assets			
Current Liabilities & Provisions	1		1,671,681	Deposits	3	440,500	
Employees Welfare Fund			200,000	Loans & Advances	4	476,337	
				Cash at Banks	5	6,162,522	
				Cash in Hand		8,166	7,087,525
Total			10,658,793	Total			10,658,793
Notes on Accounts-Schedule 6							
for ENABLE INDIA <i>for Enable India</i>  Managing Trustee (Mrs. Shanti Raghavan) Managing Trustee				"Vide our report of even date" for LOBO D'SOUZA & ASSOCIATES, Chartered Accountants Firm Reg No.0129485  (John Melvil D'souza) Partner M No. 202196			
Place: Bangalore Date : 25.08.2012							

<p style="text-align: center;">ENABLE INDIA 694, 6th A Cross, III Block, Koramangala Bangalore - 560 034</p>		
Receipts and Payments Account for the year ended 31.03.2012		
Particulars	Amount Rs.	Amount Rs.
RECEIPTS		
<u>Opening Balances</u>		
Cash at Banks	6,326,650	
Cash in Hand	11,946	6,338,596
<u>Direct Income</u>		
Donations received	14,254,531	14,254,531
<u>Indirect Incomes</u>		
Interest on IT Refund	17,821	
Interest Received	663,617	
Misc. Income	16,703	698,141
Recruitment & Training receipts	872,224	872,224
Total		22,163,491
PAYMENTS		
Accommodation Charges	2,872	
Advertisement Charges	32,628	
AM Ladies Hostel & PG Expenses	82,550	
Bank Charges	1,843	
Campus Recruitment & Training	7,539	
Chips and Bug Quality Solutions	49,000	
Computer Maintenance	39,644	
Data Entry Project	111,769	
Data Processing Fee	33,175	
Electricity Charges	23,723	
ERP Project	700	
Events & Functions	180,232	
Finance Auditing & Budgeting	36,000	
Fuel Expenses	20,900	
Honararium-Volunteers	87,031	
Hosekeeping Charges	61,300	
Hostel Charges	279,400	
Insurance	204,660	
Local Conveyance	224,809	
Misc Expenses	3,017	
News Paper and Periodicals	220	
Office Maintenance	42,686	
Postage & Courier Charges	11,284	
Printing & Stationery	63,921	
Professional Charges	84,600	
Rates & Taxes	13,190	
Rent	48,000	
Repair & Maintenance	47,720	
Software Maintenance	44,224	
Staff Training	85,260	
Staff Welfare	13,075	
TEA Pavilion	3,456	
Telephone & Internet Charges	56,720	
Training & Seminars/Trainers Fees	113,479	
Training Materials and Teaching Aids	6,040	
Transcription Charges	7,180	
Travel Expenses	10,283	
Travelling & Conveyance	56,011	
Travel Reimbursement	8,673	
Water Charges	27,671	
Welfare Expenses	57,941	
Recruitment & Training Expenses	46,551	2,330,977
Duties & Taxes	556,239	
Loans, Deposits & Advances	1,134,708	
Payment to Sundry Creditors and Expenses	11,892,479	13,583,426
<u>Fixed Assets</u>		
Computer & Printers	9,000	
Training & Education Aids	69,400	78,400
<u>Closing Balances:</u>		
Cash in Hand	8,165	
Cash at Banks	6,162,522	6,170,687
Total		22,163,491
<p style="text-align: center;">for ENABLE INDIA <i>for EnAble India</i>  Managing/Trustee</p> <p style="text-align: center;">Vide our report of even date for LOBO D'SOUZA & ASSOCIATES, Chartered Accountants Firm Reg No.012948S</p> <p style="text-align: center;">Place: Bangalore (Mrs. Shanti Raghavan) Date : 25.08.2012 Managing/Trustee</p> <p style="text-align: center;"> John Melvil D'souza Partner M No.202196</p>		





**“A Journey of Thousand Miles...
....starts with a single step”**



EnAble India
To empower people with disabilities

All donations to EnAble India are tax exempt under section 80 G of the Income tax Act.

**Cheque payments in favour of 'EnAble India'. Please mail /deliver your cheque to:
Office Location: #12 KHB Colony, Brahma Kumari's Road, Bangalore 560095, Karnataka, India.**

**Phone : +91 (80) 42823636 / +91 9845313919
Email : manager@enable-india.org**

Website: www.enable-india.org